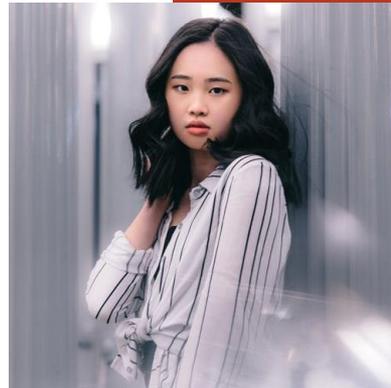


BOI LABS GENDER EQUALITY



Introduction

BOI Labs is our playground to brainstorm about new ideas for the current market.

At the end of the day, the projects in BOI Labs are meant to come up with ways to make BOI's work more efficient, more accurate and to create new solutions for our clients.

This time BOI has investigated the gender equality in 16 cities around Indonesia with the focus on workplaces and public spaces.

Within this research, people's awareness of gender equality and their motives to treat each other equally, will be revealed.



Research method



RESEARCH METHOD

Quantitative, Random sampling



SAMPLING

Multistage random sampling, n = 1.104



SELECTION CRITERIA

Age: 18 to 44 years old
SES : Upper 1 & 2; Middle 1 & 2



PERIOD

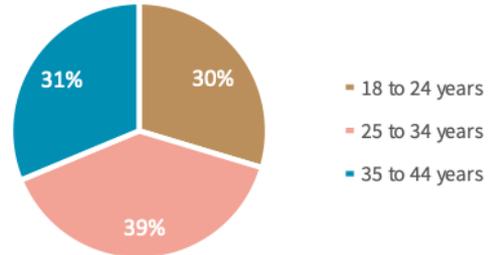
January-February 2019

Respondent Profile

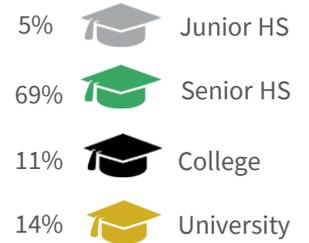
Gender



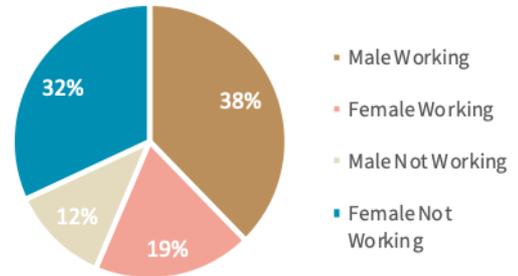
Gender Employment
base: working respondents, n=623



Education



Gender Employment
base: working respondents, n=623



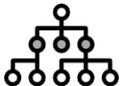
Key findings:

In Indonesia, the majority still lives in traditional households where the women is a homemaker and takes care of children, while men work.



Both men and women think that both genders should be treated equally. This is at odds with the fact that women in Indonesia still become homemakers and have less chance of achieving a professional career. Both men and women also think that women should stay at home to take care for the children, while at the same time feel that men can take care for the children.

Surprisingly, the percentage of men and women in a leading role is virtually the same. However, women have shorter careers because they become pregnant and stay at home. This often stagnates their opportunity to get a higher paying job, while men often have longer careers and thus have more chances to improve their income over time.



There is a gender gap for the net monthly income, men on average earn 22% more than women. It doesn't matter if women have a management position, they still earn less than men do. Also the education level of women does not seem enough to bridge the gap.



The gender proportion on the workplace is significantly separated. A bigger number of men tend to work (around 7 out of 10) than women (a little more than 3 out of 10). There are certain professions that have more women than men.



Men and women have the same idea on the meaning of women rights: to be treated equally with men, to build own career and to get education.

While at the same time, many people (both men and women) think women rights include the right to get protection and affection, the right to be loved and the right to argue.

