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Research paper

Gender Inequality: Concept and Measurement (A Study of Indonesia on ASEAN)

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Abstract

Indonesia is the largest country in ASEAN but has the largest gender gap in ASEAN-5. This study aims to know the large of gender inequality in Indonesia on ASEAN. Five important dimensions to measurement of gender inequality, there are economic participation, economic opportunity, political empowerment, educational attainment, and health and well-being. This research is an empirical study using secondary data from various sources are relevant. For measurement gender inequality is used the calculating of Gender $^{\text{Inequality}}$ Index. The assessment is done on Indonesia and other countries in Southeast Asia. The research results showed that Indonesian Gender Inequality is largest in ASEAN-4, instead higher than Viet Nam. It means the gender equality in Indonesia is lowest more than Singapore, Malaysia, and Thailand in human development. Indonesian had to improving the role of woman in participation of education, economic, political, and public job reproductive health, empowerment, and labour market. The most striking indicator is the low representation of women in parliament. It is seen that almost all ASEAN member countries have low representation of women in parliament. The majority of Indonesian workers are unskilled labor. Similarly, the woman far slightly in the labor force to compared with man.

Keywords: *Empowerment, Gender Inequality, Gender Inequality Index, Labor Market, and Woman Reproductive Health.*

1. Introduction

Every country in the world wants to achieve a better life through decreasing levels of discrimination between women and men in various aspects with the aim of increase the development of quality human beings. However, in reality it can be seen that almost all the countries in the world are experiencing gender differences in getting the right to their prestation. This shows that there is an imbalance between women and men in obtaining quality of life. Each country has different issues for gender inequality so as to make a difference in human development the experienced of a state.

In general, women still lag behind of several aspects. In the aspect of education, women are still left behind compared to men (Bangun, 2016). Gender inequalities in primary education are low, but high in higher education. The quality of women's human resources is below than men, this condition leads to women's incomes smaller than men (Bangun, 2016). This situation raises that in the economic aspect, women are left behind compared to men. Because of the technological limitations experienced by developing and underdeveloped countries, health factors for women are low. In addition, cultural factors are one of the causes of high gender inequality in a particular country.

Gender issues become an important agenda to be resolved in countries in the ASEAN region, because it will result in detriment of women in various aspects. This will motivate women to participate in various activities in human development. Each country in Southeast Asia has undertaken various efforts to reduce gender inequality. A result, it evidents that gender inequality in ASEAN has declined since the last five years (Agustini, 2013). However, overall it can be seen that the role of women in development is still lower than that of men, this is because male labor productivity is better than women (Bangun, 2017).

In Indonesia, the differences between women and men have occurred long ago in various aspects of activities. Particularly in the aspect of employment, women always get smaller opportunities than men (Dunia, 2000). SAKERNAS (Statistik, 2004) notes that the number of working-age women over 15 years is 50.2% of the 153,923,648 working-age population. However, the female labor force participation rate is only 51.4% lower than in men reaching 84.2% in 2013 (Statistik, 2015). This gap is also reflected in the percentage of working hours, amounting to 74.9% of worker as a full-time worker, while female workers only 54.6% (Indonesia, 2005). In the wage system, the female workforce does not receive the family allowances and medical benefits as received by male workers (Organization, 2014). The wage of male workers is greater than the wages of female workers from year to year although the amount of wages received each continues to increase (Agustini, 2013). This study aims to understand the concept and measurement of gender inequality in Indonesia towards ASEAN countries.

2. Literature Review

Initially, the gender is only understood to be gender only in which makes it a symbol to differentiate between men and women. However, in its development the concept of gender is understood from the behavior and keperibadian between men and women. Gender is a symbolically or social difference based on gender differences. Thus, gender can be understood as a social construct or attribute imposed on humans constructed by culture. Gender

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can be differentiated into each role such as public or domestic role. Public role is defined by activities conducted outside the home and aims to generate income. While the domestic role is the activities undertaken within the home with respect to housekeeping and is not intended to generate income (Agustini, 2013).

