

Country WID Profile

(Indonesia)

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Japan International Cooperation Agency
Planning Department

Country WID Profile (Indonesia)

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Abbreviations
(Indonesia)

BKKBN	National Family Planning Coordination Agency
BKOW	Provincial Women's Council
BRI	Bank Rakyat Indonesia
GNOTA	Foster Parents National Movement Program
GOW	District Women's Council
KBU	Kelompok Belajar Usaha
KOWANI	Indonesian Women's Congress
KUD	Village Cooperative Associations
LPND	Government Bureaus non-department
MMR	Maternal Mortality Ratio
NTB	Nusa Tenggara Barat
PKK	Welfare Activity for Women Households
POD	Pos Obat Desa/Village Drug Center
Polindes	Poliklinik BidanDesa/Village Midwife's Clinic
Posyandu	Integrated Service Post
P2W	Peningkatan Peranan Wanita
SKRT 1995	Survey of Household Health
SPSI	All Indonesian Workers Union
TBA	Traditional Birth Attendant
TOGA	Daily Drug Planting
TOT	Training of Trainers
UKK Post	Work Effort Health Center
UP2K	Usaha Peningkatan Pendapatan Keluarga/Increasing Family Income Efforts
UPPKA	Increasing Family Income of Acceptor Family

1. Basic Profiles

1-1 Socio-Economic Profile

Socio-Economic Profile						Ref.
Economic Indicators	GNP/Capita (1998)	Growth rate of real GDP		Inflation Rate*	Gini coefficient*	
	US\$ 210.07	14.89 % (1998-99)		0.08% (Oct. 1999)	0.356	
Public Sector (1998-99)	Health	Education	Social Welfare	Defense	Others	
Expenditure to sectors	3.5%	10.7%	0.7%	4.3%	16.2%	
Population (99,excluded East Timor)	Total	% of urban population		Population growth rate (1998)		
Total	204,783,931	39% (1999)		1.61%		
Women	50.1%	50.33%		1.09		
Industry/GDP (Oct. 1999)	Agriculture	Industry (Manufacture/Industry)		Service		
	21.6%	24.6%		8.7%		
Proportion of workers (1998)	Agriculture	Industry	Service	Aid/GNP		
Total	45.0%	11.3%	14.0%	55.0%		
Women	46.0%	26.4%	13.6%			
Labour Indicators (1998)	Total No.	Unemployment R.	Minimum Wage	Women/Total		
Total	92,734,932	5.46%	Rp 183,042			
Women	38.79%	6.1%	Rp 183,042			
Decision-making	Women/Total			Women/Total (1997) (7)		
Member of parliament (1999)	6.0%			Managers	5.4%	
Ministries (1995)	5.0%			Technicians	91.77%	
Deputy ministries (1995)	10.0%					
Law for Women	Year	Details				
Marriage Law	1974	Husband as the head of household, with primary responsibilities to support the needs and education of the children, while Wife is in charge of maintaining day-to-day household concerns. The result is that economic activities of women are perceived to be merely supplemental.				
Election Law	1999	According to the Election Law, men and women both have the same access to vote and to be voted. However, from the 48 parties in the last 99 election, no women party were represented, and women's participation in other parties is very low.				
Ratification and signature of international law for women				Ratification	Year	
CEDAW				Law No. 7	1984	
Policy of WID						
Domestic Violence Law	By ratification of Convention Anti-Torture Law No 5			Law No. 5	1998	
Employment Equality Law	By ratification of ILO Convention No. 100			Law No. 90	1957	
	By ratification of ILO Convention No. 111			Law No. 21	1999	
	By ratification of ILO Convention No. 87			Pres. Decree 83	1998	
Governmental organization of WID						
National Machinery	Ministry of Women's Role/Empowerment for women, acted only as coordinator, facilitator and mediator for women's advancement, while the Sectoral Departments and Bureaus of Women.					

References:

- 1) Inflation rate 43 cities, excl. Dili, October 1999. Indikator Ekonomi, BPS 1999
- 2) 1998-1999 Financial Statements, the Ministry of Finance
- 3) Provincial Development
- 4) Writer's calculation based on existing data
- 5) Balitbang Research & Development Body, Dept. of Education 1998
- 6) Secretary of People's Consultative Assembly 1999
- 7) BPS, Social Indicator of Indonesian Women 1998
- 8) Women and Men in Indonesia 1997
- 9) Sakernas (Survey of Labor Force Situation, 1998
- 10) BPS- Statistics- Indonesia, Susenas 1999

1-2 Health Profile

Health Profile					Ref.
Life expectancy (1998)	Male 62 Female 66	Population growth rate 1.69%	(1990-97)		
Expansion of health service	Population/Doctor	Population/Nurse and Midwife			
	100,000/11.0 (1998)	100,000/39 100,000/29.6 (1996)			
Government expenditure to health (% of GDP 1998)	3.5%				
Infant mortality rate (per1,000)		% of the vaccinated	1-year-old children		
Total	41	BCG('97-'98)	98.01%		
Female	44% (1998)	DPT('97-'98)	99.31%		
Under-5 mortality rate (per1,000)		Polio('97-'98)	86.29%		
Total	59	Measles('97-'98)	92.51%		
Family planning	Contraceptive rate(97-98)	Total fertility rate('95-'00)	2.6		
Births attendance rate	89.4%	First marriage under 16 yrs	26.33%		
Maternal anemia rate	51.3% (1995)	% of infants with low birth weight	14%('90-'94)		
Maternal mortality rate	373 persons / 0.1million				
Nutrition		Oral rehydration therapy use rate*	57% (1997)		
Iodine deficiency (1996)	4.5% W. Java; 38.6% NTT	Malnutrition	14.45% (1995)		
Community health service (1990 -1996)					
Access to safe water	urban 79 % rural 54 %	Access to adequate sanitation (1996)	urban 73% rural 40%		
HIV/AIDS (1996)	382 HIV infected	AIDS cases: 119			
Statistics ()	NA: % of pregnant women	NA			

1-3 Education Profile

Education Profile					Ref.
Education system	Compulsory education (9 year), Primary education (6 year)				
Public expenditure on education	Rp 5,295,300,000.- (1998-1999)				
% of GNP (1999)	10.7%				
Adult literacy rate(1999)	male 92.9 %, female 84.0 %				
by race	NA				
Primary education (1995)	Net enrollment ratio	Female ratio of higher education			
Male	33.45%	agriculture			38%
Female	32.53%	humanities			-
<Educational Issues> inequality brought by Apartheid		social sciences			40%
Secondary education (1997)	Net enrollment ratio	natural sciences engineering			14%
Male	15.06%	medical			9%
Female	12.98%				
<Educational Issues> dropout due to economic difficulties	4.74% and 57.23%				
Higher education (1995)	Enrollment ratio				
Total	15.66%				
Female	11.44%				

References

- 1) A Country Strategy for Children and Women, Gov't Indonesia & Unicef 20001-2005
- 2) Nota Keuangan & RAPBN 98/99 (yang disempurnakan) Republik Indonesia
- 3) Welfare Statistics 1998, BPS 1998
- 4) Social Indicators on Women in Indonesia 1997, BPS 1997
- 5) Indikator kesejahteraan Anak 1998, BPS 1998
- 6) Women & Men in Indonesia 1997, BPS 1997
- 7) Indonesia - Women and Health, The Convention Watch Working Group, Women's Studies Graduate Program, UI - 1998
- 8) Profil Kesehatan Indonesia 1998, BPS 1998
- 9) Survey Kesehatan Rumah Tangga, BPS 1995
- 10) Jender & Iptek, The Convention Watch Working Group, Women's Studies Graduate Program, UI - 1998
- 11) Fakta & Angka Pendidikan Masyarakat, Dirjen Pendidikan Luar Sekolah, Pemuda, & Olahraga 1999
- 12) Statistics of Education 1998, National Social Economic Survey, BPS 1998
- 13)BPS- Statistics- Indonesia,Susenas 1999

2. General Situation of Women and Government Policy on WID/ Gender

2-1 General Situation of Women

General Situation of Women

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| <ul style="list-style-type: none">• Indonesian people have expected the positive changes in the economic and social political conditions with the new duet of President Wahid and the Vice-President Megawati.• Due to the severe economic crisis since 1997, gender gap in health, education, and working conditions has widened in spite of the strong efforts of the national programs and NGOs.• Housewives are still the only important role of women, while men are regarded as the household heads. |
|--|

Since August 1997, Indonesia has suffered from a severe economic crisis where everything has changed drastically to a situation. Economic growth rate in 1997 was 4.9%, and in 1998 it was minus 13.2%. For the year of 1998, annual inflation was 77.63%, and at the end of 1999 it has decreased drastically to 2.01%, while GNP per capita was US\$436 in 1998. Unemployment rate is predicted to more than double from around 5% in 1996, to at least 11% in 1998. The Crisis led to the resignation of President Soeharto on May 21, 1998. The new Habibie Administration inherited the messy economic situation, delivered several mixed signals on economic policies, failed to gain domestic and international confidence, and the economic performance went worse until the end of 1998.

After successful election in October 1999, with the new duet of President Abdurahman Wahid and the Vice-President Megawati, people have positive expectations for changes in the economic and social political condition. The population of Indonesia now is 204,567,000, which consist of men 48.22% and Women 51.78% (Balitbang, Dikbud, April 1999). The Country is currently the fourth most populous country in the world after China, India, and USA.

[Women's Status]

Now, in the New Reform Era, as stated in GBHN 1999, the status and women's role will be empowered into gender equality and gender justice (Secretary of People's Consultative, 1999). However, the Maternal Mortality Ratio (MMR) remains unchanged at 390 per 100,000 live births since 1994 (UNDP, 1999). This is exceptionally high among the ASEAN countries (Ministry of Welfare, 1996), although improvements have been observed in recent years. The strong effort is being made by the national program of the Lovely Mother Movement to decrease the ratio to 225 by the year 2000. The gender gap in the nine-year basic education program, which had been almost eliminated in 1997, has widened again since 1998. A

similarly adverse trend can be observed at higher levels of schooling.

