Efforts of Indonesian to Improve of Gender Equality on ASEAN Economic Community (AEC)

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ABSTRACT

Indonesia is the largest country in ASEAN, with a population of 252 million, where the total labor force amounted to 120 million. The country also significantly contributed to the economic growth of ASEAN. However Indonesia has the lowest human development achievements in ASEAN. This study aims to determine the magnitude of the gender gap in human development achievement in Indonesia in the AEC. The study is conducted in Southeast Asia countries. The result of this research indicates that Gender Development Index and Gender Empowerment Measurement in Indonesia increased slowly since 2005 until 2013, but were always below the Human Development Index. Indonesia has largest gender inequality among the ASEAN-5. Various efforts have been made by the Indonesian government to increase gender equality such as increasing the education budget to 20% of the total state budget (Anggaran Pendapatan dan Belanja Negara/ APBN), giving health and smart cards to the poor, and enactment of the Law No. 8 in year 2012 concerning the election of candidates that requires a minimum of 30% of those serving in parliament are women.

Keywords: Human Development Index, Gender Development Index, Gender Empowerment Measurement, ASEAN Economic Community, Gender Equality.

1. INTRODUCTION

The implementation of AEC gives a great hope for the Indonesian labor force to occupy the labor market of ASEAN. Indonesia's economic growth in 2014 contributed 5.03% to the ASEAN (World bank, 2014): this amount is greater than the ASEAN-6, but slightly below ASEAN. Another reason: Indonesia has a large population; nearly 40 percent of the Indonesia workforce in ASEAN has the potential to occupy the working vacancy in Southeast Asia. However, Indonesia is a country with the lowest human development achievements in the ASEAN-6.

Human development would be achieved if there is no gender difference in the economic activities. However, the facts showed that women suffered inequity in the quality of life. Women's participation in development is not optimal because of the low quality of women's resources and their inability to compete with workers from neighboring countries. The issue of human development based on gender in ASEAN needs serious attention. It is indicated by the increase in indicators related to gender development.

In Indonesia, the different treatment toward women has been going on since long time ago in various activities. Specifically in the work, women have a lower chance than men. Whereas in the philosophy of the Republic of Indonesia there is no

different treatment between women and men in various activities. Article 27 paragraph 1 says that every citizen is equal in law and government and has equal obligation in law and government without any exception (Undang-undang Dasar Republik Indonesia 1945). Unequal treatment in various activities will cause problems in human development.

This paper aims to know the degree of gender gap in human development in various aspects related to Human Development Index (HDI), Gender Development Index (GDI) and Gender Empowerment Measurement (GEM). In addition, it is also to know the size of the gender gap, through ratio between the GDI and HDI as well as the ratio between GEM and HDI.

2. LITERATURE REVIEW

Recently, various countries in Southeast Asia has put serious attention on gender in human development. In general, biologically speaking, there is a distinction between women and men. However, the difference causes social interest in behavior, rights, resources, and power. Thus, understanding gender is not just a physical difference between women and men, but its participation and behavior in society. Gender can be divided into the public or domestic roles (Anonymous, 2000). The public role is defined as activities outside the home and has the aim to obtain earnings for the family while the domestic role consists of the activities in housework and it is not aimed to get the earnings for the family. In Indonesian tradition, women have a domestic role because she is responsible for household jobs while men have a public role because he is responsible to fulfill the needs of the family. However, the fact shows that some women have multiple roles such as taking care of the family and to helping the husband to fulfill the needs of the family.

2.1 Human Development Index

United Nation Development Programme (UNDP) defines human development as a process to define and expand his options (UNDP, 2007/2008). In addition, it will be necessary to achieve human development in quantity and quality. HDI aims to measure the achievement of human development through three indexes namely, life expectancy, education (literacy rate and mean years of schooling), and living standard, calculated by a simple average. Index of life expectancy can be calculated by using two types of data namely whether the child was born alive or the child was still alive. The education index is measured by two indicators, among others, literacy rate, and the mean years of schooling. Literacy rate is the average of the population aged over 15 years old and the ability to read and write the letters of the Latin alphabet. Indicators of mean years of schooling is the average number of years spent by the population aged over 15 years old. It is calculated with data on levels/classes; whether they have passed the highest education level. Calculations for both the indicators: 1/3 for the mean years of schooling and 2/3 for literacy rate. Income Index is calculated by using numeral of logarithm.

