

# Gender Equality and Development: Indonesia in a Global Context

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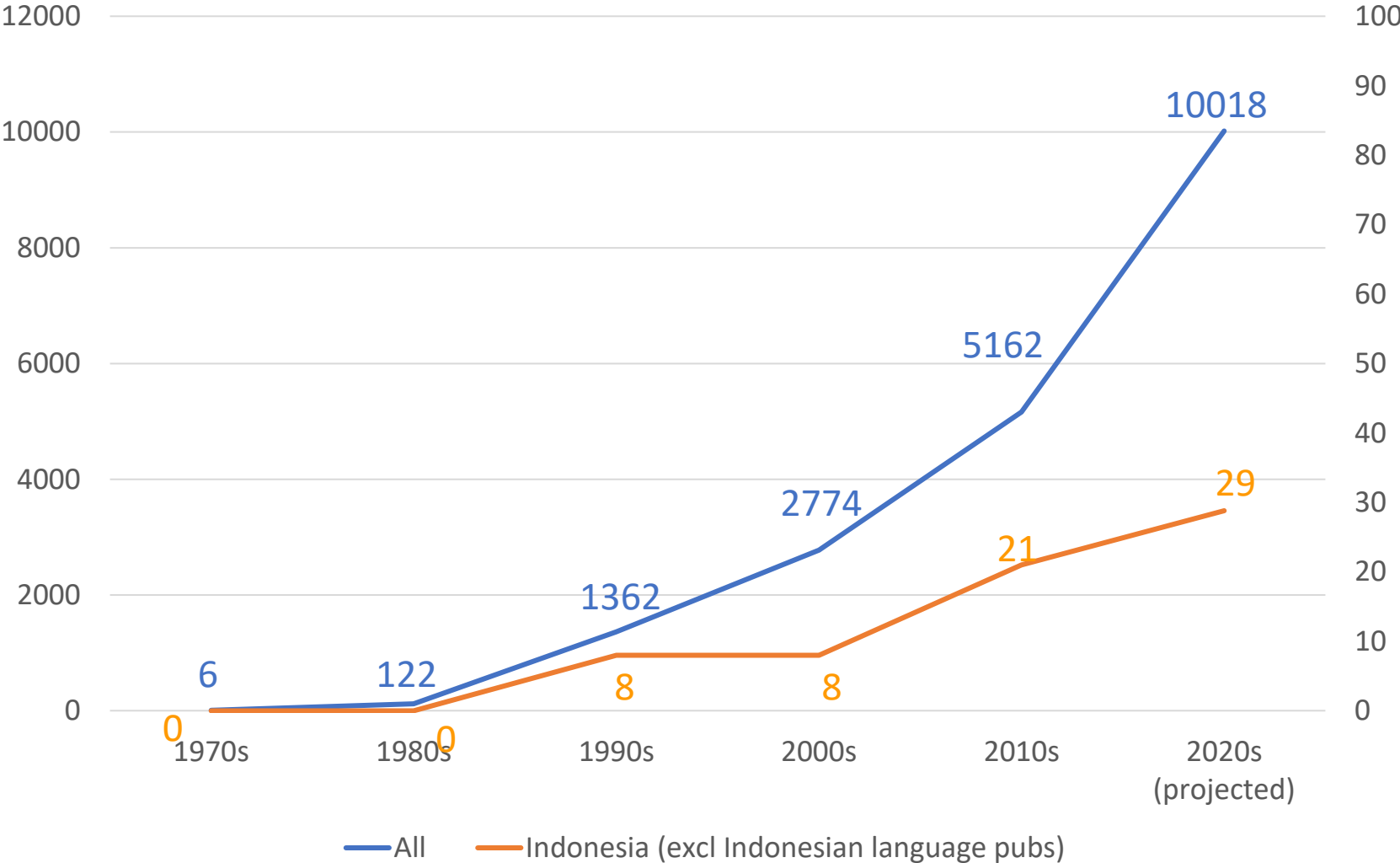
University of Melbourne



# Overview

1. Global gender inequality – where is Indonesia positioned?
2. Influencing Gender Norms: Evidence from an Online Experiment in Indonesia

### Number of Economics Publications with Gender in the Title



Source: EconLit search by author, 17/3/2023.

# Global Gender Inequality

- World Economic Forum Global Gender Gap Index
  - Economic participation and opportunity – women's LFP; gender wage gaps, share of women in professional/technical/senior management/legislative roles, share of earned income
  - Educational Attainment – literacy, school enrolment, tertiary education
  - Health and Survival – sex ratio at birth, life expectancy
  - Political Empowerment – women in parliament, ministerial positions, years with a female head of state (last 50).

World Economic Forum Gender Gap Index 2022 (excl Middle East)

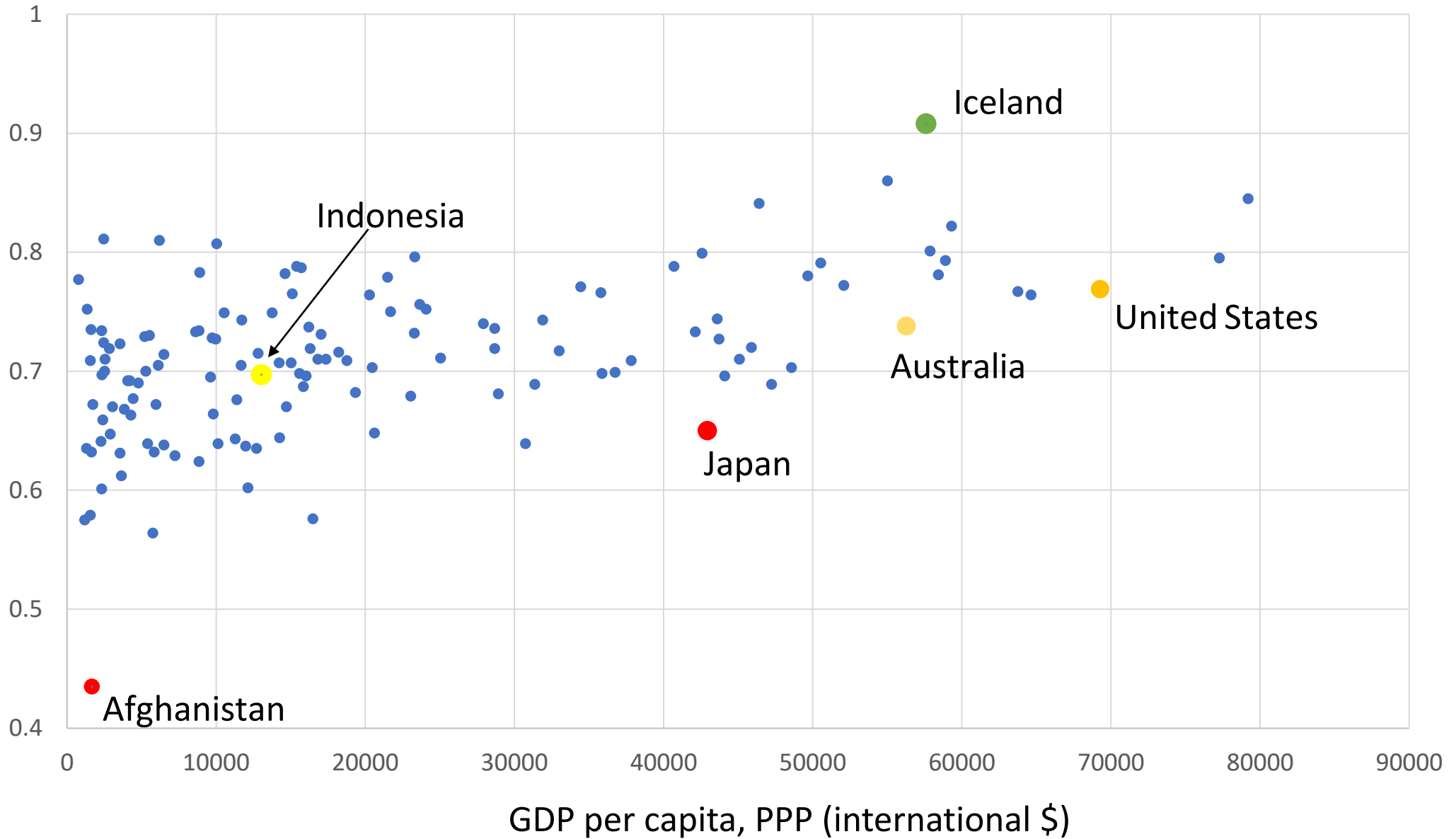
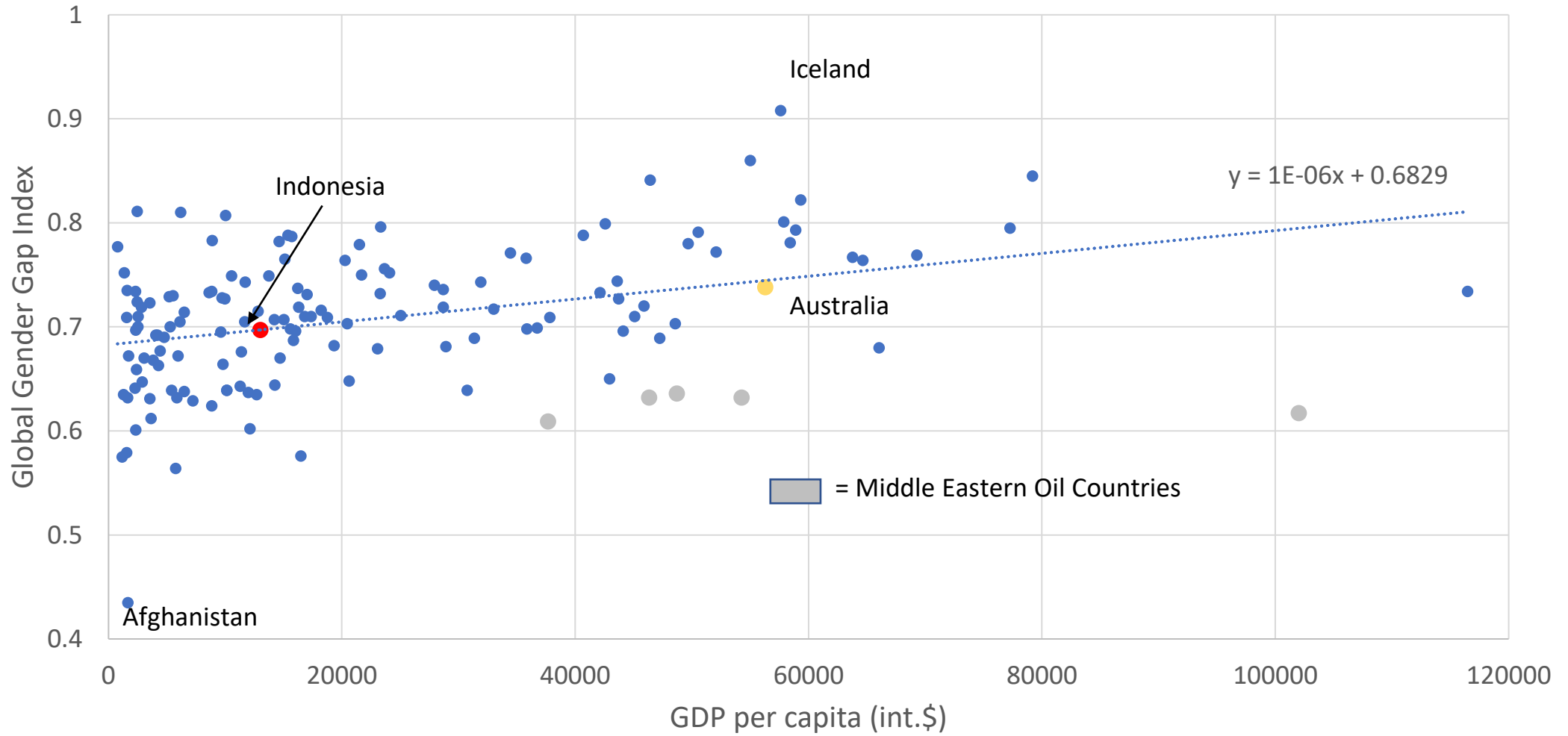


