



UNNES
UNIVERSITAS NEGERI SEMARANG



WORLD
UNIVERSITY
RANKINGS
SUSTAINABILITY RANKINGS



IMPACT
RANKINGS



UNIVERSITAS NEGERI SEMARANG SDGs REPORT 2024



UNNES **SDGs Report** **2024**

Developed by
The SDGs Center Team, Universitas Negeri Semarang

SDGs Report - UNNES





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INTRODUCTION



Prof. Dr. S Martono, M.Si.

Rector of Universitas Negeri Semarang

All praise and gratitude be to Allah Almighty. Universitas Negeri Semarang (UNNES) proudly presents the UNNES Sustainable Development Goals (SDGs) Report 2024 as a manifestation of our continuous commitment to becoming a world-class university that pioneers excellence in education with a strong conservation perspective. Over the years, UNNES has consistently integrated the principles of sustainability across all operational and academic dimensions. These efforts encompass the implementation of sustainability-oriented study programs and research, environmental conservation initiatives, as well as partnerships with local communities and global collaborators to generate tangible impacts.

The achievements presented in this report reflect UNNES's dedication to advancing quality education, reducing inequalities, and protecting the environment. Through various community engagement and service programs, UNNES has actively contributed to improving the welfare of local communities, particularly in the areas of health, education, and economic empowerment. Moreover, the university's commitment to utilizing clean energy and enhancing resource efficiency has significantly reduced its carbon footprint, aligning with global efforts to mitigate climate change.

These SDG-driven activities are made possible through strong collaborations with government bodies, non-governmental organizations, and international partners who continuously support the implementation of sustainability initiatives on our campus. Moving forward, UNNES remains steadfast in its mission to enhance the quality and impact of its sustainability programs, ensuring that they continue to deliver broader benefits for society and the global community. We extend our deepest appreciation to the entire academic community for their exceptional contributions and collective spirit in preparing the UNNES SDGs Report 2024. With unwavering dedication, UNNES will continue to optimize its services and initiatives to support the Sustainable Development Goals and make meaningful contributions both nationally and internationally.

About UNNES

A Journey of Growth and Sustainability

Established in 1965 as the Institute of Teacher Training and Education (IKIP) Semarang, Universitas Negeri Semarang (UNNES) was founded to respond to Indonesia's urgent need for qualified educators in the post-independence era. In 1999, the institution transitioned into UNNES, broadening its scope from a teacher education institute to a comprehensive university encompassing diverse academic disciplines and research fields. A major milestone was reached in 2022, when UNNES was granted the status of a legal entity university, providing greater autonomy in managing its academic, financial, and institutional resources. This transformation enabled UNNES to innovate more effectively in education, research, and community engagement. Guided by its vision "To Become a World-Class Reputable University, Pioneer of Excellence in Education with a Conservation Perspective," UNNES continues to strengthen its reputation for academic distinction and environmental leadership. This achievement aligns closely with Indonesia's national development agenda and the global Sustainable Development Goals (SDGs).

What distinguishes UNNES is its strong identity as a "Conservation University," integrating sustainability principles into every aspect of its governance and operations. Through its Green Campus initiative, UNNES promotes waste reduction, energy efficiency, and sustainable mobility while fostering a culture of environmental responsibility. Sustainability is also embedded within the university's curriculum and research, equipping students with the knowledge and values necessary to become future leaders in sustainable development.

Beyond its academic mission, UNNES actively contributes to socioeconomic progress through community empowerment programs that advance education, health, and local economic resilience—directly supporting SDGs related to quality education, equality, and sustainable growth. The university's partnerships with global institutions further expand its capacity to exchange knowledge and create collaborative solutions to global challenges. UNNES's commitment to sustainability is also evident in its focus on renewable energy adoption, gender equality initiatives, and biodiversity conservation. Its distinctive conservation-based philosophy, combined with strategic national and international collaborations, reinforces UNNES's role as a pioneering institution in sustainability-oriented higher education.

In conclusion, the transformation of UNNES from IKIP Semarang into an autonomous legal entity university reflects its unwavering dedication to educational excellence and environmental stewardship—positioning it as a leading model of sustainable higher education in Indonesia and beyond.

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STORIES OF EXCELLENCE

Achieve outstanding success at our campus – where world-class university standards converge with exceptional excellence in education. Develop your potential, master essential skills, and realize a brilliant future. Proudly recognized as a **“World Reputable University”** and a **“Pioneer of Excellence in Education”**



1501+
2025 World University Rankings



1201+
QS Sustainability Rankings 2024



32
World

1501+
The IMPACT Rankings

751 - 800
ASIAN University Rankings 2024

5
Indonesia





SDG 01: No Poverty

Towards a World Without Poverty

1. Proportion of students receiving financial aid to attend university because of poverty

42,945

Number of Students

20,167

Number of Low Income
Students Receiving Financial
Aid

2. University anti-poverty programmes

Universitas Negeri Semarang (UNNES) upholds strong equity principles by targeting at least 50% of students from low-income backgrounds. In 2024, over 20,000 students—around 46% of the total population—received financial aid through KIP-Kuliah, Rumah Amal, and UNNES Board of Trustees scholarships, as well as tuition reductions. Through Rector's Regulation No. 66 of 2023, UNNES ensures on-time graduation for scholarship recipients, supported by financial, academic, and mentoring systems. The result is a 91.23% on-time graduation rate, proving that inclusive access leads to successful completion.



Beyond financial assistance, UNNES provides comprehensive welfare and sustainability support, including six dormitories, affordable meals through the “Friday Blessing Meal,” free counselling and mental health programs, and eco-friendly transport facilities. International scholarships such as KNB, Darmasiswa, and UNNES Scholarships extend this commitment globally, empowering students from developing nations. Together, these integrated efforts reflect UNNES's dedication to inclusive excellence and sustainable higher education.





