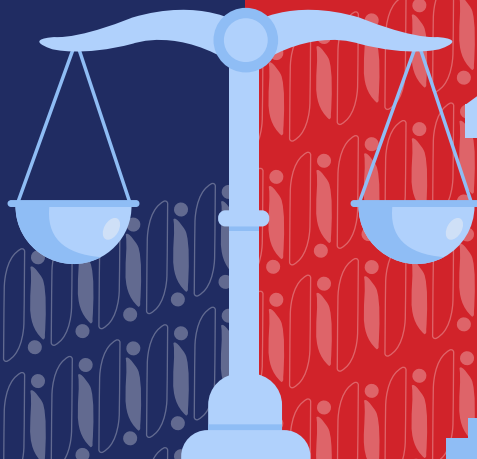


AIPJ3 Bulletin

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Women's Leadership in the Judiciary

Creating an Enabling Environment for Increasing Women's Representation and Leadership in the Judiciary

Indonesia is not alone in striving for women judges to have more opportunities for leadership and agency in policy and decision making. Australia shares similar ambitions and challenges.

Chief Justice Debra Mortimer, the first female leader of the Federal Court of Australia, shared during her webinar session with the Supreme Court of Republic of Indonesia on 29 September 2025, that despite women forming the majority in many courts at the state level, their representation declines in higher courts. In the Federal Court of Australia, women comprise about 34% (21 out of 61 justices), whilst in the High Court currently in November there are three female justice out of seven justices.

Hon. Justice Yasardin, Chair of the Indonesian Judges Association (IKAHI), echoed similar concerns. He reaffirmed the Supreme Court's and IKAHI's strong support for the Indonesia Women Judges Association (BPHPI), stating in his opening speech:

"As the public demand for judicial integrity, transparency and accountability increases, leadership that is resilient, visionary and responsive to addressing the increasingly diverse needs of society is urgently required. Women's presence in strategic positions is not merely to increase numbers or fulfill representation, but to bring a distinctive leadership character that is vital to the judiciary."

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Mentoring for Women Judges: Building Pathways to Leadership

For more than two decades, Hon. Justice Nani Indrawati experienced the highs and lows of advancing to leadership positions within the judiciary. Throughout her journey, she has walked the leadership pathway away from her family.

"I navigated my own path to balance career and family. There were trials and errors, double standards, and stresses. It was not easy to be far from my family. However, I live by the principle that we must uphold integrity and never sacrifice either our career or our family," she shared.

Now serving as Chair of Indonesia Women Judges Association (BPHPI), Hon. Justice Nani Indrawati is determined that no women judges should feel alone as they advance in their careers. Equally, she hopes all women judges can enjoy fulfilling family lives alongside their professional achievements.

On Tuesday 23 September 2025, accompanied by BPHPI board members and several women judges who serve as candidate mentors, Hon. Justice Indrawati met with the Hon. Justice Suzanne Christie of the Federal Circuit and Family Court of Australia (FCFCOA), who has been working with her on women leadership for a number of years, to discuss the proposed mentoring program for women judges.

Supported by the Australia-Indonesia Partnership for Justice Phase 3 (AIPJ3), the initiative is informed by a national survey of 690 women judges across different judiciary level and regions, covering themes of professional integrity, career development and resilience.

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CREATING AN ENABLING ENVIRONMENT



Chief Justice Debra Mortimer of the Federal Court of Australia with Hon. Justice Catherine Button, Supreme Court leadership, board members of Indonesia Women Judges Association and AIPJ3 team

Despite progress, women's representation at leadership levels in Indonesia remains low. Hon. Justice Nani Indrawati, Chair of BPHPI, reported that as of September 2025, women constitute 31% of all judges, but at the leadership level women only constitute 27% of court leaders. At the Supreme Court level, currently there are nine women justices out of fifty justices.

In recent years, Indonesia has increased the proportion of women candidate judges from 34% in the 2018-2020 cohort to 41% in the 2024/2025 cohort. Looking ahead to 2030, BPHPI aims to further increase the proportion of women judges appointed as Chief Judges and Deputy Chief Judges in courts nationwide.

To address these challenges, Chief Justice Mortimer highlighted the importance of creating an enabling environment for increasing women's representation and leadership. Drawing on Australia's experience, she recommended four key actions. First, to ensure consistent recruitment and promotion of women judges to higher court. Second, to broaden diversity among women judges so that courts reflect the communities they serve. Third, is to support family responsibilities to balance professional and personal roles. Fourth, is to value different leadership styles, including the qualities that women bring to judicial leadership roles.

As the Chair of IKAHI, Hon. Justice Yasardin also encouraged male judges to participate and play an active role: "We must transform the work culture where gender bias often occurs unconsciously, whether in speech, attitude, or policy. Male judges have a crucial role in setting examples and rejecting all forms of discrimination to create a work culture that is truly safe and equitable for all."

