



A CASE ON

EMPLOYABILITY AND WORK LIFE BALANCE ISSUES OF WORKING WOMEN IN INDONESIA

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TOPIC : Employability and work life balance issues of working women in Indonesia.

INTRODUCTION

OVERVIEW - INDONESIA ECONOMY

Indonesia - a diverse nation of more than 300 ethnic groups. The largest economy in Southeast Asia. At present, Indonesia is the world's fourth most populous nation, the world's 10th largest economy in terms of purchasing power parity. Out of a total population of 252 million, more than 28 million people in Indonesia are still living below the poverty line. Approximately 40% of the total population of the country remains vulnerable of falling into poverty, as their income hover marginally above the national poverty line.

Which can be largely be because of the slower pace of job creation as another challenge to efforts at reducing poverty, largely affecting the 1.7 million youth who enter the workforce each year.

While there have been greater efforts at improving basic public services, the quality of health clinics and schools is uneven by middle income standards, contributing to alarming indicators, particularly in health.

Importance of Work Life Balance :

In present scenario, time management is important in order to plan the processes and tasks in an organization highlighting the essential need of work life balance in an employees life . The urgency of any particular task is factor to be considered to make sure that a company is productive. When a person is productive and does progress is when he sets his mind , and is a lot more happier. For a female however the things are more tough as they manage their household responsibilities and work both. Meeting deadlines contributes to satisfaction and involves achieving a goal which has been set. It is important also because one stops doing unproductive tasks. We can detect certain groups dedicated to priority tasks ,but we can see colleagues who spend a lot of time doing unproductive tasks such as answering calls which might not be concerned with the job they are assigned.

CASE

WORK LIFE BALANCE

Dewri is a woman with a plan. Dewri works in the International Relations Office (public relations) of a recognised University ,where she has the job as a Head of the Department. Dewri is a responsible ,smart, knowledgeable and helpful woman ,who is quite well known to all of the university staff for her enthusiastic and on the go attitude. When it comes to managing home



she is no less responsible and hard working on that front. Dewri has family of three people ,in which are her husband , her son and herself. She has to distribute her attention equally to both work and family. Dewri's son is in kindergarten, she has to take care of him at all times and like every growing kid needs the mother's love the most she understands that well and manages all of her work accordingly. Dewri's husband works with the press department of a company. He is a supportive man and understands his wife's priorities. But like a regular job he has to work till late, because of which handling things comes alone on the shoulders of Dewri on a daily basis. Her office timing's are at around 7:30am and are quite hectic as she has to rush every morning to the office after dropping her kids by the school which is on the way to her office. The office is approximately 30kms from her house and each morning there is usual traffic. She has fixed schedule ,and she sticks ,even though it is a schedule most people could never keep up with. Dewri is not going to let anything stop her from completing her goals. She is a perfectionist. Midway through her day, unfortunately , Dewri suddenly collapses from fatigue, suffering a nervous breakdown. Her mind and body simply could not endure her hectic schedule. She is serious about her work and personal responsibilities and keeping all of it in priority she forgot to manage her own health.

Now, the question here arises that, What could have Dewri done to prevent this from happening?

EMPLOYABILITY

In Indonesia women work in various fields such as administration, research, teaching, police, corporate and skill based jobs. It is evident from this fact that women in Indonesia are independent , strong and self-reliant. They are multi-taskers, managing home and work simultaneously. There are competing demands between work and family , are enough to drive a woman crazy. The pressure to perform well at work often conflicts with the desire to build strong relationships with family and friends. Coming into see your family priorities sometimes become last on their very long list of things to do. Yet that is precisely described herein.

Workforce Division MALE vs. FEMALE in Indonesia

(Data collected from www.ilo.org)

Population (2014) : 252.71 million

GDP per capita (2014) : US\$3,531.45

Labour Force (2014) :121.87 million

- 75.83 million male
- 46.05 million female

Labour Participation Rate (2014) : 66.6%

- 83.05% male
- 50.22% female

Unemployment Participation Rate (2014) : 5.9%

- 5.7% male
- 6.2% female

The question we have in employability, Why is female labour force participation in Indonesia low?

