



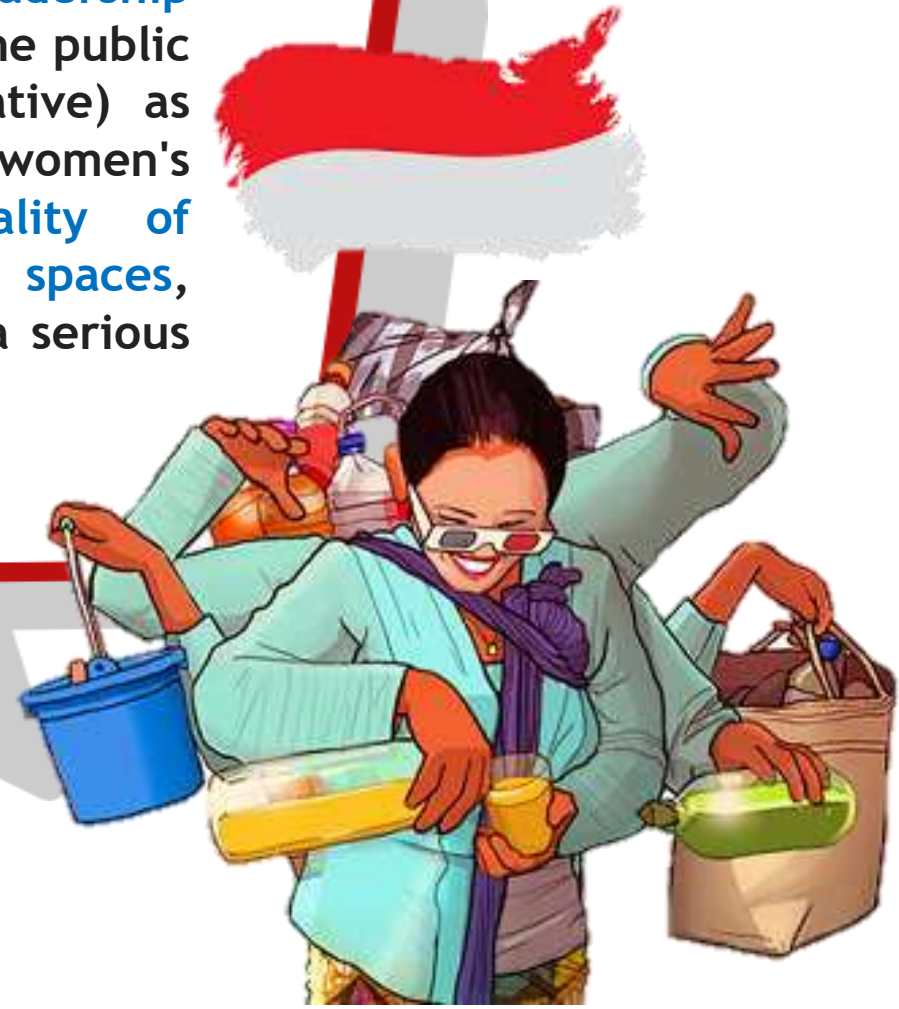
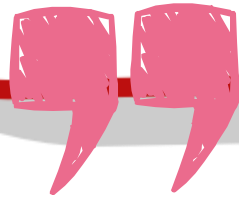
Women's Leadership Gap at the Private Sector in Indonesia: Identification of the Problems Root and Modality to Realize the Gender Equality