SDG 01: No Poverty

Towards a World Without Poverty

3. Community anti-poverty programmes

Universitas Negeri Semarang (UNNES) strengthens its role as an innovation-driven and socially responsible university through the UNNES Business Incubator (Inkubator Unit Bisnis – IUB). The incubator nurtures financially and socially sustainable start-ups by providing structured mentorship, entrepreneurship education, and access to laboratories, co-working spaces, and product-testing facilities. It guides students and local entrepreneurs through business planning, marketing, and sustainability strategies under the supervision of academic experts and industry practitioners. In 2024, through the Entrepreneurial Student Development Program (P2MW), UNNES supported 19 innovative start-ups with grants ranging from IDR 25–40 million, covering green technology, creative industries, sustainable fashion, and eco-friendly food production. Flagship start-ups such as Ecozym, ENAKHE, and SmartWaste Solution exemplify UNNES's practical innovation, while Nestra Kottama Indonesia represented Indonesia at Try Everything 2024 in Seoul, South Korea—showcasing the university's commitment to global entrepreneurial excellence.

Beyond entrepreneurship, UNNES strengthens community resilience and well-being through service programs that improve access to health, sanitation, and sustainable livelihoods. Initiatives such as herbal garden management, nutrition education, waste and water management, and early disease detection empower rural families toward healthier and more sustainable living. Through the UNNES GIAT Community Service Program involving 4,415 students across 383 villages, and partnerships with national agencies like BPIP and BKKBN, UNNES contributes to poverty alleviation, housing improvement, food security, and public health. These integrated academic–community collaborations demonstrate UNNES's strategic role in advancing sustainability, innovation, and social equity at local and national levels.

**28****NUMBER OF PUBLICATION****0.84****CITATION IMPACT****189****NUMBER OF CITATIONS**



SDG 02: Zero Hunger

Ensuring Food for All

1. Campus Food Waste

Universitas Negeri Semarang (UNNES) adopts a structured and measurable system for managing food waste as part of its sustainability and circular economy agenda. Every day, waste from campus canteens and offices is collected, weighed, and processed at the Integrated Waste Management Site (TPST). In 2024, the university documented about 35 tons of food waste, all repurposed into maggot cultivation. The maggots produce high-protein animal feed and compost, ensuring that no organic waste is left untreated—demonstrating UNNES’s practical model of zero-waste management.

2. Student Hunger



Universitas Negeri Semarang (UNNES) has implemented structured programs to ensure food security, nutrition, and social welfare for its academic community, in line with SDG 2: Zero Hunger. Through the “Jumat Berkah” (Blessed Friday) program, the university distributes around 2,000 nutritious meal portions weekly to students and staff across all faculties, prepared collaboratively by academic units, the Institute for Research and Community Service (LPPM), and the UNNES Women’s Association (DWP). Complementary initiatives include free iftar meals during Ramadan and the distribution of 2,000 qurban meat packages during Eid al-Adha, fostering empathy, inclusivity, and solidarity. These initiatives ensure that no member of the university community faces hunger while promoting health, compassion, and social responsibility as integral parts of UNNES’s Conservation University values.

UNNES further reinforces food sustainability through campus-wide initiatives promoting healthy and affordable nutrition. All campus canteens implement the Healthy Canteen Policy (Circular No. B/28400/UN37/RT.02/2024) and Clean Kitchen Policy (Circular No. B/28393/UN37/RT.02/2024), ensuring balanced menus, hygienic preparation, halal certification, and eco-friendly packaging. Meals priced between IDR 8,000–15,000 remain accessible to all, while staff receive daily meal allowances and free healthy breakfasts after weekly exercise sessions. UNNES also sources vegetables and plant-based ingredients from its EcoFarm and local farmers, providing vegetarian and vegan options while supporting local livelihoods and reducing carbon emissions. These integrated measures exemplify UNNES’s holistic approach to food equity—linking health, affordability, and sustainability within a caring and environmentally conscious campus community.





SDG 02: Zero Hunger

Ensuring Food for All

3. Proportion of graduates in agriculture and aquaculture including sustainability aspects



9,120

Number of Graduates

452

Agriculture and Aquaculture,
Including Sustainability Aspects

4. National Hunger



Universitas Negeri Semarang (UNNES) promotes sustainable agriculture and food security through Rector's Circular Letter No. B/28473/UN37/PT.02/2024 on the Utilization of Campus Facilities for Local Farmers. The policy enables farmers to access campus laboratories, technology, and expertise for training, food safety, and sustainable farming practices. Through the Institute for Research and Community Service (LPPM), UNNES organizes community visits, outreach, and technology transfer in partner villages. Activities include grafting, aquaculture, and fruit processing training, enhancing productivity and sustainability. Several nearby villages have been designated as UNNES fostered villages, reflecting the university's strong commitment to empowering communities and integrating higher education with sustainable rural development.

In line with Rector's Circular Letter No. B/4603/UN36/TU.01.01/2023 on the Utilization of Local Food for Meetings, UNNES prioritizes purchasing local produce such as cassava, taro, and corn to empower nearby farmers. The ECOFARM program further supplies organic vegetables for campus use and community learning. These initiatives embody UNNES's commitment to sustainability, food self-reliance, and inclusive community development



57

NUMBER OF PUBLICATION



10.72

CITATION IMPACT



1474

NUMBER OF CITATIONS



SDG 3: Good Health and Well-Being

Health and Happiness for Everyone

1. Number of students graduating in health professions

1,131

Graduates in Health Professions



2. Collaborations and health services

Universitas Negeri Semarang (UNNES) actively promotes health and well-being through education, community service, and multi-level partnerships. Locally, UNNES works with Puskesmas and PMI Semarang to conduct blood donation drives and train over 100 Red Cross (KSR) volunteers each year. Nationally, it collaborates with BPJS and RSJD Amino Gondo, while globally it partners with WHO to deliver Emergency Response Training in primary healthcare. Through large-scale community programs such as GIAT 9 and GIAT 10, involving more than 5,000 students across 400 villages, UNNES advances preventive health education on hygiene, nutrition, and mental wellness, enhancing community health literacy and resilience.