The issue of women as victims has emerged as priority concern of the government and the society as a result of May's riots in 1998. A National Commission for the Elimination of Violence against Women was established in 1998 by a Presidential Decree. A National Plan of Action permeated by a Zero Tolerance Policy is being developed through a close collaboration among relevant government departments, concerned NGOs and social groups. Regarding to Women's Human Right, the Five Year National Human Rights Plan (1998-2003) and the National Human Right Act adopted in 1999 both include sections on women's rights. In the area of environment, some women have been involved in WALHI (NGO) and one of them has been appointed as a Minister in the New Cabinet.

With the national reform process promoting and enhancing freedom of the press, a window of opportunity has been opened for greater participation of women in mass media. Women journalists have formed their own associations and some of them have risen to become top decision-makers in the media establishment, that now 10% of the employees in almost all of the newspapers are women. Although there are some advancement of women, however, the total number of women in the Parliament has decreased to 6 % for the election of 1999, compared with 12.46% in 1997.

Women's participation in labor has advanced since the latter half of the 1970s with the improvement of education level and the decrease of family size. Labor force participation for women was 43.5 % in 1995, which has increased to 46.03% in 1998, however, there was a slight decrease in the industry sector due to liquidation of many companies due to the economic crisis. To help solve the unemployment matters in Indonesia, the government has launched the Social Safety Net Program. That in the beginning did not include women due to gender aspect. However pressure from Women's NGOs assisted by World Bank was successful to ushered in women for 30% of the Program activities.

According to Sakernas (1998), the growth of women's employment has increased from 1.8% annually before the crisis to 4.2% during 1997-98. However, discrimination in the workplace still happens especially in remuneration. Equal pay for equal value between men and women workers is not yet realized although Indonesia has ratified the ILO100 with Act number 80 year 1957 about equality of wage. Women migrant workers also increased yearly, even though they face possibilities of violence as well as rapes. From 1994-1998, there were more than 1 million migrant workers, while women consisted of 67% of them (Krisnawati, 1999).

[Cultural and Social Background]

Despite the diversity in languages, religions, and cultures, Indonesia's way of life is based on

Pancasila (the five basic principles) as the state philosophy. These principles are belief in one supreme god; justice and civility among people; the unity of Indonesia; democracy through deliberation and consensus among representatives; and social justice for all. The situation in which women are placed also differs variously depending on the area, the race, and economic situation. It can be said that Indonesian women are heterogeneous.

As the strong believers, social living in Indonesia is strongly influenced by religious especially in Moslem Society. The serious matter was witnessed last year when the issue of a Woman-President was hotly debated, although it has lastly realized for a woman to be the Vice-President. Even though women participate in the decision making in their families and are responsible for the management of household finances in reality, no rightful evaluation has been given to women's contribution to this aspect of creating the livelihood of the family.

It is acceptable for wives to file for divorce under the marital law. Although the basis of the law is monogamy, polygamy has also been approved under the conditions that the first wife agrees to it and the husband treats all his wives equally. However, in actuality, there are no procedures for confirming the first wife's agreement nor does it mean that there is a clear basis in regards to the equal treatment. It exists a provision in the Islamic Law that states for a divorce to be filed by men, showing that marriage related laws have not been standardized yet. According to national statistic, in 1997, there are 16% marriage before the age of 20 (BPS, 1997), which give the impact in the decrease of school attendance.

2-2 Government Policy on WID/Gender

Government Policy on WID/Gender

- Although the constitution expresses the equality of the sexes, the strong patriarchic position has still remained in the family and the society.
- The government is going to promote improvement of women's role in the family, increasing of their access too scientific and technical knowledge, and their active involvement in the decision making process etc.
- Under the Second Twenty-Five Year Long-term Development Program, the government has made efforts to decrease the infant and maternal mortality rates.

The equality of the sexes is expressly stipulated in the constitution established in 1945. Indonesia has ratified the Convention on right of Politics with law number 68 year 1958 and the Convention on the Elimination of All Forms of Discrimination against Women with law number 7 year 1984. Further in the workplace, Indonesia has ratified some ILO's Conventions, however, there are still many discriminations happened to women workers, and only a small number of women are members of the All- Indonesian Workers Union (SPSI).

It was decided to aim at the elevation of women's status in the process of national development since the Third National Action Five-Year Plan (1979-1983) and it has been advanced in the Sixth National Action Five-Year Plan (1994-1998) that women are the equal partnership of men. The government will focus on the improvement of the following issues: 1) women's role in the family life, 2) access to scientific and technical knowledge, 3) more active role in the decision making process, 4) socio-cultural climate for improvement of women's status, 5) parents' awareness of their responsibilities for their children's education, 6) women's role in and benefit from development projects, 7) development of their potential, 8) developing a comprehensive and integrated approach towards issues concerning women workers and, 9) women's ability to participate in changes in the local and global community.

In the New National Board Guidelines 1999, serious attention has been paid to the lagging process to realize gender equality and justice (Secretary of People's Consultative, 1999). Moreover, the Second Twenty-Five Year Long-Term Development Program (1994-2018) has set the goals for declining infant mortality rate (per 1,000 live births) to 50 in 1998 and to 26 in 2018 and maternal mortality rate (per 100,000 live births) to 225 and 80 respectively.

2-3 National Machinery

The State Ministry for Women's Empowerment (New Reform Era, 1999)

The Ministry for the Role of Women now changed into the State Ministry for Women Empowerment (New Reform Era, 1999).

Name:	State Ministry for Women's Empowerment
Number of Staff:	4 Assistant to the Minister, 1 Secretary of Ministry, Experts + Head Of Planning: 23 , and staff : 116
Budget Ratio:	Rp. 1,6 Billion from APBN and Rp. 5,5 Billion for Rutin fund (1999/2000) and Rp. 28 Billion for WID Program in year 2000/2001
Purpose:	Administrative, capacity building and staff development

[Background]

The Ministry for Women's Empowerment draws up WID/Gender related policies and participates actively in their work of coordinating implementations with other sectoral-ministries and government bureaus non-department (LPND) as well as the Women Development Bureau in each province. It was an organization headed by a Young Minister level, first established in 1978, but was upgraded to a Ministry headed by a Minister in 1983.

Through the mandate by Presidential Decree, the Ministry will act as coordinating, facilitating and mediating agency for women's advancement. However, it has not been able to strongly influence for the inclusion of Gender Equality through WID/GAD policy to all sectoral departments as well as the Women Development Bureau in each Province. It can be evidenced in the fact that there were not many proposals of WID programs coming from each department submitted to BAPPENAS. Nor has BAPPENAS been aware about Gender Mainstreaming. According to the writer's observation, in many seminars and workshops there had been much harsh critic points stated by many women activists addressed to the Minister of Women's Roles.

[Other Relevant Organization]

Government Ministries implementing specific women-related activities are summarized as follows (see the interview results, and WID Project, attached herein):

Ministry	Activities/ Programs
Ministry of Education and Culture	-To train women who participated in the elimination of illiteracy courses and economic skills courses
Ministry of Health	- To train women to be involved with Family Health, especially in nutritional aspects, child immunization, planting of daily family drug needs, revitalization of Posyandu, encourage the awareness of Reproductive health and Family Planning aspects, to socialize the Lovely Mother Movement and to involve men in it, to place more midwives in the rural areas.
Ministry of Agriculture	- To involve women actively in various seminars, workshops and training related with gender approaches, making modules of Gender sensitivity and Gender Analysis in the agriculture field and conduct the training both for training of trainers (TOT) and women farmers in rural areas
Ministry of Mining & Energy	- Making the Gender Analyses Review, in order to make need-assessment on how to decrease the gap between men and women, to involve women in various gender analyses courses.
National Family Planning Coordination Agency	- To increase the cadre of Field Worker to increase Family Planning Coverage - To increase the amount of counselors for Family Planning in order to increase the quality of service in family planning, to give training about income generating and economic skill especially for pre-welfare family

In Indonesia, PKK (Welfare Activity for Women Households), a local volunteer organization of the administration, has set up a wide network at the village level all over the country, has involved much in efforts to enhance women's welfare. By dasawisma system of operational, (ten houses system) PKK can easily disseminate all programs as well as evaluate it. During the Fourth World Women Conference in Beijing 1995, PKK had received reward from United Nations on their successfulness of women advancement, especially in rural areas. In addition, there are women related semi-governmental organizations such as Indonesian Women's Congress (KOWANI), which has 75 women's organization members, Provincial Women's Council (BKOW), District Women's Council (GOW), etc. These organizations support the implementation of health care, education, and political and increasing economic participation programs for women.

Political empowerment for women in the past, however, was not given priority to women organization activities. Some women organizations under military and civil servant organizations were pertained as semi-controlled organizations to support political power of those institutions (Suryochondro, 1984) during the New Order Era. But in the New Reform

Era in the new electoral system with multiple parties, the participation of women is limited. This is shown by that only 6% of the New Parliament members are women. Among member of the People Consultative, 12% are women (Secretary of People Consultative, 1999).

Furthermore, women study centers had been organized to support the drawing up of WID/Gender policies in 87 (ESCAP Report, 1999) in universities all over the country. As to cooperation with other organizations, conferences with local organizations and NGOs as well as liaison conference forums among Ministries and Bureaus are held periodically, and reports are made of each activity. However, the guidance on how to develop WID/Gender projects in each department is still not adequate. University of Indonesia has established a Women's Studies Graduate Program, since 1990 that has produced many resources to assist other institutions for gender analyses in their activities. However, the amount is very small compared to the big number of Indonesian women who should be encouraged and made aware of.

