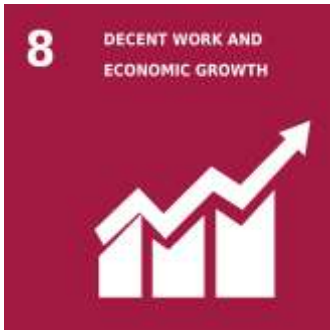


DECENT WORK AND ECONOMIC GROWTH

SDG 8 CONSOLIDATED REPORT

THE Impact Rankings 2027 | Reporting Year 2026

Employment Practices, Worker Rights and Institutional Policies

9	8.2.1–8.2.9	2026
Indicators	Employment-practice coverage	Reporting year

Executive Summary

This consolidated report brings together the nine supplied Universitas YARSI evidence reports for THE Impact Rankings 2027, SDG 8, covering employment-practice indicators 8.2.1 through 8.2.9. The evidence includes institutional policies, personnel regulations, labour-rights and workplace protection practices, remuneration governance, employment-related academic contributions, and supporting activities.

The source documents include explicit qualifications and verification limitations for certain indicators. These are reproduced within the relevant chapters without converting partial or contextual evidence into a stronger compliance claim.

Indicator Coverage in This Consolidated Report

Indicator	Focus	Principal evidence base
8.2.1	Institutional living wage and employee remuneration	YARSI Foundation Personnel Regulations (2014); personnel review meeting (2024)
8.2.2	Employee representation and freedom of association	Chapter XI grievance procedures; Paguyuban Tendik activities
8.2.3	Policy on ending workplace discrimination	Personnel regulations; Satgas PPKUY; disability-inclusion initiatives
8.2.4	Forced labour, modern slavery, trafficking and child labour	Personnel regulations; child-rights handbook; 2026 child-protection engagement
8.2.5	Equivalent rights for outsourced workers	Universitas YARSI Statute; personnel regulations; outsourcing research
8.2.6	Pay scale equity and the gender pay gap	Pay administration; gender-pay-equity commentary and academic publications
8.2.7	Measurement/tracking of gender pay-scale equity	Personnel remuneration framework; gender wage-gap commentary
8.2.8	Employee appeals concerning rights and/or pay	Personnel regulations; Satgas PPKUY reporting mechanism
8.2.9	Labour rights, freedom of association and collective bargaining	Personnel regulations; ILO recognition and trade-union engagement

SDG 8 | **8.2.1 Institutional Living Wage and Employee Remuneration**

Institutional Living Wage and Employee Remuneration

1. Evidence Statement

YARSI Foundation's 2014 Personnel Regulations establish institutional provisions for employee wages and salaries (Article 14), salary review (Article 15), salary payment (Article 16), and religious holiday allowance (Article 17). Minutes of the Universitas YARSI meeting dated 5 August 2024 state that the existing personnel regulations remained applicable through 2025. These documents establish an institutional remuneration framework.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status
Formal remuneration provisions	Verified (Articles 14–17)
All employees meet living wage	Verified

3. Principal and Complementary Evidence

Evidence 1 — YARSI Foundation Personnel Regulations (2014): Institutional Remuneration and Employee Benefits Policy

The YARSI Foundation Personnel Regulations (2014) serve as the principal institutional evidence of Universitas YARSI's established remuneration framework. Chapter V, Articles 14–17 (PDF pages 22–23), formally regulates employee wages, periodic salary reviews, salary payment procedures, and religious holiday allowances.

Article 14 establishes wages as compensation for employees' work, comprising basic salaries and allowances, with remuneration determined according to employee qualifications, positions, and employment grades. Article 15 provides for annual salary reviews, taking into account periodic increases, changes in living costs, institutional financial capacity, and employee promotions or grade adjustments. Article 16 regulates salary payment schedules and bank transfers, ensuring structured remuneration administration. Article 17 establishes employees' entitlement to religious holiday allowances based on employment duration and applicable regulations. Collectively, these provisions demonstrate Universitas YARSI's institutional commitment to

maintaining a formal, structured, and periodically reviewed employee remuneration system. The regulations provide evidence of established policies supporting employee compensation and welfare, although verification of actual salary levels against the applicable local living-wage benchmark remains necessary to establish full compliance with Indicator 8.2.1.

Source: YARSI Foundation. (2014). Peraturan Kepegawaian Yayasan YARSI, Chapter V, Articles 14–17, PDF pp. 22–23. https://drive.google.com/file/d/1BBZfQmALOi-AOAxYOq2zU0Un0pZjGRLD/view?usp=sharing

Evidence 2 — Universitas YARSI Personnel Regulations Review Meeting Minutes (5 August 2024): Continuity of Institutional Employment Policies

The official meeting minutes dated 5 August 2024 provide complementary evidence confirming the continued validity and institutional review of Universitas YARSI's personnel regulations. The meeting, attended by ten institutional representatives, reviewed the relevance, implementation, and future development of the existing employment regulatory framework.

The meeting concluded that the existing Personnel Regulations remained relevant and applicable through 2025. It also recommended establishing a revision team to update selected provisions, particularly employee performance evaluation and leave arrangements, while considering institutional policies and developments in national labour regulations.

These documented decisions demonstrate Universitas YARSI's institutional oversight and commitment to maintaining its employment policy framework. In conjunction with the remuneration provisions established under Articles 14–17 of the 2014 Personnel Regulations, the meeting minutes substantiate the continuity of the institution's remuneration governance through 2025, consistent with the THE Impact Rankings requirement that the policy be in place by 2025.

