

Effort to gender equality in Indonesia, compared on ASEAN

Wilson Bangun^{1,*}, Lina Anatan¹, Cindy Calista²

¹ Department of Management, Maranatha Christian University, Bandung 40164, Indonesia

² Student of Master of Management, Maranatha Christian University, Bandung 40164, Indonesia

* **Corresponding author:** Wilson Bangun, wilson.bangun@eco.maranatha.edu

CITATION

Bangun W, Anatan L, Calista C. (2024). Effort to gender equality in Indonesia, compared on ASEAN. *Journal of Infrastructure, Policy and Development*. 8(8): 5810. <https://doi.org/10.24294/jipd.v8i8.5810>

ARTICLE INFO

Received: 15 April 2024

Accepted: 24 May 2024

Available online: 12 August 2024

COPYRIGHT



Copyright © 2024 by author(s).

Journal of Infrastructure, Policy and Development is published by EnPress Publisher, LLC. This work is licensed under the Creative Commons Attribution (CC BY) license.

<https://creativecommons.org/licenses/by/4.0/>

Abstract: This study aims to determine the extent of gender inequality in human resource development in Indonesia against Association of South East Asian Nations (ASEAN). This research using secondary data from various relevant sources. There are five dimensions that and are important for measuring gender equality, namely economic participation, economic opportunities, political empowerment, educational attainment, and health and welfare. The assessment was carried out on Indonesia and other countries in Southeast Asia. The results of the study show that Indonesia has the lowest gender development index (GDI) score compared to the average in ASEAN. Then, gender empowerment measure (GEM) Indonesia increased slowly. The most striking gap is in the income dimension, where men's income far exceeds women's income. This happens because women work less than men because women are more traditional in domestic roles in Indonesia, where women are prioritized in managing the household. However, for political indicators, there has been an increase in the number of women in parliament, but the target has not yet reached 30 percent of the total number of women in parliament. This situation shows that there is a reduction in the gender gap in the economy and politics. But the number is still too small, it is necessary to increase the equally distributed equivalent percentage (EDEP) for the Economic Participation Index, Parliamentary Representation Index and Income Index.

Keywords: ASEAN; Indonesian; gender equality; human development index; gender development index; gender empowerment measurement

1. Introduction

This research aims to determine Indonesian efforts to improve gender equality. Biologically, it shows that gender can differentiate between men and women. However, differences lead to social demands about appropriateness in behavior, and in turn rights, resources, and power. Thus, understanding gender is not just a physical difference between men and women, but also seen in their participation and behavior in society. Gender can be divided into public or domestic roles. The role of the public is defined as activities carried out outside the home and aimed at earning income. Meanwhile, the domestic role is an activity carried out related to household work and is not intended to earn income. It has become a tradition for the Indonesian people that women play a domestic role because women are responsible for household chores. While men have a public role because they are responsible for meeting household needs. However, there is a need to take not that a few women also have a dual role, apart from taking care of the household, they also help their husbands to meet the needs of the family. There are even women as the backbone of the family. Badan Pusat Statistik Republik Indonesia, 2023 data shows that 13.9 percent of households in Indonesia are headed by women.

In Indonesia, there is a tendency that women are assigned to take care of the household so that they are rarely involved in social activities in the community. Men are always prioritized in various activities, both those related to social and economic activities, as well as decision making in organizations. Badan Pusat Statistik Republik Indonesia, 2015 data shows that the activities carried out by women in a week are taking care of the household with a proportion of 36.97 percent, while men are only 1.63 percent. In addition to status as workers, there is also a large difference in the wages received between men and women. The wages of male workers are larger compared to the wages of female workers, although both have increased from year to year (ILO, 2014). Likewise, the availability of job opportunities is generally more prioritized for male workers than female workers.

2. Conceptualization

2.1. Human development index

Since 1990 to now, the Human Development Report has published a human development index (HDI) which defines that the welfare more broadly than just Gross Domestic Product (GDP). The United National Development Program (UNDP) defines human development as a process to define and expand choices that can contribute to meet human needs through the development process from various aspects, such as the construction of relevant facilities and infrastructure (Bangun, 2023). The goal of development is to create and adapt it to the environment to achieve human well-being. In addition to achieving its goals, human quantity and quality will be needed so that it is closely related to human development. HDI measures the achievement of human development by comparing three indices, among others, the life expectancy index, the education index (literacy rate, and the average length of schooling), and the decent standard of living index, calculated on a simple average. HDI can be used to measure the achievement of a country's human development into developed countries, developing countries or underdeveloped countries. Measurements can also be used to determine the effect of economic policy on quality of life.

