

GENDER EQUALITY

SDG 5 CONSOLIDATED REPORT

THE Impact Rankings 2027 | Reporting Year 2026

Women's Educational Access, Graduation Outcomes and Institutional Progress Measures

4,708	655	67.88%
Students (THE 2027 portal)	**Female graduates in 2026**	**Female share of graduates**

UNIVERSITAS YARSI

SDG 5

SDG 5 OVERVIEW
Gender equality, educational access and university progress measures

Executive Summary

The SDG 5 reporting evidence for 2026 documents women's access to university education through the 2020 institutional Statute, 2026 scholarship decisions, student support services and activities encouraging participation in STEM. The source reports also cover institutional non-discrimination, leave and childcare provisions, mentoring, graduate monitoring and reporting mechanisms. This consolidated document retains the evidence narratives and source qualifications contained in the twelve supplied indicator reports.

The 2027 portal records 4,708 students, 559 women starting a degree, 62 first-generation women starting a degree, and 965 graduates, of whom 655 are women. The documentary evidence remains differentiated from quantitative portal entries, and the reporting limitations stated in the original indicator files are maintained.

THE Portal Metrics — SDG 5.2, 5.4 and 5.5

Indicator	Measure	THE 2027
5.2.5	Number of students	4,708
5.2.3	Students starting a degree	666
5.2.4	First-generation students starting a degree	154
5.2.1	Women starting a degree	559
5.2.2	First-generation women starting a degree	62
5.4.4	Number of employees	500
5.4.3	Academic staff	450
5.4.1	Senior academic staff	191
5.4.2	Female senior academic staff	124
5.5.1	Graduates: Total	965
5.5.1.1	Graduates: STEM	120
5.5.1.2	Graduates: Medicine	520
5.5.1.3	Graduates: Arts/Humanities/Social Sciences	325
5.5.2.4	Female graduates: Total	655
5.5.2.1	Female graduates: STEM	59
5.5.2.2	Female graduates: Medicine	375
5.5.2.3	Female graduates: Arts/Humanities/Social Sciences	221

Source: WUR Portal – SDG 5.pdf (2027 data entries as displayed in the uploaded portal snapshot).

Indicator Coverage in This Consolidated Report

Indicator	Focus	Primary evidence category
5.3.2	Policy on women's applications, admission and participation	Statute / official policy
5.3.3	Women's access schemes and scholarships	Operational / institutional evidence
5.3.4	Encouraging applications in underrepresented subjects	Operational / institutional evidence
5.6.1	Institutional non-discrimination against women	Statute / official policy
5.6.2	Non-discrimination for transgender people	Statute / official policy
5.6.3	Maternity policy	Statute / official policy
5.6.4	Childcare facilities for students	Operational / institutional evidence
5.6.5	Childcare facilities for staff and faculty	Operational / institutional evidence
5.6.6	Women's mentoring participation	Operational / institutional evidence
5.6.7	Tracking graduation outcomes by sex	Operational / institutional evidence
5.6.8	Protection of discrimination reporters	Statute / official policy
5.6.9	Paternity policy	Statute / official policy

5.3.2 Policy on women's applications, admission and participation

1. Evidence Statement

Universitas YARSI has a formally adopted institutional Statute dated December 2020, approved by Academic Senate Decision No. 002/INT/SK/SA/UY/XII/2020, effective 29 December 2020. This is the principal institutional governance document to assess for rules on student admission, equal opportunity and student participation. During 2026, the university publicly promoted inclusive educational opportunity through the international "Girls in STEM" lecture, student financial-aid schemes, and a campus-access outreach event. These activities demonstrate an inclusive implementation context.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status / interpretation
Institution-wide policy	2020 YARSI Statute and Senate approval decision identified.
Women's applications and admissions	2026 university outreach and scholarships indicate general access support.
Women's participation	2026 Girls in STEM lecture specifically addresses inclusion of women.

3. Principal and Complementary Evidence

Evidence 1 — Primary policy record: YARSI University Statute

The official PDF is titled "Statuta Universitas YARSI" and dated December 2020. It is a stronger policy-level source than a news article. Before upload, the responsible university unit should identify the exact clause(s) concerning equal access, registration/admission, student rights and participation, and verify whether they specifically or substantively address female applicants and students.

Universitas YARSI | THE Impact Rankings 2027 | SDG 5.3.2 | Research draft — verification required

Source: Universitas YARSI, Statuta Universitas YARSI, December 2020 https://www.yarsi.ac.id/pdjama/wp-content/uploads/STATUTA-YARSI-TAHUN-2020.pdf

Evidence 2 — Formal approval of the Statute

Academic Senate Decision No. 002/INT/SK/SA/UY/XII/2020 records approval of the revised University Statute and confirms its effective date of 29 December 2020.

Source: Universitas YARSI Academic Senate, Decision No. 002/INT/SK/SA/UY/XII/2020 https://www.yarsi.ac.id/pdjama/wp-content/uploads/SK-PENETAPAN-STATUTA-SENAT_ttd.pdf

Evidence 3 — Gender-specific participation advocacy: International Girls in STEM lecture

(30 January 2026) Universitas YARSI held an international public lecture on girls' and women's participation in STEM with academic and institutional speakers. The institution's February 2026 account identifies the event with gender equality and the removal of systemic barriers to women's participation.

Source: Universitas YARSI, "Universitas YARSI Hosts International Public Lecture 'Girls in

STEM'," 2 February 2026

https://www.yarsi.ac.id/universitas-yarsi-hosts-international-public-lecture-girls-in-stem-featuring-

chemistry-nobel-laureate-and-global-leaders Universitas YARSI | THE Impact Rankings 2027 | SDG 5.3.2 | Research draft — verification required

Evidence 4 — Access and retention support: 2026 scholarships

The university's scholarship page published the 2026 BAZNAS Cendekia and BSI Scholarship application periods and financial/mentoring benefits. The programmes support access and retention across eligible students. No women-specific quotas, numbers or policy provisions were verified; use as complementary evidence only.

