

GENDER COUNTRY PROFILE

INDONESIA



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List of Abbreviations

AARR	Annual Average Reduction Rate
AIDS	Acquired Immune Deficiency Syndrome
Bappenas	<i>Badan Perencanaan Pembangunan Nasional</i> -The Indonesian National Planning and Development Agency that has the task to oversee government affairs in the field of national development planning to assist the President in organizing state government
BKKBN	<i>Badan Kependudukan dan Keluarga Berencana Nasional</i> -The National Population and Family Planning Board
BLT	<i>Bantuan Langsung Tunai</i> . Indonesian government social assistance programs for direct cash aid
BPS	<i>Badan Pusat Statistik</i> -Central Bureau Statistic
CEDAW	Convention of the Elimination of All Forms of Discrimination against Women
Covid-19	Corona Virus Disease 2019
CPAP	Country Program Action Plan
Dharma Wanita	Organizations for the wives of Indonesians civil servants
DPR	<i>Dewan Perwakilan Rakyat</i> . The People's representative council
GBV	Gender-Based Violence
Gerindra	<i>Partai Gerakan Indonesia Raya</i> -The Great Indonesia Movement Party, Indonesian political party
GoBiz	A service by Gojek (Indonesian start-up company) that help business owners manage their business
GoI	Government of Indonesia
Golkar	<i>Golongan Karya</i> -a political party
GRB	Gender Responsive Budgeting
HIV	Human Immunodeficiency Virus

ICCPR	International Covenant on Civil and Political Rights
ICPD	International Conference on Population and Development
IDHS	Indonesia Demographic and Health Survey
Inpres	<i>Instruksi Presiden</i> -Presidential Instructions
JKN	<i>Jaminan Kesehatan Nasional</i> -The Indonesian National Health Insurance
KemenkoPMK	<i>Kementerian Koordinator Pembangunan Manusia dan Kebudayaan</i> - The Coordinating Ministry for Human Development and Cultural Affairs
KemenPPPA/ KPPA	<i>Kementerian Pemberdayaan Perempuan dan Perlindungan Anak</i> -The Ministry of Women Empowerment and Child Protection
KemenPPN	<i>Kementerian Perencanaan Pembangunan Nasional</i> -The Ministry of National Development Planning
Komnas Perempuan	<i>Komisi Nasional Anti Kekerasan Terhadap Perempuan</i> -National Commission on Violence Against Women
KOWANI	<i>Kongres Wanita Indonesia</i> -Indonesia's Women Congress
Lemhanas	<i>Lembaga Ketahanan Nasional</i> -National Defence Institute
LBH APIK	<i>Lembaga Bantuan Hukum Asosiasi Perempuan Indonesia untuk Keadilan</i> -The Legal Aid Foundation of the Indonesian Women's Association for Justice
LGBTQ	Lesbian, Gay, Bisexual, Transgender, Queer
MDGs	Millenium Development Goals
MMR	Maternal Mortality Rate
MokaPOS	A digital cashier application that uses Cloud system for businesses
MR	<i>Peraturan Menteri</i> -Ministerial Regulations
MSMEs	Micro, Small and Medium Enterprises
Nasdem	<i>Partai Nasional Demokrat</i> -a political party
NGO	Non Governmental Organization

NSPK	<i>Norma Standar Prosedur dan Kriteria</i> -the Criteria and Procedural Standard
PAN	<i>Partai Amanat Nasional</i> - an Islam-based political party
PDI-P	<i>Partai Demokrasi Indonesia Perjuangan</i> -a political party
PKB	<i>Partai Kebangkitan Bangsa</i> -a political party
PKH	<i>Program Keluarga Harapan</i> -Family Hope Programme
PKK	<i>Pemberdayaan Kesejahteraan Keluarga</i> -Family Welfare Movement
PKS	<i>Partai Keadilan Sejahtera</i> -an Islam-based political party
PKT	<i>Padat Karya Tunai</i> -Cash Intensive Work to empower poor families by utilizing appropriate resources and technology
PMTCT	Prevention of Mother To Child Transmission
PONED	<i>Pelayanan Obstetri Neonatal Emergensi Dasar</i> -Basic Emergency Neonatal Obstetrics Services
PONEK	<i>Pelayanan Obstetri Neonatal Emergensi Komprehensif</i> -Comprehensive Emergency Neonatal Obstetrics Service
Posyandu	<i>Pos Pelayanan Terpadu</i> -Integrated Healthcare Center
PPHAM	<i>Perempuan Pembela Hak Asasi Manusia</i> -Women Human Rights Defenders
PPP	<i>Partai Persatuan Pembangunan</i> -an Islam-based political party
Puskesmas	<i>Pusat Kesehatan Masyarakat</i> -Community Health Center
RPJMN	<i>Rencana Pembangunan Jangka Menengah Nasional</i> -the Medium Term National Development Plan of Indonesia
RPJPN	<i>Rencana Pembangunan Jangka Panjang Nasional</i> -the Long-term National Development Plan of Indonesia
RP3	<i>Rumah Perlindungan Pekerja Perempuan</i> -the Safe House for Women Workers
SAFENet	Southeast Asia Freedom of Expression Network

SDGs	Sustainable Development Goals
SEANWPNM	Southeast Asian Network of Women Peace Negotiators and Mediators
SMEs	Small and Medium Enterprises
SOE	State Own Enterprise
SP3	<i>Surat Perintah Penghentian Penyidikan</i> -the Warrant letter of termination for investigation of criminal acts
STEM	Science, Technology, Engineering, and Mathematics
TFR	Total Fertility Rate
TNI	<i>Tentara Nasional Indonesia</i> -Indonesian National Army
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
VAW	Violence against women
WCW	World Conference on Women.

Report on Indonesia's Gender Country Profile

1. Basic Profile of Gender Characteristics throughout Indonesia

1.1. Overview

Indonesia is a country of many facets, both in terms of its culture and of its people. With a diverse population spanning a variety of ethnic groups, religions and political leanings, the Constitution and state philosophy of *Pancasila* aim to develop a strong, peaceful and democratic society based on common values.¹ Gender inequality persists, however, and in 2020, the United Nations Development Program placed Indonesia in the 121st position out of 189 countries in its 2020 Gender Inequality Index, which provides insights into women's under-representation in education, politics, and the labour market, as well as the country's reproductive health inequalities as measured by maternal mortality ratio and adolescent birth rates which looks at empowerment through education and political office, participation in the labour market, and health and social factors such as maternal mortality and the adolescent birth rate.²

Indonesia also ranks 85th out of 153 countries in the Global Gender Gap Index.³ Created by the World Economic Forum, this Index benchmarks gender-based disparities, from economic participation and opportunity, to educational attainment, health and survival, and political empowerment. Here, the low share (54%) of women participating in the labour market and the significant differences in income distribution (both elements in the economy subindex) continue to weigh on the country's performance. At the same time, the educational and health gender gaps have nearly closed (scores of 97.0 and 97.4% on the respective subindexes).⁴ However, imbalances persist in terms of literacy rates (94% among women compared to 97% among men) and enrolment rates in primary education (91% versus 96%), although levels are high and still rising for both sexes. Whilst the trends are overwhelmingly positive in the economic, health and educational spheres, political gender gaps have widened slightly, from an already low base (17.2%, 82nd down 22 places).⁵ This is principally due to weaker female representation in parliament (17.4%, down from 19.8%) and in the cabinet (24%, down from 26%).⁶ With regard

¹ Vickers, A. (2013). *A History of Modern Indonesia* (2nd ed.). Cambridge: Cambridge University Press. doi:10.1017/CBO9781139094665

² UNDP (2020). The 2020 Gender Inequality Ratio 2020. For detailed information, see: <http://hdr.undp.org/en/content/gender-inequality-index-gii>

³ World Economic Forum (2020). The 2020 Global Gender Gap Index. See: <http://reports.weforum.org/global-gender-gap-report-2020/the-global-gender-gap-index-2020/performance-by-region-and-country>

⁴ World Economic Forum (2020). The 2020 Global Gender Gap Index. See: <http://reports.weforum.org/global-gender-gap-report-2020/the-global-gender-gap-index-2020/selected-country-performances/>

⁵ *Ibid.*

⁶ World Economic Forum (2020). The 2020 Global Gender Gap Report. See: <http://reports.weforum.org/global-gender-gap-report-2020/dataexplorer/#economy=IDN>

to gender parity, Indonesia ranks well behind some of its Southeast Asian neighbours. Of the 153 assessed economies, Indonesia ranked 85th, falling behind the Philippines (16th), Laos (43rd), Singapore (54th) and Thailand (75th).⁷ It is worth noting, however, that these ranks and figures of Global Gender Gap might change next year as in 2021 the World Bank moves Indonesia from the upper-middle income category to the low-middle income due to the impact of COVID-19 pandemic.⁸

1.2. Gender Profile Key Statistics

Population⁹: As of 2020, the total population of Indonesia is almost 270 million people. Within that population, 49.8% are female.

Economic (Wages)¹⁰: In terms of the gender pay gap, the United Nations has determined that as of 2020, women earn 23% less than men on average. (2.4 million Indonesian Rupiah as opposed to 3.1 million Indonesian Rupiah for men).

Politics¹¹: According to the United Nations Gender Inequality Index, women only occupied 17.5% of seats in the Indonesian parliament as of 2020.

Labour and Workforce: World Economic Forum recorded that only 55.9% of women of working age enter the labour market, whereas men make up to 84%.¹² UNDP's 2020 Gender Inequality Ratio recorded slightly different data by saying that the labour force participation rate of women stood at 53.1%, while men was 81.9%.¹³

Education¹⁴: Women's opportunities for education are getting closer to those for men. As of 2020, 46.8% of females aged 25 or older in Indonesia completed a secondary education.

Health¹⁵: The Indonesian Gender Inequality Index states that as of 2020, for every 100,000 live births there are 177 deaths. The adolescent birth rate was 47.4 births out of 1,000 women aged 15-19.

Although much progress has been made to balance the rights and roles of women, gender gaps, as the above data shows, still prevail. The above areas are multi-faceted and inter-related in

⁷ *Ibid.*

⁸ Hamadeh, N. et al (2021). "New World Bank Country Classifications by Income Level: 2021-2022.", retrieved from: <https://blogs.worldbank.org/opendata/new-world-bank-country-classifications-income-level-2021-2022>

⁹ BPS (2020). *Jumlah Penduduk Berdasarkan Jenis Kelamin 2018-2020* (Population number by gender 2018-2020).

¹⁰ BPS (2020). *Survey Angkatan Kerja Nasional 2020* (National Labour Force Survey 2020).

¹¹ *Op cit* no. 2.

¹² World Economic Forum (2021). *Global Gender Gap Report 2021*, Geneva: WEF. p. 37.

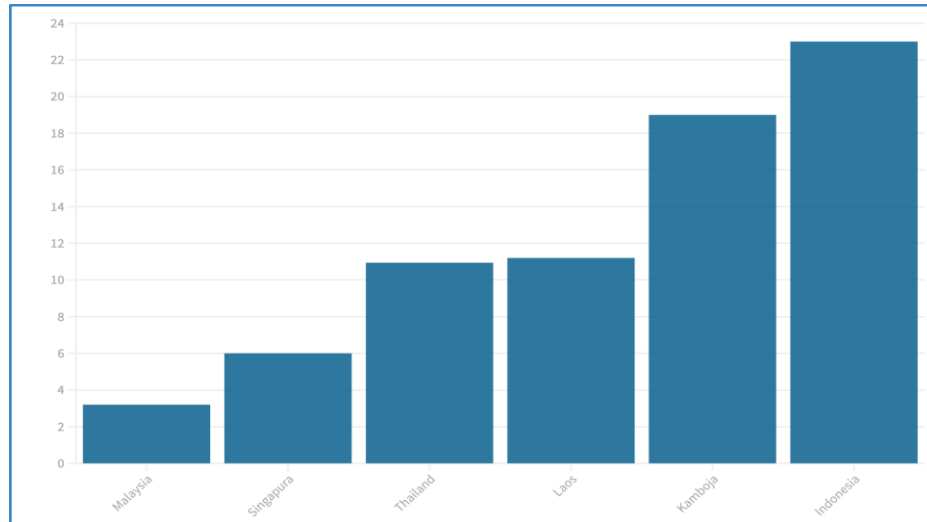
¹³ *Op cit* no. 2.