2.2. Gender development index

Various efforts have been made by every country in Southeast Asia to achieve a quality life through human development. This effort is aimed at all human beings regardless of gender to achieve equal rights and justice in human development. However, in reality there are still differences in rights between women and men in behavior and in utilizing the facilities provided by the state. This situation will result in inequality, where women are left behind in obtaining quality of life in human development. This lag is caused by the nature of women as housewives, not involved in social activities and as workers in companies. On the other hand, men are responsible for providing for their families, so they are more involved in work and social activities in the community. Therefore, further understanding is needed of gender development. The low role and participation of women in human development is especially evident in the fields of politics, public positions, and the economy.

Gender development index (GDI) is an index of the achievement of a country's human development by taking into account gender. The GDI is used to measure achievement in the same dimensions and indicators as the HDI, but is specifically aimed at looking at differences between men and women. The study on GDI aims to determine the gap in human development between men and women in an effort to build the quality of human life. Gender equality occurs when the GDI value is the same as the HDI. However, in reality the development of GDI is always lower than HDI even though there is an increase from year to year (Bangun, 2016).

The values of Indonesian GDI have increased from time to time due to an increase in several indicators including health, education, and decent living. However, an increase in several dimensions of the GDI has not shown the existence of gender equality in human development. The dimension of health is fundamental in human life, which is reflected in a healthy physical state from birth to life. Everyone wants to live a healthy life which is a measure of the quality of human life. A healthy life measure is a life expectancy that is a key element for a country that is used as a benchmark for government performance in achieving human development. Life expectancy (LE) can be defined as the average human lifespan in a country. Based on Law in Republic of Indonesia no. 23 of 1992 concerning health, that what is meant by health is a state of well-being of body of soul and social that enables everyone to live socially and economically productive lives. Article 9 of the law emphasizes that the government is responsible for improving the health status of the community. Health as meant here is that health for men and women is the same.

The contribution of women's income is far below that of men, this is because women's work opportunities are limited. Women are prioritized for household chores. A small number of women play an important role in social and economic activities. World Bank 2015 data shows that the labor force participation rate, female, is 51.4 percent, lower than male (84.2 percent) in 2013 (Kementerian PPN/BAPPENAS, 2017). This has an effect on women's income contribution being smaller than that of men.

2.3. Gender empowerment measure

Human development is an important factor in the economic development of a country, regardless of women or men. The high gender gap will harm one party economically because it hampers the career and household income of certain parties. A bigger impact will be seen on the national economy, if the restrictions are more serious. Gender empowerment in several countries in Southeast Asia seems low due to restrictions in some economic and political sectors. To find out how big the role of women in human development related to economic and political participation, there are several indicators used to measure the gender empowerment index.

Gender empowerment measure (GEM) shows the extent of women's active role in economic and political life towards human development which includes political, economic and decision-making participation. In ASEAN, the development of GEM is visible from year to year, but has not shown an increase in gender equality. The increase in GEM in Indonesia shows that various dimensions of gender development have been taken into account.

The economic life of a country is determined by the contribution of national income of workers. If gender equality in work is achieved, it will provide greater income, so that better human development will be achieved. However, based on data from various countries in Southeast Asia, women make the smallest contribution compared to men to the national income of their country. In general, men work more than women. Similarly, employers are more confident in the quality of work of men than women. On that basis in terms of quantity, more men as workers than women.

Likewise in Indonesia, it has become a tradition that men have the responsibility to provide for the family. Therefore, men are prioritized to work to support family needs. Several employment indicators show that the role of women in work is lower than that of men. Employment to population ratio (EPR) for males is higher than for females. According to Badan Pusat Statistik (2014) showed that the EPR for men was 79.71 while women's was 51.28. Vulnerable work is an indicator of the gender gaps. It is also important to pay attention to Badan (2015) which and shows that some women are classified as vulnerable workers. Based on the results of the Badan Pusat Statistik (2015), for female workers the proportion of vulnerable workers is 63.54 percent, which means that almost two thirds of female workers are in the vulnerable category. Meanwhile, for men, the proportion of vulnerable workers is 54.33 percent. In recent years, it appears that vulnerable employment has decreased, for both men and women. The gender gap in vulnerable jobs is also expected to decrease due to a decrease in the number of women working as unpaid family workers.

The majority of the Indonesian population works in the informal sector, which is 51.85 percent. Based on Badan (2015) shows that of the 120.85 million people who work, 51.85 percent work in the informal sector, this situation has decreased from 53.59 percent in 2014 due to the government's efforts to grow jobs in the formal sector. Employment in the formal sector is dominated by men by 64.67 percent (almost two thirds). Likewise, the informal sector is dominated by men but not too large. Based on Badan (2015) it was shown that 57.13 percent of informal work was done by men while 42.87 percent of women worked.