[Main Involvement of WID/Gender by Other Ministries and Bureaus]

Although women's role in local development is great, their participation in various kinds of development programs is small and it is quite rare especially for them to be considered as targets for technical improvement. Participation in the planning and implementation processes of projects are restricted in actuality and, therefore, improvement is necessary in order to diminish negative influences on women and to assure the durability of the project. The present WID/Gender related project is a program for women called P2W (Peningkatan Peranan Wanita). Recently the Ministry for Women's Empowerment has a policy to make the gender approaches as the mainstreaming gender. All department and non-department institutions will establish Bureau of Women's Empowerment instead of the P2W Projects.

3. Current Situation of Women by Sector

3-1 Education

Education

- Although girl's enrollment rate has grown considerably in the 20 years from 1971 and the gender gap at the nine years education level has been elevated, for the higher education level, girls' enrollment level has not grown as expected. Girls' enrollment is still limited especially in fields related to technology.
- Decreased difference between urban and rural areas by now, as shown in the enrollment rate gap in secondary education level, which is less than 20 points (70.49% in rural areas and 87.11% in urban areas).
- The women's literacy rate in rural areas is 94.56 %, which is 3.17 % lower than that in urban areas (BPS, Indicator of Indonesian Women, 1997).

[General Situation]

Indonesia has successfully raised the Gender Ratio in education mainly up-to the middle school level due to the success of the 9-year Compulsory Education Program and Education Law No.2 year 1989 as well as the Foster Parents National Movement Program (GNOTA). This is reflected to the percentage of boys (14.86%) and girls (13%), who complete middle school (BPS, People's Welfare, 1998) In addition, there are more girls (0.78%), who complete Diploma I and Diploma II than boys (0.71%). The difference between the number of boys (7.87%) and girls (6.23%) completing Vocational High Schools is not significant.

In the education on Natural Sciences and Science & Technology, there is data between male and female students although they are not at the national level. In 1996, the ratio of female students of Natural Sciences at the university level was 45%, whereas male students constitute of 55%. Technical female students numbered 22%, whereas male students 78% (Research and Development Section of Department of Education, 1996).

[Girl's Enrollment]

The girl's enrollment rate is almost similar with boys up to secondary school. People are more aware of the education need for children. However, there are still many girls who enter into marriage under the age of 16 years, mostly in rural area: 29.87%, for urban area it is 19.63% (BPS, 1997). This is caused by parents that still give priority to boys to get higher education than girls. As education level goes up, the cost-burden is greater, which results in the fact that educational investment for girls can no longer be justified since women belong to men's families after their marriages.

According to the World Bank's studies in Indonesia, the level of mothers' education will be a main factor for the level of education that will be attained by their children (World Bank,

1994). Another studies brought the results that giving investment for increasing women's resource will be more profitable than giving to men (Subbaro & Raney, 1995). Reasons why the specialty fields of girl students in the higher education leans one-sidedly toward language and literature, while science and technology fields are perceived as not the fields for women. It is necessary to promote women moving into these areas.

Table 1. School Enrollment Rate by Gender and Educational Level (%)

	1990		1995		1998	
	Female	Male	Female	Male	Female	Male
Primary	91.7	91.4	95.4	95.2	96.2	95.9
Secondary	62.9	66.8	76.5	79.8	78.8	80.7
Higher	37.9	44.5	44.1	52.0	49.5	53.1

(Source: BPS, Indicator of Children Welfare, 1991 and 1998)

Table 2. School Enrolment Rate by Educational Level and Region (%)

	Rural Area		Urban Area	
	Female	Male	Female	Male
Primary	94.56	93.83	97.73	97.77
Secondary	70.49	72.52	87.11	88.90
Higher	34.74	36.73	64.15	69.61

(Source: BPS, Indicator of Indonesian Women, 1997)

Table 3. The Number of Years Spent in School up to University by Gender and Region
(Years)

	National	Other
Female	17 years	NA
Male	17 years	NA
Average	17 years	

(Source: Social Indicator of Indonesian Women, 1997)

[Teachers and Teaching Materials]

In order to avoid making children's knowledge and choices for being one-sided, it is necessary to improve curricula and teaching materials. The stereotypes should be changed step by step into gender equality. Because, there are still many illustration drawings in Bahasa Indonesia Lesson Book for Elementary School, showing inequality of roles between girls and boys (Rahman, 1998). It is necessary to train teachers and then to implement the preparation of guidelines and training for teachers, educational administrators, and writers of teaching materials. Ratio of student and teacher is slightly improved, from 22 in 1996 to 21 in 1998 for elementary school, while for senior high school still remains at 13 and slight increase for secondary school, from 17 in 1996 to 18 in 1998 (BPS, Indicator for Child Welfare, 1998)

[Non-formal Education]

The importance of non-formal education is great. Its expansion especially in rural areas has become necessary since the education level of higher age groups is low and the enrollment rate after secondary education has not grown as expected. Literacy education for illiterate women (Packet A&B) has been implemented since the 1980's and certain improvements had been achieved in reading, writing and calculating ability. However, up to now there are still many women in illiteracy level, 43.04 % for women of 45-years old and above, while men with the same age with 18.73 %. This shows that the efforts to eliminate illiteracy in the form of Kejar Paket A&B project has not been seriously conducted.

Although small-scale business, financing, and technical training is incorporated in literacy education, it is still limited. In many cases, only sewing and food processing are taught without any gender empowerment. The changes will not be realized, even if national policy will promote harmonious gender relationship.

[Vocational and Technical Training Schools]

Girl's enrollment in Vocational Senior High School slightly decreased compared to boys, as seen in 1997, 6.23 % for girls and 7.87 for boys. Women who participate in vocational training are very limited to welding and iron field, but there are many involvement of girls for the course in economic aspects (Rahman, 1999).

Department of Education, Directorate of Vocational Course has conducted 22,215 courses including KBU course throughout Indonesia; the most is in East Java and East Timor 28 ones. There 11 main curricula developed according to International Standard, as stated in the below table (Rahman, 1999), however, only 2.36% of target registered (18,045,294 women) who received the mentioned courses, through KBU program (Department of Education, Fact and Data, 1999).

The subjects of the courses are mostly addressed for income generation. There is a real necessity for girls to receive science and technology related education in vocational training and technical education, as is seen in higher education also, so that women might be able to participate in the production field without being left behind of the advancement of science and technology. To dissolve problem in education field, it is time to government to increase the public expenditure on education from only 7.5% of total expenditure or 1.4% of GNP, which is the lowest rate comparing with Malaysia, 15.5% of total expenditure and 3.6 of GNP. Thailand 18.9% and 3.8% in the year of 1995 (UNESCO, Statistical Indicators, available in <http://www.unesco.org>.) but now has increased to 10.7% of GNP for the year of 1999

Table 4. Type of Training Received Beyond General Schooling by Gender (%)
 Conducted by Department of Education, Dir. Vocational Education

Field of Study Adaptation to International Standard (11 Field)	Female	Male
<ul style="list-style-type: none"> - Computer - Secretary - Hotel - Electronic - Mechanic Automotive - Beautician - Accountancy - Acupuncture - Tour and Travel - Banking - English Education 	In general, 80% of the graduates from these courses are women.	In general, 20% of the graduates from these courses are men.

(Source: Dir. Vocational, Department of Education, 1999)

3-2 Health

Health

- Although it is considered that the preparation of health care administrative service facilities and personnel in the Ministry of Health and health posts in provinces, districts and regions, have almost been completed, the improvement of health care service quality has become a problem. The present situation shows that basic diagnostic instruments and supplies such as stethoscopes, sphygmomanometers, etc. and consumables have not been fully equipped yet and the training of health and medical care personnel is also not sufficient.
- In addition, the referral system from health centers to hospitals still does not function sufficiently due to the shortage of transmission facilities and vehicles for last years.
- The infant mortality rate has improved considerably recently and decreased from 109 to 63 (per 1,000 births) in the 10 years from 1980 to 1990 and further decreased to 41 in 1997 (Indonesian Health Profile, 1998).
- Immediate measures are required for improving the mortality rate of pregnant women and nursing mothers which is exceptionally high in ASEAN countries as 373 per 100,000 live-births (SDKI, 1994) and no improvement has been seen in recent years.

[General Information]

There is an increase of 1.79% in 1997 of Puskesmas (Social Health Center) that be added by another Puskesmas like as Care Puskesmas, extra Puskesmas and Round Puskesmas. Beside that, the government though community participation has developed the health effort in the form of POD (Pos Obat Desa/Village drug center), Polindes (Poliklinik Bidan Desa/Village Midwife's Clinic), UKK Post (Work Effort Health center), health fund, TOGA (Daily Drug Planting) and Posyandu. Almost all of these activities are conducted by women (Indonesia, Health Profile, 1998). As for family planning, the National Family Planning Coordination Agency (BKKBN), an organization under the direct control of the President, is going to be organized under Ministry of Women's Empowerment. The structure of organizational Chart and functional system are now being composed by the related Ministry.

The main causes of death in Indonesia, according to SKRT 1995 (Survey of Household Health), are dominated by heart disease, infectious diseases of respiratory system and tuberculosis respectively. Especially for women, the cancer of breasts and cervical are in the highest amount suffered. It can be seen for example at Dharmais Cancer Hospital, in 1996, there were 71.03% (927 patients) women patient with mostly of those mentioned cancer (Women and Health, CW, 1998). It is parallel that the awareness and knowledge of women to examine their reproductive tract through Pap Smear only 5.64% and examine their breasts through "Sadari" project (Self breast examination) only 7.21% (BPS, 1998)

The other causes of death due to advanced country type adult diseases such as cirrhosis of the liver, malignant tumors, etc. have increased lately. The number of outbreak cases of tropical

diseases such as malaria and dengue fever is also high due to the hot and humid weather condition, however the rate for dengue fever was decreased in 1995; that is 18.5 per 100.000 population, increased to 23.22 in 1996 and become better in 1997, that is 15.28.

