

Women and the World of Work in Indonesia



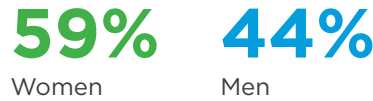
GENDERED LABOUR MARKETS ARE STILL AT PLAY:

In 2023, less women than men were in labour force



Source: World Bank Gender Data Portal.

In 2022, more women than men were in **vulnerable employment**



Source: World Bank Gender Data Portal.

In 2023, more women than men were in **informal employment**



Source: ILOSTAT.

With a **global gender gap index** of

69%

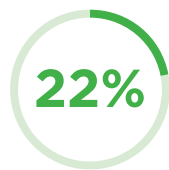
Indonesia ranked

100th

out of 146 countries.

Source: World Economic Forum, Global Gender Gap Index 2024 edition.

In 2015, **firms with female participation in ownership** were



Source: World Bank Gender Data Portal.

Average hourly earnings (PPP USD) in 2023



Professionals

Source: ILOSTAT.



Skilled agricultural, forestry and fishery workers



Craft and related trades workers

● Women ● Men

TO SUPPORT WOMEN TO THRIVE AND SAFEGUARD THEIR ECONOMIC RIGHTS, GENDER-TRANSFORMATIVE ACTIONS NEED TO ADDRESS:

Women's decision-making power

In 2022, women had **32%** of **managerial** positions

Source: SDG Global Database.



Ownership of productive resources

41% Women **58%** Men



owned **land** in 2012

Source: World Bank Gender Data Portal.



Source: World Bank Gender Data Portal.



Source: SDG Global Database.

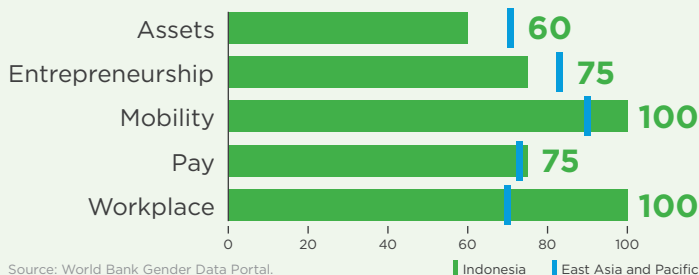


to start, operate, or expand a farm or business in 2017

Source: World Bank Gender Data Portal.

Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.



As of 2023, **NO** law prohibited **discrimination in access to credit** based on gender

Source: World Bank Gender Data Portal.



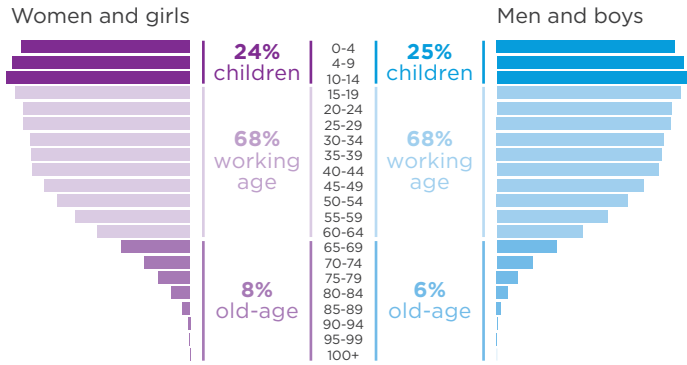
As of 2023, **NO** law mandated **equal remuneration** for women and men for work of equal value

Source: World Bank Gender Data Portal.

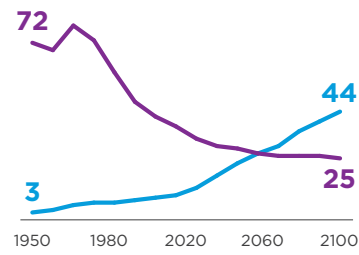
Transforming Care Systems in Indonesia



POPULATION STRUCTURE SHAPES THE DEMAND FOR CARE SERVICES



Source: UN DESA, Population Division, World Population Prospects 2024.



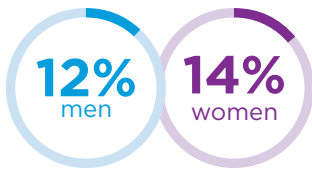
Source: UN DESA, Population Division, World Population Prospects 2024.

Demographic shifts present challenges and opportunities. While rising demands for unpaid care may hinder women's economic empowerment, they create potential for job creation.

TO UNLEASH THE POWER OF GENDER-RESPONSIVE ECONOMIES, INVESTMENTS NEED TO:

Tackle inequality of opportunities in the labour market

In 2023, more women than men were in **labour underutilization**



Source: ILOSTAT.

48% Women **34%** Men

worked **part-time** in 2022

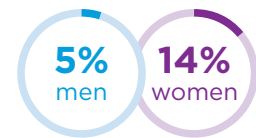
Source: UN DESA Gender Data Hub.

27% Women **18%** Men

aged 15 to 24 were **not in education, employment or training** in 2022

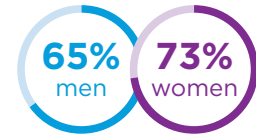
Source: SDG Global Database.

Expand care services and create decent care jobs



workers were in **care employment** in 2023

Source: Authors' elaboration based on ILOSTAT data.



care workers were in **informal employment** in 2023

Source: ILOSTAT.

CARE-ENABLING AND GENDER-EQUALIZING ACTIONS NEED TO ADDRESS:

Discriminatory social norms

In 2017, among women aged 20-24 years

16% were married or in a union **before age 18**

2% before age 15



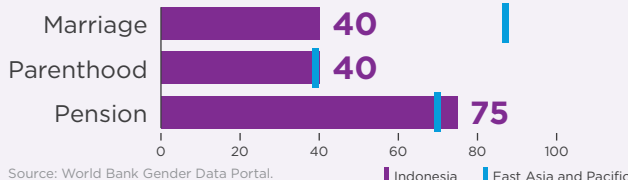
Source: SDG Global Database.

Disproportionate unpaid care gaps

There are gender data gaps in unpaid domestic and care work in Indonesia

Gender-blind systems

Women, Business and the Law Index scores, in 2023

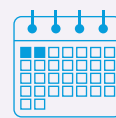


Source: World Bank Gender Data Portal.

In 2023, workers were entitled to



90 days of **maternity leave**



2 days of **paternity leave**

Source: World Bank Gender Data Portal.

As of 2023, there were **NO periods of absence due to childcare** accounted for in pension benefits

Source: World Bank Gender Data Portal.