

Greetings, welcome to Rafi's

PORTFOLIO 



Rafi Nurahmat Jannata

Some of my best

WORKS:

ERADAN OTONOM
Economica
PARIWISATA EKONOMI DAN BUDAYA

Economica Times

Ormas Meresahkan? Wamendagri Sebut Bisa Jadi Aset

Kajian Online
**Di Antara Negara dan Jalanan:
Ormas, Institusi, dan Masyarakat Sipil**

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#SebatasKatakala
BukanBudayaKami

Diskusi Publik 2025 Presents
**Di Antara Negara dan Jalanan:
Ormas, Institusi, dan
Masyarakat Sipil**

Worth KUM!
2 KUM for FEB UI 2023-2025
1 KUM for FEB UI 2022 and above

Nivand Narendra
Izudin
Asisten Deputi di Bidang
as Moderator

**Rizky Argama,
S.H., LL.M**
Indonesia Centre for Law and Policy
Studies Executive Director

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Pengajar Departemen Kriminologi FISIP
UI & PhD Candidate School of Social
Science, the University of Queensland

**Lydia
Napitupulu**
Akademisi dan Pengajar di
Departemen Ilmu Ekonomi FEB UI

Zoom Conference
Meeting
Minggu, 3 Agustus
2025
09:00-11:00
Register at:
bit.ly/DiskusiPublikBOE25

Gender Neutrality
in Active Labor Market Policies: Evidence from
Indonesia's Kartu Prakerja Program

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The She-cession Phenomena
The COVID-19 pandemic – **Women disproportionately bore the economic impact.** Why? 1) their high **concentration** in service and **contact-intensive sectors** most affected by social restrictions, and 2) the **surge in domestic responsibilities** following school closures and the shutdown of public facilities during the pandemic.

Women make up 57% of Tenaga Jasa Usaha (BJPS, 2023)

Introducing... Kartu Prakerja Program
... was launched in 2020 as a **countercyclical response**. Designed as a unique Active Labor Market Policy scheme, combining **social assistance** (a safety net) with **vocational training** (reskilling and upskilling). The program had reached millions of beneficiaries, making it one of the **largest labor-market experiments** in the world.

RQ?
1. What is the causal **impact** of the Pre-Employment Card Program on beneficiaries' wage returns during the economic recovery period?
2. Is there **significant heterogeneity** in the impact between male and female beneficiaries?

What Did The Academists Tell Us?

Becker (1993)
Human Capital Theory: Training increases productivity and wages, but **opportunity costs** (time, childcare, foregone earnings) can **reduce women's ability to benefit equally from training.**

Mincer (1974)
Earnings Function: Wages are shaped by schooling and work experience. After controlling for these factors, **any remaining gender wage gap reflects structural or unobserved factors.**

Phelps (1972); Arrow (1973)
Statistical Discrimination: When employers rely on group-based **stereotypes**, such as assuming **women are less stable workers**, gender wage gaps can persist even when observable skills are equal.

Recent Evidence
Gendered Constraints in Training
Studies across developing countries find that men tend to obtain higher or more immediate economic returns, while women's gains are limited by time, mobility, childcare, and financial constraints. **When these constraints are reduced, women's returns increase significantly** (Cho et al., 2013; Alfonsi et al., 2020; Attanasio et al., 2021).

Evidence in Indonesia and SEA
Anggara (2024) find Kartu Prakerja impacts differ by cohort and course type, with no consistent gender bias. Yet structural disadvantages persist for Indonesian women, **ALMP design does not adequately address constraints specific to women**, as shown by Rahmatutik & Laksmono (2023).

Training Impacts are Heterogeneous
Vocational training often yields **small short-run impacts but stronger medium-run employment and wage gains**, with effectiveness depending on course quality, employer linkages, and local labor demand (Card et al., 2017; McKenzie, 2017).

Conclusions and Closing Remarks
While Indonesia's Kartu Prakerja Program served as a critical economic buffer during the pandemic, it has not yet achieved full gender neutrality in wage returns. Although impacts appeared balanced in 2020 and 2021, significant disparity emerged in 2022.

