

Gender Inequality in Workplace (Study Case: Indonesia)

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Abstract

In Indonesia, gender issue has been develop since long time ago and set under the law of Indonesia. The President Instruction No 9 of 2000 about gender mainstreaming to decrease the gap between men and women in accessing the development, improve the participation and understanding towards development. However, the effort of gender equality in Indonesia has to face many obstacles. According to World Economic Forum, among 149 countries Indonesia placed in the rank of 85 regarding to the gender gap issue of 2018 such as in economic participation and opportunity which means not in the good condition. The paper aims to explore the phenomena of gender inequality in workplace in Indonesia. To answer the research question, the author use qualitative research method with secondary data and analyze through thematic analysis approach. The author also use the theory of structural functionalism by Parsons and Bales (1955) to analyze the data. The result shows that the gender inequality impacted to division of labor such as job opportunity, structural position, amount of salary and violence in workplace.

Key Words: Gender Inequality, Gender workplace, Job Opportunity, Violence against women

Di Indonesia, masalah gender telah berkembang sejak lama dan diatur di bawah hukum Indonesia. Instruksi Presiden No. 9 tahun 2000 tentang pengarusutamaan gender untuk mengurangi kesenjangan antara laki-laki dan perempuan dalam mengakses pembangunan, meningkatkan partisipasi dan pemahaman terhadap pembangunan. Namun, upaya kesetaraan gender di Indonesia harus menghadapi banyak kendala. Menurut World Economic Forum, di antara 149 negara Indonesia berada di peringkat 85 sehubungan dengan masalah kesenjangan gender 2018 seperti dalam partisipasi ekonomi dan peluang yang berarti tidak dalam kondisi baik. Makalah ini bertujuan untuk mengeksplorasi fenomena ketidaksetaraan gender di tempat kerja di Indonesia. Untuk menjawab pertanyaan penelitian, penulis menggunakan metode penelitian kualitatif dengan data sekunder dan menganalisis melalui pendekatan analisis tematik. Penulis juga menggunakan teori fungsionalisme struktural oleh Parsons dan Bales (1955) untuk menganalisis data. Hasilnya menunjukkan bahwa ketimpangan gender berdampak pada pembagian kerja seperti kesempatan kerja, posisi struktural, jumlah gaji dan kekerasan di tempat kerja

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Kata Kunci: Ketidaksetaraan Gender, tempat kerja Gender, Peluang Kerja, Kekerasan terhadap perempuan

A. Introduction

The gender equality issue currently become a highlight all over the world. The issue of gender equality exists to limit the gap between men and women in all aspects. Usually, women has been know as not strong as men which affected their opportunity in work place. Many people all over the world stick into their perspective which is men physically stronger and can do many job than women, however women is contradict to that condition. This is called misconception about gender.

According to World Health Organization (WHO) , gender refers to the socially constructed characteristics of women and men such as norms, roles and relationships of and between groups of women and men (World Health Organization, n.d.). West, Zimmerman and Butler in Eckert and McConnellGinet mentioned that gender is something that acted and performed by the human being but not what they have or born with (Eckert & McConnellGinet). Gender is naturally comes after human being exist in the world, it is constructed by the environmental and performed by themselves.

The misconception is lead to the number of gender gap which become bigger. The insight report by world economic forum about The global gender gap report 2018, needs 108 years to discover gender gap. The report use indicator of economic participation and opportunity, educational attainment, health and survival, and political empowerment. The indicator of political empowerment and economic participation and opportunity have the biggest gap than others (World Economic Forum, 2018).

In the indicator of political empowerment and economic participation and opportunity, many issues still exist till now especially in workplace. The gender inequality in workplace can be in form of job opportunity, labor force, sexual

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harassment, job restriction, low salary, limitation for the structural position and others. From 187 economic countries, only six countries which give legal equality right between men and women with the indicators of Going Places, Starting a Job, Getting Paid, Getting Married, Having Children, Running a Business, Managing Assets and Getting a Pension (World Bank, 2019).

