

# THE IMPACT RANKINGS EVIDENCE

## SDG 8: DECENT WORK AND ECONOMIC GROWTH

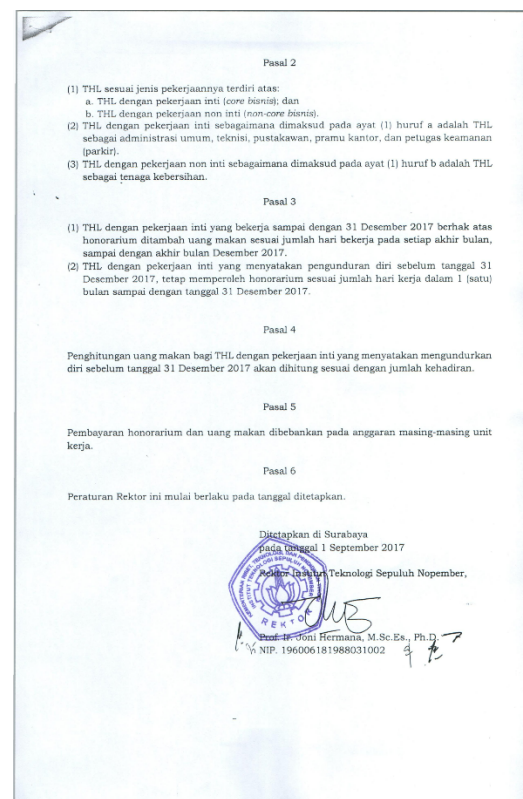
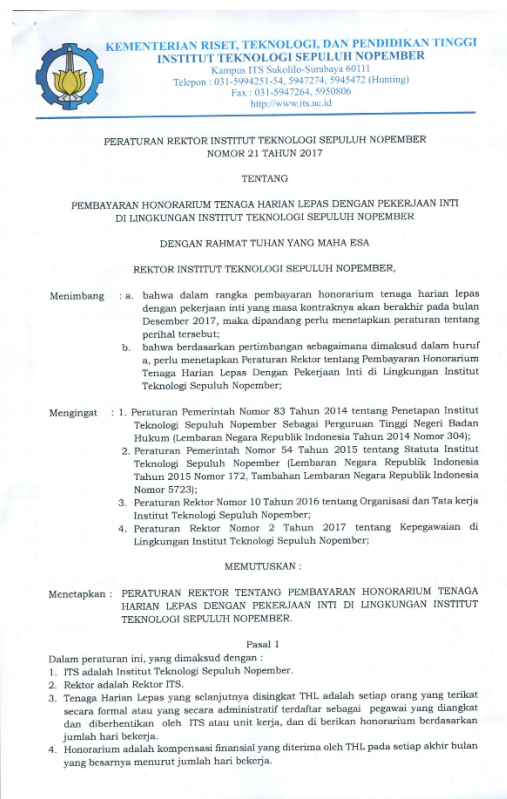
University : Institut Teknologi Sepuluh Nopember  
Country : Indonesia  
Website : [www.its.ac.id](http://www.its.ac.id)

### 8.2 Employment Practice

#### 8.2.5 Employment Practice Equivalent Rights Outsourcing

##### 1. Equal Rights for Payment of Outsourcing Workers in ITS Campus

ITS issued Regulation of ITS Rector No. 21 Year 2017 regarding honorarium workers in ITS Campus with fair payment scheme and decent allowance. ITS is striving to keep the welfare of its human resources beyond average.

