

Female Leaders at Sunan Kalijaga Islamic State University (UIN) Yogyakarta, Indonesia



Challenging Situation

Although the Indonesian government have ratified 4 international laws relating to gender issues (1984-1995), women remain firmly subordinate to men, with few having any role in decision making in the family as well as in the public domain. This gender inequality has occurred also in the higher education sector, including at UIN. The reasons for the challenging situation at UIN include:

- Many misogynistic interpretations of religious texts contribute to women's vulnerability, for example women cannot be a leader of men;
- Staff recruitment policy is still gender neutral and there are no affirmative policies for women leadership;
- The integration of gender perspectives into curriculum was limited;
- Lack of gender perspective especially on facility design.

Objectives

The Center for Women's Studies (PSW) was established in 1995 at UIN. It served to enhance the study of women's issues from an Islamic perspective at an Islamic higher education institution and represented the university's contribution to the national program for women's empowerment. The mission of the PSW UIN, which has positioned itself within a moderate and progressive Islamic framework, is to foster gender equality in the Muslim community. PSW UIN Yogyakarta envisages "Men and women like the teeth of a comb, standing tall side by side in equality". Its mission is to "enhance mutual efforts to develop and promote gender equality and women's empowerment based on progressive Islamic thought". PSW's has been funded by Government and international donors. Only 5 out of 29 programs or approximately 17% (workshops, trainings, conferences, seminars and research) were funded by the Indonesian government. The main objectives are:

- To promote gender equality in higher education through gender mainstreaming in educational institutions, gender inclusive curriculum development, gender awareness trainings and seminars, and gender related-issues in research projects and publications;
- To provide professional consultancies on gender in Islamic law, gender in education and other social issues;
- To build strong networks with multiples stakeholders including government and civil organizations and other agencies, which share similar mission of promoting and upholding gender equality and social Justice

Promoting activities

PSW conducts workshops of Strategic Planning for policy makers and Gender Analysis, trainings for lecturers at UIN and teachers at seven provinces (261 schools), at least 25 workshops for Muslim judges which involved around 1200 participants, seminars and conferences with various topics on gender, Human Rights and leadership. By 2017 the center had published 30 books and 25 journals of gender studies. Some of them relating new interpretation of religious texts using hermeneutic and progressive approaches that promote a gender equality

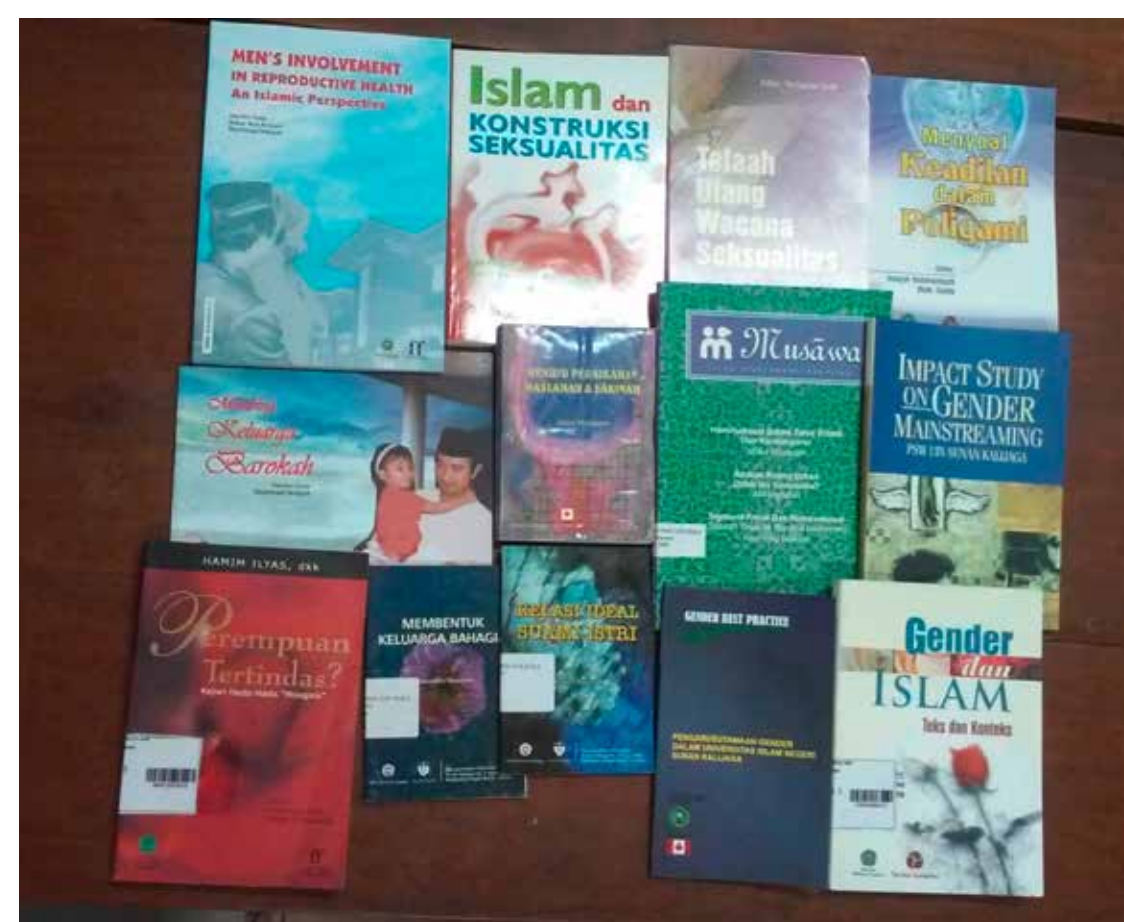
perspective. The results from these promoting activities include increasing the number of women leaders at UIN from 8% (no female dean) into 43% (3 Female dean). This also happened at a structural level.

