



5 GENDER EQUALITY

1,288

Number of First Generation
Women Starting A Degree

81.24%

Proportion of Women
Receiving Degrees

197

Number of Female
Senior Academic Staff

Stewardship

Strengthening Gender Equality through Inclusive Institutional Governance

ITS demonstrates a strong institutional commitment to gender equality as governed by the Government Regulation on ITS Status, Article 18 (2), and reinforced by the Rector's Circular Letter, which guarantees non-discriminatory and gender inclusive practices in both student recruitment and human resource management.

Gender-responsive employment is also supported by the Rector's Regulation No. 25 of 2021, which provides three months of fully paid maternity leave for eligible staff and establishes clear procedures to ensure women's participation in the workforce.



To further promote equality and welfare, ITS operates the KB & TK Sepuluh Nopember as a childcare facility for staff and faculty, enabling a healthy balance between family and professional responsibilities.

In addition, protection against gender based discrimination is upheld through the Whistle Blowing System (WBS) regulated under Rector's Decree No. 585/IT2/T/HK.00.01/2022 and No. 103/IT2/T/HK.00.01/VI/2025, which ensures confidentiality and safety for reporters.

Research



Inclusive Collaborative Research to Empower Women Scientists

In 2024, ITS hosted the Symposium on Inclusive Collaborative Research at the GRIT Research Center, launching the OWSD Inclusive Collaborative Research (OWSD-ICR) Program in collaboration with the Organization for Women in Science for the Developing World (OWSD) Indonesia and five partner universities, Universitas Brawijaya, Universitas Hasanuddin, Universitas Padjadjaran, and Universitas Lambung Mangkurat. This initiative aims to enhance women's participation in research, promote diversity in science, and foster inclusive knowledge exchange across institutions.

First in Indonesia: ITS Female Lecturer Wins Dr Willmar Schwabe Award



Sri Fatmawati, a lecturer from the Department of Chemistry at ITS, became the first Indonesian woman to receive the prestigious Dr Willmar Schwabe Award 2024 in Poland, presented by the Society for Medicinal Plant and Natural Product Research (GA). Her research explores the pharmacological potential of Indonesian herbal plants and innovations in natural product chemistry, contributing to scientific advancement and the sustainable development of traditional medicine.

Through this milestone, ITS strengthens inclusive research practices that enhance evidence-based innovation and promote women's leadership in science. Dr. Fatmawati's work empowers local farmers and women researchers by linking scientific discovery with community based applications, demonstrating how research excellence can drive social impact and sustainability.

Teaching

Strengthening Women's Roles in Technology through Inclusive Learning

To strengthen women's roles in the digital era, ITS students established ITS Nabu, a platform focusing on cybersecurity projects, and organized the Women in Cyber Security: Cyber Security Training Session at the Department of Informatics Engineering.

This initiative, in collaboration with the Networking Technologies and Intelligent Cyber Security (Netics) and Net-Centric Computing (NCC) laboratories, was designed as a capacity-building program to encourage greater participation of women in cybersecurity.



The training featured experts such as Dyah Putri Nareswari from PwC and Elshe Ervianna Angely from Netics, who shared insights on cybersecurity and cloud technology, inspiring participants to explore diverse roles in the IT industry. The activity not only provided technical knowledge but also raised awareness of the importance of women's inclusion and leadership in the digital sector.

Outreach



Tiara Maissie Brilliana Pasa, a student from the Department of Mechanical Engineering, represented ITS and Indonesia at the United Nations Youth Assembly in New York, in collaboration with the AFS Intercultural Program, an international youth organization dedicated to social inclusion and community development.

During the event, Tiara highlighted gender inequality and educational barriers faced by rural women. Through this global engagement, ITS expanded its outreach by partnering internationally to promote inclusive education and gender equity awareness.