

Gender Pay Gaps in Indonesia

September 2020

Statistics: Gender Pay Gaps in Indonesia

* Gender pay gap is the gaps in average wages paid to women and men.

Women earn **23% less**
than men do on average



Rp. 3,184,084



Rp. 2,454,023

Education alone does not close
the gender pay gaps

Female workers with tertiary education degrees earn substantially less than male counterparts.

Net monthly wage/salary of employee
by educational attainment (Rp.)

	Men	Women
Primary School	2,117,361	1,280,826
Junior high school	2,357,497	1,658,672
General high school	3,099,936	2,115,726
Vocational high school	3,059,119	2,288,670
College (D1-D3)	4,414,594	2,930,465
University	5,436,083	3,701,652

High-paying jobs are dominated by men

Women take only a quarter of high paying managerial and supervisory occupations. Even in these occupations, women are paid less than men.

	Number of workers	Average monthly/wage salary (Rp.)
Men	1,549,467	7,232,138
Women	507,722	5,907,336