¹⁴ *Ibid.*

¹⁵ *Ibid.*

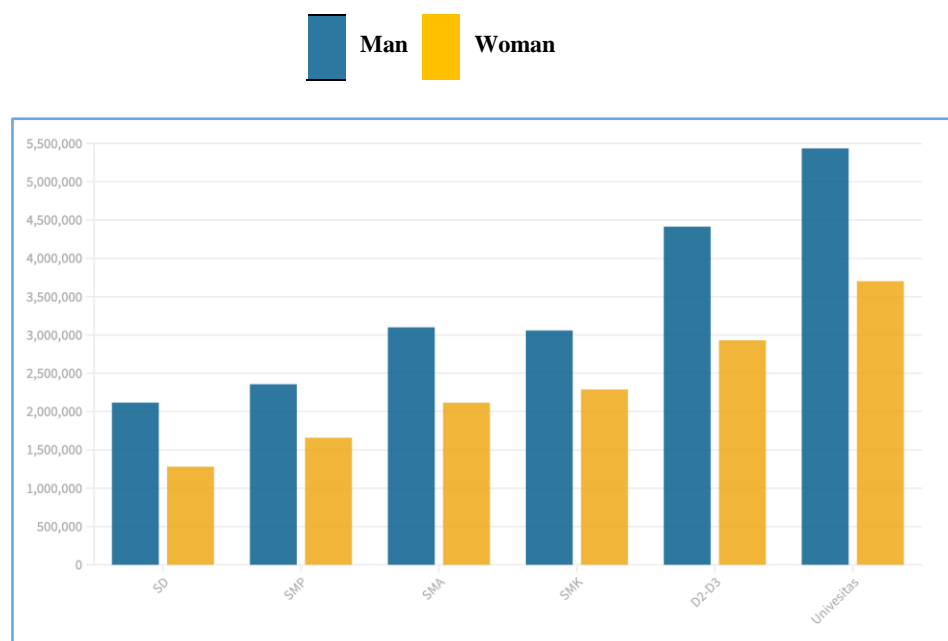
terms of the advancement of gender equality with numerous clashes and contradictions. Below, we look at these areas in greater detail.

Wage Gap in Indonesia is Among the Highest in Southeast Asia Region



Source: 2020/UN Women; UNDP; CDRI; MOM Singapore

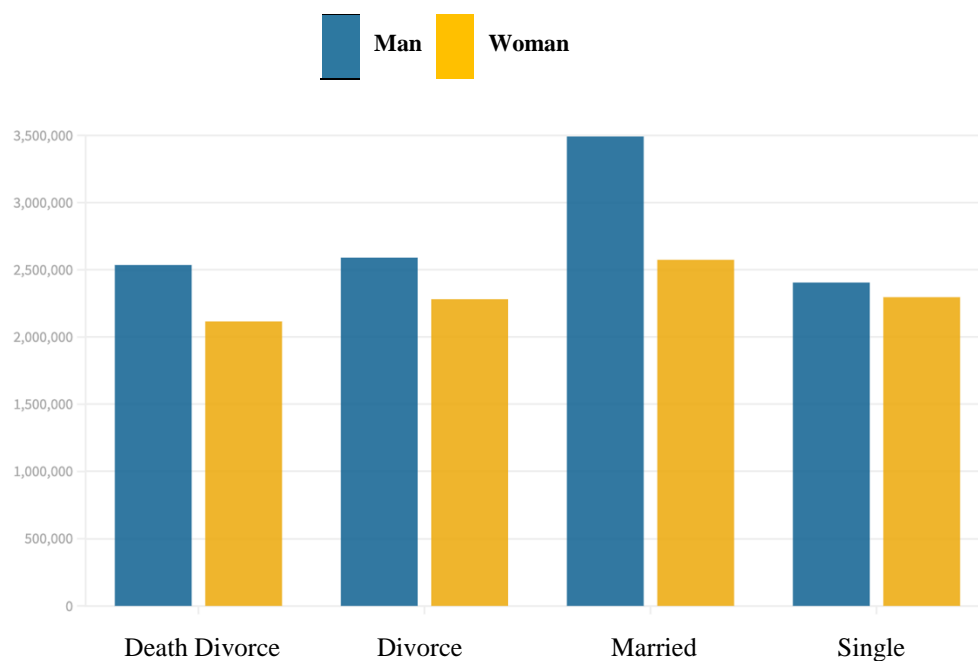
Average Monthly Net Wage by Education Category (2020)



Source: 2020/BPJS Workforce Survey

As shown in the graphs above, the salary gap does not alter greatly according to educational background. Women with a bachelor's degree receive a higher nominal salary than women with lesser education. However, they still only receive 68.1% of the male salary for the same position. Salary gaps occur in almost all major employment sectors. There are only four sectors where women's salaries are on average higher than those of men, namely construction, real estate, transportation and warehousing, and electricity and gas procurement. The highest inequalities are found in other service sectors at the rate of 66.2% for agriculture, forestry, and fisheries.¹⁶

Average Monthly Net Wage According to Marriage Status



Source: 2019/Ministry of Women Empowerment and Child Protection

Traditional gender roles in Indonesia place the man as the sole head of the family and the person in charge of family maintenance. This can result in women not being able to obtain family allowances.¹⁷ This is reflected in the average net wage of married male workers which is much higher than those of married women. Married male workers earn an average monthly net wage of IDR 3.49 million, while women earn only IDR 2.57 million. The percentage of wages received by married women is only 73.73% of that received by married men. To date, if a woman becomes the head of the family, she is required to provide legal evidence of their status as the main breadwinner in the family. With married status, men are automatically entitled to additional benefits. This condition also applies to women who are divorced both while alive and by death.

¹⁶ Fajriyah, IM et al (2020). *Profil Perempuan Indonesia 2020*. Jakarta: Kemen PPPA. pp. 71-79.

¹⁷ *Ibid*, pp. 183-199.

Official data from National Statistical Bureau has shown that at an early age, women have outperformed men at the early stages of education.¹⁸ Despite this, due to the prevalence of gender stereotypes and the inequity of opportunity, women are still paid 23% less than men, while less than 50% women work as professionals and only 30% women occupy managerial positions.¹⁹ It can thus be concluded that, in general, men still dominates the lionshare of opportunities in the workforce, benefitting both in terms of position and finances.

2. General Situation of Women and Government Policy on Gender

The Indonesian Constitution mandates equal rights for men and women. Several national laws and downstream regulations support this. The country has ratified the major international conventions that uphold principles of gender equality and the empowerment of women. These instruments include the United Nations Convention on the Political Rights of Women ratified by Law 68/1958, the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) ratified by Law number 7/1984, and the Optional Protocol to the CEDAW, which was signed by the Government in 2000. In meeting its international obligation as state party of CEDAW, Indonesia submits regular reports on CEDAW explaining the current issues and progress that has taken place. As a member of Human Rights Council, Indonesia is also committed to drafting Universal Periodic Reports (UPR) where gender issues are continuously highlighted.

In the area of workers' rights, Indonesia ratified the International Labor Organization's (ILO) Convention number 100 on Equal Remuneration for Men and Women Workers for Work of Equal Value via Law number 80/1957, and is party to a host of other ILO Core Conventions.²⁰ The Government of Indonesia ('GoI') has also passed several laws and regulations to protect women and children from violence,²¹ increase the number of women in politics,²² and promote gender mainstreaming in planning and budgeting, which is central to GoI's gender equality efforts.

¹⁸ BPS (2020). *Angka Partisipasi Sekolah Penduduk Usia 7-18 tahun* (Participation rate on education rate of women and men 7-18 years old). see: <https://www.bps.go.id/statictable/2012/04/25/1613/angka-partisipasi-sekolah-aps-penduduk-usia-7-18-tahun-menurut-tipe-daerah-jenis-kelamin-dan-kelompok-umur-2009-2019.html>

¹⁹ ILO (2020). "Indonesia supports the global movement towards equal pay," see: [Promoting gender equal pay: Indonesia supports the global movement towards equal pay \(ilo.org\)](https://www.ilo.org/public/indonesia-supports-the-global-movement-towards-equal-pay)

²⁰ Indonesian status of ILO Conventions ratifications, see: https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11200:0::NO::P11200_COUNTRY_ID:102938

²¹ Law No. 23/2004 on the Elimination of Domestic Violence; Law Number 23/2002 on Child Protection; Presidential Decree No. 87/2002 on National Plan of Action on Eradication of Child Commercial Sexual Exploitation; Presidential Decree No. 88/2002 on National Plan of Action on Elimination of Trafficking in Women and Children.

²² Law No. 12/2003 on General Election rules that each political party participating in a general election should consider at least 30% of women representation in the nomination of its members of national, provincial and local representative council.

2.1. National Priority Programs

GoI has been an enthusiastic supporter of Sustainable Development Goals (SDGs), including SDG 5 to *achieve gender equality and empower women and girls*. At a national level, Indonesia has adopted a policy and institutional framework that promotes women's rights. More recently, GoI committed to improving gender equality in the National-Medium Term Development Plan ('RPJMN') 2020-2024, which includes targets on access to education, employment, health, violence, and representation in politics.

2.2. Gender Equality in Development Policies

There are four key directions under RPJMN 2020-2024, which are: (i) improving the quality of life and active participation of women and vulnerable groups in the development sector, (ii) increasing protection for women and vulnerable groups from various acts of violence, including trafficking in persons and child marriages, as well as various forms of discrimination; (iii) improving and strengthening the process of gender mainstreaming in various fields of development; (iv) increasing institutional capacity and institutionalising gender mainstreaming in various sectors at the national, provincial, district and village levels.

The RPJMN 2020-2024 targets to be achieved are improving the quality of life for women, increasing the role of women in various fields of life, integrating gender perspectives in all stages of development, and strengthening gender mainstreaming institutions (both centrally and at the regional level). However, integrating a gender perspective in all aspects of development is not an easy task. The key issues to accelerate the improvement of gender equality and the role of women in development are to increase the understanding, commitment and ability of policy makers and development partners on the importance of integration, institutional strengthening of gender mainstreaming including gender responsive planning and budgeting.

To date, progress in this regard has been lacking as government policy and institutional frameworks are biased towards protecting women and improving women's contribution to family welfare through their role as wives and mothers.

Komnas Perempuan (the National Commission on Violence Against Women) found that the majority of national and regional policies that were conducive to fulfilling women's human rights focused on protecting women rather than removing restrictions to empower them.²³ Moreover, despite the policies and laws focused on protecting women, they often limit and restrict women's choice, mobility, and other human rights in reality.

²³ Komnas Perempuan classified the conducive policies into 11 categories: (a) services provided for women victims of violence; (b) migrant workers; (c) children's rights; (d) reproductive rights; (e) livelihood for married women; (f) protection of women; (g) right to education; (h) gender mainstreaming; (i) human trafficking (of women); (j) human trafficking and services for victims; and (k) prevention of sexual violence and crimes, *Catatan Akhir Tahun Komisi Nasional Perlindungan Perempuan* (2021).

2.3. Sustainable Development Goals

Indonesia is committed to successfully implementing the SDGs as part of its 2030 development agenda. Presidential Regulation no. 59/2017 concerning the implementation of SDGs in Indonesia mandated the Ministry of National Development Planning to develop a Roadmap for Achieving the SDGs in Indonesia.

Developed through multi-stakeholder participation, this roadmap defines the issues and projections of main SDG indicators in each goal, including its forward-looking policies to achieve each target. This includes achieving Goal 5 on gender equality through indicators like gender mainstreaming, protecting women from all forms of violence, and increasing the median age in first marriages for women among others. Under the roadmap, GoI's focus is to enhance access to and the quality of services that include family planning, equal and comprehensive reproductive health, social protection and other basic services. Strategies include enhancing gender-responsive access to reproductive health services and strengthening access and quality of family planning services through national health insurance (JKN).

2.4. The National Gender Mainstreaming Policy

The National Gender Mainstreaming Policy enacted through Presidential Instruction No. 9/2000 guides the National Long-term Development Plan (RPJPN) 2005-2025, which confirms GoI's commitment to gender equality with specific laws in place and aligning the National Development Agenda with SDG #5. This policy requires all government agencies at local and national levels to mainstream gender into the planning, implementation, monitoring and evaluation of all programs.

The Presidential Instruction instructs gender mainstreaming in all sectors and positions the Ministry of Women Empowerment and Child Protection as the leading advocate for gender equality. In turn, the Ministry is responsible for providing the technical leadership needed for gender mainstreaming. Although this regulation has helped pave the way for gender equality programmes to take root, it a limitation persists in that it is still an instruction and not a law, which leads to patchy implementation, especially on a local level.²⁴

2.5. National Budgeting Policies

Nation-wide, Indonesia has promoted gender mainstreaming in planning and budgeting through several laws, guidelines, and regulations as follows:

Legal Instrument	Direction Pertinent to Gender Mainstreaming
Presidential Instruction No. 9/2000 on Gender	Directs all ministries and agencies to men and

²⁴ Kemen PPPA (2020). Policy Brief on Gender Mainstreaming, retrieved from:
<https://www.kemenpppa.go.id/lib/uploads/list/eb8d4-0ffb0-1.-gender-mainstreaming.pdf>

Mainstreaming in National Development ('Inpres 9/2000')	women's needs and interests in planning, implementation, and monitoring and evaluation of policies and programs.
Ministry of Women's Empowerment and Child Protection ("MoWECP") Guidelines 2002	Sets the base guideline for gender mainstreaming in national development (planning and budgeting).
Ministry of Finance Regulation No. 105/2008 on Guidelines for the Preparation and Review of Work Plans and Budgets of State Ministries/Agencies and Preparation, Review, Ratification, and Implementation of the Budget Implementation List for Fiscal Year 2009 ('MR 105/2008')	Provides a framework for gender-sensitive budgeting and requires implementation of gender-responsive budgeting within the national budget system.
Ministry of Finance Decree 104/PMK.02/2010	Provides new directions for preparing a gender budget statement.