MENTORING FOR WOMEN JUDGES

This initiative is about building a future where talented women judges can lead and thrive within Indonesia's judiciary. "By supporting women judges into leadership, we are working toward genuine gender parity that will benefit generations to come. The FCFCOA is excited to be involved in this initiative. It is our hope that it will be fruitful for generations to come. Indonesia and Australia face similar challenges in retaining talented women judges and supporting them into leadership roles is critically important for gender parity," said Hon. Justice Suzanne Christie.



Hon. Justice Suzanne Christie of the FCFCOA (left) and Hon. Justice Nani Indrawati (right), Chair of BPHPI

As of October 2025, there are nine women justices in the Supreme Court of Indonesia – including the first two newly appointed Supreme Court justices for Religious Chamber (Lailatul Arofah and Muhayah), a historic milestone for the Supreme Court. The Administrative Chamber also welcomed Diana Malemita Ginting as a new Supreme Court justice.

The Indonesian Judges Association (IKAHI) has expressed its full support for this mentoring initiative, recognizing its potential to help individual women judges prepare for leadership roles and strengthen judicial institutions through inclusive and responsive leadership.

The Importance of Monitoring Policy for Women and Children Involved in Closed Trials

The tagline of “no viral, no justice” reflects growing public frustration over unequal law enforcement and the perception that justice is only served when cases go viral. This underscores the importance of ensuring that all legal processes — whether public or closed — are conducted objectively and fairly, particularly when they involve women and children.

As an external judicial oversight body, the Judicial Commission plays a crucial role in preventive supervision of trials to safeguard the rights of vulnerable groups. Internally, the Supreme Court also is responsible for trial oversight through Supreme Court Regulation Number 3 of 2017 on the Guidelines for Adjudicating Cases of Women in Conflict with the Law. On 26 February 2025, the Supreme Court issued Letter No. 7/TUAKA.WAS/PW14/II/2025, which formally permits the Judicial Commission to directly monitor both open and closed trials.

“Monitoring trials is not intended to interfere with judges or find flaws in the trial process, but to ensure proceedings follow the procedural law and the Code of Ethics and Guidelines for Judicial Conduct,” explained Judicial Commission member Joko Sasmito during the opening of the workshop held on [8 October 2025 in Jakarta](#).

Throughout 2025, the Judicial Commission conducted 70 monitoring sessions of closed trials in cases involving violence against



Judicial Commission leadership and team with representatives from Supreme Court, law enforcement agencies and civil society at a workshop on 28 October 2025

women and children. However, access to some closed sessions remained limited due to differing interpretations among judges. “Monitoring closed trials involving women and children in conflict with the law is crucial for the Judicial Commission in order to guarantee their rights before the law,” emphasized Sukma Violetta, a Judicial Commission Commissioner.

Supported by AIPJ3, the Judicial Commission conducted a series of workshops and discussions with civil society observers of closed courts in East Java, East Nusa Tenggara, and East Kalimantan from August to November 2025.

The Judicial Commission also encouraged the Supreme Court to issue a stronger internal policy to ensure the Judicial Commission’s access to monitor closed trials involving women and children. This is expected to lead to an agreement between two institutions.

Driving National Development Forward Through Monitoring and Evaluation

Demonstrating a strengthened commitment to advancing national legal system development through AIPJ3, the Ministry of National Development Planning/Bappenas convened nine ministries/agencies for a third-quarter monitoring and evaluation meeting in Jakarta on 17 November 2025.

As recipients of AIPJ3’s bridging funds, the participating ministries/agencies presented their third-quarter progress and key achievements. Bappenas also presented a structured and continuous monitoring flow designed to assist the partnership to identify what is working well, respond quickly to emerging challenges, and ensure resources are used effectively to deliver high-quality results. The meeting also highlighted the importance of BAST (the minutes of handover) of grant implementation, reinforcing transparency, accountability, due diligence, and alignment with national development goals.



Bappenas Director of Law Development, Human Rights, Immigration and Corrections Hendra Wahanu Prabandani, opened the meeting

Wahid Foundation's Research Highlights Regional Efforts to Prevent Extremism

To support evidence-based policymaking for the drafting of Presidential Regulation on the 2025–2029 National Action Plan for Preventing and Countering Violent Extremism that Leads to Terrorism (RAN PE), the Wahid Foundation conducted research to document how regional governments, in collaboration with civil society, are contributing to RAN PE objectives.

As part of data collection process, and with the support of AIPJ3, Wahid Foundation convened a discussion on 31 October 2025, bringing together 27 representatives from central and regional governments and civil society organisations. Representatives from the Ministry of Home Affairs and the National Counter-Terrorism Agency (BNPT) also participated in the dialogue.



Aang Witarsa Rofik, Director of National Vigilance, Ministry of Home Affairs

“Many regions, although they have not officially established a Regional Action Plan (RAD PE), have already implemented it in practice. The challenges ahead are strengthening cross-agency coordination, clarifying roles and functions, optimizing data management, and ensuring gender equality is mainstreamed in policy implementation,” said Aang Witarsa Rofik, Director of National Vigilance, Ministry of Home Affairs.



