



New Opportunities and Old Constraints: Economic Gender Equality in Post-Suharto Indonesia

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Update

What do we mean by economic gender equality?

Conceptually

- Equal access to economic resources
- Equal economic opportunities
- Equal remuneration for same work

Empirically

- Increase in number of highly paid jobs for women
- Increase in labour force participation in the formal sector for women
- Improved gender wage ratio

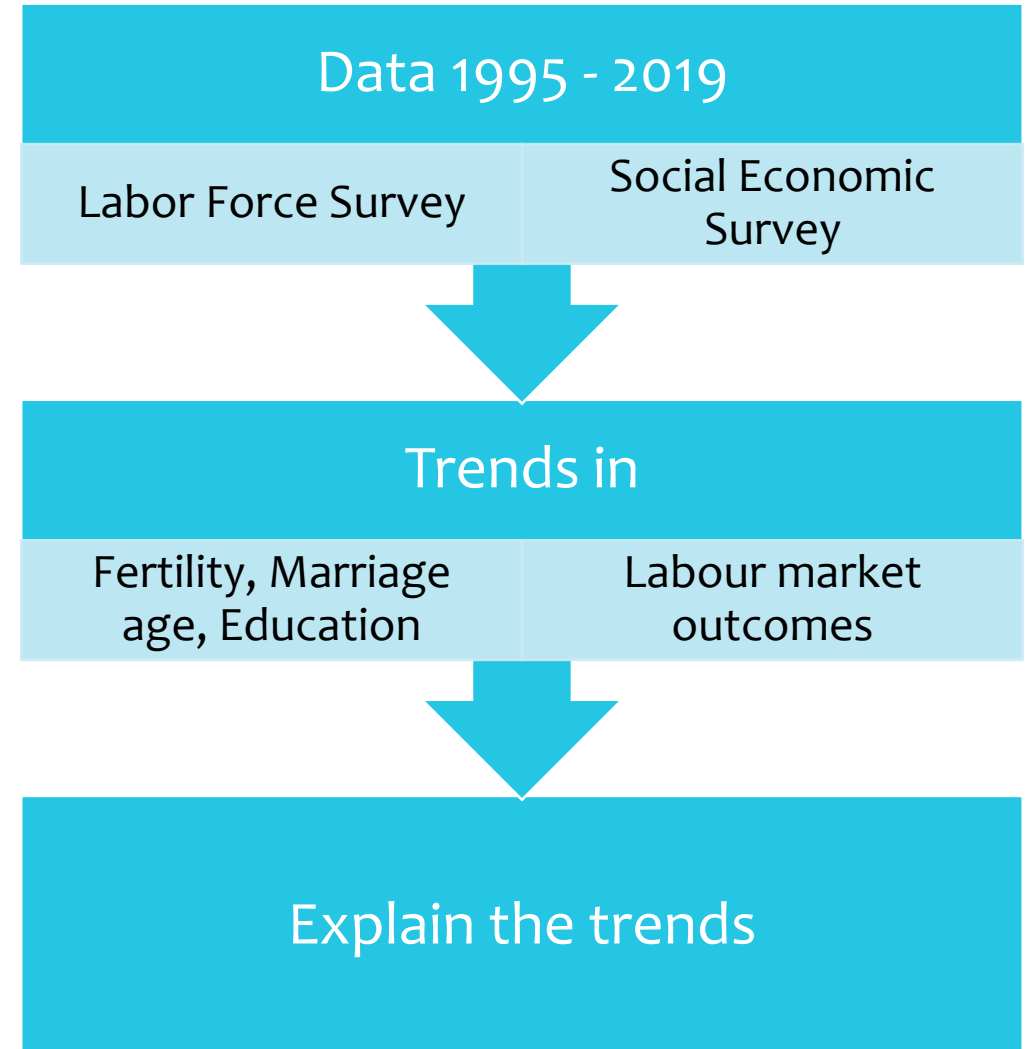
What are previous understandings about economic gender equality in Indonesia?

- Stagnating female labour force participation
- Concentration of women in agriculture
- Concentration of women in informal sector



What do we add?

- More up-to-date and systematic analysis of long term trends
- Cohort analysis that looks at change over generations and change over life-cycle
- Connecting the change in fertility, education, marriage age to change in labour market outcomes



What do we find?

