



8 DECENT WORK AND ECONOMIC GROWTH

4,512

Number of
Employees

100%

Proportion of employees
on secure contracts

8,740

Number of students with
work placements

Stewardship



ITS Declaration Against Slavery and Discrimination in Employment

ITS is committed to maintaining a workplace free from slavery, exploitation, and discrimination, ensuring that all employees, regardless of gender, age, religion, or background, are treated with dignity and fairness. Through the ITS Declaration on Employment Stewardship and Decent Work, the university reinforces its responsibility to promote ethical, inclusive, and equitable employment practices.

ITS upholds zero tolerance for modern slavery, ensures fair recruitment and equal pay, and provides safe and respectful working conditions. The university has implemented key employment policies covering non-discrimination, modern slavery prevention, pay-scale equity and gender pay tracking, living wage, equivalent rights for outsourced workers, employee appeal mechanisms, and labour rights recognition for all staff.

Outreach



Boat Repair and Occupational Safety Training in Gisik Cemandi Village

Department of Naval Architecture conducted a community outreach program in Gisik Cemandi Village on 19 November 2024. The activity involved around 30 local fishermen and focused on improving their technical skills in fiber boat repair while raising awareness of occupational safety practices in their daily work.

The training introduced participants to the proper handling of fiber-reinforced plastic materials, safe repair techniques, and the responsible use of chemical substances and protective equipment. By equipping fishermen with these practical skills, the program helped them repair their boats independently, reduce maintenance costs, and increase productivity while ensuring safer working conditions.

This initiative also reflects ITS' strong commitment to community empowerment and decent work by integrating technical skill development with safety education,



Strengthening Coastal MSMEs Branding for Inclusive Economic Growth in Sontok Sea Tourism Village

Empowering coastal communities plays a vital role in achieving inclusive and sustainable economic growth. This vision was brought by the Community Service Program team from the Department of Development Studies, through a branding and digital marketing training for local micro, small, and medium enterprises (MSMEs) in Sontok Sea Tourism Village, Surabaya.

The program addressed the limited knowledge of product branding and packaging among coastal entrepreneurs. The training covered topics such as product visualization, market segmentation, tagline creation, and attractive packaging design. Participants also learned how to promote their products through e-commerce platforms and social media.

ITS team provided personalized consultations and developed promotional materials. This initiative strengthens the local economy by improving the competitiveness of MSMEs, reflecting ITS' commitment to promoting inclusive and sustainable economic growth in coastal communities.

Teaching



Empowering ITS Lecturers through Capacity Building Workshops

To strengthen teaching quality and academic excellence, ITS continues to invest in the professional development of its lecturers. ITS launched the Series of Capacity Building for ITS Young Lecturers in 2024, a program designed to enhance pedagogical competence through international collaboration.

In January 2024, two flagship workshops were held in partnership with Singapore Management University (SMU) and the Singapore University of Social Sciences (SUSS). The first, Workshop on Experiential Learning, guided participants in applying student-centered learning approaches, while the second, Workshop on Case Study Writing, equipped lecturers with tools to design impactful case-based learning materials. Both sessions were open to all ITS lecturers.

Through these initiatives, ITS reinforces its commitment to SDG 8 by promoting continuous professional learning, equitable access to capacity-building opportunities, and sustainable academic career development.

“Through education, empowerment, and innovation, ITS advances inclusive and sustainable economic growth.”