Similarly, from a political point of view, men dominate in parliament compared to women. Almost every country in Southeast Asia shows that the representation of women is the smallest compared to men in parliament. Indeed, progress has been made, although slow, but no country in Southeast Asia has yet achieved 30 percent representation of women in parliament. Data from the Secretariat General of the Dewan Perwakilan Rakyat Republik Indonesia (DPR RI) shows an increase in women's representation in politics. The number of female DPR RI members in 1955–1956 was 6.3 percent, increasing to 17.32 percent in the 2014–2019 period. In a period of almost 60 years or 12 general elections in Indonesia, there has been an increase of 11 percent or an average of 0.19 percent per general election period. This situation has not achieved the government's target of at least 30 percent of women's representation in parliament.

Likewise, when viewed from the perspective of workers as legislators, senior officials and managers, and professional and technical workers, there is still a gap between men compared to women. Almost every country in Southeast Asia has the same situation that men dominate as professional and technical workers. This situation has not changed in Indonesia, women as professional and technical workers do not

reach 50 percent. According to World Bank (2015) shows that Indonesian workers as legislators, senior officials and managers, only 17 percent of women compared to 83 percent of men in 2005 (Badan Pusat Statistik, 2023a). This situation has increased to 21 percent held by women while 79 percent of men in 2013.

3. Materials and methods

This research is a descriptive research conducted to determine the role of women in the achievement of human development. For this purpose, it is done by calculating HDI, GDI, and GEM using the relevant formula. Then to find out the magnitude of the gender gap, it is done through the ratio between GDI and GEM to HDI. The greater the ratio, the lower the gender gap in human development.

The data used in this research is secondary data. Data sourced from UNDP (Life Expectation (Female and Male), Gross Enrollment Ratio (Female and Male), and gross national income (GNI) per capita in purchasing power parity (PPP) (Female and Male)), while data on Literacy Rate (Female and Male) sourced from Unesco Institute for Statistics (UIS).

The index for each HDI component is a comparison between the difference between an actual indicator value and its minimum value with the difference between the maximum and minimum values for each indicator. If X_i , $i = 1, 2, 3$ is an indicator of each component in the HDI, then each of these indicators can be calculated by the following formula.

$$\text{Index } X_i = \frac{X_{(i)} - X_{(i)\min}}{X_{(i)\max} - X_{(i)\min}} \quad (1)$$

Table 1 shows the maximum and minimum values of each indicator for each component in the HDI calculation.

Table 1. Goalposts for calculating the HDI.

Indicator	Maximum value	Minimum value
Life expectancy at birth, in years (UNDP)	85	25
Adult literacy rate, in % (UNDP, UIS)	100	0
Combined gross enrolment ratio, in % (UNDP, World Bank)	15	0
Estimated earned income, in PPP USD (World Bank)	40,000	100

A decent standard of living describes the level of welfare enjoyed by the population as a result of the improving economy of a country. Referring to the UNDP provisions, the standard of living is measured using adjusted real GDP. For the wealth component, the goalpost for minimum income is \$100 and the maximum is \$40,000 (PPP \$); it can be calculated by the following formula:

$$\text{GDP} = \frac{\log(\text{GDPpc}) - \log(100)}{\log 40,000 - \log 100} \quad (2)$$

Calculating HDI is used with the following formula:

$$\text{HDI}_i = \frac{1}{3} \sum_{j=1}^3 \frac{X_{ij} - \text{Min}F_j}{\text{Max}F_j - \text{Min}F_j} \quad (3)$$

The GDI provides a single score calculated from the following: life expectancy at birth; adult literacy rate; combined gross enrolment ratio for primary, secondary and tertiary education; estimated earned income.

Each index in each dimension is between values 0 to 1.

- The calculation of the GDI follow these three steps:

Calculating the equally distributed life expectancy index (I_{le}). The index of each GDI component of women and men using the maximum and minimum limits is calculated by the following formula (Noorbakhsh, 1998):

$$\text{Index } X_i = \frac{X_{(i)} - X_{(i)\min}}{X_{(i)\max} - X_{(i)\min}} \quad (4)$$

where X_i is the actual value of the indicator, $X_{(i)\min}$ and $X_{(i)\max}$ are the minimum and maximum sample value of each indicator X_i (see **Table 2** for the goalposts).

Table 2. Goalposts for calculating the GDI.