Source: Universitas YARSI, Scholarships / Beasiswa (2026 programme listings) https://www.yarsi.ac.id/kemahasiswaan/beasiswa

Evidence 5 — Prospective-student outreach: "Sehari Jadi Mahasiswa YARSI" (3 June 2026)

The university advertised a free campus-experience programme open to prospective students and parents from all regions, covering eight programmes and scholarship information. The page demonstrates access-oriented outreach in 2026.

Source: Universitas YARSI, "Sehari Jadi Mahasiswa YARSI 2026" https://www.yarsi.ac.id/sehari-jadi-mahasiswa-yarsi

Universitas YARSI | THE Impact Rankings 2027 | SDG 5.3.2 | Research draft — verification required



Source image from original 5.3.2 evidence PDF.

5.3.3 Women's access schemes and scholarships

1. Evidence statement

In 2026, Universitas YARSI demonstrated its institutional commitment to improving women's access to higher education through scholarship programmes, financial assistance, and women- responsive support services. These initiatives aim to reduce economic, social, and personal barriers affecting women's educational participation and academic success.

The university implemented the KIP Kuliah programme through Rector's Decisions No. 043 and 044 of 2026, establishing scholarship recipients through structured selection and verification procedures. Additionally, 102 students from previous cohorts continued receiving KIP Kuliah assistance during the 2026/2027 academic year. Internal YARSI Foundation scholarships also demonstrate institutional support for female students.

Beyond financial assistance, Universitas YARSI provides free counselling, guidance, health education, and referral services through its Pusat Pelayanan Keluarga Sejahtera (PPKS). Its Pos SAPA initiative specifically addresses women's and children's wellbeing, including reproductive health, mental health, and gender-based violence.

2. Evidence-to-indicator alignment

Assessment criterion	Evidence status / interpretation
University-wide scheme	KIP Kuliah awards and institutional selection procedures are

	administered at university level.
Scholarships	Rector's Decrees No. 043 and 044 dated 13 October 2026.
Other provisions	PPKS / Pos SAPA: free counselling, guidance, reproductive-health support and referrals, including gender-based violence support.

3. Principal and complementary evidence

Evidence 1 — Rector decisions establishing 2026 KIP Kuliah awards

The two formal Rector's Decisions, No. 043/REK/PP.30.03/X/2026 and No. 044/REK/PP.30.03/X/2026, were enacted on 13 October 2026 and designate Kartu Indonesia Pintar Kuliah (KIP Kuliah) beneficiaries among YARSI's 2026 incoming cohort. The first decision concerns the independent-admission route; the second concerns the stakeholder route. Both documents make clear that the institution did not merely advertise financial aid: it completed an administrative decision-making stage, following assessment of academic and non-academic eligibility. They reference university scholarship-selection guidance, thereby locating the awards within an established institutional process rather than an ad hoc gift. The scheme is relevant to SDG 5.3.3 because tuition and living-cost assistance can reduce financial barriers faced by eligible women wishing to enter higher education.

Source: SK No. 043/REK/PP.30.03/X/2026; SK No. 044/REK/PP.30.03/X/2026
https://drive.google.com/drive/folders/1H2viLeHKvCB2YNfw2v6XgkAuD9WO49QH?usp=
sharing

Evidence 2 — Continuing KIP Kuliah and accountability in 2026/2027

The university's 'KIP Kuliah On Going Ganjil 2026_2027' workbook contains 102 continuing-recipient entries, documenting scholarship continuity for students admitted in previous cohorts. This is important because affordability is not only an admission issue: sustained support can help beneficiaries remain enrolled and progress toward graduation. The Rector's Statement of Absolute Responsibility (SPTJM No. 2068/REK/PP.30.03/X/2026, dated 13 October 2026) confirms institutional responsibility for the eligibility and proposed disbursement data of KIP recipients in the odd semester of 2026/2027. The accompanying integrity pact reinforces safeguards against fictitious beneficiaries, unlawful deductions, mishandling of recipient funds, and inaccurate reporting. Taken together, these documents demonstrate a continuing financial-access mechanism with administrative accountability in the reporting year.

Source: KIP Kuliah On Going Ganjil 2026_2027.xlsx; SPTJM No.
2068/REK/PP.30.03/X/2026; Pakta Integritas, 13 October 2026.
https://drive.google.com/drive/folders/1H2viLeHKvCB2YNfw2v6XgkAuD9WO49QH?usp=
sharing

Evidence 3 — Institutional outreach and objective selection procedures

YARSI's 2026/2027 KIP Kuliah socialisation slides describe the full access pathway for prospective recipients: publication of requirements, registration between 30 July and 10 August 2026, faculty-level administrative and interview selection during 5–17 August, university verification during 18–20 August, and a planned recipient-determination period later in August. The slides discuss socioeconomic eligibility, programme quotas and other scholarship opportunities, and show a regular quota of 60 places for planning. These details demonstrate a communicated and structured route through which financially constrained applicants, including women, can seek support. The university's scoring and ranking templates introduce common criteria for assessing candidates and documenting programme-level recommendations, which are relevant to transparency and consistency.