In Indonesia, gender issue has been develop since long time ago. Since 1908, the effort in accessing education for women has been started and continue to set the celebration for Mother's Day in 22 December 1928. Era of New Orde 1978, the gender issue successfully go inside the political system by create the Ministry about Women. However the progress of gender equality in Indonesia is increase time to time. Every president has their own policy related to gender equality.

The program of gender equality is set under the law of Indonesia. Such as the President Instruction No 9 of 2000 about gender mainstreaming to decrease the gap between men and women in accessing the development, improve the participation and understanding towards development (PRESIDEN REPUBLIK INDONESIA, 2000). The law no 1 of 2017 is produced special to address the issue of gender inequality. The government of Indonesia also set the parameter of gender equality which consists of access, participation, control and benefit (Kementrian Hukum dan Hak Asasi Manusia; Kementrian Pemberdayaan Perempuan dan Perlindungan Anak; Kementrian Dalam Negeri Republik Indonesia, 2011).

However the effort of gender equality still has to face many obstacles. The U.S News ranked Indonesia as one of the 10 worst countries for gender equality due to the existence of hundreds discriminatory laws (Radu, 2019). Among 149 countries in world

economic forum, Indonesia placed in the rank of 85 regarding to the gender gap issue of 2018. Based on the 4 indicators, the indicator of educational attainment especially enrolment in primary education is the worst one and following by economic participation and opportunity such as labor force participation, estimated earned income and legislators, senior official and managers indicators (World Economic Forum, 2018).

Based on the information above, the author would like to know the situation of gender equality issue in Indonesia especially in workplace. Because the issue of gender equality has been developed since long time ago. However the ration between men and women in Indonesia has not so much different.

- **Research Question**

How is the phenomena of gender inequality in workplace of Indonesia ?

- **Research Objective**

To explore the phenomena of gender inequality in workplace in Indonesia.

B. Literature Review

- **Operational definition**

Gender refers to the economic, social, political, and cultural attributes and opportunities associated with being women and men or sociocultural expression of particular characteristics and roles that are associated with certain groups of people with reference to their sex and sexuality (Jhpiego, n.d.). The concept of gender also includes the expectations held about the characteristics, aptitudes and likely behaviors of both women and men (femininity and masculinity) (UNESCO, 2003).

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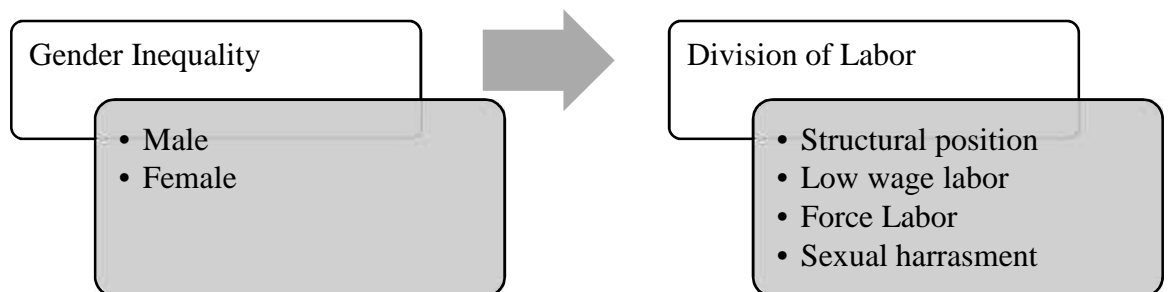
Gender inequality is a characteristic of most societies, with males on average better positioned in social, economic, and political hierarchies. For more than two decades, the goal of reducing gender inequality has held a prominent place in international organizations

and in national strategy statements (UNDP). There are seven types of gender equality such as mortality inequality, natality inequality, basic facility inequality, special opportunity inequality, professional inequality, ownership inequality and household inequality (Sen, 2001).

Theory of Structural Functionalism

According to Parsons and Bales (1955), gender inequalities exist as an efficient way to create a division of labor, or as a social system in which a particular segment of the population is clearly responsible for certain acts of labor and another segment is clearly responsible for other labor acts (LibreTexts, n.d.). Parsons and Bales in Schneewind, gender-related role specialization is characterized by instrumental or task-oriented roles for males and expressive or person-oriented roles for females or gender-specific complementary roles are supposed to maintain the equilibrium of the family system as well as the social system as a whole (A.Schneewind, 2015).