“We must generate good jobs, not just skills.”
– Daron Acemoglu (2024)

What We Found Out about It

OLS Regression Model
The model of the one least squared (OLS) regression we have is as follows:
$$\ln wage_i = \beta_0 + \beta_1 prakerja_i + \beta_2 gender_i + \beta_3 prakerja_i \cdot gender_i + \beta_4 control_i + \epsilon_i$$

 $\ln wage_i$ = natural logarithm of wage;
 $prakerja_i$ = dummy if receives treatment;
 $gender_i$ = dummy of gender (1=woman);
 $prakerja_i \cdot gender_i$ = interaction variable;
 $control_i$ = control variable

Regression Table

Model	(1) Model 1 (Wolfram & Lipp, 2024)	(2) Model 2 (Demerouti)	(3) Model 3 (Full)
Prakerja 2021	-0.043*** (0.016)	-0.085*** (0.018)	-0.119*** (0.016)
Prakerja 2022	-0.012*** (0.016)	-0.076*** (0.017)	-0.102*** (0.016)
Prakerja 2023	-0.119*** (0.019)	-0.172*** (0.022)	-0.140*** (0.019)
Perempuan (1=Merata, 0=Pria)	-0.038 (0.065)	-0.227** (0.095)	-0.262 (0.066)
Kartu Prakerja/Perempuan	-0.451*** (0.055)	-0.454*** (0.064)	-0.467*** (0.064)
Prakerja 2021+Perempuan	0.013 (0.035)	-0.044 (0.036)	-0.030 (0.032)
Prakerja 2022+Perempuan	-0.003 (0.032)	-0.061* (0.036)	-0.023 (0.032)
Prakerja 2023+Perempuan	-0.036* (0.018)	-0.074 (0.045)	-0.077* (0.041)
Control	-0.002 (0.102)	-0.079 (0.101)	-0.087 (0.101)
Observations	14,140*** (0.008)	13,172*** (0.021)	13,110*** (0.021)
Robust standard errors in parentheses	344,730 0.232	344,730 0.193	344,730 0.200

*** p<0.01, ** p<0.05, * p<0.1

Visualization

Prakerja 2020 & 2021: The results are insignificant. This means there was likely **no gender inequality** in the program's impact during these years. **Prakerja 2022:** The results are significant. This shows that **gender inequality exists** in this period, where men enjoyed a larger benefit (approximately 8.72% higher) than women. **Prakerja 2023:** The results are insignificant, but this is likely because the program's effect is not yet big (it is too soon), rather than due to a lack of inequality. **The program requires time to mature. We need to wait to see both the economic impact of the training and whether it promotes gender equality.**

What (We Think) Should be Done

Require BNSP/Global Certification: Shift the requirement from mere "participation" to actual competence. Official certifications act as a strong market signal, forcing employers to recognize the trainee's productivity and justifying higher pay.

Improve Negotiation Training: Equip women with specific skills to negotiate pay and reject exploitative wage, high effort" jobs.

Create Decent Jobs: Filter dashboard listings to only include roles with Minimum Wage and Social Security, removing underpaid gig work options.