Various literature is used as benchmarks to measure gender inequality. So that there are various opinions from experts and institutions on the measurement of gender inequality have in common from several components. The Global Gender Gap Index (GGGI) quoted from the World Economic Forum (WEF) states that gender inequality lies in the economic, political, educational, and health aspects (Hausmann, 2014). GGGI is an unweighted arithmetic mean consisting of four this dimensions. The economic participation and opportunity dimension describes the disparity between women and men through the ratio of women to men in labor force participation, remuneration, and advancement. The educational attainment dimension illustrates the gap between women and men through the ratio of women to men to education at the primary, secondary, and tertiary levels. The health and survival dimension illustrates the difference between women and men by using sex ratio at birth and using the gap between women and healthy life expectancy of men. The political empowerment dimension measures the distance between men and women at the highest levels of political decision making through the ratio of women to men in ministerial positions and the ratio of women to men in parliamentary positions (UNDP, 1995).

The social institution and gender index (SIGI) found by OECD in 2009, it is an unbalanced arithmetic mean of several dimensions that measures women's discrimination in formal social institutions and informal laws, social norms, and practices. This concept measures gender inequality through fourteen indicators contained in five dimensions. Discriminatory family codes dimensions are measured by legal age of marriage, early marriage, parental authority, inheritance. Dimensions restricted physical integrity is measured by violence against women and female genital mutilation, and reproductive autonomy. Son dimensions can be measured by missing women and fertility preferences. Restricted resources and assets are measured with secure access to land, secure access to non-land assets, and access to financial services. While the dimensions of restricted civil liberties are measured by access to public space and political voice (OECD, 2014).

Social Watch in 2005 through the gender equity index (GEI) consist of three dimension and measured with twelve indicator, these are: education (measured by primary school enrolment, secondary school enrolment, tertiary education enrolment), economic participation (measured by adult literacy rate, labour force gap, non-vulnerable employment, and estimated income gap, and women empowerment (measured by seats in parliament, legislators, senior officials, and managers, professional and technical workers, and women in ministerial positions). Based on the vision of the European Union, the concept of GEI noticed elements of development, growth, and cohesion for all individuals is a central principle. To address the gender gap is not enough to distinguish only female and male behavior, but also takes into account the country context and level of achievement of member states on various aspects. The findings of the European Union-Gender Equity Index (EU-GEI) measure gender equality by using eight dimensions as measured by twelve indicators. These are: work (measured by participation, segregation, quality of work), money (measured by financial resources and economic situation), knowledge (measured by educational attainment, segregation, lifelong learning, time (measured by economic activities, care activities, social activities, power (measured by political power, social power, economic power, health (measured by health, status, behavior, access), intersecting inequalities (population groups in specific age, disability, ethnicity, marital status, religion, sexual orientation, and social class), and violence (measured by direct and indirect violence (Watch, 2012).

Then, the Environment and Gender Index (EGI) of the International Union for Conservation of Nature (IUCN) monitors gender equality and women's empowerment in the environmental arena. The aim is to look at the progress of measurement, improve information, and empower countries to move on to gender equality and for the environment. EGI consists of six dimensions: gender-based rights and participation, ecosystem, gender-based education and assets, governance, country reported activities, and livelihood.

Various opinions from various institutions on gender equality and inequality have resulted in differences in dimensions and indicators, some even overlapping in indicators. According to Social Watch, for example, on the UE-GEI there are 17 indicators to measure 8 dimensions, while the WEF pada GGGI presents only four dimensions as measured by fourteen indicators. Based on the analysis that most of these indicators have is same. Similarly, the GGGI version has three dimensions as measured by five indicators, since most of the indicators on EU-GEI and GGGI are the same. Table 1 the combining three concepts about gender equality and inequality. Similarly to the GEI concept, most of the dimensions and indicators have in common with GII. Therefore, the GII concept is used by various countries to measure gender inequality in human development. The concept is simple, as well as indicators as a measure of reality for current conditions.