Figure 2. World Economic Forum Global Gender Gap Index and Economic Development



World Economic Forum Gender Gap Index 2022 (excl Middle East)

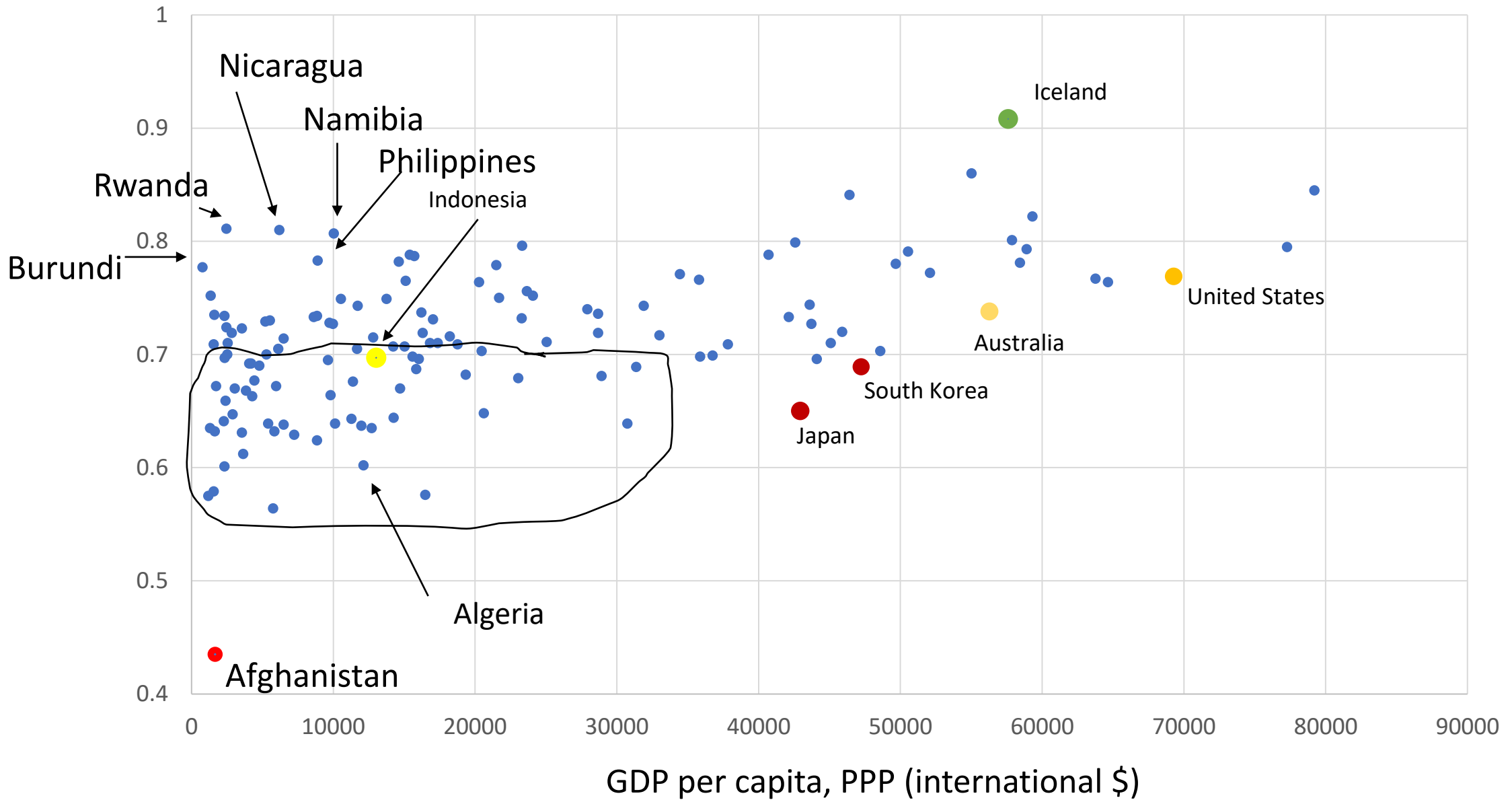


Figure 3. Global Gender Gap Index and Economic Development, Southeast Asia

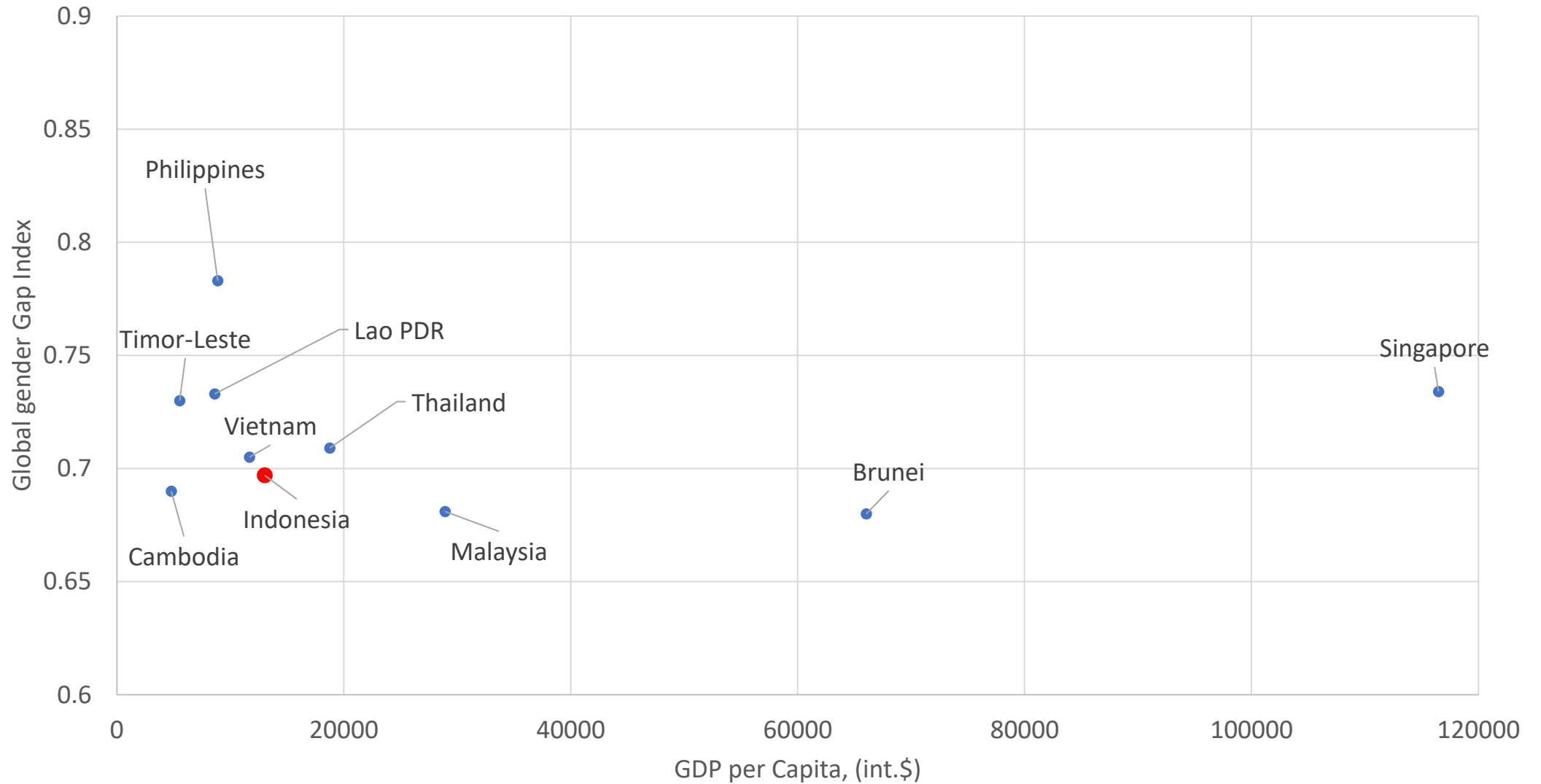
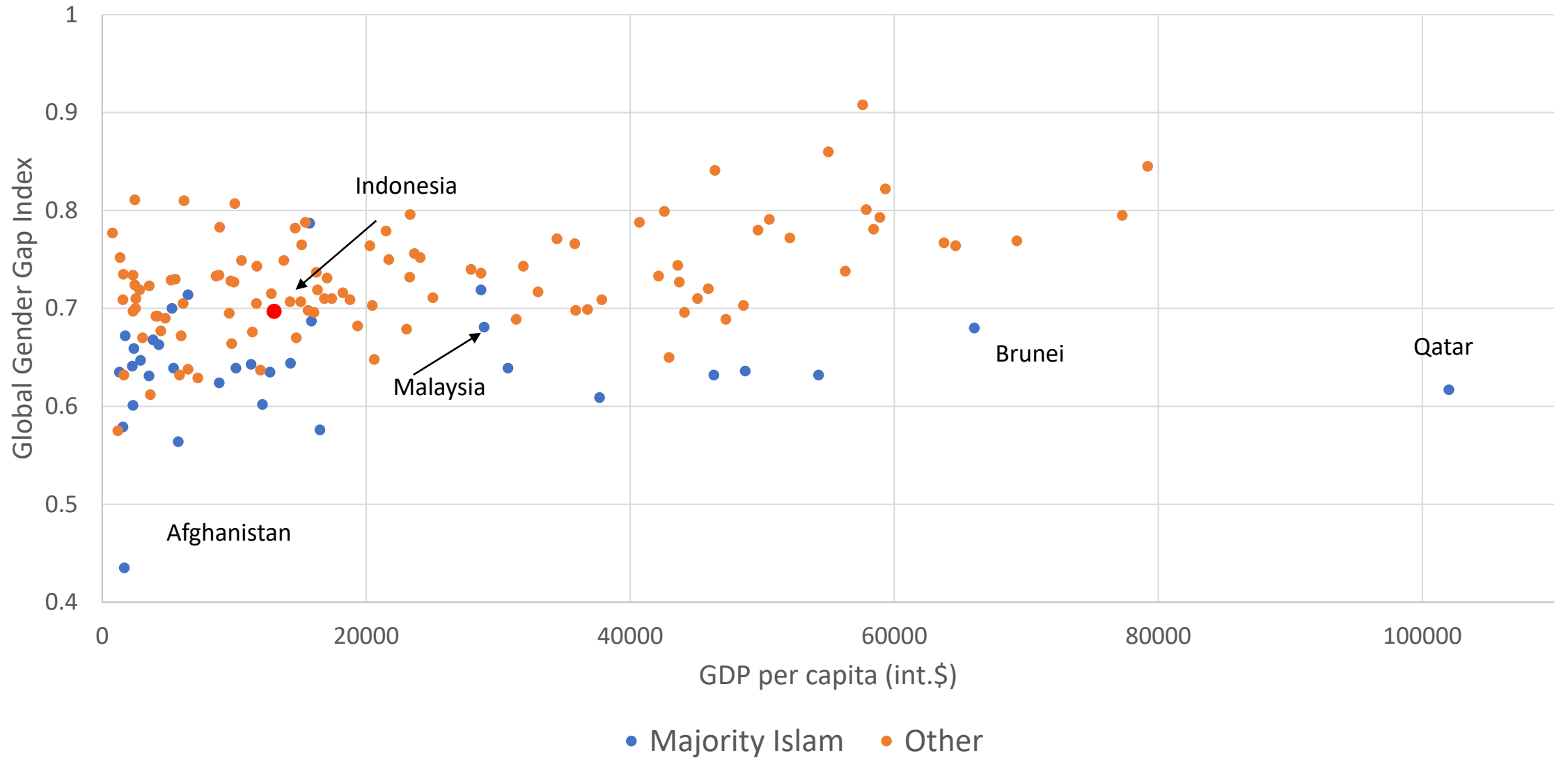