Dionnisius Elvan Swasono, Director of Regional and Multilateral Cooperation, BNPT

Dionnisius Elvan Swasono, Director of Regional and Multilateral Cooperation at BNPT, highlighted the growing momentum for regional initiatives, noting that, “One of the key achievements of RAN PE 2020 – 2024 has been the emergence of local efforts to prevent violent extremism. In prevention, we adhere to the principle of “leaving no one behind” - everyone has a role, and every role matters. RAN PE is a shared interest, not merely a national security agenda.”

Following the discussion, Wahid Foundation will prepare a report on achievements, challenges, and lessons learned from regional implementation of RAD PE. The report will offer strategic recommendations for both the development of 2025-2029 RAD PE and the drafting of Presidential Regulation on the 2025-2029 RAN PE.

Engaging and Reconnecting

Between 29 October and 6 November 2025, AIPJ3 convened a series of Engagement Strategy Workshops with civil society and government partners. The workshops brought together 264 participants (121 male, 143 female) from 48 civil society organisations/universities and 26 Indonesian Government agencies to identify shared strategic priorities and provided a collaborative space for partners to reconnect and exchange insights.

The workshops were lively and collaborative – a reminder of the strong relationships that underpin AIPJ3’s work. Building on these rich discussions, the AIPJ3 team has developed six draft Engagement Strategies covering: Transparency and Accountability; Criminal Justice Reform; Commercial Law and Climate Change; Preventing Violent Extremism and Transnational Responses to Crime; Access to Justice; and Women in Leadership.

These strategies aim to sharpen AIPJ3’s policy focus, ensure activities are coherent and mutually reinforcing, and guide adaptive implementation throughout the program’s lifetime. They will also serve as the foundation for AIPJ3’s Annual Work Plan (due February 2026) and will be regularly updated through participatory reflection sessions with partners.



Discussion with civil society participants in Transparency and Accountability session



BNPT International Cooperation Deputy Andhika Chrisnayudhanto in PVE session with AIPJ3 PVE Strategy Manager Afnia Sari



AIPJ3 Access to Justice Strategy Manager Theodora Putri facilitated discussion with government and civil society representatives

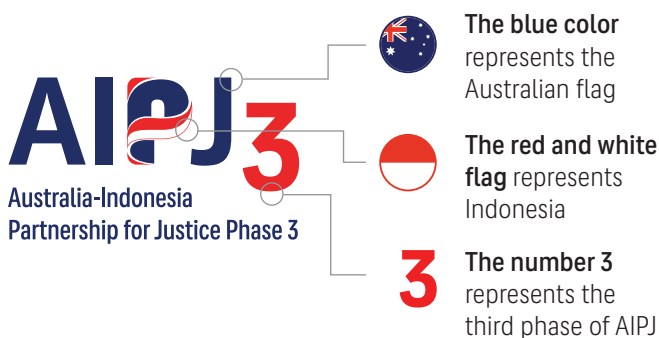


The Asia Foundation team and members of civil society organisations in discussion during Criminal Justice Reform session

New Phase and New Face

AIPJ3 has introduced its updated official logo and pattern as part of the new program's identity in November 2025. The updating process involved close collaboration and inputs from the Ministry of National Development Planning/Bappenas, and Australian Department of Foreign Affairs and Trade (DFAT).

This renewal marks a new phase for AIPJ3, combining a fresh outlook, whilst honoring the brand's consistent narrative as a strong and enduring partnership between Australia and Indonesia in the justice and security sector that will celebrate its 15th anniversary in May next year.



The new logo symbolizes the **trusted bilateral partnership** in justice and security sector built over 15 years of cooperation. The acronym "AIPJ" is placed in an elevated position to represent strength and trust, while the number three "3" - signifying the

third phase of the program - sits below it, reflecting continuity and growth. The blue, red, and white colors within the letter "P" represent the flags of both nations, reinforcing the shared commitment to justice and security.

The new decorative pattern draws inspiration from the batik parang, one of Indonesia's most iconic and enduring motifs. Historians trace its origin to Panembahan Senopati, founder of the Mataram Kingdom in the 16th century, who is said to have designed the motif after observing the rolling waves of the South Java Sea – a symbol of **continuity, vigour, and determination**.



In the context of AIPJ3, the parang-inspired design represents the **strength and resilience** of the collaborative efforts between both governments' partners and civil society in addressing the challenges of justice and equality.

MEET OUR TEAM – new members until 17 October 2025



Left to right (back):

- Herni Sri Nurbayanti, Strategy Manager Women in Leadership, Gender Equity Team
- Raditya Tirta, Management Information System Manager, Quality and Learning Team
- Titi Pramesti, HR & Office Manager, Operations Team

Left to right (front):

- Nila Dini Haryanti, Activity Coordinator, Preventing Violent Extremism
- Shinta Daryuni Rachman, Activity Coordinator, Women in Leadership
- Rita Nurhasanah, Research Analyst, Monitoring, Evaluation and Learning Team

Australia-Indonesia Partnership for Justice Phase 3 (AIPJ3)

International Financial Centre (IFC), Tower 2, Level 23, Jl. Jend. Sudirman Kav. 22-23, Jakarta 12920 | email: aipj.info@aipj.or.id
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