Table1: Comparison between the conceptual frameworks of the EU-GEI, GGI, and the GII.

Gender Equality Index		Global Gender Gap Index	Gender Inequality Index
Dimension	Indicator	Dimension	Dimension
Work	Segregation and quality of work		
	Participation		
Money	Financial resources	Economi participation and opportunity	Labor Market
	Economic situation		
Power	Economic dicision-making		
	Social dicision-making		
	Political dicision-making	Political empowerment	
Knowledge	Educational attainment and segregation	Educational attainment	Empowerment
	Lifelong learning		
Time	Care activities		
	Social activities		
Health	Status	Health and survival	Human Reproductive Health
	Behaviour		
	Access to healthstructures		
Violence	Direct		
	Indirect		
Intersecting Inequalities	Opening up the analytical space		

In previous reports, HDR has used two human development gender indexes are the gender development index (GDI) and gender empowerment measure (GEM). GDI consists of three dimensions, including: long and healthy life is measured by life expectancy at birth, knowledge is measured by adult literacy rate and standard of living is measured by combined gross enrollment ratio in education, and estimated earned income ($ PPP). GEM focuses on political participation (measured by the division of seats in parliament between men and women), economic participation (high-level stocks and professional positions), and power over economic resources (income gap). However, this measure has some limitations in measuring gender inequality. To complement it, HDR 2010 introduces a new measure called the gender inequality index (GII), in which the concept combines several aspects of the previous size. Thus, GII will measure the extent to which male and female differences earn a quality of life

based on health, knowledge, and income factors to be able to live prosperously. The greater the difference, the higher the quality of life gap between women and men (UNDP, 1995).

Findings results by the United Nations Development Fund for Women (UNIFEM) introduce the concept of GII measured from three dimensions are reproductive health, empowerment, and the labor market. This concept shows that there are five indicators to measure these three dimensions. Woman reproductive health is measured by maternal mortality rate (MMR) and adolescent fertility rate (AFR). Parliamentary representation and educational attainment indicators are used to measure empowerment. Then, the labor force participant is used to measure the labor market (Lopez-Claros & Zahidi, 2005). Table 2 shows concepts and measurement of gender inequality, each dimension creating index are reproductive health index, empowerment index, and labor market Index. Then, the dimensions for each gender will creating index are gender index for female and male. So that creating the GGI.

Table 2: The Concepts Measurement of Gender Inequality.

Dimension	Indicators	Dimension Index of Gender		Demension Index
		Female	Male	
Human Reproductive Health	MMR AFR	Female Reproductive Health Index		Reproductive Health Index
Empowerment	Female and Male population with at least secondary education. Female and Male shares of parliamentary seat.	Female Empowerment Index	Male Empowerment Index	Empowerment Index
Labor Market	Female Labor Market Male Labor Market	Female Labor Market Index	Male Labor Market Index	Labor Market Index
		Gender Index for Female	Gender Index for Male	Gender Inequality Index (GII)

The dimensions of reproductive health illustrate how adequate reproductive health services are provided to women on the available resources. The MMR will measure the number of female deaths caused by pregnancy, per 100,000 live births. Maternal death is a reflection of the proportion of deliveries delivered by skilled health personnel. Teen fertility is measured by the birth rate of adolescents (BRA) at the age of 15-19 years (Fithriyah, 2012). AFR will measure the number of births per 1,000 women in the 15-19 year age group. Teen fertility rates reflect high rates of early birth, this is an important benchmark in health reproduction. Delivery at a young age will result in a health risk for both mother and baby is decreased.

The empowerment dimension illustrates how women contribute to serving the public through their representation in parliament and the achievements of secondary and higher education levels. Empowerment is measured by the percentage of male and female population with minimum junior high school education and sitting in parliament. In general, representation in parliament and public offices, women are smaller than fewer than men. Almost every country in Southeast Asia has the same problem in this aspect. Nevertheless, it can be seen that women also have the ability in political leadership and high public position in the country. It is proven that in certain countries have been led by women. For example some countries in Southeast Asia are led by women, such as Indonesia was once led by Megawati Soekarno Putri, Corazon Aquino and Gloria Macapagal Arroyo in Philipine, Aung San Syukii in Myanmar, Yingluck from Thailand. Higher educational attainment levels will give the freedom women to work and strengthen their position in the community. Women who have high and middle education are more likely to enjoy satisfactory work and get decent jobs.

