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“Women and girls continue to suffer discrimination and violence in every part of the world. Gender equality is a fundamental human right, and a foundation for a peaceful, prosperous and sustainable world. Providing women and girls with equal access to education is a key part of delivering gender equality, but universities also have a wider role to drive forward gender equality in their communities.”

-THE Impact Rankings

5 GENDER EQUALITY



Number of	
employees	3.760
academic staff	1.950
senior academic staff	685
female senior academic staff	303

Number of	
students	27.604
students starting a degree	9.032
first-generation students starting a degree	6.205
women starting a degree	6.489

“
88.5
 Impact Factor

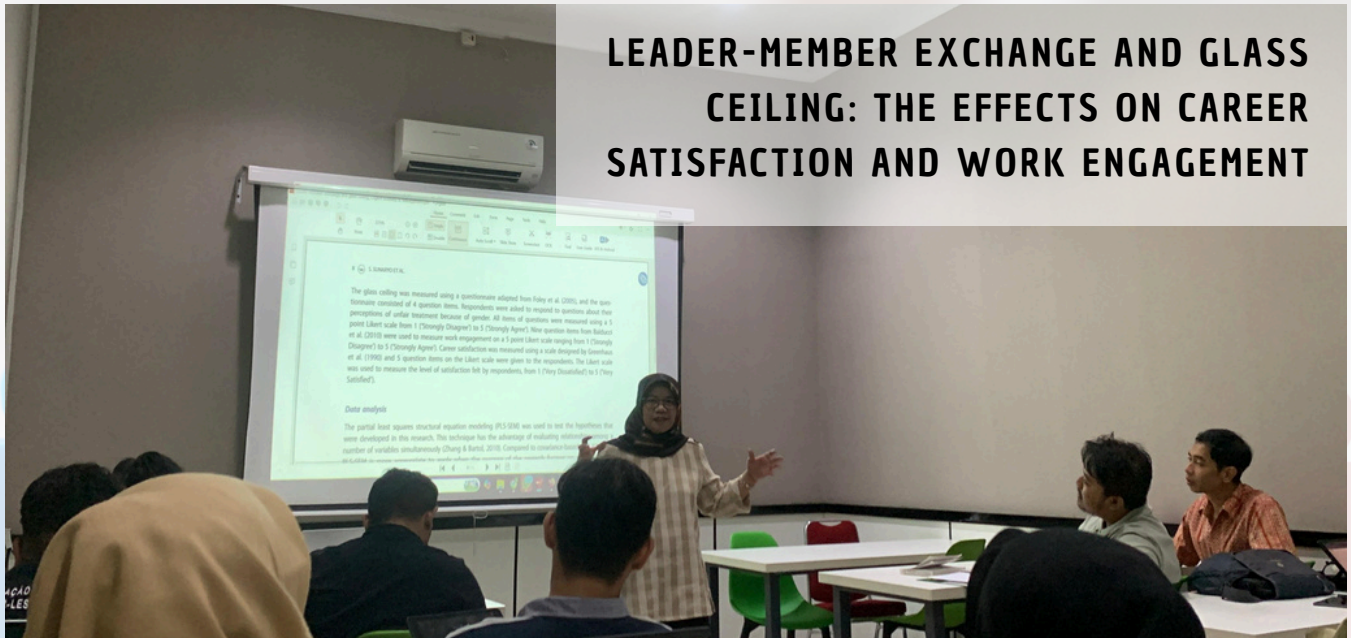
RESEARCH IN NUMBERS (2024)

40
 publications



Universitas Sebelas Maret (UNS) is committed to disseminating and implementing the values of SDGs 1-17 through a wide range of education, research, and community engagement programs. One example of this commitment is the dissemination of this research on

SDG 5



LEADER-MEMBER EXCHANGE AND GLASS CEILING: THE EFFECTS ON CAREER SATISFACTION AND WORK ENGAGEMENT



RESEARCH ARTICLE

The study found that a **strong leader-member relationship (LMX)** reduces perceptions of the glass ceiling, which in turn **increases career satisfaction and work engagement among female employees**. The glass ceiling partially mediates the link between LMX and these outcomes.

