


# SNAPSheet: Social Norms, Attitudes and Practices in Indonesia

Investing in Women (IW), an initiative of the Australian Government, catalyses inclusive economic growth through women's economic empowerment in South East Asia. To gain a deeper understanding of women's and men's perceptions of gender equality, IW conducted a Social Norms, Attitudes and Practices Survey (SNAPS) on women's and men's roles at work and at home. The study included survey results from 6,000 respondents in aged 18-40 and living in urban areas Indonesia, the Philippines and Vietnam (1,000 women and 1,000 men in each country). The insights presented in this study can be used to better inform strategies that will deliver women's economic empowerment. This factsheet presents notable findings for Indonesia.


## KEY FINDINGS

- Women's professional ambitions are similar to men's.
- Both women and men work mainly to become economically independent.
- Women continue to encounter discriminatory attitudes and practices in the workplace.
- To an extent, women and men are sharing domestic and care work in the home.
- Fathers are less likely to take parental leave than mothers.

### TOP MAIN REASONS TO WORK



- To be economically independent
- To contribute to my family's income
- Needed the money for themselves

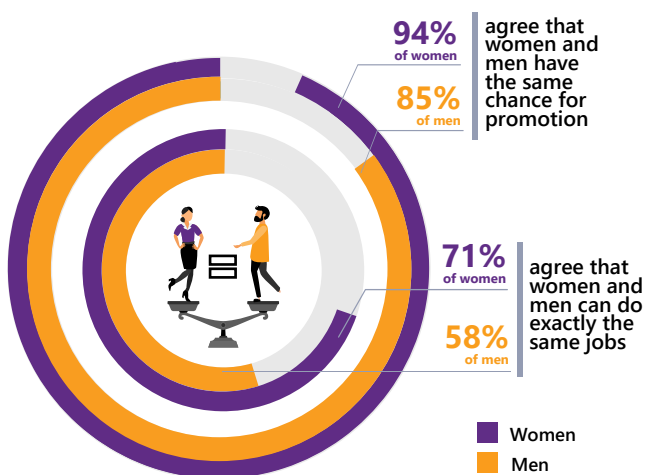


- To be economically independent
- I am the main income earner in my family
- To develop professionally

### TOP REASONS TO TAKE A NEW PAID JOB

A good salary	1	Number of hours travelling to and from work	6
A positive workplace culture	2	Not working long hours or overtime	7
A long-term permanent job	3	Access to maternity/paternity leave	8
Availability of flexible hours	4	Free from workplace harassment	9
Work with good prospects for promotion	5	Challenging or interesting work	10

### PERCEPTIONS OF EQUALITY IN THE WORKPLACE



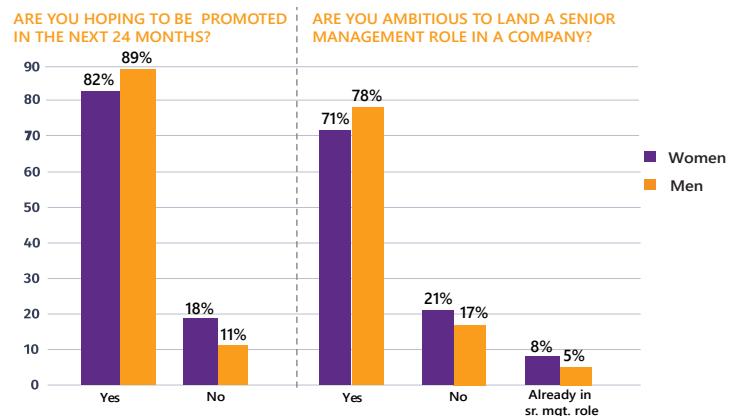
### Reasons to work

Sixty-seven percent (67%) of women identified economic independence as their primary motivation to work, followed by their desire to contribute to the family income (60%). When asked to consider all forms of motivation, around 50% of women also cited personal fulfillment and professional development.

Contributing to the family income is rated higher (36%) by married and partnered Indonesian women than economic independence (26%) as a key motivation to work. Fifty-one percent (51%) of married and partnered men on the other hand are motivated to work by the fact that they are the main income earner in the family. Among this cohort, only 18% cite economic independence as their primary motivator for work.

### Ambition

The survey results show that Indonesian women and men living in urban areas are similarly ambitious to work. Seventy-one percent (71%) of female respondents and 78% of male respondents hope to be promoted to senior management roles, while 82% of women and 89% of men want to land a promotion in the next 12 months.

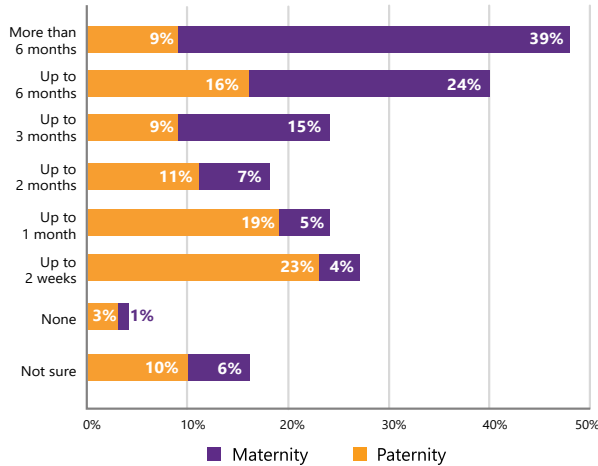


### Gender experiences at work

Nine in ten Indonesian women (94%) agree that women have the same chance for promotion as men, which is on average more than 10% higher than the perceptions of women and men in other countries surveyed. However, there is a clear difference in the perception of women's capabilities—71% of Indonesian women believe that women and men could perform exactly the same jobs and 58% of Indonesian men believe this is true.

