As we can see from this graph, the employment rate trends in Indonesia are not monotonous going up or down. Although women's employment rate tends to increase more than men's, men's employment rate is around 30 percent higher than women's.

The proportion of women's employment rate is mainly dominated by informal jobs, around 57-70 percent, rather than formal jobs. It causes the inequality woman’s employment is still a big issue.

Does education cause this inequality? If we look at the participation in primary, secondary, and tertiary education, women tend to be more. For bachelors and masters, it is more dominated by men. Although women's participation in primary until tertiary school is much bigger, Isn't employment more influenced by bachelor's or master's degree?

Suppose we look at the employment rate with advanced education levels (bachelor & master's). The employment rate is about 2x higher than those with only intermediate or basic education (primary until tertiary). So, bachelor's and master's education may affect the employment rate. Because men dominate it, maybe that’s why men's employment rate is higher than women's.

Are there any other factors that might be related to the woman’s employment rate? We will compare it between several indicators based on gender.

If we look at the applicable laws, there are already several laws that can support equality of employment for women. However, a law on “Equal salary for men and women” has yet to be implemented. If the government implements it, it may be able to help equalize gender employment.

A correlation test was also conducted from several indicators to the target (employment rate). The results show that some of these factors have a high correlation. Maybe these factors can affect the woman’s employment rate.

We also implement a solution for women to find suitable jobs with a recommendation system. This system will check the user's skills and provide the output of relevant jobs.