	Maximum		Minimum	
	Female	Male	Female	Male
Life expectancy at birth, in years (UN)	87.5	82.5	27.5	22.5
Adult literacy rate, in % (UNESCO)	100	100	0	0
Combined gross enrolment ratio, in % (UNESCO)	100	100	0	0
Estimated earned income, in PPP USD (World Bank)	40,000	40,000	100	100

- Calculating the equally distributed education index (I_e).

Before calculating the equally distributed index, the education index for women and men is first calculated.

$$\text{Female and male education index} = 2/3(\text{adult literacy index}) + 1/3(\text{gross enrolment index}) \quad (5)$$

$$\text{Equal distributed index} = \{[\text{female population share} (\text{female index}^{1-\epsilon})] + [\text{male population share} (\text{male index}^{1-\epsilon})]\}^{1/1-\epsilon} \quad (6)$$

- Calculating the equally distributed income index (I_i).

For the wealth component, the goalpost for minimum income is \$100 and the maximum is \$40,000 (PPP \$); it can be calculated by the following formula:

$$\text{GDP} = \frac{\log(\text{GDPpc}) - \log(100)}{\log(40,000) - \log(100)} \quad (7)$$

- Calculating the GDI by combining the three equally distributed indices in an unweighted average, by using the following formula:

$$\text{GDI} = 1/3(I_{le} + I_e + I_i) \quad (8)$$

In calculating GEM, the index for each component is first calculated based on a percentage which is Equally Distributed Equivalent Percentage (EDEP). The calculation of the income contribution for GEM is the same as the calculation for GDI as described. Furthermore, each index, i.e., the EDEP value divided by 50, is considered the ideal contribution of each gender group to all components of GEM.

For the calculation of each index can be done as follows (Jager et al., 2024);

- Index of representation in parliament

Political participation and decision making is measured by the percentage of women and men in parliament.

$$\text{EDEP}_{(\text{par})} = \{[\text{female population share} (\text{female index}^{1-\epsilon})] + [\text{male population share} (\text{male index}^{1-\epsilon})]\}^{1/1-\epsilon} \quad (9)$$

$$I_{(\text{par})} = \{\text{EDEP}_{(\text{par})}\}/50 \quad (10)$$

- Decision-making index (IDM)

$$EDEP_{(DM)} = \{[\text{female population share (female index}^{1-\epsilon})] + [\text{male population share (male index}^{1-\epsilon})]\}^{1/1-\epsilon} \quad (11)$$

$$I_{(DM)} = \{EDEP_{(DM)}\}/50 \quad (12)$$

- Indeks distribusi pendapatan (Iinc-dis)

Power over economic resources, as measured by women’s and men’s estimated earned income (PPP USD).

- Indeks pemberdayaan gender

$$GEM = 1/3(I_{(par)} + I_{(DM)} + I_{inc-dis}) \quad (13)$$

4. Results and discussion

Figure 1 shows that HDI values of Indonesia increased slowly from 2013 by 0.639 to 0.718 in 2022, which is in the high category on par with Malaysia and Thailand. HDI values of Indonesia are the lowest compared to the ASEAN-6 average HDI and slightly above the ASEAN average and above the Cambodia, Lao, Myanmar, Vietnam (CLMV). Singapore and Brunei Darussalam have HDI very high categories, this situation shows that there is a wide gap in the quality of life of the Indonesian people. When explored more deeply, countries that have a very high HDI category, because they have a high health index and per capita income or a combination of the three components that make up the HDI. The health and income index for Singapore is the highest in ASEAN.

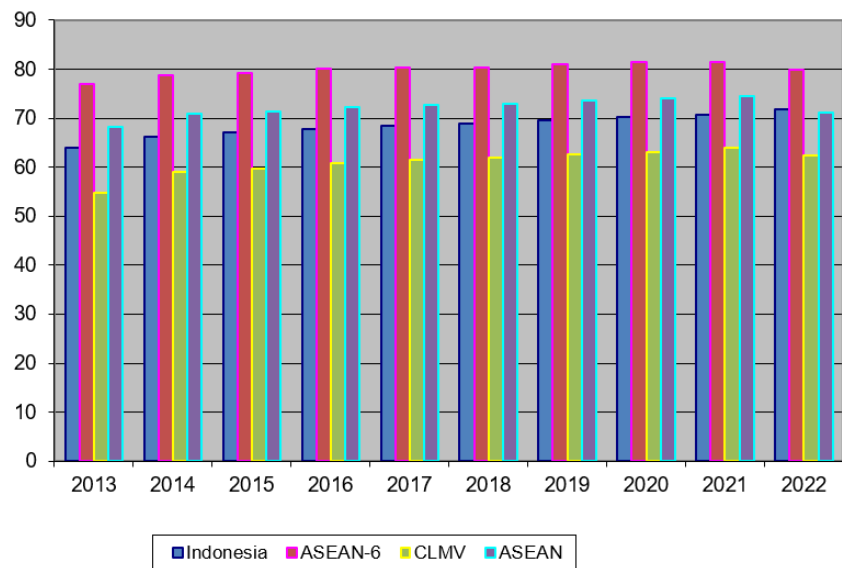


Figure 1. Indonesian HDI, ASEAN-6, CLMV, and ASEAN, 2013–2022.