These different regulations had resulted on the National Strategy on the Acceleration of Gender mainstreaming through Implementation of Gender Responsive Budget in 2012. In a later assessment, done by World Bank's PEFA, it was found out GoI's gender responsive budgeting ('GRB') efforts have had little impact on ensuring gender responsive budget allocations and closing gender gaps. There are several identified opportunities however to improve GRB efforts and results, such as strengthening the capacity of all institutions engaged in GRB work, reviewing the impact of tagging for gender equality, and establishing a clear system that strengthens monitoring and evaluation and reward and sanction functions.²⁵ Despite these challenges, GRB continues to provide an important mechanism for engaging civil society and women's organizations to scrutinize government budgets at a sub-national level.

²⁵ PEFA (2019). "Indonesia pilots the draft PEFA supplementary framework for GRB and plans to use the assessment findings to further strengthen gender mainstreaming," retrieved from <https://www.pefa.org/news/indonesia-pilots-draft-pefa-supplementary-framework-grb-and-plans-use-assessment-findings>

3. Stakeholder Mapping

3.1. Stakeholder Groups

This report identifies stakeholders in Indonesia's gender landscape according to five categories, namely: (a) government and independent agencies, (b) international institutions, (c) non-government organizations (NGOs), (d) industry players and business associations, and (e) naysayers. In the table below, we provide a non-exhaustive list of the five categories of stakeholders.

These stakeholders are assessed based on three sub-categories, namely influence, interest and movability. Influence refers to the power a stakeholder has to facilitate or impede the achievement of a certain objective. The stakeholders identified in this report can be distinguished as having formal influence, which entails a stakeholder's formal and hierarchical position to enact its influence. In this category, stakeholders are further sub-divided into having (1) high, (2) medium or (3) low influence.

Interest looks at the positive or negative concern that stakeholders have towards the outcome of an objective. We classify interest as (1) friend, (2) neutral and (3) foe, with friends signalling the stakeholder's strong commitment to gender equality in Indonesia whereas foes are opposed to progressing gender equality in their respective environments.

Tying influence and interest together, movability refers to flexibility of a stakeholder to be influenced or asked to cooperate regarding issues, actions and programs surrounding gender equality. Movability is distinguished as (1) high, indicating high flexibility to influence and/or cooperate with, (2) medium, and (3) low, indicating low flexibility.

Category	No	Stakeholders	Current Position Towards Gender Equality	Influence	Interest	Movability
Government and Independent Agencies (A)	1	Ministry of Women's Empowerment and Child Protection ('KemenPPPA')	Responsible for planning gender policy and craft programs pertinent to gender equality.	High	Friend	High
	2	Komnas Perempuan	Independent body working on upholding the human rights of Indonesian women	High	Friend	High
	3	Coordinating Ministry for Human Development and Culture ('KemenkoPMK')	Coordinate, synchronize, and control the activities of its respective ministries surrounding human and culture development, which includes KemenPPPA.	High	Friend	High
	4	Ministry of Home Affairs	Develop programs to optimise women empowerment through the establishment of norms, standard	Medium	Friend	Medium

			procedures and criteria (NSPK) for women's protection ²⁶			
	5	Ministry of Health	Design policy/program pertinent to women's health and reproductive rights.	Medium	Friend	Medium
	6	Ministry of National Development & Planning	Develop policy direction & program frameworks for national development, one of which is to increase gender equality and women empowerment through Indonesia's SDGs roadmap for 2030. ²⁷	Medium	Friend	Medium
	7	Ministry of Law & Human Rights	Develop and evaluates regulations and	High	Neutral	Medium

²⁶ "Kemenko PMK Identifikasi Program-program Perlindungan Perempuan tahun 2021," [Coordinating Ministry for Human Development and Culture Identifies Women's Protection Programmes of 2021], 27 Jan 2021, see: <https://www.kemenkopmk.go.id/kemenko-pmk-identifikasi-program-program-perlindungan-perempuan-tahun-2021>

²⁷ Kemen PPN/BAPPENAS (n.a). *Peta Jalan SDGs Indonesia* [Indonesia's SDGs Roadmap 2030], retrieved from: http://sdgs.bappenas.go.id/wp-content/uploads/2021/02/Roadmap_Bahasa-Indonesia_File-Upload.pdf

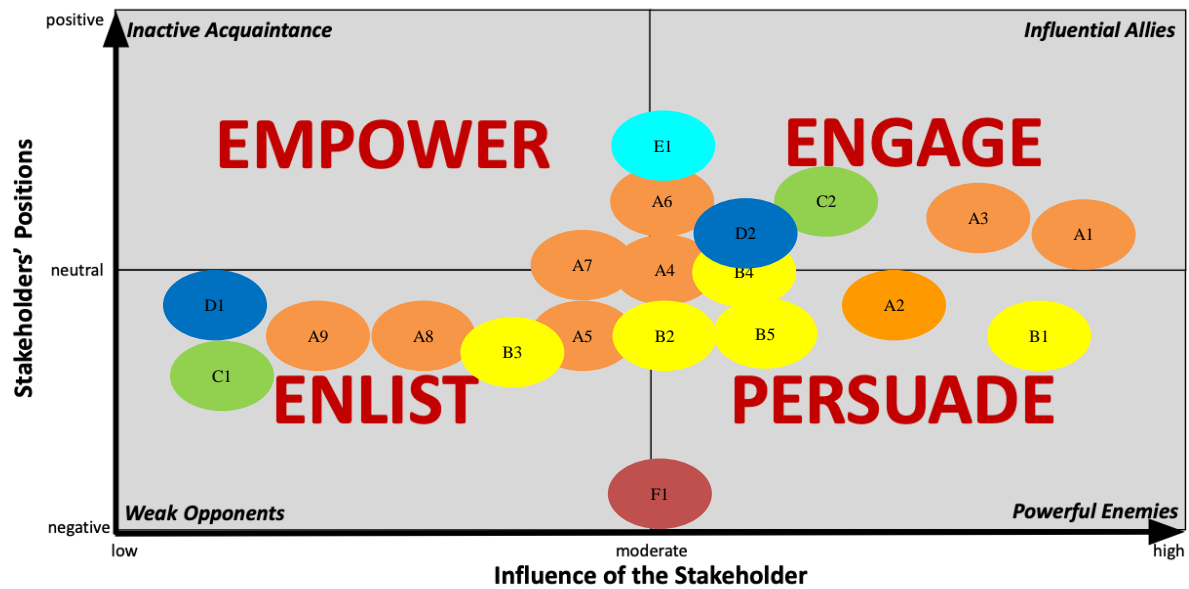
			policies related to women/gender equality.			
	8	Ministry of Manpower	Develop regulations and policies pertinent to female workers.	Medium	Neutral	Low
	9	Ministry of Environment and Forestry	Develop regulations and policies pertinent to women in the environment/ climate context.	Low	Neutral	Medium
International Institutions (B)	1	United Nations (UN Women, UNDP, UNFPA)	Advocate and craft program frameworks for gender equality & women empowerment (UN Women), in accordance with the SDGs (UNDP) and aid with maternal health, family planning, and women's reproductive health (UNFPA).	Medium	Neutral	Medium
	2	The World Bank	Advocate and initiate projects for gender equality in the context of	Medium	Neutral	Medium

			development issues			
	3	Asian Development Bank	Advocates for the recognizing of gender equality and women empowerment in achieving socio economic development	Medium	Neutral	Medium
	4	Donor Agencies	Help provide a voice for poor women in the develop- mental agenda to ensure that issues of importance to women were not marginalized in anti-poverty programs	High	Neutral	Medium
Non-Governmental Organizations (NGO)	1	<u>Aisviah</u>	An Islamic NGO in Indonesia dedicated to female empowerment and charitable work. Aisviah aims to make Islamic society a reality for women.	Low	Neutral	Low
	2	Indonesia Business	Support business	High	Friend	Medium

		Coalition for Women Empowerment (IBCWE)	to optimize its role in enhancing women's economic empowerment and gender equality.			
Industry Players and Business Associations (D)	1	Companies/industry players who have contributed to women empowerment/gender equality initiatives)	Implement gender equality-friendly work environment/ Policy and take active participation in women's empowerment initiatives.	Medium	Neutral	Low
	2	The Employers' Association of Indonesia ('Asosiasi Pengusaha Indonesia')	Unifying organization for employers advocating for social welfare within the business community which includes gender equality and women empowerment.	Medium	Friend	Medium
Community Organizations (E)	1	Stakeholders who have contributed to women empowerment/gender equality in small scale/grassroot level (Family Welfare Empowerment	Empower women/gender equality through community gathering aiming for capacity building-based activities.	High	Friend	Medium

		(‘PKK’), Women Works, Girls Up, etc.)				
Naysayers (F)	1	Stakeholders who object the implementation of gender equality initiatives (e.g. radical religious leaders with strong patriarchal background)	Against the existence and implementation of the gender equality movement due to their respective beliefs on certain principles.	High	Foes	Low

3.2. Identification of Friends and Foes (IFF) Matrix



4. Current Gender Situation

4.1. Elimination of Gender-Based Violence/ Sexual Gender-Based Violence

Definition, Facts, and Gaps

Gender-based violence ('GBV') is defined as *"any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private"*²⁸

GoI signed the Declaration in 2004 with other ASEAN countries and has put significant legislative and policy measures in place. However, slow and inadequate implementation continues to make women highly vulnerable to abuse throughout Indonesia. To date, the Annual Reports of *Komnas Perempuan* have recorded a nearly eightfold increase in cases of sexual violence since 2007.²⁹ In 2020, *Komnas Perempuan* reported a cumulative total of 299,911 cases of violence against women ('VAW').³⁰ Before the pandemic, women in Indonesia experienced a high level of violence. The COVID-19 pandemic has further exacerbated the risk of violence towards women, with restrictions pushing activities into the home. From January to May 2020, *Komnas Perempuan* received more than 900 reports of VAW (180 per month compared to 100 per month in 2019).³¹

Data on violence that occurred in March-May 2020, was obtained from 64 service providers in 27 provinces by *Komnas Perempuan* in May 2020. The number of reported cases totalled 218 cases of violence against girls, 243 cases of gender-based violence in the public sphere, 24 cases of gender-based violence in the realm of state (state violence) and 129 cases of online-based violence.³² Below is the breakdown of collected data of GBV cases for the period March-May 2020:

- **218 cases of violence against girls**³³, 51% cases of obscenity/incest/rape; 24% of abuse cases and the remaining 25% are a mixture of cases such as trafficking, revocation of children's rights, and kidnapping of children.

²⁸ Declaration on the Elimination of Violence Against Women (1993)

²⁹ Siaran Pers Komnas Perempuan 6 Maret 2020 [Press Release of *Komnas Perempuan*, March 6, 2020], retrieved from: <https://komnasperempuan.go.id/siaran-pers-detail/siaran-pers-dan-lembar-fakta-komnas-perempuan-catatan-tahunan-kekerasan-terhadap-perempuan-2020>

³⁰ *Ibid.*

³¹ Komnas Perempuan. (2020). Policy Brief, *Resiliensi Perempuan dalam menyikapi Pandemi Covid-19* [Women Resiliency in Covid-19 Pandemic].

³² Komnas Perempuan. (2020). *Melayani dengan Berani: Gerak Juang Pengada Layanan dan Perempuan Pembela HAM di Masa Covid-19* [Serving with Courage: The Fighting Movement for Service Providers and Women Human Rights Defenders (PPHAM) during the COVID-19].

³³ *Ibid*, p.9

- **243 cases of GBV in the public domain**, 45% cases of rape/obscenity; 11% sexual exploitation; 15% human trafficking cases; 10% abuse and another 19% such as forced sexual orientation.³⁴
- **24 cases of GBV in the nation domain**³⁵, 53% of sexual harassment; 33% rape cases and 14% criminalization cases. One of the cases of sexual violence experienced by a 16-year-old girl allegedly involved perpetrators from the national army TNI.³⁶
- **129 cases of online GBV from SAFENet**,³⁷ 71% threats, 23% sexual harassment and 6% others. Four forms of online GBV can be distinguished, namely: (1) revenge porn (intimate content for revenge), (2) sextortion (spreading intimate content for extortion), (3) doxing (spreading and selling personal data), and (4) impersonating (account forgery for defamation).