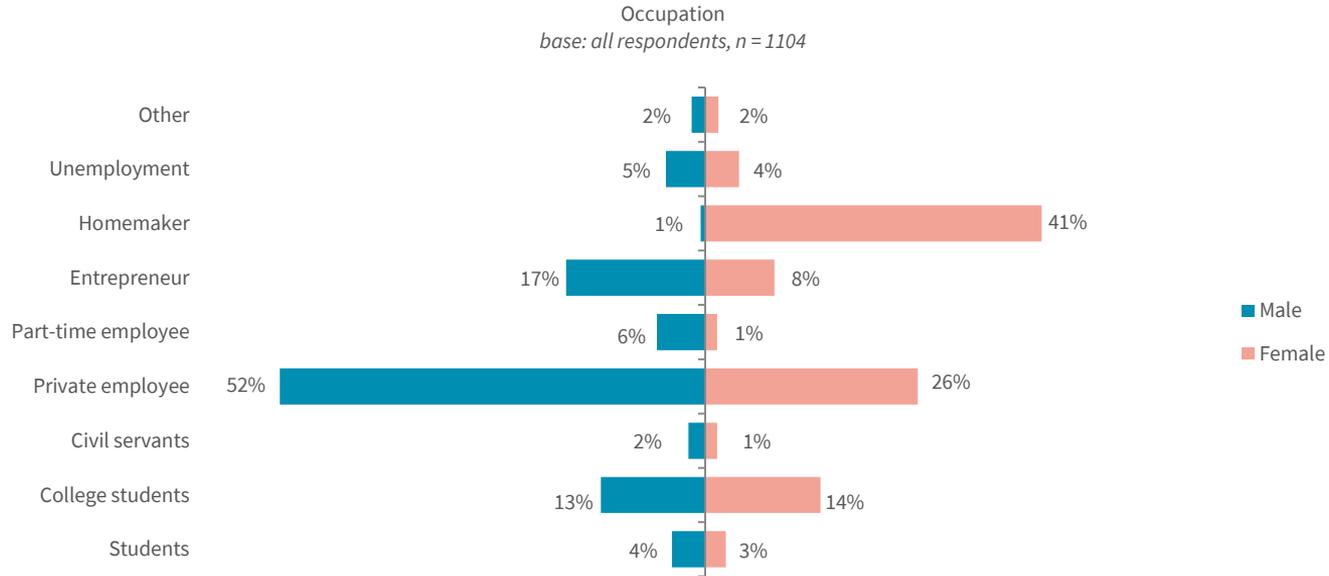


BOI LABS

Gender Equality

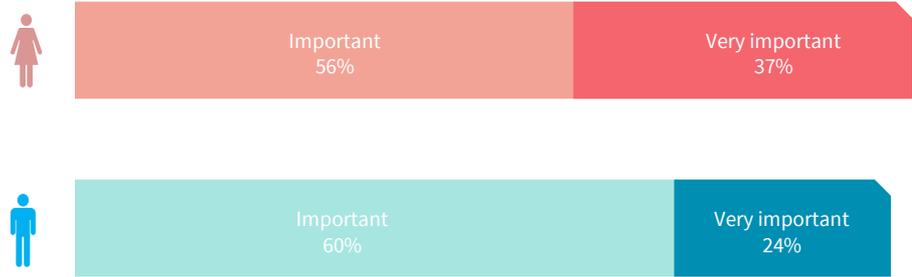


Occupation



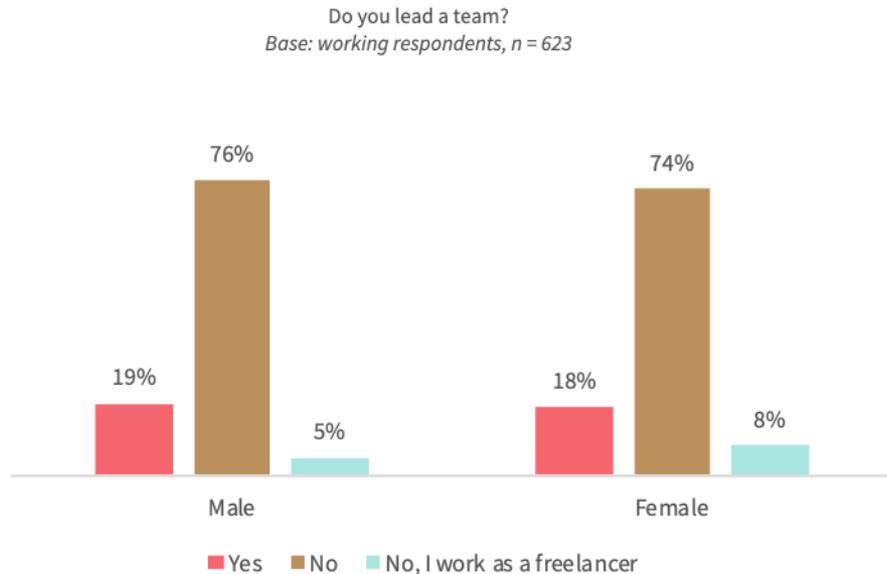
Women often fulfill traditional roles as homemaker, while men often become private employee. As can be seen in the chart, the percentage of male employees is almost double the numbers of female employees.

Importance of Equal Treatment



Despite that women fall more into traditional roles as housemaker, 9 out of 10 people still think that it is important for both genders to be treated equally.