Improving Indonesian HDI is not effective in reducing the gender gap in achieving human development. This phenomenon is indicated by the GDI value which is smaller than the HDI achievement. Nevertheless, GDI value of Indonesia has increased from year to year, but is lower than the average GDI of ASEAN-6 and ASEAN. Indonesian GDI of 0.940 in 2022, is below the CLMV average, but only above Cambodia and Lao People’s Democratic Republic. This situation shows that Indonesia has the widest gender gap in ASEAN-6 and CLMV in human development.

Overall, **Figure 2** shows that GDI value of ASEAN has increased from year to year from 2017 to 2022.

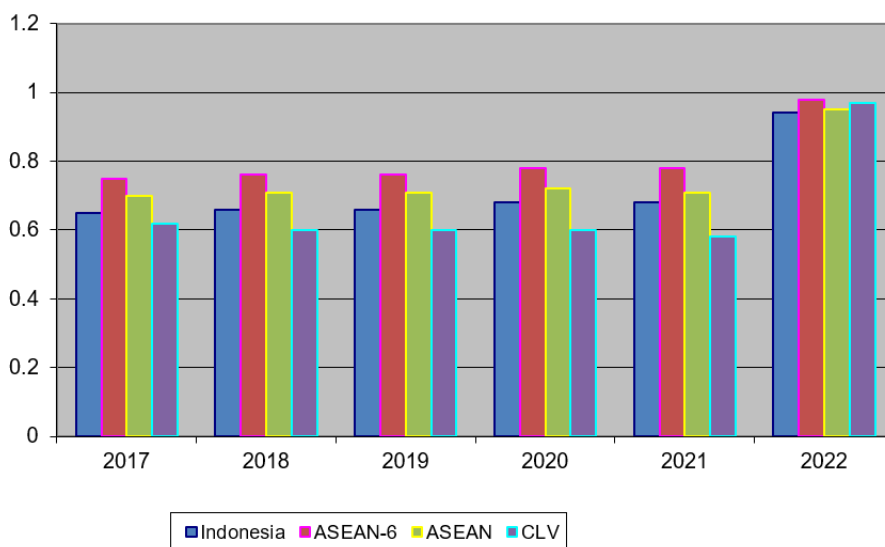


Figure 2. GDI of Indonesia, ASEAN-6, CLV (no data for Myanmar), and ASEAN.

Figure 2 shows that GDI value of Indonesia and its components, the life expectancy index provide the lowest contribution to GDI. This situation shows that the gap in health factors is still high for women compared to men. The high maternal mortality rate (MMR) in childbirth which reached 359 per 100,000 live births, with the number of births around 4.3 million in 2022, means that every year around 15 thousand mothers who give birth die (Kementerian PPN/BAPPENAS, 2017). This indicates that women’s access to sexual and reproductive rights is still relatively weak. However, **Figure 3** shows that there is an improvement in the health index as a contribution to gender development. This situation shows that there is an increase in the women’s health index from year to year.

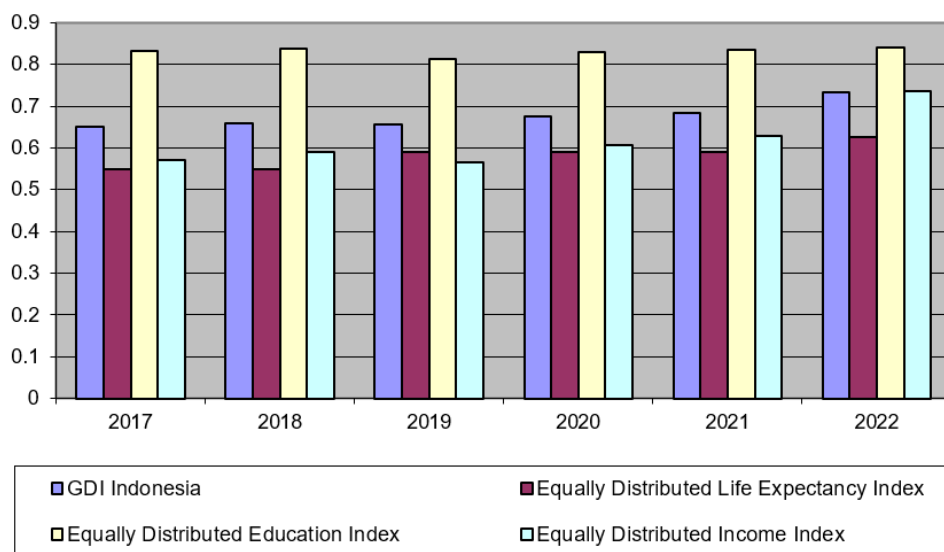


Figure 3. Trend of Indonesian GDI and its components.