[Child and Maternal Health Care]

The infant mortality rate has improved considerably recently and decreased from 109 to 63 (per 1,000 births) in the 10 years from 1980 to 1990 and further decreased to 41 in 1997 (Indonesian Health Profile, 1998). For this, the activities of Posyandu (Integrated Service Post), which was founded in 1985 as a residents' organizations for decreasing infant mortality rate, have contributed greatly. Now, Posyandu are able to provide examination for pregnancies and infants at 17.7% of all the mother and infant health services, which is ranked the number 3 after Puskesmas or the center of community health and doctor's practices (BPS, Susenas, 1998).

Activities are sustained by many unpaid volunteers (Kader) especially active in village level. PKK (Women's Family Welfare Activity), which is a regional women's organizations under the jurisdiction of the Ministry of Home Affairs, has also participated, as volunteers, in the improvement of health care at the village level. It shows that residents volunteer organizations formed by the administration are performing an important role in the improvement of health and medical cares in Indonesia. The main causes for infant deaths in 1995 are acute infectious diseases of respiratory organs (29.5%), prenatal disturbance (21.6%) diarrhea (15.3%), and Neuro-System Disease (13.9%), etc. (Indonesian Health Profile, 1998)

Although a good result has been obtained in the decrease of infant mortality rate, immediate measures are required for improving the mortality rate of pregnant women and nursing mothers which is exceptionally high in ASEAN countries as 373 per 100,000 live-births (SDKI, 1994) and no improvement has been seen in recent years. (State of the World Children 1997 shows that the average mortality rate of pregnant women and nursing mothers, excluding Brunei, is about 170.) By launching the Lovely Mother Movement project, as national movement with used 3T (3 kinds of late of helping mother pregnancy) and involving men participation in this problem, it can be expected the decrease of this MMR by half in 2000.

Furthermore, there is a policy to extend 54,000 midwives and distribute to all villages to dissolve a large geographical gap in the effort to decrease maternal mortality rate from lowest rate of 130/100.000 live-birth in Yogyakarta and the highest of 680/100.000 live-birth in NTB (Nusa Tenggara Barat). The health situation of mothers and children in rural areas is far more severe. The main causes for deaths of pregnant women and nursing mothers are excessive bleeding, infection and eclampsia and behind these are malnutrition of pregnant women and

nursing mothers, short delivery intervals, deliveries at young or older ages, unhygienic treatment at delivery, poor skills of delivery attendants. All of these phenomena are originated from low status of women as indirect factor causes, according to gender gap, etc. In addition to the report that 51.3% of all the pregnant women are anemic (Indonesian Health Profile, 1998).

In Indonesia, 70% of childbirth take place at home and 60% of the delivery attendants are traditional midwives (Country Medical Care Cooperation File, 1996). However there is increase in the number of pregnant mothers checking their health to doctors or nurses, from 82.3% in 1994 to 89.4% in 1997 (Minister of Women's Roles, 1999). This resulted in the trend of lowering the maternal mortality rate. This shows the success of the Lovely Mother Movement in Indonesia. Also, the role of midwives become more important since they are expected to help and support pregnant mother and support the TBA in sterilized tools. It is hoped that medical examinations of pregnant women before delivery utilizing traditional midwives could play an important role.

Table 5. Place (Assistance) of Giving Birth (in 1998) (%)

	Urban	Rural
Hospital (Doctor)	13.67	2.51
Clinic (Midwives)	61.96	26.82
Others (TBA)	22.41	65.25

(Source: Indonesia, Women and Health, Convention Watch, University of Indonesia, 1998)

[Family Planning]

The National Family Planning Coordination Agency (BKKBN) has implemented the Happy and Welfare Family with "Two children are enough" campaign on an extensive scale, since the 1980's. Not only have family planning clinics been carried out, but also free distribution of pills, condoms, etc. at health centers and Posyandu. There are 244,032 Posyandus distributed in rural and urban areas and the 5,609 family planning clinics in the 1980s increased to 11,643 in 1992, and dramatic increased to 36,960 in 1997 (Indonesian Health Profile, 1998), due to additional assistant clinics, movement clinics and care clinics. These efforts were rewarded by the increase of contraceptive prevalence rate to 50% (1996), and also the decline of total fertility rate from 4.1 in 1980 to 2.9 in 1995 and to 2.6 in the period of 1995-2000 (Indonesia Health Profile, 1998).

Although they have still not reached the regional standards, main reasons of the success in family planning are, it is thought, because ages of the first marriage have become higher. And the government has strongly moved ahead with the diffusion of family planning with the idea

that population control is necessary for achieving economic development. As the result of aggressive involvement as a national problem in the manner as mentioned above, total fertility rate and population increase rate decreased considerably (1.8% and 2.8% respectively), and the United Nations Population Award was conferred in 1989.

Table 6. Married Women Using Contraception, 1997 (%)

Method	National	Urban	Rural
Pill	29.80	28.07	50.25
IUD	15.61	17.78	14.39
Injection	38.19	40.01	37.17
Implant	9.09	4.60	11.61
Female Sterilization	3.71	4.95	3.01
Male Sterilization	1.13	1.26	1.05
Male Condom	0.8	1.33	0.50
Traditional Method	0.98	0.85	1.06
Others	0.69	1.15	0.44
Total	100	100	100

(Source: BPS, Indicator of Indonesian Women, 1997))

3-3 Agriculture, Forestry and Fisheries

Agriculture, Forestry and Fisheries

- 63 % of the population is living in rural areas, where agriculture and fisheries are the main industries of Indonesia. There will be extended activities of Directorate General of Fisheries turned over to the New Department of “Department of Sea Exploration and Fisheries” in this New Reform Era that now in preparation period for the change of structure.
- In rural areas, 70% of the population is engaged in agriculture (Gondowarsito, 1997). The importance of agriculture among all the industries has declined relatively but it still is the sector which absorbs the largest labor force and 47% of women workers work in this sector (Government of Indonesia, 1995).

[General Information]

The number of wage-workers in 1998 was 33,773,046 women and 53,899,403 men; 46.02% of them were in the agricultural sector (Sakernas, BPS, 1998). From fishery sector no data of women participating, except they work in fish industry in 1997 with only 6% or 31.519 persons (Perusahaan Perikanan, BPS, 1997). There is a project for women development in fishery field in the form of training in enhancement of skills for economic product, but until now the project is integrated with farmer development project, like as P4P project (Rahman, 1999)

[Agriculture]

The roles that women perform in agricultural production is important and there are a lot of things which depend on women's work especially in the stage after harvest. In rice cultivation, 75% of the farm work is carried out by women (Gondowarsito, 1997).

Many women are unpaid family workers although they are deeply involved in agriculture as wage-workers. However, the weightiness of cash crops has increased and the rate of people who are engaged in agriculture by wage employment have increased ever since the introduction of high yield products started in the 1970s. Women have come to be treated as peripheral agricultural workers. This is because women's labor is considered as secondary and women are considered to lack ability to utilize new technologies. Consequently, when opportunities for new employment occur, the jobs are frequently taken by men.

When women are employed, they often tend to be employed with more informal contracts compared to men and also their incomes are smaller. As a result, women's economic dependency on male relatives has increased, and women stop working whenever husbands' salaries will enough for household expenses. According to economic crisis, termination of job in informal sector is almost the same as the formal one. This is also valid for women and

men. National Labor Force Survey by the Demographic Institutes 1998 shows that in formal sector 25.15% of men stopped work (after July 1997) and 25.11% in informal sector, while 13.26% of women stopped work in formal sector and 13.2% in informal sector.

There are many women who try to increase their income through labor in the informal sector among the unpaid women family workers and their economic contribution to the family livelihood is great but it is often considered as a side job.

In 1998, women participating for unpaid worker had reached 17.36%, while men only 4.22 % out of the total workers of 2,731,816 in urban areas (Sakernas, 1998). Moreover, the securing of water, which plays an important role in both agriculture and living, has a great influence on women's labor. They play an important role of bearing on both production and reproduction, but women are rarely asked their opinions about decisions on the channels and quantity of water. According to the current condition, access to safe water is 79% in urban area while rural area 54%, and the access to adequate sanitation in 1996 is still low, 73% in urban area and 40% in urban area (Indonesian Health Profile).

Table 7. Women's Participation in Agriculture Sector (in 1998)

Total Working Force In Agriculture	Number of Women	Female Ratio (%)
39,414,765	15,543,492	39.44

(Source: Sakernas 1998)

Women participation in Micro Finance Program is not given as largely before 1990. According to January Package 1990 from Bank of Indonesia, facility of soft credit was slightly deleted from year to year. KIK- KMKP, since the project finished, was not developed, and revolving fund is given instead of previous one (Rahman, 1999). And there is no gender facility since then, except a special program is given in order to support another aspect. For example, Credit for Midwives is developed, since 1995 up to now, is to intend to support midwives open practical services in order to serve pregnant mother especially, according to government policy.

Up to now, there have been 1,142 debtor of midwives and has reached the amount of Rp.4,245,800,000. Each midwife can get loan Rp.5,000,000 with interest 1.2% monthly. Kupedes or KUD has been changed to KUT from Proksidatani project, which involves men and women with the same condition, no gender priority. And since the economic crisis, where the high fluctuation of bank interest, a special credit except revolving fund, for example given to PKK and credit for P4K program is not given and changed now into commercial competitive credit, therefore, there no segregation data in the banks.

Table 8. Women's Participation in Micro Finance Programs

Institution	Female Ratio in Users	Average Amount of Finance	Mortgage	Interest Rate
Government Financial Institution (Java)	NA	NA	NA	NA
District Financial Institution (Central Java)	NA	NA	NA	NA
KUPEDES/KUD	NA	NA	NA	NA

(Source:)

[Land-ownership]

According to law No.5 year 1990 about Agraria (land regulation), there is no discrimination between men and women in land-ownership. An inheritance law, which applies to all people, has been set up in Indonesia through the Islamic Law, Positive law or Common Law (Hukum Adat). Although there are differences by regions, the common law in general limits women's rights for landowning, and women's inheritance of parents' property is not accepted in many regions. But from Islamic Law, however, there has been a new Compilation Law; there is another way to divide inheritance through mutual discussions instead of following the traditional division of 2:1 between man and woman. The end result, however, depends on the capability of women to obtain fair treatment among family members.

