

Gender Pay Gaps in Indonesia

September 2020

Statistics: Gender Pay Gaps in Indonesia

* Gender pay gap is the gaps in average wages paid to women and men.

Women earn **23% less**
than men do on average



Rp. 3,184,084



Rp. 2,454,023

► Education alone does not close the gender pay gaps

Female workers with tertiary education degrees earn substantially less than male counterparts.

Net monthly wage/salary of employee by educational attainment (Rp.)

	Men	Women
Primary School	2,117,361	1,280,826
Junior high school	2,357,497	1,658,672
General high school	3,099,936	2,115,726
Vocational high school	3,059,119	2,288,670
College (D1-D3)	4,414,594	2,930,465
University	5,436,083	3,701,652

► High-paying jobs are dominated by men

Women take only a quarter of high paying managerial and supervisory occupations. Even in these occupations, women are paid less than men.

	Number of workers	Average monthly/wage salary (Rp.)
Men	1,549,467	7,232,138
Women	507,722	5,907,336