Comprehensive data on documented cases is difficult to come by, as data are scattered among different institutions/locations. One case sample was presented by the Women's Association for Justice Legal Aid Institute (LBH APIK) which handles VAW cases directly. In 2020, LBH APIK received almost 6 VAW case reports per day for a total of 1,178 cases. The corresponding figure in 2019 was 794 cases. Most cases are not well processed (according to the proper legal procedures) due to lack of resources/effort from the police and end with a warrant of termination for investigation ('SP3'), meaning victims hardly get the justice they deserve.³⁸

Based on the result of joint research of *Komnas Perempuan* and Lemhanas, risk factors thought to have contributed to acts of violence against women during the pandemic include: (a) increased tension, conflict and frustration due to limited space that opens opportunities for violence; (b) decline in economic capacity due to the husband experiencing dismissal/losing jobs or the absence of social security, so as to increase tension between spouses; (c) increasing household workload on women, and burden of multiple roles as wives, mothers and online teachers at home.³⁹

After more than a year of the COVID-19 pandemic, victims of sexual violence in Indonesia face greater challenges. According to the WHO, the COVID-19 pandemic is very potential to

³⁴ *Ibid*, p. 11.

³⁵ The GBV in the realm of the state is divided into two: i) violations of state obligations carried out by their own actions or by the state as the perpetrator; ii) violation by neglecting the state's obligations.

³⁶ *Op.cit.* no. 32, p.11.

³⁷ *Ibid*, p.12.

³⁸ <https://www.cnnindonesia.com/gaya-hidup/20210107203520-284-590941/1178-kasus-kekerasan-perempuan-terjadi-selama-2020>

³⁹ Komnas Perempuan, & Lemhanas RI. (2020). *Penghapusan Kekerasan terhadap Perempuan dalam Penanganan Covid-19 guna Meningkatkan Ketahanan Nasional* [Elimination of Violence against Women in Handling COVID-19 to Increase National Resilience], retrieved from: [https://komnasperempuan.go.id/uploadedFiles/webOld/file/pdf_file/2020/Siaran%20Pers%20Komnas%20Perempuan%20Kajian%20Respon%20Cepat%20Penghapusan%20Kekerasan%20Terhadap%20Perempuan%20Dalam%20Penanganan%20Covid-19-KP%20&%20Lemhannas%20\(16%20November%202020\).pdf](https://komnasperempuan.go.id/uploadedFiles/webOld/file/pdf_file/2020/Siaran%20Pers%20Komnas%20Perempuan%20Kajian%20Respon%20Cepat%20Penghapusan%20Kekerasan%20Terhadap%20Perempuan%20Dalam%20Penanganan%20Covid-19-KP%20&%20Lemhannas%20(16%20November%202020).pdf)

exacerbate risks of violence women.⁴⁰ The Indonesian government has recently issued a protocol for handling violence against women during COVID-19.⁴¹ The accessibility of this service, however, is suspected still a challenge for victims to reach. Data from *Komnas Perempuan* revealed that there was a significant decrease in the number of cases collected in its 2020 End Year Note.⁴²

This was probably because service providers had trouble documenting cases during the pandemic, despite the significantly higher number of reported cases.⁴³ Victims' access to various assistance services such as legal aid, psychological assistance, and social assistance is also hampered.

Child Marriage

Special attention should be given to child marriage, the incidence of which has rocketed. According to the Ministry of National Development Planning (Kemen PPN/Bappenas), 400-500 girls in the range of age 10-17 are at risk of child marriage due to Covid-19. Although Indonesia had shown a slow decline in child marriage on a year-on-year basis, the current number still places Indonesia second for cases of child marriage in Southeast Asia.⁴⁴ The current number of 11.21% is still far from the Ministry of Women's Empowerment and Child Protection's target of 8.74% in 2024.

To reduce the number of child marriages, the Marriage Law (Law No. 1/1974 about Marriage) was revised by Law No. 16/2019. In the revision of the Law, the state raised the minimum age for both the bride and the groom to 19 years old. Previously, marriage was permitted if the man was 19 and the woman 16, the imbalance enabling younger girls to marry. As a consequence, in 2018, 1 in 9 young girls married before the age of 18.⁴⁵ Marriage Law No. 16/2019 revision also brings conformity with Child Protection Law.

⁴⁰ WHO (2020). COVID-19 and Violence against Women, retrieved from: <https://apps.who.int/iris/bitstream/handle/10665/331699/WHO-SRH-20.04-eng.pdf?ua=1>. See also Yenilmez, M.I. (2020), "The Covid-19 pandemic and the struggle to tackle gender-based violence," *The Journal of Adult Protection* Vol. 22 Issue 6, retrieved from: <https://www.emerald.com/insight/content/doi/10.1108/JAP-07-2020-0029/full/html>

⁴¹ Kemen PPPA (na). *Protokol Penanganan Kasus Kekerasan terhadap Perempuan di Masa Pandemi COVID-19*. [Protocol for Handling Violence Case against women in the Time of the Pandemic Covid-19], retrieved from: https://infeksiemerging.kemkes.go.id/download/Protokol_Penanganan_Kasus_Kekerasan_terhadap_Pemempuan_di_Masa_Pandemi_COVID-19.pdf

⁴² Komnas Perempuan (2021). *Catatan Akhir Tahun 2020* (Year End Note 2020).

⁴³ <https://komnasperempuan.go.id/siaran-pers-detail/catahu-2020-komnas-perempuan-lembar-fakta-dan-poin-kunci-5-maret-2021>

⁴⁴ UNICEF (2018). *Child Marriage: Latest trends and future prospects*.

⁴⁵ Sahrizal, N. et al (eds) (2020). *Prevention of Child Marriage: Accelerations that cannot wait*. Jakarta: BPS and Kemen PPN/BAPPENAS, at p. 8.

The practice of child marriage is difficult to address because they are often performed by local religious leaders. Data on child marriages is also difficult to obtain because many marriages are unregistered (*nikah siri*).

4.2. Encouraging Sexual and Reproductive Health Rights

Legitimacy

Sexual and reproductive health rights –including access to sexual and reproductive health care and information, as well as autonomy in sexual and reproductive decision-making– is included in the basic human rights for women. In Indonesia, there are several legal instruments related to sexual rights and reproductive rights, namely:

- a. Convention on the Elimination of All Forms of Violence Against Women (CEDAW)
- b. United Nations International Conference and Development (ICPD) 1994 in Cairo, Egypt 1995 4th World Conference on Women (WCW) in Beijing, China
- c. Convention on Civil and Political Rights (ICCPR)
 - i. Right to Personal Liberties (Article 17)
 - ii. Equality rights (Article 26)
 - iii. Right to Freedom from discrimination (Article 2; 1)
 - iv. Law no. 7 of 1984 concerning the Ratification of CEDAW, Law no. 23 of 1992 concerning health, Law No. 23 of 2004 concerning the Elimination of Domestic Violence
 - v. Adolescent Reproductive Health Strategy and Policy (through the National Family Planning Coordinating Agency -BKKBN).

The Ministry of National Planning and Development ('BAPPENAS') has stipulated that reproductive health issues should be a priority program to create quality and competitive human resources.⁴⁶ This is in line with the vision of *Three Zeros*, namely (i) eliminating preventable maternal deaths, (ii) reducing unmet needs for family planning and (iii) eliminating gender-based violence and harmful practice against women and children.

A distinct example of a harmful practice in Indonesia is female genital mutilation. As of 2020, UNICEF estimated that 49% of women aged 15-49 in Indonesia had undergone FGM.⁴⁷ The report also posited that many maternity clinics offer the procedure as part of a birth delivery package, done soon after labour, without additional charges. To ensure universal access to sexual and reproductive health services, especially for women and children, GoI together with the United Nations Population Fund (UNFPA) signed the 2021-2025 Country Program Action Plan

⁴⁶ RPJMN 2020-2024 -the National Medium-Term Development Plan 2020-2024.

⁴⁷ "Ending Female Genital Mutilation in Indonesia," November 17, 2020; retrieved from: <https://www.borgenmagazine.com/female-genital-mutilation-in-indonesia/>

(CPAP) worth USD 27.5 million.⁴⁸ The GoI-UNFPA CPAP 2021-2025 has five main targets, which are:⁴⁹

- I. Reducing Maternal Mortality Rate ('MMR')
- II. Implementing integrated maternal health and family planning
- III. Increasing health service for women and children
- IV. Reducing violence and harmful practice against women and children
- V. Building an integrated population database

As the program coordinator, BAPPENAS will realize the CPAP 2021-2025 through annual programs to be implemented by relevant ministries/agencies, including the National Population and Family Planning Agency (BKKBN), Ministry of Health, Central Statistics Agency (BPS), Ministry of Women's Empowerment and Child Protection (KPPA), Ministry of Home Affairs, and National Commission on Violence Against Women.

RPJMN 2020-2024 and Sustainable Development Goals (SDGs)

Pursuant to the SDGs, the National Medium Term Development Plan 2020-2024 (RPJMN 2020-2024) establishes a target of ensuring universal access to sexual and reproductive health services including family planning, information and education, and integration of reproductive health into national strategies and programs by 2030. To safeguard the target, BAPPENAS added three key indicators to measure the success rate of the goal: (i) proportion of women age reproduction (15-49 years) who have family planning needs fulfilled by modern contraceptive methods, (ii) adolescent birth rate (age 10-14 years; 15-19 years old) per 1,000 women in same age group, and (iii) total fertility rate (TFR).⁵⁰

Current situations

Maternal Mortality Rate

Statistics from the Ministry of Women's Empowerment and Child Protection in 2019 show that the Maternal Mortality Rate ('MMR') in Indonesia remains at 126 per 100,000 live births. Adopting the Annual Average Reduction Rate ('ARR') model, the Ministry of Health estimates the MMR will be 183 per 100,000 live births in 2024 and 131 per 100,000 live births in 2030 to meet its Millennium Development Goal (MDG) 5 Target. These statistics are still quite far from the SDG target of 70 per 100,000 live births by 2030.⁵¹

⁴⁸ "Teken CPAP 2021-2025, RI-UNFPA fokus tingkatkan akses layanan kesehatan seksual dan reproduksi," January 29, 2021; retrieved from: <https://www.bappenas.go.id/id/berita-dan-siaran-pers/teken-cpap-2021-2025-ri-unfpa-fokus-tingkatkan-akses-layanan-kesehatan-seksual-dan-reproduksi/>

⁴⁹ Indonesia-UNFPA Country Programme Action Plan 2021-2025.

⁵⁰ Rudiyanto, A. (ed.) (2020). *Pedoman Teknis Penyusunan Rencana Aksi Tujuan Pembangunan Berkelanjutan*. [Technical Guidelines in Developing SDGs Action Plan]. 2nd edition. Jakarta:Kemen PPN/BAPPENAS.

⁵¹ RPJMN 2020-2024 -The Indonesian National Medium-Term Development Plan 2020-2024.

The current high figure is related to the lack of provision of Comprehensive Emergency Neonatal Obstetrics Service ('PONEK') facilities in hospitals, Basic Emergency Neonatal Obstetrics Services ('PONED') at Puskesmas, Posyandu, and the uneven distribution of blood transfusion units across the population. Referrals to Puskesmas are sub-optimal, and there is poor road access to healthcare facilities in certain areas.

The COVID-19 pandemic has also raised concerns about an increase in the MMR due to the discontinuation of integrated service post ('Posyandu') activities, making it difficult to monitor the progress of pregnant women, especially pregnant women with high risk such as mothers with heart disease, asthma, and hypertension.

Autonomy in sexual rights (LGBT)

The Indonesian authorities have continued a long-established practice of unlawfully apprehending LGBT people in private spaces. Indonesia's central government has never criminalized same-sex behaviour, but no national laws specifically protect LGBT people against discrimination.

In February 2020, three lawmakers in the House of Representatives ('DPR') introduced a draft of what is known as the "Family Resilience Bill".⁵² The legislation would force gay, lesbian, bisexual and transgender people to undergo rehabilitation at a series of religiously-based treatment centres that would hypothetically be opened across the archipelago. If they do not proactively submit to rehabilitation, their family members would be compelled to report them. The draft bill also claims that LGBTQ people are a "threat" to the nuclear family and likens homosexuality to incest and sadomasochism.