Susi Rai Azizi

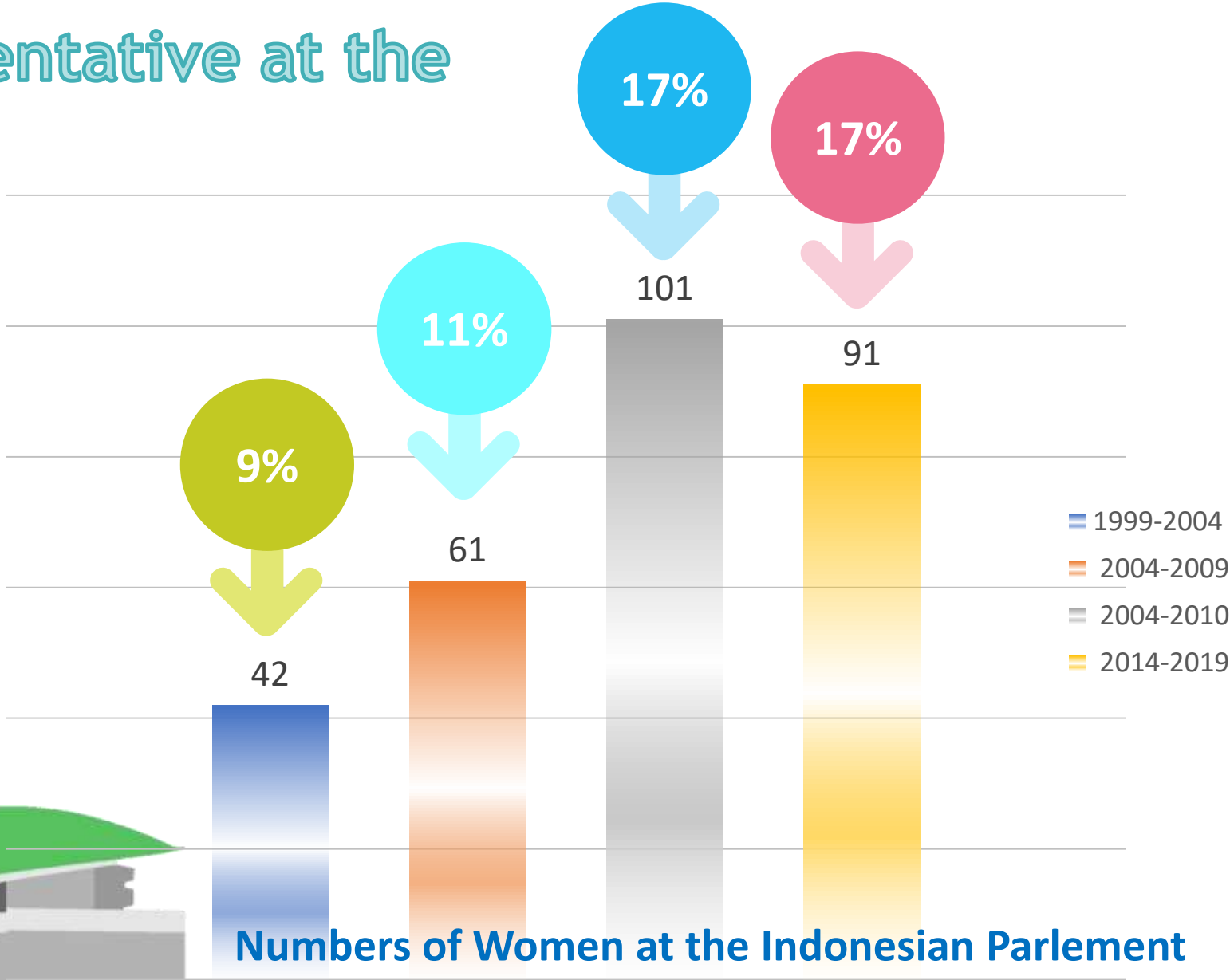
Deputy Chair of Special Committee on Entrepreneurs with Integrity
The Indonesian Chamber of Commerce (KADIN)

Situational Analysis Women at Public Space

As in other countries, Indonesian women face challenges and barriers to obtain leadership positions compared than men, both in the public sector (executive, judiciary, or legislative) as well as in the private sector. The low women's representation indicates the inequality of women's representation in public spaces, including the economic sector. This is a serious problem in Indonesia



