

# Gender Inequality and Labor Market in Indonesia (Between 2014–2018)

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**Abstract**—Gender Inequality still happened in various field especially in finding job opportunity. It could be seen from the gender inequality in the labor market in Indonesia by watching the participation level of workforce (TPAK) and the professional level of woman labor in Indonesia. The data used were the secondary data from BPS during past 5 years in 2014 to 2018 period. The data showed that the man participation level of workforce in 2014-2018 was higher than the woman participation level. So that, the gender inequality still happened in the employment during the period in 2014-2018. The professional level of woman labor was still small during the period in 2014-2018.

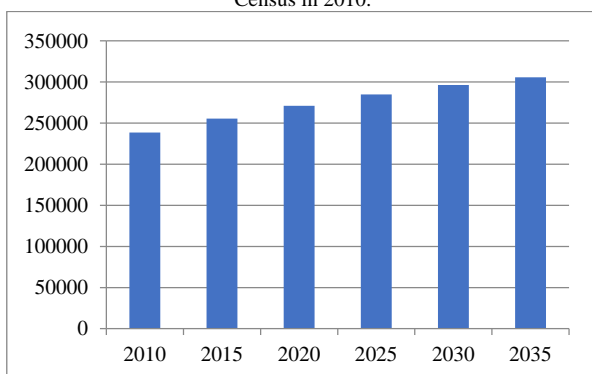
**Keywords:** gender, inequality, workforce

## I. INTRODUCTION

Indonesia is the fourth country with the most population in Indonesia. The population census in 2010 showed that the population in Indonesia consisted of 237 641 326 people that contained 119 630 913 of men (50,34%) and 118 010 413 of women (49,66%). Even the projection result based on the population census in 2010 showed the increase of population in Indonesia in 2019 that got 268.074.600 people, or it increased 30.433.271 people, and it will increase each year.

Based on the results of population census in 2010 (figure 1) showed that the population in working age 15 years old to up was 169 people consisted of 84,3 million of men and 84,7 million of women. It means that the potency of human resource in Indonesia is very big if this potency can be used maximally, the growth rate and economic development in Indonesia will increase. It is caused by the achievement of development done by the government, private, and society depends on the participation of all people either men or women as the subject, it is as utilization of development results.

Fig 1. The Projection of Indonesia Population Based on the Population Census in 2010.



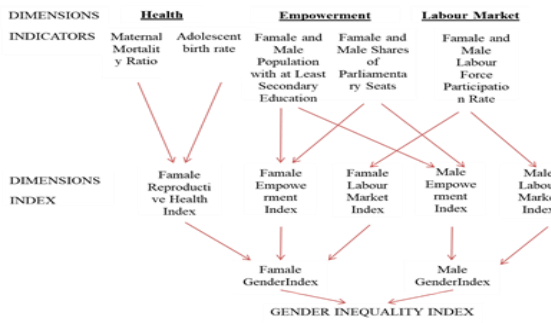
Source: BPS [1]

At least there are two impacts from the increasing of women resource quality: *First*, the quality of women resource can become the working partner for men to solve the social, economy, and politic problems that is led to the equal development. Second, the quality women can influence the quality of the next generation since the function of woman reproduction has the role to produce the next generation in the future [2]. Nevertheless, in fact the role of woman in the implementation of development program nowadays cannot utilize optimally yet. The empowerment of human resource in Indonesia between man and woman is not equal yet, or it can be said as the gender inequality.

In language, the word “gender” comes from English [3]. The different meaning between gender and sex is that gender generally focuses on the social, culture, and other non-biological aspects whereas sex is used to identify the differences between man and woman from the biological anatomy aspects [4]. Terminologically, gender means as the differences of role, attribute, characteristic, attitude and behavior that grow and develop in the society. The roles of gender divide to productive role, reproductive role, and social community role [5]. According to Marzuki, gender is a characteristic used as the basic to identify the differences between man and woman seen from the social and culture condition [4]. In this context, gender can be described as the social constructions form not something natural. West & Zimmerman in [6] stated that “*Gender is not a noun- a „being”-but a „doing”*. *Gender is created and reinforced discursively, through talk and behavior, where individuals claim a gender identity and reveal it to others*” Gender inequality can be determined in many ways but based on a broad understanding as women do differently [7].