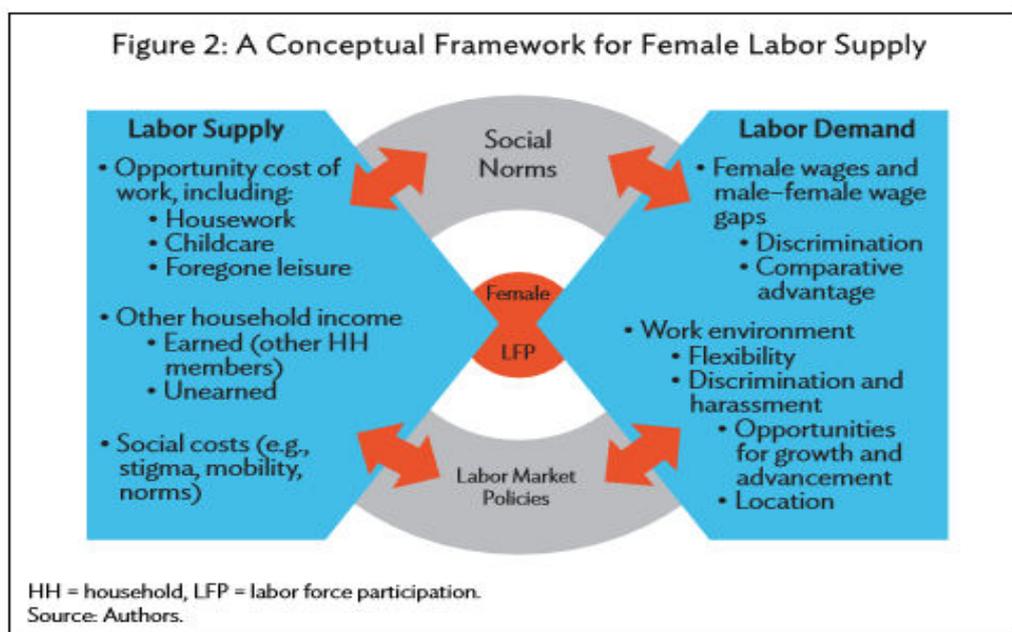
Women can set reasonable expectations, healthy boundaries and effective time management skills early on in their life. This will eliminate the stress that they have in their everyday life, build self esteem and your ability to understand their stress, and make room for dealing with the underlying issues.

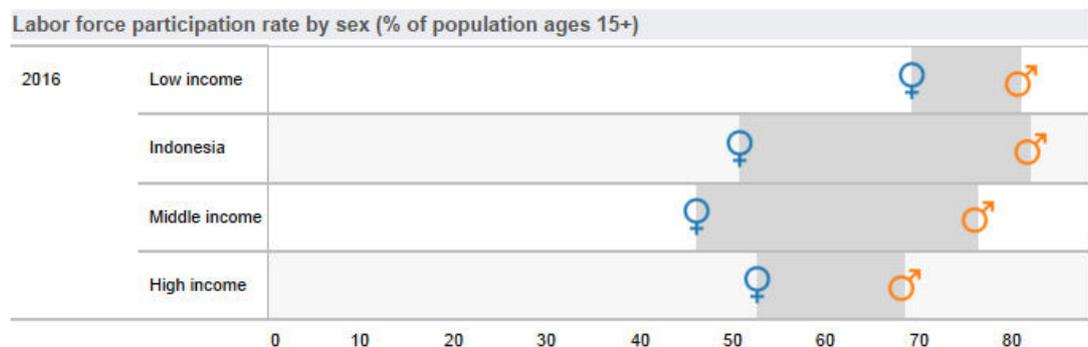
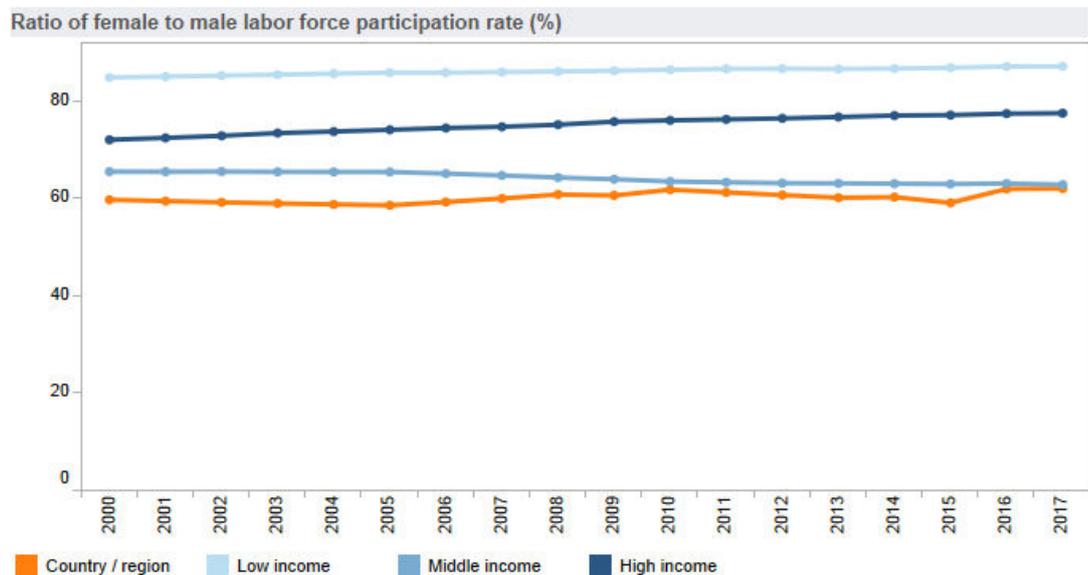
EMPLOYABILITY – Analysis of Women Employability in Indonesian Economy