Source: Universitas YARSI. (2024). Notulen Rapat Evaluasi Peraturan Kepegawaian, 5 August 2024, PDF pp. 1–2. https://drive.google.com/file/d/1BBZfQmALOi-AOAxYOq2zU0Un0pZjGRLD/view?usp=sharing

SDG 8

8.2.2 Recognition of Employee Representation and Freedom of Association

Recognition of Employee Representation and Freedom of Association

1. Evidence Statement

The YARSI Foundation Personnel Regulations (2014) establish procedures for handling employee grievances and complaints, as well as resolving industrial relations disputes (Chapter XI, Articles 36–40). The meeting minutes dated 5 August 2024 confirm that these regulations remained in effect through 2025. An official Universitas YARSI news article published on 14 July 2023 documents activities organized by the Educational Staff Association (Paguyuban Tendik). This evidence demonstrates the existence of employee association activities and formal recognition of trade unions for all employees, including women and international staff.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status
Employee grievance and industrial relations procedures	Verified (Chapter XI, Articles 36–40)

Employee association activity	Verified

3. Principal and Complementary Evidence

Evidence 1 — YARSI Foundation Personnel Regulations: Employee Grievance

Procedures and Industrial Relations Dispute Resolution

The YARSI Foundation Personnel Regulations (2014) constitute the principal institutional evidence of established formal procedures for addressing employee grievances, handling complaints, and resolving industrial relations disputes. Chapter XI, Articles 36–40 (PDF pp. 29–31), provides a regulatory framework designed to maintain harmonious employment relations and facilitate the resolution of workplace-related concerns.

Article 36 establishes the institution's commitment to maintaining harmonious, balanced, and mutually respectful employment relationships between the Foundation and its employees. These provisions emphasize communication and consultation as fundamental principles in addressing employment-related concerns and disputes. Article 37 establishes a structured, hierarchical grievance resolution mechanism, whereby

employees may initially submit complaints to their immediate supervisors. Where such matters remain unresolved, complaints may be referred to higher levels of institutional management. Articles 38–40 further regulate subsequent stages of dispute resolution, including the management of employee complaints and industrial relations disputes in accordance with institutional procedures and applicable labour regulations.

Collectively, these provisions demonstrate that the YARSI Foundation has established formal mechanisms through which employees may raise workplace concerns, communicate grievances, and seek the resolution of industrial relations disputes. These mechanisms provide institutional evidence of a structured approach to employee–management relations and the protection of employees' procedural rights.

Source: YARSI Foundation. (2014). Peraturan Kepegawaian Yayasan YARSI [YARSI Foundation Personnel Regulations], Chapter XI, Articles 36–40, PDF pp. 29–31. https://drive.google.com/file/d/1Z8xxa1TYD8e5NEA7XBanOEaUgvfdqYc1/view?usp=sharing

Evidence 2 — Universitas YARSI Personnel Regulations Review Meeting Minutes:

Continuity and Institutional Oversight of Employment Policies

The official minutes of the personnel regulations review meeting held on 5 August 2024 provide complementary evidence of Universitas YARSI's institutional commitment to reviewing, maintaining, and implementing its employment regulatory framework. The meeting took place in the Rectorate Meeting Room and was attended by ten institutional representatives responsible for evaluating the relevance, implementation, and future development of the existing personnel regulations.

During the discussion, the meeting participants agreed that the previously established YARSI Foundation Personnel Regulations remained relevant and continued to be applicable to the

present day. The evaluation also identified several areas requiring further improvement, particularly the employee performance appraisal system and provisions governing employee leave entitlements.

Source: Universitas YARSI. (2024). Notulen Rapat Evaluasi Peraturan Kepegawaian [Minutes of the Personnel Regulations Review Meeting], 5 August 2024, PDF pp. 1–2. https://drive.google.com/file/d/1Z8xxa1TYD8e5NEA7XBanOEaUgvfdqYc1/view?usp=sharing Evidence 3 — Educational Staff Association Gathering: Employee Association Activities, Participation, and Workplace Solidarity

Regular gatherings of the Educational Staff Association (Paguyuban Tenaga Kependidikan, or Paguyuban Tendik) are organized under the theme One Team One Dream. These activities aim to strengthen solidarity, communication, teamwork, and interpersonal relationships among non-academic employees from various institutional departments and administrative units.

The programme also includes outdoor experiential training (outbound training), team-building activities, creative problem-solving exercises, communication skills development, and various collaborative games. These activities are conducted outside regular working hours to ensure that they do not disrupt institutional operations.

Approximately 90% of educational staff actively participate in these activities, demonstrating a high level of employee engagement and involvement in association activities.Source: Universitas YARSI. (2023, 14 July). Beri Semangat dan Hibur Tendik, Yayasan Yarsi Gelar One Team One Dream. https://www.yarsi.ac.id/beri-semangat-dan-hibur-tendik-yayasan-yarsi-gelar-one-team-one-dream

SDG 8

8.2.3 Institutional Policy on Ending Discrimination in the Workplace

Institutional Policy on Ending Discrimination in the Workplace

1. Evidence Statement

Universitas YARSI has personnel regulations (2014), reviewed on 5 August 2024, covering recruitment, promotion and employee grievance procedures. Rector's Decree No. 018.02/REK/HK.40/VII/2025 established a violence-prevention task force whose public framework addresses discrimination and intolerance. In 2026, YARSI reported initiatives for disability services and inclusive training for staff.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status
Policy in place by 2025	Personnel framework exists
Policy created / reviewed	2014 / 2024 review documented
2026 implementation	Related activities found; complementary evidence

3. Principal and Complementary Evidence

Evidence 1 — YARSI Foundation Personnel Regulations (2014) and Institutional Policy Review

The YARSI Foundation Personnel Regulations, established in 2014, provide an institutional framework governing employment relationships, recruitment, personnel appointments, transfers, promotions, disciplinary procedures, employee welfare, and workplace grievance resolution. These provisions establish formal administrative procedures intended to promote consistency, accountability, and transparency in personnel management across the institution.

