SUMMARY OF INDONESIA’S GENDER ANALYSIS

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GENDER ANALYSIS (SUMMARY)

A. Progress and Key Challenges

1. Indonesia has made significant progress in promoting gender equality. Gender gaps in the youth literacy rate have been eliminated. Near parity in enrollment rates in elementary up to tertiary levels has been achieved. These gains are starting to translate in to increased economic and political participation for women. Despite these gains, difficult challenges remain. Female labor force participation rate is low, and women are concentrated in low–paid and low–skilled informal jobs. The maternal mortality rate remains high. Indonesia is ranked 108 on the Human Development Index, while the Philippines and PRC are ranked 117 and 91 respectively. Indonesia’s gender inequality index (GII) of 0.500 ranks it 103 out of 149 countries, a deterioration from its rank of 100 out of 146 countries in 2011.

2. Economic Empowerment. Indonesia’s female labor force participation remains low at 50.3% compared with 84.4% for males. The 2014 Global Gender Gap Report shows that while the female unemployment rate decreased to 6.8% from 9% in 2012, it is still higher than male unemployment (5.8%), and the average income of males is still more than double those of females. The share of women employed in the non–agricultural sector is only about 33%. The vast majority of female workers are in the informal sector, twice as much as the number of men. Most are in poorly remunerated occupations, or as unpaid workers in small family businesses. More than 4 million Indonesian women work abroad in Malaysia, Singapore and the Middle East as domestic workers, some of them facing psychological, physical, and sexual abuse, situations of forced labor, and inhuman conditions. Limited access to training, gender segregation in the labor market, as well as family responsibilities and childcare, are the key factors that limit women’s engagement in the labor market.

3. Women are employed in managerial positions at a ratio well below their participation rate. Approximately 31% of firms have female top managers, and women make up about 18% of the board of directors in listed companies. About 43% of firms have female participation in their ownership. Women own 35% of Indonesia’s small and medium–sized enterprises, but these have limited opportunities to grow because many women entrepreneurs have limited knowledge in business development and access to financial institutions. A recent survey found that most female–owned firms are in the labor–intensive informal sector, with limited information about opportunities to engage in business transactions with the government, and owners face discrimination and harassment in dealing with government staff. About 36.2% of married women aged 15 to 49 years own land individually or jointly as opposed to 54.1% of men.

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1 Indonesia’s HDI is 0.684, which is a medium human development category. UNDP. Human Development Report 2014 – Sustaining Human Progress: Reducing Vulnerabilities and Resilience (Explanatory Note – Indonesia).
2 ASEAN Community 2015: Managing integration for better jobs and shared prosperity.
3 Estimated earned income in purchasing power parity for females is US$5,975 compared to US$12,009 for males. The Global Gender Gap Report 2014.
8 The Global Gender Gap Report 2014. Ibid.
10 The “Gender in Government Procurement in Indonesia Survey” was conducted from November 2012 to February 2013 by the Government Goods and Services Procurement Policy Agency, the first survey on gender in Indonesia’s public procurement system.
Women are highly likely to lose their land rights upon widowhood, divorce, or desertion, contributing to the structural inequality on gender grounds.\(^{11}\)

4. **Education.** Near parity in enrollment rates in elementary education has been achieved, with 96% for females and 95% for males as of 2013.\(^{12}\) Attention needs to be paid to some disadvantaged areas, especially in eastern Indonesia, where first grade repetition rates can reach 25%–30% in some areas.\(^{13}\) The net enrollment rate in secondary education is slightly higher for females at 77% compared to 75% for males. Both female and male students suffer from low quality of education, trailing behind their Asian counterparts in mathematics, science, and reading. In tertiary education, the net enrollment rate for females is slightly higher at 32% compared to 31% for males; however, this does not translate to more employment for females. More males also have opportunities to pursue advanced degrees, with 59% of PhD graduates being males and 41% females.\(^{14}\)