Source: Sosialisasi KIP Kuliah Universitas YARSI.pptx; Template Dokumen Penilaian
Beasiswa KIPK.docx; Template Lembar Pemeringkatan Beasiswa KIPK (Prodi).docx
https://drive.google.com/drive/folders/1H2viLeHKvCB2YNfw2v6XgkAuD9WO49QH?usp=
sharing

Evidence 4 — PPKS and Pos SAPA: women-responsive access support

The Pusat Pelayanan Keluarga Sejahtera (PPKS) is an institution-based service established through cooperation involving Universitas YARSI, the DKI Jakarta PPAPP Office and BKKBN. Its official webpage describes free access for members of the academic community and the general public to information, education, consultation, counselling, skills development and referrals. Its six service areas include student/youth information and counselling (PIK R/M), Pos SAPA (Sahabat Perempuan dan Anak), family counselling, childcare and older- person family support, and family planning and reproductive health. The stated mission includes creating a healthy campus environment free from violence and providing a reporting service for violence against women and children. These provisions are directly relevant to SDG 5.3.3: female students experiencing violence, reproductive-health concerns or family difficulties may face non-financial barriers to entering, participating in or continuing higher education. An accessible institutional counselling and referral pathway can help address such barriers. The official webpage provides stronger support for the 'other provisions' selection than for a formal women's mentoring programme.

Source: https://www.yarsi.ac.id/pengabdian/ppks; https://www.yarsi.ac.id/pengabdian/satgas-ppkuy

Evidence 5 — Historical example of internal female scholarships

Vice-Rector I's official certificate No. 0749.1/WRI/PP.30.03/VIII/2025, dated 18 August 2025, confirms that two named women enrolled in YARSI's Medicine programme received internal YARSI Foundation educational scholarships. Unlike general scholarship publicity, this document directly identifies female beneficiaries and demonstrates that institutional financial support has in practice reached women studying at the university. It is therefore valuable corroboration that women can benefit from internal support, alongside the 2026 KIP Kuliah awards and continuing-scholarship mechanisms.

Source: Surat Keterangan penerima beasiswa (18 August 2025). https://drive.google.com/drive/folders/1H2viLeHKvCB2YNfw2v6XgkAuD9WO49QH?usp=sharing

5.3.4 Encouraging applications in underrepresented subjects

1. Evidence statement

The 30 January 2026 STEMpowerment forum provides a clear YARSI-led, publicly documented example of encouraging young women and girls to envisage careers and study in science, technology, engineering and mathematics. Coverage from YARSI, ANTARA, and other outlets confirms messages about overcoming stereotypes, access barriers and the importance of female role models. Reports also identify collaboration with Plan Indonesia; however, an outreach forum should not automatically be described as a coordinated regional/national female-student recruitment campaign without further documentation.

2. Evidence-to-indicator alignment

Assessment criterion	Evidence status / interpretation
2026 university outreach	STEMpowerment for All, 30 January 2026; university platform and leadership address women's STEM participation.
Women in underrepresented fields	The public event explicitly discusses barriers faced by girls and women in STEM, despite YARSI-specific STEM participation varying by discipline.
Collaboration with outside groups	Reports identify Plan Indonesia and international figures as collaborators in the STEM forum.
Regional/national campaign	Partnered advocacy event is documented; sustained regional/national application campaign not established.

3. Principal and complementary evidence

Evidence 1 — YARSI institutional publication on STEM inclusivity

The official Universitas YARSI article published on 9 February 2026 reports on the public lecture ‘STEMpowerment for All: Breaking Barriers, Building Futures’, held at YARSI in Jakarta on 30 January 2026. University leadership framed science, technology, engineering and mathematics as fields in which talent should be able to thrive irrespective of social background or gender. The Rector stressed that young people and women should enjoy equal opportunities to access high-quality STEM education and that universities have an obligation to create learning environments free from discrimination. The article specifically discusses the need for visible role models who can help young women develop confidence to enter and grow within STEM disciplines. In terms of THE 5.3.4, the event is valuable because it publicly challenges barriers that can discourage prospective women students from considering fields perceived to be male-dominated. Its timing within 2026 and publication on YARSI’s official website give clear institutional attribution. The published account establishes outreach messaging and university participation, but does not by itself identify the number of prospective female applicants reached or confirm an increase in applications resulting from the event.

Source : https://www.yarsi.ac.id/rektor-yarsi-dorong-inklusivitas-dalam-pengembangan-stem

Evidence 2 — Independent national media corroboration

ANTARA’s contemporaneous report of 30 January 2026 independently documents the STEMpowerment event and the Rector’s message on inclusive STEM education. It records attention to social barriers facing girls and young women, unequal access to quality education, the importance of learning spaces without discrimination, and the need for female role models. This third-party coverage strengthens the reliability of the university account because an external national news organisation confirmed the event, location, date and principal argument. Other media references in the evidence file discuss wider institutional or governmental concern about gender balance in STEM; these are useful context, but should not be treated as proof of an admissions intervention unless explicitly linked to YARSI. The combined reporting demonstrates that YARSI’s message reached audiences beyond an internal classroom and contributed to public discussion about women’s educational choices and future careers. Nevertheless, media visibility is not equivalent to an organised recruitment campaign, and the reports do not publish sex-disaggregated attendee statistics or confirmed conversion into degree applications. For portal purposes, use the verified YARSI and ANTARA links as the principal public sources.



Figure 2. Universitas YARSI Rector Emphasizes Inclusivity and Equal Opportunities for

Young Women in STEM Education at the International STEMpowerment Forum, 30 January 2026.

Source: ANTARA News (2026). https://www.antaranews.com/berita/5385618/rektor-yarsi-sebut-inklusivitas-penting-dalam-pengembangan-stem

Evidence 3 — Cross-sector partnership for STEM advocacy

Reporting on the international STEMpowerment forum identifies engagement between Universitas YARSI, Plan International Indonesia and external academic or advocacy speakers. This broadens the initiative beyond a routine internal teaching session: the discussion brings together a university and organisations or speakers concerned with youth empowerment, inclusive learning and future STEM careers. Themes described in the coverage include social stereotypes surrounding technical fields, the ways early educational experience shapes aspirations, and the value of supportive mentors and role models for young women.

