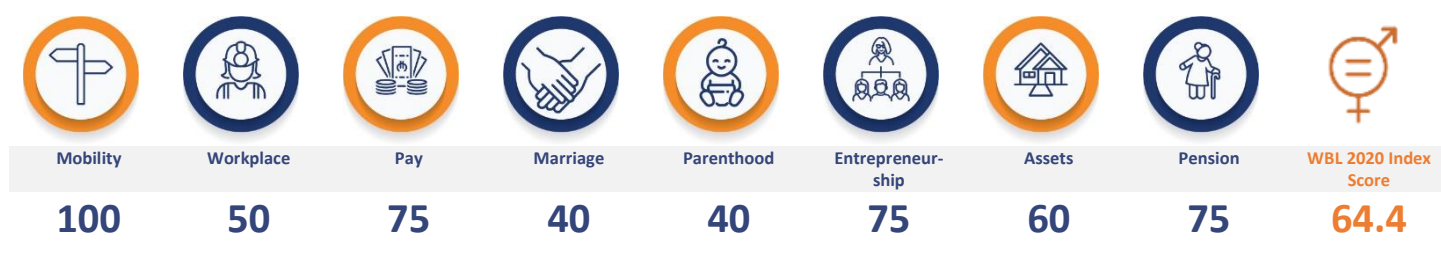


Indonesia

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Jakarta). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Indonesia scores 64.4 out of 100**. The overall score for Indonesia is lower than the regional average observed across East Asia & Pacific (71.3).

Indonesia - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to constraints on freedom of movement, Indonesia gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women's pension, Indonesia could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Indonesia is on the indicator related to constraints related to marriage (the WBL2020 Marriage Indicator). To improve on the Marriage Indicator, Indonesia may wish to consider allowing women to be head of household, allowing women to obtain a divorce in the same way as a man, and giving women the same rights to remarry as men.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Law No. 1 of 1974 on Marriage, Art. 32(2)
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Indonesian Immigration Law No. 6 of 2011, Arts. 24-33; Passport application procedures and application form
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	Law No. 1 of 1974 on Marriage, Art. 32(2)
	Does the law prohibit discrimination in employment based on gender?	Yes	Law No. 13/2003, Arts. 5 and 6
	Is there legislation on sexual harassment in employment?	No	No applicable provisions could be located
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Law No. 1 of 1974 on Marriage, Art. 32(3)
	Can a woman be head of household in the same way as a man?	No	Law No. 1 of 1974 on Marriage, Art. 31(3)
	Is there legislation specifically addressing domestic violence?	Yes	Law No. 23/2004 Regarding Elimination of Violence in Household
	Can a woman obtain a judgment of divorce in the same way as a man?	No	Law No. 1 of 1974 on Marriage, Arts. 2, 39 and 63
	Does a woman have the same rights to remarry as a man?	No	Law No. 1 of 1974 on Marriage, Art. 12
Parenthood	Is paid leave of at least 14 weeks available to mothers?	No	Law No. 13/2003, Arts. 82 and 84
	Does the government pay 100% of maternity leave benefits?	No	Law No. 13/2003, Arts. 82 and 84
	Is there paid paternity leave?	Yes	Law No. 13/2003, Art. 93(4)(e)
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Law No. 13/2003, Art. 153(1)(e)
Entrepren.	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	Law No. 1 of 1974 on Marriage, Art. 32(2)
	Can a woman register a business in the same way as a man?	Yes	Law No. 1 of 1974 on Marriage, Art. 32(2)
	Can a woman open a bank account in the same way as man?	Yes	Law No. 1 of 1974 on Marriage, Art. 32(2)
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Law No. 1 of 1974 on Marriage, Art. 36
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Compilation of Islamic Laws of Indonesia, Art. 176
	Do female and male surviving spouses have equal rights to inherit assets?	No	Compilation of Islamic Laws of Indonesia, Arts. 179 and 180
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Law No. 1 of 1974 on Marriage, Arts. 35 and 36
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Law No. 1 of 1974 on Marriage, Art. 35
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: GR No. 45/2015, Art. 15 (2) Men: GR No. 45/2015, Art. 15 (2)
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are the mandatory retirement ages for men and women equal?	Yes	Women: Law No. 13/2003, Art. 167 Men: Law No. 13/2003, Art. 167
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions could be located