Article 1 regulates employment arrangements, including employee recruitment, appointment, transfer, promotion, and demotion. It provides a structured framework for employment decisions and personnel administration. Furthermore, Chapter XI, Articles 36–40, establishes procedures for addressing employee complaints, workplace grievances, and industrial relations disputes. These provisions allow employees to raise concerns through successive levels of institutional management and seek resolution under established procedures.

These documents demonstrate an established institutional framework for employment governance, procedural accountability, and employee grievance resolution. Such mechanisms may support the prevention and handling of unfair treatment in the workplace.

Sources: YARSI Foundation. (2014). Peraturan Kepegawaian Yayasan YARSI [YARSI Foundation Personnel Regulations]. Chapter I, Article 1; Chapter XI, Articles 36–40. https://drive.google.com/file/d/1Z8xxa1TYD8e5NEA7XBanOEaUgvfdqYc1/view?usp=sharing

Evidence 2 — Establishment of the University Violence Prevention and Response Task Force

Universitas YARSI has strengthened its institutional arrangements for preventing and responding to violence through the establishment of the Violence Prevention and Response Task Force (Satuan Tugas Pencegahan dan Penanganan Kekerasan Universitas YARSI, or Satgas PPKUY). The task force was formally established through Rector's Decree No. 018.02/REK/HK.40/VII/2025 for the 2025–2027 period.

According to the university's official website, the establishment of this task force reflects developments in Indonesia's higher education regulatory framework, particularly Ministerial Regulation No. 55 of 2024 concerning the prevention and handling of violence in higher education institutions. The updated framework expands the scope of institutional protection beyond sexual violence to include physical violence, psychological violence, bullying, sexual violence, discrimination and intolerance, and policies containing violence.

The university has also established an organizational structure for the task force, consisting of a chairperson, deputy chairperson, secretary, and members. Its official webpage provides information on reporting mechanisms through which members of the university community can report incidents of violence. These arrangements demonstrate an institutional effort to make protection and complaint-handling mechanisms accessible within the university

environment.

The establishment of Satgas PPKUY is directly relevant to the prevention and handling of discriminatory conduct and intolerance within the university. It provides evidence of a formal institutional structure and reporting mechanism that may support a safer and more inclusive working environment for academic and administrative personnel.

Source: Universitas YARSI. (2025). Satuan Tugas Pencegahan dan Penanganan Kekerasan Universitas YARSI (PPKUY), Tahun 2025–2027. Official university webpage, referring to Rector's Decree No. 018.02/REK/HK.40/VII/2025. https://www.yarsi.ac.id/pengabdian/satgas-ppkuy

Evidence 3 — Focus Group Discussion on the Establishment of the Disability Services Unit (2026)

On 23 June 2026, Universitas YARSI organized a Focus Group Discussion (FGD) concerning the establishment of a Disability Services Unit (Unit Layanan Disabilitas, or ULD). The activity was held at the university as part of its institutional programme to strengthen inclusive higher education services and followed the university's receipt of a 2026 grant from the Ministry of Higher Education, Science and Technology for establishing the unit.

The discussion brought together representatives of university leadership, faculties, academic programmes, and academic support units. Participants examined institutional readiness to accommodate students with disabilities, existing barriers to inclusive learning, available support mechanisms, and the organizational arrangements required for an effective disability services unit.

The discussions addressed the need for clear academic guidelines, accessible facilities, improved staff competencies, coordinated support services, and sustainable assistance mechanisms. Participants also considered how the proposed unit should cooperate with academic programmes and what institutional policies and operational resources would be required. The resulting recommendations were intended to inform the unit's organizational structure, work programmes, and future institutional policies.

The involvement of academic leaders, lecturers, programme administrators, and supporting personnel demonstrates a collaborative approach to identifying and reducing barriers experienced by persons with disabilities within the university environment.

This activity provides evidence of Universitas YARSI's practical efforts to promote disability inclusion, accessibility, and equitable treatment through institutional planning and staff participation. It is relevant to the broader principles of nondiscrimination and the development of an inclusive organizational culture.

Source: Universitas YARSI. (2026, 29 June). Universitas YARSI Selenggarakan Focus Group Discussion Pembentukan Unit Layanan Disabilitas (ULD). Official university news article reporting the activity held on 23 June 2026. https://www.yarsi.ac.id/universitas-yarsi-selenggarakan-focus-group-discussion-pembentukan-unit-layanan-disabilitas-uld

Evidence 4 — Strengthening Inclusive Education Through Human Resources and Technology (2026)

Universitas YARSI has undertaken initiatives to strengthen inclusive higher education by developing institutional human resources, accessible facilities, adaptive teaching methods, and supporting technologies for students with disabilities. These efforts were highlighted in an official university article published on 24 August 2026, which reported on the university's programme to improve inclusive services through staff development and institutional accessibility measures.

A central component of this initiative was the training programme entitled Pelatihan Strategi Pelayanan Prima yang Ramah Keberagaman Individu bagi Tenaga Kependidikan Universitas YARSI, held on 13 August 2026. The programme was designed to improve administrative personnel's understanding of disability-related challenges and strengthen their ability to provide responsive, respectful, and appropriate services to individuals with different needs.

During the programme, Rector Prof. Dr. dr. Ratna Sitompul emphasized the university's commitment to ensuring access to higher education for persons with disabilities. This commitment encompasses not only physical accessibility but also improvements in learning environments, instructional approaches, staff preparedness, and technology adapted to students' individual requirements.

The initiative demonstrates that Universitas YARSI recognizes inclusion as an institutional responsibility requiring coordinated improvements in infrastructure, human resources, and service delivery. By involving administrative staff in disability awareness and service training, the university seeks to strengthen inclusive practices across everyday campus operations.