Team Leader



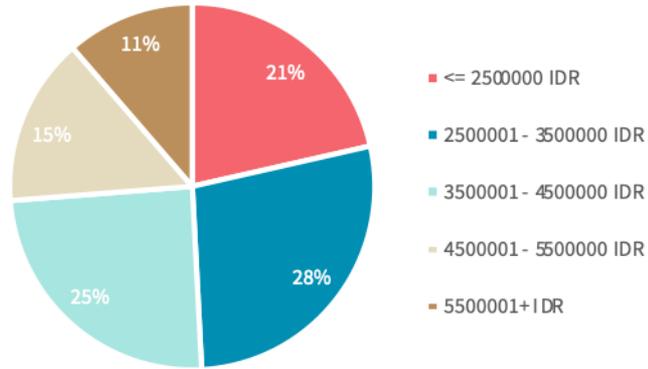
Given that men have longer careers and get more opportunities to grow, it is interesting to see that there are no significant difference in the percentage of men and women in management roles. For both genders, 1 out of 5 has a management position.



Net Monthly Income

Net Monthly Income

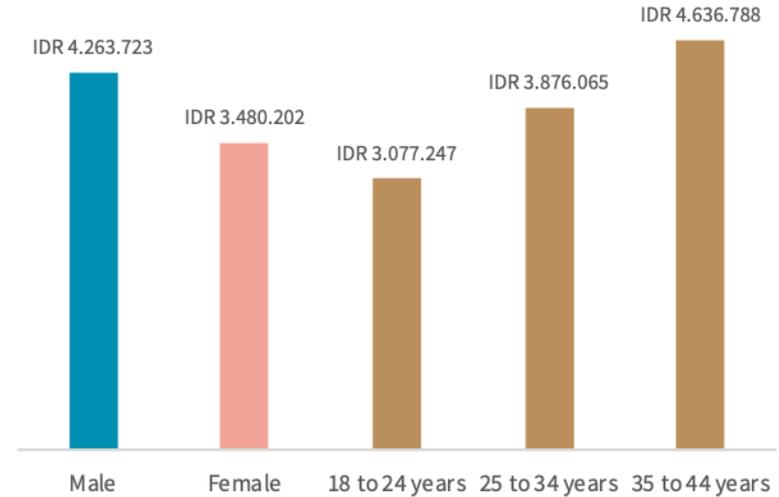
base: respondents who are willing to give answer, n=545



The highest percentage of respondents earn approximately between IDR 2,500,001 and IDR 3,500,000.