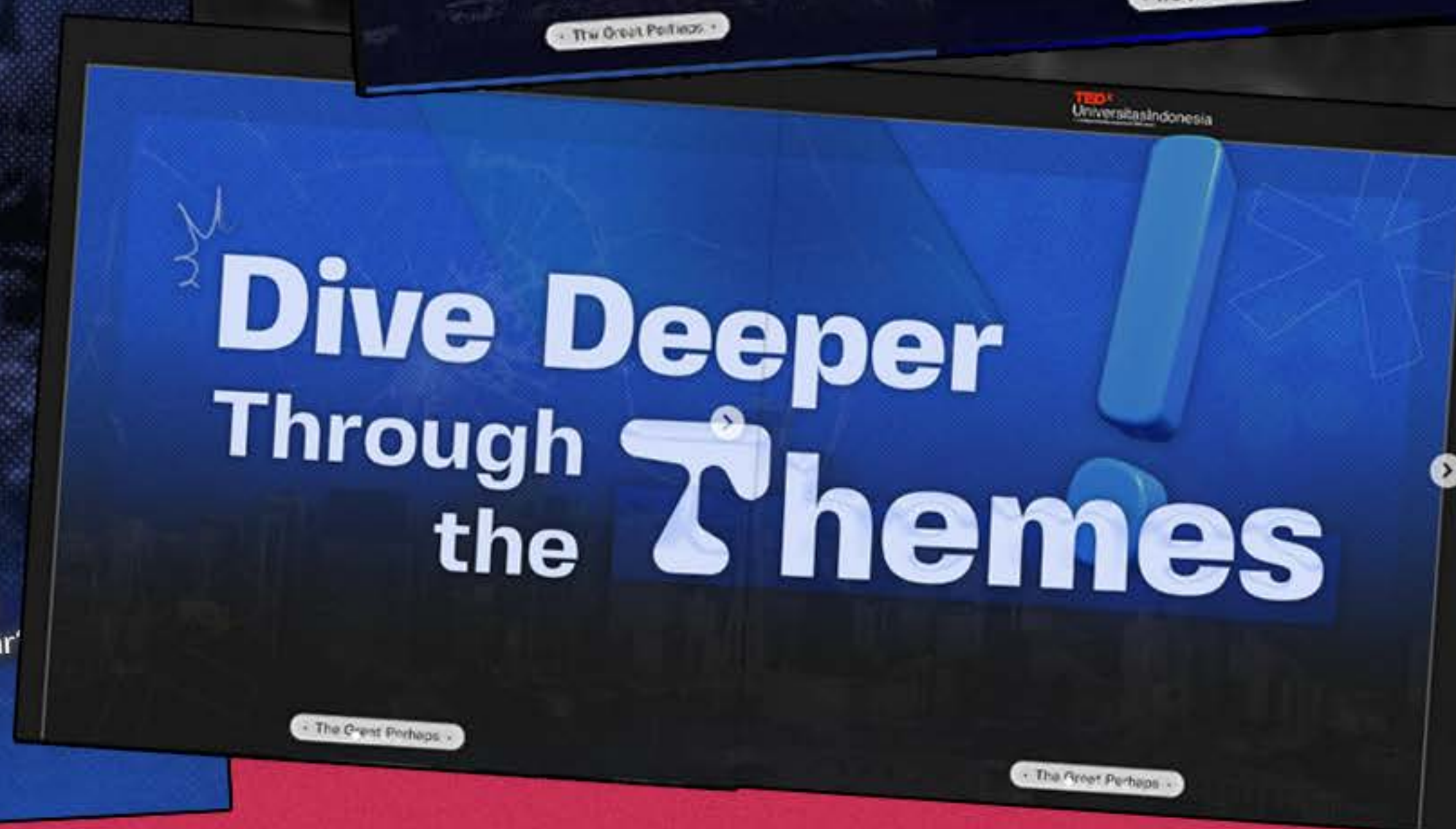
Scan our QR code!
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Departemen Matematika Berprestasi

Dylan Arlen Tungatama

Ilmu Aktuaria 2020

Mahasiswa Berprestasi Utama I FMIPA UI 2023 pada Pemilihan Mahasiswa Berprestasi Kategori FMIPA UI 2023 yang diselenggarakan oleh Fakultas Matematika dan Ilmu Pengetahuan Alam Universitas Indonesia.

Departemen Matematika Berprestasi

Muhammad Adi Saputra

Ilmu Aktuaria 2021

Favourite Winner pada International Business Case Analysis Competition IMPACT (Inspiration for Management Planning and Action) 2023 yang diselenggarakan oleh Universitas Bunda Mulia.

Departemen Matematika Berprestasi

Adiwala Ananda

Statistika 2021

Juara 3 Lomba Business Case Competition pada kegiatan 24th Indone Accounting Fair yang diselenggarakan oleh Universitas Indonesia.

GAMMAFEST

9.6 JUTA

04 DEPARTEMEN RADIAN

Hari Terakhir

Periode Pembayaran BOP dengan Cicilan 3

Berakhir pada 25 April 2023

04 DEPARTEMEN AKSIOMA

FREE!!