The job market dimension illustrates how women's willingness to participate in the labor market. The level of participation reflects a person's willingness to work and his ability to work to achieve high work productivity. While, in some aspects, women may choose not to participate in the labor market. For example the case in Indonesia, some households that women choose to take care of household rather than work. Such a culture may also be present in some other countries in Southeast Asia. Nevertheless, after realizing that women's contribution is great to human development makes women participate in the labor market.

3. Methodology/ Materials

The study was conducted on countries in Southeast Asia using secondary data sourced from UNDP, and the Central Bureau of Statistics of the Republic of Indonesia. Five indicators are used to measure three indices in gender inequality. The MMR and AFR indicators will measure the reproductive health index, women's representation in parliament and educational attainment will measure the empowerment index, and the male and female LFPRs generate labor market indices. Each indicator used for each sex will be aggregated using geometric averages.

The five phases of index calculation are as follows.

The first stage, overcoming the value of zero and extreme. The maternal mortality ratio is at 10 (minimum) and 1,000 (maximum). Numbers are 1,000 assume normatively to occur in any country with a maternal mortality ratio exceeding 1,000. Conversely, for the numbers 10 to downs, it is assumed to be in every country with death per 100,000 births. The representation of women in parliament is zero percent given the coded at 0.1 percent.

The second stage, grouping all dimensions within each gender group, using geometric tools makes the GII association sensitive (Seth, 2009).

Femail gender index using the following formula.

$$G_F = \sqrt[3]{\left(\frac{1}{MMR}\cdot\frac{1}{AFR}\right)^{1/2} . (PR_F . SE_F)^{1/2} . LFPR_F} \quad (1)$$

Male gender index using the following formula.

$$G_M = \sqrt[3]{1.(PR_M . SE_M)^{1/2} . LFPR_M} \quad (2)$$

MMR = Maternal mortality ratio
AFR = Adolescent fertility rate
PR = Share of parliamentary seat
SE = Attainment at secondary and higher education
LFPR = Labor force participation rate
F = Female
M = Male

The third stage, combining the entire gender group by means of a harmonious mean, so that created an evenly distributed gender index.

$$HARM (G_F, G_M) = \left[\frac{(G_F)^{-1} + (G_M)^{-1}}{2}\right]^{-1} \quad (3)$$

The fourth stage, calculating the geometric mean of the arithmetic tool for each indicator. Combine the gender inequality index using the same weight, then combine the indices in each dimension:

$$G_{\overline{FM}} = \sqrt[3]{\overline{Health.Empowerment.LPFR}} \quad (4)$$

Where, Reproductive Health Index using the following formula.

$$\overline{Health} = \frac{\left[\sqrt{\frac{1}{MMR}.\frac{1}{AFR}+1}\right]}{2} \quad (5)$$

Empowerment Index using the following formula.

$$\overline{Empowerment} = \frac{\left[\sqrt{PR_F.SE_F} + \sqrt{PR_M.SE_M}\right]}{2} \quad (6)$$

Labor Market Index using the following formula.

$$\overline{LPFR} = \frac{LPFR_F + LPFR_M}{2} \quad (7)$$

The fifth stage, calculating the Gender Inequality Index is comparing the distributed gender index with the reference standard producing GII.

$$\text{GII} = 1 - \frac{HARM\left(G_F, G_M\right)}{G_{\overline{FM}}} \quad (8)$$

GII values range from 0 to 1. if the value of GII is zero means women and men will lose equal opportunity. For the GII value is 1 indicates the woman loses more than the male of the overall measured dimension. The higher the value of GII, the greater the discrimination against human development in a country (UNDP, 2016).