From a recent published analysis by the World Bank in year 2017 indicates that childcare – or the lack thereof – may have put constraints to women in both urban and rural areas from participating in the workforce. In rural areas, the rural women are expected as well as likely to be employed in agriculture and less likely to be in formal employment set up, a situation that facilitates work along with childcare.

In support of which, between 2000 and 2014, the number of families with grandmothers as primary caregivers multiplied almost sevenfold from a nearly negligible 0.8 percent to 5.7 percent. This increase was commensurate with the upsurge in female labour force participation over this period. Unmet child care needs is one of the reasons for the forgone earnings, which adds to the economic cost of the country. In both rural and urban areas women return to work, depending on whether they can count on their elderly relatives for their child's care. Women without elderly support are more likely to switch to less lucrative jobs like rural women from manufacturing jobs, switch to agricultural work. Whereas, in urban areas women shift from manufacturing into sales. These career changes result into US\$319 and US\$255 annually respectively in foregone earnings.

In urban areas, women living with elderly members in the family are likely to return to work two years after childbirth. However women without elderly family members, this period is twice as long. From the data of the Labour the analysis estimates the cost of this prolonged absence from the labor market at approximately US\$1,300.





Featured indicators

	2000	2016
Employment in agriculture, female (% of female employment) (modeled ILO estimate)	46.8	30.1
Employment in agriculture, male (% of male employment) (modeled ILO estimate)	44.4	32.9
Employment in industry, female (% of female employment) (modeled ILO estimate)	15.0	16.0
Employment in industry, male (% of male employment) (modeled ILO estimate)	18.9	25.3
Employment in services, female (% of female employment) (modeled ILO estimate)	38.3	54.0
Employment in services, male (% of male employment) (modeled ILO estimate)	36.6	41.8
Unemployment, female (% of female labor force) (modeled ILO estimate)	6.4	3.7
Unemployment, male (% of male labor force) (modeled ILO estimate)	5.9	4.4
Wage and salaried workers, female (% of female employment) (modeled ILO estimate)	29.8	41.9
Wage and salaried workers, male (% of male employment) (modeled ILO estimate)	38.8	53.2
Contributing family workers, female (% of female employment) (modeled ILO estimate)	39.2	26.0
Contributing family workers, male (% of male employment) (modeled ILO estimate)	8.3	6.1

In Indonesia, 67% of all households with young children do not include an elderly family member, in consequence to which there is likely a demand for childcare services among women in these households. Developing schemes, policies and programs that facilitate access to childcare has the potential to increase women's labour force participation in the country.

The economic losses that occur as a result of changing occupations due to unmet childcare needs are not temporary and it highlights the need to explore constraints to combining market and household roles in much more lucrative professions.

Future research should explore the much needed relationship between childcare constraints and labour market choices, and outline public policy recommendations most appropriate to help fill up the gap of childcare needs of working women in Indonesia.

Women in are mostly employed in the lower income labour force than in comparison to male. The maternal mortality rate in Indonesia is 126 maternal deaths per 100,000 live births – higher than the Millennium Development Goal of 102 maternal deaths per 100,000 live births. Approximately 1 in 3 children under the age of 5 suffer from stunting, or shorter height, which reflects impaired brain development that will affect the children’s future opportunities, which is mainly due to poor nutrition to the mother at the time of her pregnancy. If this is not reversed soon, the gap between rich and poor, already increasing in recent years, may further widen. At 0.40, Indonesia’s GINI coefficient is a statistical measure of inequality - is higher than in neighboring countries.

