



Gender Gap in Education and Employment in Asia: Indonesia and South Korea Compared

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Abstract. The position of women in the public sector is an issue that is often discussed and provokes polemic and debate. A society that is still thick with its patriarchal culture places the position of women always under men, especially in terms of work and education. The culture and history of the past have played a major role in the preservation of the patriarchal culture. There are still many who think that women do not need to have a high career and education. This assumption is not only embedded in developing societies such as Indonesia, this assumption is also still firmly entrenched in the people of developed countries, one of which is South Korea. South Korea is one of the countries in the world that is recognized as a country with high gender inequality in the economy. This article uses qualitative research methods and collects data through literature study and secondary data. The results show that Indonesia has a lower gender gap than South Korea from 2020 to 2021 in terms of the education index and economic sector.

Keywords: Gender Gap · Indonesia · Korea

1 Introduction

History is the process of getting to know the environment from the past to the future, the observation process will later produce a culture that is attached to the observers. Through history, we can see the causes of the emergence of culture in a nation. As is the case when we see a strongly patriarchal culture in Asian countries, which as Indonesia and Korea. Two countries that have the same historical background, both of which started the nation's civilization in the form of a royal system and ended up becoming a republic. In addition, these two countries have in common a dark past where both of them had been victims of the atrocities of the Japanese soldiers. Reminiscing about the atrocities of the Japanese army is like reopening the pages of the dark history of the past. Massive slavery forcibly takes women to work as sex slaves. The position of women in the colonial era in these two countries was very low, in the power structure of the Japanese military occupation, the position and role of women in addition to being a companion to their husbands were no more than parties who were easily controlled in various activities, especially political activities. Japan's cruelty is very difficult to forget by both countries and caused hatred, especially among the Korean people. Although hatred is deeply entrenched in Korean society, the patriarchal culture is still firmly entrenched in society.

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Patriarchy is defined as a social system and customary system where men are seen as superior in the hierarchy, dominate, oppress and exploit women in all aspects of social, cultural, and economic life [4]. Gender gaps are still emerging and entrenched in Korea and Indonesia. Inequality between women and men almost occurs in various fields, for example in the fields of education and work. The gender gap can be seen in The Global Gender Gap Index 2020 report. The report examines four dimensions, namely terms of economic opportunities, education, health, and political leadership. Globally, the research report conducted in 153 countries from the Asia Pacific region, America, Australia, Africa, and Europe stated that gender equality had reached 68.6%. In almost every country today, women have barriers to full participation in the workforce and earning an income equal to men. This is because women only contribute 38% of the human capital wealth for their country, which is defined as the value of future income from adult citizens [3].

Indonesian society is culturally very thick with Patriarchal culture. It is recorded in Indonesian history, that patriarchal culture began to take root in Indonesian society since the time of the Hindu-Buddhist kingdom where the existence of patriarchal culture can be found, among others, in literary literature that has emerged since the entry of Indian influence into Indonesia. In literary works, women are often described as helpless, weak, and only sex objects for men. For example, in the Ramayana, there is a story about Dewi Sita, and in the Mahabharata, there is a Drupadi character. Over time the oppression and discrimination of women by men continues to this day, where the rights and obligations of women and men are still very unequal. One form of inequality can be seen in the Sasak people of NTB. Based on data from the NTB Central Statistics Agency, shows that the male literacy rate is 91.86 while the female literacy rate is 83.42 [1]. The data shows that the literacy rate for women is much lower than the literacy rate for men in all districts/cities. Gender inequality in Indonesia apart from the world of education can be seen in the world of work. The act of discrimination against women in the workplace is in the form of unequal wages between men and women. Based on official data from the Central Statistics Agency (BPS) states that until 2019 the average wage for male workers in Indonesia was 3.5 million, while the average wage for women was 2.3 million rupiahs.

Having a historical past that is almost the same as Indonesia, gender inequality is also a serious problem for one of the developed countries in the Asia Pacific region which are recognized by the world as having a superior education system. South Korea is known for its powerful patriarchal system. The history of gender inequality In South Korea can be divided into several eras, starting from ancient times, from the formation of the early state of the Goryeo Dynasty to Joseon, this patriarchal culture can be seen through the general custom of society during marriage where women will stay in the man's house after they marry. The Korean patriarchal system deepened during the Japanese colonial period, where the oppression of women was even higher even today [6]. At the beginning of 2020, South Korea was experiencing a high number of positive cases of Covid-19 which had an impact on the lives of its people. According to a report from the Korea Labor Institute (KLI), in 2020, around 56.3% of women in South Korea were forced to stop working and take care of their families and 62.1% of South Koreans who took leave were women. In a country that adheres to a strong patriarchal system, the family is the

full responsibility of a woman. The results of the report stated that their household work increased by an average of 2-4 hours per day.

In contrast to the economic sector, in Korean society, equal access to education is almost resolved, except for the issue of the right to learn for some single young mothers. In general, the main indicators of participation in education such as the gap in the number of male students have almost disappeared, and the participation rate of women in higher education is slightly higher than that of men. In terms of educational achievement, the traditional dominance of students has also begun to disappear [2]. Education has the function of reproducing the structure and appearance of contemporary society. These past histories still have a major influence on the lives of women from each country. On this occasion, the researcher will discuss the gender gap index of Indonesia and Korea in terms of education and employment in 2020–2021 based on data from the Global Gender Gap Report.