UNNES ensures comprehensive access to health, reproductive, and mental health services through Puslakes, Satgas PPKS, and UseCC, supported by free counseling and peer programs like Kawan Dengar UNNES. Mental health services for staff are available through the Guidance and Counseling Laboratory, and a Smoke-Free Campus Policy (Rector's Regulation No. 111/2024) reinforces a clean, safe, and healthy learning environment.



268

NUMBER OF PUBLICATION



8.82

CITATION IMPACT



8104

NUMBER OF CITATIONS



SDG 4: Quality Education

Empowering Lives Through Quality Education

1. Proportion of graduates with teaching qualification

9,120

Number of Graduates

8,023

Gained a Qualification that Entitled Them to Teach at Primary School Level



2. Lifelong Learning Measures

Universitas Negeri Semarang (UNNES) provides free access to knowledge and learning resources for the public through the Rumah Ilmu Library and open online platforms. The library—open until 8 PM—offers books, e-books, e-journals, and digital theses, complete with RFID self-checkout and free internet access. In 2024, 86,923 users joined UNNES MOOCs and open lecture programs on topics such as entrepreneurship, sustainability, education, and culture, reflecting the university's mission to democratize education for all learners.

UNNES regularly hosts open and free public lectures, livestreamed through UNNES TV, with 189 sessions in 2024 involving academics, policymakers, and community members. These activities address sustainability, digital transformation, and health, while ad hoc workshops promote community capacity in areas like financial literacy, small business development, mental health, and cultural entrepreneurship. Major events such as the Research and Innovation Expo and Education Week strengthen UNNES's role as a knowledge-sharing hub that connects higher education with society.



To ensure equal access for all, UNNES enforces inclusive educational policies guided by Rector's Regulation No. 116 of 2024 on services for students with disabilities and Ministerial Regulation No. 62 of 2023 on non-discriminatory admissions. These frameworks uphold fairness, accountability, flexibility, efficiency, and transparency in all educational processes. Together, these initiatives affirm UNNES's commitment to inclusive, equitable, and lifelong learning aligned with SDG 4: Quality Education.



SDG 4: Quality Education

Empowering Lives Through Quality Education

3. Proportion of first-generation students



42,945

Number of students

11127

Number of students starting a degree

6742

Number of first-generation students starting a degree



350

NUMBER OF PUBLICATION



0.79

CITATION IMPACT



1291

NUMBER OF CITATIONS



SDG 5: Gender Equality

Breaking Barriers, Creating Equality

1. Proportion of first-generation female students

42,945

Number of Students

11,127

Number of students
starting a degree

6,472

Number of first-generation
students starting a degree

7,102

Number of women
starting a degree

4,554

Number of first-generation
women starting a degree



2. Student access measures

UNNES consistently tracks and reports gender statistics in its admissions process. Data from 2022–2025 shows a steady increase in female applicants, who consistently make up the majority—64% in 2024, compared to 36% male applicants. This upward trend illustrates the university's strong appeal to women pursuing higher education and reflects its success in fostering an inclusive academic environment.

Guided by national gender equality frameworks such as the Education Sector ACDP Policy Brief and Kemdiktisaintek's gender-responsive policies, UNNES ensures equal opportunity and fair treatment at every level. The university's gender balance extends to its academic staff, with 48.1% women and 51.9% men, indicating equal access for women to occupy leadership and academic positions.

To further strengthen gender equality, UNNES implements dedicated scholarship schemes and empowerment programs. These include the Thiess Women & Diversity Undergraduate Scholarship and the UNNES General Scholarship, alongside mentoring, workshops, and community engagement initiatives. The university also promotes women's participation in male-dominated fields like Mechanical Engineering through targeted school outreach programs, ensuring that all disciplines remain gender-inclusive.



SDG 5: Gender Equality

Breaking Barriers, Creating Equality

3. Proportion of senior female academics

3,317

Number of employees

10

Number of senior
academic staff



2,892

Number of academic staff

2

Number of female
senior academic

4. Proportion of women receiving degrees

9,120

Number of graduates

9,120

Number of graduates by subject area
(STEM, Medicine, Arts & Humanities/Social Sciences)

3,803

Number of graduates:
STEM

1,113

Number of graduates:
Medicine

4,204

Number of graduates:
Arts & Humanities /
Social Sciences

6,103

Number of female graduates by subject area
(STEM, Medicine, Arts & Humanities/Social Sciences)

2,329

Number of female graduates:
STEM



616

Number of female graduates:
Medicine

3,158

Number of female graduates:
Arts & Humanities / Social Sciences



SDG 5: Gender Equality

Breaking Barriers, Creating Equality

5. Women's progress measures

Universitas Negeri Semarang (UNNES) upholds a strong institutional stance against all forms of gender discrimination and violence through Rector's Regulation No. 24 of 2021 on the Prevention and Handling of Sexual Violence and Rector's Regulation No. 44 of 2018 on Code of Ethics and Campus Discipline. These regulations ensure equal rights, dignity, and protection for every member of the university community while promoting a safe and inclusive environment grounded in respect for diversity. Supported by dedicated task forces, seminars, and anti-violence campaigns, UNNES ensures that equality and non-discrimination are not only policy statements but daily practices embedded in its academic culture.

To support women's participation and empowerment, UNNES provides various facilities and programs, including lactation rooms as mandated by Circular Letter No. B/28401/UN37/RT.02/2024 and the childcare center PAUD Sekar Nagari, which allows student-parents and staff to balance family responsibilities and academic or professional duties. The university also offers mentoring programs for female students, featuring inspiring speakers such as Ustazah Halimah Alaydrus, which draw thousands of participants each year. These initiatives nurture self-confidence, leadership, and personal growth among women in higher education.



UNNES further ensures equality in employment and academic outcomes through transparent data monitoring and inclusive labor policies, such as Rector's Decree No. 122 of 2024, which guarantees equal maternity and paternity leave for non-civil servant staff. Through flexible arrangements, safe houses for victims, and gender-responsive policies, UNNES exemplifies SDG 5 (Gender Equality) in action—fostering a campus where every individual, regardless of gender, can study, work, and thrive with dignity and equal opportunity.