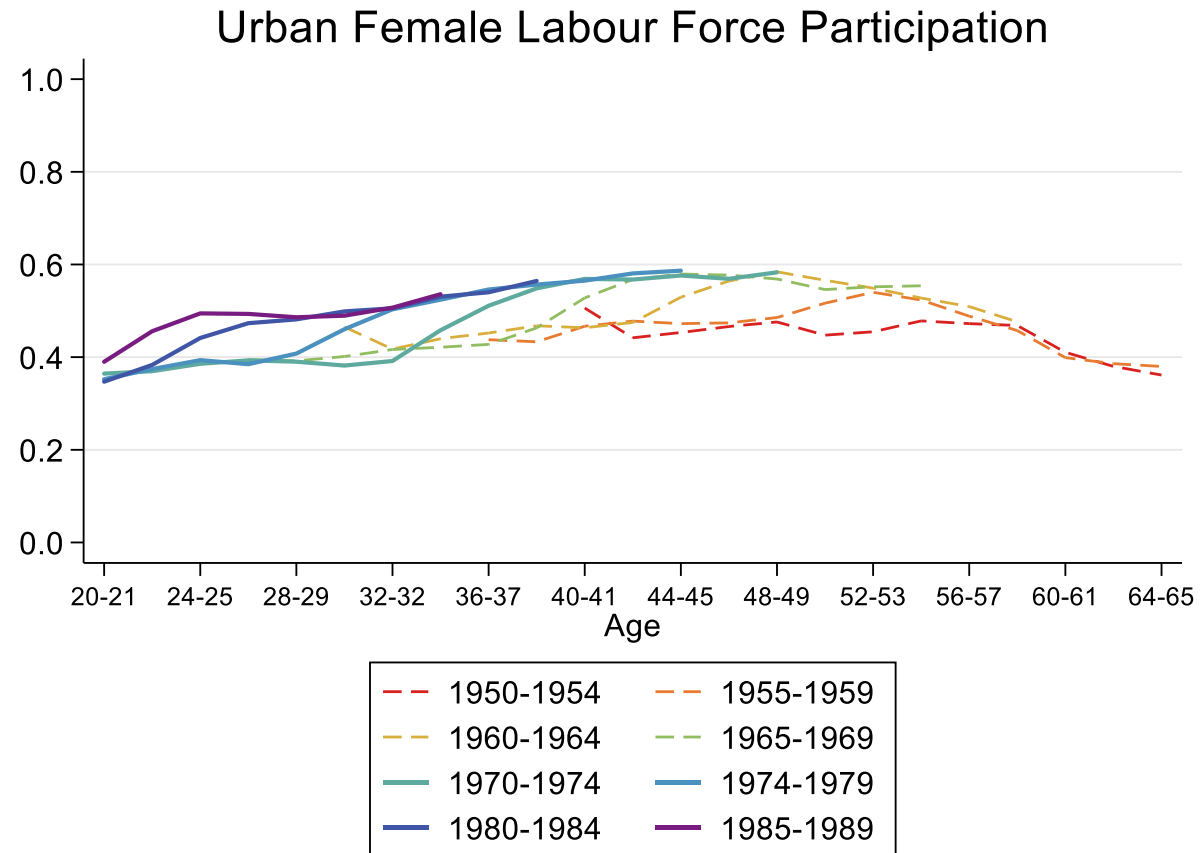
- Increased job opportunities for women
- Old constraints around housework and childcare