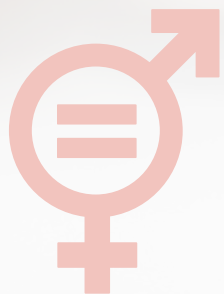
Management

Leader-member exchange and glass ceiling: the effects on career satisfaction and work engagement

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5 GENDER
EQUALITY

LIFE WITHOUT HARASSMENT, EXCLUSION, AND DISCRIMINATION

1 | UNS Council of Professors' Forum Highlights the Role of Female Academics in Realizing Indonesia Emas 2045

Universitas Sebelas Maret (UNS) Surakarta's Professors' Council underscored the significant contribution of female academics in advancing the vision of Indonesia Emas 2045. Their role is seen as essential in sustaining socio-cultural resilience and supporting national development. This was the main theme of the forum titled **"The Role of Female Academics in Anticipating Indonesia Emas 2045."**

The forum, organized by Commission III of the UNS Professors' Council, took place at the Ballroom of UNS Inn on July 15, 2024. It focused on **the strategic positioning of female academics in shaping policies and contributing to national transformation.** Discussions covered challenges, opportunities, and the evolving dynamics of women's roles in academia. Insights from the forum will be compiled into a book chapter to support future policy development.



2 | PPKG UNS Podcast Challenges Gender Stereotypes in STEM

The Center for Population and Gender Studies (PPKG) is a research center under the Institute for Research and Community Service (LPPM) of Universitas Sebelas Maret. Its primary goal is to **help realize a democratic, just, and non-discriminatory higher education environment that upholds human rights, religious and cultural values, diversity, unity, and national integrity.** PPKG aspires to become an internationally recognized Centre of Excellence with top accreditation (A), a strong branding index, a high group index, and a solid business index.



PPKG recently held another podcast session aimed at breaking gender stereotypes in STEM fields—traditionally dominated by men—by highlighting the achievements of successful women in these areas. The podcast, titled **"Being a High-Achieving Woman in Engineering? Why Not!!"** [PPKG UNS Podcast EPS.3].

5 GENDER EQUALITY



LIFE WITHOUT HARASSMENT, EXCLUSION, AND DISCRIMINATION

3 PPKG UNS Holds Seminar and Workshop on Beauty Privilege and Gender-Based Violence

In commemoration of the 16 Hari Anti Kekerasan terhadap Perempuan (**16 Days of Activism Against Gender-Based Violence**), Pusat Penelitian Kependudukan dan Gender Universitas Sebelas Maret held a seminar and workshop themed “Cantik itu Ancaman? Membongkar Mitos Beauty Privilege dan Kekerasan terhadap Perempuan” on November 30, 2024.



The event aimed **to unpack the systemic impacts of beauty standards on women's rights and daily lives**. Speakers included Prof. Dr. Ismi Dwi Astuti Nurhaeni, M.Si., Chair of UNS Satgas PPKS, and Fitri Indriani Suroto, S.PWK, Putri Solo III 2023. Prof. Ismi discussed beauty privilege, sexism, and gender-based violence, while Fitri highlighted the psychological and social pressures linked to beauty standards.

The session included **interactive discussions and a creative workshop**, “Making Pipe Cleaner Flower Bouquet,” in collaboration with nuku.project. Forty-nine participants from various universities joined the event, which successfully fostered awareness and engagement on gender issues in academic spaces.

4 UNS Policy on Ending Discrimination

Universitas Sebelas Maret (UNS) implements an anti-discrimination policy toward women as a demonstration of its commitment to creating a safe, inclusive, and equitable campus environment. This effort is realized through strengthening the role of the Center for Gender-Based Violence Handling (PPKG) UNS as a service and advocacy institution, as well as through the implementation of **Rector's Regulation No. 48 of 2023 on the Prevention and Handling of Sexual Violence (PPKS)**, this regulation specifically regulates the prevention and handling of sexual violence within the university environment as a follow-up to Ministerial Regulation of Education, Culture, Research, and Technology No. 30 of 2021. This regulation includes **preventive measures, mechanisms for victim assistance and recovery, and sanctions for perpetrators, supported by the PPKS Task Force**. Through this policy, UNS reaffirms its commitment to fostering a safe, equal, and discrimination-free learning and working environment.