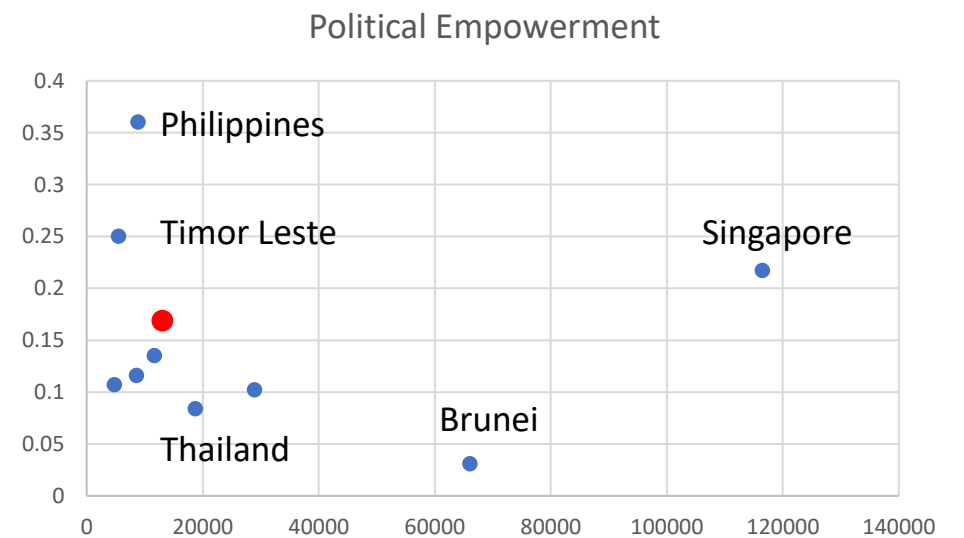
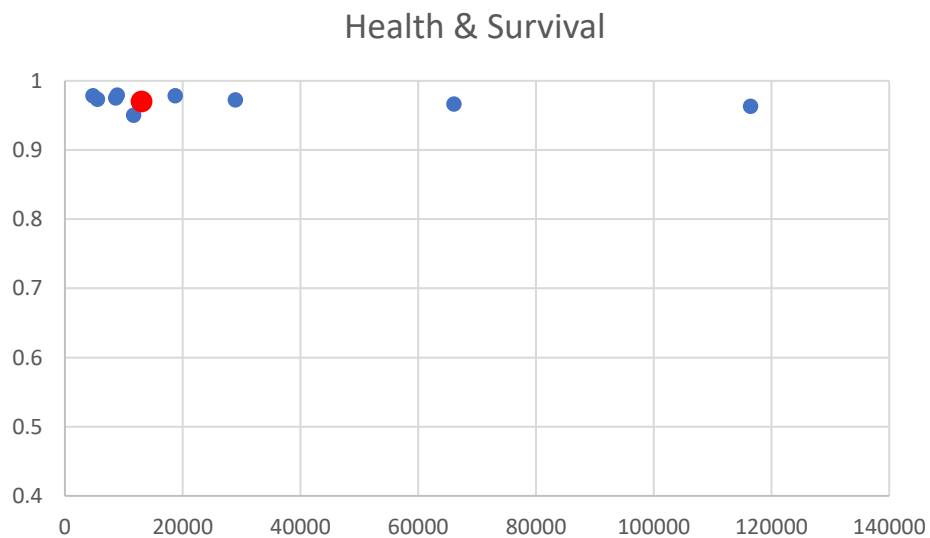
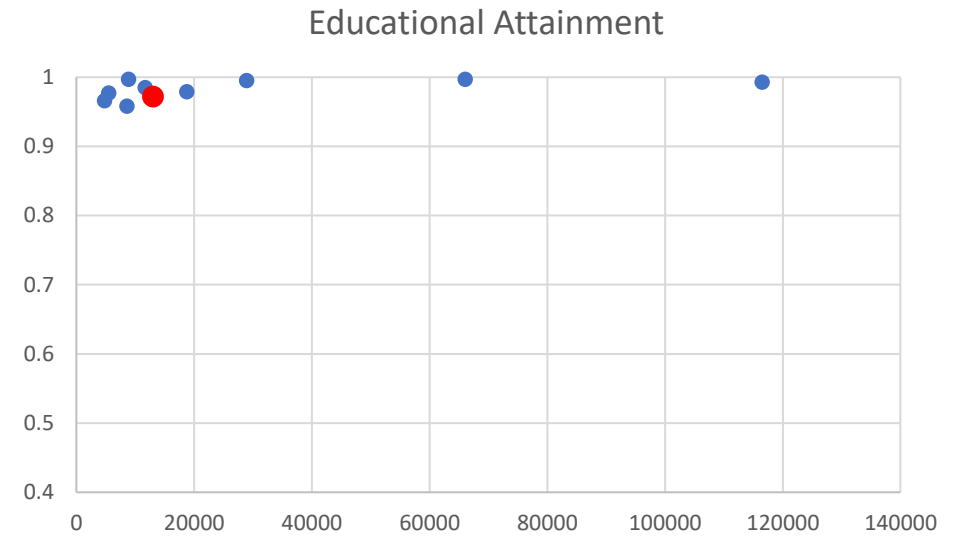
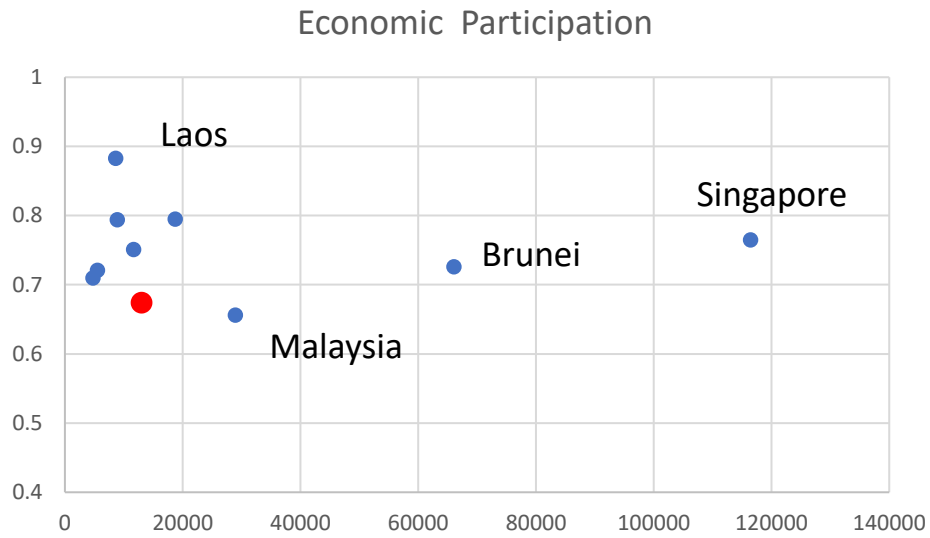