The gender inequality becomes the issue that is still being discussed not only in Indonesia but in other countries as well. It is happened when the gender equality is not achieved yet. Based on the data released by UNDP, gender inequality index (GII) in Indonesia is high enough got 0,48 in 2011, 0,475 in 2012, and 0,471 in 2013 (UNDP, 2018). GII is measured based on three dimensions such as health, empowerment, and labor market. There are two indicators in the health measurement that are maternal mortality rates and teen fertility rates. Thus, education aspects measured are the achievement of education in medium and high level for each gender and their chair proportion in parliament held by every man or woman. The labor dimension is measured by participation of woman in workforce.

Fig 02 Dimension and indicators in Gender Inequality Index (GII)



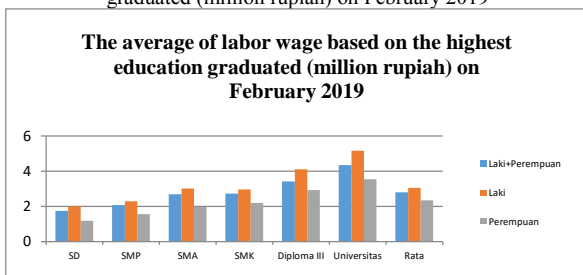
Source: United Nations Development Programme [8]

**II. GENDER INEQUALITY IN LABOR MARKET**

The results from the Millennium Declaration of PBB are eliminating the gender inequality from the human development [9]. The gender inequality is the crucial problem that happens in several countries in the world. The man and woman face the different working world. There are some matters as its differences such as wage differences, gender differences in the authority and separation of gender in the work [10]. The main cause of discrimination gender is rooted in culture of belief. Other causes are regulation, practice, and structure in the organization [11]. These matters can cause stereotype of gender that can influence the difference between man and woman [12].

Indonesia as the developing country faces gender inequality especially in employment field. There are some indicators to know the gender inequality, and one of them is identifying the participation level of workforce (TPAK). The TPAK is an indicator from the employment that gives representation about active population economically in their daily life based on the time in survey period [13]. Based on the data from BPS about the participation level of workforce for woman in 2012, the woman proportion in working got 47,91% whereas the man proportion in working got 79,57%. Thus, in 2013 the data showed the participation of man that was higher than the participation of woman. The man got 83,37% whereas the woman got 50,26% from total number of each workforce. Moreover, the gap in remuneration based on the gender is significant enough that can be seen from the data released by Sakernas in the latest year on February 2019.

Fig. 3 The average of labor wage based on the highest education graduated (million rupiah) on February 2019



Source: Sakernas February 2019[14]

From the data above, the wage difference based on the gender in which the wage of man labor is higher than the wage of woman labor in every education level graduated. The man labor graduated from elementary school and below will get the wage about 1,99 million rupiah whereas the

woman labor only gets 1,17 million rupiah. Thus, the man labor graduated from university gets 5,15 million rupiah whereas the woman labor only gets 3,54 million rupiah. Other data also show that there is a gap of wage between man and woman. It can be seen from the table below.

TABLE 1. THE AVERAGE OF WAGE LABOR BASED ON THE MAIN JOB FIELD AND GENDER (RUPIAH) ON FEBRUARY 2019

| Main Job Field | Man     | Woman   |
|----------------|---------|---------|
| (1)            | (2)     | (3)     |
| A              | 2187192 | 1498917 |
| B              | 5124300 | 4258936 |
| C              | 295462  | 2120947 |
| D              | 2535663 | 2332299 |
| E              | 2535663 | 2332299 |
| F              | 2808800 | 3741588 |
| G              | 2485923 | 2027575 |
| H              | 3380893 | 3754608 |
| I              | 2615309 | 1836704 |
| J              | 4306139 | 3357393 |
| K              | 4128423 | 4038688 |
| L              | 3279055 | 3814563 |
| M              | 3139228 | 3683922 |
| N              | 3958865 | 3227767 |
| O              | 2996939 | 2449904 |
| P              | 3722080 | 3106698 |
| Q              | 2347059 | 1282772 |
| R              | 3045887 | 2330172 |

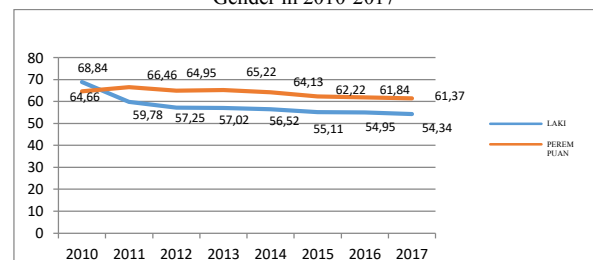
Note:

- A. Agriculture, Forestry, and Fisheries
- B. Mining and Excavation
- C. Mining and Excavation
- D. Electricity and gas procurement
- E. Water supply, waste management, waste and recycling
- F. Construction
- G. Wholesale and retail trade, car and motorcycle repair
- H. Transportation and warehousing
- I. Provision of accommodation and food and drink
- J. Information and communication
- K. Financial services and assurance
- L. Real estate
- M. Company services
- N. Government administration, defense and social mandatory security
- O. Education services
- P. Health services and social activities
- Q. Other services
- R. The average of wage labor

Source: Survey data from National Workforce (Sakernas) on February 2019 [14].

The results of the research done by Tusianti E and Abdurrahman stated that the proportion of woman labor is still high only in the informal sectors whereas the needs in the formal sectors are still low [15]. The difference percentage shows that the gender inequality still happens in the employment sector since the man portion is bigger than the woman portion.

Fig. 4 The development of Informal labor in Indonesia Based on the Gender in 2010-2017



Source: BPS and Sakernas (the data analyzed) [16]

Based on the explanation above, it needs to be done the analysis regarding with the gender inequality especially about labor market based on the man and woman participation level of workforce in Indonesian. One of the indicators to know inequality in the employment between man and woman finds out the participation level of workforce. The participation level of workforce is the percentage number of workforces toward the working age population (BPS).

TABLE 2. The Participation Level of Workforce (TPAK)

| The participation level of workforce of man and woman (%)<br>Year 2014-2018 |       |       |       |       |
|---|-------|-------|-------|-------|
| Year  | Man   |       | Woman |       |
|   | Feb   | Aug   | Feb   | Aug   |
| 2014  | 85.04 | 83.05 | 53.37 | 50.22 |
| 2015  | 84.58 | 82.71 | 54.48 | 48.87 |
| 2016  | 83.46 | 81.97 | 52.71 | 50.77 |
| 2017  | 83.05 | 82.51 | 55.04 | 50.89 |
| 2018  | 83.01 | 82.69 | 55.44 | 51.88 |

Source: BPS [17]

Based on the participation level of workforce in Table 2, during the period in 2014-2018 the participation level of workforce of man was bigger than that of woman. Although the trend is as same as experiencing the insignificant fluctuation, the proportion of man in the participation level of workforce is far above the proportion of woman in the participation level of workforce. In 2014 TPAK of man got 85.04% on February and 85.05% on August, whereas TPAK of woman got 53.37% on February and 50.22% on August in the same year. In 2015, TPAK of man was far above TPAK of woman in which TPAK of man got 82.71%, and the woman got 48.87% on August.

Thus, on August 2016 TPAK of man got 81.97%, whereas TPAK of woman got 50.77%. Next, TPAK of man got 82.51% on August 2017, whereas TPAK of woman got 50.89%. In 2018, TPAK of man was far above TPAK of woman in which TPAK of man got 82.69%, and the woman got 51.88% on August. Based on the data, it can be concluded that based on the labour market sector, there is a gender inequality in regard with the participation level of workforce in period 2014-2018.

Moreover, the number of woman participation as professional worker during the period in 2014 – 2018 fluctuated was around numbers 45.61% - 47.59%. Generally, woman as professional worker is still above 50%. In 2014, the woman worker got 45.61% which increased in 2015 and 2016 to be 46.03% and 47.59%. However, it decreased in 2017 to be 46.31% and increased to be 47.02 in 2018.

TABLE 3. Participation Level of Woman as Professional Worker

| Woman as Professional Worker (%)<br>2014-2018 |       |       |       |       |
|---|-------|-------|-------|-------|
| 2014  | 2015  | 2016  | 2017  | 2018  |
| 45.61   | 46.03 | 47.59 | 46.31 | 47.02 |

Source: Statistics Centre Unit [18]

### III. THE FACTORS CAUSE THE INEQUALITY OF EMPLOYMENT OPPORTUNITIES

In each country, the types of work for women and men differ primarily from the economic structure. The main factor that can influence gender inequality in incomes and wages is the distribution of work [19]. The gender role is

seen as the social provision that is believed as the nature, but it causes a social inequality. In this case, it can harm the woman position in various social communities [20]. In the work sectors, the injustice can happen because of some reasons, as follows.