40

NUMBER OF PUBLICATION



0.79

CITATION IMPACT



229

NUMBER OF CITATIONS



SDG 6: Clean Water Sanitation

Clean Water, Clear Future

1. Water consumption per person

Universitas Negeri Semarang (UNNES) implements sustainable water management under Rector's Regulation No. 21 of 2022 on Guidelines for Water Conservation Management. The policy regulates water use for various purposes, including domestic needs, garden irrigation, laboratory activities, and swimming pool operations. Based on this regulation, UNNES records an estimated annual water usage of 81,600 m³ (calculated from 340 m³ per day over 240 active days), reflecting efficient and well-regulated utilization to support the university's conservation commitment.



2. Water usage and care

UNNES has implemented a comprehensive wastewater management system with specialized treatment for chemical waste from laboratories and oily waste from cafeterias. Each waste source is processed through localized wastewater treatment installations to neutralize pollutants before discharge, ensuring environmentally responsible waste handling aligned with UNNES's Conservation University vision.



To prevent contamination, UNNES operates a preventive and monitoring system supported by ICT-based controls and on-site inspections. This system safeguards the campus water network from accidental spills and pollution, allowing real-time detection and rapid response to ensure water quality and sustainability.

Complementing these efforts, UNNES promotes water conservation through multiple initiatives: free campus-wide drinking water dispensers to reduce plastic use, adherence to SNI 8153-2015 plumbing standards for efficient water use, and drought-tolerant landscaping using species like tabebuia and mahogany. These measures collectively reinforce UNNES's commitment to responsible water management and sustainable



SDG 6: Clean Water Sanitation

Clean Water, Clear Future

3. Water reuse

UNNES implements an integrated water reuse policy under Rector Regulation No. 109 of 2024 on Water Management, which promotes sustainable use of water through rainwater harvesting, ablution water recycling, and wastewater reuse for garden and pond maintenance. These initiatives aim to reduce dependence on external water sources and strengthen UNNES's role as a Conservation University committed to environmental sustainability.

The university systematically monitors its water reuse systems, including 43 rainwater tanks with a total capacity of 31,000 liters and weekly reuse of around 14,870 liters of recycled ablution water serving nearly 10,000 users. This measurable approach ensures efficiency, accountability, and continuous improvement in campus water conservation efforts.

4. Water in the community

UNNES promotes sustainable water management through community programs such as Rainwater Harvesting for Water Conservation in Grobogan, which teaches residents to reuse rainwater and reduce groundwater use. These initiatives empower local communities and extend UNNES's conservation mission beyond the campus.



In collaboration with the Semarang City Government, UNNES contributes to the Gunungpati water reservoir project to strengthen groundwater recharge. The university also conducts campaigns, competitions, and school workshops to build lasting awareness and a culture of responsible water use.

Students actively support off-campus conservation through annual tree planting around the university's buffer zones. This helps maintain Semarang's watershed, enhances groundwater absorption, and encourages students to take part in real conservation actions from the start of their studies.



63

NUMBER OF PUBLICATION



10.33

CITATION IMPACT



1739

NUMBER OF CITATIONS



SDG 7: Affordable and Clean Energy

Energy for Tomorrow: Affordable, Accessible, and Clean

1. University measures towards affordable and clean energy

UNNES implements a comprehensive green building and energy efficiency policy through Rector's Circular Letter No. B/28595/UN37/PA.00.00/2024, mandating all renovations and new constructions to follow smart and green principles such as solar panel installation, energy-saving lighting, water tap sensors, and natural ventilation. These efforts align with national energy standards (SNI 03-6197-2011 and SNI 03-6390-2011) and are monitored by the Infrastructure and Conservation Team to ensure compliance with the UNNES Sustainable Campus Master Plan.

In line with Rector's Decree No. B/3669/UN37/HK.02/2024, UNNES targets carbon neutrality by 2045 through measures like electric shuttles, renewable energy use, tree planting, and energy-efficient systems. Solar cells now supply about 6% of campus electricity (401,369.2 kWh in 2024), supported by an energy monitoring system and collaborations with Indonesia Power. UNNES's 2024 carbon footprint is relatively low—6.9 million metric tons total or 0.125 metric tons per person—reflecting strong progress toward sustainable, low-carbon campus operations.



2. Energy use density

In 2024, UNNES recorded electricity consumption of 7,007,130 kWh from fossil fuel sources supplied by PT Indonesia Power, equivalent to 25,225.67 GJ. Complementing this, solar panels installed across several campus buildings generated 401,369.2 kWh, or 1,444.93 GJ, contributing approximately 6% of the university's total electricity use. This gradual energy diversification marks UNNES's transition toward renewable sources in line with its Conservation University vision.

With a total built area of 218,968 m², UNNES continues to improve energy efficiency through smart building systems, renewable integration, and strict energy monitoring. These measures demonstrate the university's strong commitment to reducing fossil fuel dependency and achieving long-term sustainability aligned with its 2045 carbon-neutral target.



SDG 7: Affordable and Clean Energy

Energy for Tomorrow: Affordable, Accessible, and Clean

3. Energy and the community

UNNES empowers communities through clean energy and efficiency programs, such as converting corn cobs into biofuel, installing solar panels for farmers in Gonoharjo, and developing solar-powered pest control devices in Tarubasan. In Sriwulan, a biodigester project turns cow manure into biogas, promoting renewable energy use in rural areas.

Through educational outreach, UNNES trains teachers and students on solar technology using IoT-based systems and solar panel trainers in vocational schools like SMK Muhammadiyah Mungkid. These initiatives encourage renewable energy adoption and strengthen UNNES's role in advancing Indonesia's transition toward clean energy.

4. Low carbon energy use

In 2024, UNNES recorded electricity consumption of 25,225.67 GJ (7,007,130 kWh) from fossil fuels and 1,444.93 GJ (401,369 kWh) from solar energy, meeting 5.72% of the university's total electricity needs. Solar panels are installed across nine faculty buildings, as well as on the roofs of the rectorate, research and community service office, training and education office, digital center, and archives office, including along campus roads and parking areas. This extensive solar infrastructure reflects UNNES's strong commitment to renewable energy adoption and its gradual transition toward a sustainable, low-carbon campus.