## Parental leave

### AMOUNT OF PARENTAL LEAVE THAT SHOULD BE OFFERED TO WOMEN AND MEN



### ARE WOMEN AND MEN CRITICISED FOR TAKING PARENTAL LEAVE?



The majority of respondents believe that women should be offered 12 weeks or more maternity leave, with 39% in favour of allocating more than 18 weeks paid leave for women. The majority also believes that men should be offered no more than 8 weeks paternity leave.

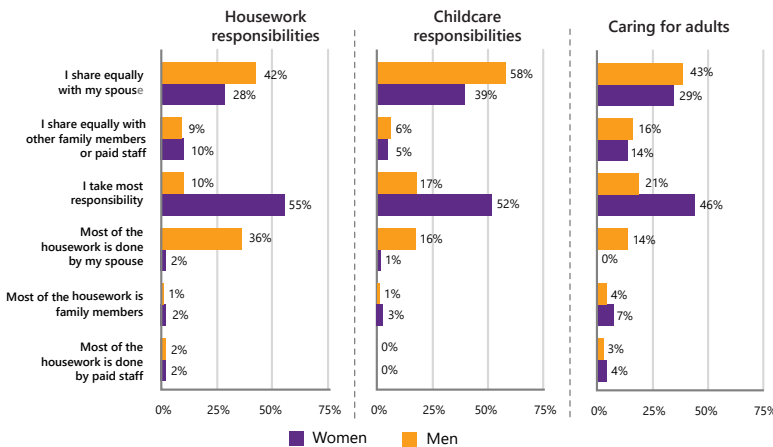
In Indonesia, where the two-day paternity leave provision for civil servants was extended to up to 30 days in 2017, over one third of men who have had children said they had not taken paternity leave. The perception that respondents in Indonesia could be criticised for taking parental leave is much lower than in other countries surveyed.

## Roles in the household

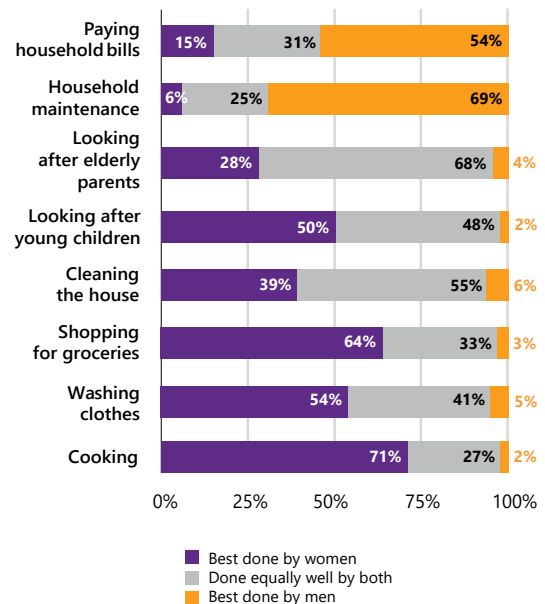
There is a perception gap between how much women and men think the other is contributing to domestic duties, and vice versa. Women think they perform most of the household chores and childcare responsibilities, and yet a considerable number of men believe they share domestic duties equally.

Half of Indonesian women said they take most responsibility for household chores (55%) and childcare duties (46%). One third of Indonesian men agree that most of the housework is done by their partners. However, almost half of the men respondents (42%) said that they share household work equally with their partners and up to a half of the survey respondents also think these jobs can be done equally by women and men.

### WHICH STATEMENT IS TRUE WITH REGARD TO THE FOLLOWING RESPONSIBILITIES?



### WHO DOES THE FOLLOWING TASKS BEST?



Visit [bit.ly/SNAPS2018](http://bit.ly/SNAPS2018) to download the full report.

## POSITIVELY SHIFTING SOCIAL NORMS

The social norms and behaviours operating both in the home and in workplaces can be positively shifted through:



Promoting awareness of parental leave policies among staff and building positive attitudes around taking parental leave.



Setting up workplace policies and practices to prevent harassment, as well as supporting women and men facing harassment.



Encouraging women and men to speak up in favour of gender equality at home and at work to start a positive public conversation and break down misconceptions.



Amplifying stories of men embracing their roles as fathers, carers and equal partners in household duties to normalise men's roles at home.



Amplifying stories of women at work and in business and normalising women's economic role over their life course.



Encouraging women and men to have conversations about sharing housework and caring duties in the household.



Encouraging parents to raise children who are free from limiting gender stereotypes.