Figure 4. Global Gender Gap Index and Economic Development  
Muslim-Majority Nations



- Gender equality has a (somewhat) positive relationship with living standards
- Indonesia is in the middle of the field in terms of the gender equality index
  - for its standard of living
  - across all countries
  - outperforms most Muslim-majority nations

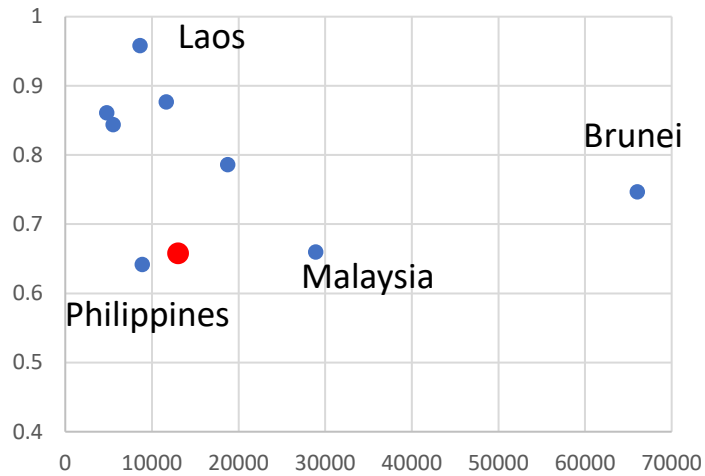
Figure 5. Gender Inequality Sub-Indices by GDP/capita (int.\$) - Indonesia and other SE Asian Nations



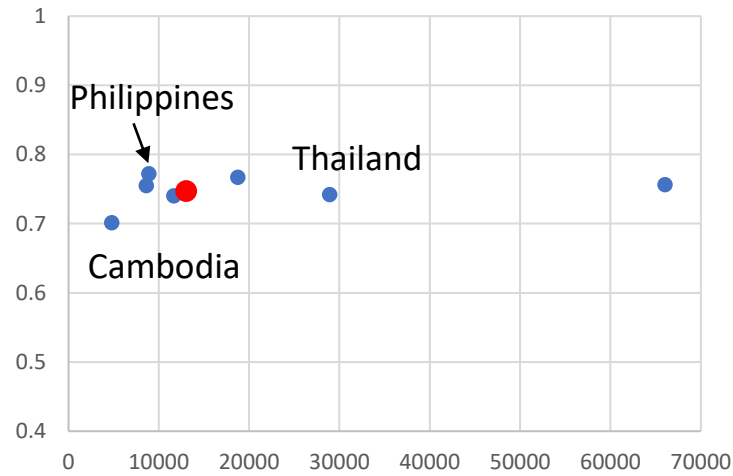
Indonesia shown in red

# Economic Participation Indicators – Comparison within South East Asia

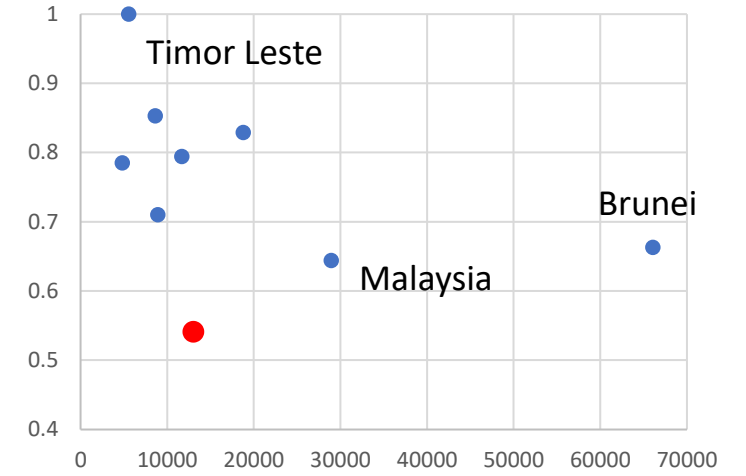
## Labour Force Participation (%)



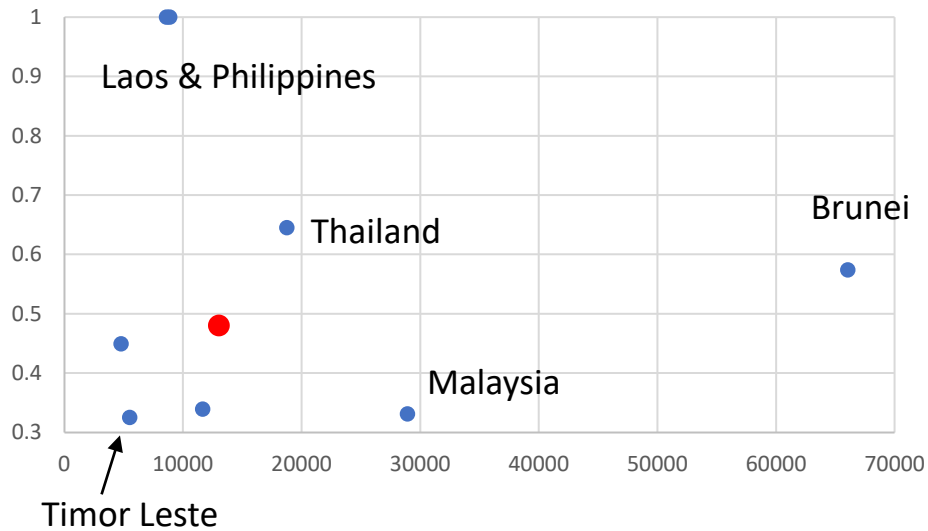
## Wage Equality for similar work



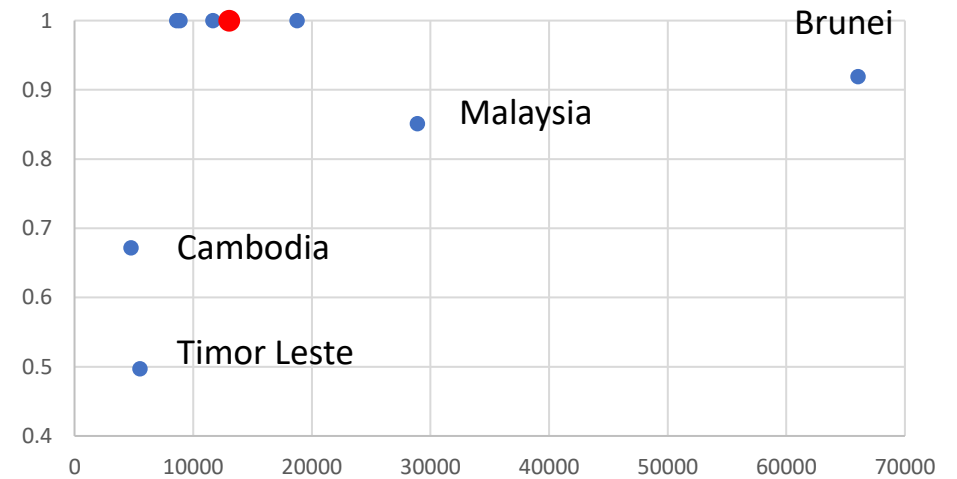
## Share of Earned Income



## Legislators, senior officials & managers



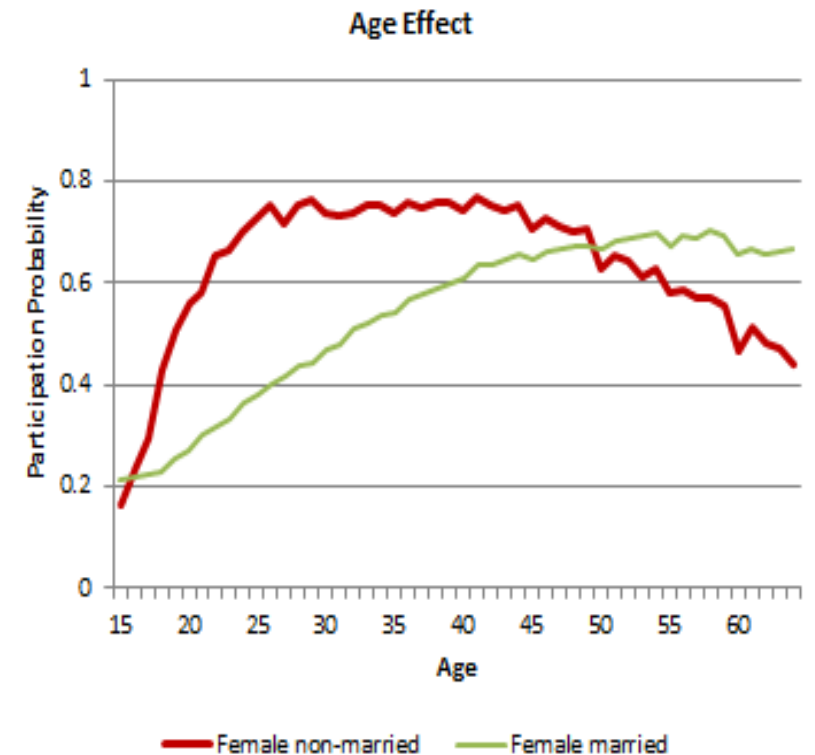
## Professional & Technical Workers



# Labour Force Participation is key to greater gender equality in Indonesia

- FLFP has remained largely unchanged at just above 50% for over two decades
- industrial transition away from agriculture reduces women's LFP.
- marital status and the number of children aged between 0 and 2 years are key drivers on the supply side
- household responsibilities are a significant barrier to women's participation.