Furthermore, there are many disadvantageous conditions where, for example, even in a case where a woman who has lost her husband inherits his land, but the land always remains in the name of the man, and so on. However, things have been moving recently in the direction of respecting women's will. For example, a husband has to obtain his wife's approval regarding land transactions.

[Agriculture Extension]

Village Cooperative Associations (KUD) and farmer groups are windows of agricultural extension but their members are to be householders in most cases. Diffusion of agricultural technologies have rarely been conducted for women in actuality even though it is the women who actually bear the farm work. It is difficult for women householders to be the members of those associations or groups because almost of their properties such as land and houses are under the husbands' names. The properties in women's hands such as gold and the other adornment are not guarantee, furthermore, they are not accustomed to freely expressing their opinions and needs in meetings with a mixture of men and women.

As a result, women's access to opportunities for technical improvement is very limited. Therefore, a success story of women's involvement in KUPEDS, served by BRI (Bank Rakyat Indonesia), only can reserve women creditors as 25% of the total (CPIS in Berger, 1989). The diffusion to women in villages is extremely limited to only matters concerning their role as wives and mothers such as nutrition and family planning or family vegetable gardens.

[Access to Micro Financing]

Government organizations and NGOs are implementing various kinds of activities in regards to micro financing. No data exists to clarify all aspects. However, the lower the amount the project loan is, the higher women's participation rates in general. Sometimes the signature of the village chief or husband is required for financing depending on the project, since women do not have access to it. Also, the transition of properties of economic activity is moved to men, although the runner of that activity is woman. This is simply because they are the head of households (Sukesi, 1993).

Law system of tax in Indonesia tends to follow Dutch system and states that women are not qualified in acting in front of law. Therefore, the subject of tax should be performed by men accordingly. The woman-entrepreneurs will use their husband's Tax Registration Number, even when the husband does not have any income at all. Although many programs have adopted a method, such as Grameen Bank, to extend loans to groups and assure repayment through mutual responsibility, it is difficult to measure the influence of micro financing on women's economic standing. There are cases where loans for women are used for their husbands businesses or vice versa. Therefore, the government have taken good resolutions by giving: 1) revolving fund to PKK members through UP2K (Usaha Peningkatan Pendapatan Keluarga/Increasing Family Income Efforts), Rp.500,000 for each village. Other soft loans are 2) KBU (Kelompok Belajar Usaha), given from Public Education of Department of Education, and 3) UPPKA (Increasing Family Income of Acceptor Family), from BKKBN. All of those funds borne small interest (Rahman, 1999).

Furthermore, group financing for women has been achieved successfully in the sense of high repayment rate, but real situation shows that successful examples are few in the sense of cooperative associations. In many cases, women are also obliged to borrow money from private usurers in spite of the imposition of high interest. Opportunities for obtaining loans from public financing are limited due to the lack of mortgages and information about public financing institutes. The involvement of women in cooperatives is very low, for instance, in DKI Jakarta, there are only 1.5% cooperatives managed by women out of the total of 3,184 (Rahman, 1999).

[Forestry]

Forestry has shown a rapid development since the 1980s due to the increase of demand for wood, plywood, pulp, etc. and the amount of export reached US\$3,400,000,000 in 1993 (opus citatum). Women take part equally in labor work which are considered for men such as leveling of the ground. In the commercial forestry and social forestry, the role performed by women is important, however, it is almost always men whom Provincial Forestry Bureaus employ as laborers. In the year 1997, the number of women employed in timber culture unit and processing units, amounted 18,567 with comparing to men 79,833 (Statistic of Forest Concession Estate, 1997). Fund allocation for the WID project in the forestry for the year of 1998/1999 is Rp.357,000,000 (Ministry of Women's Empowerment, 1999).

Although exists a clear difference in their needs, men prefer the types of trees to be converted into money or used for construction, while women want those for obtaining foods, firewood, medicines, etc. In many of these cases, no attention is paid to women's needs. The above fund is addressed to empowering women in activities such as increasing skill for bee-honey planting, training of natural silk-worm production, training of cadres for family drug planting, exhibition and monitoring (Rahman, 1999).

The results of FAO's survey shows that projects in which women are included as target groups have higher economic effects, and that the promotion of forestry management reflecting women's needs is required. According to research in NTB, involvement of women in planning of planting the kinds of plants/woods makes the usage of the product more useful. This is because women have in general more knowledge about the environment and they are more familiar with some of the woods and plants. (Konsorsium Pengembangan Dataran Tinggi NTT, 1996)

[Fisheries]

There are many employees in the fishing industry and they are engaged in the coastal fishery in this archipelago nation. But almost all of them are small-scale operators and many of them form the poverty stratum. In general it is men's work to go out to sea for fishing, while it is women who engage in the fishing and gathering of shellfish in the coastal areas, processing, and marketing. Men also handle the sales of big fish. The role of men and women are complementary in fishery. Women process and sell fish, which was fished by men, and women are also deeply involved in the family livelihood. The control of the household economy is completely entrusted into women's hands in many areas. However, in spite of women's large contribution, many women themselves think women's work is secondary labor, which is carried out in between housework duties. Women's contributions have not been rightfully evaluated.

3-4 Economic Activities

Economic Activities

- Indonesia, which had achieved the average GDP growth rate of 7.7% from 1967 to 1981 and attained a smooth development, coped with the depression in the 1980s by deregulation, enforcement of exchange control, structural coordination, promotion of exports other than oil, etc. The growth rate recovered to the level of more than 5% in the 1990s (Government of Indonesia, 1995). According to the crisis of economic, the growth rate of real GDP was 14.89% in 1998-1999, but GNP per capita was still lower with US\$210.07.
- More than 40% of the Indonesian labor force population is women (Government of Indonesia, 1995), which shows that women are actively participating in economic activities.
- Many women with no skills are engaged in the informal sector, where they can enter easily.

[General Information]

The country had the total population of 204,567,000 in 1998. Total employment in the manufacturing industry achieved the growth of 73% in the 1980's decade (Gondowarsito, 1997), while the annual growth rate in 1997/1998 decreased to -11.4%. Total labor force produced US\$9.9 billion, decreasing US\$11.2 billion in 1997. But employment in large factories was mainly men. On the other hand, more than half of women were in labor intensive factories in the rural areas.

[Labor Situation]

The economy crisis has led to labor displacement, and unemployment. The impact of the economy crisis has changed the economic structure of the Country. The agricultural sector's share of value-addition has declines, while manufacturing sector's value-addition grows rapidly and overtaking the role of the agriculture as the dominant economic sector. The crisis has reversed the trend in employment as well. The reversed trend is manifested in the expansion of informal sector in the rural agriculture. These are sectors in which, traditionally, women have higher participation rate. As a result, the crisis has increased the growth of women labor force and employment. From 1990 to 1996, the number of women labor grew at around 2.3%, and during the Crisis in 1997-1998 it grew by 4.8 % (CSIS, 1999)

Similarly, the growth of women employment increased from 1.8% annually prior to the crisis to 4.2% during the crisis, while the growth of men labor force however were relatively constant before and after the crisis (see below table).

Table 9. Labor Force Growth 1990 – 1998

	1990	1997	1998	Growth (%)	
				1990-96	1997-98
<u>Female:</u>					
Working	29.42	32.40	33.77	1.8	4.2
Housekeeping	18.79	25.36	24.67	4.0	-2.7
<u>Male:</u>					
Working	46.43	53.01	53.90	2.2	-1.7
Housekeeping	0.26	0.54	0.60	5.9	11

(Source: Sakernas, 1998)

An interesting trend is the fact that the number of men doing housekeeping grows rapidly in recent years, albeit from a small number. Between 1996-1997, the increase was extremely high, namely 64.3 %, and between 1997-1998 when the number of women doing housekeeping fell by 2.7%. The number of men doing the same job has actually risen by 11%. While the phenomenon of women abandoning housekeeping for paid job during the last year might be associated with the efforts to compensate for the dropped family income with the crisis, the fact that the number increase of men choosing to do housekeeping in recent years is harder to explain.

Moreover, women's labor participation pattern is different by place of residence and 66.2% of women's labor force population is engaged in agriculture, while more than 70% of women in urban areas are engaged in the third industries. In Indonesia, the rate of women householders is about 13% (opus citatum) but a little more than 70% of them are older than 45. Many of them normally have difficulties in obtaining opportunities for employment since they have low level of education and are obliged to live their lives below the poverty line.

Even though women's labor participation has increased, women's burden has also become heavier since they have responsibilities for taking care of children and housework, therefore, the change of social consciousness in the direction of recognizing and putting into practice housework sharing and childcare as the responsibility of both sexes.

[Employment Labor]

Employment environment is changing due to the advancement of science and technology but women tend to be left behind in these changes. The small scale industries and the sales industry as well as the handicraft manufacturing industry which have been employing many women are fields where not very high returns can be expected.

The wage gap between men and women is large and women are always paid wages, which are lower than men even if the education level is equal. Men's wages are 152% higher than that

of women's at university-graduate level, but it reaches 200% at the level lower than primary education level (World Bank, 1996). The number of female factory-workers have increased, but many problems exist such as long working hours, poor working environment, low wages, insufficient safety control, etc. It can be seen the income disadvantages for women. Therefore, in the future, advocating for advancement for gender equality between men and women in workplace is urged.

Implementation of the Labor Laws and Regulations have not been thorough, and women rarely recognize the rights that they are entitled to. Furthermore, there are a high percentage of women who have been employed in unstable forms of employment, such as temporary workers. In many cases, they are treated as peripheral workers. Opportunities for training and study are limited because they are not treated as full-fledged workers. During the New Reform Era, there are some ILO's Conventions ratified by government such as ILO's convention No.111, with law No.21 year 1999 about the equality of job condition and promotion, ILO's convention No. 87, with Presidential Decree No.83 year 1998, about the freedom to make unit of association.