In May 2019, a former police brigadier filed a lawsuit against the central Java provincial police, claiming he had been fired for being gay.⁵³ After an internal investigation, the provincial police said that the police brigadier violated ethics by engaging in "deviant sexual behavior." A court rejected the man's lawsuit⁵⁴ against the police force for unlawful firing. Another police officer came under investigation⁵⁵ in April 2020, after photos of him with a male lover leaked on the internet. A transgender woman was brutally murdered in Jakarta the same month, when

⁵² "The House drops a bill that will require Indonesians to turn in gay family members," Jakarta Globe, November 24, 2020; retrieved from: <https://jakartaglobe.id/news/the-house-drops-a-bill-that-will-require-indonesians-to-turn-in-gay-family-members>

⁵³ "Indonesian ex-police brigadier says he was fired for being gay," Reuters, May 20, 2019; retrieved from: <https://www.reuters.com/article/us-indonesia-lgbt/indonesian-ex-police-brigadier-says-he-was-fired-for-being-gay-idUSKCN1SQ0ZS>

⁵⁴ "Court rejects lawsuits from Indonesian cop who was discharged for being gay," Coconut.com, May 23, 2019; retrieved from: <https://coconuts.co/jakarta/news/court-rejects-lawsuit-from-indonesian-cop-who-was-discharged-for-being-gay/>

⁵⁵ "Indonesian policemen under investigation after intimate photos with another man leaked online," Coconut.com, April 16, 2020; retrieved from: <https://coconuts.co/jakarta/news/indonesian-policeman-under-investigation-after-intimate-photos-with-another-man-leaked-online/>

assailants doused her with gasoline and set her on fire. Within 24 hours, police declared they would not pursue murder charges.⁵⁶

Reproductive health

Right to protection of reproductive functions is guaranteed in Articles 71 to 77 of the Health Law. Article 71 paragraph (1) of the Health Law defines reproductive health as: *“a state of complete physical, mental and social health, not merely freedom from disease or disability related to the reproductive system, function and process in men and women”*. Reproductive health includes: (a) during pregnancy, pregnancy, childbirth, and after childbirth; regulation of pregnancy, contraceptives, and sexual health; and reproductive system health (Article 71 paragraph (2) of the Health Law). The implementation of reproductive health should be supported through promotive, preventive, curative, and rehabilitative activities (Article 71 paragraph (3) of the Health Law).

In relation to the protection of reproductive functions, the Health Law also stipulates health services for family planning, intended to regulate pregnancy for couples of childbearing age to form a healthy and intelligent next generation, in which the government is responsible and ensures the availability of manpower, service facilities, tools and drugs in providing safe, quality, and affordable family planning services to the community.⁵⁷

During COVID-19 pandemic, a research found that many couples of childbearing age, the prevalence of modern contraceptive use decreased from 63.7% (before March 2020) to 59.6% after the pandemic.⁵⁸ In contrast, the use of traditional contraception increased from 4.5% to 5.2% after the pandemic.⁵⁹ This has resulted in an increase in the unmet need for women of reproductive age who are sexually active and do not wish to become pregnant, as well as an increase in unplanned pregnancies due to the ineffective use of traditional contraception.⁶⁰

There are at least three identified hindering factors to access reproductive health services as follows:

- a. Instructions to postpone optional examinations (non-essential services) including reproductive health checks;
- b. Limited opening hours for the optional/non-essential health service. Recorded in the first cycle in May-June 2020, a 50% decrease in average visits to reproductive health

⁵⁶ “No murder charges in case of trans woman burned death in Indonesia,” NBC News, April 8, 2020; retrieved from: <https://www.nbcnews.com/feature/nbc-out/no-murder-charges-case-trans-woman-burned-death-indonesia-n1179011>

⁵⁷ Article 78 Health Law No 39/2009.

⁵⁸ Zahrofa Hermiwahyoeni, SH., M.Si et al. (2020). *Survey Pasangan Usia Subur (PUS) 15 - 49 Tahun Terhadap Pemakaian Kontrasepsi Pada Masa Pandemi Covid 19*. Jakarta: BKKBN., p. 76.

⁵⁹ *Ibid.*, p.82.

⁶⁰ *Ibid.*

services in all health facilities (Hospitals, Puskesmas, Private Clinics, and Independent Midwife Practices).⁶¹

- c. The majority of health workers are women (2.86%) in the health sector compared to men (1.2%).⁶² Thus, women have a higher risk of exposure as health workers and users of health services.

The One Vision Alliance study (August-October 2020) found that 6.75% of unmarried youth aged 18-24 have had sexual intercourse; with 44% not using contraception, 51% use condoms and only 5% using birth control pills.⁶³ Working from home increases the intensity of time spent together for young couples of childbearing age, thereby increasing the risk of an unplanned pregnancy. Although women may be uncomfortable with the potential for pregnancy without the protection of family planning devices, the existence of unequal power relations in the household often causes sexual intercourse without protection. The 2017 Indonesian Demographic and Health Survey data shows that male condom use is low (1.36%) and even lower for men who have had a vasectomy (0.36%).⁶⁴ This condition causes women's needs for reproductive health and right to be unfulfilled.⁶⁵ The National Population and Family Planning Agency (BKKBN) has estimated that there will be an additional 370,000-500,000 births in early 2021.⁶⁶

HIV/AIDS

In 2015, an academic study concluded that there would be an increase in the number of HIV-infected women in Indonesia.⁶⁷ Shifting to 2019, there are approximately 640,000 women living with HIV in Indonesia (or 38% of the total number of cases nation-wide).⁶⁸ This poses a crucial problem with respect to transmission from women to children through pregnancy. There are partly addressed though initiatives such as the Prevention of Mother and Child Transmission (PMTCT) program.⁶⁹

⁶¹ *Ibid*, p.76-82.

⁶² BPS (2021). *Indikator Pasar Tenaga Kerja Indonesia Februari 2021* [Indicator of Indonesian Labour Market, February 2021]. Jakarta: BPS, p. 32.

⁶³ One Vision Alliance (2020). *A Situation Survey of Adolescent Sexual and Reproductive Health Rights during the COVID-19 Pandemic in 10 Provinces of Indonesia*.

⁶⁴ Sulistyowati, A. and Widari, N.P. (2020). "Efforts to Increase Interest in Vasectomy Family Planning Acceptors," *Nurse and Health: Jurnal Keperawatan*, Vol 9 No. 2, pp. 240-243.

⁶⁵ Chairani I. (2020). "Impact of the COVID-19 Pandemic in Gender Perspective in Indonesia," *Indonesian Population Journal, Special Edition on Demographics and COVID-19*, pp. 39-42.

⁶⁶ "Cegah 'baby boom' pasca Covid-19 BKKBN apresiasi bidan," [Prevent the "baby boom" after COVID-19 BKKBN appreciates midwives], August 15, 2020; retrieved from: <https://www.bkkbn.go.id/detailpost/cegah-baby-boom-pasca-covid-19-bkkbn-apresiasi-bidan>

⁶⁷ Rahmalia, Anissa, Wisaksana, Rudi, et.al (2015). "Women with HIV in Indonesia: Are They Bridging a Concentrated Epidemic to the Wider Community?" *BMC Research Notes* 8:757.

⁶⁸ UNICEF (2019). "Prevention of Mother-to-Child Transmission of HIV," retrieved from: <https://www.unicef.org/indonesia/prevention-mother-child-transmission-hiv>

⁶⁹ *Ibid*.

Despite the existence of such programmes since 2006, a recent study conducted in South Jakarta, found that patients who accessed the PMTCT program were already insured, defeating the objective of PMTCT, which is supposed to assist the wider community who do not have adequate access to medication.⁷⁰ Because South Jakarta is in the heart of the capital and a metropolitan hub, other challenges pertaining to HIV may occur in more rural areas. For example, in South Sumatra, a recent study found that there was significant stigma around HIV in the city of Pematangsiantar, requiring an extensive social media campaign and socialisation.⁷¹

4.3. Empowering Girls and Women Within Their Economic and Social Rights

For women to be able to freely choose the lives they want to lead, women must have economic and social rights. This means having the right to work, have social security, have adequate housing, an education, access to quality healthcare, controlling what happens to their land, having access to decent work and living free from violence.

Right to work

The view that women are less entitled to work than men is firmly entrenched in Indonesia. Recent data of National Statistical Bureau shows that women have 8% less opportunity than men in formal employment.⁷² The COVID-19 pandemic has worsened the situation where women workers had seen their working hours cut by 50%, whereas men only saw a 35% cut in their working hours.⁷³

According to available data, 4,144 Indonesian migrant workers were repatriated from countries affected by COVID-19. As many as 83% of these were women, with concomitant loss of livelihoods.

Besides the majorly affected hospitality and tourism sector, the economic slowdown was felt in the education sector (-10.39%) and the government administration sector (-8.54%), where the majority of workers in these two sectors are women.⁷⁴ The increased unemployment rate due to

⁷⁰ Badriah, et.al (2018). “Pelaksanaan Program Pencegahan Penularan HIV dari Ibu ke Anak di Jakarta Selatan,” [Implementation of Prevention Programme of HIV transmission from mother to child] *National Public Health Journal Volume 12 Issue 4*.

⁷¹ Simangunsong, Evalina (2020). “Preventions of HIV/AIDS Transmission from Mother to Child in Pematangsiantar City,” *Global Journal of Health Science, Vol 12, No. 11*.

⁷² BPS (2020) on labour force in formal employment by gender, see:

<https://www.bps.go.id/indicator/6/1170/1/persentase-tenaga-kerja-formal-menurut-jenis-kelamin.html>

⁷³ “Covid-19 has deepened Indonesia’s gender inequality, says Sri Mulyani,” The Jakarta Post, November 19, 2020; retrieved from: <https://www.thejakartapost.com/news/2020/11/19/covid-19-has-deepened-indonesias-gender-inequality-says-sri-mulyani.html>

⁷⁴ “Dampak Covid-19 pada Ekonomi Perempuan,” [Impact of Covid-19 to Women’s Economic situation], Media Indonesia, January 6, 2021; retrieved from: <https://mediaindonesia.com/opini/374333/dampak-covid-19-pada-ekonomi-perempuan>

COVID-19 also sees an increasing number of women entering the informal sector, with a return to work in formal employment potentially more difficult due to the economic contraction.

Social Security

There are seven main government social safety net programs, namely the Family Hope Program (PKH), Cash Intensive Work (PKT), Direct Cash Assistance (BLT), Basic Food Cards, Pre-Employment Cards, electricity subsidies for certain groups and special social assistance in the DKI area Jakarta, Bogor, Depok, Tangerang and Bekasi.⁷⁵ Although under Law No. 40/2004 on National Social Security System it is the government's responsibility to meet the basic needs of all people, improvements are needed, especially efforts to equalise the distribution of the seven aforementioned programs to reach vulnerable target groups in Indonesia.

The demand for these social security programmes seems to have increased during the COVID-19 pandemic. The PKH program report showed an increase from 9.2 million to 10 million beneficiary families. The amount of PKH funds received by pregnant women and early childhood also increased from IDR 2.5 million to IDR 3 million per year.⁷⁶ Data for other programmes are not readily available. With respect to social security, specific assistance packages are needed for women and for elderly women.

Right to adequate standard of living (housing, sanitation, and food)

Before the COVID-19 pandemic, it only an estimated 76% of the Indonesian population had ready access to hand washing facilities with soap and water.⁷⁷ COVID-19 has exacerbated challenges to access safe water. However, 10% of women and 18% of men reported that their water sources had been compromised since the start of the pandemic.⁷⁸ The crisis may have increased the demand for water, driven by the need to wash more frequently, and when water is not available at home, the number of fetching trips may increase, further enhancing the risk of COVID-19 exposure. Similarly, due to lockdowns and health recommendations to cook all food, people are spending more time cooking and fetching cooking fuels. Women, again, carry the heaviest loads. An estimated 22% of women reported that the time they spend on water and firewood collection since the spread of COVID-19 has increased, compared to 16% of men.⁷⁹

⁷⁵ Task Force for the Acceleration of COVID-19 Handling (2020)

⁷⁶ <https://tirto.id/program-jaring-pengaman-sosial-jokowi-cuma-gimik-di-tengah-covid-19-eLNr>

⁷⁷ BPS on household's access to hand-washing facilities (2018-2020), see: <https://www.bps.go.id/indicator/152/1273/1/proportion-of-population-having-hand-washing-%20%20facility-with-soap-and-water-by-province.html>.

⁷⁸ UN Women (2020). Rapid Assessment Surveys on the Consequences of COVID-19 in Asia and the Pacific.

⁷⁹ UN Women (2020). Counting the costs of COVID-19: Assessing the impact on gender and the achievement of the SDGs in Indonesia. Retrieved from: <https://data.unwomen.org/publications/counting-costs-covid-19-assessing-impact-gender-and-achievement-sdgs-indonesia>

Right to Education

The ongoing COVID-19 pandemic has had an impact on girls and women's life including the disruption of learning and access to education. In 2020, UNICEF recorded 938 children in Indonesia had dropped out of school due to the COVID-19 pandemic. Of that amount, 75% of them can no longer continue their education because of financial problems.⁸⁰ Recorded in February 2021, more than 150 children are out of school to get married and work.⁸¹ From the existing trend, UNICEF predicted that girls are 10 times more likely to drop out of school because of early-age marriage.⁸² The World Bank points out that many children cannot access online learning at home because some areas do not have an adequate internet connection or the family cannot afford the cost of internet provision.