In the education dimension, there has been an improvement in gender equality, which is better than other indicators, although there are still slight differences. This progress is shown by the improvement in the Gender Parity Index (GPI). The literacy rate increased from 80 percent in 2020 to 93 percent in 2022. Similarly, in 2017 the gender difference in the average length of schooling for the population aged 25 years and over was 1 year (males 5.5 years and female 4.5 years). The gap increased slightly to 1.2 years in 2022 (8.1 years for men and 6.9 years for women). Government support in the field of education, allocating an education budget of 20% of the total of the budget of revenue and expenditure state the Republic of Indonesia and implementing 9 years of compulsory basic education, has resulted in improvements in realizing gender equality and justice. In the income dimension, there is a significant difference, where the GNI per capita of women is US\$5,873 while that of men is US\$12,030 in 2022 (Bapenas Pusat Statistik, 2024). This condition shows that women make the smallest contribution compared to men in human development.

Another important goal in human development is to achieve gender equality in economic and political participation to support efforts to improve the quality of human resources. Efforts on the political front show that there is an increase in gender equality. The proportion of women in parliament increased significantly, from 9 percent in the 1999–2004 period to 17.32 percent in the 2014–2019 period (DPR RI, n.d.). Efforts have been made to promote the role and representation of women in parliament through Law no. 8 of 2012 concerning the Legislative General Election which requires every political party to have a minimum of 30 percent women in the list of candidates for legislative members, but the results have not been achieved as expected. According to the World Bank (2023), women remain under-represented in both local and national legislatures. Similarly, the contribution of women in wage work in the non-agricultural sector has increased from 29.24 percent in 2017 to 36.67 percent in 2022. The access of men and women to formal work has increased over time, but the results of formality differ by gender amounted 57.9 percent of female workers work in the informal economy sector, while only 50.9 percent of male workers work in the informal economy sector.

It was also added that in other indicators there was a significant increase in which women as professionals, managers, administrators and technicians worked in executive, judicial and other private institutions. According data of Badan Pusat Statistik (2023b), the number of female workers is no more than 45.75 percent of all professionals, managers, administrators and technicians. According to the World Bank (2022), in developing countries, women are often limited in the type of work and are usually not placed in management positions in the formal sector. In addition, there is not a single developing country where women occupy more than 8 percent of ministry positions (World Bank, 2023). In Indonesia, the number of women as leaders is very small, because the nature of women is only as a companion and taking care of the household. **Figure 4** shows that Indonesian GEM increased from 2017 to 2022, although it is relatively slow. This is a challenge for the Indonesian people to increase gender equality in economic and political participation.

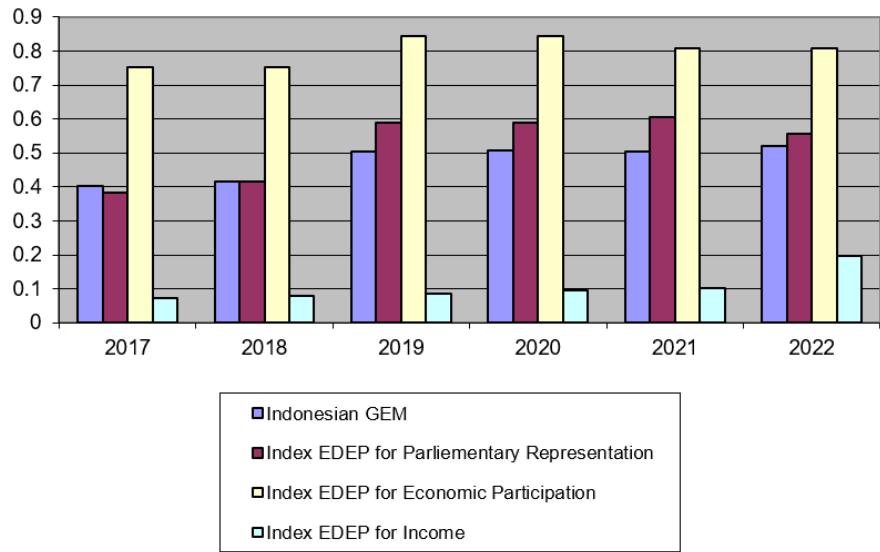


Figure 4. Trend of Indonesia GEM and it’s components.