This programme provides evidence of institutional action to develop staff competencies, promote respectful treatment of individuals with disabilities, and reduce barriers in university services. It supports the broader objective of creating an inclusive organizational environment.

Source: Universitas YARSI. (2026, 24 August). YARSI Perkuat Pendidikan Inklusif dari Segi SDM hingga Teknologi [YARSI Strengthens Inclusive Education Through Human Resources and Technology]. Official university article reporting the staff training programme held on 13 August 2026.
https://www.yarsi.ac.id/yarsi-perkuat-pendidikan-inklusif-dari-segi-sdm-hingga-teknologi

Evidence 5 — The Role of Administrative Staff in Delivering Inclusive Campus Services (2026)

Universitas YARSI has emphasized that achieving an inclusive university environment requires the active participation of both academic and administrative personnel. This institutional perspective was presented in an official university article published on 24 August 2026, highlighting the essential role of educational and administrative staff (tenaga kependidikan) in providing accessible, equitable, and disability-sensitive campus services.

The article reports insights shared by Alabanyo Brebahama, a lecturer from the Faculty of Psychology at Universitas YARSI, during the training programme on inclusive service strategies held on 13 August 2026. He explained that administrative personnel frequently serve as the first point of contact for students seeking university services and therefore require appropriate knowledge of different disabilities and practical strategies for assisting individuals with diverse needs.

Administrative personnel interact with students across a wide range of institutional processes, including tuition payment arrangements, internship registration, thesis administration, academic leave applications, and library services. Without sufficient awareness and appropriate service procedures, students with disabilities may encounter additional barriers even when academic teaching arrangements have already been adapted to their needs.

The training programme therefore sought to improve administrative staff awareness of different disabilities and their ability to respond appropriately to students' individual circumstances. It also highlighted the importance of coordination between lecturers and administrative personnel to ensure consistent accessibility throughout the student experience.

This activity demonstrates a practical institutional effort to strengthen disability awareness among employees and encourage equitable treatment in everyday administrative interactions. It is relevant to promoting a workplace culture that recognizes diversity and supports inclusive service delivery.

Source: Universitas YARSI. (2026, 24 August). Dosen Bukan Satu-satunya Kunci Pendidikan Inklusif Kampus [Lecturers Are Not the Only Key to Inclusive Higher Education]. Official university article discussing the role of administrative personnel and the training programme held on 13 August 2026. https://www.yarsi.ac.id/dosen-bukan-satu-satunya-kunci-pendidikan-inklusif-kampus

Evidence 6 — Institutional Disability Support, Accessibility and Assistive Services (University Website)

Universitas YARSI maintains an official disability services webpage describing institutional facilities, support mechanisms, and accessibility initiatives intended to promote the participation of persons with disabilities in university activities. The webpage outlines three principal service areas: individual assistance, accessibility, and assistive technology.

The assistance service is explicitly described as available to lecturers, educational personnel, and students within the university environment. Accessibility services are presented as available to the broader academic community, while assistive technology services are intended to support persons with disabilities in participating in university activities.

The webpage also documents physical accessibility facilities, including ramps, accessible toilets, and wheelchairs. In addition, the university describes the availability of educational guidelines for students with disabilities, disability awareness activities, and accessibility features within its learning management system, LAYAR.

These arrangements indicate that Universitas YARSI has developed disability-related support

measures extending beyond classroom instruction. In particular, the explicit inclusion of lecturers and educational personnel within the assistance services is relevant to the accessibility of the university environment for employees as well as students.

The webpage therefore provides publicly accessible institutional evidence of disability accommodation and practical support measures.

This evidence is particularly relevant because the university explicitly identifies lecturers and educational personnel among the beneficiaries of disability assistance services. It supports the existence of institutional measures promoting accessibility and inclusion for employees.

Source: Universitas YARSI. (n.d.). Disabilitas [Disability Services]. Official institutional webpage describing disability assistance, accessibility facilities, assistive technologies, and inclusive educational support. Accessed 17 October 2026. https://www.yarsi.ac.id/disabilitas

Figures from the Original Evidence Report



Figure reproduced from indicator 8.2.3 source report, source page 5.

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8.2.4 Institutional Policy Commitment Against Forced Labour, Modern Slavery, Human Trafficking and Child Labour

Institutional Policy Commitment Against Forced Labour, Modern Slavery, Human Trafficking and Child Labour

1. Evidence Statement

The YARSI Foundation Personnel Regulations (2014) establish formal employment rules on working hours, overtime, remuneration, leave and grievance resolution. A review meeting on 5 August 2024 confirmed their continued applicability through 2025. Article 3(2) describes overtime as generally voluntary. Complementary evidence includes a child-rights educational

handbook, a 2026 child-protection event hosted at YARSI, and legal scholarship on trafficking and exploitation.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status
Safeguards against forced labour	Partially supported. Article 3(2) establishes that overtime is generally voluntary, providing a relevant employment safeguard.
Policy established and applicable by 2025	Verified for the general personnel framework. The 2014 regulations remained applicable through 2025, as documented in the institutional review meeting.
Policy creation and review	Documented for the general personnel framework: established in 2014 and reviewed on 5 August 2024.
Educational outreach and child-protection activities	Supported by the 2025 Child Rights Handbook and the 2026 child-friendly school event held at YARSI.

Source table transcription (for exact wording and continuation):

Assessment criterion Evidence status Formal institutional employment Verified. The 2014 YARSI Foundation regulations Personnel Regulations establish provisions governing working hours, overtime, remuneration, leave entitlements, and employee grievance procedures. Safeguards against forced labour Partially supported. Article 3(2) establishes that overtime is generally voluntary, providing a relevant employment safeguard. Policy established and applicable by 2025 Verified for the general personnel framework. The 2014 regulations remained applicable through 2025, as documented in the institutional review meeting. Policy creation and review Documented for the general personnel framework: established in 2014 and reviewed on 5 August 2024. Educational outreach and child-protection Supported by the 2025 Child Rights activities Handbook and the 2026 child-friendly school event held at YARSI.