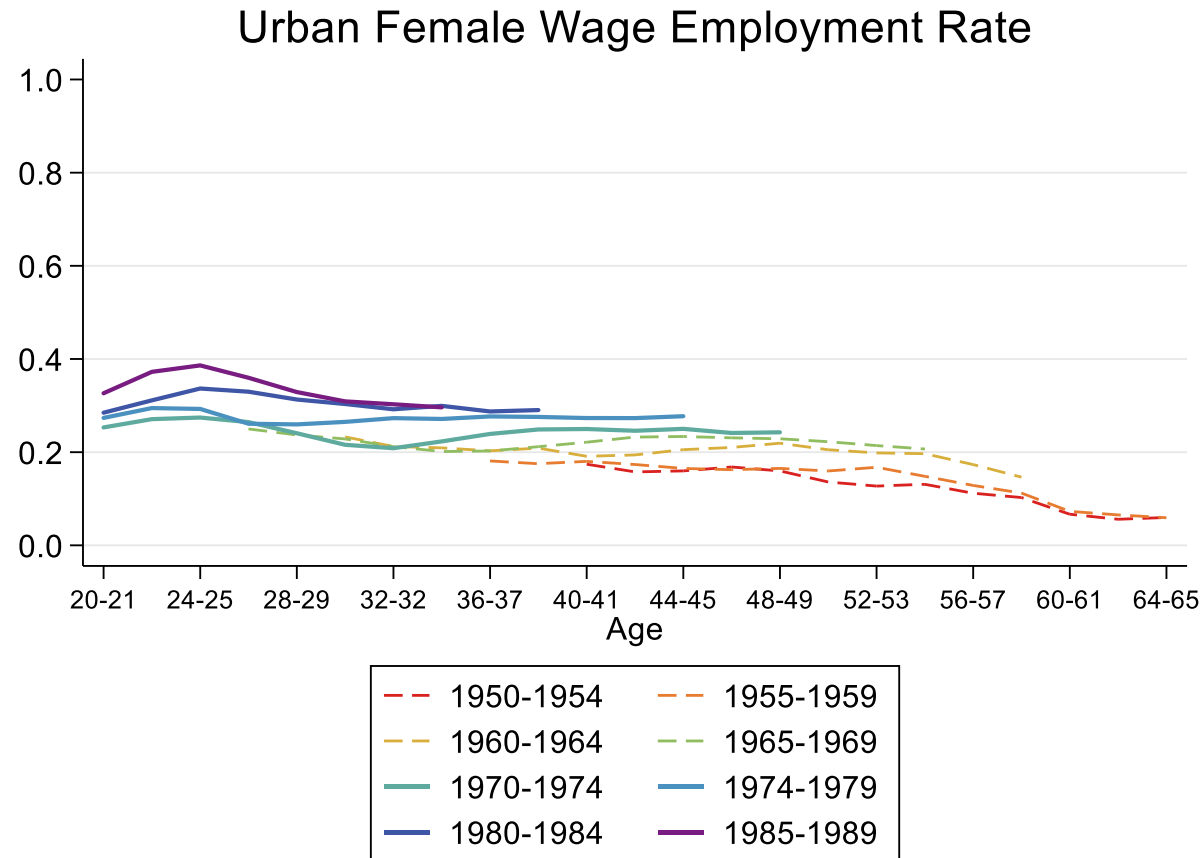
Evidence of increased job opportunities for women

Increase in female labour force participation



Calculated by authors from Susenas

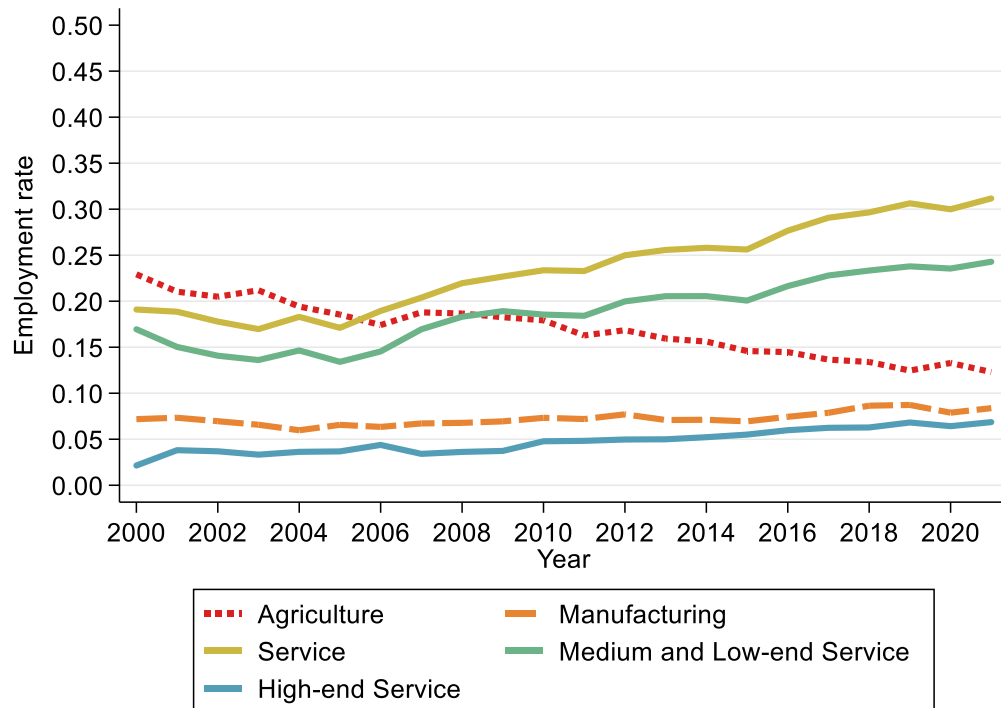
Increase in participation in formal sector in urban areas