Overall, GDI and GEM value have increased, this situation shows that the government is increasingly paying attention to gender equality in human development. However, there appears to be a wide gap between GEM and HDI, because the indicators of economic and political participation are very striking in comparison between men and women. This becomes a major challenge in the future to address gender issues in the economy or employment sector. In recent years, the female labor force participation rate (LFPR) has not changed much. Women’s LFPR is still below men’s (Ensiklopedia, 2020). In addition, the wages or income of female workers are much lower than that of men, on average rupiah (Rp) 1.427 million for women and Rp. 1.795 million for men in 2022. Around 30 percent of female workers are unpaid workers. Another fact shows that the income per capita of men is almost twice that of women. So that the contribution of women’s income to human development is very small. In addition, most of the poor are women, this is due to the limitations of women in economic activities.

In its development, it appears that GDI value has increased by 0.651 in 2017 to 0.733 in 2022 or an average increase of 1.03 percent per year. The increase every year cannot match the HDI figure. As seen in **Figure 5**, the ratio between GDI and HDI of 0.97 has decreased slightly compared to the previous years. This shows that gender equality has not been achieved in achieving the quality of human life. Likewise, Indonesia’s GEM increased by an average of 1.48 percent per year from 2017 to 2022. The contribution of women in economic and political participation increased from 0.41 (low category) in 2017 to 0.528 (lower middle category) in 2022. The ratio of GEM to HDI has increased by an average of 1 percent per year. Despite the slow progress, it can be stated that there is greater attention to women in the legislature, parliament, and as technical workers. Even so, the gender gap is a feature that human development has not achieved as expected. The gender gap will put a strain on productivity, efficiency and economic progress. This situation will cause a loss or loss of opportunity for women to earn household income. Loss of income is caused by inefficiency in the allocation of productive resources between men and women in the

household (World Bank, 2023). The most detrimental thing from the gender gap is the decline in the quality of life which has an impact on not achieving human development.

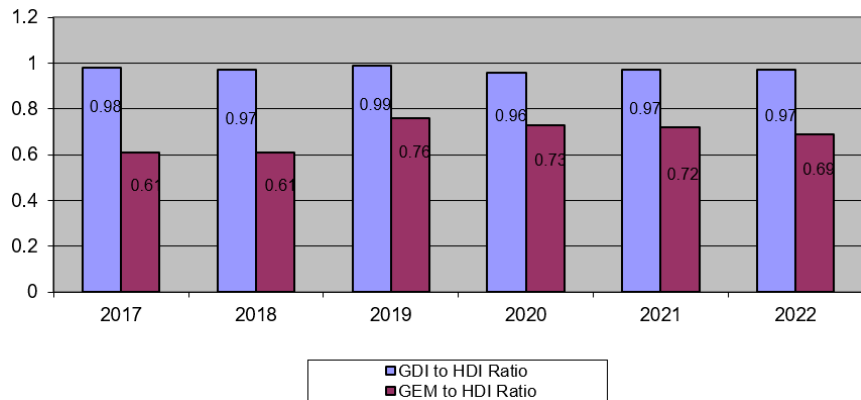


Figure 5. GDI to HDI ratio, and GEM to HDI ratio.

Several countries in the Southeast Asia region, especially Cambodia, Lao and Myanmar, do not have data according to research needs. In general, there is limited data on the number of women in managerial or leadership positions in institutions and the representation of women in legislative institutions. This condition will make it difficult to process data in the GEM dimension. Gender equality will improve the status of women in society, institutions and business. Efforts to improve gender equality will increase household income and national income, resulting in increased welfare and quality of life for the people of a country.

5. Conclusion

The gender gap, both seen in GDI and GEM value shows that there are indications leading to discrimination experienced by women. This is shown by the indicators related to the factors that can cause differences in the treatment of women. Various improvement efforts have been made by the Indonesian government to reduce or eliminate gender differences, the results are positive. However, certain indicators still need some serious improvements. In this study, the knowledge indicator appears to be still low so it still needs serious attention. There is a significant difference of 1.2 years between boys and girls in the mean years schooling indicator. There are significant differences in income indicators, where the GNI per capita of women is much lower than that of men. This striking difference is caused by the wide gap between men and women in economic indicators. Various findings in this study show that women's economic participation is still far below men's. In terms of wages, women receive lower wages than men for the same occupational group. The discrimination experienced by women in terms of wages is more concerning when working as casual workers or in the informal sector.