Such multi-actor discussion provides complementary evidence that YARSI promoted women's potential in STEM through collaborative advocacy and knowledge exchange. Its relevance to 5.3.4 is especially strong for the 'through university outreach' route, because it can inform and inspire female audiences about their ability to pursue STEM education.

However, the existence of outside speakers or cooperation in a forum does not alone prove the portal's separate requirement for a regional or national campaign jointly designed to increase female applications to particular degree subjects. For that stronger claim, obtain a signed event programme or partner confirmation, target-audience description, campaign reach and follow-up recruitment records.

Source document: https://www.yarsi.ac.id/prof-morten-tekankan-generasi-muda-bangun- cara-berpikir-stem-lewat-pengalaman-nyata ; https://www.mediapatriot.co.id/2026/01/30/universitas-yarsi-menggagas-masa-depan-stempowerment-untuk-generasi-tanpa-batas/



Figure 3. Universitas YARSI and Plan International Indonesia Promote Gender Equality and Women's Empowerment in STEM Education through the International STEMpowerment Forum, 30 January 2026.

Source: Media Patriot (2026). Universitas YARSI Menggagas Masa Depan STEMpowerment untuk Generasi Tanpa Batas. https://www.mediapatriot.co.id/2026/01/30/universitas-yarsi-menggagas-masa-depan-stempowerment-untuk-generasi-tanpa-batas/

5.6.1 Institutional non-discrimination against women

1. Evidence Statement

In 2026, Universitas YARSI maintained an institutional framework supporting equal educational opportunities for women and responding to gender-based harm. The University Statute, approved in December 2020, establishes fair, accountable and transparent admissions.

Article 7(2)(a) expressly prohibits differentiation on the basis of sex, alongside religion, ethnicity, race, age, social position, physical condition and economic capacity, while considering academic merit and programme requirements. This provision offers a direct, institution-wide policy foundation for non-discriminatory access to higher education. Beyond admissions, YARSI operates the Pusat Pelayanan Keluarga Sejahtera (PPKS), whose publicly stated service principles include non-discrimination and confidentiality. Through Pos SAPA, the centre offers accessible counselling, guidance and referrals for women and children, including concerns involving gender-based violence. The university also maintains a Violence Prevention and Response Task Force (PPKUY), established by Rector's Decision No. 018.02/REK/HK.40/VII/2025 for 2025–2027, with an online reporting channel. Together, the statute and operational services demonstrate a combination of formal equality principles and campus support mechanisms.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status / interpretation
Institution-wide written policy	2020 University Statute, Article 7(2)(a–c): sex-neutral, fair, accountable and transparent admissions.
Women-responsive service implementation	PPKS / Pos SAPA: free counselling, protection-related information and referrals, with confidentiality and non-discrimination principles.
Campus protection mechanism (2026)	PPKUY task force for 2025–2027, established by Rector's Decision in 2025, with public reporting access.
Policy dates	Created: 2020. Reviewed: 2024 as reported in preceding THE cycle; original review record still required.

3. Principal and Complementary Evidence

Evidence 1 — YARSI University Statute (2020): Explicit Equality in Student

Admissions The University Statute was ratified by Academic Senate Decision No. 002/INT/SK/SA/UY/XII/2020 and took effect on 29 December 2020. Article 7(1–2) governs new-student admissions and specifies three interrelated principles: fairness, accountability and transparency. Article 7(2)(a) expressly requires that admissions not differentiate applicants by sex or other listed personal and socioeconomic characteristics, subject to academic potential and programme-specific requirements. Article 7(2)(b–c) requires clear procedures, objective criteria and accessible selection results. These are enforceable institutional commitments in the university's foundational governance instrument, rather than general promotional statements.

Source: Universitas YARSI, University Statute (2020), Article 7(2); Academic Senate

Decision No. 002/INT/SK/SA/UY/XII/2020.

https://www.yarsi.ac.id/pdjama/wp-content/uploads/STATUTA-YARSI-TAHUN-2020.pdf
https://www.yarsi.ac.id/pdjama/wp-content/uploads/SK-PENETAPAN-STATUTA-

SENAT_ttd.pdf

Evidence 2 — PPKS and Pos SAPA: Non-Discriminatory Services for Women

The official Universitas YARSI PPKS webpage describes an institution-based centre developed in cooperation with the DKI Jakarta PPAPP Office and BKKBN. Its services are available without charge

to the academic community and members of the public and include information, education, consultation, counselling, skills development and referral. Six service programmes include Pos SAPA (Sahabat Perempuan dan Anak), student and youth information and counselling, family counselling, childcare-related family support, older- person support, and family planning/reproductive health. The published service scope covers mental health, reproductive and sexual health, gender-based violence and HIV/AIDS.

Importantly, the centre explicitly identifies non-stigmatisation, non-discrimination, confidentiality and client-oriented service among its operating principles. The university also states a mission to support a safe campus and a reporting service for violence against women and children.

Source: Universitas YARSI, Pusat Pelayanan Keluarga Sejahtera (PPKS). https://www.yarsi.ac.id/pengabdian/ppks

Evidence 3 — Institutional Violence Prevention and Response Task Force (2025–2027)

Universitas YARSI publicly identifies its Satuan Tugas Pencegahan dan Penanganan Kekerasan (PPKUY), formed by Rector's Decision No. 018.02/REK/HK.40/VII/2025 for the 2025–2027 period. The task-force webpage describes the expanded national regulatory framework under Permendikbudristek No. 55/2024, covering physical and psychological violence, bullying, sexual violence, discrimination and intolerance, and violence-related policies. The university publishes the task-force membership and provides an online mechanism for reporting incidents. Because the task force's stated term extends through 2026, this is relevant current-period evidence of an institutional structure for receiving reports and coordinating responses to discriminatory or violent conduct.