**Effect of marriage on FLFP**



Source: Cameron, Contreras Suarez and Rowell (2019)

# When women have children...

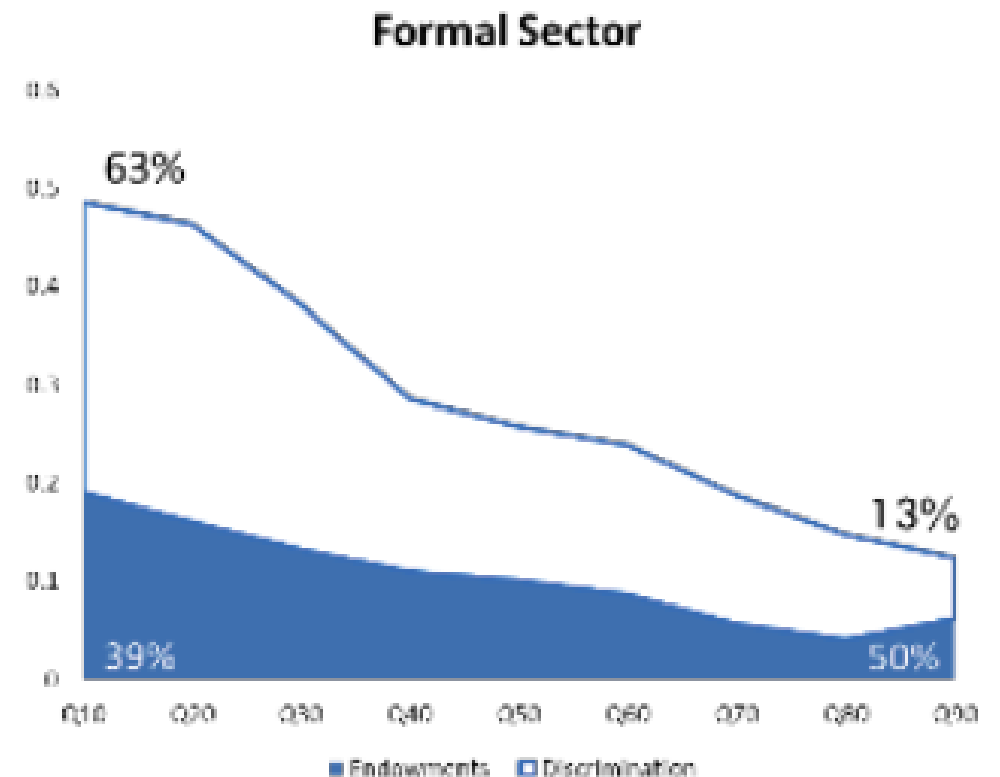
- About 46% are not working one year after birth of first child (approximately 8.5 million Indonesian women aged 20 to 24)
- Losses are greatest in the formal sector
- Formal sector employment prior to first child's birth is associated with:
  - 20 percentage point reduction in the probability of working in the year following the birth
  - 3.6 percentage point reduction in the probability of returning to the labour market thereafter
  - greater delays in returning to work - women are more likely to return to work in the formal sector only once their child starts primary school.
- Very little switching from the formal sector to the informal sector

Source: Cameron, Contreras Suarez and Tseng (2023), University of Melbourne Working Paper.

# Gender wage gap

- raw gender wage gap of 34% in the formal sector
- 62 ppts of the total wage gap (20%) potentially due to discrimination.
- evidence of sticky floors
  - Wage gap at the 10<sup>th</sup> centile is 63%
  - Wage gap at the 90<sup>th</sup> centile is 13%.
  - Most of the gap remains unexplained
    - 61% unexplained at the 10<sup>th</sup> centile
    - 50% unexplained at the 90<sup>th</sup> centile

Source: Cameron and Contreras Suarez (2017)



# Domestic Violence

- April 2022 Indonesia passed Draft Law on the Elimination of Sexual Violence (*Rancangan Undang-Undang Tindak Pidana Kekerasan Seksual*).
  - Legal framework for victims to secure justice
  - Komnas Perempuan is responsible for monitoring the bill's implementation
- How does Indonesia compare with other countries in the region in terms of domestic violence?
  - Limited data
    - World Values Survey – justifiability of wife beating.
    - WHO global database
      - estimates that 22% of Indonesian women have experienced intimate partner violence in their lifetimes, with 9% having experienced it in the last 12 months.



Figure 9. Agree with “Never justifiable for a husband to beat his wife” (%), (WVS)

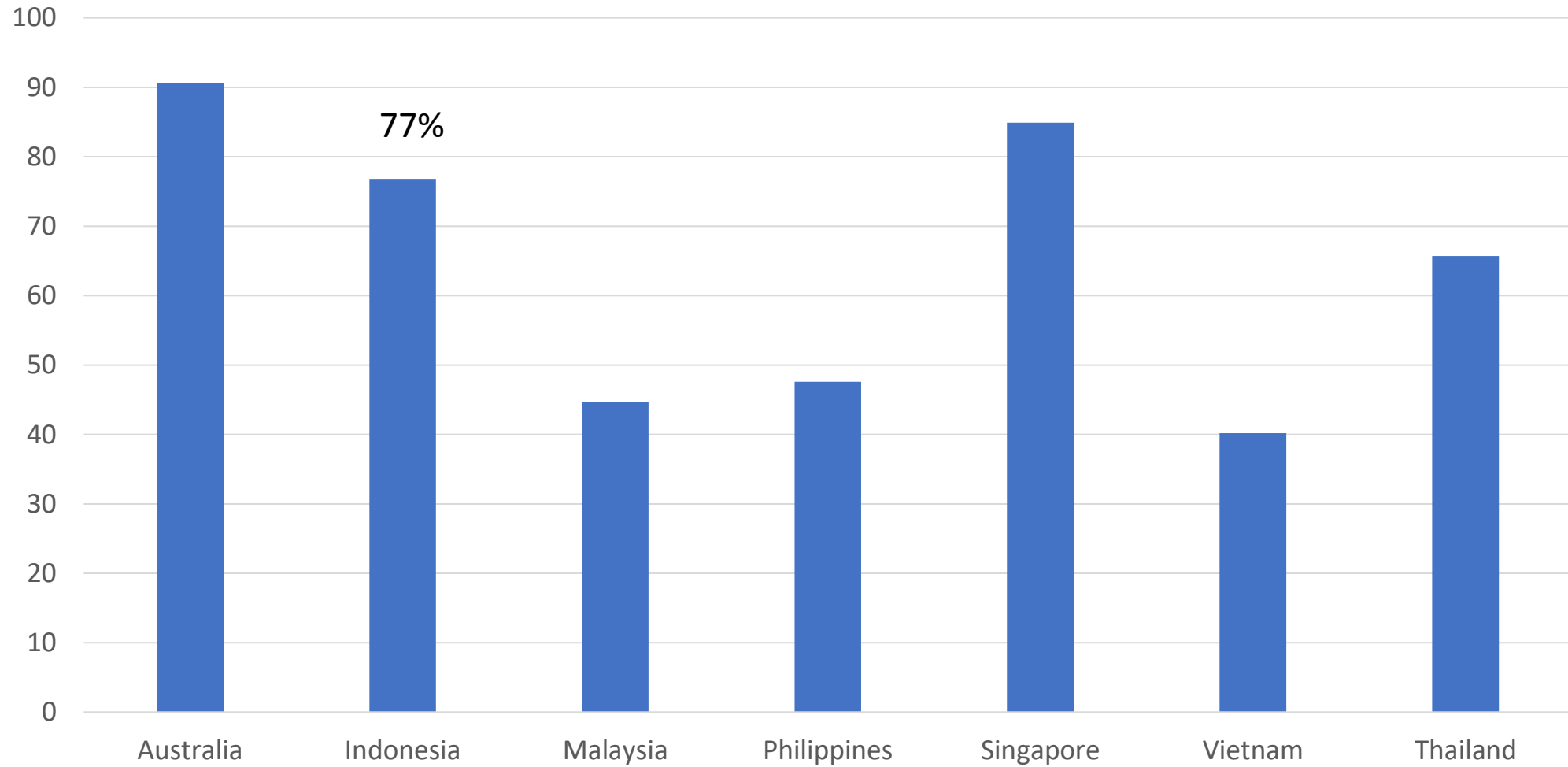
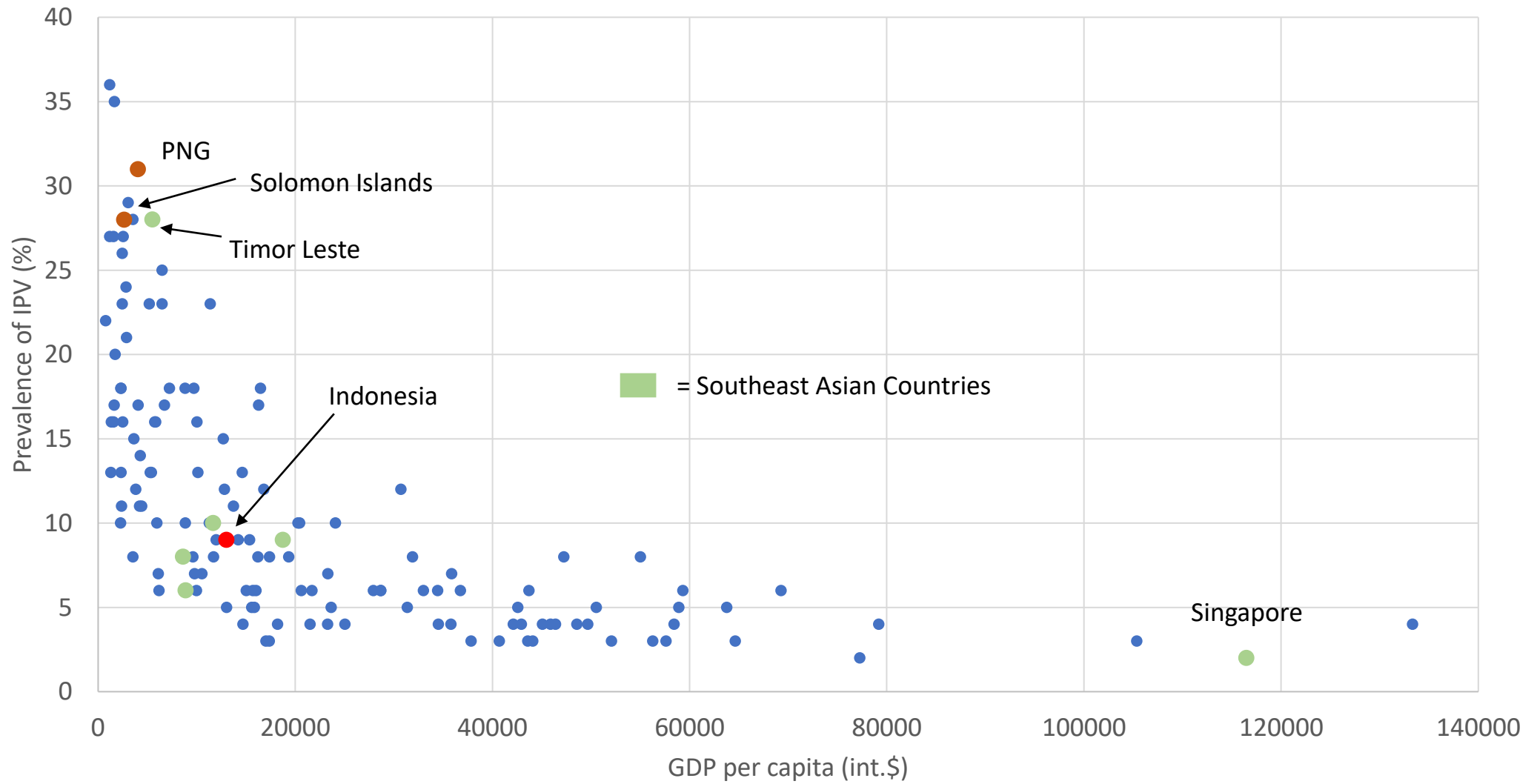