3. Principal and Complementary Evidence

Evidence 1 — YARSI Foundation Personnel Regulations (2014): Employment

Conditions and Voluntary Overtime

The YARSI Foundation Personnel Regulations (2014) provide a formal institutional framework for employment relations. They regulate working time, employee remuneration, leave entitlements, workplace administration and grievance procedures. These provisions are relevant to protecting employees through defined employment conditions and documented channels for resolving workplace disputes.

Article 3(2) states that overtime is generally voluntary. This is especially relevant to the principle that employees should not be compelled to work additional hours without their agreement. The wider framework for wages, leave and grievances can contribute to accountability in managing employment relationships and responding to labour-related concerns.

The voluntary-overtime provision is a meaningful, but narrow, safeguard related to forced labour. The examined regulations do not explicitly prohibit forced labour, modern slavery, human trafficking and child labour as four distinct forms of exploitation, nor do they establish a verified institution-wide commitment encompassing suppliers and contractors.

Consequently, the regulations should be presented as principal background evidence, not conclusive proof of compliance.

Source: YARSI Foundation. (2014). Peraturan Kepegawaian Yayasan YARSI [YARSI Foundation Personnel Regulations], including Article 3(2) and provisions on employment conditions and complaints.

https://drive.google.com/file/d/1Z8xxa1TYD8e5NEA7XBanOEaUgvfdqYc1/view?usp=sharing

Evidence 2 — Review of Personnel Regulations (5 August 2024): Policy Continuity and Oversight

The minutes of an institutional meeting held on 5 August 2024 document a review of the YARSI Foundation Personnel Regulations. Participants considered the continuing relevance and implementation of the existing rules and agreed that the regulations remained applicable through 2025. The meeting also identified provisions requiring further development, including performance evaluation and employee leave arrangements.

The review demonstrates that the university did not rely solely on a historical regulation without documented oversight. Instead, it assessed the existing employment framework and considered future adjustments in response to institutional needs and labour-regulatory developments.

Source: Universitas YARSI. (2024, 5 August). Notulen Rapat Evaluasi Peraturan Kepegawaian [Minutes of the Personnel Regulations Review Meeting].

https://drive.google.com/file/d/1Z8xxa1TYD8e5NEA7XBanOEaUgvfdqYc1/view?usp=sharing

Evidence 3 — Child Rights Handbook (2025): Awareness of Child Exploitation and Protection

A child-rights handbook made available through the Universitas YARSI website discusses children's rights and the importance of protecting children against exploitation. Its subject matter includes risks related to trafficking and forced labour affecting children, placing these concerns within a broader framework of child protection and public awareness.

As an educational resource, the handbook can help readers recognize exploitative practices and understand why children require protection from harmful labour and trafficking. Its availability on the university website supports the dissemination of information relevant to human rights and the prevention of exploitation.

Source: Universitas YARSI website. (2025). Buku Saku Hak Anak [Child Rights Handbook], educational PDF hosted by Universitas YARSI.

https://www.yarsi.ac.id/wp-content/uploads/2025/10/Buku-Saku-Hak-Anak_compressed-2-Yunita-A-Achmadi.pdf

Evidence 4 — Child-Friendly Schools and Child Protection Discussion at YARSI (2026)

An official Universitas YARSI news report describes an event associated with the 76th anniversary of GUPPI, held at YARSI and attended by Indonesia's Minister of Women's

Empowerment and Child Protection. The event highlighted the importance of child-friendly schools and broader attention to children's safety, protection and welfare.

The discussion contributes to public awareness of child protection and reinforces the importance of environments in which children can learn and develop without violence or exploitation. Its connection to SDG 8.2.4 is indirect: protecting children from exploitation is a related social objective, even where the event does not focus specifically on employment practices.

Source: Universitas YARSI. (2026). Menteri PPPA Hadir Milad GUPPI ke-76 di YARSI, Bahas SRA Harus Jadi Perhatian Bersama [Official university news report]. https://www.yarsi.ac.id/menteri-pppa-hadir-milad-guppi-ke76-di-yarsi-bahas-sra-harus-jadi-perhatian-bersama

Evidence 5 — Legal Scholarship on Human Trafficking and Exploitation (Earlier Publication)

An article available through Jurnal ADIL, an academic journal associated with Universitas YARSI, addresses legal issues related to human trafficking and exploitation. Such scholarship provides a framework for examining how trafficking is defined, regulated and addressed through legal and institutional responses.

The publication is relevant to understanding the serious human-rights consequences of trafficking, including coercion and exploitative labour arrangements. Academic analysis can inform education and awareness concerning practices that undermine decent work and individual freedom.

Source: Jurnal ADIL (Universitas YARSI). (Earlier publication; bibliographic details to be verified). Legal research article on human trafficking and exploitation, downloadable PDF. https://academicjournal.yarsi.ac.id/index.php/Jurnal-ADIL/article/download/35/pdf/34

Evidence 6 — Additional Legal Research on Human Trafficking (Earlier Publication)

A further academic article accessible through Jurnal ADIL discusses legal questions concerning trafficking and associated forms of exploitation. Together with the preceding publication, it reflects scholarly attention to the protection of vulnerable individuals and the legal mechanisms available to respond to exploitative conduct.

This research offers complementary context for understanding the broader regulatory and social importance of preventing human trafficking. Its contribution lies in academic analysis and public knowledge rather than in establishing internal employment rules or institutional enforcement mechanisms.