UNNES also collaborates with local industries and the government to promote energy efficiency and innovation. Joint projects develop emission reducers and bio-briquette machines for SMEs, while cooperation with BAPPEDA supports clean energy policies. Through startup incubation and international collaboration, UNNES fosters green entrepreneurship and sustainable energy innovation.



171

NUMBER OF PUBLICATION



0.87

CITATION IMPACT



709

NUMBER OF CITATIONS



SDG 8: Decent Work and Economic Growth

Decent Work, Economic Growth

1. Employment practice

UNNES ensures fair, transparent, and merit-based remuneration for all employees through Rector's Regulation No. 37 of 2023, aligning its pay system with Government Regulation No. 5 of 2024. All wages exceed the national minimum standard, and incentives are determined solely by each employee's Key Performance Index (KPI), eliminating gender-based disparities. The university also provides digital access through the My UNNES system, allowing staff to monitor income details and submit appeals when discrepancies occur.

UNNES upholds labor rights and welfare through several policies, including Rector's Regulation No. 123 of 2024 on Outsourced Labor and No. 122 of 2024 on Employee Leave. These ensure equal treatment, continuity of income despite vendor changes, and full access to maternity, religious, and lactation rights. The university also enforces a safe and respectful work environment through Rector's Regulation No. 24 of 2021 on the Prevention and Handling of Sexual Violence.

To foster inclusivity and empowerment, UNNES supports the Dharma Wanita Persatuan (DWP-UNNES) as a women's organization advancing education and entrepreneurship. The university further promotes anti-discrimination through Rector's Regulation No. 116 of 2024, guaranteeing equal access and support for students with disabilities. Recognized among the world's Top 10 Disability-Friendly Universities in 2024, UNNES demonstrates strong commitment to human rights, ethical labor, and inclusive development.





SDG 8: Decent Work and Economic Growth

Decent Work, Economic Growth

2. Expenditure per employee

3,317

Number of employees

2,892

Number of academic staff

1,030,241,203,283

University expenditure

4. Proportion of employees on secure contracts

3,317

Number of employees

3,317

Number of employees on contracts
of over 24 months

3. Proportion of students taking work placements

42,945

Number of students

13,802

Number of students with work
placements for more than a month



180

NUMBER OF PUBLICATION



0.93

CITATION IMPACT



882

NUMBER OF CITATIONS



SDG 9: Industry, Innovation, and Infrastructure

Industry and Innovation, Catalysts for Change

1. University spin offs

Universitas Negeri Semarang (UNNES) has developed multiple research-based spin-offs that embody SDG 9 on Industry, Innovation, and Infrastructure. These include UNICE bottled water by LPPM UNNES, the RITSS-UNNES soy-based health food collaboration, and startups nurtured through the UNNES Business Incubator such as Mixzama, Energel, and Kopi Konservasi Nusantara. Another spin-off, Nestra Kottama Indonesia, advances solar energy innovation. Collectively, these initiatives demonstrate UNNES's strong commitment to transforming academic research into sustainable, market-driven innovations that foster industrial growth and community impact.

2. Research income from industry and commerce

Rp18,434,633,946

Research income from industry and commerce: Total

Rp1,122,108,153

Research income from industry and commerce by subject area: Medicine

Rp10,740,178,038

Research income from industry and commerce by subject area: STEM

Rp6,572,347,755

Research income from industry and commerce by subject area: Arts & Humanities / Social Sciences

3,317

Number of employees

2,892

Number of academic staff

839

Number of academic staff by subject area: STEM

244

Number of academic staff by subject area: Medicine

1,809

Number of academic staff by subject area: Arts & Humanities / Social Sciences



168

NUMBER OF PUBLICATION



0.84

CITATION IMPACT



860

NUMBER OF CITATIONS



SDG 10: Reduced Inequalities

Creating a Fairer World

1. First-generation students



2. International Students from developing countries

42,945
Number of students

3. Proportion of students with disabilities

42,945
Number of students

75

Number of international students from developing countries

Number of students with disability

4. Proportion of employees with disabilities

3,317
Number of employees

Number of employees with disability



SDG 10: Reduced Inequalities

Creating a Fairer World

5. Measures against discrimination

Universitas Negeri Semarang (UNNES) implements a non-discriminatory admissions policy under Rector's Regulation No. 116 of 2024. The selection process, managed by the Admission and Integrated Services Unit (ULT), applies a holistic approach that considers both academic and non-academic criteria. UNNES provides appeal mechanisms and accommodations for students with disabilities, as well as affirmative quotas for underrepresented groups such as those from remote areas, low-income families, and persons with disabilities.

UNNES also promotes diversity in student and staff recruitment. For employees, Regulation No. 6748/UN37/KP/2018 ensures specific quotas for persons with disabilities. For students, UNNES offers affirmation scholarships, KIP-Kuliah scholarships, and disability scholarships to expand equitable access to higher education.

In addition, UNNES enforces anti-discrimination and anti-harassment policies through Rector's Regulations No. 24/2021 and No. 115/2024, as well as Circular Letter B/996/UN37/KP.06.05/2025. Support is provided through the EDI Committee, the PLBPP Service Center, and accessible facilities such as ramps, braille lifts, and inclusive campus transport. These efforts have placed UNNES among the top 10 disability-friendly universities worldwide, affirming its commitment to a safe, fair, and inclusive academic environment.



95

NUMBER OF PUBLICATION



1.36

CITATION IMPACT



728

NUMBER OF CITATIONS



SDG 11: Sustainable Cities and Communities

Sustainable Living for All

1. Support of arts and heritage

UNNES provides open access to its historical buildings, cultural venues, and green spaces for public education, recreation, and cultural activities, reflecting its commitment to heritage preservation and community engagement.



Through the Rumah Ilmu Library and 193 open-access journals, UNNES promotes inclusive learning, serving over 1,100 visitors daily and extending service hours under Rector's Decree No. T/112/UN37/HK.02/2025.



UNNES also preserves local arts and intangible heritage through performances, folklore documentation, and community programs, supported by Rector's Regulation No. 126/2024 on Green Campus Management, aligning with its vision as a Conservation University.