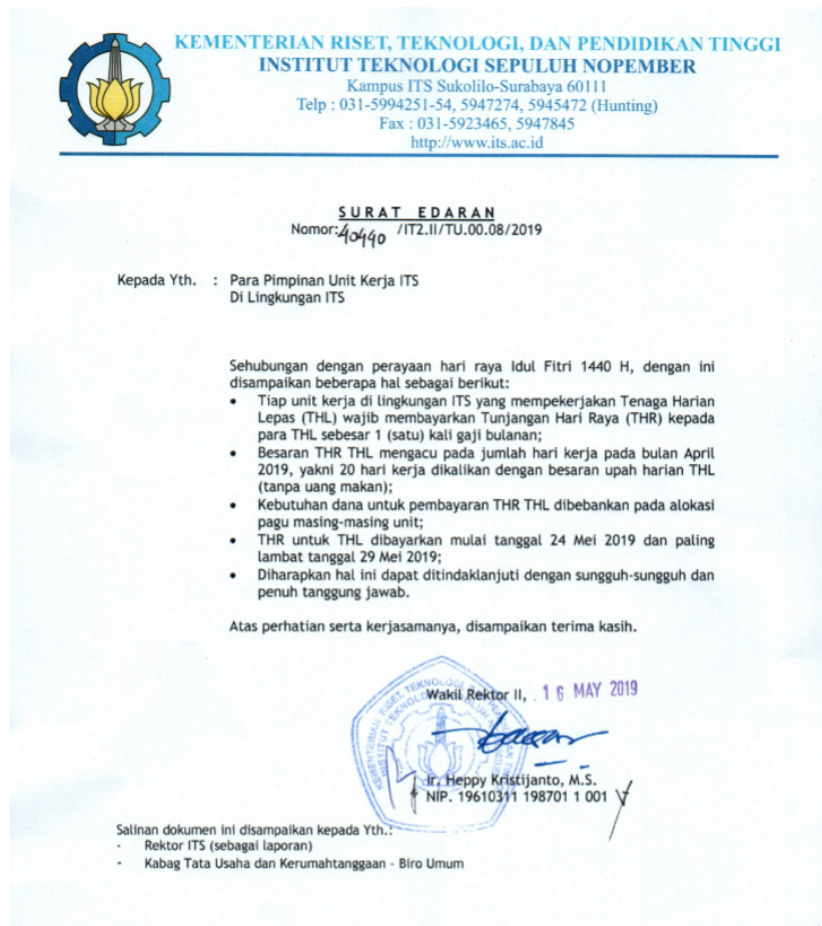



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### 2. Circular Letter of ITS Vice Rector II about Financial Aid for Temporary Employees at ITS

ITS issued a Circular Letter of ITS Vice Rector II about Financial Aid for Temporary Employees at ITS to ensure Temporary Employees receive financial aid to support their welfare during the Eid Holidays.



 **KEMENTERIAN RISET, TEKNOLOGI, DAN PENDIDIKAN TINGGI  
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**SURAT EDARAN**  
Nomor: 40490 /IT2.II/TU.00.08/2019

Kepada Yth. : Para Pimpinan Unit Kerja ITS  
Di Lingkungan ITS

Sehubungan dengan perayaan hari raya Idul Fitri 1440 H, dengan ini disampaikan beberapa hal sebagai berikut:

- Tiap unit kerja di lingkungan ITS yang mempekerjakan Tenaga Harian Lepas (THL) wajib membayarkan Tunjangan Hari Raya (THR) kepada para THL sebesar 1 (satu) kali gaji bulanan;
- Besaran THR THL mengacu pada jumlah hari kerja pada bulan April 2019, yakni 20 hari kerja dikalikan dengan besaran upah harian THL (tanpa uang makan);
- Kebutuhan dana untuk pembayaran THR THL dibebankan pada alokasi pagu masing-masing unit;
- THR untuk THL dibayarkan mulai tanggal 24 Mei 2019 dan paling lambat tanggal 29 Mei 2019;
- Diharapkan hal ini dapat ditindaklanjuti dengan sungguh-sungguh dan penuh tanggung jawab.

Atas perhatian serta kerjasamanya, disampaikan terima kasih.

Wakil Rektor II, 16 MAY 2019  
  
Ir. Heppy Kristijanto, M.S.  
NIP. 19610311 198701 1 001

Salinan dokumen ini disampaikan kepada Yth.:

- Rektor ITS (sebagai laporan)
- Kabag Tata Usaha dan Kerumahtanggaan - Biro Umum

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### 3. Scheme of Payment for Outsourcing and Contact Workers in ITS Campus

ITS regulated the scheme of payment for outsourcing workers such as custodians, administrators, technicians, and guards, as well as contract workers.

<b>HONORARIUM DAN UANG MAKAN TENAGA HARIAN LEPAS</b>		
14.1. Petugas Kebersihan, Parkir, Pekerjaan Sejenis		
a. Honorarium	Orang/Hari	100.000
b. Uang Makan	Orang/Hari	25.000
c. Uang Lembur/Kelebihan Jam Kerja	Orang/Jam	12.500
14.2. Petugas Administrasi dan Teknisi Laboratorium		
a. Honorarium	Orang/Hari	120.000
b. Uang Makan	Orang/Hari	25.000
c. Uang Lembur/Kelebihan Jam Kerja	Orang/Jam	15.000
14.3. Petugas Penjaga Rumah Dinas Rektor		
a. Honorarium	Orang/Hari	125.000
b. Uang Makan	Orang/Hari	25.000

Figure 1. Scheme of payment for outsourcing workers.

### 4. SATUAN BIAYA HONORARIUM TENAGA KONTRAK

No	Uraian Kegiatan	Satuan	Besaran Bruto Maksimum (Rp)
1.	Lulusan D3	Orang/Jam	20.000
2.	Lulusan S1	Orang/Jam	25.000
3.	Lulusan S2	Orang/Jam	30.000

Figure 2. Scheme of payment for contract workers.