4. Results and Findings

Table 3 shows that growth value of GII at ASEAN countries since 2010 to 2015. The results of this study indicate that overall there is a decline in GII value in ASEAN from 2010 to 2015. This means that countries in Southeast Asia has decreased the gender inequality so that lack of loss in human development. The value of GII Indonesia has been slowly declining since 2010 to 2015, it has indicate that there is a decrease in gender inequality in Indonesia. Nevertheless, GII Indonesian value is the largest of ASEAN-5 (Malaysia, Phillipine, Singapore and Thailand) even higher than Viet Nam and Myanmar. Singapore has the lowest GII value in ASEAN and belongs to very high human development. Malaysia and Thailand are in high human development position. The value of GII Indonesia is equivalent to Phillipines, Myanmar, and Viet Nam is in the medium in human development position. Meanwhile, Cambodia and Lao PDR have the highest GII value in ASEAN, are in medium human development position.

Table 3 The value of GII at ASEAN, 2016

Country	2010	2011	2012	2013	2014	2015
Indonesia	0,508	0,505	0,494	0.500	0,494	0,467
Malaysia	0,269	0.286	0,256	0.210	0,209	0,291
Philippines	0,430	0,427	0,418	0.406	0,420	0,436
Singapore	0,094	0,086	0,101	0.090	0,088	0,068
Thailand	0,379	0,382	0,360	0.364	0,380	0,366
Cambodia	0,494	0.500	0,473	0.505	0,477	0,479
Lao PDR	0,542	0.513	0,483	0.534	-	0,468
Myanmar	0,459	0.492	0,437	0.430	0,413	0,374
Viet Nam	0,329	0,305	0,299	0.322	0,308	0,337

The decline in GII values in ASEAN indicates that gender inequality programs have been implemented to achieve a better quality of human life in Southeast Asian countries. Nevertheless, some of the components that make up GII value still look high, as women's representation in parliament is still low. Table 4 shows that value of components of gender inequality in ASEAN countries at 2016. Thailand and Malaysia excel for the share of seats in parliament. In Indonesia, the representation of parliamentary representation in men is 80.7 percent, while for women only 19.3 percent. A quota of 30 percent for women's representation in political party management at the central and regional levels has not been achieved (Fithriyah, 2012). The low proportion of women in parliament due to socio-economic development, geography, culture, and political systems (Tusianti, 2016). Therefore, to increase women's representation in parliament, should be made motivation to women to be interested in becoming members of political parties. Also, the government should exercise oversight through legislation and regulations on membership of political parties. Government of the Republic of Indonesia through Law no. 10 Year 2008 has set a minimum quota to prospective members of women political parties by 30 percent. However, the involvement of women sitting in parliament has not met the target, indicating that the law has not been implemented properly. This condition is similar to that experienced by other countries in the ASEAN region. This shows that in general, democracy in ASEAN countries has not been well implemented.

Table 4 The Value of Components of Gender Inequality in ASEAN countries, 2016.

Country	MMR	ABR	Share of Seats In Parliament	Population With at Least Some Secondary Education (% ages 25 and older)		Labor Participation Rate (% ages 25and older)	
				F	M	F	M
Indonesia	126	49.6	17.1	42.9	51.7	50.9	83.9
Malaysia	40	13.6	13.2	75.4	79.1	49.3	77.6
Phillipine	114	61.7	27.1	72.8	70.3	50.5	78.8
Singapore	10	3.8	23.9	75.5	81.9	58.2	76.4
Thailand	20	44.6	6.1	40.9	45.8	62.9	80.2
Cambodia	161	51.6	19.0	13.2	26.1	75.5	86.7
Lao PDR	197	64.1	25.0	30.4	42.8	77.7	77.0
Myanmar	178	16.5	13.0	27.1	20.0	75.1	81.1
Viet Nam	54	38.6	24.3	64.0	76.7	73.8	83.2

Source: (UNDP, 2016).