2. Expenditure on arts and heritage

1,006,740,376,000.00

University expenditure

36,254,221,000.00

University expenditure on arts and heritage



SDG 11: Sustainable Cities and Communities

Sustainable Living for All

3. Sustainable practices

UNNES promotes sustainable mobility through environmentally friendly transportation policies, including 20 shuttle units, bicycle lanes, pedestrian paths, and electric vehicle facilities, supported by Circular Letter No. B/28523/UN37/RT.02/2024. The university also applies parking regulations, digital monitoring, and green transport campaigns to reduce private vehicle use, aiming to increase sustainable commuting by 30% by 2025.



In support of energy efficiency and reduced emissions, UNNES implements telecommuting and online learning policies (Circular Letter No. B/8587/UN37/EP/2023), flexible work schedules, and affordable housing for staff and students. These include dormitories, cooperative-based housing loans, and collaborations with developers and banks to provide sustainable, accessible living options near campus.

UNNES ensures all new constructions follow green building standards (Circular Letter No. B/28595/UN37/PA.00.00/2024) and prioritizes brownfield redevelopment to minimize environmental impact. Buildings feature energy-efficient designs, eco-friendly materials, and sustainable drainage systems, reinforcing UNNES's vision as a Conservation University committed to sustainable infrastructure and spatial development.

**138****NUMBER OF PUBLICATION****0.79****CITATION IMPACT****600****NUMBER OF CITATIONS**

SDG 12: Responsible Consumption and Production

Living Sustainability, Rethinking How We Consume

1. Operational measures

UNNES promotes local economic empowerment through a policy of purchasing food directly from local farmers, as stated in Circular Letter No. B/4603/UN37/TU.01.01/2023. The university consistently uses locally sourced products such as cassava, taro, and corn for campus events and organizes annual local food exhibitions that strengthen farmer partnerships through MoU.

In environmental management, UNNES operates an Integrated Waste Processing Site (TPST) built in 2018 to achieve a zero-waste campus by 2020, supported by Circular Letters No. B/28401/UN37/RT.02/2024 and No. B/28522/UN37/PA.00.00/2024 on waste and hazardous material management. The TPST processes all waste internally through recycling, incineration, and authorized third-party handling, ensuring no waste is sent to the city landfill.

To further sustainability, UNNES enforces Rector's Regulation No. 21/2019 prohibiting single-use plastics. The policy has become a campus culture, encouraging the use of tumblers and providing 12 refill stations. Suppliers, contractors, and visitors are also required to comply, reflecting UNNES's ongoing commitment to waste reduction and environmental conservation.



SDG 12: Responsible Consumption and Production

Living Sustainability, Rethinking How We Consume

2. Proportion of recycled waste

UNNES implements a comprehensive waste management policy supported by Circular Letter No. B/28401/UN37/RT.02/2024, which governs waste production monitoring and recycling processes across the university. Since 2020, UNNES has achieved zero waste to landfill, meaning no waste is sent to the Semarang City Final Disposal Site (TPA).

In 2024, UNNES generated 4,646 tons of organic waste, of which 4,594 tons were successfully recycled into compost, and only 52 tons were destroyed through downcycling. This achievement demonstrates UNNES's strong commitment to sustainable waste management and its success in maintaining a closed-loop recycling system within the campus.



3. Publication of sustainability report

Since 2019, UNNES has published a Sustainability Report every year (annual), posted on the web. This report serves as a vital tool for showcasing the university's ongoing achievements, challenges, and strategies in alignment with the Sustainable Development Goals (SDGs) and its broader environmental, social, and governance (ESG) initiatives.



176

NUMBER OF PUBLICATION



0.8

CITATION IMPACT



711

NUMBER OF CITATIONS



SDG 13: Climate Action

Saving Our World, One Step at a Time

1. Low carbon energy use

In 2024, UNNES recorded total electricity use of 25,225,668 GJ (7,007,130 kWh), with 1,444.93 GJ (401,369 kWh) or 5.72% supplied from solar energy. Solar panels are installed on the roofs of nine faculties, the rectorate, research and training offices, the digital center, archives, roadsides, and parking areas.

UNNES continues to expand low-carbon energy use, primarily solar power, alongside smaller contributions from biomass and wind sources, reinforcing its commitment to sustainable and energy-efficient campus operations.



2. Environmental education measures

UNNES demonstrates its strong commitment to climate change education and carbon neutrality through Rector's Decree No. B/3669/UN37/HK.02/2024, targeting carbon neutrality by 2045. The university promotes awareness and mitigation through education programs for 80 schools, mangrove planting with coastal communities, and reforestation activities involving students and local residents.

To strengthen its Neutral Carbon policy, UNNES conducts workshops on climate change adaptation and mitigation, awards green schools, and organizes community-based environmental programs. These initiatives focus on integrating climate awareness in schools, aligning with UNNES's mission to nurture environmentally conscious educators and future leaders.

UNNES also collaborates with local and international partners, including government agencies, NGOs, and the private sector. Key initiatives include mentoring Climate Villages (Proklam), waste bank empowerment, mangrove and fruit tree planting, and international climate research funded by Bappenas and the Australian Government—all reinforcing UNNES's leadership in sustainable and climate-resilient education.





SDG 13: Climate Action

Saving Our World, One Step at a Time

3. Commitment to carbon neutral university

UNNES is committed to becoming a carbon-free campus by 2045, as outlined in Rector's Decree No. B/3669/UN37/HK.02/2024. The roadmap targets achieving carbon neutrality in three phases: Scope 1 (direct emissions) by 2035, Scope 2 by 2040, and full neutrality (Scope 3) by 2045.

According to Circular Letter No. B/28528/UN37/PA.00.00/2024, the university's strategy includes using electric shuttle buses, expanding solar energy, maintaining 40% green open space, implementing tree planting, pedestrian corridors, energy-efficient equipment, and water conservation. UNNES also collaborates with various partners and conducts annual carbon balance assessments to ensure consistent progress toward carbon neutrality.