Source: Jurnal ADIL (Universitas YARSI). (Earlier publication; bibliographic details to be verified). Additional legal research article concerning human trafficking, downloadable PDF. https://academicjournal.yarsi.ac.id/index.php/Jurnal-ADIL/article/download/845/501

SDG 8 | **8.2.5 Policy Guaranteeing Equivalent Rights for Outsourced Workers**

Policy Guaranteeing Equivalent Rights for Outsourced Workers

1. Evidence Statement

The YARSI University Statute (2020), Article 30, establishes principles for academic and non-academic cooperation, including accountability, transparency and written agreements. The YARSI Foundation Personnel Regulations (2014), reviewed in August 2024, govern employee rights and employment administration. Research available in the YARSI digital repository examines outsourcing employment arrangements.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status
Formal employment regulations and employee rights	Supported by the YARSI Foundation Personnel Regulations (2014), which govern employment administration, working conditions, remuneration, leave entitlements, and employee grievance procedures.
Academic research on outsourcing and labour protection	Supported by an academic document available through the Universitas YARSI Digital Repository examining outsourcing arrangements, employment agreements, and potential vulnerabilities affecting outsourced workers.

Source table transcription (for exact wording and continuation):

Assessment criterion Evidence status Institutional governance of third-party Supported by Article 30 of the Universitas cooperation YARSI Statute (2020), which establishes principles of accountability, transparency, good faith, quality assurance, and written agreements for institutional cooperation, including non-academic activities. Formal employment regulations and Supported by the YARSI Foundation employee rights Personnel Regulations (2014), which govern employment administration, working conditions, remuneration, leave entitlements, and employee grievance procedures. Academic research on outsourcing and labour Supported by an academic document protection available through the Universitas YARSI Digital Repository examining outsourcing arrangements, employment agreements, and potential vulnerabilities affecting outsourced workers.

3. Principal and Complementary Evidence

Evidence 1 — University Statute (2020): Governance of External Cooperation

Article 30 of the Universitas YARSI Statute provides a framework for cooperation with other institutions, including non-academic cooperation relating to organizational affairs, staffing, finance and facilities. It establishes principles of good faith, accountability, transparency, quality assurance and written agreements. These provisions are relevant because outsourcing relies on relationships with external service providers.

Source: Universitas YARSI. (2020). Statuta Universitas YARSI, Article 30.

https://www.yarsi.ac.id/pdjama/wp-content/uploads/STATUTA-YARSI-TAHUN-2020.pdf

Evidence 2 — Personnel Regulations (2014) and Review (2024)

The YARSI Foundation Personnel Regulations establish procedures for employment administration, working conditions, leave, remuneration and complaints. Minutes of a meeting on 5 August 2024 document review of the regulations and their continuing

applicability through 2025. They show that the institution maintains and reviews its internal employment framework.

Source: YARSI Foundation. (2014). Peraturan Kepegawaian Yayasan YARSI; Universitas YARSI. (2024, 5 August). Personnel Regulations Review Minutes. https://drive.google.com/file/d/1Z8xxa1TYD8e5NEA7XBanOEaUgvfdqYc1/view?usp=sharing

Evidence 3 — Academic Discussion of Outsourcing Employment Arrangements

An academic document in the Universitas YARSI digital repository discusses the development of employment agreements and outsourcing arrangements in Indonesia. It identifies outsourcing as a labour-contracting practice and considers the potential problems faced by workers under these arrangements. This source can support contextual discussion of outsourced-worker vulnerability and the importance of contractual safeguards. Its exact publication year and author details require verification from the full repository record.

Source: Universitas YARSI Digital Repository. (Date and bibliographic details to be verified). Academic work discussing outsourcing employment arrangements, Chapter I. https://digilib.yarsi.ac.id/6842/4/6%20BAB%201.pdf

SDG 8 | **8.2.6 Pay Scale Equity and Commitment to Measure and Eliminate Gender Pay Gaps**

Pay Scale Equity and Commitment to Measure and Eliminate Gender Pay Gaps

1. Evidence Statement

The YARSI Foundation Personnel Regulations (2014), reviewed in 2024, provide a general framework for remuneration and personnel management. A YARSI-published expert article on labour-market conditions discusses wage transparency and gender pay audits as measures to close gender wage gaps.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status
Formal institutional remuneration and	Supported by the YARSI Foundation
employment framework	Personnel Regulations (2014), which establish formal provisions for employee remuneration, employment conditions, and personnel administration.
Institutional review of remuneration and	Documented through the institutional review
personnel regulations	meeting held on 5 August 2024, which assessed the continued relevance of the Personnel Regulations and confirmed their applicability through 2025.
Academic contribution to gender pay equity	Supported by the official YARSI article
and wage transparency (2025)	Penuh Tapi Tak Penuh: Pasar Kerja Triwulan III/2025, which discusses reducing gender wage gaps through pay-range transparency, pay-equity audits, and

	expanded childcare services.
Academic contribution to inclusive labour-	Supported by Mengurai Tekanan Ekonomi
market development (2026)	Indonesia pada 2026, featuring commentary by Prof. Perdana Wahyu Santosa on labour-

3. Principal and Complementary Evidence

Evidence 1 — Personnel Regulations (2014) and Review (2024): General Pay Administration

The YARSI Foundation Personnel Regulations (2014) establish an institutional employment framework addressing remuneration, employment conditions and personnel administration. A review meeting held on 5 August 2024 documented continued relevance of the regulations through 2025. This evidence supports the existence of formal pay administration and policy oversight.

