

MANUAL BOOK

DAAD ALUMNI SEMINAR

Strategic
Gender Management
in

Higher Education in Indonesia
Part II: “Gender Equality
as Strategic Task
in Teaching,
Research and Career
Development”

YOGYAKARTA, 20th-23rd March 2016

Welcoming Remark

Dear Participants,

The German Academic Exchange Service (DAAD) in cooperation with Universitas Muhammadiyah Yogyakarta (UMY) organize the Indonesian DAAD Alumni Seminar on Strategic Gender Management in Higher Education in Indonesia “Gender Equality as Strategic Task in Teaching, Research and Career Development”. Therefore, on behalf of both institutions I would like to welcome you in Yogyakarta. It is such a great honor to have you attending this seminar to share your knowledge and insights on issues of gender equality.

On this special occasion I would like to thank you to DAAD Indonesia, the University of Applied Sciences-Kiel and Universitas Kristen Indonesia-Jakarta as our partners in organizing this event. I hope that this event will further productive partnership among our institutions covering more fields in the future. I also would like to express my appreciation to the Rector of UMY, the Director of Graduate School UMY Dr. Achmad Nurmandi, Dr. Britta Thege, Dr. Christoph Behrens, Dr. med. Abraham Simatupang, dr., Mkes., Dr. rer. pol. led Veda Sitepu and all committee members who have supported and made this event comes to reality. Special thank you to all guest speakers and participant for their effort and time to attend this seminar. I hope that this seminar will benefit us in our collective efforts to tackle issues on gender equality in Indonesia which also will contribute to the discourse on international level.

Once again, welcome to the Indonesian DAAD Alumni Seminar in Yogyakarta.
I wish you a good and productive seminar

Dr. Dyah Mutiarin
Head of Committee



DAAD
Deutscher Akademischer Austausch Dienst
German Academic Exchange Service

DAAD ALUMNI SEMINAR

Strategic Gender Management in Higher Education in Indonesia.

Part II : “ Gender Equality as Strategic Task in Teaching Research and Career Development ”

1. Introduction

In recent decades, women across the globe have made positive strides toward gender equality. Strides toward gender equality in East Asia and the Pacific have been similarly noteworthy. Most countries in the region have either reached or surpassed gender parity in education enrollments. However, the success achievement in education enrollment has remained the issue of the women's absence from senior leadership in higher education. Lack of women in senior positions means that women are globally under-represented across all decision-making, including committees, boards, recruitment panels and the executive.

This theme has led to the important role of strategic gender in higher education as for policy makers in African, Pacific, and Asia countries as well as in Indonesia, to close these gender gaps represents an important challenge to achieving more inclusive and effective changing in pursuing the representatives of women leaders in higher education.

Higher education institution should acknowledge the equality among men, women, and other minorities because they also have similar rights that should be protected based on human rights equality as well as based on the way of life that has been regulated by United Nations. Furthermore, there are needs of strategic task to improve women's position on the management level of Indonesian higher education where gender preferences are still prominent. .

German Academic Exchange Service (DAAD), the University of Applied Sciences Kiel and Universitas Muhammadiyah Yogyakarta (UMY) organize a workshop with the theme above. This is a continuation effort in gathering scholars from Indonesia especially for DAAD Alumni to brainstorm and discuss the possibilities of drafting a collective strategic action to achieve Gender Equality as Strategic Task in Teaching, Research and Career Development for higher education management at large.

2. Scope of Workshop

We hope to discuss the scope “Gender Equality as Strategic Task in Teaching, Research and Career Development” workshop as below :

- Exploring the relevance of gender in the science system
- Introduction to Strategic Gender Management and the promotion of female leadership in the science system and,
- Managing the Change project: Sharing and learning from case studies

3. Objective of Workshop

The objectives of this workshop are:

- To develop participants' knowledge on gender mainstreaming
- Knowledge transfer and sensitization to understand the role of women in Strategic Gender Management
- To identify the policy on Strategic Gender Management and key issues affecting Strategic Gender Management
- To formulate collective strategic action on Strategic Gender Management in higher education
- To give space for mutual dialogue
- To strengthen the networking of German alumni

Gender mainstreaming requires a transformation in the policies and culture in higher education institutions in Indonesia. Nevertheless, due to several interconnected factors, transforming institutional cultures and practices remains a challenge. Gender Equality as Strategic Task in Teaching, Research and Career Development workshop is one of the methods to reach gender equality to manifested of women leadership in higher education institutions.

4. Organization of Workshop

Date : 20 - 23 March 2016
Venue : Universitas Muhammadiyah Yogyakarta (UMY)
Accommodation : Kalayana Resort Yogyakarta

5. Keynote Speakers and Resource Persons

Keynote Speakers :

- **Dr. Britta Thege**
Geschäftsführerin Institut für Interdisziplinäre Genderforschung und Diversity der Fachhochschule Kiel

- Prof. Dr. Christoph Behrens
Director Center for Good Governance, Professor for Public Management and Politics at Muhammadiyah University Yogyakarta UMY, Indonesia

Resource Persons :

- Dr. Alimatul Qibtiyah - Islamic State University - Yogyakarta
- Dr. Anna Marie Watie - Gadjah Mada University - Yogyakarta
- Gusti Kanjeng Ratu Hemas - Head of Regional Advisory Council / The Queen of Yogyakarta Sultanate
- Gusti Kanjeng Ratu Pembayun - Head of Yogyakarta Chambers / The Princess of Yogyakarta Sultanate
- Dr. Siti Syamsiyatun - Aisyiyah Women Movement Organization