PLAYERUNKNOWN'S BATTLEGROUNDS

04 DEPARTEMEN SPACE

PEMIRA MATEMATIKA

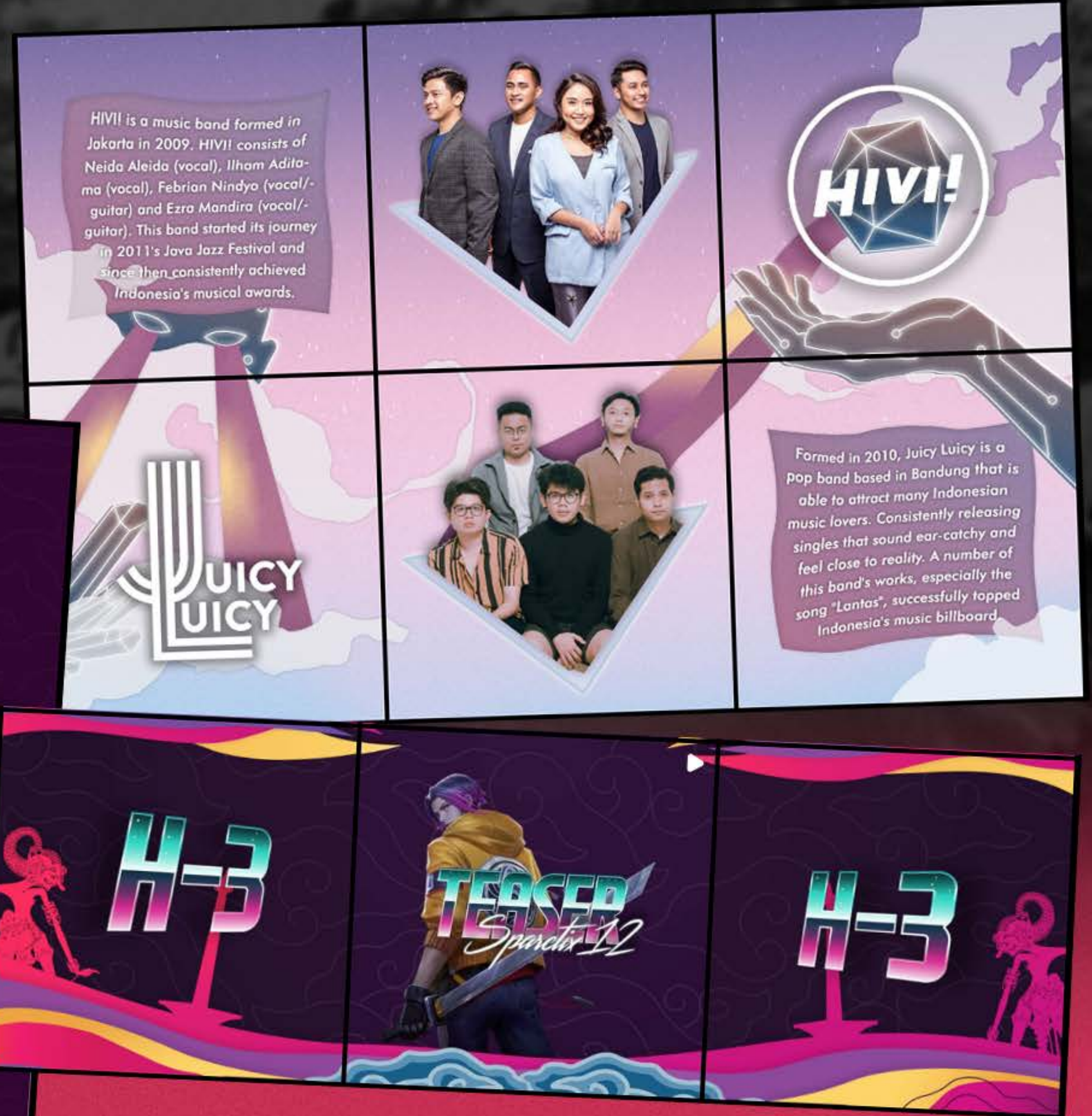
20 22

VOTE DIRECT, IMMEDIATE EFFECT



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That's it!

 **THANK YOU**