Net Monthly Income

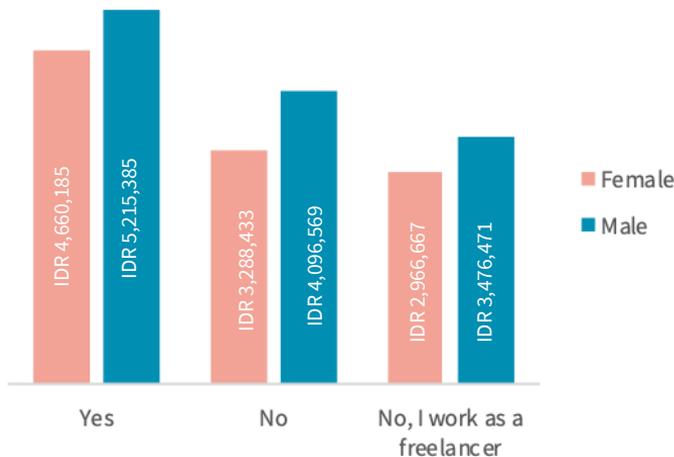
base: respondents who are willing to give answer, n=545



On average, men earn more than approximately IDR. 750.000 compared to women. Furthermore, net incomes tend to increase when people get older.

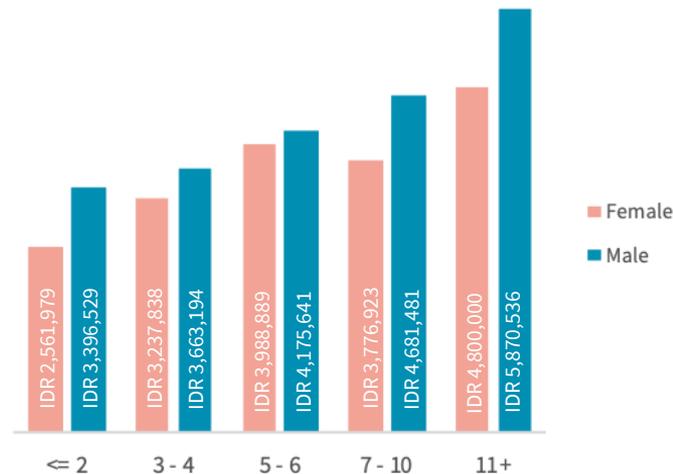
Net monthly income, team leader and duration of employment

Net monthly income and team leader
base: working respondents, n = 623



Women earn less than men despite the fact that they are both occupy a management position. The average difference in net monthly income ranges from IDR 4,660,185 to IDR 5,215,385

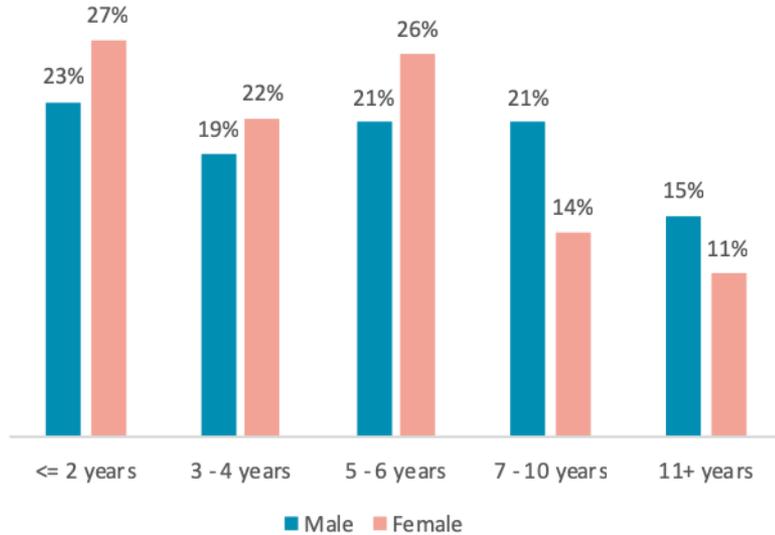
Net monthly income and duration of employment
base: working respondents, n = 623



There is a significant decrease in income for women working for a duration longer than 7 years. After taking care of their child, women might go back to work, but will not be able to continue where they left off regarding net monthly income.