An estimated 92% of surveyed households own a television and 95% of households own a mobile phone, but only 10% own a computer. Only 5% of surveyed households reported having an internet connection, a prerequisite for online learning. Difficulties with access to education also correlates with increased risk of child marriage. The Indonesian Ministry of Women's Empowerment and Child Protection is registering that until June 2020, child marriage number is increasing to 24.000 in times of pandemic with 400-500 girls in the range of age 10-17 are in the risk of such arrangement.⁸³

There are seven major educational barriers faced by adolescent girls in Southeast Asia, and particularly Indonesia, associated with COVID-19⁸⁴, which are:

- I. Stressful home environment
- II. Decreased mental and emotional well-being
- III. Poor quality and delivery of distance learning
- IV. Unequal access to technology
- V. Increased risk of gender-based violence
- VI. Education for girls is not a priority
- VII. Forced and early child marriage

⁸⁰ "UNICEF sebut 938 anak RI putus sekolah karena corona," [UNICEF states that 938 Indonesian children drop out from school because of Covid-19 pandemic], CNN Indonesia, December 24, 2020; retrieved from:

<https://www.cnnindonesia.com/ekonomi/20201223125954-532-585616/unicef-sebut-938-anak-ri-putus-sekolah-karena-corona>

⁸¹ "Murid putus sekolah karena Pandemi Covid-19: Menikah dan bekerja," [Dropped out students caused Covid-19 pandemic: get married and work], Detik.com, March 5, 2021; retrieved from: <https://www.detik.com/edu/sekolah/d-5482997/murid-putus-sekolah-karena-pandemi-covid-19-menikah-dan-bekerja>

⁸² *Op cit* no. 45, pp 12-18.

⁸³ "Kasus pernikahan dini meningkat selama pandemi," [Early marriage cases increase during pandemic period] Your Say, October 21, 2020; retrieved from: <https://yoursay.suara.com/news/2020/10/21/110151/>

⁸⁴ Plan International (2020). *Smart, Successful, Strong Report: Investment in Education for Adolescent Girls during the COVID-19 Recovery Period*.

Women Migrant Workers

The International Labor Organization (ILO) estimates that 1.25 billion people (representing 38% of the global workforce) work in sectors at high risk of labor force displacement and nearly 47 million employers (representing 54% of employers worldwide) operate in the hardest-hit sectors.⁸⁵ Particularly in low-income ASEAN countries, most women migrant workers work in informal jobs.⁸⁶ Workers across the region have experienced reduced or complete loss of income, as well as loss of work-related benefits and social protection,⁸⁷ and the risk is often higher for women migrant workers. The COVID-19 pandemic further exacerbates this massive economic disruption, particularly impacting women, migrants, informal and gig economy workers, youth and older workers.⁸⁸

According to the Ministry of Manpower's data, 24,912 Indonesian women migrant workers (71%) of total migrant workers, returned from countries affected by COVID-19 as of September 2020. Job losses and the announcement of border closures in the ASEAN region resulted in many migrant workers returning to their hometowns using congested transportation, with no possibility of social distancing. Thousands of undocumented migrant workers crossed ASEAN borders after the announcement of the COVID-19 emergency measures. Official statistics at some of the border crossings monitored by the government in the region show a higher percentage of men returning,⁸⁹ while there are anecdotal reports of a higher percentage of women crossing the border illegally outside the area of official checkpoints. More women than men in ASEAN countries tend to be undocumented,⁹⁰ so their migration tends to be more dangerous than that of men.

4.4. Equality on Participation and Leadership

Equality in the participation of women in leadership positions coincides with the international view that there should be 50/50 representation of women participating in all decision-making bodies in the public sector.⁹¹ Indeed, international law has stood behind the notions of gender

⁸⁵ Harkins, B. et al (2017). *Risk and Rewards: Outcomes of Labour Migration*. Bangkok: ILO and IOM. Retrieved from: <https://apmigration.ilo.org/resources/risks-and-rewards-outcomes-of-labour-migration-in-south-east-asia>

⁸⁶ *Ibid.*

⁸⁷ "Amidst COVID-19 Crisis, Southeast Asia's Migrant Workers Fall Through the Cracks", The Diplomat, March 31, 2020; retrieved from: <https://thediplomat.com/2020/03/amid-covid-19-crisis-southeast-asias-migrant-workers-fall-through-the-cracks/>

⁸⁸ ILO (2020). *ILO Monitor: COVID-19 and the world of work*. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/briefingnote/wcms_743146.pdf

⁸⁹ United Nations (2020). "Press release: UN Supports Myanmar Nationals Returning from Abroad", Retrieved from: <https://myanmar.un.org/en/41814-un-supports-myanmar-nationals-returning-abroad>

⁹⁰ Napier-Moore, R. (2017). *Protected or put in harm's way? Bans and restrictions on women's labour migration in ASEAN countries*. Bangkok: ILO and UN Women.

⁹¹ Remarks by the Under-Secretary General of the United Nations and Executive of UN Women, Opening Plenary on Women's Transformative Leadership for Gender Equality and the Generation Equality Forum, Mexico, March 29, 2021.

equality within a broader discourse through the UN Charter.⁹² To understand equality issues concerning the participation of women in leadership positions, it is necessary to address the question of legitimacy. Legitimacy pertains to an individual, institution or otherwise process which highlights a legal need to follow or be in line with said individual or institution.⁹³ Black's Law Dictionary determines legitimacy as a form of lawful birth.⁹⁴ The conceptualization of legitimacy allows the combination of a set of rules as well as policies to proceed with political support.⁹⁵ Indonesia enshrines legitimacy as part of its constitutional law, such as the selection of members of parliament through general elections⁹⁶ and the notion that the President is accountable under the Indonesian Constitution.⁹⁷ In other words, legitimacy is provided through a mandate, whether through a specific regulation or process.

Notions of equality and participation in leadership in Indonesia stem from its history as well as customary practices (*adat*). For example, West Sumatera is matrilineal, where women play an important role in leading the household as well as obtaining legal and even property rights⁹⁸ whereas provinces such as Bali and Makassar follow a patrilineal system which puts males in charge of the household.⁹⁹

Before Indonesia's 'Reformation', women had largely held informal roles but were overlooked at in the public sphere. For high-ranking officials within government, the wives of such officials usually congregated through associations seen in government institutions such as the *Dharma Wanita* which existed informally during Indonesia's New Order and were formalized in 1999 for the wives of civil servants. Although there were more influential organizations that brought influential women into public policy, such as the Indonesia's Women Congress (KOWANI) in 1938, such associations were used officially for social gatherings and good causes.

After the fall of Indonesia's New Order, there was a resurgence of the Indonesian's Women's Movement which sought to enhance the role of women in policy, politics and in corporations.¹⁰⁰ Contemporary Indonesia has seen more active participation of women in leadership positions, such as the selection of Megawati Soekarnoputri as Indonesia's first female president within the

⁹² "To achieve international co-operation ... in promoting and encouraging respect for human rights and for fundamental freedoms for all without distinction as to race, sex, language, or religion." UN Charter. Article 1.

⁹³ Thomas, Chris (2013). "The Concept of Legitimacy and International Law," *LSE Legal Studies Working Paper No. 12/2013*.

⁹⁴ Black's Law Dictionary 2nd Ed.

⁹⁵ Jo, H., & Thomson, C. (2014). "Legitimacy and Compliance with International Law: Access to Detainees in Civil Conflicts, 1991–2006," *British Journal of Political Science*, 44(2), 323-355.

⁹⁶ Article 2 of the 1945 Indonesian Constitution.

⁹⁷ Article 4 of the 1945 Indonesian Constitution.

⁹⁸ Stark, Alexander (2013). "The Matrilineal System of the Minangkabau and its Persistence Throughout History: A Structural Perspective," *Southeast Asia: A Multidisciplinary Journal*, Vol 13, 2013, pp 1-13.

⁹⁹ Gultom, Elfrida (2017). "Development of Women Position in the Patrilineal Inheritance Society," *Jurnal Dinamika Hukum*, Volume 17 No.2.

¹⁰⁰ Purdey, Jemma. Indonesia at Melbourne, Talking Indonesia: The Women's Movement After 1998. University of Melbourne. See: [Talking Indonesia: the women's movement after 1998 - Indonesia at Melbourne \(unimelb.edu.au\)](http://TalkingIndonesia:the.women.s.movement.after.1998-indonesia.at.melbourne.unimelb.edu.au)

executive branch, and Sri Mulyani Indrawati who sits at the helm of Indonesia's Finance Ministry having led the World Bank previously.

The women who obtain high office often do so by virtue of their background, where some like Puan Maharani and Megawati Soekarno come from established political dynasties (being the granddaughter and daughter of Indonesia's first President, Sukarno), but the fact that renowned academics such as Sri Mulyani or professionals such as Retno Marsudi have reached the cabinet positions is a positive sign compared to where the country was before 1998.

Despite some glass ceilings being broken, gender inequality remains an unresolved issue in the political field. This is reflected in the low representation of women in the Indonesian parliament. Article 2 paragraph (2) of the 2011 Law No. 2 on Political Parties targets a 30% quota for women in parliament.¹⁰¹

Data shows that resulted from General Election in 2019, there are 118 (out of 575) seats in the Indonesian House of Representatives were won by women. BPS records that there are 20.8% of women legislators at the national level, while there are 30.9% at provincial and regional level.¹⁰² This is the highest rate of female representation since the first general election in 1955. The average number of seats in the DPR RI based on political parties includes: PDI-P with 26 seats, Golkar and Nasdem with 19 seats, PKB and Gerindra with 12 seats, Democrats with 10 seats, PKS with 8 seats, PAN with 7 seats and PPP with 5 seats.

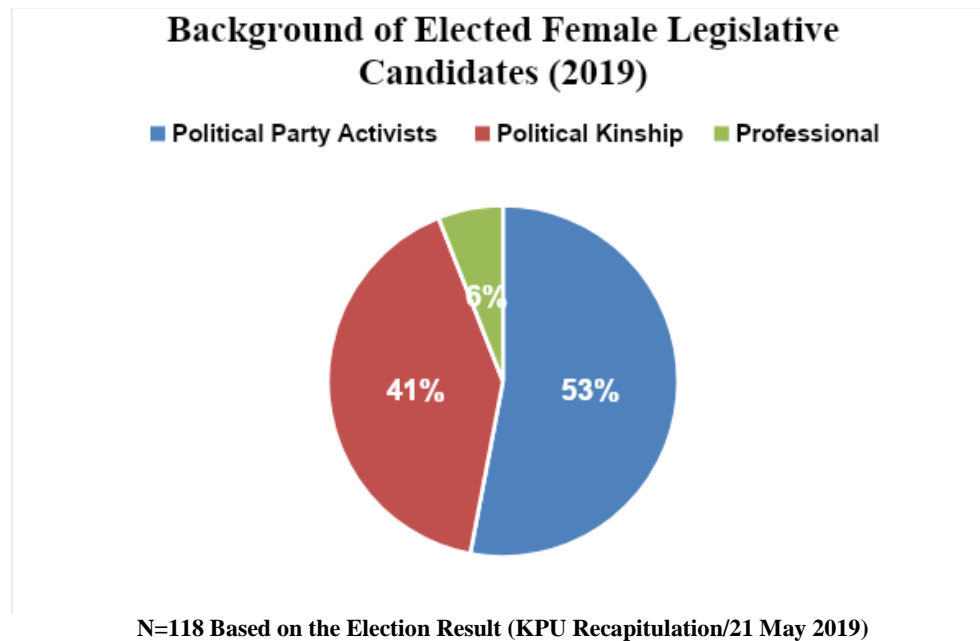
From the above-mentioned data, there is a need for political parties to encourage women's political representation in parliament to meet the 30 % target. The data below also brings into light the backgrounds of elected female legislative candidates in the Indonesian 2019 election. Despite how women have the skills and education for political participation, the risk still exists because the political situation in Indonesia still strongly focuses on clientelism over quality.

¹⁰¹ Article 2 paragraph (2) Law No.2/2011 on Political Parties

'The establishment and formation of political parties includes 30% representation of women'

¹⁰² BPS (2019). Data Perempuan di DPR dan DPRD, see:

https://www.bps.go.id/indikator/indikator/view_data/0000/data/1337/sdgs_5/1



A significant portion of women elected to parliament have a strong political kinship (political patronage or dynastic familial politics). For many women, politics is seen as an unattainable career path.¹⁰³

Among the broader workforce, a study by MSCI shows a positive correlation between the presence of women in corporate leadership and performance. Companies in the MSCI Index with strong female leadership generated a return on equity of 10.1% per year versus 7.4% for those without women in leadership roles.¹⁰⁴ Within the professional sector, the World Bank finds that women comprise 47% of entry-level professionals, where women 20% of mid-level management positions with 5% of CEOs and board members are women. There are several factors causing difficulties for women to climb the career ladder and take leadership position with the biggest constraints being motherhood (41%), family responsibilities (41%), non-supportive environments (31%) and gender discrimination (24%).¹⁰⁵ The situation is complicated by Indonesian culture and the collective belief that men should hold leadership roles as they are perceived to be more competent.