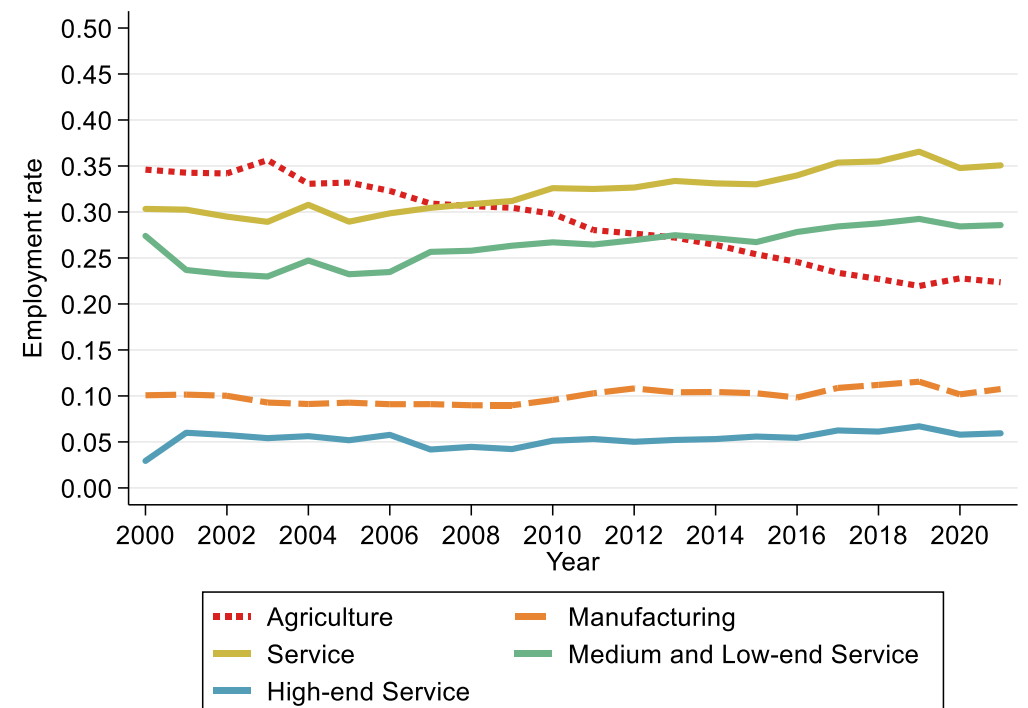
Calculated by authors from Susenas

Increase in jobs in high-end service (managers, professionals, associates)

Female employment rate by industry



Male employment rate by industry

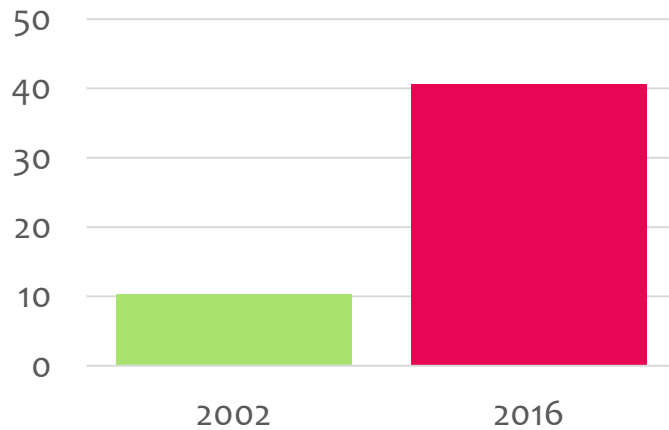


Calculated by authors from Sakernas

What generate these new economic opportunities?

