

## Gender Issues and human resource development in public sector : an Indonesian case

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### Abstrak

The development policies in Indonesia are based on the principle of quality and harmonious partnership between men and women. This principle is deeply ingrained in the State Ideology, Pancasila, and Constitution of 1945. Consequently, this principle of equality is also embodied in all regulations and legislative acts of the Republic of Indonesia, including the GBHN adopted every five years by the People's Consultative Assembly. The GBHN provides direction for the formulation of the Five Year Development Plan. Indonesia, in 1980, also ratified the convention on the Elimination of All Forms of Discrimination Against Women, as stipulated in Act No. 7/1984. Neglecting the endeavor of women in economic development in particular and national development in general is an unwise decision. Indonesia's large population is the basic asset for development. The more so if every citizen regardless of their sex, would fully and effectively participate therein. However, data show that the status of women generally in the society and particularly in the bureaucracy system is lower than what men can achieve. Therefore, the efforts to attain the women's role and status have to be explored in the implementation phase. Besides the level of education, social value of most Indonesian people which perceives female as housekeeper rather than the head of household brings a difficulty for female to reach high position in government office. For example there is a conflicting interest between husband and wife: when a wife gets a promotion to other place. In many cases husband does not agree to accompany his wife. Consequently, women refuse the promotion. On the contrary, when husband gets a promotion to other place, in many cases his wife has to accompany him even though it will sacrifice her current position.