¹⁰³ Nuraeni, Neni (2017). "Partisipasi Politik Wanita Indonesia Di Parlemen Dan Relevansinya Dengan Pandangan Ulama Tentang Peran Wanita Dalam Politik," [Indonesian Women participation in politics in the parliament and its relevance in the moslem perspective of women's role in politics] *Jurnal 'Adliya, Vol. 11, No 1*.

¹⁰⁴ Milhomen, C. (2020). *Women on Boards 2020 Progress Report*; retrieved from: <https://www.msci.com/documents/10199/9ab8ea98-25fd-e843-c9e9-08f0d179bb85>

¹⁰⁵ Grant Thornton International Business Report (2020).

The Minister of State-Owned Enterprises (‘SOE’) Erick Thohir has stressed his commitment to not only promote gender equality but also women leadership in SOEs. As a next step, the Ministry of SOE targets to achieve 15% of female leadership in the Board of Directors (BoD) in 2021 and 20% in 2023¹⁰⁶.

4.5. Implementing the Women, Peace, and Security Agenda

The Women, Peace and Security (“WPS”) agenda was formally initiated by the landmark UN Security Council Resolution 1325 (2000), which was adopted on 31 October 2000.¹⁰⁷ UNSCR 1325 affirmed the important role of women in the prevention and resolution of conflicts and in peace-building initiatives. The WPS agenda rests on four pillars: prevention, participation, protection and relief and recovery:¹⁰⁸

- **Prevention**, prevention of conflict and all forms of violence against women and girls in conflict and post-conflict situations.
- **Participation**, women’s equal participation and gender equality in peace and security decision-making processes at all levels.
- **Protection**, women and girls are protected from all forms of sexual and gender-based violence and their rights are protected and promoted in conflict situations.
- **Relief and Recovery**, specific relief needs of women are met and their capacities to act as agents in relief and recovery are strengthened in conflict and post-conflict situations.

A decade ago, the United Nations Security Council issued Resolution 1325/2000 on Women, Peace and Security.¹⁰⁹ This is a significant international normative and policy framework addressing the gender-specific impacts of conflict, political crisis, displacement, disaster and violent extremism on women and girls. The resolution urges member states to implement the agenda through more systemic and concrete actions and reporting, calls for women’s full and meaningful participation and leadership in all efforts to maintain peace and security.¹¹⁰

As part of Indonesia’s commitments as a member of both ASEAN and the UN, the government enacted Presidential Decree No. 18/2014 on the Protection and Empowerment of Women and Children in Social Conflict,¹¹¹ followed by two government regulations in the same year, respectively on the Establishment of Working Group and National Action Plan on the Protection

¹⁰⁶ Republika, April 20, 2021 [Erick Thohir Targetkan 15 Persen Direksi BUMN Perempuan | Republika Online](#)

¹⁰⁷ UNDP-ICAN (2019). *Invisible Women: Gendered Dimensions of Return, Rehabilitation and Reintegration from Violent Extremism*. New York: UNDP.

¹⁰⁸ UN Security Council Resolution 1325 (2000), 31 October 2000, S/RES/1325 (2000).

¹⁰⁹ UNSCR 1325, <http://unscr.com/en/resolutions/doc/1325>.

¹¹⁰ Radhika Coomaraswamy, Preventing Conflict, Transforming Justice, Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325 (UN Women, 2015).

¹¹¹ Gender Analysis of Communal Conflicts in Indonesia (2018) Retrieved from: <https://media.neliti.com/media/publications/322517-gender-analysis-of-communal-conflicts-in-c4a51f61.pdf>

and Empowerment of Women and Children in Social Conflict,¹¹² 2014-2019. The action plan contains prevention, protection, participation, rehabilitation and reconstruction programs and activities, to be held in collaboration with civil society and private sector organizations.

It is also one of the priorities of Indonesia's foreign policy. This priority is manifested in the nation's support for the empowerment of women as agents of peace. In 2019, Indonesia held two major initiatives to promote women's contribution to peace and security; (i) Regional Training for Women, Peace and Security-aimed to strengthen women's capacity in peacemaking processes and (ii) Dialogue on the Role of Women in Building and Sustaining Peace. Women have specific skills and perspectives to offer in peace processes. When given the opportunity, women deliver results.

According to figures compiled by UN Women, women's participation increases the probability of a peace agreement lasting at least two years by 20% and lasting 15 years by 35%.¹¹³ However, women only constituted 13% of negotiators, 3% of mediators and 4% of signatories in major peace processes. At the top level, negotiation processes are usually dominated by a masculine paradigm, which concerns only the top official leaders who are mainly men. Between 1992 and 2019, women only constituted 13 percent of negotiators and 6 percent of mediators in major peace processes worldwide, while seven in 10 peace processes exclude women mediators.¹¹⁴

At the 4th EU-Indonesia Security Dialogue in Brussels on 12 November 2019 a request was made to develop a bilateral dialogue on the role of women peacekeepers, noting that women now make up 22% of the (16,000) civilians working in UN Peacekeeping roles, and female peacekeepers can act as important role models in the local environment, inspiring women and girls (including in male-dominated societies) to push for their own rights and for participation in peace processes. As peacekeeping has evolved to encompass broader humanitarian approaches, women have become increasingly part of the peacekeeping family. Indonesia is well-placed to share its experience having mobilized women peacekeepers in various conflict situations. Key topics include empowering women in the host community (e.g., helping to reduce conflict and confrontation, improving access and support for local women, providing role models for women in the community); addressing specific needs of female ex-combatants in demobilizing and reintegrating into civilian life; helping to make the peacekeeping forces more approachable to women in the community (e.g., providing a greater sense of security to local populations, including women and children, and broadening the skill set available within a peacekeeping mission); interviewing survivors of gender-based violence; mentoring female cadets at police and military academies; and interacting with women in societies where women are prohibited from speaking to men.

¹¹² <https://www.securitywomen.org/unscr-1325-and-national-action-plans-nap/indonesia>

¹¹³ UN Women (2020) "Facts and figures: Women, Peace and Security" Report, see; <https://wps.unwomen.org/participation/>

¹¹⁴ *Ibid.*

On 23 December 2020, the Southeast Asian Network of Women Peace Negotiators and Mediators (SEANWPNM) was launched during an introductory meeting between members of its steering committee and Indonesian Foreign Minister Retno Marsudi.¹¹⁵ Initiated by Indonesia under the leadership and guidance of the foreign minister, SEANWPNM aims to enable women from the region to advance the inclusion and meaningful participation of women in all phases of peace processes as mediators and negotiators. The SEANWPNM will complement existing initiatives in ASEAN and the region that seek to advance the inclusion and meaningful participation of women in all phases of peace processes as mediators and negotiators.¹¹⁶

4.6. Empowering Women through the Green Transition and the Digital Transformation

The United Nations Secretary General, Antonio Guterres has noted there is 17% gender gap in internet use globally.¹¹⁷ Latest statistics from the Association of Internet Providers present that internet penetration for women stands at 48% against men at 52%.¹¹⁸ Although Indonesia does better than the global average, the 5% gender gap in access to technology carries serious repercussions, marking the systemic gender inequality in the Information and Communication Technology ('ICT') world.¹¹⁹ The far reaching consequences are limitations in women's and girls' opportunities to access education, land well-paid jobs, and start new businesses.

The digital transformation entails the push of digital technology to boost the economy. GoI has developed a roadmap for 2020-2024 to achieve digital growth and integration which captures four strategic sectors, which are digital infrastructure, digital administration, digital economy and digital community.¹²⁰ Indonesia is home to one 'decacorn' *Gojek*, valued over USD 10 billion. E-commerce platforms such as *Tokopedia* and *Bukalapak* which are each valued at over USD 1 billion.¹²¹

The COVID-19 pandemic has accelerated Indonesia's digital transformation in an effort to keep the economy working, boost efficiency and cut operational costs especially. Yet, only 43% of

¹¹⁵ <https://kemlu.go.id/portal/en/read/2019/berita/indonesia-initiates-the-establishment-of-the-southeast-asian-network-of-women-peace-negotiators-and-mediators-seanwpm-to-advance-the-agenda-of-women-peace-and-security-in-the-region>

¹¹⁶ <https://portalbandungtimur.pikiran-rakyat.com/internasional/pr-941162944/seanwpmmemperkuat-pemajuan-agenda-wps>

¹¹⁷ Antonio Guterres's remarks in the International Day for Girls in ICT Today (2021)

¹¹⁸ "Serba-serbi pengguna internet di Indonesia," [Situation of internet users in Indonesia], Detik.com, February 19, 2018; retrieved from: <https://inet.detik.com/cyberlife/d-3875031/serba-serbi-pengguna-internet-di-indonesia>

¹¹⁹ https://kominfo.go.id/content/detail/30653/dirjen-ppi-survei-penetrasi-pengguna-internet-di-indonesia-bagian-penting-dari-transformasi-digital/0/berita_satker

¹²⁰ "Siaran Pers Kominfo tentang Peta Jalan Digital 2021,"; retrieved from: https://kominfo.go.id/content/detail/33479/siaran-pers-no-96hmkominfo032021-tentang-apresiasi-langkah-dpd-menkominfo-pemerintah-siapkan-peta-jalan-digital-2021-2024/0/siaran_pers

¹²¹ "Digital Transformation in Indonesia," Rouse, June 2020; retrieved from: <https://rouse.com/insights/news/2020/digital-transformation-in-indonesia>

firms in Indonesia are on a digital transformation journey, and there are delays with ratifying the Personal Data Protection Bill.

Many women still face inequalities like affordability, access to sound digital structure and availability that stop them from effectively adopting the latest digital tools. However, women SMEs are at the forefront of adopting digital tools to stay afloat during the pandemic.¹²² Even more encouragingly, 82% of women SME owners as surveyed by UN Women and Pulse Lab Jakarta use digital solutions like GoBiz and MokaPOS and find them helpful in juggling work and domestic responsibilities.¹²³ GoI's current focus of achieving post-pandemic economic recovery is an opportune time to push for digital transformation, while supporting gender equality.

The Green Transition

The green transition entails shifting of economies to become low carbon and environmentally sustainable to drive economic growth. Key drivers for green economic growth include accelerating the uptake of green technologies, upskilling human resources with sustainable practices and developing accounting frameworks that take environmental indicators into account. The proposed EU-Indonesia Green Agenda is a reminder of the importance of having a clear vision in integrating green transition in different economic cycles to maintain just and healthy human life.¹²⁴

Women entrepreneurs play a key role as Indonesian empowers young people to become the 'agent of change' in the green economic transition. Multiple studies have shown that women express greater concern for the environment than men. Unfortunately, Indonesian women face higher barriers as entrepreneurs, such as greater difficulties in accessing financial support. A UNDP Study revealed that by closing gender disparities, an estimated USD 4.5 trillion can be added to the gross domestic product ('GDP') in the Asia Pacific alone. This strengthens the vision to scale up resources for an inclusive green economy where women's abilities and leadership are fully mobilized. Special efforts must be made to widen women's participation in the green economy, therefore, to empower women, their leadership, and their participation in the decision-making process. Through this, women's contribution in the green economy and digital transformation can be increased; thus, improving working and living conditions for both women and men.

¹²² "Digitalization: new opportunity old challenge for gender equality," The Jakarta Post, March 31, 2021; retrieved from: <https://www.thejakartapost.com/academia/2021/03/30/digitalization-new-opportunity-old-challenge-for-gender-equality-.html>

¹²³ UN Women and Pulse Lab Jakarta (2020). *Leveraging Digitalization to Cope with Covid-19*. Jakarta: UN Women.

¹²⁴ The main 5 themes of the proposed EU-Indonesia Green Agenda are: a) Climate-neutrality by 2050 (notably land-use and renewable energy); b) a new industrial policy based on the circular economy; c) preserving and restoring ecosystem and biodiversity; d) a zero-pollution ambition for a toxic-free environment; and e) *From Farm to Fork*: designing fair, healthy and environmentally-friendly food systems. *Proposed Team Europe Initiative Green Deal Co-operation in Indonesia*.

4.7. The COVID-19 Backlash against Gender Equality Efforts

Below is a summary of the impacts of COVID-19 to efforts on gender equality:

COVID-19 Halts the Progress to Achieve the Sustainable Development Goals (SDGs) for Women in Indonesia

#SDG 1. No Poverty	#SDG 8. Decent Work and Economic Growth	#SDG 9. Industry, Innovation, and Infrastructure	#SDG 16. Peace, Justice and Strong Institutions
Women in Indonesia largely depend on income from family business, but COVID-19 has shrunk it for 82% of women and 80% of men. ¹²⁵	COVID-19 exposed women's vulnerability to shocks in the labor market, particularly informal workers with 36% of women in informal employment decreased their paid work time, compared to 30% of men in the same sector. ¹²⁶	Technology and infrastructure are helping people cope with mobility restrictions, but 51% of women and 45% of men outside Jakarta lost access to public transit since the spread of the virus. ¹²⁷	The lockdowns put women's safety in jeopardy, particularly those who are married, low income and aged 31-40. ¹²⁸

Despite the global COVID-19 pandemic, Indonesia remains one of the fastest growing economies in the world. The main drivers are micro, small, and medium enterprises (MSMEs) almost half of which are owned or led by women. Indonesia might have fewer problems than other countries in the Asia Pacific region with equal pay based on gender, but systemic gender inequality requires the attention of everyone, regardless of their occupation or background. The argument that the central government and regional administrations have already adopted the SDGs, aiming to achieve gender equality and women's empowerment, is countered by the key figures above as they showcase Indonesia's drawback in achieving the SDGs.