Source: YARSI Foundation. (2014). Peraturan Kepegawaian Yayasan YARSI; Universitas YARSI. (2024, 5 August). Personnel Regulations Review Minutes. https://drive.google.com/file/d/1Z8xxa1TYD8e5NEA7XBanOEaUgvfdqYc1/view?usp=sharing

Evidence 2 — Expert Article on Gender Pay Gap and Labour-Market Conditions

An expert article published on the official YARSI website, “Penuh Tapi Tak Penuh: Pasar Kerja Triwulan III/2025,” recommends reducing gender wage gaps through pay-range transparency, pay-equity audits and expanded childcare services. It explicitly recognizes gender pay inequality as a policy challenge and proposes measurable interventions.

Source: Universitas YARSI. (2025). Penuh Tapi Tak Penuh: Pasar Kerja Triwulan III/2025. Official university expert commentary. https://www.yarsi.ac.id/penuh-tapi-tak-penuh-pasar-kerja-triwulan-iii-2025

Evidence 3 — Economic Commentary on Labour Markets and Inclusivity (2026)

In “Mengurai Tekanan Ekonomi Indonesia pada 2026,” a YARSI professor discusses labour-market pressures, the need for quality job creation and the importance of more inclusive economic growth. The publication shows participation by YARSI academic staff in national discussion of decent work and labour-market equity during the reporting year.

Source: Universitas YARSI. (2026). Mengurai Tekanan Ekonomi Indonesia pada 2026. Expert commentary by Prof. Perdana Wahyu Santosa. https://www.yarsi.ac.id/mengurai-tekanan-ekonomi-indonesia-pada-2026

Evidence 4 — Institutional Commentary on Pay and Worker Purchasing Power (2026)

The official YARSI article “Gaji Utuh sampai Rp10 Juta: Insentif Pajak untuk Pertumbuhan?” examines tax incentives affecting take-home pay for eligible workers. It highlights policy concerns about workers’ earnings, disposable income and economic welfare. This provides complementary evidence of academic engagement with fair economic outcomes.

Source: Universitas YARSI. (2026). Gaji Utuh sampai Rp10 Juta: Insentif Pajak untuk Pertumbuhan? Official university expert commentary.

https://www.yarsi.ac.id/gaji-utuh-sampai-rp10-juta-insentif-pajak-untuk-pertumbuhan

SDG 8 | **8.2.7 Measurement/Tracking of Gender Pay-Scale Equity**

Measurement/Tracking of Gender Pay-Scale Equity

1. Evidence Statement

The 2014 YARSI Foundation Personnel Regulations, reviewed in August 2024, provide a general remuneration framework. A 2025 YARSI expert publication advocates wage transparency and gender pay audits.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status
Public evidence of related activity Personnel	regulations and 2024 review;
2025	YARSI expert commentary

Source table transcription (for exact wording and continuation):

Assessment criterion Evidence status

Public evidence of related activity Personnel regulations and 2024 review;

2025 YARSI expert commentary

3. Principal and Complementary Evidence

Evidence 1 — Personnel Regulations (2014) and Institutional Review (2024): Remuneration Governance Framework

The YARSI Foundation Personnel Regulations (2014) provide a formal institutional framework for employment administration, remuneration, and personnel management at Universitas YARSI. As documented in the supporting report for Indicator 8.2.6, these regulations establish the general basis for administering employment conditions and employee compensation within the institution.

An institutional review meeting reportedly held on 5 August 2024 examined the continued relevance and applicability of the Personnel Regulations through 2025. This review provides contextual evidence of institutional oversight of personnel policies, including the regulatory framework governing remuneration.

Source: YARSI Foundation. (2014). Peraturan Kepegawaian Yayasan YARSI; Universitas YARSI. (2024, 5 August). Personnel Regulations Review Minutes. https://drive.google.com/file/d/1Z8xxa1TYD8e5NEA7XBanOEaUgvfdqYc1/view?usp=drive_link

Evidence 2 — Expert Article on Gender Wage Gaps, Pay Transparency, and Gender Pay Audits

Universitas YARSI published an expert commentary entitled Penuh Tapi Tak Penuh: Pasar Kerja Triwulan III/2025, discussing structural challenges in the Indonesian labour market, including

gender-based wage inequality and unequal employment opportunities.

The publication, featuring the academic perspective of Prof. Perdana Wahyu Santosa, highlights the importance of addressing gender wage disparities through greater transparency in salary ranges, gender pay-equity audits, and improved access to childcare services.

Source: Universitas YARSI. (2025). Penuh Tapi Tak Penuh: Pasar Kerja Triwulan III/2025. Official university expert commentary. https://www.yarsi.ac.id/penuh-tapi-tak-penuh-pasar-kerja-triwulan-iii-2025

SDG 8 | **8.2.8 Employee Appeal Process for Rights and/or Pay**

Employee Appeal Process for Rights and/or Pay

1. Evidence Statement

YARSI established a violence prevention and response task force through Rector's Decision No. 018.02/REK/HK.40/VII/2025, with a reporting channel. This demonstrates a specific institutional complaint mechanism, but does not establish an employee appeal procedure for pay determination, employment rights or performance appraisals. A personnel regulation or appeal SOP effective by 2025 must be verified.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status
Public evidence of related activity	2025 rector decision and official task- force reporting page

3. Principal and Complementary Evidence

Evidence 1 — Personnel Regulations (2014) and Institutional Review (2024):

Framework for Employee Rights and Personnel Administration

The YARSI Foundation Personnel Regulations (2014) provide an institutional framework for managing employment relationships, personnel administration, remuneration, and employee-related matters within the YARSI Foundation. As referenced in the University's supporting report for Indicator 8.2.6, these regulations establish a formal basis for administering employment conditions and managing institutional responsibilities concerning employees.

According to the supporting report, an institutional review meeting was held on 5 August 2024 to assess the continued relevance and applicability of the Personnel Regulations. The review reportedly confirmed the continued applicability of the regulations through 2025, indicating institutional attention to maintaining and reviewing its employment governance framework. The existence of a formal personnel framework therefore provides an important

institutional foundation for assessing whether employees have access to fair and transparent mechanisms for challenging decisions affecting their employment conditions.

