

8 DECENT WORK AND ECONOMIC GROWTH



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“Decent work in safe and stable conditions is a vital component of helping people out of poverty, with the related aspects of reducing hunger and increasing health. The rise of precarious employment, modern slavery, and uneven growth has created threats to a sustainable future. Universities as employers can lead the way, as teachers can educate for the future, and as innovators can develop new and fairer ways of working.”

(THE Impact Rankings)

3,045

Number of employees

3,045

Number of employees on contracts of over 24 months

507

Number of students with work placements for more than a month

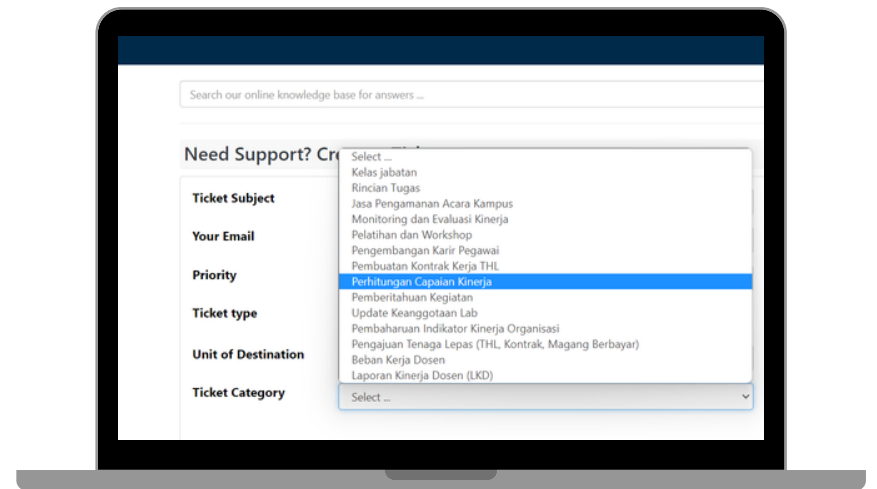




EMPLOYMENT PRACTICE

Employment Practice Appeal Process at ITS

ITS have a process for employees to appeal for employee rights and / or pay to all its workers. Through ITS' Service Desk system which can be accessed at <https://servicedesk.its.ac.id/> ITS' employees can submit an appeal in regard to their rights and/or pay to Directorate of Human Resources and Organizations (DSDMO) ITS in the category of "Perhitungan Capaian Kinerja" or Performance Targets' Assessment.



REGULATION/POLICY

Related Regulations to Employment Practice Living Wage and Pay Scale Equity

In response to the inadequate income for many working households dependent on the current statutory minimum wage rates, ITS is committed to implementing employment practice living wage measures, and pay scale equity with elimination of gender pay gaps. ITS has established a number of regulations to ensure these measures to all staffs and faculty members through the Regulations of ITS Rector released from 2017 to 2021. These regulations manage salary and additional income for ITS Employees.