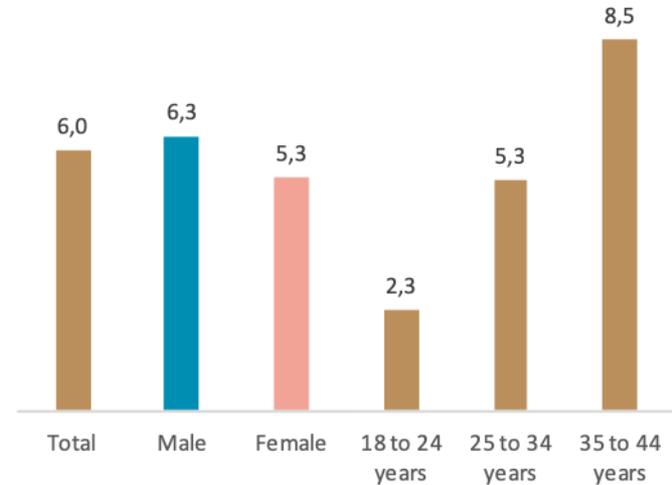
Duration of Employment

Duration of employment
base: working respondents, n=623



The percentage of working women decrease significantly if they have been working for longer than 5-6 years. It looks like this is usually the age when women become pregnant.

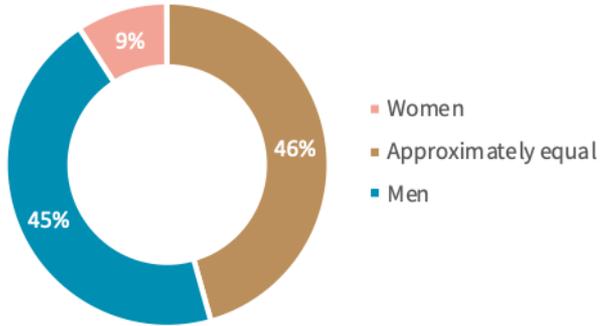
Duration of employment
base: working respondents, n=623



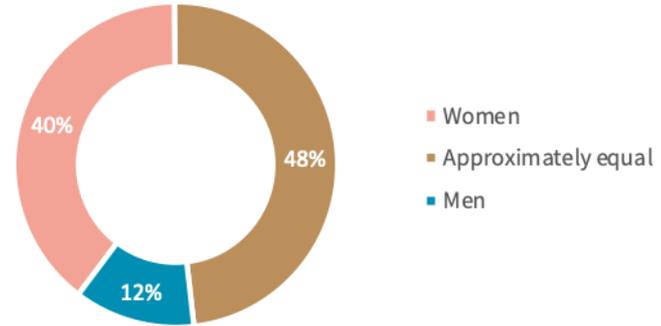
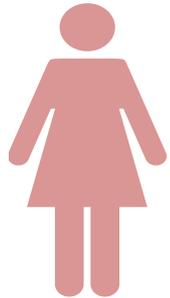
On average, women have worked one year less on fulltime-jobs than men did during their career.

