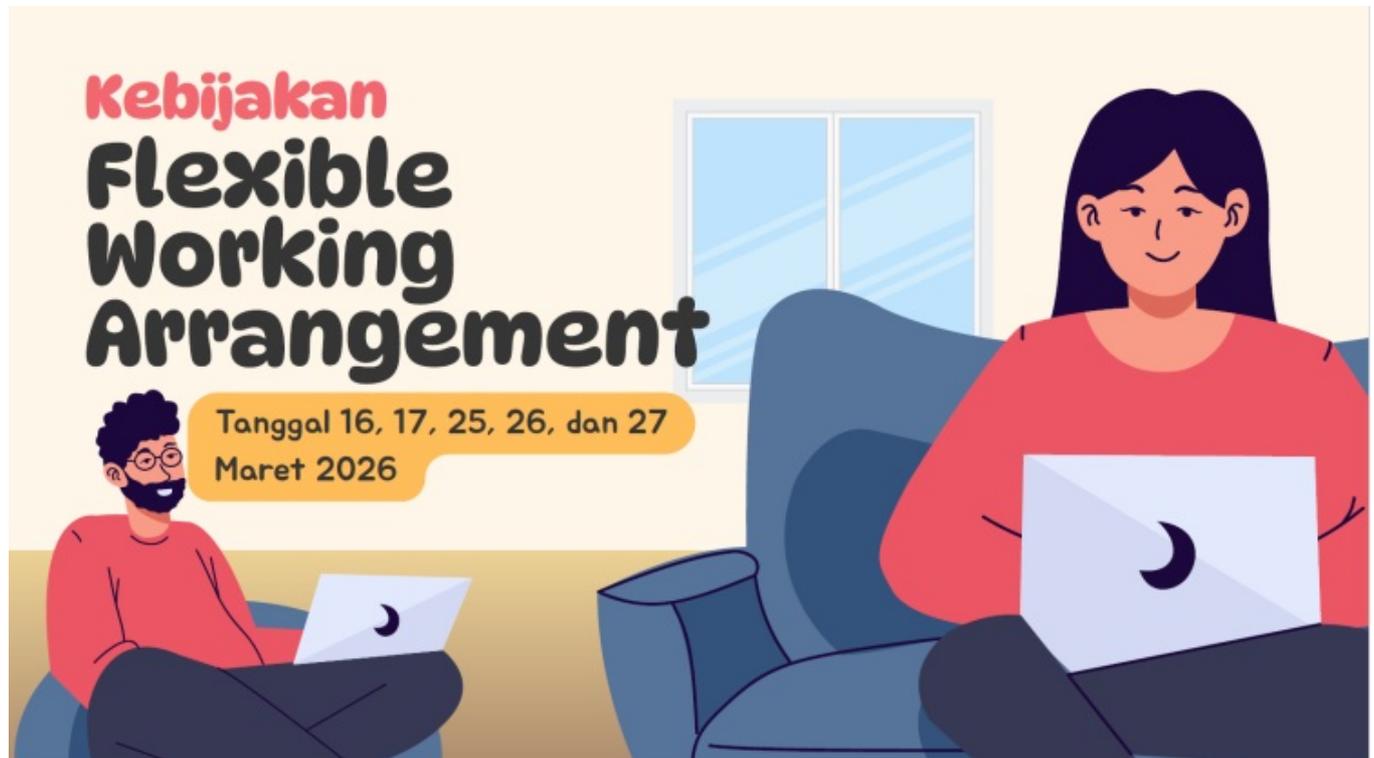


UPNVJ Adjusts Employee Work System with FWA on 16–17 and 25–27 March 2026

Friday, 13 March 2026 16:01 WIB



UPNVJ Public Relations – Veteran National Development University Jakarta (UPNVJ) has implemented a Flexible Working Arrangement (FWA) policy for employees to adjust work arrangements ahead of the national holidays of Nyepi Day, Saka New Year 1948, and Eid al-Fitr 1447 Hijri. This policy will be in effect on March 16, 17, 25, 26, and 27, 2026, at UPNVJ.

This policy is a follow-up to several government regulations, namely Circular Letter of the Minister of Administrative and Bureaucratic Reform Number 2 of 2026, Circular Letter of the Ministry of Education and Science and Technology Number 2 of 2026, and Circular Letter of the Rector of UPN – Veteran Jakarta Number 34 of 2026 concerning adjustments to the implementation of official duties during national holidays and joint leave.

Under the work system adjustment provisions, the FWA will be implemented over two periods. The first, March 16–17, 2026, is two working days before the national holiday and collective leave for Nyepi Day. The second, March 25–27, 2026, is three working days after the national holiday and collective leave for Eid al-Fitr 1447 Hijri.

Despite implementing a flexible work system, employee rights are still respected. The implementation of the FWA does not diminish employees' right to receive meal allowances in accordance with applicable regulations. Furthermore, employees remain obligated to be physically present in the office when needed to meet organizational needs.

UPNVJ has also established a FWA implementation mechanism to ensure work activities continue to run effectively. Each employee is required to register their attendance digitally through the official UPNVJ attendance page. Furthermore, employees attend an online morning coordination meeting from 8:00–9:00 a.m. WIB (Western Indonesian Time) via a virtual conference platform to receive assignments from their work unit leaders.

During the FWA, employees continue to perform their primary duties according to their respective responsibilities, such as report preparation, data analysis, data entry, and other special tasks assigned by management. The results of this work are then summarized in a daily work report, which must be uploaded no later than 3:00 PM WIB (Western Indonesian Time) via the official link provided.

In addition to digital attendance, work unit leaders also verify attendance through screenshots of online coordination meetings as proof of employee participation in work activities.

Through the implementation of the Flexible Working Arrangement policy, UPNVJ strives to ensure the smooth implementation of official duties while providing work flexibility for employees during the period leading up to and after national holidays, without reducing the quality of service and organizational productivity.

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