

Managing Women Scientist In Indonesia¹

Badia Perizade

Sriwijaya University, Indonesia

Gender disparity, especially for women, has been always a problem since long time ago. The disparity, in some part especially for patriarchal society, is caused by the masculinity. Men due to stronger than women is supposed to be the head of the family and the bread winner so that he must be honored by the whole family including the wife. Women job only at home rearing the children, cooking the food, and servicing her husband. In some countries, the number of population were counted only by the number of men. This tradition has been going on for thousands of year. In US and Europeans countries, the women could not vote until the early twentieth century. US women together with Afro-American were denied before 20th century. US women were allowed to vote after the 19th Amendment of US Constitution on 1920. In other part of the world, up until now, women were not allowed to come upfront in public.

Indonesia also faced the same problem as the other countries'. Some women in Indonesia were working hard to reduce the difference in status between men and women. Raden Ajeng Kartini, was one of the women, and consider the heroin of Indonesia because she worked hard so that women could attend school and colleges and could work at any position. Due to the struggling of many

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women, Indonesia has had a women president for the country. Currently there is no segregation among sexes in Indonesia. The law and constitution guaranty that all people, including women, are equal above the law. The rights of people is not judged by sexes but by their competencies. In fact Indonesia has a Ministry of Women Affairs to promote women participation in all area of jobs.

However, the disparity between men and women still exist in Indonesia, including in education. By the year of 2000 the literary rate among women were 14.16% and in 2004 the literary rate among women was 11.71% which is double than the literary rate among men. Some family in Indonesia still thought that education is more important for boys than girls (World Bank, 2004).

The disparity on the university level is not much difference than the general population (Table 1). Even though the number of female student were not much difference among men and women but the number of graduates were higher for women than men which meant that the dropout rate for men were higher than women. However the data shown on Table 1, conclude that the number of men lecturers was twice the number of women. This difference was very interesting to analyze. It was found out that the women who are graduate from university, after marriage, chose to be at home taking care of her children and the family. Some of these women were among the brightest at the university but due to culture, family tradition, children's psychology, religion, and the husband income finally chose not to pursue her carrier in public. Some public education were needed to improve this image.

Table 1. The disparity among sexes at university level*

	Male	Female
INDONESIA:		
Lecturers	160.309	86.979
Students	1.271.522	1.265.061
Graduates	131,971	151,853
SRIWIJAYA UNIVERSITY		
Lecturers	700	406
Students	11.467	11.807
Graduates	1.591	2,072

*sources: Sriwijaya University report 2005

Table 2. Percentage of people age 10 and above by education status, and Gender

Education Status	Male	Female
Never/Not Study yet	4,62	10,90
Elementary school	8,38	7,51
Junior High School	6,14	5,83
Senior High School	4,14	3,64
Diploma/University	1,46	1,41
Currently studying	20,12	18,39
Stop Studying	74,97	70,71

Another data (Table 2) show the percentage of education among people age 10 above. One of the interesting founding on Table 2 is the variable never/not study 4.92 % for boys and 10.90% for girls. The data show that the family in Indonesia choose to prioritize the education for men than women.

Carrier for women is not discriminated in Indonesia. All position are open for women. However, especially at Sriwijaya University, a policy must be made

that prioritizing women applicant as lecturer than men. A special treatment needed for women lecturer. The number of women lecturer at Sriwijaya University must be doubled to reduce the disparity among Sriwijaya University lecturers. The number of women lecturer must be increased until equal number among men and women. This equivalency was needed in order all the decision and strategy made by the university board were considered by both perspective. The equivalency needed because the number of men and women student almost equal but if the decision and strategy made only from the men perspective the right of women in learning stages would be jeopardized.

There is no differentiation for position/ranking in government and Sriwijaya University. Anybody could become a leader at Faculty or University. Any lecturers could become a professor as long he/she could achieved the criteria required for. The Rector of Sriwijaya University is a women and she is a professor.

Some measured must be made to help women who is a mother/wife and also a carrier woman. This double position need some help in order to improve the woman participation as worker and lecturer especially as a young/new lecturer. For woman with infant or has a little child need some privilege for day care center for their children while she is doing her job at the university.

Some changes also needed in culture. Woman role as house wife must be reconsidered. More and more role for woman must be open and the disparity in reward for women must be abolished.

Currently, Indonesian government has made some changes which is pro-women. At least 30% of senator candidate must be women. If this criteria was not matched the party could be disqualified running for parliament.

Woman, especially, government worker have the same rights in all the privileges. Woman could become the person in charge of the family which meant she could have a child and spouse allowance on her salary.

More woman should be elected as a Head of Ministry in Indonesia (currently only 4 among 37) and more Woman Participation Research Center must be open at University and government agencies.

The fourth Indonesian president was woman.

References

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