## **THE Impact Rankings Questionnaire**

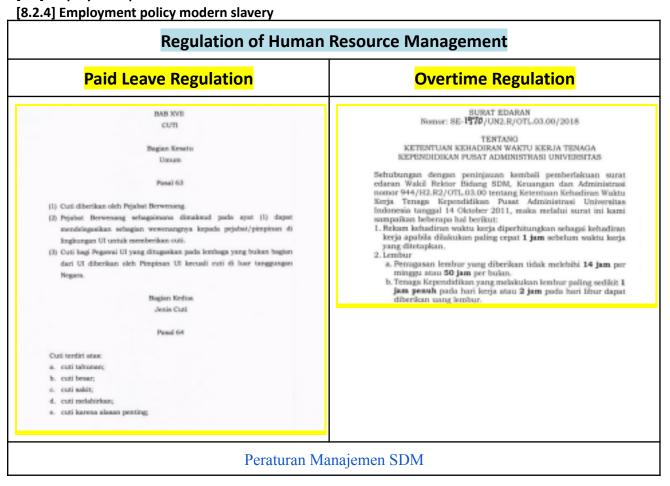
University: Universitas Indonesia

Country: Indonesia

Web Address: www.ui.ac.id

[8] SDG8: DECENT WORK AND ECONOMIC GROWTH

[8.2] Employment practice



## **Description:**

Universitas Indonesia has a policy on guaranteeing equivalent rights of workers when outsourcing activities to third parties. Universitas Indonesia has a policy commitment to no forced labour, no modern slavery and no human trafficking, and no child labour. The UI Rector's Decree No. 33/2018 about the Human Resource Management in Universitas Indonesia, stated that Human Resource Management is an important matter that is based on professionalism, equity, and equal rights that do not discriminate on their ethnicity, religion, race, and gender. UI also gives equal rights to handicapped people. Human resource development is intended for enhancing the skill and expertise in accordance with the values that are needed for Universitas Indonesia to reach its vision and mission. Therefore, Universitas Indonesia is committed to its human resource management according to the rules that have been applied. All workers receive their salary and benefits as written in the rules, as well as health insurance and pension insurance.

Other than that, Universitas Indonesia also regulates the paid overtime work hour for their workers as stated in the Rector's Decree No. 16/2017 about Attendance System of Education Staff of Universitas Indonesia. Paid leave and overtime systems are also explained in the decree as a means to protect the workers of UI so that they are not working way past their capacity. Universitas Indonesia regulates the limitation of their working hour time at maximum 14 (fourteen) hours per week or 50 (fifty) hours per month. This statement is also reinforced with the letter with number 1970/UN2.R/OTL.03.00/2018 about the Stipulation of Working Time Attendance for Education Staff Centre of Administration of Universitas Indonesia. Workers are given overwork pay and meal allowance to make sure that their needs are met while doing the overtime. Annual leave is given as much as twelve working days per year outside of leave with important reasons. With this regulation, the workers at UI are hoped to live a balanced work life.

Universitas Indonesia also guarantees workers protection from bullying and sexual harassment as stated in Clause 62 of Regulations of Human Resource Management. Workers who experience this are eligible to appeal for legal aid and psychological treatment.

Universitas Indonesia does not employ underage workers, as stated in the Rector Decree No. 33 which explains that lecturer candidates should have at least a master's degree. The average age of master program graduates is 22 to 25 years old. Meanwhile, education staff candidates should be at least a vocational high school graduate, where the average age is at 17 to 19 years old, and already own an ID card. Therefore, all UI workers can be categorised as adults and have an ID card.

## **Evidence Link:**

1. Peraturan Manajemen SDM