Source: Universitas YARSI. Satuan Tugas Pencegahan dan Penanganan Kekerasan Universitas YARSI (PPKUY), 2025–2027. Established under Rector's Decision No. 018.02/REK/HK.40/VII/2025. https://www.yarsi.ac.id/pengabdian/satgas-ppkuy

5.6.2 Non-discrimination for transgender people

1. Evidence Statement

Universitas YARSI's 2020 Statute provides general provisions on equitable treatment, while the university's PPKS describes confidential counselling delivered without stigma or discrimination. Together, these sources indicate an institutional commitment to inclusive service delivery. However, the reviewed evidence does not identify an approved university- wide clause explicitly protecting transgender people or gender identity in admissions, employment and campus participation. General equality language must not be represented as a verified transgender-specific policy.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status / interpretation
University-wide policy	General equality framework exists; no explicit transgender-specific protection clause was verified.
Implementation in 2026	PPKS describes confidential, non-stigmatising counselling and referral services.

3. Principal and Complementary Evidence

Evidence 1 — University Statute: institutional equality principles

The University Statute, adopted in December 2020, provides the formal governance basis for admissions and institutional conduct. Its provisions on equitable admission are relevant to the broader principle of non-discrimination.

Source: https://www.yarsi.ac.id/pdjama/wp-content/uploads/STATUTA-YARSI-TAHUN-2020.pdf

Evidence 2 — PPKS: non-stigmatising and confidential counselling

The Pusat Pelayanan Keluarga Sejahtera (PPKS) publishes an institutional service model covering consultation, counselling, education and referrals. Its stated principles emphasise accessibility, confidentiality and an approach without stigma or discrimination. Services touching on sexuality, reproductive health and psychological wellbeing may be valuable to individuals seeking support.

Source: https://www.yarsi.ac.id/pengabdian/ppks

Evidence 3 — Public SDG inequality reporting

YARSI's public SDG Reduced Inequalities information can support evidence of an institutional inclusion agenda, including access to counselling and assistance. It should be used to contextualise the university's approach rather than to infer a protected-status category not present in the approved rules. A policy-level submission should identify the exact official instrument, the relevant wording, applicability across the university, date of creation and date of any completed review.

Source: https://www.yarsi.ac.id/sdgs-yarsi/reduced-inequalities

5.6.3 Maternity policy

1. Evidence Statement

Universitas YARSI has an institutional maternity-leave provision in the YARSI Foundation Personnel Regulations, originally dating from 2014. The previous THE evidence identifies Chapter IV, Article 9, paragraphs 1–6, as the principal provision governing leave associated with childbirth. Such entitlements provide a formal route for female employees to manage pregnancy and childbirth without treating absence as ordinary unauthorised leave. This framework can contribute to women's continuation in teaching, research and professional employment. The institution also provides complementary family and reproductive-health information, counselling and referrals through PPKS. The prior portal records a review of personnel regulations in 2024; evidence of the completed review and the currently approved regulations should be retained.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status / interpretation
Formal policy	Personnel Regulations, Chapter IV, Article 9(1–6), cited by the prior THE submission.
Support for participation	Authorised maternity leave supports continuity of female employees' academic and professional roles.
Complementary provision	PPKS offers family and reproductive-health information, counselling and referrals.

3. Principal and Complementary Evidence

Evidence 1 — Employee maternity-leave regulation

Chapter IV of the YARSI Foundation Personnel Regulations addresses exemptions from the obligation to work. Article 9, paragraphs 1–6, is identified in the previously submitted THE evidence as the maternity-leave policy. This is a direct regulatory basis for authorised leave around childbirth and is more probative than general statements about institutional support for women. It should be accompanied by the signed, currently applicable document so that the university can establish precisely who qualifies, whether the leave is paid, and what notification or documentation employees must provide. Those finer entitlements are not reproduced here because the exact authorised text has not been independently confirmed from the materials now supplied.

Source: https://drive.google.com/file/d/1ho7OCVdf_-f4UWFRdei6ZoIureQ0NqXS/view?usp=sharing

Evidence 2 — 2024 review of personnel regulations

The previous THE cycle reports that YARSI Foundation and University leadership reviewed the Personnel Regulations in 2024. This is relevant because the THE portal separately requests policy creation and review years, and a completed review within the specified period may substantiate the currency of the policy. The narrative should distinguish a review from a newly issued policy or an amendment: the available portal record does not establish that Article 9 was substantively modified in 2024 or 2026. A dated, signed minute or review determination identifying the regulation should be retained alongside the underlying policy, including confirmation of any unchanged provisions.

Source: https://drive.google.com/file/d/1ho7OCVdf_-f4UWFRdei6ZoIureQ0NqXS/view?usp=sharing

Evidence 3 — PPKS family and reproductive-health support

YARSI's PPKS complements employment entitlements by offering information, guidance, consultation and referral services on family wellbeing, reproductive health and related concerns. These resources may help staff seek advice about pregnancy, postnatal wellbeing and family responsibilities. They provide practical evidence of an environment intended to support women, but their existence is not a replacement for the legal and administrative maternity-leave entitlement in employee regulations.

Source: https://www.yarsi.ac.id/pengabdian/ppks

5.6.4 Childcare facilities for students

1. Evidence Statement

Universitas YARSI provides YARSI Day Care, a childcare facility accessible to students, lecturers, and administrative staff. YARSI Day Care is equipped with various facilities, including a dedicated playground, indoor activity spaces, a swimming pool, and a bedroom or designated rest area. The availability of these facilities can help reduce barriers associated with childcare responsibilities, enabling mothers to attend classes and complete academic assignments more effectively, particularly those with young children.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status / interpretation
Physical childcare facilities	The existence of YARSI Day Care is demonstrated through photographic documentation of its facilities and various activities.
Accessibility for students	The childcare service is accessible to students, lecturers and administrative staff of Universitas YARSI.
Support for mothers with children	The availability of this facility demonstrates support for mothers in balancing childcare responsibilities with continuing their education and academic activities.