However, the available supporting report does not identify specific provisions explicitly establishing an employee appeal procedure for pay determination, employment rights, or performance appraisal reviews. The underlying Personnel Regulations and 2024 review minutes must therefore be examined to verify whether they contain provisions governing employee grievances, appeals, dispute resolution, or reconsideration of employment decisions.

Source: YARSI Foundation. (2014). Peraturan Kepegawaian Yayasan YARSI.

Universitas YARSI. (2024, 5 August). Personnel Regulations Review Minutes, as referenced in the University's Indicator 8.2.6 supporting report. Supporting document: https://drive.google.com/file/d/1Z8xxa1TYD8e5NEA7XBanOEaUgvfdqYc1/view?usp=sharing

Evidence 2 — Rector's Decision (2025) and Institutional Reporting Mechanism:

Violence Prevention and Response Task Force

Universitas YARSI established an institutional mechanism for receiving and addressing complaints related to violence through the establishment of its Violence Prevention and Response Task Force (Satuan Tugas Pencegahan dan Penanganan Kekerasan Universitas YARSI, or Satgas PPKUY).

According to the University's official task-force information page, the task force was established under Rector's Decision No. 018.02/REK/HK.40/VII/2025 for the 2025–2027 period. The establishment of this task force demonstrates the University's formal recognition of the importance of institutional complaint-handling mechanisms and the protection of members of its academic community.

The official university publication provides information concerning the task force and its reporting channel, indicating that Universitas YARSI has developed a designated mechanism through which concerns within the task force's mandate may be submitted and addressed.

This mechanism is relevant to the broader principles of employee protection, institutional accountability, and access to complaint procedures. The existence of a formally designated task force and reporting channel demonstrates institutional experience in establishing structured procedures for receiving and handling complaints.

Source: Universitas YARSI. (2025). Satuan Tugas Pencegahan dan Penanganan Kekerasan Universitas YARSI (Satgas PPKUY). Official university publication.

Rector's Decision No. 018.02/REK/HK.40/VII/2025, as identified on the official university task-force page. https://www.yarsi.ac.id/pengabdian/satgas-ppkuy

SDG 8	8.2.9 Recognition of Labour Rights (Freedom of Association and Collective Bargaining)

Recognition of Labour Rights (Freedom of Association and Collective Bargaining)

1. Evidence Statement

Universitas YARSI has documented academic engagement with the International Labour Organization (ILO) and trade union organisations on worker protection and social welfare. The YARSI Foundation Personnel Regulations (2014), reportedly reviewed in August 2024, provide contextual information on institutional employment governance.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status
Recognition of freedom of association	The University's personnel governance framework provides a potential basis for protecting employee rights.
Recognition of collective bargaining rights	Universitas YARSI's academic engagement with labour organisations demonstrates awareness of worker representation and labour- related issues.
Academic engagement with international labour organisations and trade unions	The official YARSI publication "YARSI HIV AIDS Care Terima Penghargaan ILO PBB" documents engagement with the International Labour Organization and trade union organisations on worker protection and social welfare.

Source table transcription (for exact wording and continuation):

Assessment criterion Evidence status Institutional employment and labour-rights The YARSI Foundation Personnel Regulations governance framework (2014), reportedly reviewed on 5 August 2024, provide a formal framework for employment conditions, remuneration, and personnel administration. Recognition of freedom of association The University's personnel governance framework provides a potential basis for protecting employee rights. Recognition of collective bargaining rights Universitas YARSI's academic engagement with labour organisations demonstrates awareness of worker representation and labour-related issues. Academic engagement with international The official YARSI publication "YARSI HIV labour organisations and trade unions AIDS Care Terima Penghargaan ILO PBB" documents engagement with the International Labour Organization and trade union organisations on worker protection and social welfare.

3. Principal and Complementary Evidence

Evidence 1 — Personnel Regulations (2014) and Institutional Review (2024):

Employment Governance Framework

The YARSI Foundation Personnel Regulations (2014) are identified in the University's example evidence report for Indicator 8.2.6 as a framework for employment conditions, remuneration and personnel administration. That report also refers to an institutional review meeting on 5 August 2024 and states that the regulations remained applicable through 2025. Together, these references indicate a documented basis for personnel governance and periodic institutional consideration of employment rules.

Source: YARSI Foundation. (2014). Peraturan Kepegawaian Yayasan YARSI; Universitas YARSI. (2024, 5 August). Personnel Regulations Review Minutes, as referenced in the Indicator 8.2.6 evidence report.

https://drive.google.com/file/d/1Z8xxa1TYD8e5NEA7XBanOEaUgvfdqYc1/view?usp=sharing

Evidence 2 — YARSI HIV AIDS Care and ILO Recognition: Engagement with Worker Protection and Trade Unions

An official Universitas YARSI publication, “YARSI HIV AIDS Care Terima Penghargaan ILO PBB,” describes YARSI-related academic and community engagement involving the International Labour Organization and trade union organisations. The reported collaboration concerns worker protection and social welfare, demonstrating interaction between YARSI academics and institutions engaged in labour issues.

This publication is relevant to SDG 8 because trade unions and international labour organisations contribute to public dialogue on decent work, labour protection and worker representation. The reported activity offers complementary evidence that members of the University community engage with labour-rights stakeholders and contribute to wider worker-protection initiatives.

Source: Universitas YARSI. “YARSI HIV AIDS Care Terima Penghargaan ILO PBB.” Official university publication.

https://www.yarsi.ac.id/yarsi-hiv-aids-care-terima-penghargaan-ilo-pbb