#### A. Domestic role of woman in the family

The man and woman roles tend to be different in the family. These roles are divided into two aspects that are public roles and domestic roles. Public roles are the activities that are done outside the house and aimed to get income whereas the domestic roles are the activities that are done inside the house. The domestic roles relate to take care of household needs and cannot get income. From these definitions, both roles explain the different roles of gender existed in the society. The woman roles are dominant in domestic roles whereas the man usually does the activities outside the house to get income as public roles. This inequality has been embedded in the society in Indonesia and becomes culture [21]. The different main tasks between man and woman in the society are common thing or nature thing. It causes woman inequality in a subordinated manner that is seen as nature thing.

Essentially, the choice to do domestic or public roles is the right for every woman. To find out the roles of woman in working place, it can be seen from the participation level of workforce (TPAK). The data from Statistics Centre Unit showed that in 2017 TPAK of woman was in numbers of 50.89. This number is much lower than TPAK of man that got 82.51 [22]. This condition has not changed for 20 years. The inequality participation of workforce between man and woman generally happens in developing country [23]. Therefore, the gender inequality in the society will be continuing because the man domination is higher than the woman domination.

#### B. Marginalization at work

In big dictionary of Indonesian, marginalization is the restrictive effort or restriction. Generally, marginalization means the process of exclusion of woman in work. There are some types to find out the marginalization, such as: a) exclusion process is that the woman is excommunicated in receiving salary in certain work, b) the process of shifting woman to the periphery in the labor market. It is considered when the woman that works in certain job with low wage is not skilled enough, c) feminization or segregation is the woman -centered in certain work or separation done by man or woman only, d) the increasing of economy inequality such as wage differences [20]. This system also clings because the ideology stated that man must be higher than woman, and woman must be controlled by man [24]. In addition, one way that can be used to marginalize someone or group is by using gender assumption. For example, the assumption that woman has the role to find additional income can be used when they work outside the house as public roles. If this matter happens, the poverty of impoverishment process has taken place.

#### C. The stereotype toward woman

Stereotype is labelling a certain group. It causes discrimination and tends to be detrimental. One type of stereotype is sourced from gender view. Labelling is sometimes used to justify an act from a group to other groups. The labelling shows the power relations that gets

inequality and is not balanced in order to conquer another group. There is an injustice of the certain gender which the woman is sourced from a labelling or stereotype that is attached to them. For example, in the view of the community, the women are called as a weak human physically and intellectually, so they are not appropriate to be leader. The woman is considered as irrational, cry-baby and emotional person. The woman becomes a housewife and additional breadwinner whereas the man becomes the main breadwinner [25]. The gender inequality in the employment will impact to the economy sector. The research done by Klasen and Lamanna, shows that the inequality happened in the work opportunity can inhibit the economic growth [23, 26].

#### *D. The culture of patriarchy*

Nowadays, the culture of patriarchy has still been developing in the society in Indonesia, and it is found in several aspects and scopes such as education, economy, law and politic [27]. The patriarchy is a social system in the society that gives the position of man as the figure that has main and central authority in social organization [25]. The forms of patriarchy are domestic and public patriarchy. The domestic patriarchy focuses on the household done by woman as the sign of her stereotype whereas the public patriarchy can be seen from the structure of society [28]. The patriarchy system says that the man takes place the position that is higher than the woman position, and the woman must be controlled by the man. The man roles as the main controller in the middle of society whereas the woman roles only give little effect. It causes the function gap between the man and woman, so it causes the woman that is in a subordinate position. The culture of patriarchy causes the woman to be stacked and gets discrimination in the society. The injustice of role between man and woman becomes the structural obstacle that influences on the individual, so they do not have same access [27]. From the explanation above, it can be concluded that the culture of patriarchy can cause the inequality in the job opportunity for the women because its culture already clings in the society.

#### IV. CONCLUSIONS

Based on the data about the participation level of workforce (TPAK) and the professional level of woman labor, it can be concluded, as follows.

1. The participation level of workforce (TPAK) in the period 2014-2018 shows that TPAK of man is higher than the TPAK of woman.
2. The participation level of workforce of the man is in the range of 81.97% - 85.04% whereas the participation level of workforce of the woman is in the range of 50.22% - 55.55%. So that, there is a gender inequality in the employment during the period in 2014-2018.
3. The professional level of woman labor is still small that only arrives below 50% during the period in 2014-2018.

Based on these facts, it can be suggested to be needed the regulation that can support the active role of the woman to get the position in formal sectors or in informal sectors. It is needed to be done because the economy growth will go smoothly if all the potential human resources either woman or man can be utilized maximally.

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