Gender Proportion

Gender Proportion at Men Workplace
base: men respondent, n=416

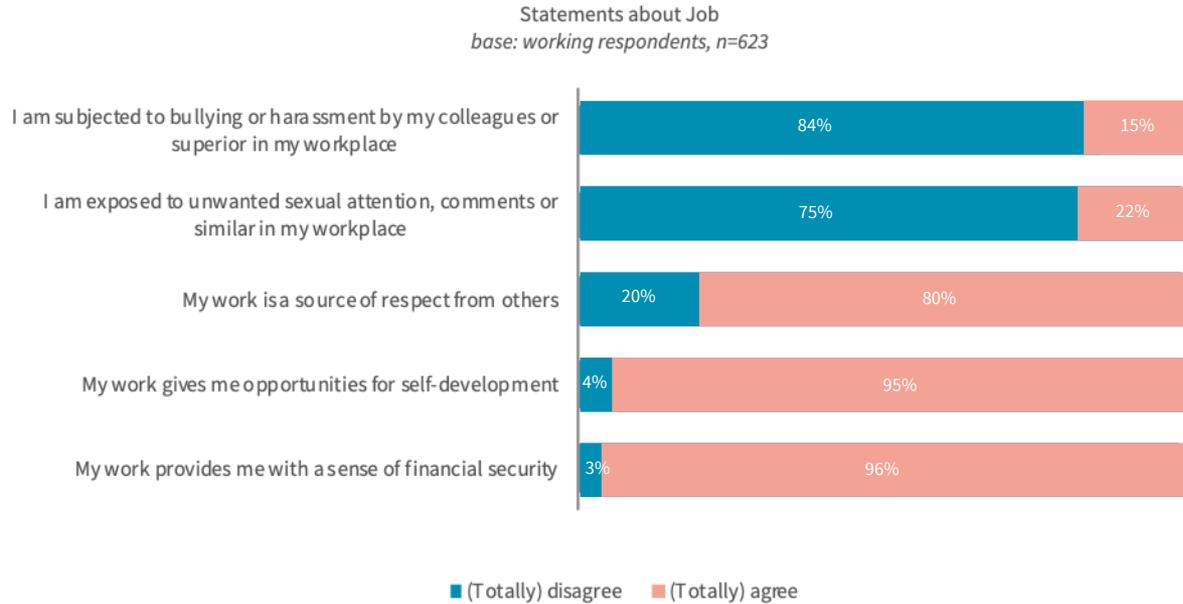


Gender Proportion at Women Workplace
base: women respondent, n=207



Men and women work more with their own gender on the workplace. One of the reasons is that each gender falls automatically in a certain workgroup. For example, women become nurses while men usually become doctors.

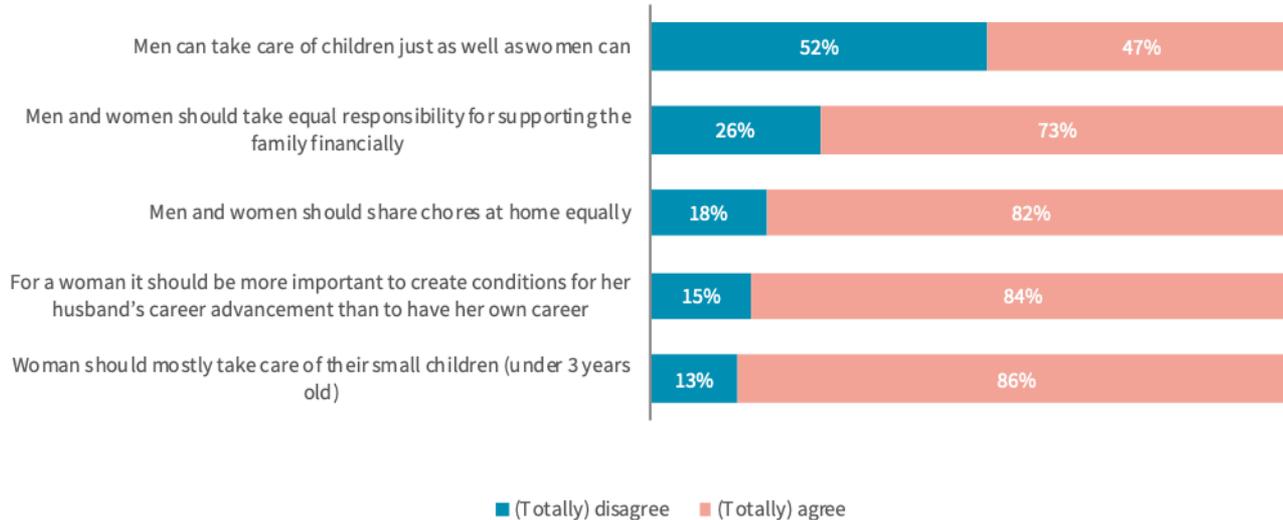
Statements about job



Men and women amongst the respondents do not differ from opinions regarding the statements. It is significant that 1 out of 4 respondents have experienced unwanted sexual attention before.

