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

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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: 23%
- Men: 77%

2015
- Perempuan: 23%
- Men: 77%

2016
- Women: 26%
- Men: 74%

Sumber: Diolah dari berbagai sumber
Women’s Representation at the Judiciary

48 Justices at the Supreme Court

9 Female Judges At the Constitutional Court

Sumber: Diolah dari berbagai sumber
Global Grant Thornton launched a report: *Women in Business 2018*

43% Women in Indonesia is able to reach senior management level at the companies.
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.
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).
Why Women’s Representation in Public Space is Important?

Realization of SDG Goals 5 (Gender Equality)

Impacts to Women’s Rights
Inequality in labour market

Inequality in health and access to health facilities

Infrastructure

Insitutions and law

Inequality in Education

Business and Finance

Source: Australia Indonesia Partnership for Economic Governance, 2017
4 Categories of the Global Gender Inequality Index
World Economic Forum

- Academic Achievement
- Participation and Economic Opportunities
- Political Empowerment
- Health and Survival
Male Domination
Social and Cultural Norms and Values which are still dominated by male

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.

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

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

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

Affirmative Policy

Government Ministries/State Agencies
Paying attention to the needs of women groups.

Goal 5 - towards Gender Equality

Encourage companies to apply Women Empowerment principles at private sector.
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
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.

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

2. 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.
Thank You