Time Table

Day 1 (Sunday, 20th March 2016)

Time	Agenda	Venue
09.30-12.00	PARTICIPANTS ARRIVAL	Yogyakarta
12.00-13.00	Check In, Registration and Lunch	Kalyana Resort, Kaliurang
13.00-14.30	Opening & Keynote Address (Dr. Britta Thege & Dr. Christoph Behrens)	Meeting Room Kalyana Resort, Kaliurang
14.30-15.00	Tea Break	
15.00-16.00	Introductory Session	

16.00-17.00	(Dr. Britta Thege & Dr. Christoph Behrens) Workshop: Exploring the relevance of gender in the science system (Dr. Britta Thege Dr. Christoph Behrens)	Meeting Room Kalyana Resort, Kaliurang
18.30-20.30	Dinner Reception	Kalyana Resort, Kaliurang

Day 2 (Monday, 21st March 2016)

Time	Agenda	Venue
09.00-09.10	Welcoming Speech by Rector of UMY	
09.10-09.15	Photo Session	
09.15-09.30	Tea Break	
09.30-11.30	Introduction to Strategic Gender Management and the promotion of female leadership in the science system (Dr. Alimatul Qibtiyah Islamic State University Yogyakarta)	Commission Meeting Room AR Fahrudin A 5th Floor - UMY
11.30-12.30	Lunch	
12.30-13.00	Committee and Participants Preparation	
13.00-14.30	Workshop: Learning from case studies	

	(Gusti Kanjeng Ratu Hemmas Head of Regional Advisory Council / The Queen of Yogyakarta Sultanate)	
14.30-15.00	Tea break Committee Preparation	Departure from UMY
15.00-16.00	Field visit : Meet and greet with Gusti Kanjeng Ratu Pembayun (Head of Yogyakarta Chambers / The Princess of Yogyakarta Sultanate)	KADIN Office / Sultanate Palace
18.00-19.00	Dinner	Sekar Kedaton : Royal Cuisine Restaurant

Day 3 (Tuesday, 22nd March 2016)

Time	Agenda	Venue
09.30-10.30	Gender Action Plan and Change Management (Dr. Anna Mari Watie - UGM)	
10.30-11.00	Tea Break	Meeting Room Kalyana Resort, Kaliurang
11.00-12.00	Participants" Presentation	
12.00-13.00	Lunch	
13.00-14.30	Workshop : Managing the Change project (Dr. Anna Mari Watie - UGM)	
14.30-15.00	Tea Break	Kalyana Resort, Kaliurang
15.00-16.00	On the way to field visit	Departure from Kalyana Resort

16.00-17.00	Field Visit: Aisyiyah Women Movement Organisation	Jl. KH Ahmad Dahlan 32 Yogyakarta
18.30-20.30	Dinner	Prambanan Resto
19.00-20.30	Cultural program : Ramayana Ballet Festival	Prambanan Temple

Day 4 (Wednesday, 23rd March 2016)

Time	Agenda	Venue
09.00-09.10	Welcome Remark by Dean of FISIPOL UMY	
09.10-09.30	Mini Lecture on "Diversity Concepts- Diversity Politics" (Prof. Dr. Christoph Behrens)	
09.30-10.30	Academic Dialog on Diversity in Germany and Indonesia – Dr. Britta Thege (UoAsc Kiel); Takdir Ali Mukti, M.Si (UMY); Dr. Christoph Behrens (UMY, CAU)	Seminar Room, Graduate Building, 4th Floor, UMY
10.30-11.00	Discussion on Overseas Campus Program	
11.00-11.10	Closing Remark by Dr. Achmad Nurmandi (Dean of Graduate Studies)	
11.10-12.10	Seminar on Managing the Change	

	<p>Management Project towards Gender Equality in Higher Education</p> <p>Dr. Britta Thege (How to set up a gender policy and a gender action plan)</p> <p>Dr. Siti Syamsiyatun Aisyiyah Women Movement Organization (The role of Women movement towards gender policy and gender action plan)</p>	<p>Seminar Room, Graduate Building, 4th Floor, UMY</p>
12.10-13.00	Lunch	<p>Lobby Seminar Room, Graduate Building, 4th Floor, UMY</p>
13.00-13.30	<p>Feedback, evaluation & way forward</p>	<p>Seminar Room, Graduate Building, 4th Floor, UMY</p>
13.30-14.00	Certificate ceremony & Closing	<p>Seminar Room 401, Graduate Building, 4th Floor, UMY</p>

Secretariat:

Master Of Government Affairs and Administration

Universitas Muhammadiyah Yogyakarta

Jl. Lingkar Selatan, Tamantirto, Kasihan, Bantul, Yogyakarta

Telp. +62-274-387656 ext.173

Contact Person:

Dr. Elsyte Maria Rosa +628112699241

Sakir, MIP +6281392529488



UMY
UNIVERSITAS
MUHAMMADIYAH
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Unggul & Islami

FACHHOCHSCHULE KIEL
University of Applied Sciences

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Jl. Lingkar Selatan, Tamantirto, Kasihan,

Bantul, Yogyakarta

Telp. +62-274-387656 ext.173