Indonesian government must motivate women to increase their education to the university. To achieve this target the government must increase the education budget and facilities and infrastructure. Company managers provide equal opportunities for men and women in manager positions. Political party leaders provide equal opportunities for men and women in parliament.

Author contributions: Conceptualization, WB; methodology, WB; software, WB and CC; validation, WB and LA, formal analysis, WB; investigation, WB; resources, WB and LA; data curation, WB; writing—original draft preparation, WB; writing—review and editing, LA; visualization, WB; supervision, WB; project administration, WB; funding acquisition, WB. All authors have read and agreed to the published version of the manuscript.

Conflict of interest: The authors declare no conflict of interest.

References

- Badan Pusat Statistik. (2023a). Statistics Indonesia 2005/2006 (Indonesian). Available online: <https://www.bps.go.id/id/publication/2006/05/15/1f61622779b21f7b8ba221ac/statistik-indonesia-2005-2006.html> (accessed on 9 January 2023).
- Badan Pusat Statistik. (2023b). Available online: <https://www.bps.go.id/id/publication/2023/02/28/18018f9896f09f03580a614b/statistik-indonesia-2023.html> (accessed on 9 January 2023).
- Badan Pusat Statistik. (2014). Available online: <https://www.bps.go.id/id/publication/2014/05/05/8d2c08d9d41aa8c02fad22e7/statistik-indonesia-2014.html> (accessed on 9 January 2023).
- Bangun, W. (2014). Human Development Index: Enhancing Indonesian Competitiveness in ASEAN Economic Community (AEC), *International Journal of the Computer, the Internet and Management*, 22(1), 42–47.
- Bangun, W. (2016). Efforts of Indonesian to Improve of Gender Equality on ASEAN Economic Community (AEC). *Review of Integrative Business&Economics Research*, 5(2), 167–177.
- Bangun, W. (2023). Human Resources Development in Indonesia in ASEAN (Portuguese). *Synesis*, 15(2), 223–233.
- Bappenas. (2024). Available online: <http://bappenas.go.id/berita-dan-siaran-pers/menteri-andrinof-indeks-pembangunan-gender-ipg-terur-meningkat/> (accessed on 4 January 2024).
- DPR RI. (n.d.). Available online: <https://berkas.dpr.go.id/akd/dokumen/-35-d8b497bae55eac592edd416a2ad27ad.pdf> (accessed on 9 January 2023).
- Ensiklopedia Dunia. (2020). Ministry of Labor and Transmigration of the Republic of Indonesia (Indonesian). Available online: https://p2k.stekom.ac.id/ensiklopedia/Departemen_Tenaga_Kerja_dan_Transmigrasi_Republik_Indonesia (accessed on 16 January 2024).
- Human Development Report. (2015). Available online: <https://hdr.undp.org/content/human-development-report-2015> (accessed on 16 January 2024).
- International Labor Organization. (2014). *Indonesia: Social and Labor Trends: Strengthening Decent Work in Prosperous Growth* (Indonesian). Jakarta: ILO.
- Jager, U., & Rohwer, A. (2024). Women’s Empowerment: Gender-Related Indices as a Guide for Policy. Available online: <https://www.econstor.eu/bitstream/10419/166983/1/ifo-dice-report-v07-y2009-i4-p37-50.pdf> (accessed on 6 January 2024).
- Kementerian Perencanaan PPN/BAPPENAS. (2017). Available online: https://perpustakaan.bappenas.go.id/e-library/file_upload/koleksi/migrasi-data-publikasi/file/Lakip/LAKIP_2017.pdf ILO (accessed on 6 January 2024).
- Noorbakhsh, F. (1998). The Human Development Index: Some Technical Issues and Alternative Indices. *Journal of International Development*, 10, 591.
- Pembangunan Manusia Berbasis Gender Tahun. (2022). Available online: <https://www.kemenpppa.go.id/page/view/NDM2NQ==> (accessed on 6 January 2024).
- Sardjunani, N., Puspasari, S., Aini Harisani, A., et al. (2022). Gender Equality and Justice Index (GECI) and Gender Mainstreaming Institutional Indicator (GPII): Initial Study, Ministry of National Development Planning/National Development Planning Agency (BAPPENAS): 21 (Indonesian). Available online: https://perpustakaan.komnasperempuan.go.id/web/index.php?p=show_detail&id=5244 (accessed on 7 January 2024).
- World Bank Report. (2014). *Gender Perspective Development: in Rights, Resources, and Freedom of Expression* (Indonesian). World Bank.

World Bank. (2023). World Bank Open Data. Available online: <http://data.worldbank.org/> (accessed on 8 January 2024).