Women and Disaster Readiness Response

Women are disproportionately affected by climate-related disasters as they depend heavily on natural resources due to their limited access to assets, financing, and technologies. This increases their vulnerability to economic shocks, particularly for women working in disaster and climate-sensitive sectors such as tourism and agriculture.¹²⁹ Since February 2019, the COVID-19 pandemic has overlapped with about 23 natural disasters or related incidents in Indonesia. Women are not only disproportionately affected, but also at a disadvantage regarding decision-

¹²⁵ UN Women (2020) Rapid Assessment Surveys on the Consequences of COVID-19 in Asia and the Pacific

¹²⁶ *Ibid.*

¹²⁷ *Ibid.*

¹²⁸ *Ibid.*

¹²⁹ UN Women and UN Environment (2020) "Gender and Climate Change in the context of COVID-19"

making power for building back better.¹³⁰ Due to the pandemic, professional services that used to help vulnerable groups temporarily suspended their services as their energies were focused on handling the pandemic. As a result, women, as well as other vulnerable groups such as persons with disabilities and children, have difficulties in seeking protection from violence they experience.

Gender Norms Exacerbate Risk

As described in previous sections, based on patriarchal gender norms, women do not have the decision-making power during an outbreak, and as a result, most of their public and reproductive health needs are not met. Moreover, women do not have the autonomy to make their own reproductive-related decisions. This is exacerbated by limited financial resources, making it difficult for women to access health services, both for themselves and for their children. Men, meanwhile, tend to be reluctant to access health services for early detection of virus transmission, leading to delayed detection, and treatment (also putting others at risk).

Generally, during the quarantine period at home, the workload for women in the household has increased. Starting from preparing food, washing clothes, cleaning the house, accompanying children to complete school assignments. For families whose husbands work daily, women are increasingly burdened because they must squeeze their minds in meeting the daily needs of the family, where the husband is unable to leave the house to earn a living.

Families with gender norms that discriminate against women do not share domestic tasks between husband and wife. Husbands/men feel this is taboo, or feel that household affairs are women's duties, even though at that time the husband was not working. Thus, the COVID-19 pandemic has made the burden on women even heavier, and caused gender equality to slip backward.

¹³⁰ Global Hazards Weekly Bulletin, available at <http://www.met.reading.ac.uk/~sgs02rpa/extreme.html>

5. Notable Ongoing Gender Projects (2019-2021)

Despite the challenges described, Indonesia has seen more gender-focused projects across government, non-government organizations and private sectors take root over the past couple of years. These include capacity-building programs, training, and continued dialogue.

Listed below are some examples of gender equality/women empowerment initiatives identified in Indonesia in the period 2019-2021.

Institution	Type of Projects	Objective	Status
Government-led projects/initiatives			
KPPA-PT Cargill Indonesia	Female Workers Protection (R3)	Establish the first safe house for women workers in the plantation sector in Indonesia.	Kick-off
Government of Canada-Indonesia	No Manel Pledge	Endorse gender inclusion	Ongoing
KPPA-South Korea	Women's School to Achieve Hopes and Dreams (Sekoper Cinta) West Java Pilot Project	Strengthen women's economic empowerment in Indonesia through vocational training, increasing women's access to work and entrepreneurship, and establishing women's vocational schools as pilots to be replicated in other locations in Indonesia	2020-2024
BAPPENAS-Millennium Challenge Corporation (USA)	Compact Development Funding	Financing women-owned SMEs	2020-2024
International Organizations/NGO/Industry Players			
UNFPA-Japan	Leave No One Behind	Protect and maintain the dignity of women and vulnerable groups during the COVID-19 pandemic.	Ongoing

International Labour Organization	Women in STEM Workforce Readiness and Development Program	Strengthen linkages between private sector firms, social partner institutions and vocational training centers to ensure greater opportunity through higher entry, retention and advancement of women workers in STEM-related positions.	Ongoing
The Body Shop – Plan Indonesia	Creating Safe Space for Girls	Empower girls to stand up for their rights and prevent sexual harassment	Ongoing
UN Women – European Union	WeEmpowerAsia	Empower and increase number of women who lead and participate in business to promote inclusive and sustainable growth and build more gender-sensitive trade and supply chains between European and Asian markets	Ongoing
ILO – UN Women – Ministry of Manpower	Integrated Gender Responsive Migrant Workers Centre	Multi-stakeholder partnership to eliminate violence against women and girls and to ensure fair and safe labour migration for all women.	Ongoing

6. Conclusions and Recommendations

The process of developing this country's gender profile is relied upon the availability of data. The main challenge faced during the process of developing this country's gender profile is diffusion of data. While there are different, and somehow inconsistent, data resources, critical thinking in dealing with data analysis is considered crucial so that arguments could be groundly developed. On the other hand, to some extent, lack of updated data imposes for grounding claims. It might be thus good to encourage GoI to develop neat coordination with gender issue; the Kemen PPPA could be considered to take the lead on this.

It is therefore considered important for the European Union to deal with some problem mappings and gender analysis so that specific planned interventions would have better understanding of gender issue.

Based on the preceding sections outlining the key challenges faced in furthering gender equality in Indonesia, a number of recommendations can be made:

1. Elimination on Gender Based Violence

There is a need to increase protection for women/girls as victims of gender-based violence. Such protection should include:

At the institutional level

- Supporting legislation for criminalizing all forms of gender-based violence; the current proposal of the amendment of Criminal Code as well as the Bill on Elimination of Sexual Violation articulate the need to eliminate all forms of gender-based violence and sexual violence;
- Enhancing law enforcement institutions and mechanisms to ensure that all forms of gender-based violence can be prosecuted. Capacity building and technical assistance for police, prosecutors, judges as well as lawyers are needed. This is also to ensure that a victim-centered approach applies in criminal justice system;
- Increasing protection of survivors by supporting access to life-saving social and justice services. There is a need to continuously strengthen victim centers/agencies/institutions run by government and/or civil society to provide supports and service to victims/survivors of gender-based violence through capacity building and technical assistance.

At the civil society level

- Supporting civil society movement dealing with women empowerment, including elimination of gender-based violence and sexual violence (prevention and responses to gender-based violence).

2. Promotion and Protection of Sexual and Reproductive Health Rights

It is recommended to ensure promotion and protection of sexual and reproductive health rights by:

- Ensuring that law and policy protects sexual and reproductive health rights by reviewing all laws and policies which may hinder sexual and reproductive rights particularly the maternal mortality rate, autonomy in sexual rights, and reproductive rights. This includes the push for a new law and/or revision of existing laws which hamper sexual and reproductive health rights. Law and policy should also prevent and end any discrimination as well as harmful practices against women belong to vulnerable groups such LGBTQ, minorities, the disabled, as well as indigenous peoples;
- Supporting Indonesian policies/initiatives as articulated in the National Mid-term Development Plan (RPJMN), the National Action Plan and other initiatives to provide more protection on sexual and reproductive health rights as well as to end the harmful practices violating this right. In the current situation, this could include efforts to:
 - Strengthen access to health-care facilities for women/girls particularly during the pandemic. This means increasing the quantity and quality of access to health-care including the building of infrastructure such as roads to health facilities, the referral system from home to health facilities, increased quality of health-care, as well as access to contraception;
 - Provide proper access and facilities for gynecology and maternity, as well as reproductive health checks.
- Providing ongoing capacity building and technical assistance for all government and civil society institutions to ensure that these rights are respected and protected.

3. Empowering Girls and Women within Their Economic and Social Rights

As mentioned, there is a need to strengthen protection of the economic and social rights of women and children through the elimination of discrimination and the support of gender equality at work, at home and in education. The focus here should be on:

Gender at Work:

- Supporting government, business sectors, trade unions, as well as civil society to promote decent work, equal pay and labor rights and women's transition to the formal economy. This includes:
 - Supporting the implementation of all gender issues at work and beyond in National Action Plan on Human Rights, Sustainable Development Plan, National Midterm Development Plan (RPJMN);

- Promoting the application of human rights in business activities;
- Encouraging and strengthening social dialogue between the private sector and trade unions;
- Assessing and reviewing laws and/or policies on labor and other related issues. This includes:
 - The application of Law No. 11/2020 on Job Creation and its implementing regulations in relation to gender equality and women empowerment;
 - The application of gender perspectives in guaranteeing non-discrimination policies, as well as equal pay, treatment and promotion at workplace in all laws/regulations at all levels, especially post the implementation of Law No. 11/2020;
 - Access for women in the informal sectors to social benefits through existing national social security system (i.e., BPJS) and guaranteeing non-discrimination policies as well as equal protection;
- Provide capacity building and technical assistance to government as well as business sectors, trade unions to respect and apply women rights at work;
- Encourage and promoting women entrepreneurship and women-led business including access to financial support;
- In relation to migrant workers, fostering collaboration with other ASEAN countries to ensure that rights of migrant workers are protected including access to medical treatment and vaccines during the COVID-19 pandemic.

Gender Equality in Education:

As previously outlined, the COVID-19 pandemic has caused challenges in protecting and realizing women's and girls' access to the right to education. Opportunities for intervention include:

- Supporting government, the private sector and civil society in promoting gender equality, and through access to quality, affordable and inclusive education at all levels (including access to comprehensive sexual education);
- Ensuring that all girls have access to quality, affordable, and inclusive education at all levels during COVID-19 pandemic where teaching takes place online. This implies that the government needs to ensure that the necessary infrastructure (namely affordable internet as well as electronic devices and software) is available for all girls.
- Developing more gender responsive education systems to promote gender equality through safe and healthy learning environments, teacher recruitment, training and professional development, curricula and learning materials, works with parents and communities;

- Strengthening legislation and policy, and creating an environment that enables women and girls to continue their education. This implies an end to harmful practices such as child marriage.

4. Advancing Equality on Political Participation and Leadership

A lack of women participation in politics and leadership, suggests that following recommendations to fill the gaps:

- Developing laws, regulations, and policies to enable women to participate in politics, government, and business at all levels;
- Increasing the level of female participation (30% target), representation and leadership in politics and government at all levels by promoting and developing youth leaders' programs as well as women empowerment programs, encouraging women to join political parties as well civil engagement. This could include technical assistance to women's organizations/grassroots. The aim is to empower and enable female representativeness in the policy-making and decision-making processes;
- Increasing the *quality* of female participation in politics and government through capacity building programs and young leaders' programs.

5. Enhancing Women Participation in Peacekeeping and Peace-building and Security Agenda

As peacekeeping has evolved to encompass broader humanitarian approaches, women have become an increasingly important part of the peacekeeping family. Based on the preceding discussions, there is a need to support the Indonesian government to increase the quantity and quality of female participation in peace-making, peacekeeping and peace-building. Possible endeavors to be include:

- Assessing and developing laws, regulations and policies to establish and institutionalize female participation in the civil protection and related rehabilitation and reconstruction programs and activities, as articulated in the National Action Plan on Human Rights and the National Action Plan on Protection and Empowerment of Women and Children in Social Conflict;
- Developing inclusive programs ensuring active female participation in countering terrorism;
- With women, peace and security a priority of Indonesian Foreign Policy, there is a need to support the government to conduct capacity building and mentoring programs for

women negotiators, mediators and peace keepers by cooperating with other institutions at national, regional, as well as national levels;

- Supporting government to improve data and information regarding female participation in peace and security issues.

6. Empowering Women through Green Transition

- Developing laws, regulations, and policies which anchor female participation in the green transition;
- Ensuring the accommodation of gender assessments in the development of policies related to green transition;
- Developing sectoral mapping for gender participation in order to empower women's active participation in green transition and circular economy;
- Supporting government to develop gender-inclusive programs for the green transition;
- Supporting government to conduct capacity building programs for preparing women and girls in facing the green transition.

7. Empowering Women through Digital Transformation

- Developing laws, regulations, and policies which institutionalize female participation in the digital transformation;
- Ensuring the accommodation of gender assessments in the development of policies related to digital transformation;
- Supporting GoI in developing gender-inclusive programs of digital literacy as well as digital skills for jobs and entrepreneurship in collaboration with the private sector and civil society.
- Supporting GoI to conduct capacity building programs for preparing women and girls in facing the digital transformation.