

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

[8.2.6] Employment policy pay scale equity

Basic Policy of Workers Welfare	
Regulation of the Salary of Civil Servant (PNS)	Civil Servant (PNS) Salary Component
 <p style="text-align: center;">SALINAN</p> <p style="text-align: center;">PRESIDEN REPUBLIK INDONESIA</p> <p style="text-align: center;">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</p> <p style="text-align: center;">DENGAN RAHMAT TUHAN YANG MAHA ESA PRESIDEN REPUBLIK INDONESIA,</p>	<p style="text-align: center;">PERATURAN PEMERINTAH REPUBLIK INDONESIA NOMOR 7 TAHUN 1977 TENTANG PERATURAN GAJI PEGAWAI NEGERI SIPIL PRESIDEN REPUBLIK INDONESIA,</p> <p>Menimbang : bahwa penggajian 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 2833), dipandang tidak sesuai lagi dengan keadaan, sehingga perlu disempurnakan;</p> <p>Mengingat : 1. Pasal 5 ayat (2) Undang-Undang Dasar 1945; 2. Undang-undang Nomor 8 Tahun 1974 tentang Pokok-pokok Kepegawaian (Lembaran Negara Tahun 1974 Nomor 55, Tambahan Lembaran Negara Nomor 3041);</p> <p style="text-align: center;">MEMUTUSKAN :</p> <p>Menetapkan : PERATURAN PEMERINTAH TENTANG PERATURAN GAJI PEGAWAI NEGERI SIPIL.</p> <p style="text-align: center;">BAB I</p>
Family Allowance and Rice Allowance for Civil Servant (PNS)	Compensation of Human Resource Management Regulation
<p style="text-align: center;">BAB IV TUNJANGAN Pasal 15</p> <p>(1) Disamping gaji pokok kepada Pegawai Negeri Sipil diberikan :</p> <p>a. Tunjangan keluarga; b. Tunjangan jabatan.</p> <p>(2) Selain daripada tunjangan sebagaimana dimaksud dalam ayat (1), kepada Pegawai Negeri Sipil dapat diberikan tunjangan pangan dan tunjangan-tunjangan lain.</p> <p style="text-align: center;">Pasal 16</p> <p>(1) Kepada Pegawai Negeri Sipil yang beristri/bersuami diberikan tunjangan isteri/suami sebesar 5% (lima persen) dari gaji pokok, dengan ketentuan apabila suami isteri kedua-duanya berkedudukan</p> <p style="text-align: center;">Pasal 18</p> <p>(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 style="text-align: center;">BAB XI KOMPENSASI Pasal 51</p> <p>(1) UI memberikan kompensasi kepada pegawai UI dengan mempertimbangkan kompetensi, jenjang jabatan dan kinerja.</p> <p>(2) Kompensasi terdiri dari:</p> <p>a. gaji pokok; b. tunjangan; c. insentif dan <i>benefit</i>;</p> <p>(3) Kompensasi dibebankan pada Anggaran UI dan/atau APBN.</p> <p>(4) Kompensasi secara menyeluruh akan diatur lebih lanjut dengan peraturan rektor tersendiri.</p>

Description:

Universitas Indonesia has a policy on pay scale equity including a commitment to measurement and elimination of gender pay gaps. UI 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 consisting 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:

No	Component	Factors
1	<i>Pay for Person</i> (referring to the Indonesian Government Regulation)	<ul style="list-style-type: none"> · Period of Work · Marriage Status
2	<i>Pay for Position</i>	<ul style="list-style-type: none"> · Name and Position
3	<i>Pay for Performance</i>	<ul style="list-style-type: none"> · 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	Bereavement Payment	
	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	Childbirth Assistance	
	Natural Birth	5,500,000
	C-Section Birth	9,500,000
3	Marriage Assistance	
	Workers	3,000,000
	Children of workers	1,000,000
4	Chronic Illnesses Assistance	25,000,000

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

Evidence Link :

1. <https://www.feb.ui.ac.id/wp-content/uploads/2020/02/acc/Appendix-AUN-UPA-Criterion-6/Appendix%206.8%20Decree%20of%20UI%20Rector%20No.%200033-2018%20about%20Human%20Resource%20Management%20of%20Universitas%20Indonesia.pdf>
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>