Statements about family

Statements about Family
base: working respondents, n=623



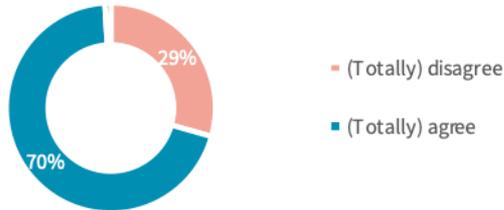
Surprisingly, half of the respondents think that women should stay at home and take care of the children while they also think that men can take care of the children as well as women can.

Equal Share of Chores

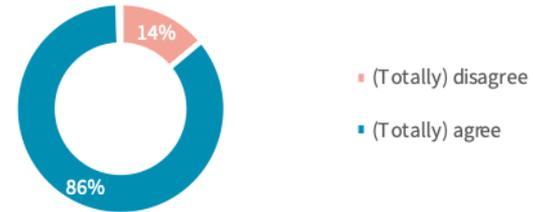
Chores Should be Shared Equally
base: men respondent, n = 545



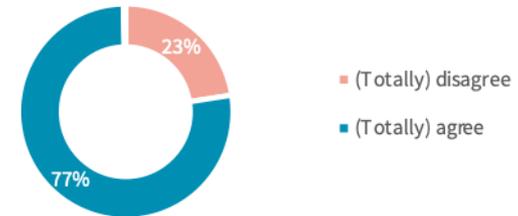
Equal Responsibility for Supporting the Family
Financially
base: men respondent, n = 545



Chores Should be Shared Equally
base: women respondent, n = 559



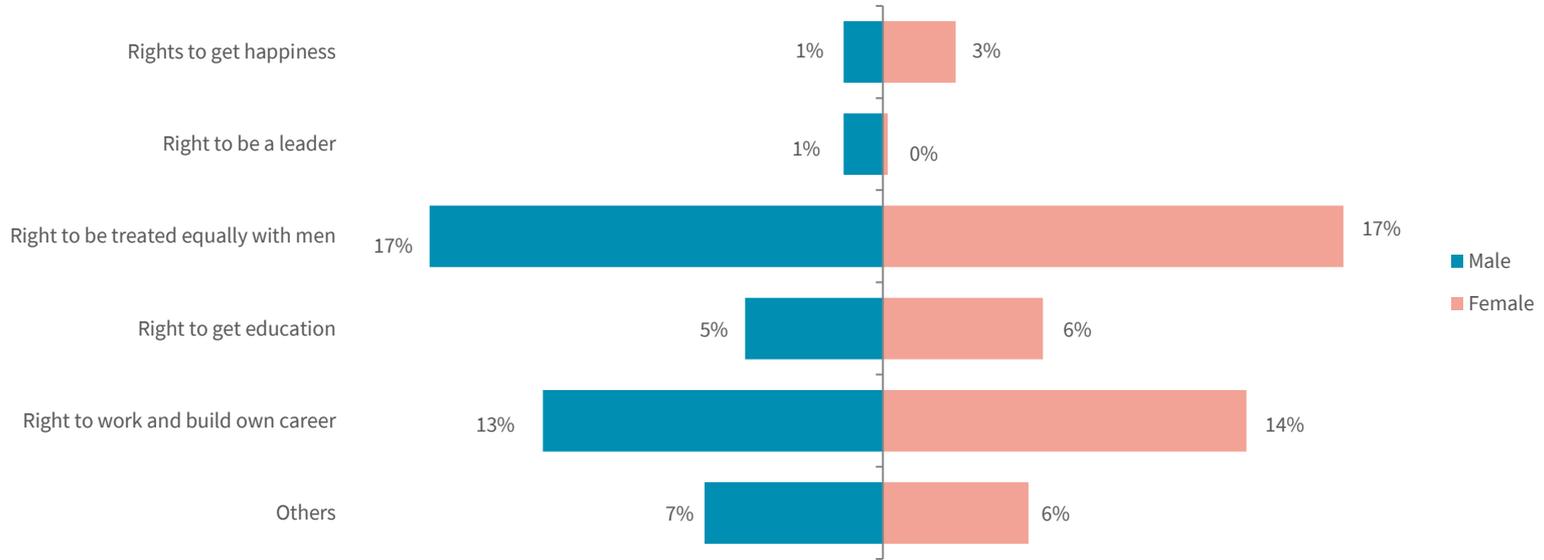
Equal Responsibility for Supporting the Family
Financially
base: women respondent, n = 559