Women's Representative at the Legislative



Numbers of Women at the Indonesian Parliament

Source: compiled from various data source

Women's Representation at the Executive: Number of Women Ministers

President
Joko Widodo (2014-2019)
34 Ministries



President
Susilo Bambang Yudhoyono (2009-2014)
34 Ministries

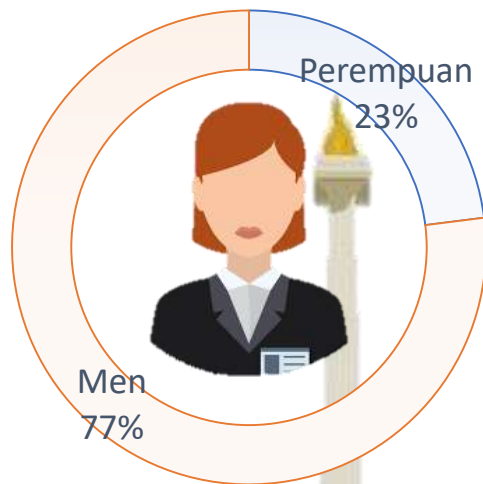


President
Susilo Bambang Yudhoyono (2004-2009)
34 Ministries



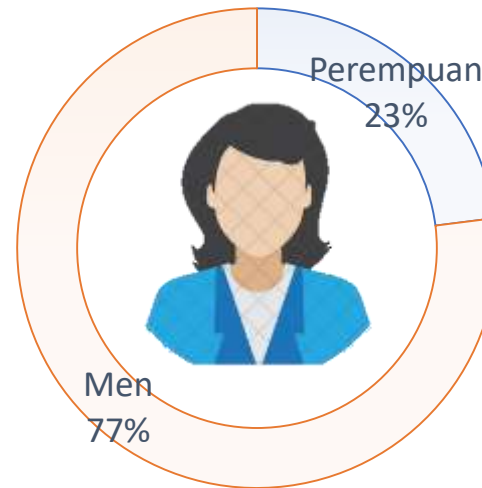
Women's Representative at the Executive: Number of Women's Government Officials (Echelon's level)