3. Principal and Complementary Evidence

Evidence 1 — YARSI Day Care

The YARSI DAY CARE facility is accessible to students, lecturers, and administrative staff of Universitas YARSI. This childcare service provides a safe and supportive environment for children while enabling mothers to concentrate on their academic activities. The provision of this service also reflects Universitas YARSI's commitment to fostering a family-friendly campus environment.



Figure 1. YARSI Day Care outdoor playground



Figure 2. Indoor block centre and educational play resources



Figure 3. Bedroom/rest facilities documented at YARSI Day Care

Evidence 3 — Complementary PPKS family-support services

Universitas YARSI also provides family welfare services through its Pusat Pelayanan Keluarga Sejahtera (PPKS) (Family Welfare Service Centre).nnThe programme, which is accessible to the public, includes information services, counselling, and referral services related to family well-being and various childcare issues.nnThese services can help students who are parents access information and counselling when childcare responsibilities affect their participation in academic activities at the university.



Figure 4. Counselling and Family Support Room at Universitas YARSI's Family Welfare

Service Centre (PPKS).

Source: Universitas YARSI. (n.d.). Pusat Pelayanan Keluarga Sejahtera (PPKS). Universitas

YARSI. https://www.yarsi.ac.id/pengabdian/ppks



Figure 5. Interior Facilities of the Family Welfare Service Centre (PPKS) at Universitas YARSI.

Source: Universitas YARSI. (n.d.). Pusat Pelayanan Keluarga Sejahtera (PPKS). Universitas YARSI. https://www.yarsi.ac.id/pengabdian/ppks

5.6.5 Childcare facilities for staff and faculty

1. Evidence Statement

Universitas YARSI has documented YARSI Day Care as a childcare facility accessible to students, lecturers and staff. The institutional photographic dossier shows a covered playground, an indoor block-learning centre, areas for children's educational activities and a bedroom/rest area. These facilities provide tangible evidence of childcare infrastructure intended to help working parents balance family responsibilities with teaching, research and administrative duties. In particular, accessible childcare can support women's continuity and participation in academic and professional work.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status / interpretation
Physical childcare infrastructure	Photographs document outdoor play space, indoor learning resources, child activities and sleeping/rest provision.
Support for professional participation	Childcare provision can enable parents to continue teaching, research and administrative work.

3. Principal and Complementary Evidence

Evidence 1 — Institutional Statement of YARSI Day Care Access

The YARSI Day Care dossier directly states that the university has childcare facilities accessible to students, lecturers and staff. This is a more specific source for Indicator 5.6.5 than a generic institutional welfare statement because it identifies the groups eligible in principle and describes a child-friendly environment intended to allow mothers to pursue their academic and professional responsibilities.



Figure 1. Covered outdoor playground at YARSI Day Care.

Evidence 2 — Documented Childcare Facilities and Activities

The photographic record shows infrastructure that is consistent with an organised childcare setting. The indoor block centre contains educational resources and designated play areas; additional photographs document children undertaking activities, and a rest room with beds is shown. These features suggest provision for play-based learning and rest while parents undertake university duties.



Figure 2. Indoor block-learning centre and educational play resources at YARSI Day Care.

Evidence 3 — Complementary Family-Support Services at PPKS

Universitas YARSI also documents family welfare support through its Pusat Pelayanan Keluarga Sejahtera (PPKS). Family counselling, information, guidance and referral services can complement

practical childcare by assisting employees facing parenting and family- related difficulties. Such support is relevant to women's employment participation, particularly where caring obligations may otherwise compete with work schedules.

Source: Universitas YARSI. (n.d.). Pusat Pelayanan Keluarga Sejahtera (PPKS). https://www.yarsi.ac.id/pengabdian/ppks

5.6.6 Women's mentoring participation

1. Evidence Statement

Universitas YARSI provides structured academic mentoring and complementary counselling services that can support female students' adjustment, wellbeing and continued participation in higher education. The RIAS MABA programme, coordinated by the Directorate of Distance Learning (DPJJ), introduces first-semester students to self-regulated learning through seven mentoring sessions led by trained senior students. Its curriculum addresses academic transitions, self-assessment, SMART goals, action planning and reflection, with learning activities and monitoring supported by the LAYAR platform. Separately, the Family Welfare Service Centre (PPKS) offers free information, counselling, assistance and referral services, including Pos SAPA for women and children. These services provide important student-support infrastructure, but they have different purposes: RIAS MABA is a general first-year mentoring programme, while PPKS primarily delivers counselling and referrals.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status / interpretation
Structured mentoring	RIAS MABA: seven sessions, approximately ten mentees per mentor, two-day mentor training, LAYAR-based activities and monitoring.
Women-responsive student support	PPKS/Pos SAPA offers free counselling and referrals; evidence of supplementary support.

3. Principal and Complementary Evidence

Evidence 1 — RIAS MABA Structured Mentoring

RIAS MABA (Mentoring Awal Semester bagi Mahasiswa Baru) is organised by Universitas YARSI's Directorate of Distance Learning (DPJJ) to facilitate new students' transition from secondary school to university and strengthen self-regulated learning. Following new-student orientation, participants undertake seven mentoring sessions during their first semester. The published programme describes groups of approximately ten mentees supported by one senior-student mentor from semester three, five or seven. Mentors receive two days of preparation, equivalent to twelve training hours, covering mentoring and coaching practice.

Activities include presentations, group discussion, experience sharing and reflection. Students work on identifying strengths and weaknesses, understanding university demands, setting SMART goals, developing action plans and reviewing their progress. Reflection tasks and portfolios are submitted through YARSI's LAYAR platform, which also enables online, face- to-face or hybrid delivery and programme monitoring.