Expansion of middle class and demand for female friendly industries

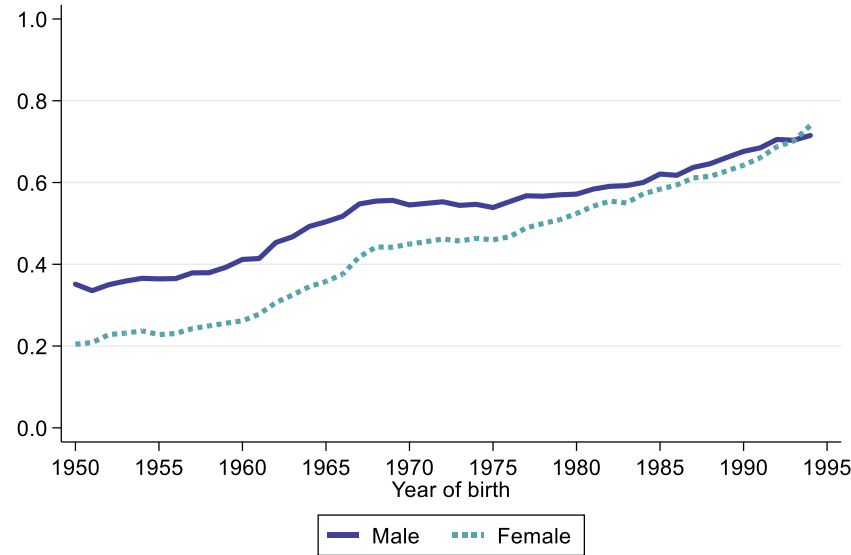
Population of middle class (in millions)



Source: World Bank

Increase in Women's education

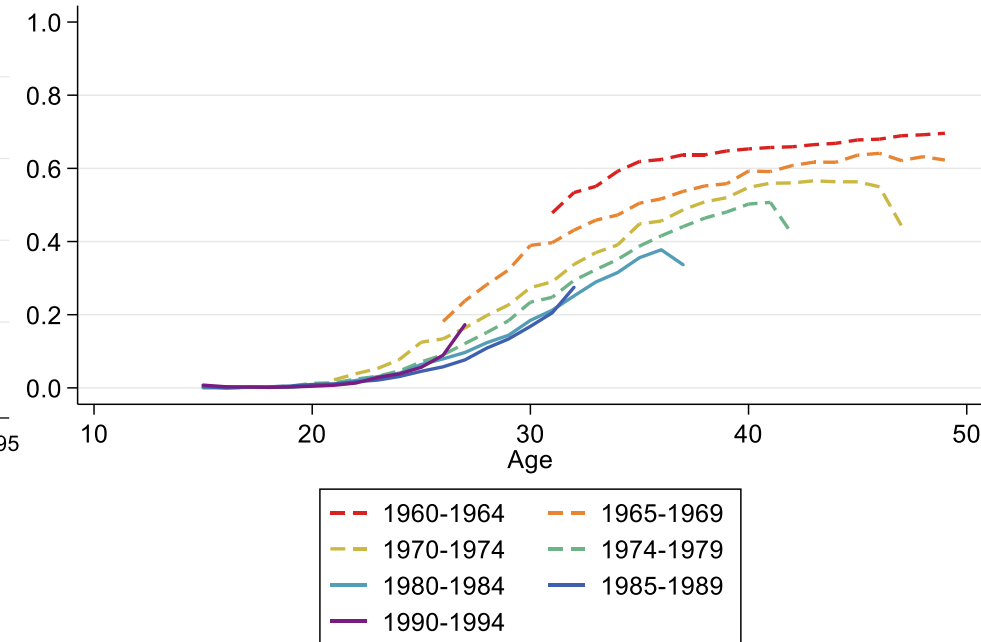
Senior high school and above (urban)