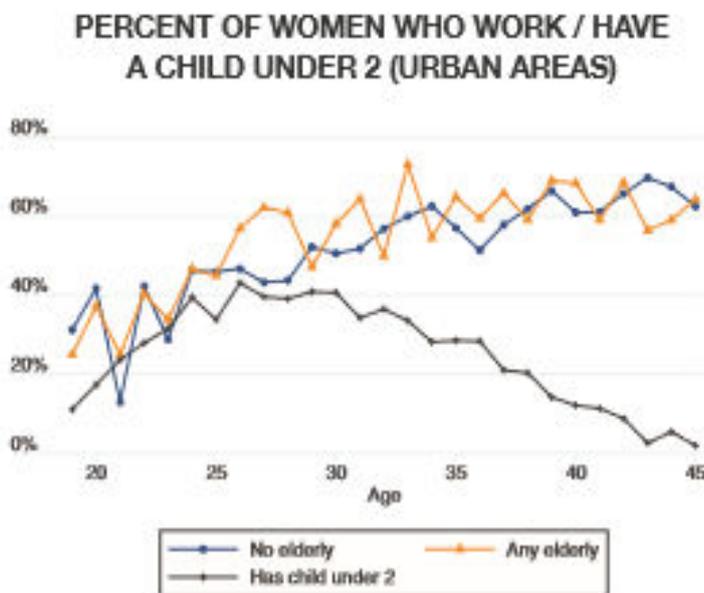


Fig. 1 (a)

{source : Indonesian Family Life Survey (IFLS), 1993-2014 }

Fig. 1(a) and Fig. 1(b) below , show the percent of women who report work or housekeeping as their main activity. In 2000 and 2014 , the increase in female Labor Force Participation (LFP) commensurate with increase in children’s primary health caretakers which were usually the grandmother at their household.

Childcare in most of the cases atleast for women pose a constraint to work.

PERCENT OF WOMEN WHO HOUSEKEEP / HAVE A CHILD UNDER 2 (URBAN AREAS)

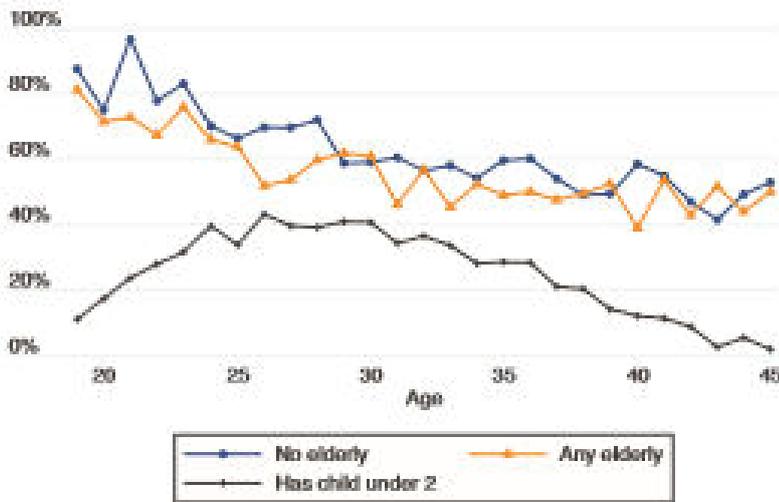


Fig. 1(b) {source :

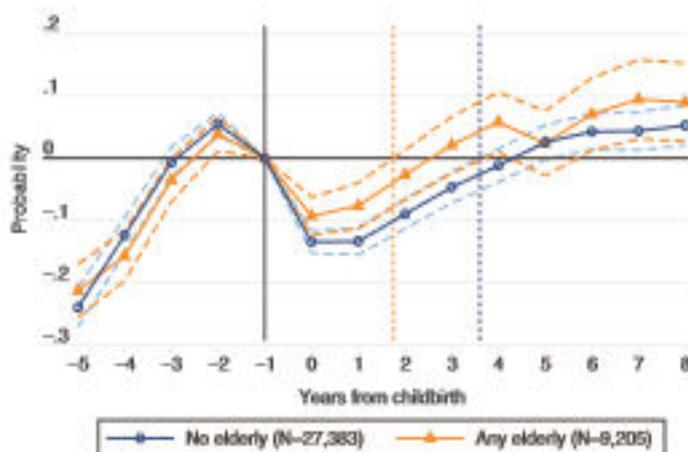
Indonesian Family Life Survey (IFLS) , 1993-2014}

After childbirth, women face failure of childcare access due to which they switch into, and remain in, unpaid family work. LFP is different for women in rural and urban areas.