2014



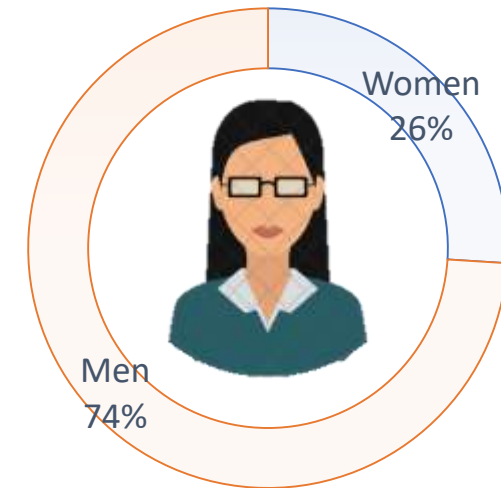
□ Perempuan □ Laki-Laki

2015



□ Perempuan □ Laki-Laki

2016



□ Perempuan □ Laki-Laki

Sumber: Diolah dari berbagai sumber

Women's Representation at the Judiciary

48 Justices at the
Supreme Court

2019



4 Female Justices



9 Female Judges
At the Constitutional Court

2019



1 Female Judge



Women's Representation at the Private Sector

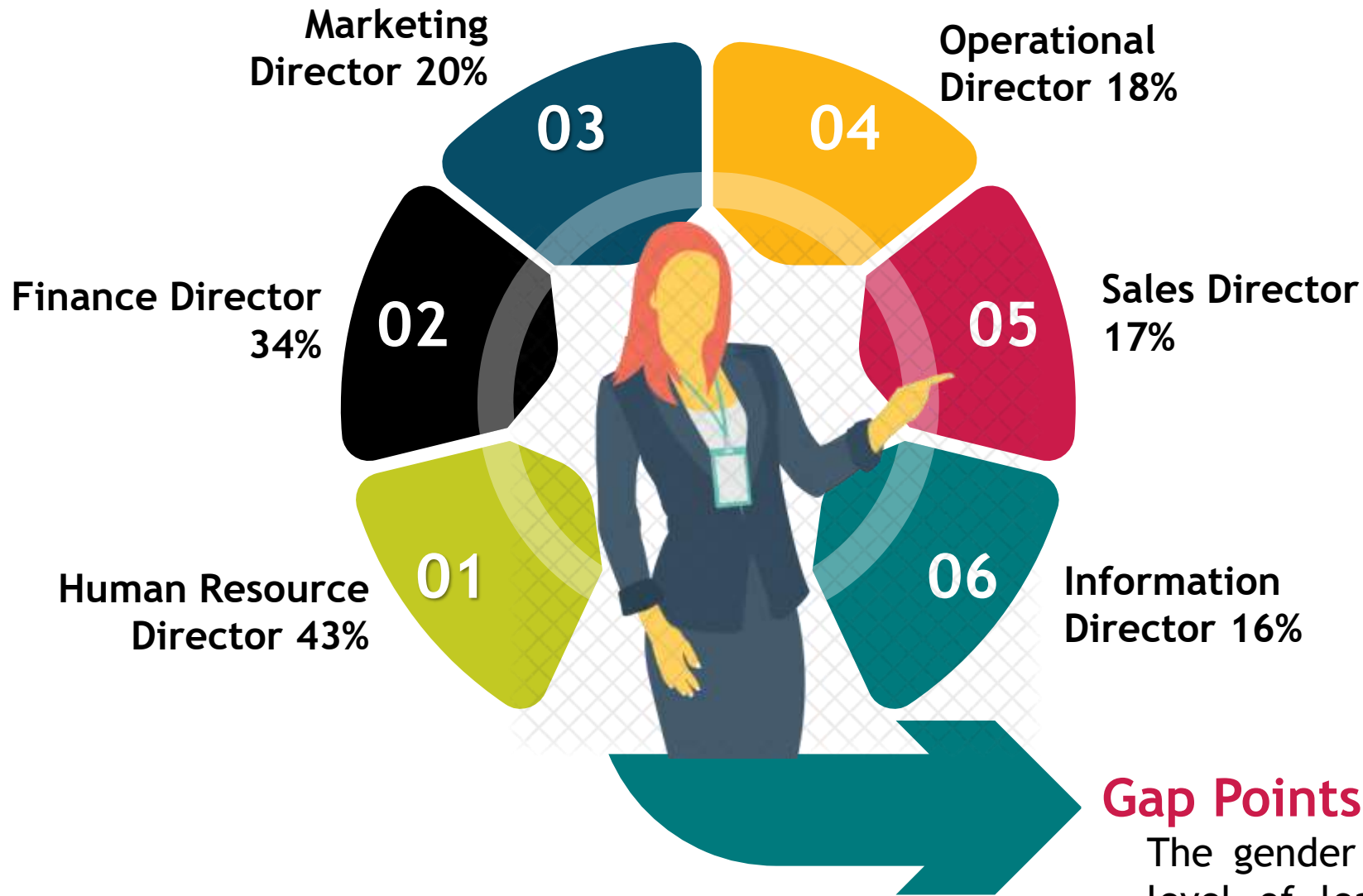


Global Grant Thornton
launched a report:
Women in Business 2018



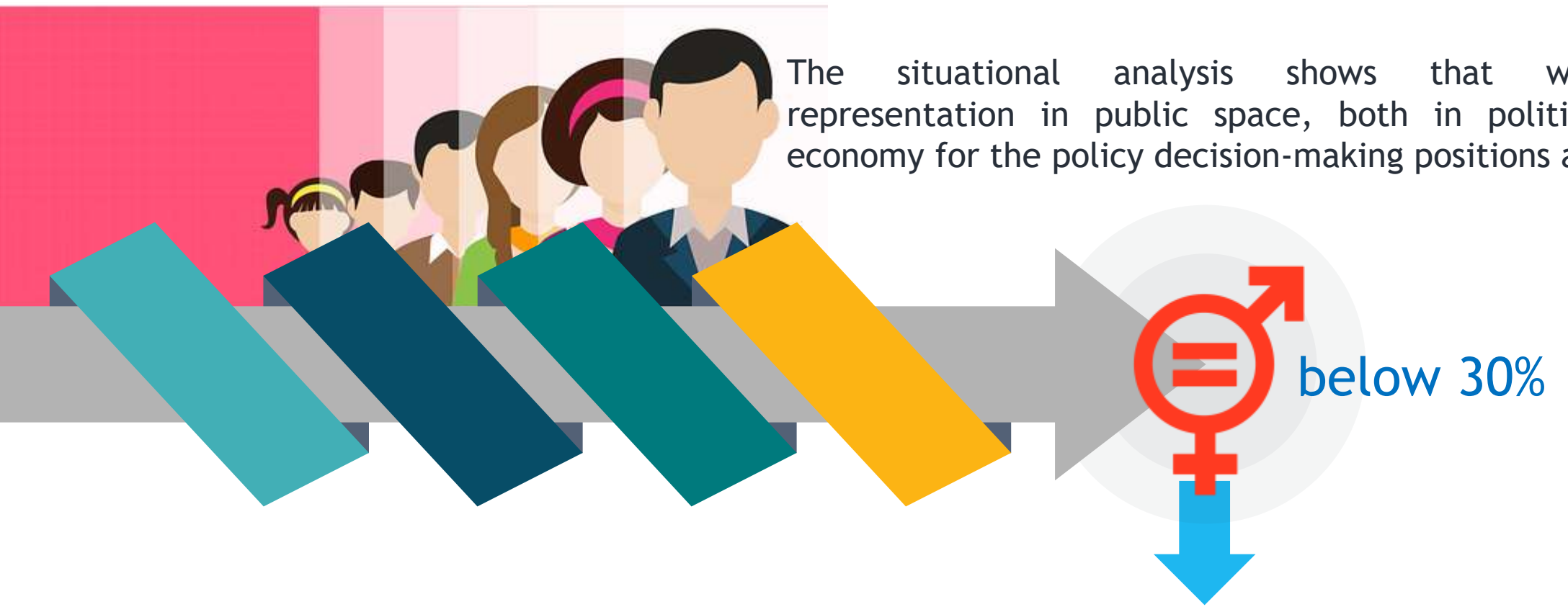
43%

Women in Indonesia
Is able to reach senior
management level at
the companies



Gap Points

The gender inequality is at the highest level of leadership, with only **15% of women** occupies **the CEO level or Managing Director**.



The situational analysis shows that women's representation in public space, both in politics and economy for the policy decision-making positions are:

below 30%

The Global Gap Gender Report published by the World Economic Forum identifies the gender inequality in economic participation and opportunities for women as the most significant gender inequality challenges for many countries, including Indonesia.

Why Women's Representation?

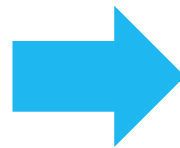
Women's Representation

Discussing the women's representation in public space is important because it will impact to the substance of policy, program, budget at both political and economy institutions. The proper women's representation (30% minimum) is expected to be able to change the direction of policy, program, even budget developed so that they will not ignore women's specific interests and experiences.

The promotion of **gender equality and women empowerment** is the core element and the goal to achieve mencapai the Sustainable Development Goals (SDGs).