5. **Health.** Maternal and child health concerns require immediate attention and prioritization, according to a 2013 national survey.\(^{15}\) Despite significant improvements in access to maternal health care and the implementation of a Delivery Insurance Program,\(^{16}\) Indonesia is not achieving its Millennium Development Goal 2015 target, with a maternal mortality rate (MMR) of 190 deaths per 100,000 live births.\(^{17}\) More than 96% of pregnant women now receive at least one ante–natal consultation, and 83% births are attended by skilled health personnel,\(^{18}\) compared to only 45% in 1991.\(^{19}\) The continuing high MMR suggests a need to improve the quality of health services. Some eastern provinces have child and maternal mortality rates that are 2 or 3 times higher than the national average. With the introduction of a universal health insurance program in early 2014, the utilization of health services is expected to increase.\(^{20}\)

6. **Water supply and sanitation.** Less than half of the population has access to water sources and slightly more than half has access to basic sanitation. Indonesia has 58 million people who practice open defecation, the second highest in the world after India.\(^{21}\) Poor water and sanitation cause increased illness and diarrhea, which kills approximately 50,000 Indonesian children every year.\(^{22}\) Women are highly affected by poor access to quality water and sanitation facilities as they are primarily responsible for tasks related to household water

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\(^{11}\) Schaner and Das, *supra* note 8, citing calculations from the 2012 Demographic and Health Survey.


\(^{14}\) The Global Gender Gap Report 2014


\(^{16}\) The Delivery Insurance Program guarantees the financing of antenatal services, delivery assistance by health personnel, and postpartum services, for all pregnant women who are not covered by health insurance.

\(^{17}\) The Delivery Insurance Program (Jaminan Persalinan/ Jampersal) has been implemented since 2011.

\(^{18}\) The Global Gender Gap Report 2014. Ibid.


and sanitation, taking care of children afflicted by water–borne diseases and community environment improvements.

7. **Public decision making.** Women’s participation in public decision making remains low. Women won only 17% of the 555 national parliamentary seats in the 2014 elections, a decline from the previous election. The 2014 Global Gender GAP Report ranks Indonesia 95th out of 125 countries in terms of the number of female “legislators, senior officials and managers”, significantly below the Philippines (5th). The government has made efforts to increase women's political participation, including provisions in the 2008 electoral laws requiring a minimum quota of 30% of female candidates in each political party participating in the elections. Key reasons cited for the low percentage of women elected are: female candidates lack political experience, networking, and financial support; and the continuing preference for male candidates by many voters as a result of prevailing cultural perceptions of men’s and women’s roles and capacities. Women comprise a minority of key government officials appointed by the current administration—8 women cabinet members out of 34, including the first woman foreign minister, and the ministers of health, and of culture and human development.

8. **Violence against women.** A 2013 survey found that violence against women is a serious problem requiring immediate attention. Reported cases of domestic violence more than doubled from 54,425 in 2008 to 143,586 in 2009. Women’s nongovernment organizations believe that violence against women is under–reported due to social stigma. The United Nations Children’s Fund has reported that about 100,000 Indonesian women and children are trafficked annually for commercial sexual exploitation. Female migrant workers are also vulnerable to trafficking and other forms of violence due to a lack of legal protection and complaint mechanisms.

B. **Government’s Gender Strategy**

9. Indonesia’s constitution and various national laws and regulations have acknowledged the importance of protecting rights, freedom and welfare of its citizens (men and women). The Presidential Instruction No.9/2000 stipulates that national development should promote gender equality in the family, society and nation. The State Ministry for Women’s Empowerment and Child Protection (SMWC) is responsible for ensuring gender mainstreaming and women’s empowerment in the government’s policies and programs at the national and local level. Recent government actions for the advancement of women include establishing the National Action Plan on Human Rights 2011–2014; ratifying the International Convention on the Protection of Rights of All Migrant Workers and Members of Their Families (2012); ratifying the Optional Protocol of the Convention on the Rights of the Child on the Sale of Children, Child Prostitution

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26 Women Research Institute. 2014. *Policy Brief – Women’s Political Representation Series*, citing WRI national survey conducted in September 2013. The survey showed the following priority problems: mother and child health (40%); sexual harassment experienced by women (15%); violence against women migrant workers (13%); and domestic violence (10%).


28 Ibid.

29 CEDAW has been ratified in 1984. Indonesian constitution of 1945 also acknowledges that men and women are equal before the law.

10. Policy direction and strategy of gender mainstreaming in five year development plan RPJMN 2015–2019 are: (i) improving the quality of life and role of women in development; (ii) improving the protection of women from violence and trafficking; (iii) improving institutional capacity for gender mainstreaming and protection of women against violence.