Remarks
Deputy Minister for Gender Equity
Ministry of Women’s Empowerment and Child Protection Republic of Indonesia

“Enhancing Women’s Leadership in Public and Private Sectors”

Jakarta, 8 March 2018

- His Excellency Ambassador Dr. Trevor Matheson;
- Honorable Representative of WING;
- Honorable Chairperson and members of INAGA;
- Distinguished Participants and Guests, Resource Persons, Ladies and Gentlemen.

Assalamu’alaikum Warohmatullahi Wabarokatuh

Let me from the outset to express my gratitude to HE Ambassador Matheson for the opportunity to share Indonesia’s efforts to promote women’s leadership in public and private sectors. Women’s movement in Indonesia towards equality in all walks of lives, especially in leadership, has been remarkable with the convene of first Women’s Congress in 1928, which nowadays commemorated as Indonesia Women’s Day every 22nd December. However, the gender gap is still wide especially in the fields of Science, Technology, Engineering and Math (STEM) as well as in decision making positions. Therefore, once I have received the invitation to this event, I am interested to hear to what extent WING could addressing the glass ceiling faced by women to reach middle up management positions to minimize the gap.

Furthermore, I am proud to be here among tremendous ladies who work in geothermal, to share what we have done and the next agendas to advance women leadership.

Distinguished participants, ladies and gentlemen.

I understand and I believe that women’s leadership is very important in our society and the society of the world. Women leaders are considered more responsive to various public and domestic issues including social, political, economic and culture. Women have specific and unique perspectives in spotsing opportunities, responsibilities and risks of failure as well as in mitigating the challenge and solving problems.
History of women leadership in Indonesia has been developing across periods. Current data shows that women own 70% of Micro, Small and Medium entrepreneurship and make up 47% young professionals. Women account for 88.7 million of national per capita income, or about 50% of men’s contribution. However, women constitute only 5% and 20% as CEO/Board and mid-level management respectively. Women also still experience wage-gap about 16% lower than men.

In politics, women currently occupy 18.6% of the total 560 seats in Parliament increasing from 11% in 2009. In addition, women also successfully hold strategic public policy decision making positions across Indonesia and I am proud to say that Indonesian Government currently has 9 women in our cabinet.

We previously had a special panel for the selection of the Commission on the Eradication of Corruption in which all members of the panel were women. We have 72 governors and mayors across the country.

As women represent half of the drivers and beneficiaries of development, we continuously mainstream gender issues in President Jokowi mission as reflected in his Nawa Cita 2015-2019. Within the Nawa Cita, it specifically contains his commitment for women and girls namely “to promote the role and representation of women in politics and development and to protect women, children and other marginalized groups”.

He is also the first president in Indonesia who has appointed the highest number of women ministers in his cabinet, comprise almost a third of his cabinet members. This women ministers are tasked by the president to handle strategic issues among others; foreign policy, financial, maritime and fishery, environmental and health issues.

The government is committed to bring positive changes in women’s daily life by improving the quality of life for both men and women through greater, equal and inclusive access, participation, control and benefit in all sector. As an IMPACT Champion, Indonesia is focusing its efforts to increase participation and representation of women in decision making process as one of its priority areas.

Furthermore, in order to create enabling environment for women in public spheres, President Jokowi also had committed under HeforShe Campaign to end violence against women. In this regard, it has been followed up by Ministry of Women’s Empowerment and Child Protection as the focal point of gender mainstreaming by launching a flagship national program Three Ends in 2015 that aims to end violence against women and girls, to eliminate trafficking in persons, and to eradicate barriers to economic justice.
Distinguished delegates and guests,

Indonesia is steadfastly committed in its fight to combat all forms of discrimination and violence against women, in both domestic and public spheres. This is taken into account that violence against women (VAW) is not only a violation of human rights but also creates a socio-economy cost to family and communities and impedes national development.

VAW remains a challenge in Indonesia. The 2016 Pengalaman Hidup Perempuan Nasional (SPHPN)/Women’s Health Survey shows that 1 in 3 women in Indonesia aged 15-64 are subject to physical and/or sexual violence by their partner and other partner during the course of their lives; urban women tend to suffer more compared to rural women (36.3% and 29.8% respectively).

Yet, cases of VAW are overwhelmingly underreported mainly due to the high sensitivity of the subject. Stigmatization and patriarchal values in some society as well as economic dependence hinders women or families to report cases of violence. In this regards, expanding access to reporting mechanism, protection and services to victim as well as increasing awareness campaign on the issues are key measures taken by the government of Indonesia to mitigate the causes of underreporting.

Women’s access to reporting channel has been improved by increasing the numbers of responsible institutions and facilities available for women to seek help. This include among others establishment of women and children protection unit at police stations and hospitals, creation of hotlines and other relevant services. In line with this, private sector shall provide the relevant services for the employees to seek help.

In addition to providing services and institutions, main strategies include providing a support system for survivors. This involves aspects of prevention mechanism, management of cases and increased empowerment of women.

Prevention mechanism includes program advocacy and campaign to engage men aged 15 to 30 to participate in the prevention of domestic violence and empower them to support women who are victims of violence in reporting cases of domestic abuse. We also cooperate with Ministry of Religious Affairs in conducting pre-marital advocacy (courses) on domestic violence for couples.

In addition, under HeforShe commitment the government also implement various pro-women policies and programs that empower women, including unlocking women’s economic potential, to be more independent, and able to participate meaningfully in public life. Private sector’s support to this campaign is currently in the form of a coalition of companies in Indonesia called IBCWE who are committed to promote women empowerment and gender equality in their business. To do so, their commitments are among others closing gender pay gap, progressing women into
leadership and management positions, investing in female-friendly working conditions and ensuring that leaders and managers drive gender equality.

**Distinguished participants, ladies and gentlemen.**

To conclude my remarks, let me reiterate that the Government support in achieving gender equality in all sector is unquestionable. We will continue on reviewing the existing policies relevant to enhance women's status and position, particularly in economic sector, with gender lense analysis. Examining thoroughly on what are the barriers and what are the potentials will hopefully lead to the right decisions made. In doing so, we welcome support from business sectors as well as civil society organizations. I believe that success will only be gained through strong partnership and cooperation among stakeholders.

**Thank you,**

_Wassalamu’alaikum Warohmatullahi Wabarokatuh_  
Deputy Minister for Gender Equality

_Agustina Erni_