

## Template for the IAP (2017)

### Economy: Indonesia

<p>Ratio of women's representation in leadership*in both the public and private sectors (* based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see <a href="https://careers.un.org/lbw/home.aspx?viewtype=SC">https://careers.un.org/lbw/home.aspx?viewtype=SC</a>)</p>	<p>Indonesia has made some progress of women's representation in leadership. This progress can be seen in ten indicators—eight in public sectors and two in private sectors, as following:</p> <p>1. Public Sectors:</p> <p>1.1. Ministers level positions</p> <p>The proportion of women's representation in Joko Widodo-Jusuf Kalla government cabinet is 19.05% or there are 8 women of 42 ministers level positions (2016)</p> <p>1.2. Legislators positions</p> <p>The average proportions of women's representation in Indonesia Parliaments is 14% or there are about 2,777 women of 19,705 legislators (2016). The details are as following:</p> <p>(1) The proportion of women's representation in the House of Representatives of the Republic of Indonesia is 17.32% or there are 97 women of 560 representatives.</p> <p>(2) The proportion of women's representation in the Provincial House of People's Representatives is 16.43% or there are 350 women of 2,130 representatives.</p> <p>(3) The proportion of women's representation in the City/District House of People's Representatives is 14% or there are 2,296 women of 16,883 representatives.</p> <p>1.3. Senators level positions</p> <p>The proportion of women's representation in the Senate or Regional Representative Board is 25.74% or there are 34 women of 132 senators.</p>
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#### 1.4. Heads of local governments positions

The proportion of women's representation as Heads of local government is 6.56% or there are 72 women of 1,098 Heads of local government.

#### 1.5. Senior rank officers and structural positions in government

(1) The proportion of women's representation as senior rank officers in government institutions is 16.57% or there are 126 women (echelon I) and 2,295 women (echelon II) of 14,612 top officers (2016).

(2) The percentage of women holding structural positions in government institutions is 31.29% in 2016. The detail as following:

2.1. The proportion of women's representation as echelon V is 30.47% or there are 3,110 women of 10,206 officers.

2.2. The proportion of women's representation as echelon IV is 34.39% or there are 75,724 women of 220,193 officers.

2.3. The proportion of women's representation as echelon IV is 21.19% or there are 14,163 women of 66,845 officers.

#### 1.6. Women Judges

The proportion of women's representation as judges is 23.89% or there are about 1,911 women of 8,000 judges in 2016. The details as following:

(1) The proportion of women's representation as Supreme Court Judges is 8.16% or there are 4 women of 49 Judges.

(2) The proportion of women's representation as general court judges is 25.37% or there are

	<p>987 women of 3,890 Judges.</p> <p>(3) The proportion of women’s representation as religion court judges is 21.44% or there are 756 women of 3,526 Judges.</p> <p>(4) The proportion of women’s representation as martial court judges is 13.89% or there are 20 women of 144 Judges.</p> <p>(5) The proportion of women’s representation as civil service arbitration tribunal judges is 36.83% or there are 144 women of 391 Judges.</p> <p>1.7. The General Election Commission The proportion of women’s representation in the General Election Commission is 14.29% or there is only 1 woman of 7 commissioners.</p> <p>1.8. The Election Supervisory Agency The proportion of women’s representation in the Election Supervisory Agency is 20% or there is only 1 women of 5 persons.</p> <p>2. Private Sectors</p> <p>2.1. Women’s position as managers and professionals The proportion of women’s representation in the position of managers and professionals is 46.03% in 2016.</p> <p>2.2. Women’s positions as CEO The percentage of women CEOs is 36% in 2016.</p>
<p>Voluntary goals of women’s representation in leadership in public and private sectors toward by the end of 2020 (%; total target of increasing the share of women in leadership positions which are based on each economy’s indicators and definitions, or equivalent to P-5 and above of the UN)</p>	<p>The Government of Indonesia sets the followingspecific voluntary goals of women in the legislative, executive, and judiciary bodies.</p> <p>1. Public Sectors</p> <ul style="list-style-type: none"> <li>• The proportion of women representation in parliament by 2020 is 30%</li> <li>• The proportion of women representation in the executive bodies by 2020 is 35%</li> <li>• The proportion of women representation in the</li> </ul>

	<p>judiciary bodies by 2020 is 35%</p> <ul style="list-style-type: none"> <li>• The proportion of women as managers and professionals by 2020 is 50%</li> <li>• The percentage of women CEOs is 50% by 2020</li> <li>• The percentage of women senators is 35% by 2020</li> <li>• The proportion of women judges is 35% by 2020</li> </ul>
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<ol style="list-style-type: none"> <li>1. Revise structural organization of the Ministry of Women's Empowerment and Child Protection to become stronger and have more authority in 2018</li> <li>2. Pass Bill on Gender Equality Law within the period of 2015-2019</li> <li>3. Strengthen advocacy on Gender mainstreaming to executive, legislative and judiciary bodies</li> <li>4. Increase capacities of internal staffs to interact and to provide technical assistance on Gender mainstreaming to stakeholders</li> <li>5. Increase capacities of women Parliament Caucus and Women in Politics Caucus on Gender equality and the empowerment of women</li> <li>6. Increase political knowledge and capacities of potential women to participate in the general election and simultaneous local head elections in 2017, 2018 and 2019</li> <li>7. Increase education and dissemination of information to society on Gender Equality and the Empowerment of women through mass media, electronic media and social media</li> <li>8. Strengthen capacity building to Gender Campaign of related stakeholders to ensure the implementation of 30% affirmative actions for women in the executive and legislative bodies</li> <li>9. Collaboration and cooperation with community organizations including religious organizations</li> </ol>

	<p>on Gender equality and the empowerment of Women</p> <p>10. Strengthen monitoring, evaluation and reward and punishment tools to ensure the implementation of Gender mainstreaming</p> <p>11. Provide manuals and guidance to local government on Gender responsive planning and budgeting</p> <p>12. Increase women's capacities on economy</p>
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✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*