Each index on HDI is calculated by using the maximum and minimum limits as follows (see Table 1).

Tabel 1. Goalposts for calculating the HDI.

Description	Maximum value	Minimum value
Live expectancy at birth, in years	85	25
Adult literacy rate, in %	100	0
Mean years of schooling, in years	15	0
Estimated earning income, in purchasing power parity (PPP) $ US	40.000	100

Source: UNDP, 2007/2008.

For example V_a is the actual value of indicator, V_{max} and V_{min} are the maximum and minimum value of each indicator. If X_i, $i = 1,2,3$ are the index dimensions on HDI. Each index can be calculated by formula and guidelines at goalposts the following:

$$Index\ X_i = \frac{V_a - V_{min}}{V_{max} - V_{min}}$$

Calculating the HDI by combining three indexes using a weighted average by formula the following:

$$HDI = \frac{1}{3}(X_1 + X_2 + X_3)$$

HDI can be used to measure the achievement of human development namely developed countries, developing countries, and underdeveloped countries. However, the HDI cannot identify the achievement of human development according to gender difference. UNDP introduced two tools to measure the gender development of a country. The first is GDI, the achievement of human development based on gender related to health, education, and welfare. The second is GEM, to determine the contribution of women on human development in economic and political participation.

2.2 Gender Development Index

GDI is the index of the human development to pay attention to aspect of gender of a country. GDI is used to measure the gender achievement of dimensions and indicators similar with HDI, but it is used to measure the HDI of women and men. GDI aims to determine the gap between women's development and men's development in efforts to build the quality of human life. Gender equality is achieved when the GDI value is equal to the HDI.
     Calculating the GDI value is similar with calculating the HDI, but each indicator in every index is campared between women and men (see Table 2). The index is called equally distributed index; it is calculated with the following formula (UNDP, 2007/2008):

Equaly distributed index =
{[female population share (female index$^{1-\varepsilon}$)] + [male population share (male index$^{1-\varepsilon}$)]}$^{1/1-\varepsilon}$, with $\varepsilon = 2$.

Calculating the GDI by combining three indexes evenly using a weighted average.

Table 2. Goalposts of calculating og GDI

Indicator	Maximum Value	Minimum Value
Female life expectancy at birt (years)	87,5	27,5
Male life expectancy at birt (years)	82,5	22,5
Adult literacy rate (%)	100	0
Combined gross enrollment ratio (%)	100	0
Estimated earned income (PPP US$)	40,000	100
Notes: The maximum and minimum value (goalposts) for life expectancy are 5 years higher for woman to take into account their longer life expectancy. To preserve the reltionhip between female and male values of each indicator, scaled value are computed in used in place of figures where either the female or male value exeed the thereshold (in the case of adult literacy a practical thereshold value of 99% is used). The scalling is achived by multiplying the female and male values by the practical thereshold values devided by the maximum and minimum reported value for either females and males.		

Source: UNDP, 2007/2008.

2.3 Gender Empowerment Measurement

GEM shows the extent of the role of women in economic and political activities on human development which includes the participation of political, economic and decision-making. Gender equality in economic and politics aspects is achieved when the GEM value is equal to the HDI. Calculating the GEM focuses on three key areas, including economic participation, representatives of the parliament, and income. Political participation is measured by percentage of women's and men's seats in parliament. Dimensions of Economic participation and decision making are measured by two indicators, namely the percentage of women and men at legislators, senior officers and managers, as well as professionals and technical workers. Every aspect is an index which is calculated based on the percentage of Equally Distributed Equivalent Percentage (EDEP) with the following formula (UNDP, 2007/2008):

Equally distributed index =
$\{$[female population share (female index$^{1-\varepsilon}$)] + [male population share (male index$^{1-\varepsilon}$)]$\}^{1/1-\varepsilon}$, with $\varepsilon = 2$.

Each value of the EDEP is divided by 50; it is regarded as an ideal contribution of each gender group for all components of GEM. Furthermore, two EDEP are averaged to create the EDEP of economic participation. The income index is measured by the estimated earnings of women and men (PPP $US). Calculating the GEM is done by combining the three EDEP indices in an unweighted average.