Unmet child care needs result into economic earnings foregone.

Labor Force Survey data show that the median income of urban women of peak age for first childbirth (22 to 24) is US\$650 per year. Mostly, informal childcare appears to accelerate the return of female to work only in urban areas. In urban areas, the probability of working returns to pre-pregnancy levels two years after childbirth for women in households with elderly members {Fig. 2(a)}.

PROBABILITY OF WORKING IN PAST WEEK COMPARED TO YEAR BEFORE CHILDBIRTH (URBAN AREAS)



Note: Dashed lines show 95% Confidence Interval.⁵

1993-2014}

Fig. 2(a) {source : IFLS

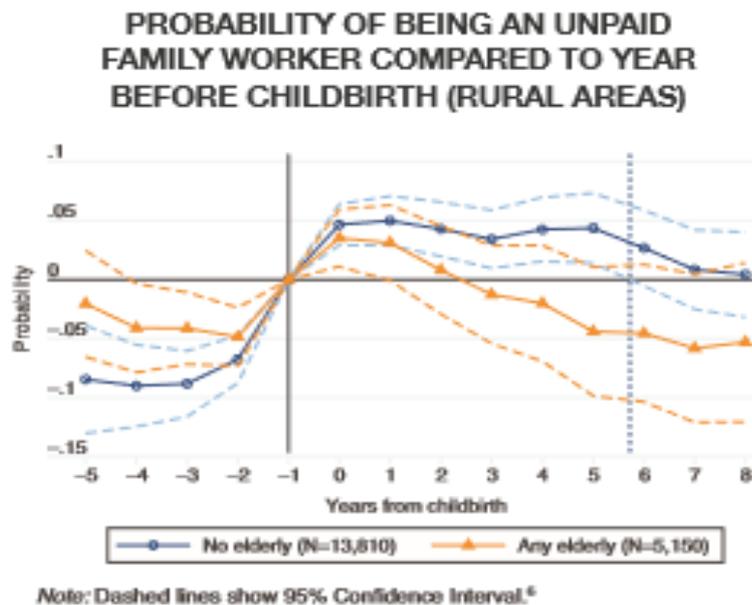


Fig.2(b)

{Source : IFLS (1993-2014) }

Urban women without access to informal childcare forego approximately US\$1,300 in earnings due to prolonged absence from the labor market. The Fig. 2(b) probability of working as an unpaid family worker increases during the year of giving birth for women without the presence of elderly.

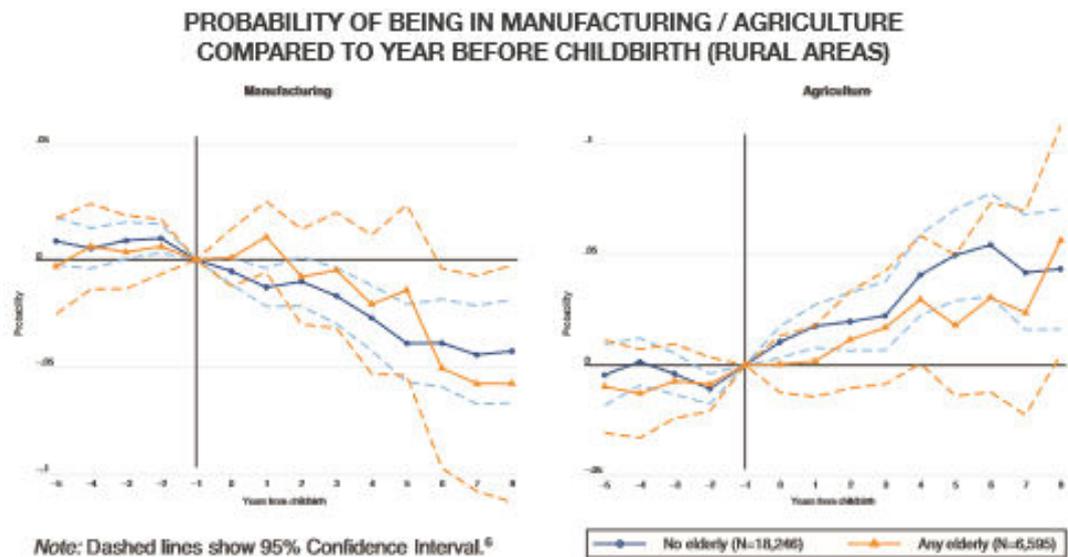


Fig. 3(a), {source : IFLS , 1993-2014}

In rural areas, the likelihood of working in agriculture increases from the manufacturing sector. The figure above displays the women without any elderly support are likely to move out of manufacturing to agriculture in rural areas. Women who transit into unpaid family work remain in it for atleast eight years post childbirth in urban areas but in rural areas at the time of entry of child in the school only then the female gets into any other activities beside housekeeping and child caretaking.