Figure 10. Prevalence of Intimate Partner Violence in Previous 12 mths



## Economic growth is associated with reductions in intimate partner violence (IPV).

- Meta-analysis of the impact of cash transfers on domestic violence, Baranov et al. (2020)
- Interpret results to assess support for various theories of IPV
- Conclusions: **household resource and stress theory** is the dominant explanation
  - Increase household income reduces household stress and lowers IPV
- **Status inconsistency/backlash theory and instrumental violence** may also operate but dominated by the positive impacts of income in reducing household stress

***So, making it easier for women to work while having a family will increase women's income, increase the nation's income, increase household income, reduce conflict in the household and ultimately decrease domestic violence.***

# Policy implications?

- Formal sector labour market policies:
  - flexible work hours;
  - the ability to work from home;
  - part-time work (with the same career opportunities and benefits as full-time work);
  - paternity leave; and
  - childcare provision.
- Social norms are key.
  - societal informal rules about appropriate or acceptable behaviour

Are they malleable?

# Importance of Social Norms

- Cameron, Contreras Suarez and Setyonaluri (2023). *Swaying Social Norms around women's work : Evidence from an online intervention in Indonesia*

- Gender norms hinder female opportunities, choices and achievements across the globe (Alesina et al., 2013; Fernandez 2013; Bertrand et al., 2015; and Jayachandran, 2021)
- For married women who have children social norms emphasise their role as caregivers
  - Barrier to women's labor force participation
- Limited evidence on how to change these gender norms
  - Provision of information on the benefits of women working (Dean and Jayachandran, 2019 and McKelway, 2021) → No effect on norms
  - Correct inaccurate perceptions that there is a lack of support among peers (Bursztyn et al., 2020 and Aloud et al., 2020)

# Indonesian Social Norms

- 43% of Indonesian men prefer women to stay at home (Gallup – ILO, 2017)
  - Saudi Arabia: 43%, India: 35%
- 76% of Indonesian men and 74% of women agree with the statement men have more right to a job than women (World Value Survey, 2018) [7% in Australia, 30% in Thailand]
  - Increasing conservatism – in 2006, 65% of men and 42% of women agreed.
- Young adults continue to conform to women having prime responsibility for childcare and domestic activities (YouGov et al., 2020)

# In this paper

1. Understanding gender norms in Indonesia around women's work (support for married women with children working outside home for pay)

2. Test interventions that provide information on:

- Women's support for women with children working;
- Men's support for men sharing childcare; and
- Older women's support (mothers/ mothers-in-law) for women with children working.

} T1

} T2

} T3

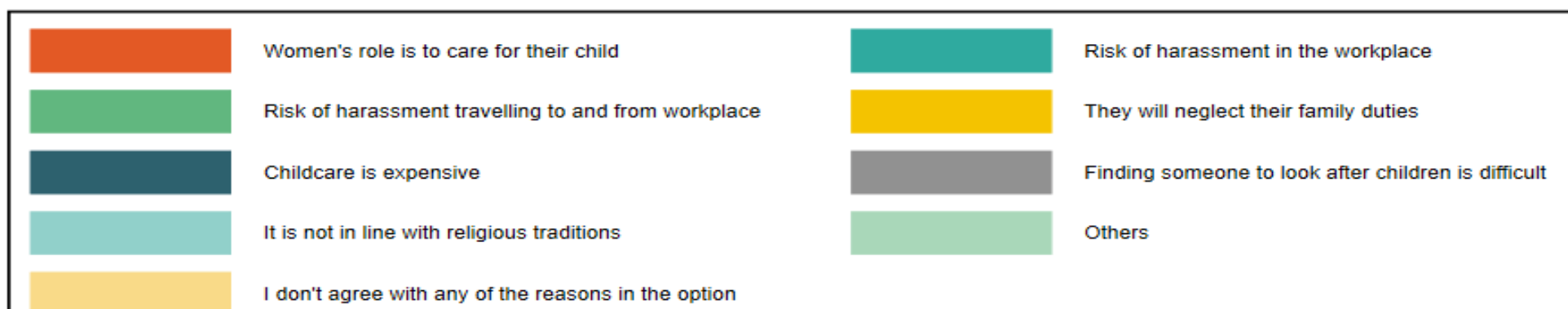
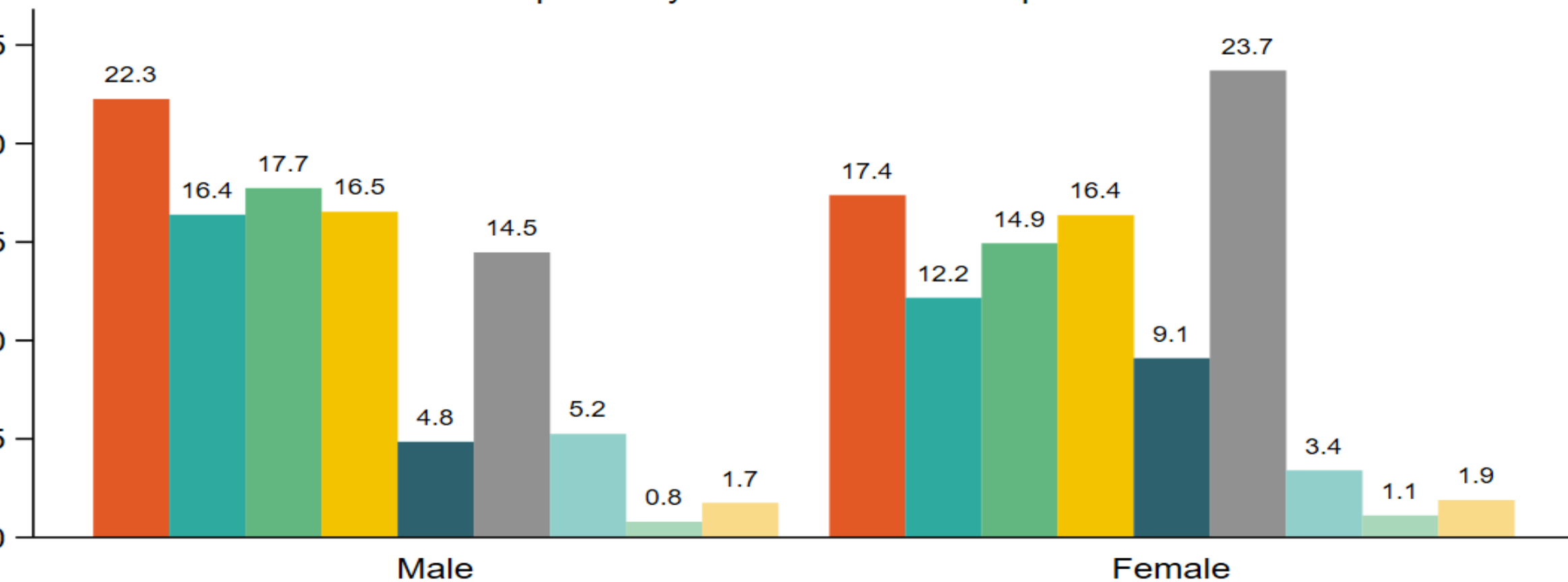
T3



# First Online Survey – Understanding Gender Norms

- Sample size: 1,050 (50% men)
- Selection criteria: Living in a metropolitan area, were married, aged 18-40 years, living with their partner, had dependent children and had at least junior secondary education (75% secondary, 25% tertiary).
- Age, gender, number of children, own and spousal work status
- Personal attitudes, perceptions of others' attitudes.