60

NUMBER OF PUBLICATION



4.3

CITATION IMPACT



761

NUMBER OF CITATIONS

SDG 14: Life Below Water

Protecting Our Oceans

1. Supporting aquatic ecosystems through education

UNNES promotes water sustainability through programs like the UGSR Workshop, GIAT community service on village water systems, rainwater harvesting podcasts, and ecoedutourism on water basins.

The university supports sustainable fisheries and coastal management through training on mobile app use for fishermen, coastal ecosystem education, and workshops on artificial lake management with SEAMEO Biotrop. These initiatives enhance community capacity in sustainable aquatic resource management.

To combat overfishing and destructive fishing, UNNES provides training on quota-based fishing, IoT-based fish hatchery systems (SMARCOS), and capacity-building for fisheries stakeholders, while promoting conservation awareness among students and communities.

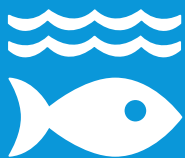
2. Supporting aquatic ecosystems through action

UNNES is committed to marine and freshwater conservation through student-led and collaborative initiatives, including mangrove planting programs at various coastal locations such as Tirang Beach, Tambakrejo Beach, and Karimunjawa Island. These efforts involve students, local communities, and global partners, like National Taiwan Normal University (NTNU), to restore degraded coastal ecosystems and protect Semarang's coastline through planting thousands of mangrove seedlings.

Through policies such as Vice Rector Circular Letters No. B/28480/2024 and No. B/5106/2023, UNNES ensures food and aquatic resources are sustainably harvested within the campus ecosystem.



In collaboration with industries, UNNES works on ecosystem conservation, such as the Iling Project 2025 with PT Kawasan Industri Wijayakusuma, where they planted 1,000 mangrove seedlings to restore coastal ecosystems and combat coastal abrasion. UNNES also partners with local governments on sea turtle conservation in Cilacap and Kebumen, integrating academic research and community engagement to protect marine biodiversity and promote sustainable coastal management.



SDG 14: Life Below Water

Protecting Our Oceans

3. Water sensitive waste disposal

UNNES enforces strict water quality and discharge standards aligned with Law No. 17/2019 and Ministry Regulation No. P.68/2016, operationalized through Rector's Regulations No. 21/2022 and No. 109/2024 on water conservation. These mandate rainwater harvesting, retention basins, and water treatment systems to ensure recycled and safe water use.

Plastic waste reduction is governed by Rector's Regulation No. 21/2019, which bans single-use plastics and promotes reusable items, refill stations, and campus-wide "Plastic Day" campaigns to build sustainable habits.



Marine and land-based pollution control are reinforced through Rector's Circular Letters No. B/28527/2024 and No. B/28478/2024, requiring clean workplace practices, proper waste disposal, minimized plastic packaging, and ecosystem restoration activities—ensuring all UNNES operations uphold environmental and aquatic ecosystem protection.

4. Maintaining a local ecosystem

UNNES minimizes impacts on aquatic ecosystems through wastewater treatment and laboratory standards under Rector's Regulation No. 127/2024, supported by environmental SOPs on the UNNES SOP Portal.

It monitors water quality and biodiversity in the Kreo, Tapak, Garang, and Babon Rivers, using physical, chemical, and biological indicators, while engaging students and communities in mangrove planting and monitoring.



Through Local Heroes Programs, the Innovation Award, and collaborations with Mahapala, Pelatuk, KPL Camar, Bintari Foundation, and SEAMEO Biotrop, UNNES advances mangrove conservation, sustainable aquaculture, and watershed management across Semarang.



35

NUMBER OF PUBLICATION



0.89

CITATION IMPACT



166

NUMBER OF CITATIONS



SDG 15: Life On Land

Preserving Life on Land

1. Supporting land ecosystems through education

UNNES promotes sustainable land and forest use through conservation, education, and community programs. These include biodiversity studies in Gunung Ungaran, mangrove reforestation in coastal Semarang, and student tree planting via SIOMON. Facilities like Mini Forests and Green Techno Park serve as learning centers for biodiversity and conservation.

Through Circular Letter No. B/28480/2024, UNNES ensures sustainable food sourcing via Ecofarm Hydroponics, local farmer partnerships, and the Healthy Canteen Policy. Food waste is reused for compost and animal feed, supporting a circular food system.

UNNES also protects biodiversity through mangrove, orchid, and wildlife conservation, sustainable agriculture, and eco-tourism training with local communities such as Ngesrepbalong and Kandri, promoting environmental stewardship and sustainable livelihoods.

2. Supporting land ecosystems through action

UNNES monitors and protects IUCN Red Listed and nationally protected species through Rector's Regulation No. 27 of 2012 on Campus Governance Based on Conservation. The university conducts regular wildlife monitoring, including herpetofauna, and implements in situ conservation measures to safeguard vulnerable species and their habitats from human threats like construction and pollution.

The university integrates biodiversity considerations into its planning and development processes. For example, FMIPA UNNES is dedicated to planting and preserving rare plant species like *Acquillaria* sp., *Phalaenopsis amabilis*, and *Manilkara kauki*, ensuring the protection of local flora on campus.

UNNES also tackles the threat of invasive species through Rector's Regulation No. 113 of 2024, which focuses on controlling and managing invasive species that disrupt local ecosystems. This policy is part of UNNES's broader commitment to environmental sustainability and the preservation of campus biodiversity.



Additionally, UNNES collaborates with local communities in Desa Kandri, Desa Cepoko, Desa Ngesrepbalong, Desa Kalongan, and Desa Muncar to support ecosystem conservation through community service and training programs. The university also partners with local companies like PT Phapros, PGN Saka, PT KIW, and Pertamina to manage these conservation initiatives, benefiting both the environment and local communities.



SDG 15: Life On Land

Preserving Life on Land

3. Land sensitive waste disposal

UNNES enforces national water quality standards through Rector's Regulations No. 21/2022 and No. 109/2024, implementing rainwater harvesting, water retention basins, and treatment technologies to produce recycled water that meets environmental and health standards.