Men think that chores in the household should be done merely by the women while women think that the chores should be shared equally. Men are usually the working force and they do not want to do any house chores once they come back from work.

Women rights are

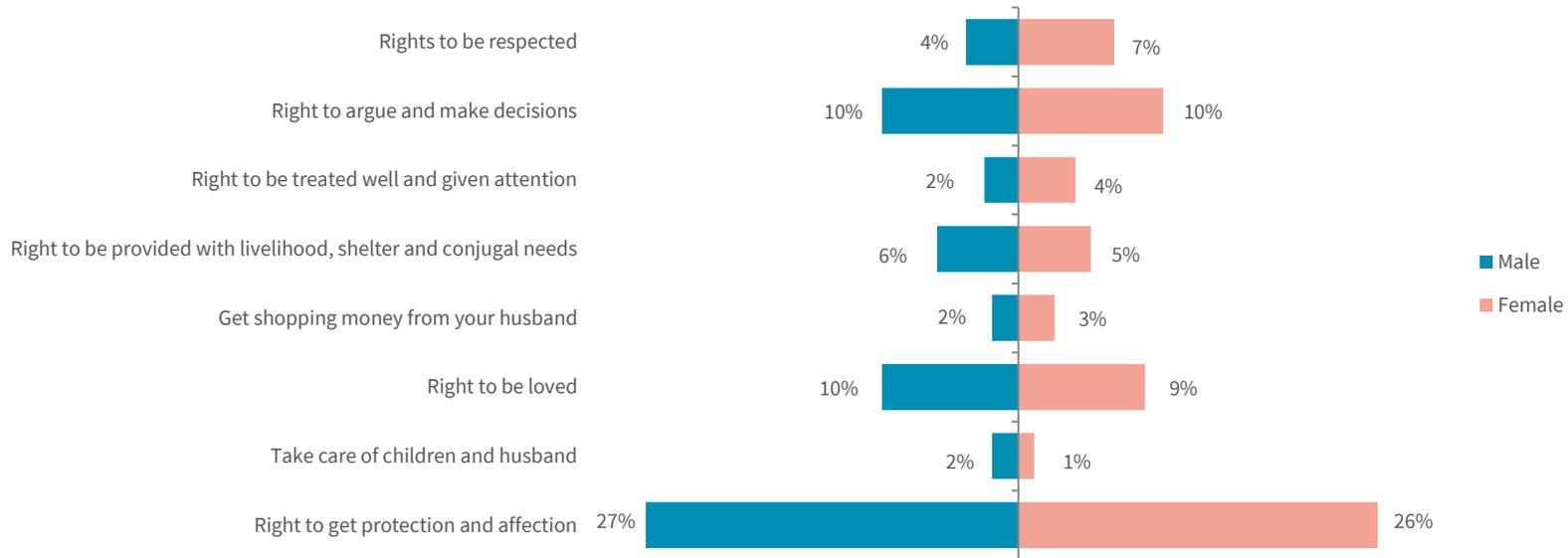
Women rights are
base: all respondents, n = 1077



It is significant that men and women are on the same page with regards to most of the statements above.

Women rights are

Women rights are
base: all respondents, n = 1077



The statements above show how subjective the perspective of men and women can be. Both genders have the tendency to think within the traditional rights such as being provided with livelihood, shelter and conjugal needs.