Also, women's unemployment rate is higher than that of men in both urban and rural areas, girls ages 10-24 year in the urban areas are affected the most. It has also been reported recently that victims of sexual harassment are increasing. Even though it is possible to appeal sexual harassment and discrimination cases in place of employment to the Employment Problems Committee and courts of district level, etc., women rarely resort to such measures.

The number of emigrant workers going overseas has been increasing, with about 70% of them are women. 90% of the female emigrant workers bound for the Middle Eastern and African regions (Government of Indonesia, 1995). Many of these women are from poor urban families, and are working as domestic helpers in most cases. They are obliged to work in a lonely environment since their position is weak due to the nature of the occupation as domestic helpers. In addition, there are no networks among the emigrant workers.

The government is trying to protect the emigrant workers through the registration of employment agents, preparation of guidelines for the agents and providing insurance programs, etc. But the women are in the position where they are easily exploited in the aspects of labor conditions, since many of them are of a low educational background. From data of Solidaritas Perempuan, (1998) the violence and conflicts happened to migrant workers amounting 833,020 in 1998 in the form of death, abuse, deportation, imprisonment, one-sided contract termination, and labor conflict. Most of violence and death cases are happened to women. Many of them are married and go overseas with leaving their children at home due

to the responsibilities for supporting families left behind.

[Informal Sector]

Many women who have no skills are engaged in the informal sector, where they can enter easily. It is very advantageous for women who are responsible for housework and childcare since the working time is adjustable and they can work in places near their homes. People working in the informal sector in 1998 account for 65.4% of the total labor force, while the formal sector 34.6%. Women in informal sector become decreasing to 24.16% in 1998, while men become increasing to 33.18% in 1998. The percentage of women working in the informal sector reached 73% of the total women labor force (62% for men, opus sitatum).

Many women in the informal sector are engaged in agriculture and commerce activities, and many of them choose the fields close to those which women have traditionally borne, such as food and drinks selling, etc. Furthermore, 60% of the women in the informal sector receive wages, but others are self-employed or unpaid family workers. Most women choose to work in the informal sector and support housekeeping finances since they cannot live on the income of their spouses.

Table 10. Employment Ratio by Gender and Sector (%)

	1990			1996			1998		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	49.64	50.86	50.42	44.99	43.41	44.02	46.02	44.28	44.95
Mining Industry	0.52	1.28	1.01	0.19	1.16	0.90	0.29	1.06	0.76
Manufacturing	14.57	9.86	11.54	14.96	11.09	12.57	13.18	10.17	11.33
Electricity	0.04	0.28	0.19	0.05	0.28	0.19	0.05	0.24	0.17
Construction	0.03	6.24	4.13	0.37	6.94	4.43	0.40	6.28	4.07
Commerce	20.23	11.93	14.87	25.16	14.86	18.78	25.38	15.29	19.18
Transportation	0.18	5.62	3.69	0.28	7.26	4.60	0.38	7.46	4.74
Finance	0.62	1.19	0.96	0.57	0.95	0.80	0.60	0.76	0.74
Others	13.93	12.77	13.18	13.10	14.05	13.67	13.67	14.43	14.14
Total	100	100	100	100	100	100	100	100	100

(Source: BPS, Censuses, 1990, BPS, Sakernas, 1998)

Table 11. Average Income by Gender and Educational Background (in Rupia)

Level of School	Women's Income on average	Men's Income on average	Income Ratio Women/Men (%)
	1994	1994	1994
Under Primary Ed.	60,498	110,717	55%
Primary Ed.	69,360	131,556	53%
Secondary Ed.	98,561	163,388	60%
High School Ed.	164,418	219,000	75%
Higher Education	300,380	400,258	75%

(Source: Survey of National Labor Force, 1994)

4. WID/Gender Projects by Other Donors

Projects/Programs	Implementing Agency	Donor	Duration	Budget (US\$)	Gender Related Issues
Education					
Supporting Meal beside breast feeding Project	Directorate of Public Education	World Bank	1999-2005	10,600,000	
Education of Nutritional Health Service	Ditto	World Bank	1999-2005	10,900,000	
Mother & Child Welfare	Ditto	UNICEF	1995-2005	Proposed by year and by project	
Health					
Rural Health & Population Project	Ministry of Health	ADB	1994.8 - 2000.12	40,000,000	
Third Community Health & Nutrition Project	Directorate of Community Health	World Bank	1993.1 - 1999.9	93,500,000	
HIV/AIDS and STDs Prevention and Management Project	Ministry of Health	World Bank	1996.3 - 1999.9	16,100,000	
Motherhood Health, Nutrition and Hygiene Projects	-	UNICEF	1995 - 2000	-	
Comm. Health Program and AIDS Control	Dit. P2ML	Germany	1996 - 2000	DM 15,000,000	
HIV/AIDS Prevention Project	Dit. P2ML	USAID	1995 - 2000	20,000,000	
Primary Health Care Devlp. For Remote Areas in Maluku & Irian Jaya	Dit. BUKP	UNDP	1992 - 1998	1,683,000	
Improvement of District Health Services in South Sulawesi	Pusdiklat Kanwil	Japan	1997 - 1998	YEN 34,311,000	
Ensuring the Quality of MCH Services Through MCH Handbook (JICA)	Dit. KESGA ROREN	Japan	1997 - 2002	YEN -	
HIV/AIDS and STD's Prevention and Care Project	Dit. PPM Menko Kesra, Depag, BKKBN, Depdikbud, Depsos	Australia	1996 - 2000	A\$ 17,690,000	
East Timor Water Supply and Sanitation Project	Dit. PLP	Australia	1992 - 1998	A\$ 11,944,000	

Flores Water Supply	Dit. PLP Dep. PU	Australia	1994 - 1999	A\$ 25,143,000	
The Women's Health & Family Planning	Dit. PSM BKKBN	Australia	1995 - 1998	A\$ 7,164,000	
Healthy Mothers, Healthy Babies, Child Survival Project Indonesia	Dit. Kesga	Australia	1996 - 2001	A\$ 9,860,000	
Rural water Supply & Sanitation Project for Low Income (WSSPLIC)	Dit. Pair	World Bank	1994 - 1999	80,000,000	
HIV/AIDS and STD's	Dit. P2M	World Bank	1996 - 1999	24,800,000	
Social Sector Strategy & Capacity health Center (S3CB)	ROREN BAPPENAS, & other Social Sectors	World Bank	1997 - 2002	1,730,000	
Safe Motherhood Project A, Partnership and Family Approach	Dit. KESGA, BKKBN, Depsos, Depdikbud, Depag	World Bank	1997 - 2002	42,500,000	
Rural Health and Population (ADB III) (ADB-TA)	Dit. RSUMDIK	ADB	1995 - 2000	40,000,000	
Family Health & Nutrition	Dit. KESGA	ADB	1996 - 2001	45,000,000	
Reproductive Health	Dit. KESGA	ADB	1997 - 1998	435,000	
Early Childhood Development	Dit. KESGA	ADB	1997 - 1998	1,000,000	
Program Jaringan Pengaman Sosial (Social Safety Net Program), Bidang Kesehatan	Department of Health	ADB	1998 - 1999	IDR 737,045,476, 000	
Proyek Buku KIA: Untuk Peningkatan Kualitas Pelayanan Kesehatan Ibu dan Anak	Department of Health	JICA	1998 - 2000	475,000	
Safe Motherhood Modules in Medical Education	Dept. of Health	WHO	1999	25,200	
Development of Safe-Motherhood Materials in Pre-Service Education of Public Health	“	WHO	1999	28,350	
Intersectoral Coordination and Strengthening Intersectoral Involvement on Safe Motherhood Activities	“	WHO	1999	52,800	
Operational Research on Rep. Health	“	WHO	1999	47,300	
Material Development for Adolescent Rep. Health and Training for Health Providers and Peer Groups	“	WHO	1999	18,950	

Effective and Efficient Approach to Control Maternal Anaemia	“	WHO	1999	24,800	
Implementing The Healthy Mother-Healthy Baby Campaign	Dept. of Health	WHO	1999	18,000	
Design of the Campaign on Rep. Health of Youth	“	WHO	1999	22,700	
Development of national Resource document on maternal health care	“	WHO	1999	-	
Production of Audio-visual materials for basic maternity care training	“	WHO	1999	11,000	
Promotion of the Rep. Health Program in Indonesia	“	WHO	1999	11,300	
Agriculture, Forestry and Fishery					
Micro Credit Project (1327-INO)	Bank of Indonesia	ADB	1995.7 – 2000.6	25,700,000	
Land Administration Project	To be Determined	World Bank	1994.9 - 2000.9	80,000,000	
National Watershed Management and Conservation Project	Indonesian Government	World Bank	1993.12 - 2000.9	56,500,000	
Kerinci Seblat Integrated Conservation & Development Project	Ministry of Forestry	World Bank	1996.3 - 2000.9	24,800.000	
Nusa Tenggara Agricultural Development Project	Department of Agriculture	World Bank	1996.3 - 2000.9	27,000,000	
Integrated Swamp Development Project	Ditjen Tanaman Pangan & Hortikultura	IBRD	1994 - 2000	7,980,000	
Ground Water Development Project	Ditjen Tanaman Pangan & Hortikultura	IBRD	1993 - 1999	10,280,000	
Pengembangan Usahatani & Ternak Kawasan Timur Indonesia	Ditjen Tanaman Pangan & Hortikultura	IFAD/ ISDB	1994 - 2003	834,135,340	
Northern Sumatra Agriculture Sector Project	Ditjen Tanaman Pangan & Hortikultura	ADB	1998 - 2004	4,950,000	

