

## WHY IS GENDER INEQUALITY STILL APPEARING IN GARMENT FACTORIES IN INDONESIA?

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### ABSTRACT

In Indonesia, since the majority of the workers in garment factory are females, they have a significant role on the succession of the factory. The gap between genders might create problems for female workers, which will lead to gender inequality at the workplace. This study aims to study the working conditions for the garment factories workers in Indonesia based on gender and to find out the causes of gender inequality in the factories during the period of 2012-2014. This is due to the empirical evidences which suggest that gender equality in the workplace is beneficial for the firm's performance, if managed properly. This study employed both quantitative and qualitative methods. The quantitative method was used to descriptively explain the data of the workers based on survey collected by Better Work. The qualitative method was utilized to review the literatures on barriers in the workplace for women both in Indonesia. It was discovered that there are some elements that influence the persistence of gender inequality in Indonesia.

*Keywords: Garment factories, gender equality, female workers, working condition*