Impacts to Women's Rights



Realization of SDG Goals 5 (Gender Equality)

Executive

Judiciary



Legislative



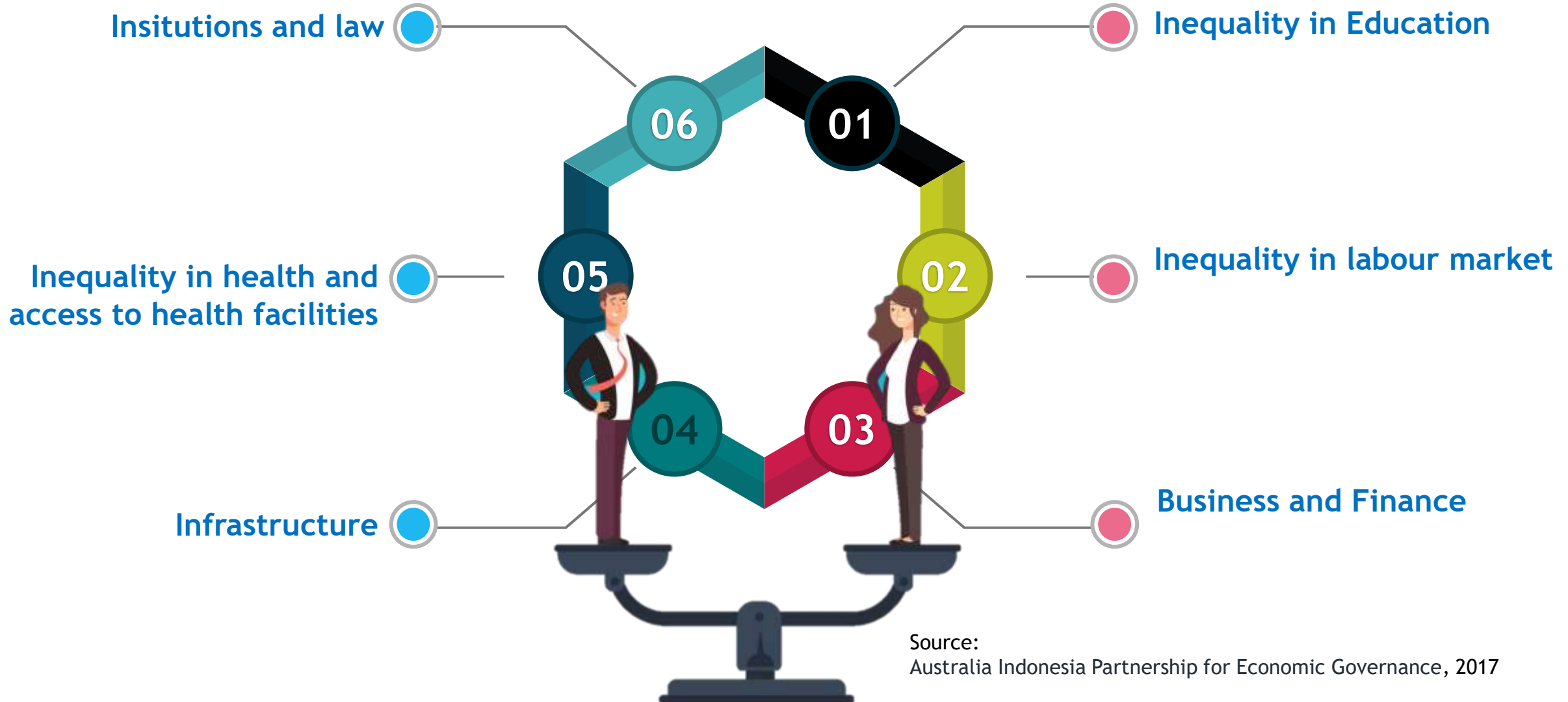
Economic Institutions



Why Women's Representation in Public Space is Important?

Why Gender Inequality Exist?

Six Aspects of Gender Inequality



Source:
Australia Indonesia Partnership for Economic Governance, 2017

4 Categories of the Global Gender Inequality Index World Economic Forum





Male Domination

Social and Cultural Norms and Values which are still dominated by male



Barriers for women's participation in **the leadership** are varied at any levels of **political system, organization structure, and cultural norms.**



Organization Structure

The organization structure is still not supporting women at work to achieve high-level positions at government ministries, parliament and political parties, judiciary institutions, and companies.