Sulawesi Rainfed Agriculture Development Project	Ditjen Tanaman Pangan & Hortikultura	ADB	1995 - 2000	8,490,000	
Sustainable Agriculture Development Project	Ditjen Tanaman Pangan & Hortikultura	ADB	1993 - 2000	2,950,000	
Upland Farming Development Project	Ditjen Tanaman Pangan & Hortikultura	ADB	1992 - 2001	7,940,000	
Second Integrated Irrigation Sector Project	Ditjen Tanaman Pangan & Hortikultura	ADB	1999 - 2000	4,690,000	
Integrated Horticulture Development in Upland Areas	Ditjen Tanaman Pangan & Hortikultura	OECD	1996 - 2001	YEN 7,769,000	
Sector Program Loan (SPL)	Ditjen Tanaman Pangan & Hortikultura	OECD	1998 - 2000	YEN 34,116,000,000	
Economic Activities					
Worker's Education Assistance to Strengthen Trade Union Action on Women Workers in View of Child Labor	Federation of Indonesian Trade Unions (FSPSI)	ILO	3 Years	1,400,000 (Belgium)	
Institutionalization of Home-Workers' Organizations in the Philippines, Thailand and Indonesia	Ministry of Manpower, NGO	ILO	1 Year	200,000 (DANIDA)	
ASEAN Network for Women in Skills Training	ASEAN, Ministry of state for the Role of Women	ILO	1 Year	258,981 (UNDP/CID A)	
Study on the Impact of Economic Policies and Program on Employment Generation and Social Exclusion	-	ILO	7 Months	101,000 (UNDP)	
Asian Regional Program for Expansion of Employment Opportunities for Women	-	ILO	5 Years	511,144 (Japan: FY 96-97)	

Others					
Collaborative Environment Project (472/18270)	BAPEDAL	CIDA	1995 - 2001	18,023,600	
Women's Support Project Phase II (472/19881)	Ministry of State for the Role of Women, BAPPENAS	CIDA	1994.12 - 2000.7	12,960,000	
Social Gender Integration Fund (472/19881)	Government & NGO	CIDA	1996.7 - 2000.7	600,000	

5. WID/Gender Information Sources

5-1 List of International Organization and NGOs related to WID/Gender

[Government Organization]

Name/Specialty	Main Activities	Contact Address
Ministry of State for the Role of Women Abdullah Cholil, MPH, The Secretary of Ministry	- Preparation of Women 2000	Jl. Merdeka Barat 20, Jakarta Ph. 390-982 Fx. 390-990
Ministry of State for the Role of Women Ms. Pardina A. Head of Foreign Aid	-Attending ESCAP Meeting to discuss the Implementing of Platform for Action Beijing, 1995	Jl. Merdeka Barat 15, Jakarta Ph. 380-5543 Fx. 380-5562
Ministry of State for the Role of Women Ms. Heru B. Head Planning Bureau	Gender Analysis Pahaway, 1998	Jl. Merdeka Barat 15, Jakarta
Ministry of Cooperatives Ms. Sulikanti Agusni	Women's Groups' Activities in MinangKabau.	
Department of Agriculture and Fishery. Head of Project of Development of Women Farmer and Fishery. : Ms. Setyowaty Widowati Ms. Pamela, Ms. Lola Syamsiah,	Materi dan Metodda Diklat Wawasan Kemitrasejajaran Dalam Penggunaan Materi dan Metoda Diklat Bagi KTN Pengelola P4S dan Alumni Magang	Jl. Harsono RM No 3, Ragunan Pasar Minggu, Tromol Pos 1794/JKS Jakarta, 12550 Ph. 780-116/7/8/9 Fx. 782-8575
Directorate General of Fishery Mrs. Dwi Atmi Planning Bureau of Directorate General of Fishery Mr. Agus Widodo	Development of KWT (Kelompok Wanita Tani)	Jl. Harsono RM No 3 Ragunan Pasar Minggu Tromol Pos 1794/JKS Jakarta, 12550 Ph. 780-116/7/8/9 Fx. 782-8575
Women HKTI (Women Indonesian Agriculture Association) Ms. Suprpti	Training on Increasing Skills of Women Farmers	Jl. Imam Bonjol No 58 Jakarta
Department of Health and Medical Sector. Mr. Mulyana; Director of Health Public Development, Ms. Widiastuti; Head of Planning Bureau, Mr. Iwan Setiawan;	Revitalization of Posyandu, 240 posyandu in district areas	Directorate of Community Participation Blok B 7 th Floor Jl. Rasuna Said Jakarta, 12950 Ph. 520-159
Head of Training of Family Health, : Ms. Mimin Harmiati Junizaman;	Training of Rural Women, in participating in the TOGA Program (Planting of Medication Needs)	Department Kesehatan RI Blcok B 8 th Floor Jl. H.R. Rasuna Said Kav. 4-9, Block X-5 Jakarta, 12950

Head of Sub-Directorate of Fertile Age Development of Family Planning Directorate, Mrs. Ardi, Ms. Enny R.; Field Data Collective, Mr. Iswandi;	Program of Reproductive Health, Developed by Department of Health	Ditto
Department of Education Japan International Cooperation Agency (JICA) Project Chief Adviser Ms. Yoko Watanabe	Proyek BKIA in West and South Sumatra	Ditto
Head of P2W Education: Ms. Betty Sinaga;	Project P2W in Dept. of Education	Department of Education, Dit. Jen. Diklusepora, Gd. E, lantai VI, Jalan. Jen. Sudirman Jakarta Ph. 5725501-2 Fax 572039
Head of the Project of Public Education Funded by Donor Agency, Ms. Nur Rahardjo;	Project of Supporting Meals Beside Breast Feeding	
UNICEF Rep, Mr. Zulmaini;	Capacity Building Project Funded by UNICEF	
Head of Vocational Courses, Public Education of Directorate General of Out-Schooled Education and Sports : Mr. Sudrajad,	Various Projects of Vocational Courses, 1999	Ditto
Work Training Education of Department of Manpower, Ms. Cisyani & Mr. Eko Saputro	Training Course of Iron & Welder	Jl. Condet Raya No25 Jakarta Timur
National Development Agency (BAPPENAS) Agriculture & Forestry Bureau Mr. Anwar Sunari	WID Project in Agriculture Sector	Jl. Taman Suropati 2 Jakarta, 10310 Ph. 334-323 310-1984 x458 Fx. 391-5404
Manpower and Women Advancement Bureau : Lenny N. Rosalin MM	WID Project Realization	Ditto
Dr. Herman Haeruman Deputy Chairman for Regional Development Bappenas	Social Safety Net Project	Ditto
Department of Forestry Directorate General of Protection and Natural	WID Program	
Conservation, Planning Bureau. Ms. Ismuni	WID program in Forestry Field -	Gedung Manggala Wanabhakti, 5 th Fl Jl. Gatot Subroto Jakarta Ph. 573-0238

Department of Trade & Industry Directorate of Small Industry and Trade Mr. Nasarudin Yunus Head of Bureau P2W Ms. Mustika Pratiwi Vice-Head of Bureau P2W Bank Rakyat Indonesia (BRI) Ms. Susianti Division of Small Credit Ms. Martini Division of Credit Program Women HKTI Ms. Suprapti	WID Program in Department of Industry- Granting of Revolving Fund For Midwives in rural area Income generating project For women farmer and fisherwomen 1999 Organization activity in related of enhancement of women farmer	Department of Trade and Industry, Dit. Jen. Small Industry and Trade Jl. Gatot Subroto Kav. 52-53 Jakarta Ph. 5253817 5255509 Gedung BRI I, 9 th Fl Jl. Jend. Sudirman Jakarta Jl. Imam Bonjol 58 Jakarta Pusat
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[Consultants]

Name/Specialty	Past Records (Projects, etc)	Contact Address
Dra Enny Soemakso Expert of PKK Jang Muttalib (Sociologist) UNICEF Mr. Mansur Faqih (Gender Analysis Specialist) Kalyanaitra Foundation, Women's Communication & Information Centre. Ms. Sita Aripurnami Canadian Agriteam-CIDA Libby Posgate Women Support Project II	Women in Cooperative Activities 1999, Project of Women & Children Development 1999, Consultant on Gender, OXFAM-Ford Foundation 1999, Training for sensitivity of human right and understanding of violence Women Support Project Phase II, in capacity Building of Ministry of Women Empowerment	Jl. KS Tubun No. 5 Jakarta Ph. 548-052 Wisma Metropolitan , Lantai 8, Jl. Jenderal Sudirman Ph. 5845117 Jl. Adisucipto, Yogyakarta Jl. Sebret 10A Pasar Minggu Jakarta, 12540 Ministry of Women's Role. Jl. Merdeka Barat Jakarta

[Research Institute]

Name/Specialty	Past Records (Projects, etc)	Contact Address
Indonesian Institute of Sciences 1. Ms. Achie Sudiarti Luhulima, Consultancy Senior Researcher 2. Sjamsiah Achmad Senior Researcher	Globalization Impact to Women Workers, 1999 Women and Technology Reasearch Project	LIPI Widya Graha, 8 th . Fl, rm. 818 Jl. Jend. Gatot Subroto 10 Jakarta, 12790 Ph. 522-5711 x.339 Fx. 520-7226 Ditto

University of Indoensia Department of Sociology Faculty of Social and Political Sciences Ms. Saparinah Sadli, Psychologist	Establishment of Commission for Women's Rights	Jl. Salemba Raya 4 Jakarta Pusat Ph. 390-7404 316-0788
Ms. Kristi Purwandari	Mapping of Violence against Women in Indonesia	Ditto
Ms. Ani Soecipto	Convention Watch Working Group Activity in Gender and Law Activities, 1999	Ditto
University of Atmajaya Research & Development Bureau. Ms. Justina Rostiawatie	Gender Awareness Training, 1999	Jl. Jend. Sudirman 51 Jakarta Ph.5703306 4508701
LIPI Center of Research for Demography and Population Ms. Julfita Rahardjo	Gender analysis Training 1999	Gedung Widiagraha Jalan Gatot subroto Jakarta.