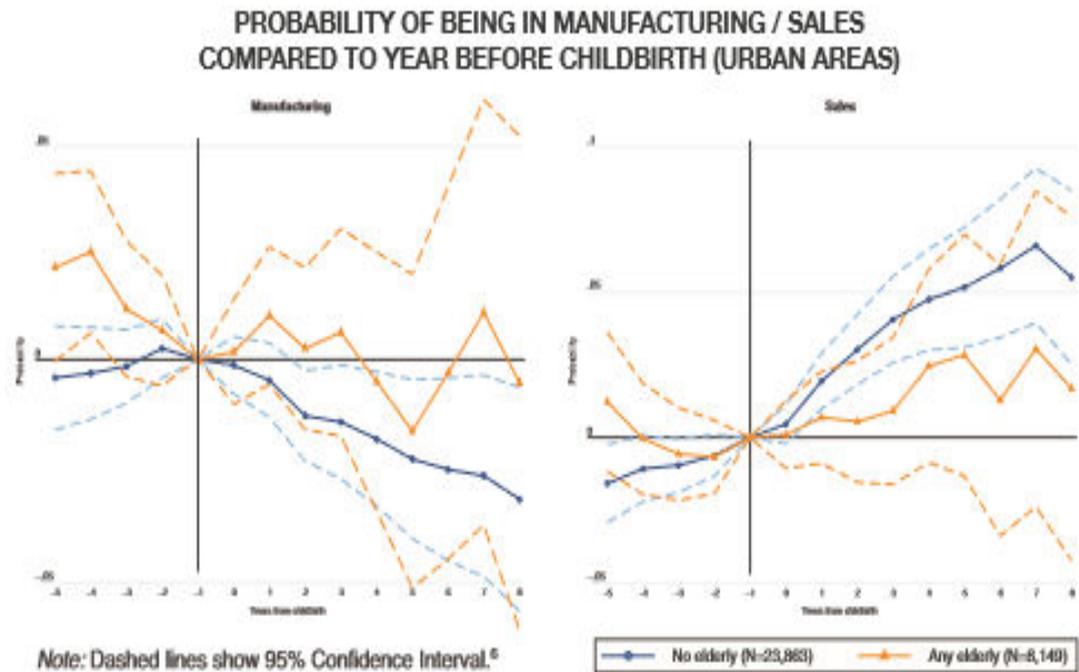


Fig. 3(b), {source : IFLS , 1993-2014}

In urban areas, women in households without elderly support are also more likely to move out of manufacturing occupations in urban areas. Even though in sometimes the destination of occupation varies by area. In urban areas the likelihood is of moving into sales from manufacturing sector.

These transitions are associated with US\$319 and US\$255 in foregone earnings in rural and urban areas, respectively. The switch of sector is not temporary, post the pregnancy.

Job Opportunities

Indonesia is a developing country and people here are hardworking, employment is always a major issue in developing nations. People know they are lucky enough if they have a reputable job. Despite of varied experiences , it isn't the fact that there is a lack of job opportunities but it is the Job description that doesn't fit well with the individual's qualifications and skills. As a developing nation Indonesia is witnessing significant growth projects for the country as whole. One of such big projects is the Smart Railways connecting Malaysia to Indonesia and other Asian countries like Singapore and Indonesia. Forecast set by PEMANDU the Rail industry is to have 48,700 jobs by 2020. This is an example of upsurge of the requirement of qualified electrical, mechanical, civil, electronics engineers to build this strong network. Besides, the technical department in order to manage all of this is a requirement of a whole management team capable enough to take part in such massive projects. The rail industry alone is offering so much employment. Due to dependency on imports and foreign technology know-how ,the cost of operation and maintenance increases sharply earlier than expected. In order to eliminate this dependency, the workforce within the country should be trained and developed in such a manner that they can be equally competent to the international workforce. To cut the costs and to look into it to make sure that the same is taking place perfectly comes the requirement of qualified accountants and chartered accountants cost accountants , to be specific. Qualified faculty to groom the students into become the future workforce and skilled people to make industry ready individuals. Another key issue highlighted here is the failure of the companies, universities ,brands that are originating from Indonesia that they are lacking with international certifications required to be affiliated to export import or even to that matter their quality of education. Giving an example to the fact that Narotama University in Surabaya ,Indonesia is an ISO certified university against which several other Universities are not yet certified by the ISO. The blame here can be forwarded to the lack of awareness amongst the people about the International standards certifications and there various benefits. One more example is of East Timor which earned it's independence from Indonesia and is a country on it's own, has