Challenges

- The increasing number of Islamist groups in Indonesia, mainly those from the Middle East and Egypt who seek to impose a literal interpretation (the strict segregation of men and women, and the limiting of women's roles);
- Lack of financial support to conduct gender sensitive training for new lecturers;
- Not all new leaders have appropriate gender sensitivity in their policies.

Good practice and lessons learnt

- In 2000 and 2010 university selection policies featured affirmative action for women. The PSW invited decision-makers to conduct strategic planning with gender equality perspectives and encouraged female lecturers to apply for managerial positions.
- The PWS has collaborated strongly with government and non-government institutions at both the national or international levels.
- The PWS created a gender working group in every department, integrated gender perspectives into the curriculum and established a postgraduate school for Islam and Gender Discourse with good library.
- The gender perspective was implemented into facility design (stairs are convertible for pregnant women and elderly).



Percentage of Female Leaders at UIN (5 Years)

Position	Year				
	2013	2014	2015	2016	2017
Rector	0%	0%	0%	0%	0%
Vice Rector	33%	33%	3%	3%	0%
Dean	12,50%	12,50%	25%	12,50%	12,50%
Vice Dean	14%	17%	20%	33%	35%
Head of Departement	24%	28%	28%	27%	25%
Head of Unit	0%	0%	33%	33%	50%
Ecelon II	0%	0%	0%	0%	0%
Ecelon III	47%	44%	44%	44%	36%
Ecelon IV	53%	60%	65%	60%	54%
Total	30%	32%	33%	37%	36%



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Facts & Figures

Activities

- Working at managerial and academic levels, engaging and strengthening the religious belief using a progressive approach.

Challenges faced

- Lack of funding and the rise in Islamic Fundamentalism.

Good practices

- Having affirmative action for women leadership in promotion process, strengthening working with government and non-government institutions at both the national and international levels, integration of gender perspectives into curriculum and establishing postgraduate school Islam and Gender Discourse with good library and implementation of gender considerations into facilities design.

Lessons learnt

- Having committed members as *agents of change*, cultural brokers, opinion makers, who can provide channels for engaging with both Islamic studies and feminist writings across the West, the Middle East and Asia, and involvement of all stakeholders is essential for success.

Contact card

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Photos & Graphics

- 1 Publications on Gender
- 2 Percentage of Female Leaders at UIN (5 Years)
- 3 Core Staff of PSW UIN Yogyakarta