Calculated by authors from Susenas

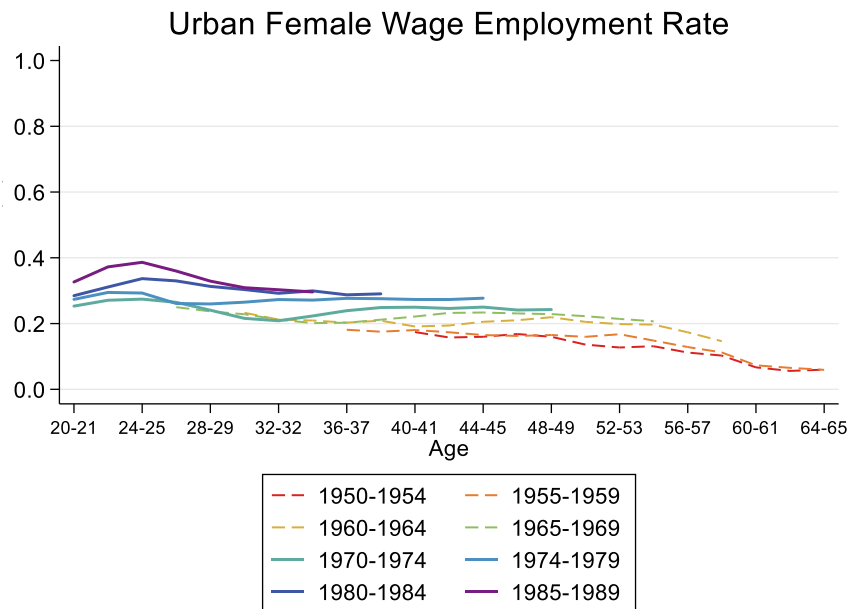
Decrease in fertility

Percent with 3 children or more



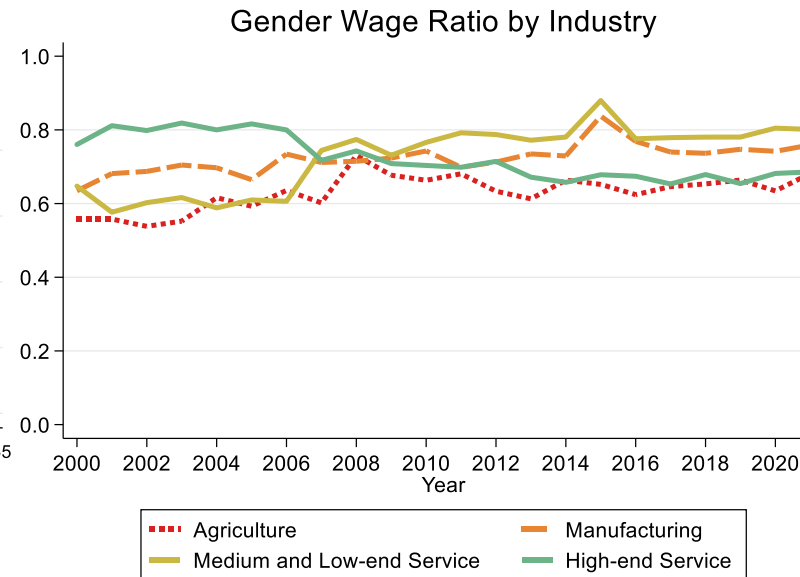
Worrying signs of old constraints that stop women from taking the new opportunities

Exit of women from formal sector around 25



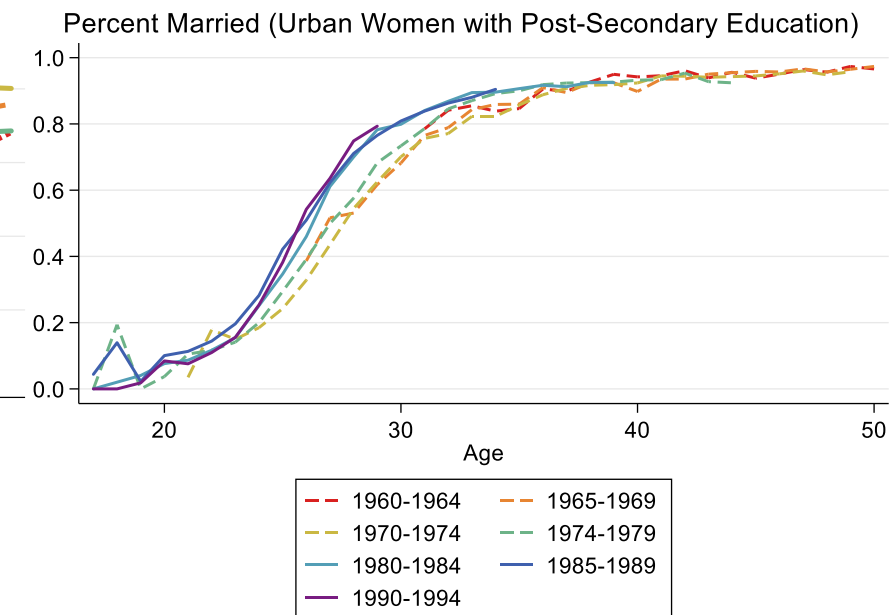
Calculated by authors from Susenas

Decrease in gender wage ratio in high-end service



Calculated by authors from Sakernas

Decrease in marriage age



Calculated by authors from Susenas

Housework and childcare constraining women to succeed in formal sector

- Long and inflexible working hours in highly paid formal jobs
- Long commuting hours
- Lack of childcare



Policies that can help

- Better transport infrastructure
- More reliable and affordable childcare
- More flexible working arrangements
- Enforcement of minimum age at marriage





To conclude

- Exciting new opportunities for women in the labour market
- Constraints due to care work at home
- Government policies can help

Thank You

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*The views and opinions in this presentation are the authors' own and do not reflect those of J-PAL's.