- Theoretical framework



- Related studies

In the research titled *Gender inequalities in the workplace: The effects of organizational structures, processes, practices, and decision makers' sexism* by Stamarski and Hing, found that Human Resources practices (i.e., policies, decision-making, and their enactment) affect the hiring, training, pay, and promotion of women. They stated that gender inequality is a complex phenomenon which is not easy to solve. The authors propose a model of gender discrimination in HR that emphasizes the reciprocal nature of gender inequalities within organizations. (Stamarski & Hing, 2015)

C. Research methodology

In order to answer the research question, the author uses qualitative research method. The author uses secondary data by books, reports, journals, news, and other documents related to the issue for data collection. Throughout thematic analysis approach, the author analyzes the data.

D. Discussion

The issue of gender discrimination in the workplace in Indonesia is still high. Even though the government of Indonesia has produced laws and regulations related to gender discrimination, but the reality shows a contradictory condition. However, things have become behavior from time to time which makes it harder to solve. This also creates a new perspective for society as a common thing and careless about gender discrimination. Below is a report regarding gender inequality from the World Bank and World Economic Forum.

According to the World Bank report in 2019, gender discrimination in the workplace shows in many forms. The World Bank counts from the number 0 to 100. The lowest score is 40 as an indicator of laws affecting women's decisions to work. It means that

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the women in Indonesia still face many limitation in job opportunities. The indicator follows is laws affecting women's work after having children with the score 60 means slightly good to let the women work after having children. In contrast, the indicator of women starting and running businesses, laws and regulations affecting women's pay, and laws affecting the size of a woman's pension shows good score which is 75 over 100. It shows that the women have big opportunity to run their own business and the law about pension and salary is exists.(World Bank, 2019)

World Economic Forum shows in their report regarding to gender gap in Indonesia that there are still many indicators of wide gender gap among men and women. They are labor force participation, estimated earned income, legislators, senior officials and managers, professional and technical workers, and women in parliament. However, the indicator of women in ministerial positions shows good rank which is 38 over 145 countries in the world. (World Economic Forum, 2018)

In Indonesia, the gap between men and women in workplace is very wide. According to SUSENAS from 1000 people, number of women work is 254, not work women is 243, men work is 407, not work men is 96 (Badan Pusat Statistik, 2016). In August 2017, the statistic Berau update the data number of worker in Indonesia. From 121.022.423 people, there are 74.736.546 men and only 46.285.877 women (Perempuan Indonesia, 2018). The Ministry of Finance mentioned that only 53% of productive women age that work (Sembiring, 2019), means 47% are unemployment and/or become housewife. Wider gap between men and women shows that the job opportunity offering for women is lower than men. This condition indirectly impacted to the economic of the countries, because the ration between women and men in Indonesia is not so much

different. If the women lack of job opportunity so the number of unemployment will increase time to time.

Besides job opportunity, the opportunity for women to become manager also very low. according to Grant Thornton survey over 37 countries, Indonesia is the second rank after India with the lowest women manager position (Ralie, 2019). The unbalancing of worker between women and men leading to the difference salary, because most of the men are placed the high position in structural rather than women (Anjani, 2018). The background of this problem is about the education. Women in Indonesia is rarely to access high education, because still high number of women in Indonesia that apply patriarchy system and believes that women is just can be a housewife so do not need to access high education.

As the worker, women usually get the violence in their workplace. In 2012, there are 25 cases recorded sexual harassment in industrial workplace and some cases is unrecorded because of the victims feels afraid or not realize kind of sexual harassment (Ramdhani, 2016). The National Commission on Violence Against Women found that the number of violence against women is three times increase from 2010 to 2014 (Radu, 2019). In 2017, Perempuan Mahardika conduct research about sexual harassment in workplace with 773 sampling in 45 industries founded that 56.5% get the sexual harassment physically and verbally and 93.6% are afraid to report (KOMNAS PEREMPUAN, 2019). In 2019, the Komnas Perempuan report there are 41 cases of violence against women with the perpetrators superior position or relatives (Jayani, 2019).

