

# THE Impact Rankings Questionnaire

University : Universitas Indonesia

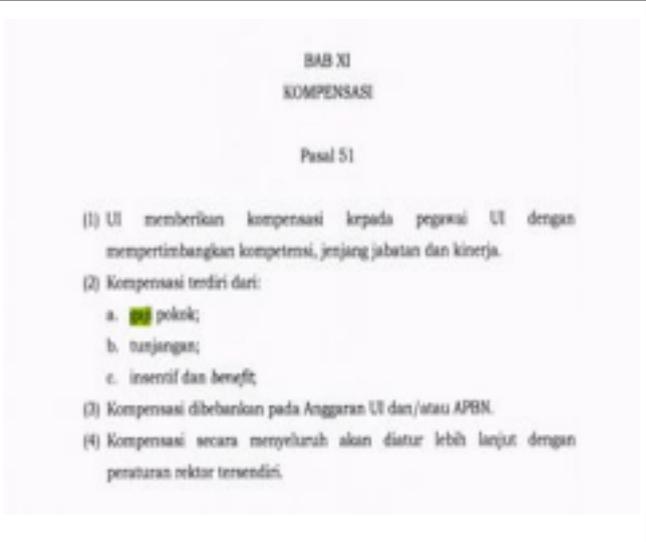
Country : Indonesia

Web Address : www.ui.ac.id

## [8] SDG8: DECENT WORK AND ECONOMIC GROWTH

### [8.2] Employment practice

#### [8.2.1] Employment practice living wage

Basic Policy of Workers Welfare	
Regulation of the Salary of Civil Servant (PNS) Number 44 Year 2020	Civil Servant (PNS) Salary Component
 <p>The image shows a document titled 'PERATURAN PEMERINTAH REPUBLIK INDONESIA NOMOR 15 TAHUN 2019 TENTANG PERUBAHAN KEDELAPAN BELAS ATAS PERATURAN PEMERINTAH NOMOR 7 TAHUN 1977 TENTANG PERATURAN GAJI PEGAWAI NEGERI SIPIL'. It includes the Indonesian coat of arms and the text 'SALINAN'.</p>	 <p>The image shows a document titled 'PERATURAN PEMERINTAH REPUBLIK INDONESIA NOMOR 7 TAHUN 1977 TENTANG PERATURAN GAJI PEGAWAI NEGERI SIPIL'. It includes the text 'Meningkatkan : bahwa pengajian Pegawai Negeri Sipil sebagaimana diatur dalam Peraturan Pemerintah Nomor 12 Tahun 1967 tentang Peraturan Gaji Pegawai Negeri Sipil Republik Indonesia Tahun 1968 (PGPS-1968) (Lembaran Negara Tahun 1967 Nomor 24, Tambahan Lembaran Negara Nomor 2033), dipandang tidak sesuai lagi dengan keadaan, sehingga perlu disesuaikan; Mengingat : 1. Pasal 5 ayat (2) Undang-Undang Dasar 1945; 2. Undang-undang Nomor 8 Tahun 1978 tentang Pokok-pokok Kepegawaian (Lembaran Negara Tahun 1978 Nomor 35, Tambahan Lembaran Negara Nomor 3041); MENUTUSKAN : Menetapkan : PERATURAN PEMERINTAH TENTANG PERATURAN GAJI PEGAWAI NEGERI SIPIL. BAB I</p>
Family Allowance and Rice Allowance for Civil Servant (PNS)	Compensation of Human Resource Management Regulation
 <p>The image shows a document titled 'BAB IV TUNJANGAN' and 'Pasal 15'. It contains text: '(1) Disamping gaji pokok kepada Pegawai Negeri Sipil diberikan : a. Tunjangan keluarga; b. Tunjangan jabatan; (2) Selain daripada tunjangan sebagaimana dimaksud dalam ayat (1), kepada Pegawai Negeri Sipil dapat diberikan tunjangan pangan dan tunjangan perumahan; Pasal 16 (1) Kepada Pegawai Negeri Sipil yang beristri/beristrikan diberikan tunjangan istri/istrikan sebesar 2% (dua persen) dari gaji pokok, dengan ketentuan apabila suami/istri telah-ditanya berkeluarga; Pasal 18 (1) Kepada Pegawai Negeri Sipil beserta keluarganya dapat diberikan tunjangan pangan; (2) Tunjangan pangan sebagaimana dimaksud dalam ayat (1) diatur lebih lanjut oleh Menteri Keuangan setelah mendengar Kepala Badan Administrasi Kepegawaian Negara.</p>	 <p>The image shows a document titled 'BAB XI KOMPENSASI' and 'Pasal 51'. It contains text: '(1) UI memberikan kompensasi kepada pegawai UI dengan mempertimbangkan kompetensi, jenjang jabatan dan kinerja; (2) Kompensasi terdiri dari: a. gaji pokok; b. tunjangan; c. insentif dan benefit; (3) Kompensasi dibebankan pada Anggaran UI dan/atau APBN; (4) Kompensasi secara menyeluruh akan diatur lebih lanjut dengan peraturan rektor tersendiri.</p>

**Description:**

Universitas Indonesia pays all staff and faculty at least the living wage, defined as the local living wage (Regional Minimum Wage). Universitas Indonesia employs both permanent civil servant and non-civil servant officers. It means that UI has to adjust its policy to align with the policy issued by the government, especially in its remuneration system. Universitas Indonesia applies the 3P remuneration system consisted of *Pay for Person*, *Pay for Position*, and *Pay for Performance*. In UI, gender does not factor the disparity in the workers' remuneration. Listed below are the factors that account to each component of the remuneration:

	<b>Component</b>	<b>Factors</b>
	<i>Pay for Person</i> (referring to the Indonesian Government Regulation)	· Period of Work · Marriage Status
	<i>Pay for Position</i>	· Name and Position
	<i>Pay for Performance</i>	· Work Achievement

The standard Regional Minimum Wages enforced by the government and the comparison from other fields excluding the Higher Education industry also accounts in the remuneration of the Take Home Pay of the Workers of the University.

Other than BPJS Kesehatan (Healthcare and Social Security) that is made required by the government. Universitas Indonesia also implements the other additional workers' welfare program, such as additional healthcare insurance and welfare assistance as listed below:

No	Assistances	Total per person
1	<b>Bereavement Payment</b>	
	Civil Servant Worker	IDR 3,000,000
	PUI Workers	5,000,000

	Workers' nuclear family members	2,400,000
	Workers' parents	2,000,000

2	<b>Childbirth Assistance</b>	
	Natural Birth	5,500,000
	C-Section Birth	9,500,000
3	<b>Marriage Assistance</b>	
	Workers	3,000,000
	Children of workers	1,000,000
4	<b>Chronic Illnesses Assistance</b>	25,000,000

Workers of Universitas Indonesia, both civil servant and non-civil servant, will receive Pension Benefits.

**Evidence Link :**

1. [Peraturan manajemen SDM](#)
2. <https://dsdm.ui.ac.id/uploads/file/per03pb2015-1.pdf>
3. <https://dsdm.ui.ac.id/uploads/file/pp-nomor-44-tahun-2020.pdf>
4. <https://dsdm.ui.ac.id/uploads/file/sk-rektor-bantuan-pernikahandll-.pdf>