3. RESULT AND DISCUSSION

Figure 1 shows that HDI value of Indonesia has increased slowly since 2005, that is from 0.662 to 0.756 in 2013; it is in the intermediate category. It is the lowest among ASEAN-6, only slightly above the CLMV (Cambodia, Lao PDR, Myanmar, and Viet Nam). Singapore and Brunei Darussalam have a very high HDI category, while

Malaysia and Thailand are in high positions. Health index and earnings for Singapore are the highest in ASEAN (Bangun, 2014). Increased HDI value of Indonesia is not effective to reduce the gender gap in the achievement of human development. This phenomenon is indicated by GDI value that is lower than the achievement of HDI. Indonesian GDI value increase 0.651 in 2005 to 0.733 in 2013. It is lower than the average ASEAN-6, but is above the Philippines and CLMV. This situation shows that Indonesia has the widest gender gap in ASEAN-5 in human development. Overall, GDI value of ASEAN has increased since 2005, but the increase is always under HDI.

Figure 1. HDI, GDI, and GEM in Indonesia, ASEAN-6.
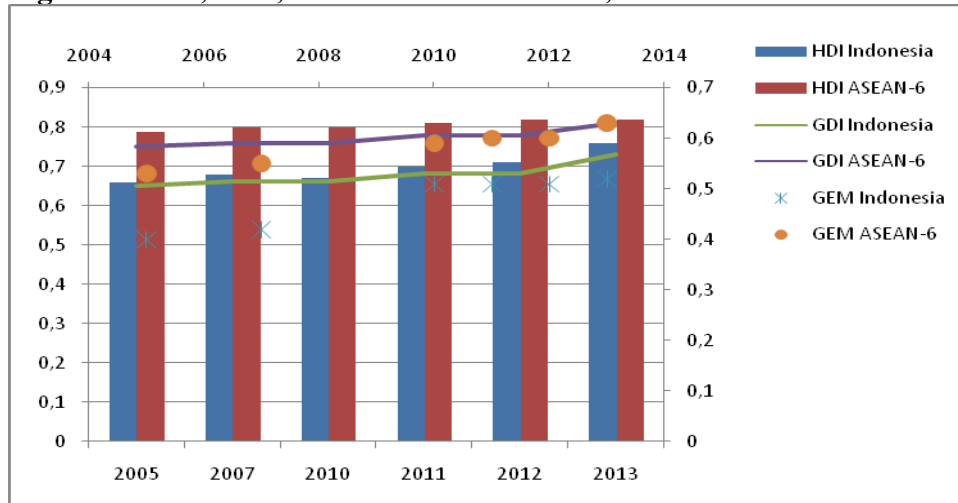
Source: UNESCO Institute for Statistics (UIS) and HDR 2005-2014. Data processed.

Life expectancy index contributed most low in creating value of Indonesia GDI. The maternal mortality rate (MMR) when giving birth is 359 out of 100,000 births. The number of births amounted to 4.3 million in 2012; it means there are about 15 thousand maternal deaths every year (Anonymous, 2012). It is caused by women's lack of access to sexual rights and reproductive right (Bappenas, 2013). The Indonesian government will improve aspects of health through healthy card program given to the poor. Healthy card holders will be free from the hospital expenses. That has been determined by the government.

The dimension of education increases higher than the other indicators. This progress is shown by the improvement in the Gender Parity Index (GPI) (World bank, 2015. Literacy rate increased from 80 percent in 1990 to 93 percent in 2013. Government support in the aspects of education is the allocation of the education budget, that is 20% of the total state budget and implementation of compulsory education of 9 years. There have been improvements in achieving gender equality. The government has implemented a smart card program that is given to the poor to be free from the cost of education at the primary school to high school. In the income dimension there is a significant difference, in which women's GNI amounted to US $ 5,873 per capita, while men amounted to US $ 12,030 in 2013 (UNDP, 2014). This indicates that contribution of women is smaller than men's on the human development.