Source: Universitas YARSI, Direktorat Pembelajaran Jarak Jauh (DPJJ). RIAS MABA. https://www.yarsi.ac.id/dpjj/rias-maba/

Evidence 2 — PPKS Guidance and Counselling

Universitas YARSI's Pusat Pelayanan Keluarga Sejahtera (PPKS), developed in cooperation with the DKI Jakarta PPAPP Office and BKKBN, provides free family-welfare services to members of the university community and the public. Its published framework includes information, education, consultation, counselling, assistance and referrals across six service groups: student and youth counselling (PIK R/M), Pos SAPA (Sahabat Perempuan dan Anak), harmonious-family counselling, early-childhood family support, older-person family support, and family planning and reproductive health. The stated service scope also covers mental health, reproductive and sexual health, gender-

based violence and family relationships. PPKS explicitly identifies confidentiality, non-stigmatisation, non-discrimination and client-oriented service as guiding principles. These resources can assist women experiencing personal or family-related barriers to study and contribute to an inclusive campus support environment.

Source: Universitas YARSI. Pusat Pelayanan Keluarga Sejahtera (PPKS). https://www.yarsi.ac.id/pengabdian/ppks

5.6.7 Tracking graduation outcomes by sex

1. Evidence Statement

Universitas YARSI maintains student graduation records that can be disaggregated by sex and disciplinary grouping. The working dataset assembled for THE 2027 reports 965 graduates during 2026, including 655 women and 310 men.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status / interpretation
Graduation monitoring	Working 2026 data record total graduates and female/male counts by subject.

3. Principal and Complementary Evidence

Evidence 1 — 2026 Sex-Disaggregated Graduate Records

Universitas YARSI maintains institutional graduation records disaggregated by sex and academic discipline. Based on the reconciled institutional dataset prepared for THE Impact Rankings 2027, a total of 965 students graduated in 2026, comprising 655 female graduates (67.88%) and 310 male graduates (32.12%).

The graduate distribution covers three academic subject areas: STEM (120 graduates, including 59 women), Medicine (520 graduates, including 375 women), and Arts, Humanities and Social Sciences (325 graduates, including 221 women).

These records demonstrate the university's capacity to monitor graduation outcomes by gender and academic discipline. They provide a quantitative foundation for assessing gender differences in educational completion.

Source: Universitas YARSI. (2026). Institutional Graduate Records by Gender and Subject

Area: Academic Year 2026 — THE Impact Rankings 2027, SDG 5.5 [Internal institutional dataset; reconciled working data]. Total graduates: 965 (655 women and 310 men).

Supporting document: Universitas YARSI — Graduate Data 2026 (Google Sheets)

Evidence 2 — Public graduation announcements in 2026

Official YARSI graduation reporting provides external context that students completed their programmes and that graduation events took place in 2026. Previous compilation cited a ceremony involving 477 graduates in April and an additional October ceremony.

Source: https://www.yarsi.ac.id/wisuda-universitas-yarsi-2026-cetak-lulusan-unggul-berintegritas

5.6.8 Protection of discrimination reporters

1. Evidence Statement

Universitas YARSI demonstrates its institutional commitment to promoting equality, preventing discrimination, and supporting individuals who report violence, harassment, or unfair treatment through an integrated framework of institutional policies and support mechanisms.

The University Statute (2020), particularly Article 7(2), establishes principles of fairness, transparency, accountability, and non-discrimination, providing a policy foundation for equitable treatment within the academic environment. These principles are complemented by the Pusat Pelayanan Keluarga Sejahtera (PPKS) and Pos SAPA, which provide free, confidential, non-stigmatising counselling, consultation, guidance, and referral services, particularly for women and children experiencing violence or vulnerability.

Furthermore, Universitas YARSI established SATGAS PPKUY through Rector's Decision No. 018.02/REK/HK.40/VII/2025 for the 2025–2027 period, providing a designated institutional mechanism for preventing and responding to violence and discriminatory conduct. Together, these measures strengthen institutional accountability, facilitate access to reporting and assistance, and contribute to a safer and more inclusive university environment

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status / interpretation
Institutional non-discrimination policy	The University Statute (2020), particularly Article 7(2), establishes principles of fairness, accountability, transparency and non-discrimination. These provisions provide a general institutional policy foundation.
Confidential reporting and support services	PPKS and Pos SAPA provide free counselling, consultation, guidance and referral services, applying confidentiality, non-stigmatisation and non-discrimination principles.
Institutional reporting and response mechanisms	SATGAS PPKUY, established under Rector's Decision No. 018.02/REK/HK.40/VII/2025 for the 2025–2027 period, provides a designated institutional mechanism for preventing and responding to violence, discrimination and related complaints.
Protection against educational disadvantage	General non-discrimination principles and institutional reporting mechanisms support a safer academic environment.
Protection against employment disadvantage	The institutional framework supports equitable treatment of university personnel.
Implementation during 2026	The University Statute, PPKS/Pos SAPA services and SATGAS PPKUY provide a framework relevant to 2026; the task force's 2025–2027 appointment covers 2026.

3. Principal and Complementary Evidence

Evidence 1 — 2020 University Statute and institutional principles

The Universitas YARSI Statute, formally adopted in December 2020, establishes the institutional governance framework for equitable treatment, accountability, transparency, and non-discrimination within the university. Article 7(2) explicitly incorporates principles of fairness in student admissions, including equal treatment regardless of sex, religion, ethnicity, socioeconomic background, or physical condition. These provisions demonstrate the university's institutional commitment to ensuring that individuals are treated fairly and have equitable opportunities to participate in higher education.

The Statute provides an important policy foundation for addressing discriminatory practices and promoting institutional accountability. Its principles are relevant to protecting students and employees who raise concerns about unfair treatment, particularly where discrimination may affect educational participation or professional opportunities.