cultivation of coffee on large scales but to become a leader in the coffee market it has to beat well known competing countries in the same field that is Brazil. The reason for failure of SME's in export market are mainly due to following reasons :

- I. Lack Of International Experience
- II. Poor Analysis Of The Export Market
- III. Ignorance About The Support Of Government
- IV. Cost Is Too High
- V. Lack Of Stability In Terms Of Employees
- VI. Lack Good Marketing Knowledge

In order to grow and defend the country from stringent options in quality of food and life ,we need international brands to come in our countries. But in order for a nation to expand itself globally it needs to develop it's manpower. Like majority of Asian countries , women in Indonesia can be seen working in middle level or lower level management of a company but very less on the top management.

RECOOMENDATIONS

WORK LIFE BALANCE STRATEGIES

1. Create A Daily Plan
Instead of following a fixed schedule Alice should create a customized everyday plan so that she has sometime in everyday for herself.
2. Peg a Time Limit in every Task
Alice is a perfectionist so it might not come as a surprise that she might be giving too much time to every task.
3. Use a calendar
Alice should mark days in calendar where she could pamper herself.
4. Learn to say "NO"
Taking responsibilities is good, but not at the cost of your health.
5. Prioritize
She should focus on completing work on a priority basis and not for the sake of doing every possible task there and then.
6. Delegate
She could delegate some of her work at home and workplace.
7. Don't fuss over unimportant details
Alice should not always fuss over perfectionist detailing's.
8. Stop Multitasking
She does a lot of things together while some days she could avoid and delegate the same.
9. Keep Mind Fresh
She should listen to music that soothes her , drink tea/coffee, join some hobby classes.
10. Decline additional commitments
She should turn down commitments that go beyond her capacity of the day.
11. Get inspired
12. Breaking big projects into smaller one's
13. Only take on what she can finish
14. Only focus on what matters
15. Batch the similar tasks

Suitable Work Life Balance Technique

A time management technique borrowed from Steve Covey can be helpful for working women. Time matrix used here has been modified to fit the priorities and needs of working women. Below, there are four quadrants to the time matrix: crisis, quality time, distractions and time wasters. The distinction between each is separated by whether the item is urgent vs. not urgent and important vs. not important. Each section has a couple of examples that are reviewed and modified to fit the individual needs of each woman.

Time Matrix	Urgent	Not Urgent
Important	Crisis	Quality Time

1. **Crisis:** Anything in this portion is both urgent and important making it an immediate priority. Crisis items must be dealt with immediately. Women are advised to reserve 30-60 minutes each day to deal with crisis items to keep them from piling up day after day. Some examples include: work emergencies, accidents, sickness, stranded kids, mandatory attendance meetings, cleaning up spills, and deadline-driven projects.
2. **Quality Time:** This piece is not urgent but important items. All of these items can and should be placed on a schedule. The target is to keep these items in this section than neglecting it which results in the item becoming a crisis in the end. Typical examples include: yearly medical check ups, yoga and exercise, cleaning the kitchen, leisure, therapy, quality time with kids and friends, work trainings, future deadlines and devotional reading.
3. **Distractions:** As the most misunderstood sector, these items are urgent but not important. Probably, for someone else has decided the urgency but it is not important to the life of yours. When priorities are established and boundaries are set, this sector becomes smaller and smaller. Most of these items can be delegated to someone else. Some examples include meaningless surfing the net, interruptions, procrastination, some phone calls or texts, spending extended hours over the social media for just passing the time, meaningless reports, low on the priority list emails, unnecessary meetings, helicopter parenting, and perfectionistic cleaning.
4. **Time Wasters:** The last fragment is not urgent and not important items. All of these items can be eliminated and should only be done if the first two quadrants are completed. Some examples include workplace gossip, newsletter emails, reading blogs, completing surveys, surfing the web, watching TV, washing windows, and playing video games. Restoring balance to the life of yours will give them you time that you need to address the hidden traumas, forgotten grief, and buried memories. Each unresolved issue is a quadrant two item that has the potential of becoming a crisis if left unattended.