The role of women in development is enormous in improving the economy of a country. The Phillipines are superior to Indonesia for the labor participation component. In Indonesia, the gender gap in the labor participation rate component, women are much smaller than men, as well as women's wages are still below men's wages for the same occupational group (Fithriyah, 2012). This shows that women as labor force have an important role in development. Every country in the world will seek to increase the role of women in various aspects. In Indonesia there has been an increase in women as a leader in organizations and becoming regional heads. By 2015 there are 35 women as regional heads, 6 people sitting in government cabinet (Tusianti, 2016). It can be proven that women workers in Indonesia have been progressing, for the government worker, private, and other social organizations, in the position of managers and professional personnel. Therefore, women's ability in Indonesia is increasingly recognized in various fields, such as economics, politics, and leaders in various organizations. Various efforts made by the government of the Republic of Indonesia to increase the role of women in development are through legislation, increasing women's chances in higher education, and job trainings.

In terms of education, women's participation for schools has improved. In fact, Viet Nam can surpass Indonesia on the population with at least some secondary education component. However, there is a decrease in gender inequality in education. This is because there is a decrease in the number of people who

have junior high school education down, while high school graduates and higher education is increasing (Bangun, 2016). This is evident from the net enrollment rate and the school enrollment rate of women to men is above 100, even for high school education the trend ratio of net enrollment rate and school enrollment rate has increased during the period 2010-2015 (Tusianti, 2016). By 2015 shows that the composition of women with high school education at 55.54 percent, while men only 41.42 percent, even at the college level, the percentage of female workers is higher than that of men is 19.54 and 14.14 (Tusianti, 2016).

Overall it can be acknowledged that the low level of women's participation in the social, educational, economic and political fields, as a real problem experienced by a number of countries in human development. Nevertheless, there are some countries that pay attention to the role and participation of women in human development. Evident from the low value for each particular index in measuring the overall value of GII.

Based on the results of the overall assessment it is seen that men are still dominant in every indicator: education, representation in parliament, and employment. Singapore excels at every indicator of all countries in Southeast Asia. The most striking difference is in the indicators of representation in parliament. All countries in Southeast Asia show the low representation of women in parliament, although Singapore is the most numerous but still far to achieve equality between men and women. Similarly, other indicators, women's empowerment in economic and market activities for labor is still dominated by men. In general, employment is still a priority for male workers because it is believed that male workers are of better quality than female workers (Bangun, 2016).

5. Conclusion

Gender inequality is a gap between women and men to gain same the right to life in various aspects to achieve quality human development. Various opinions from various institutions have with their respective views so as to create similarities and differences to their dimensions and indicators. The views have been presented by the World Economic Forum through the concept of GGGI, OECD through SIGI, Social Watch on GEI, EU-GEI version, IUCN through EGI concept. Then, UNDP in 2010 completes the concept of GDI and GEM through GGI for knowledge the gender inequality. This concept consists of five indicators for measuring the three dimensions are the MMR and AFR measuring reproductive health, education and parliamentary seat measuring empowerment, and labor force participation measure labor market.

Based on the results of this study note that the value of GII Indonesia of 0.467 in 2015, this has decreased slowly since the year 2010 amounted to 0.508. This shows that Indonesia has decreased gender inequality in the last five years. Nevertheless, GII value of Indonesia is the smallest in ASEAN-5, even smaller than Viet Nam and Myanmar. Decline in GII value of Indonesia but still in middle-class development classification, it is equivalent to Phillipines, Cambodia, and Lao PDR. Almost all components of GII Indonesia are high so that it will form its value is also high. The Indonesian government should increase education levels to improve the quality of its human resources, reduce birth rates and improve health, and expand the labor market. Then, Indonesia must realize that 30 percent requirement of women as members of political parties to realize the fulfillment of demands on the representation of sitting in parliament. To reduce gender inequality, the government of the republic of Indonesia should motivate women to improve education to senior secondary and tertiary levels. For the labor market aspect, the government imposes equal opportunity, as well as providing opportunities for women's employment training. Similarly, strike a balance between women and men to sit in parliament and at important positions in employment.

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