Source: https://www.yarsi.ac.id/pdjama/wp-content/uploads/STATUTA-YARSI-TAHUN-2020.pdf

Evidence 2 — PPKS / Pos SAPA

Universitas YARSI provides institutional support through its Pusat Pelayanan Keluarga Sejahtera (PPKS), which offers free information, consultation, counselling, guidance, and referral services to members of the academic community and the wider public. The service framework emphasises confidentiality, non-stigmatisation, non-discrimination, and respect for individuals seeking assistance.

Through Pos SAPA (Sahabat Perempuan dan Anak), the university facilitates access to support services for women and children experiencing violence, vulnerability, or other circumstances affecting their wellbeing. These services provide an accessible initial pathway for individuals seeking information, reporting concerns, obtaining counselling, and accessing appropriate referrals.

The availability of confidential and non-discriminatory assistance can help reduce barriers that discourage individuals from reporting harmful experiences, particularly concerns about stigma, exposure of personal information, or unfair treatment.

Source: https://www.yarsi.ac.id/pengabdian/ppks

Evidence 3 — Campus violence-prevention and response task force

Universitas YARSI has established a dedicated campus violence-prevention and response task force, known as SATGAS PPKUY, under Rector's Decision No. 018.02/REK/HK.40/VII/2025 for the 2025–2027 period. The establishment of this institutional body demonstrates the university's commitment to providing an organisational mechanism for preventing, reporting, and responding to violence and discriminatory conduct within the academic environment.

The task force addresses concerns involving violence, including sexual violence, discrimination, intolerance, and other behaviours that may undermine students' and employees' safety and wellbeing. Its institutional designation provides a recognised pathway through which members of the university community may seek assistance and report incidents requiring appropriate attention.

Source: https://www.yarsi.ac.id/pengabdian/satgas-ppkuy

5.6.9 Paternity policy

1. Evidence Statement

Universitas YARSI has an institutional framework for family-related employee leave under the YARSI Foundation Personnel Regulations, established in 2014. In its earlier THE submission, the university identified Chapter IV, Article 10, paragraphs 1–4, as governing authorised paid absence in certain family circumstances, including when an employee’s wife gives birth. This provision is relevant to Indicator 5.6.9 because it can allow eligible fathers to assist with immediate childcare and family needs around childbirth, contributing to a more equitable sharing of caregiving responsibilities and supporting women’s continued employment participation. The institution also maintains Pusat Pelayanan Keluarga Sejahtera (PPKS), offering family welfare, reproductive-health information, counselling and referrals as complementary non-financial support.

2. Evidence-to-Indicator Alignment

Assessment criterion	Evidence status / interpretation
Institutional policy basis	The 2014 YARSI Foundation Personnel Regulations, Chapter IV, Article 10(1–4), are cited in the preceding THE submission for authorised leave with pay, including spouse childbirth.
Support for shared childcare	Childbirth-related authorised leave can enable eligible fathers to assist with childcare and household responsibilities, potentially supporting women’s continued workplace participation.
Eligibility and specific rights	Exact leave length, pay treatment, eligibility, documentation and any broader non-gestational parent coverage require validation against the currently approved regulatory text.
Complementary institutional support	PPKS offers family and reproductive-health counselling, information and referrals.

3. Principal and Complementary Evidence

Evidence 1 — Authorised Paid Leave under the YARSI Foundation Personnel

Regulations The YARSI Foundation Personnel Regulations, introduced in 2014, provide the principal institutional policy reference for family-related employee leave. Previous THE reporting identifies Chapter IV, Article 10, paragraphs 1–4, as covering authorised absence with full pay in specified circumstances, including the childbirth of an employee's wife. This is directly relevant to paternity support because an eligible father may be able to spend time assisting with immediate family needs, newborn care and recovery-related household responsibilities without having to treat the entire absence as ordinary unauthorised leave. Such a provision can contribute to a more equitable distribution of early caregiving duties and support women's ability to remain engaged in professional roles.

Source: Universitas YARSI / YARSI Foundation. Personnel Regulations (2014), Chapter IV,

Article 10(1–4). Previous THE evidence: https://the-university-ranking-live.s3.amazonaws.com/evidence/safe/i-55494011--WomensProgressMeasuresMaternity:0--

5.6.3--impact:2026--1998239167.pdf

Evidence 2 — Policy Establishment in 2014 and Reported Review in 2024

The historical THE portal identifies 2014 as the year in which the YARSI Foundation Personnel Regulations were established and 2024 as the year of an institutional review. This chronology suggests that family-related employee leave operates within a longstanding regulatory framework rather than being a newly introduced 2026 initiative. The reported review is relevant to THE because policy currency and continuing institutional oversight can demonstrate that employment provisions remain subject to assessment.

Source: Universitas YARSI. Previous THE 2026 policy-created and policy-reviewed entries;

YARSI Foundation Personnel Regulations (2014). Supporting historical file: https://the- university-ranking-live.s3.amazonaws.com/evidence/safe/i-55494011-- WomensProgressMeasuresMaternity:0--5.6.3--impact:2026--1998239167.pdf

Evidence 3 — PPKS Family Welfare and Reproductive-Health Support

Universitas YARSI complements its formal employment framework with family-oriented institutional services through Pusat Pelayanan Keluarga Sejahtera (PPKS). The university's published PPKS information describes free access to information, consultation, counselling, education and referrals, including services concerning family wellbeing, reproductive health and related needs. Such assistance is relevant during pregnancy, childbirth and the transition to parenting, when households may need reliable information, psychosocial support or direction to appropriate services. For employees balancing work responsibilities with family care, these services represent a complementary source of practical guidance alongside any authorised leave. The PPKS provision also illustrates a broader institutional approach to family wellbeing that is not limited to financial benefits.

Source: Universitas YARSI. Pusat Pelayanan Keluarga Sejahtera (PPKS), official

institutional webpage: https://www.yarsi.ac.id/pengabdian/ppks