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The behavior of violence against women is happen almost allover the world. The believes of women weaknesses, create the mindset of underestimated for women. The most of violence against women that happen is through physically and verbally. Physically because the men feels that their self is stronger than women and verbally because usually women will be afraid if there is a thread.

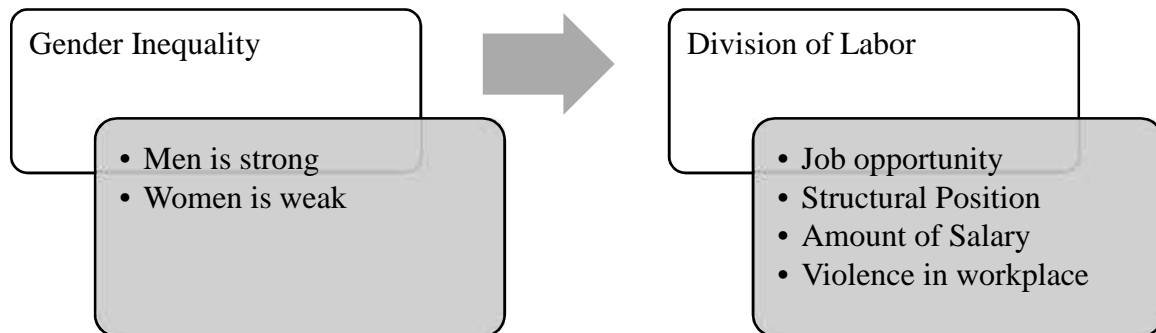
Even the women already have opportunity to work, sometimes they still face the problem of low salary. The Asian Development Bank study in 2014 shows that the average wage for females working in urban Indonesia was 30 percent lower than the average for that of their male counterparts (Radu, 2019). Sri Mulyani as the Minister of Finance mentioned that the women has 23% lower salary than men (Sembiring, 2019). Some cases founded that the worker even get unfair salary especially for housemaid with additional forces (KOMNAS PEREMPUAN, 2019).

Another form of violence against women is human trafficking. According to the report from department of State United State of America, Indonesia is the main destination for human trafficking. However, Indonesia also send a lot of migrant worker to Malaysia, Singapore and other Asian countries. The case of human trafficking is involve force labor and prostitution with the target women. (Kementerian Pemberdayaan Perempuan dan Perlindungan Anak Republik Indonesia; Kementerian Perencanaan Pembangunan Nasional, 2011)

Form of gender inequality in workplace

According to the theory of structural functionalism, gender inequality is lead to the division of labor. In workplace, the gender inequality clearly shows how the division of labor. Due to the background and stereotype of Indonesian people, the division of

labor in workplace is unfairly. Women did not get the same opportunity as men either for job opportunity, salary and action in workplace. The diagram below will shows how the structural functionalism theory works for gender inequality in workplace.



Based on the diagram above, the form of gender inequality is based on the stereotype that men is stronger than women which lead the condition below:

- The job opportunity for men is bigger than women which from 661 over 1000 people who works, the ratio is 407 men : 254 women.
- The high structural position is mostly placed by men than women. However the condition of men worker is bigger than women make the condition become worse. As mentioned before that Indonesia is the second lowest number of women manager after India.
- Amount of salary for women is lower than men. The condition supported by the education condition of women, the stereotype of women, the job opportunity and the structural position.
- Because the perception of men is stronger than women, women get more violence in workplace than men. Men is the actor who doing violence against women in workplace. The violence against women in form of sexual harassment physically and verbally, force labor, unpaid worker, and human trafficking.

E. Conclusion and Suggestion

Based on the explanation above, the author conclude that the gender inequality in workplace in Indonesia is still high. The gender inequality in workplace in Indonesia are inter connected each other. The women in Indonesia mostly are lack of education which lead them to not be able compete with men to get the job. However job opportunity for women is smaller than men that lead to the position in structural. If the number of women in high structural position only small, means only small number of women which have high salary. The condition is support the action of violence against women in workplace such as trafficking, force labor, sexual harassment, unpaid labor and others.

The condition consider is really bad for women in Indonesia. so that the author suggest to address this issue, the government must have strict policy for women in workplace. The policy is not just about get the job, but how their existence in workplace safely.

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