[NGO]

Name/Specialty	Past Records (Projects, etc)	Contact Address
Pusat Pengembangan Sumberdaya Wanita (PPSW) Ms. Chasiah Djamal, Gender/WID	1989, Study on Women Work in Informal Sector in Jakarta (PPSW & Canadian Cooperative)	Jl. Mocokerto III No. 15 Utan Kayu Selatan, Matraman Jakarta, 13120
The Ford Foundation & Ms. Pratiwii, Sociology	1999, Women's Reproductive Health	Jl. Gunung Sahari III/7 Jakarta, 10610
The MELATI Foundation, (Management Institute for the Advancement of Women) Ms. Titi Sumbung, Specialist	1999, Indonesian NGO Communication Forum for Women 1999, Women and Political Access Activities in Election	Jl. Gedung Hijau V No. 32 Ph. 751-3372
Kalyanamitra Foundation Women's Communication and Information Centre Ms. Sita Aripurnami, Gender/WID	1999, Violence Against Women Due to Patriarchist Culture	
Solidaritas Perempuan Ms. Tati Krisnawati Women Labor Specialist	Women's Empowerment for Migrant Workers	-

[Others]

Name/Specialty	Past Records (Projects, etc)	Contact Address
The Convention Watch Working Group Prof. Dr. T.O. Ihromi Prof. Dr. L.M. Gandhi	1999 Seminars/Workshops on Women's Rights, Labor Issues, & Women and Law.	Women's Graduate Program, University of Indonesia Jl. Salemba Raya 4 Jakarta, 10430 Ph. 390-7407 316-0788 Fx. 390-7407
Prof. Dr. Aida Vitayaa The Head of Proksidatani Project IPB Bogor	The Head of Proksidatani Project, funded by Social Safety Net	Jl. Gunung Batu 52 Bogor Ph. (0251) 322-932
Arimbi Heroeputri Expert of Environment Association	-	
Tirta Hidayat, Ph.D Lecturer of Economic Faculty University Of Indonesia	-	BAPPENAS Jl. Taman Suropati Jakarta Pusat
Purnianti Mangunsong The Head of Crimonology Laboratory, University of Indonesia	-	University of Indonesia. Faculty of Social and Political Sciences Depok.
Nursyahbani Kacasungkana The Head of APIK, Association of Wommen for Justice	1999, Women and Law Project	Lembaga APIC Jl. Radar Auri Cimanggis, Bogor Ph. 871-5778

5-2 List of Report and References related to WID/Gender

Refer to 6. References

6. References

Title	Author	Year	Available From:
General			
The World's Women 1995: Trends and Statistics.	United Nations	1995	The Women's Studies Graduate Program, university of indonesia. Jl. Salemba Raya 4 Jakarta, 10430 Ph. 316-0788 Ph/Fx. 390-7407 pskwui@pacific.net.id
Ketetapan-Ketetatapn MRP-RI Hasil Sidang Umum MPR Ri Tahun 1999	Sekretariat Jenderal MRP-RI	1999	Ditto
Keterangan Menteri Negara Pemberdayaan Perempuan-Pada Rapat Kerja Dengan Komisi VI DPR-RI	Office of the Ministry of State for the Role of Women	1999	Ditto
Women in Indonesia: A Country Profile	Economic & Social Commission for Asia & the Pacific. The United Nations	1998	The Women's Studies Graduate Program, university of indonesia. Jl. Salemba Raya 4 Jakarta, 10430 Ph. 316-0788 Ph/Fx. 390-7407 pskwui@pacific.net.id
Mapping Progress: Assessing Implementation of the Beijing Platform 1998	Women's Environment & Development Organization (WEDO)	1998	Ditto
Statistik Kesejahteraan Rakyat, Welfare Statistics 1998. National Socio Economic Survey	Badan Pusat Statistik	1998	Ditto
Regional Health Report 1998. Focus on Women	World Health Organization	1998	Ditto
Statistics on Women in Asia & the Pacific 1999	Economic & Social Commission for Asia & the Pacific	1999	Ditto
Risks, Rights and Reforms: A 50-Country Survey Assessing Government Actions Five Years After the International Conference on Population and Development	Women's Environment & Development Organization (WEDO)	1999	Ditto
Asia-Pacific Post-Beijing Implementation Monitor. Health 1999	Asia and Pacific Development Centre, Gender and Development (GAD) Programme	1999	Ditto
Indonesia Country Report on High Level Intergovernmental Meeting to Review the	UPW Workshop Result. Compiled by Anita Rahman for the State Ministry of Women's Role	1999	Ditto

Laporan Pelaksanaan Tindak Lanjut Plan of Action Beijing Conference 1995 (Dalam Matriks)	Workshop Result Between Government and NGO. Compiled by Anita Rahman for the State Ministry of Women's Role	1999	Ditto
Pembangunan Dalam Angka 1997	BAPPENAS	1997	Ditto
Gender Population and Development Themes in United Nations Conferences 1985 – 1995	United Nations Population Fund (UNFPA) & Aditi Desai	1995	Ditto
Prosedur Pengajuan Proyek Bantuan Luar Negeri	Direktorat Bina Programl. Direktorat Jenderal Tanaman Pangan dan Hortikultura	1999	Ditto
Project Profile Proyek-Proyek Grant. Lingkup Direktorat Jenderal Tanaman Pangan dan Hortikultura	Direktorat Bina Program. Direktorat Jenderal Tanaman Pangan dan Hortikultura	1999	Ditto
Reproductive Health Care in Indonesia. Paper presented at the ICPD-5, the Hague, February 1999	Azrul Azwar	1999	Ditto
Telaah Pelaksanaan Pembangunan Peranan Wanita	Summary of National Workshop between the State Ministry of Women's Role and Vice Governors of Indonesian Provinces	1999	Ditto
Petunjuk Pelaksanaan Untuk Komite Kabupaten/Kotamadya	The Ministry of Education and Culture	1999	Ditto
Indikator Kesejahteraan Anak 1998	Badan Pusat Statistik		Ditto
Statistik Kesehatan/Health Statistics	Badan Pusat Statistik		Ditto
Profil Kesehatan Indonesia 1998	The Ministry of Health, Pusat Data Kesehatan \	1999	Ditto
Profil Kesehatan Indonesia 1998 – Lampiran	The Ministry of Health, Pusat Data Kesehatan	1998	Ditto
Women & Economic Development and Cooperation in Asia-Pacific Economic Cooperation (APEC)	Lorraine Corner	1998	Ditto
Pengkajian Peranan Sumberdaya Manusia Berwawasan Kemitrasejajaran Antara Pria & Wanita Dengan Pendekatan Jender di Department Pertambangan dan Energi Serta BUMN di Lingkungannya	Department of Mining and Energy	1998	Ditto
Balai Latihan Kerja (BLK) Khusus Las Condet	The Department of Man Power	1998	Ditto

Taking up the Cairo Challenge: Country Studies in Asia-Pacific	Asian-Pacific Resource & Research Centre for Women (ARROW)	1998	Ditto
Nota keuangan & RAPBN 98/99	Ministry of Finance	1999	Ditto
A Country Strategy for Children & Women: The Government of Indonesia and UNICEF 2001-2005	The UNICEF	1999-	Ditto
Dimensi Gender Dalam Pengembangan Program Secara Partisipatif. Buku Saku Untuk Petugas Program	Konsorsium Pengembangan Dataran Tinggi Nusa Tenggara	1999	Ditto
Perusahaan Perikanan 1997	Badan Pusat Statistik	1999	The Women's Studies Graduate Program, university of indonesia. Jl. Salemba Raya 4 Jakarta, 10430 Ph. 316-0788 Ph/Fx. 390-7407 pskwui@pacific.net.id
Statistics of Forest Concession Estate	Badan Pusat Statistik	1999	Ditto
Economic Indicators. Monthly Statistical Bulletin. October 1999	Badan Pusat Statistik		Ditto
Women, Men & Economics. The Gender-differentiated impact of macroeconomics	Dr. Lorraine Corner. Economic Empowerment Series UNIFEM Asia Pacific Bangkok	1998	Ditto
Tindakan Kekerasan Terhadap Perempuan di Tempat Kerja (Beberapa catatan dari kasus-kasus buruh migran perempuan Indonesia)	Tati Krisnawaty	1999	Ditto
Summary of Interviews with some Government Officials and NGO's Regarding the WID Development in Indonesia	Anita Rahman for JICA	1999	Ditto
Program Jaring Pengaman Sosial Bidang Kesehatan (PJPS-BK)	Departemen Kesehatan	1998	Ditto
Indonesia Country Report, The Implementation of the Convention on the elimination of All Forms of discrimination against Women	Ministry of Women's Role	1996	Ditto
Women in Development Policy and Programme (Brossure)	Ditto	1994	Ditto
Education			
Assessing Organizational Effectiveness of Non-formal Educational Programs for Women: a Case Study of the PKK in the SouthEast Sulawesi, Indonesia.	Jane Sllifant	1990	Women's Support Project (WSP II) S. Widjojo Center 10 th Fl. Jl. Jend Sudirman Kav. 71 Jakarta, 12190 Ph. 520-5856 540-5857 Fx. 520-5855

Gender-differentiated Impact of Globalization on Employment in the Modern Formal Sector in Indonesia – National Workshop on Promoting Employment with Gender Equality in the Context of Globalization: Economic Crisis, Gender and Employment.	Research Team Center for Strategic and International Studies, Jakarta	1999	The Women's Studies Graduate Program, university of indonesia. Jl. Salemba Raya 4 Jakarta, 10430 Ph. 316-0788 Ph/Fx. 390-7407 Pskwui@pacific.net.id
Modul Analisis Jender Bagi Penyuluh Swakarsa	Pusat Pendidikan & Pelatihan Penyuluhan	1999	Ditto
Fakta & Angka Pendidikan Masyarakat	Dirjen Pendidikan Luar Sekolah, Pemuda, dan Olahraga	1999	Ditto
Women and Education	Sjamsiah Achmad	1999	Ditto