## Main Reasons Not to Support Women Working: As Reported by Male vs Female Respondents



# First survey - results

## Personal attitudes:

*Are you supportive of married women with children under 12 working for pay outside the home?*

- 62% of men are supportive

## *Perceptions of Men's support*

- Men believe that 59% of similar men are supportive
- Women believe that 64% of men similar to their husbands are supportive

# First survey results

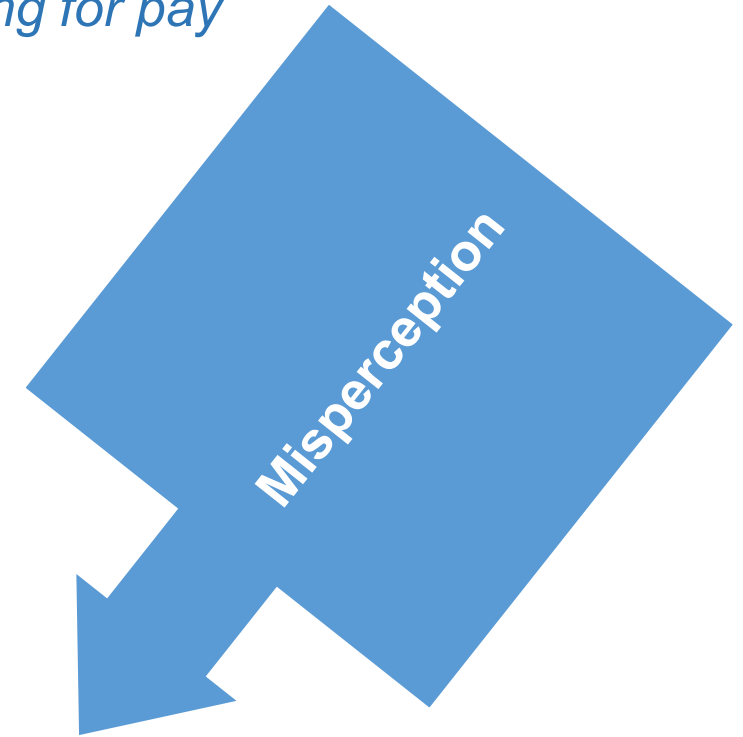
## Personal attitudes:

*Are you supportive of married women with children under 12 working for pay outside the home?*

- **76%** of women are supportive

## Perceptions of other similar women's support:

- Women believe that **67%** of women are supportive
- Men believe that **59%** of women are supportive



# First survey results

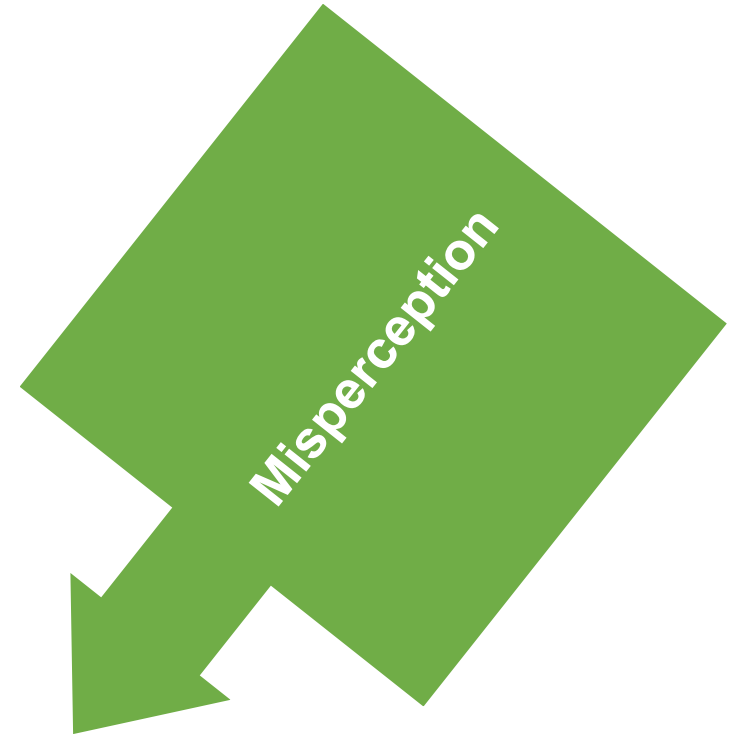
## Personal attitudes:

*Are you supportive of husbands sharing childcare with their wives?*

- 90% of men are supportive

## Perceptions of other similar men's level of support for shared Childcare:

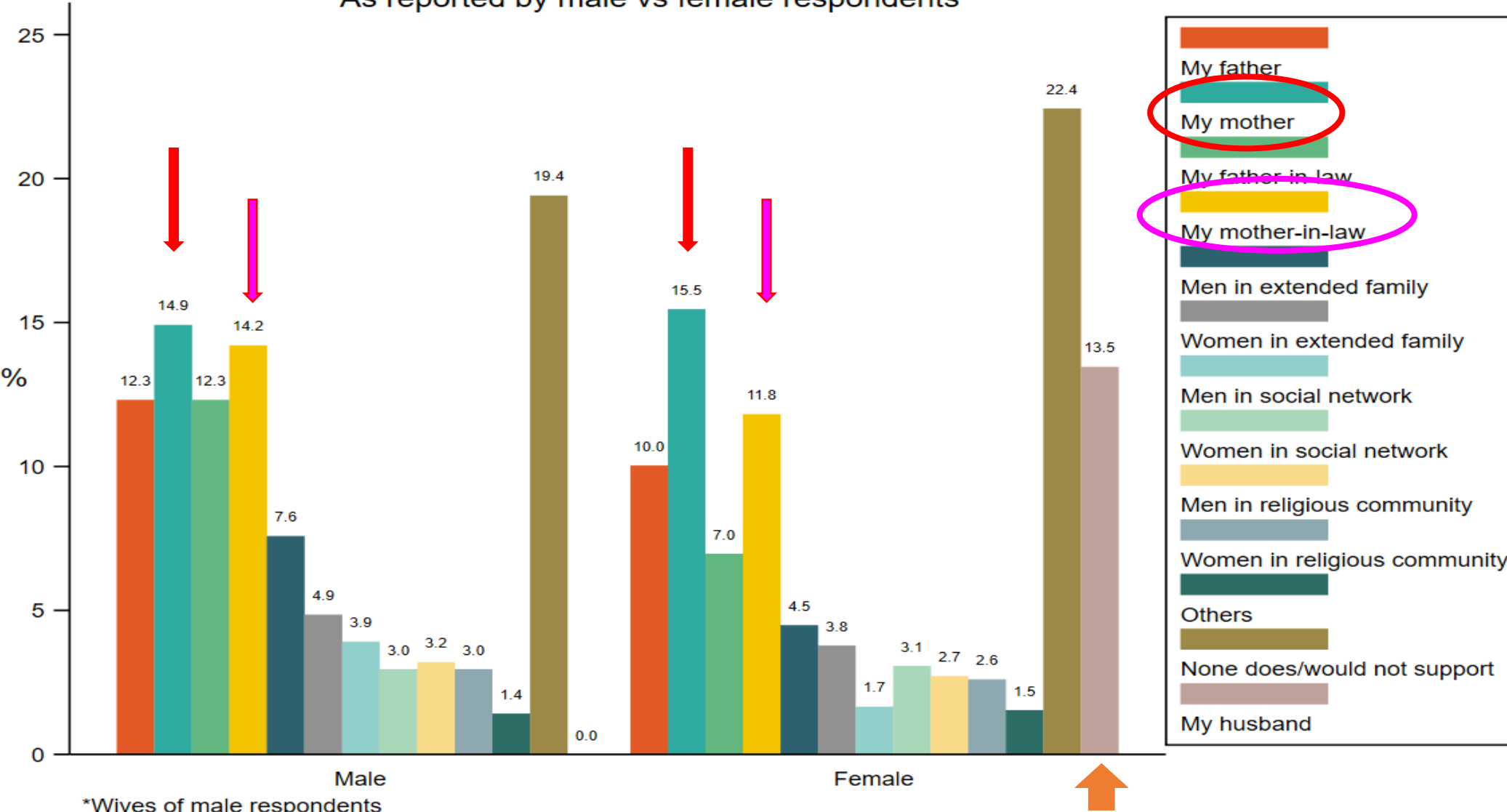
- Men believe that 65% of men are supportive
- Women believe that 64% of men are supportive



**Reference groups** → people whose approval is important

Is there anyone who does/would not support of you (wives\*) working for pay?

As reported by male vs female respondents



\*Wives of male respondents

# Results first survey:

## Misperceptions:

- **Women are more supportive** of wives working outside of home than what men and women believe
- **Men are more supportive** of husbands sharing day-to-day childcaring than what men and women believe

## People whose opinion drives behavior:

- Men and women believe that their **mothers and mothers-in-law are unsupportive** of wives working outside of home, they care about what they think, and they are sure about their low level of support.

# Second Online Survey

- Sample size: 4,478 (50:50 men and women), same selection criteria.
- Men and women randomly allocated to one out of three different treatment groups or a control group



# Intervention design

## Treatment 1:

*In a previous question, we asked you to estimate how many out of 100 Indonesian women (with an education level similar to yourself) support wives with children under 12 working for pay outside the home.*

***Your estimate: xx% of women are supportive.***

*We surveyed married women with children with similar education level as you across urban Indonesia to assess their support for wives with children under 12 working for pay outside the home and found that:*

***Survey result: 76% of women are supportive.***

# Intervention design

## Treatment 1:

*In a previous question, we asked you to estimate how many out of 100 Indonesian women (with an education level similar to yourself) support wives with children under 12 working for pay outside the home.*

***Your estimate: 50% of women are supportive.***

*We surveyed married women with children with similar education level as you across urban Indonesia to assess their support for wives with children under 12 working for pay outside the home and found that:*

***Survey result: 76% of women are supportive.***

# Intervention design

**Treatment 2:** treatment 1 +

*You were also previously asked to indicate how many out of 100 Indonesian men (with an education level similar to your husband) support **husbands sharing day-to-day childcare** responsibilities with their wives.*

***Your estimate: xx% of husbands are supportive.***

*We surveyed married men with children with a similar education to your husband across urban Indonesia to assess their support for husbands sharing childcare duties.*

***Survey result: 90% of husbands are supportive***

# Intervention design

## Treatment 3: treatment 1 + treatment 2

*Many parents of young children are concerned about their mothers and mothers-in-law not supporting women working for pay outside the home.*

*Above you were asked to estimate how many women in your mother's generation would agree with the statement: **“when a woman works her children suffer”**.*

***Your estimate: xx% of women of your mother's generation agree***

*A representative survey of Indonesian women found that your mother and mother-in-law's generation are actually quite supportive of women with young children working for pay outside the home.*

***Survey result: Less than 10%\* of women in your mother's generation agree.***

# Intervention design

Outcome measure:

Respondents were told that 25% of respondents would be randomly selected to receive a gift

1. Choice of reward:
  - a) Rp100,000 (approx. A\$10) shopping voucher; or
  - b) Access to an online career mentoring course which provides women with practical career advice and tips from HR professionals. (Valued at Rp100,000)