2 Methods

This article is prepared in the context of scientific writing. Therefore, writing this article through a series of research conducted systematically based on research methods. This study uses a qualitative research method with a Secondary Data Analysis (ADS) approach. Secondary Data Analysis is a method by utilizes secondary data as the main data source. The utilization of secondary data in question is by using an appropriate statistical test technique to obtain the desired information from the body of material or already virtual data obtained from certain agencies or institutions which are then processed systematically and objectively. The data used in writing this article is the Global Gender Gap Report data for 2020 and 2021. The analysis in this study uses descriptive analysis to find out the description of gender inequality in education and the economy of Indonesia and South Korea during the Covid-19 pandemic.

3 Result and Discussion

A. *Gender Gap In Indonesia*

Based on the results of the report from the Global Gender Gap Index Report for 2021 as a whole, Indonesia occupies the 101st position out of 156 countries. This ranking is down from the previous year when Indonesia was able to occupy the 85th position out of 153 countries. This year, women's participation in the Economics and Business Opportunity sub-index, Indonesia occupies the 99th position out of 156 countries, Indonesia's position is down from the previous year when was able to occupy the 68th position out of 153 countries. Terms of women's participation in this subindex. Although the gap between men and women in the economic field is still quite high, there has been a significant improvement since 2006. The increase in Indonesia's ranking in 2020 is one of the most significant globally. The increase in ranking in 2020 was driven by an increase in the number of women who occupy important roles in the field of leadership by 55%. Based on the report explains that Indonesia is one of six countries in the world, where the roles of leaders or high positions in a majority position are held by women. Nevertheless,

Indonesia still has to deal with the issue of income distribution gaps where the income earned by female workers is only 7.8%, while the income of male workers is 15.4%. The decline in Indonesia's ranking was caused by a sharp decline in the number of important role placements by women. The decline in this figure was relatively very high from 54.9% to 29.8% in just one year. The decline in Indonesia's ranking in 2021 is indirectly caused by the Covid-19 pandemic before the pandemic, the female workforce in Indonesia is lower than in other countries, namely. This is exacerbated by the current pandemic where the victims who are most negatively affected by the Covid-19 pandemic are women. The female labor force rate fell to 55.9% [5]. Despite the declining position in the economy, Indonesia experienced a slight increase in the education sector. Indonesia in 2020 occupies the 105th position out of 153 countries and has a slight increase in the 107th position out of 156 countries. The gap between men and women in Indonesia is almost closed. Where each sub-index is recorded at 97% for the education sector.

B. Gender Gap In South Korea

The World Economic Outlook noted that South Korea has a GDP growth rate of 4.3 as of October 2021. In developed countries such as South Korea, the gap in the world of work is still relatively high, evidenced by data showing that only 15.6% percent of women can occupy positions -Important positions in a work institution. The main cause of gender inequality in the world of work is that women are under-represented in the labor market. South Korea's position in 2021 is 102th out of 156 countries, South Korea's position has increased from the previous year which was 108th out of 153 countries. In the economic participation and opportunity index in 2020, South Korea ranks 127 out of 153 countries, in contrast to Indonesia, which experienced a decline in its position in 2021 due to the Covid pandemic, South Korea experienced an increase in rank to 123 out of 156 countries. This change in position in South Korea was influenced by a decrease in the number of Covid-19 cases in the country. The most prominent gap in the country is in the income indicator where women are 28.2% while men are 57.7%. The gap in the world of work in South Korea can also be found in the indicators of placement of important positions, the difference between the two is quite far, for men 84.4% while women are 15.7%.

Meanwhile, in the education index, South Korea occupies the 101st position out of 153 countries and has decreased in 2021 to 104th position out of 156 countries. In contrast to the economic sector, South Korea's education sector has a relatively low gap, this can be seen from the data showing that the difference between students receiving an education is relatively small. The education gap based on education level can be seen in the following Table 1:

Table 1. The Global Gender Gap Index 2021, Results by subindex Educational Attainment.

| No | Indikator | Female | Male |
|----|---------------------|--------|--------|
| 1 | Primary Education | 97.2% | 97.4% |
| 2 | Secondary Education | 97.8% | 98.2% |
| 3 | Tertiary Education | 82.8% | 104.8% |

4 Conclusions

Based on the data above, in this article, I argue that the economic condition of a country does not have a major influence on the gender gap. This can be seen in the country of South Korea which is a developed country and is included in the ranks of countries that have the best quality of education in the world, in terms of the quality of life of the country and the welfare of the people, it is very different from Indonesia. However, the two countries have a common problem in the form of a gender gap. If we look at the history and culture of the two which have similarities, they both have a strong influence from Chinese and Japanese cultures which are thick with Patriarchal culture that is rooted to this day. Based on these equations, it can be concluded that past culture and history affect a nation towards the occurrence of gender disparities, it can be seen that in the past, the culture of a society in the world has placed men in a position above women.

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