

REPORT OF SDGs 8: DECENT WORK AND ECONOMIC GROWTH

**Promoting Sustainable Economic Growth and Decent
Work for All**



**UNIVERSITAS SYIAH KUALA
SUSTAINABILITY REPORT
2023**

8 DECENT WORK AND ECONOMIC GROWTH



Promoting Sustainable Economic Growth and Decent Work for All

Promoting sustained, inclusive, and sustainable economic growth involves creating long-term economic stability while ensuring equal opportunities for all. It focuses on fostering full, productive employment and decent work conditions, empowering individuals to contribute to the economy, and improving living standards for everyone.

1. USK's commitment to an inclusive, equitable, and fair workplace

Universitas Syiah Kuala (USK) prioritizes an inclusive and equitable campus environment through policies that emphasize fair treatment, employee support, and compliance with national standards. USK has built a workplace that values dignified employment, social inclusion, and financial stability for all faculty and staff. In alignment with Aceh's minimum wage regulations, every staff member is paid at least a living wage, underscoring USK's commitment to fair compensation. Salaries for lecturers and staff are determined by their roles and skills, irrespective of gender, age, religion, or sexuality. USK's recruitment practices and task distribution also focus on competencies and qualifications, ensuring a merit-based and inclusive work environment for all.

USK classifies employees as either Civil Servants (PNS) or Non-Civil Servants. Civil Servants receive salaries according to government regulations based on their position, with pay unaffected by gender. USK ensures all employees earn at least the living wage set by the Governor, with additional compensation through a fair remuneration system based on "Pay for Person, Pay for Position, and Pay for Performance." This system applies equally across genders.

USK upholds workers' rights and prohibits discrimination, with employment policies rooted in professionalism and skills. The university's *Majelis Wali Amanat* provides oversight, ensuring fair treatment and accountability. Additionally, USK policies cover salaries, overtime, work hours, and leave. Codes of conduct protect employees from harassment, bullying, and other violations, promoting a respectful and safe workplace.



2. From research to revenue: USK's *nilam* (patchouli) innovation boost economic growth

USK, through its Atsiri Research Center (ARC), has pioneered a profitable initiative in the research and export of patchouli oil, a premium ingredient in the fragrance industry. Known for its exceptional quality, Aceh's patchouli oil has gained international demand, particularly from France, where it is featured in luxury perfumes. Recently, ARC facilitated the export of 2.2 tons of patchouli oil and 800 kg of nutmeg oil to France, generating an estimated Rp 2.5 billion. This accomplishment highlights USK's role in transforming regional resources into globally sought-after commodities. Through ARC, USK is advancing sustainable agriculture while strengthening local economies by building a supply chain that directly benefits local farmers. This initiative not only enhances the university's standing in research and innovation but also showcases how academic institutions can lead regional economic growth and sustainable industry practices through specialized research and international market integration.



3. The Merdeka Belajar-Kampus Merdeka (MBKM) Program: Expanding Educational Horizons for USK Students

The Merdeka Belajar — Kampus Merdeka (MBKM) program offers students new pathways to enrich their education with hands-on experience and cross-institutional exchanges. This initiative allows students at USK to engage in real-world learning beyond the classroom. To date, over 1,834 USK students have taken part in the MBKM program, primarily through work placements, underscoring the university's dedication to skill-building and a global outlook.

MBKM provides a broad spectrum of experiences, including certified internships and placements with institutions such as the National Archives of Indonesia (ANRI), BSI Bank, *Pegadaian Syariah*, PT *Pos*, and other government and corporate partners. Students also have the chance to contribute to initiatives like the MBKM Adat Forest project, participate in independent student exchanges, and gain international experience through placements in countries like Malaysia, Thailand, Japan, and the Netherlands.



USK's participation in MBKM reflects its alignment with Sustainable Development Goal 8 by equipping students with practical skills and preparing them to contribute to sustainable economic development, ensuring they are ready for both local and global workforce demands. Through these programs, USK supports its students in becoming versatile, industry-ready graduates with a global perspective.