Organization Knowledge

Lack of organization knowledge on the gender differences in setting-up work priorities, the pattern and style of the decision-making within the organization.

Modality for Overcoming Gaps in Women Representation



R.A. Kartini

After Rains, Comes Sunshine...

There is no cloud in the sky that lasts forever. There's no way the weather will ever get out of hand. After a dark night the weeds are born in the morning and brings beauty. Human life is like nature



Affirmative Policy

1
International
instruments on
human rights

International Convention on
Elimination of All Forms of
Discrimination against
Women (CEDAW) which was
ratified through the Law
No.7 Year 1984.

2
Legislation

Article 46 Law
No.39 Year 1999
on Human Rights

3
Regulation

Presidential Instruction No.9
Year 2000 on Gender
Mainstreaming in National
Development



Government
Ministries/State
Agencies



The Indonesian Chamber of Commerce's Challenges and Commitment in Promoting Gender Equality in Private Sector



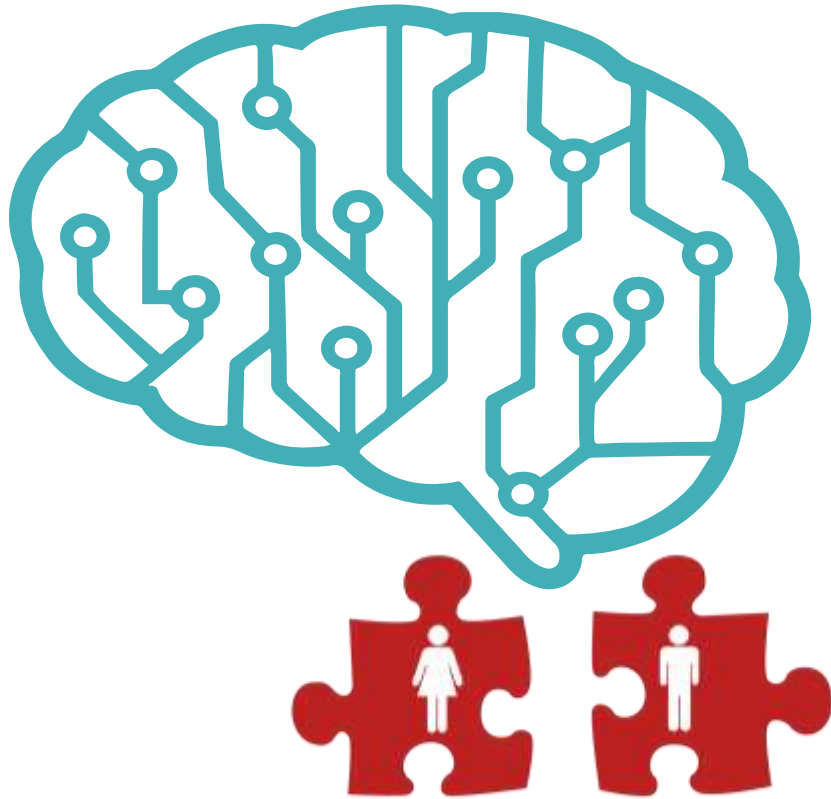
01 The Indonesian Chamber of Commerce's Committed 2015-2020 consists of 34 Persons: 28 male and 6 female.

02 Promoting women and gender-friendly working space

03 Developing women-oriented investment program

04 Promoting pluralism and diversity practices and culture and increasing numbers of women holding key positions in the companies

Recommendations



1

To achieve an increased gender equality, the government needs to establish policy that provides guidance and direction for the companies to realize gender equality and to achieve SDG Goal #5.

2

Government needs to provide incentives to companies which applies 30% quotas of women representation at the CEO and management level

3

A multi-stakeholder dialogues should be regularly conducted discussing barriers, challenges and actions for increasing women representation at private sector and sharing experiences and best practices among companies