To reduce plastic waste, Rector's Regulation No. 21/2019 bans single-use plastics and promotes reusable bottles, eco-friendly packaging, refill stations, and clean-up campaigns such as Plastic Day, reinforcing UNNES's Conservation University identity.



Through Rector's Regulation No. 127/2024, UNNES manages 15 tons of daily waste at its Integrated Waste Treatment Facility (TPST) using maggot cultivation, eco-enzymes, and composting. Hazardous waste is handled under strict protocols, with community collaboration on waste awareness and riverbank cleaning toward a zero-waste, environmentally safe campus.



50

NUMBER OF PUBLICATION



0.79

CITATION IMPACT



187

NUMBER OF CITATIONS



SDG 16: Peace, Justice, and Strong Institution

Strong Institutions, Lasting Peace

1. University governance measures

UNNES's Board of Trustees (MWA) for 2022–2027 consists of 17 members, appointed by the Minister based on Academic Senate recommendations. The board ensures participatory, transparent governance and upholds accountability in university operations, as guided by the Rector's Regulations and Ministerial Decrees.



The university emphasizes community collaboration through the Rector's Circular Letter No. B/28481/UN37/PK.02.00/2024, ensuring local stakeholders are involved in university decision-making. The Campus Citizens Forum facilitates constructive dialogue between university leaders and local residents for institutional development and social contributions.



UNNES is committed to integrity and anti-corruption, as formalized in Rector's Decree No. B/3641/UN37/HK.02/2024. The Integrity Zone program, launched in 2023, promotes a corruption-free, service-oriented bureaucracy, reinforcing the university's commitment to ethical governance and accountability.



UNNES recognizes and supports over 70 independent student organizations, fostering inclusive engagement through the Rector's Decree No. B/456/UN37/HK/2023. This decree ensures professional, accountable governance of these organizations, promoting student participation across various academic and extracurricular activities.

UNNES ensures transparency through its publicly accessible and internally audited annual financial reports. These reports detail the university's budget and expenditure, reflecting UNNES's commitment to good financial governance and public accountability in line with best practices.



SDG 16: Peace, Justice, and Strong Institution

Strong Institutions, Lasting Peace

2. Working with government

UNNES contributes to national legal reform through participation in public policy forums, such as the discussion on the Draft Criminal Code (RUU KUHP), and through the appointment of Dr. Budiyanto as Chair of the Semarang City Education Council.

The university also runs various training programs, including legal training with the Indonesian National Police Academy and technology-focused sessions like Hypnoteaching for teachers and digital physics practicum development.

UNNES collaborates with local governments on research projects, such as food supply chains and regional development, while ensuring academic freedom and scientific autonomy as outlined in Government Regulation No. 36 of 2022 and Rector Regulation No. 120 of 2024.

3. Proportion of graduates in law and civil enforcement

9,120

Number of graduates



931

Number of total graduates
from law and enforcement
related courses



144

NUMBER OF PUBLICATION



1.11

CITATION IMPACT



801

NUMBER OF CITATIONS



SDG 17: Partnership for The Goals

United for a Sustainable Future

1. Relationships to support the goals

UNNES plays an active role in national and regional SDG policy development through research, expert consultation, and evidence-based policymaking. The university contributes to legal reform, regional planning, and community-based policy initiatives with partners such as Bappenas, Bappeda, and local governments in Semarang, Magelang, Batang, and Kendal, supporting adaptive and data-driven governance.

UNNES strengthens SDG collaboration through cross-sectoral forums, including The 4th National Student Leaders Sustainability Meeting 2024, held with UIGM and attended by participants from Indonesia, Ghana, and Timor-Leste. It also partners with Kominfo, Bappeda Central Java, KLHK, and UNIC Jakarta to promote legal modernization, environmental protection, and SDG literacy.

Internationally, UNNES represents Indonesia in the UN HESI Global Forum, collaborates with global universities on SDG 4, 6, 12, and 17, and conducts joint research with Chulalongkorn University, University of Melbourne, and others. Partnerships with Greenpeace, Solidaritas Perempuan Kinasih, and Yayasan Lestari advance sustainable agriculture, renewable energy, and women's empowerment, aligning academic innovation with global SDG goals.



2. Education for the SDGs

Universitas Negeri Semarang (UNNES) demonstrates a steadfast commitment to advancing the principles of sustainability and the Sustainable Development Goals (SDGs) through an integrated approach that spans education, research, community service, and campus governance. As a “Conservation University with International Reputation,” UNNES ensures that sustainability is not only a core value but a tangible part of its institutional framework.

The university embeds sustainability across all levels of its academic programs, requiring every undergraduate student to complete a mandatory conservation education course. This course, which encompasses environmental, social, economic, and cultural dimensions of sustainability, serves as a foundation for fostering responsible citizenship and active participation in sustainable development practices.



SDG 17: Partnership for The Goals

United for a Sustainable Future

In addition to formal coursework, UNNES promotes the SDGs through diverse community outreach initiatives. The university's annual Community Service Program (Kuliah Kerja Nyata – KKN) engages thousands of students in real-world projects that address key challenges such as literacy education, environmental conservation, renewable energy adoption, and public health awareness.

Moreover, UNNES has developed academic programs in fields like Environmental Studies, Music Education, and Javanese Studies, which contribute to environmental conservation, the preservation of cultural heritage, and the promotion of climate action—strengthening the university's role in advancing SDG-related education and research.



UNNES also actively measures the sustainability literacy of its students as part of the mandatory conservation course. This assessment provides valuable data for identifying areas where sustainability awareness and behavior can be improved across the campus. In response, the university has implemented targeted initiatives such as socialization campaigns, digital media outreach, and training programs to increase sustainability literacy. Additionally, physical infrastructure such as waste-sorting bins, refill stations, and eco-friendly transportation are being expanded to promote greener campus practices.

These efforts are further supported by strategic partnerships with local governments, NGOs, and communities, ensuring that the university's sustainability agenda is both comprehensive and impactful. Through this holistic approach, UNNES aims to produce graduates who are not only academically proficient but also socially responsible and equipped to contribute meaningfully to global sustainability goals.



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