

# THE Impact Rankings Questionnaire




University : Universitas Indonesia  
 Country : Indonesia  
 Web Address : www.ui.ac.id



## [5] SDG5: GENDER EQUALITY

### [5.6] Women's progress measures

#### [5.6.2] Non-discrimination policies for transgender

 <p><b>SALINAN</b></p> <p>PRESIDEN REPUBLIK INDONESIA</p> <p>PERATURAN PEMERINTAH REPUBLIK INDONESIA NOMOR 11 TAHUN 2017</p> <p>TENTANG</p> <p>MANAJEMEN PEGAWAI NEGERI SIPIL</p> <p>DENGAN RAHMAT TUHAN YANG MAHA ESA PRESIDEN REPUBLIK INDONESIA,</p> <p>Menimbang : bahwa untuk melaksanakan ketentuan Pasal 17, Pasal 18 ayat (4), Pasal 19 ayat (4), Pasal 20 ayat (4), Pasal 57,</p>	 <p>PERATURAN REKTOR UNIVERSITAS INDONESIA NOMOR 033 TAHUN 2018</p> <p>TENTANG</p> <p>MANAJEMEN SUMBER DAYA MANUSIA UNIVERSITAS INDONESIA</p> <p>DENGAN RAHMAT TUHAN YANG MAHA ESA</p> <p>REKTOR UNIVERSITAS INDONESIA,</p> <p>Menimbang : a. bahwa berdasarkan Pasal 65 ayat (3) huruf e Undang-Undang Nomor 12 Tahun 2012 tentang Pendidikan Tinggi, Perguruan Tinggi Negeri Badan Hukum memiliki wewenang mengangkat dan memberhentikan</p>
<p><b>Government Regulation 11/2017</b></p>	<p><b>Rector Regulation 33/2018</b></p>
<p style="text-align: center;"><b>KEADILAN</b></p> <p style="text-align: center;">Indikator Perilaku Kunci</p> <ul style="list-style-type: none"> <li>☐ Menjaga keharmonisan dengan memperjungi tinggi nilai-nilai keadilan.</li> <li>☐ Bersikap responsif, santun dan tidak diskriminatif.</li> <li>☐ Tunai tanggung jawab untuk mewujudkan keadilan.</li> </ul> 	
<p style="text-align: center;"><b>Just and Fair Value</b></p>	

### Description :

Indonesian government doesn't have specific gender requirements in the process of civil servants admission, so everyone has a chance in the selection process and to be chosen as a civil servant. Just like Indonesian government, Universitas Indonesia, through Rector's Regulation number 33 in 2018, doesn't set a specific gender requirement in the selection process. With that being said, everyone has a chance to follow the selection process and be chosen as an employee in Universitas Indonesia after they have passed tests set by Universitas Indonesia.

All prospective students and employees have the chance to participate in the hiring and admission process and be chosen as an employee after they have passed tests. Universitas Indonesia also has organizational values which are reflected by laws and regulated in Rector's Decree number 2719 in 2019 about 9 University Values. Just and Fair Value shows by giving fair, non-discriminative chances and treatment for every person regardless of their race, religion, ethnicity, age, marital status, age, disabilities, sexual orientation, and gender identities.

With that being said, Universitas Indonesia also has a communality principle which the key of this principle is to set high tolerance despite the difference in ethnic, nationality, religion, and race and accept them as cultural diversity.

### Evidence Link :

1. [https://jdih.bsn.go.id/public\\_assets/file/f1fd8e9de144c3d8708a2b43681db48c.pdf](https://jdih.bsn.go.id/public_assets/file/f1fd8e9de144c3d8708a2b43681db48c.pdf)
2. [https://sipuu.setkab.go.id/PUUdoc/176109/PP\\_Nomor\\_17\\_Tahun\\_2020.pdf](https://sipuu.setkab.go.id/PUUdoc/176109/PP_Nomor_17_Tahun_2020.pdf)
3. <https://dsdm.ui.ac.id/uploads/files/buku-saku-9nilaiui.pdf>
4. <https://www.feb.ui.ac.id/wp-content/uploads/2020/02/acc/Appendix-AUN-UPA-Criterion-6/Appendix%206.8%20Decree%20of%20UI%20Rector%20No.%200033-2018%20about%20Human%20Resource%20Management%20of%20Universitas%20Indonesia.pdf>