# Attitudes became 25% more supportive of women working

## Dependent Variable: Choice of Career Mentoring Course (1/0)

	All		
	All	Female	Male
	(1)	(2)	(3)
Treatment (T1, T2 or T3)	0.086***	0.082***	0.091***
Control Mean:	0.34	0.34	0.35
Observations	3,590	1,795	1,795

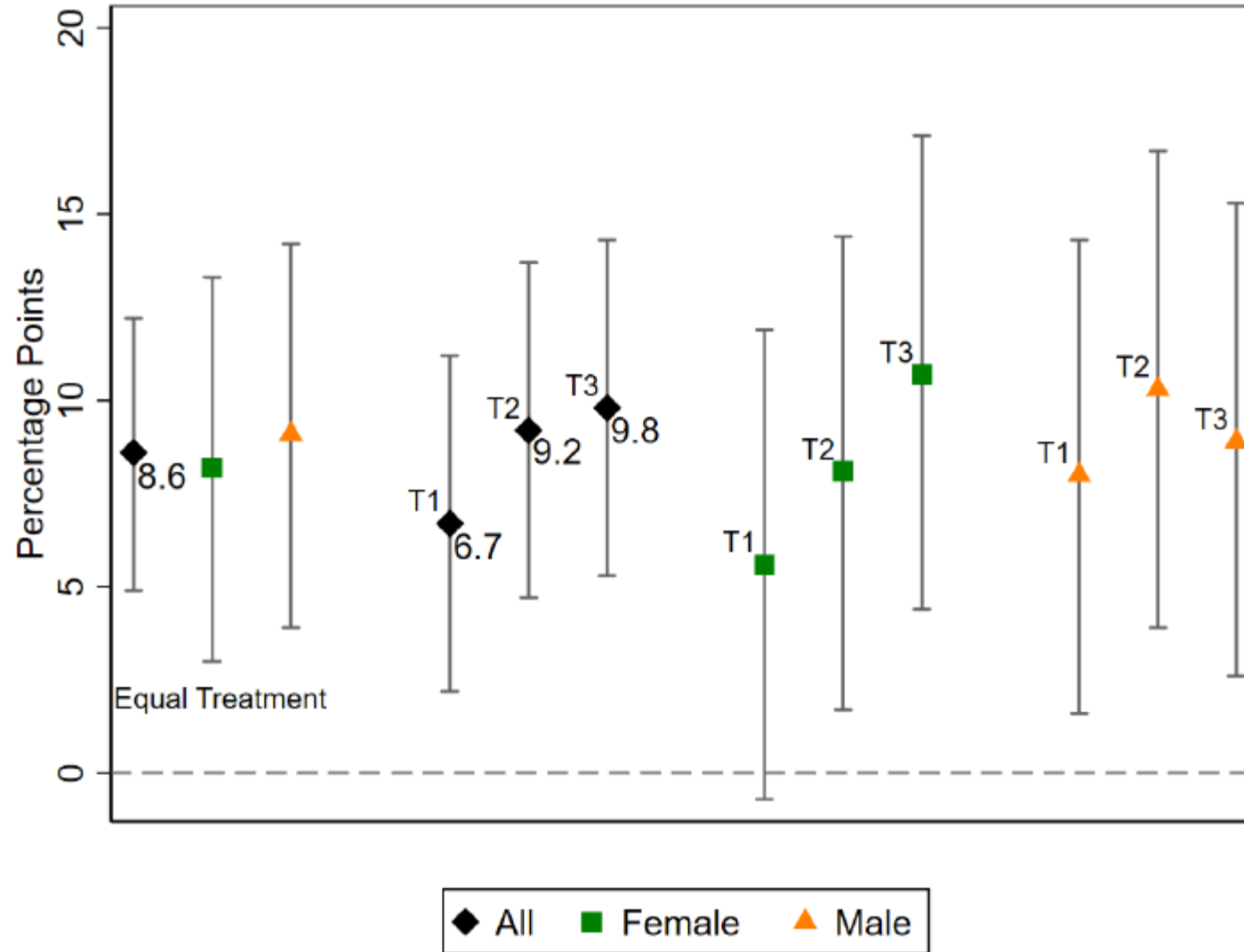
Notes: Sample includes individuals in the real rewards sample. All estimations include a control variable for female, tertiary educated and social desirability bias. Robust standard errors in brackets. \*\*\*  $p < 0.01$ , \*\*  $p < 0.05$ , \*  $p < 0.1$

# All three treatments are effective for men and women

**Dependent Variable: Choice of Career Mentoring Course (1/0)**

	All	Female	Male
	(1)	(2)	(3)
Treatment 1: support for women working	0.067***	0.056*	0.080**
Treatment 2: support for working & shared childcare	0.092***	0.081**	0.103***
Treatment 3: support for working, childcare & mothers	0.098***	0.107***	0.089***
Control Mean:	0.34	0.34	0.35
Observations	3,590	1,795	1,795

Figure: Choice of Career-Mentoring Course





Men's attitudes to childcare more important for men;  
 Mothers' attitudes more important for women

	Male Respondent	
	Wife works	Wife not working
	(1)	(2)
Treatment 1 - ww	0.074	0.082*
Treatment 2 – ww & cc	0.063	0.147***
Treatment 3 – ww, cc & mothers	0.074*	0.106**
Control Mean:	0.38	0.31
Observations	971	824

# Conclusion

- Attitudes became 25% more supportive of women working
- Providing additional information on support for childcare strengthens the effectiveness of the messages
- Women appeared to be more swayed by mothers' attitudes than men
- The information on other men's support for shared childcare seems particularly important to men whose wives don't work.

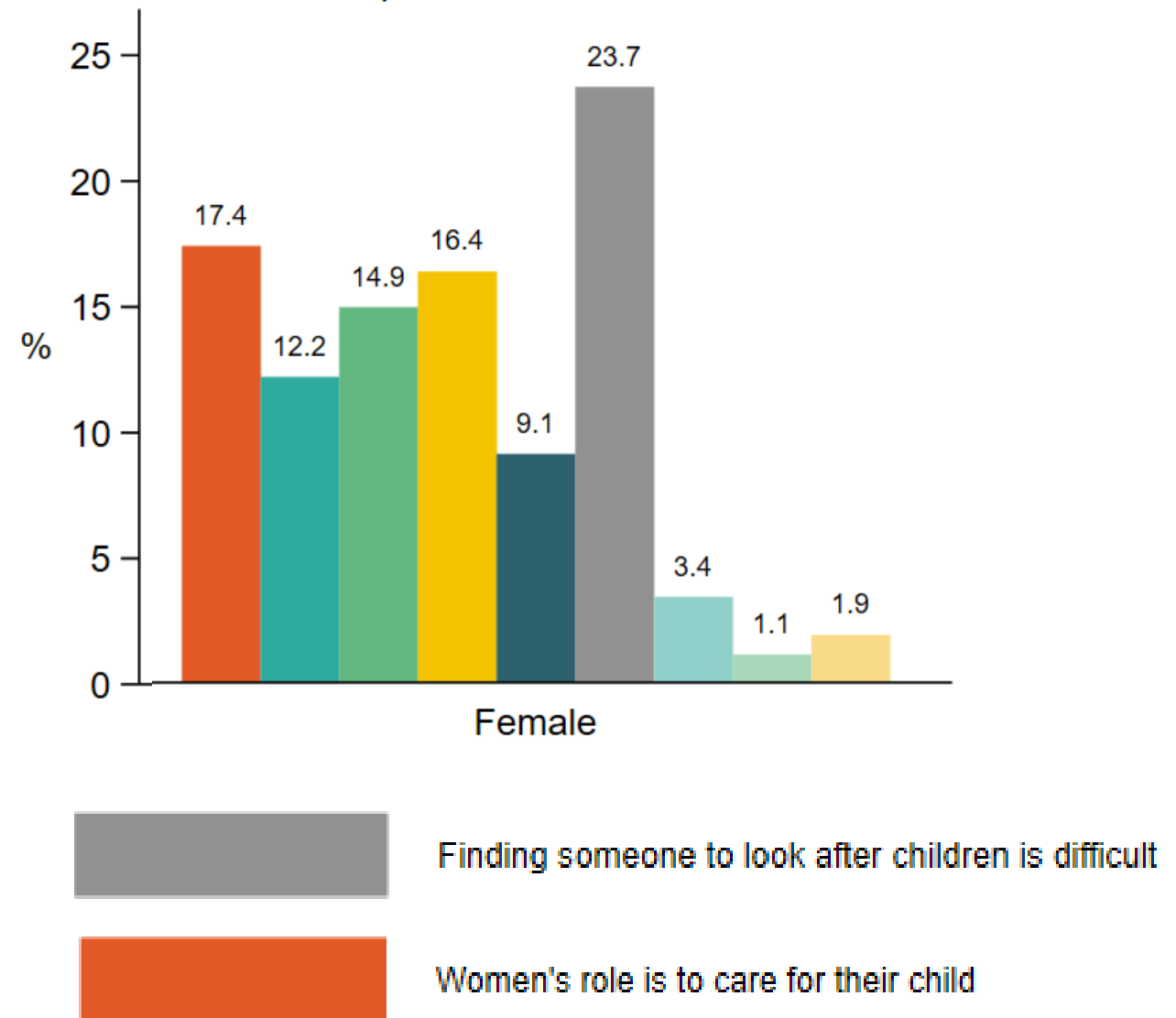
# Policy Implications

- Light touch, low cost and easy scalable interventions that demonstrate community support for women working - can change attitudes.
- Large treatment effects were found for men (especially men whose wives were not working)
- 20% of women reported not working because their husband did not want them to.
- Indonesian FLFP could increase as much as 6 percentage points (more than 10%) through interventions such as this. (Assuming elasticities as in Bursztyn et al., 2020.)

# Policy implications

- More work to be done in accompanying areas (e.g. childcare).
- Need a multi-pronged approach.

Main Reasons Not to Support Women Working:



# Other gender-related research

- consequences of child marriage
- welfare of female international migrant workers
- effects of criminalisation of sex work
- designing social protection programs for women

Happy to discuss!

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