GEM value of Indonesia increased 0.40 to 0.52 from 2005 to 2013. It was the lowest in the ASEAN-5. GEM Growths in Indonesia is far below the HDI. This situation shows that gender equality in political and economic aspects is low. There is

an increase each of index to created the GEM, but it was not evenly distributed. Index EDEP for parliamentary representation has growth is highest. Number of female members in parliament in periode 1955-1956 was 6.3 per cent to increase to 17.32 percent in the period 2014-2019 (Sekretaris Jenderal DPR RI, 2014). In the period of 60 years, or 12 times the general election in Indonesia there is an increase amounted of 11 percent or an average of 0.19 percent per period. This situation has not reached the government's target of at least 30 per cent representation of women in parliament. Efforts to encourage representation of women in parliament through the law No. 8 in 2012 on the General Election Legislative requiring each political party have at least 30 percent women in the list of legislative candidates, but has not been achieved as expected (Undang-undang RI No. 8 Tahun 2012). According to World Bank report 2015, the proportion of women in the representation of regional and national councils is smaller than males.

There is a significant increase in indicators women as professionals, managers, adiministrasi and technicians the working in executive, judicial institutions and other private. The data World Bank 2015 showed that Indonesian workers as legislators, senior officials and managers, only 17 percent of women compared to men amounted to 83 per cent in 2005. This situation has increased to 21 per cent held by women while men amounted to 79 percent in 2013. In developing countries, women do not reach 8 percent occupy ministerial positions (World bank, 2015). In Indonesia, contribution of women in economic and political participation increased from 0.41 in 2005 until 0.53 in 2013.

Figure 2 shows that the ratio of GDI and GEM to HDI for Indonesia and ASEAN since 2005 to 2013 in under numeral 1, it means hasn't been achieved the gender equality in human development. Ratio GEM on HDI for Indonesia increased since 2005 to 2013 by an average of 1 percent per year, however lower than ASEAN. The gender gap would pose a burden on productivity, efficiency, and economic progress. This situation will lead to the loss of opportunities for women to earn income households, due to inefficiencies in the allocation of productive resources between men and women in the household (Laporan Bank Dunia, 2000). Meanwhile, the ratio of GDI to HDI for Indonesia is higher than ASEAN. This indicates that hasn't achievement of gender equality in the quality of human life, both Indonesia and ASEAN. The gap between GDI and GEM to HDI is a challenge in the future to monitor gender issues in human development.

Figure 2. GDI and GEM to HDI Ratio in ASEAN
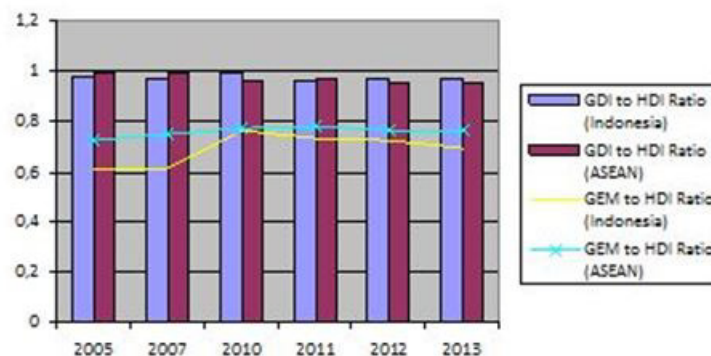
Source: UNESCO Institute for Statistics (UIS) and HDR 2005-2014. Data processed.

4. CONCLUSION

Gender gaps, both in the value GDI and GEM shows that the indication leads to the discrimination against women. This is evidenced by indicators relating to factors that may cause differences in the health of women. Remediation efforts have been made by the Indonesian government to reduce or eliminate the gender differences, the result is positive. The results research showed that the indicators of knowledge are very low, so that still needs serious attention. Government efforts to improve the educational aspect are the allocating the education budget by 20% of the total state budget (APBN) and carry out the compulsory 9 years. Other efforts a have done is to implement a program of healthy and smart cards are given to the poor. The card holder will be free of medical expenses and the cost of education at the elementary level to high school. On the revenue indicator there is a significant difference, in which women's GNI per capita is much lower than men. The major difference is caused due to the wide gap between men with women in the economic indicators. The findings in this study show that women's economic participation is still far below men. In terms of wages, women receive lower wages than men for the same work group. Discrimination of women in terms of wages is more alarming when you work as casual laborers or in the informal sector.

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