For more elaborated study over, how to deal with time management issues, "Time management secrets for working women" by Ruth Klein is a useful book.

EMPLOYABILITY (Recommendations)

First, differences in labor market decisions of women with and without immediate access to informal childcare suggest that constraints rather than preferences drive some women's decisions. There is likely to be a demand for childcare services among women in households without elderly members (67 percent of all Indonesian households with young children).

Second, we estimate the maximum willingness to pay for childcare using data on earnings. If able to continue working after childbirth, urban women would likely earn US\$650 on average per year. Public or private childcare services provided at a similar or higher cost would not provide a viable alternative to reducing LFP.

Third, childcare constraints have economic costs due to foregone earnings and switches into lower-paying occupations. Losses due to changing occupations are not temporary and highlight the need to explore constraints to combining market and household roles in more lucrative professions.

Finally, future research should explore the causal relationship between childcare constraints and labor market choices and determine which public policies are most appropriate to address women's childcare needs.

Recommendations:

1. Educate The Girl Child, Educate The Nation

Whenever the girl child is being educated to the best level you are automatically educating the whole society. The reason behind it is the fact that in majority situations it's the female of the house that spends maximum time with the kids and family, which means if she is educated she will be able to help her kids in their studies and further develop in their career. Rightly said words that children are the pillars of a future of the nation. Mother is that figure in the family that builds these future pillars of a nation. A woman who is educated and smart is always an asset to the family. So if you educate her you are automatically uplifting the society.

2. Untapped Talent At Home But Career Oriented

More than half of all career-oriented stay-at-home moms surveyed say they'd rather be working as they have the potential and awareness of it at the same time. There's evidence of the same in one of the surveys that career-oriented moms try hard to hang on to their jobs.

3. Freedom

If you give a female the opportunity to choose her own career, give her wings to fly, let her follow her passion she will excel. A survey shows and states that career orientation starts to develop in early years. It states that parental expectations exert strong influence on their career choices. So if you motivate her, she will bloom.

4. Awareness

There is a need of awareness amongst the women about various career options available globally then just engineering, management, medical, economics or law. This is important, as sometimes a 9-5 job is not possible for women at all stages of her life so she could opt for skill based short term courses, diploma, professional courses. By learning those she can be self employed and enjoy the company of her family by having the convenience of flexible working hours.

5. Let Her Be Her Own Boss

As mentioned in point 4. Self employment is the answer. A woman is a born multi tasker and if she is allowed to be her own boss then she definitely will be a strong entrepreneur.

6. More Certification Courses

Educated and qualified individuals are in demand at present all over Indonesia as the country is witnessing its shift from a developing to a developed nation. So introduction of several International certification courses can lead to empowerment of women and the manpower in the country.

7. Let Human Resource Be The Competitive Edge

Any particular asset can be duplicated by your competitor, any scheme, strategy, know how, marketing plan too for that matter can be imitated to a large extent, somehow. However, it's human resource is the only asset of the organization that is unique and exclusive to the organization only.

8. Human Capital Development

More work on the Human Resource Development Ministry of the country can help the nation take advantage of the human capital in the country. For example in India the Human Resource

Development (HRD) Minister Smt. Smriti Zubin Irani sent letters of appreciation to the students all over India who were amongst the 0.01% of students as subject toppers of the country in the 12th class Examinations (Senior Secondary School Examinations) conducted by Central Board Of Secondary Education (CBSE), India. This was a gesture through which she had successfully motivated the students to work even more hard in their future events.

9. Compulsory Training And Development Workshops For Employees

- i. Constant And 'Determined' Focus On Knowledge Upgradation And Skills Enhancement
- ii. Accurate And Unbiased 'Assessment' Of Performance Of Employees
- iii. Complete Lack Of Knowledge Regarding Their Own Organisation's Values And Beliefs

Here the emphasis clearly, needs to be drawn to the fact that employee skills should be upgraded time to time in order to keep them motivated and interested through application of the newly acquired skills, techniques or knowledge. It also helps in eliminating the monotonous work routine patterns.

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THANK YOU.