



## The Role of Self-Efficacy in Reducing Unemployment: A Field Study on Women in Indonesia

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### Abstract

Women still face significant challenges in many societies in achieving equal opportunities in employment. Despite efforts, substantial disparities persist between males and females in unemployment rates. Therefore, this study aimed to explore the relationship between self-efficacy and unemployment among women in Indonesia, specifically in Jakarta and Surabaya, through survey data analysis. The sample included 500 women from diverse age, educational, and professional backgrounds. The results indicate a moderate level of unemployment among Indonesian women, with variations in post-graduation experiences. Additionally, the study reveals that a higher level of self-efficacy among women, affects their abilities in effective interaction and emotional management in the workplace. Furthermore, the findings demonstrate a statistically significant positive correlation ( $\alpha = 0.05$ ) between unemployment and self-efficacy levels. The study underscores the importance of governmental policy support and institutional collaboration to enhance women's employment opportunities and their active participation in the economy, thereby contributing to sustainable development and comprehensive societal progress.

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## **Introduction**

Work is among the fundamental characteristics that remain with humans, evolving alongside them and distinguishing them from other beings. It ensures independence, stability, and financial security for individuals, shielding them from need and dependency. Through work, humans perceive their own value and the impact they have on others, enhancing their confidence, prestige, power, and ability to achieve desired goals and personal satisfaction. Additionally, it fosters positive thinking, a sense of esteemed status, belonging, loyalty to institutions, and is indicative of mental health, satisfaction, and contentment (Nahed, 2021).

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Women's participation rate in the workforce has remained stable at around 50% over the past two decades, despite radical shifts in the Indonesian economy and narrowing gender education gaps. However, familial responsibilities and structural factors still hinder women's participation in the labor market. Discriminatory social norms continue to cast shadows over women's economic opportunities, with stereotypical views on women's capabilities posing additional challenges. Gender equality in performance evaluation remains crucial, influencing behavior and perpetuating inequality, although these standards are subject to change and evolution.

Studies suggest that education and structural transformation can help overcome gender constraints and increase the likelihood of educated young women participating in the labor market. Evidence from the Social Norms, Attitudes, and Practices Survey (SNAPS) in 2020 indicates a shifting trend towards positive gender practices among Indonesian youth, particularly concerning women in work, unpaid care work, and occupational segregation. The increasing participation of younger women in the labor market challenges traditional social norms about gender roles at home and work, raising questions about the impact of social norms on women's labor force participation and job choices, especially among Indonesia's youth (Harjanto & Ramadhan, 2019, p. 133).

Unemployment significantly affects the psychological well-being of the unemployed, subjecting them to immense mental pressure that influences their stability and behavior, potentially leading to mental health issues. Hence, the relationship between unemployment and happiness is inversely correlated; increased unemployment lowers individuals' happiness levels due to limited job opportunities, reflecting in psychological distress, reduced living standards, increased dissatisfaction, depression, decreased self-esteem, and confidence (Metwally, 2020).

Self-efficacy refers to an individual's perception of their capability to achieve tasks, set future plans, recognize their strengths, and handle academic responsibilities compared to peers with similar abilities. Self-efficacy is closely linked to work and the individual's sense of societal usefulness (Saad, 2019).

The issue of women's self-efficacy and empowerment in the labor market is a critical topic deserving careful study, particularly given the social and economic challenges women face

globally. Women's status in the labor market and unemployment serve as crucial indicators of societal and economic progress, with women's active participation being key to sustainable economic growth and comprehensive development.

In Jakarta, Indonesia's capital, studying women's work reality and the challenges they encounter is increasingly vital for building a more sustainable and inclusive future. Women are essential partners in Indonesia's economic development, yet they face multiple challenges hindering their ability to access and sustain employment. Generally, based on data from the Central Statistics Agency of Indonesia (BPS) in 2017, the male-to-female population ratio in the productive age group is approximately 51:49, indicating nearly equal opportunities for women to empower themselves (Harjanto & Ramadhan, 2019, p. 133).

In the current era of global competition, human resource development has become a cornerstone in international relations. Enhancing human resources can make nations more resilient, insightful, and superior by fostering skills, cultural, religious, and environmental values. Improving health, physical fitness, community nutrition, education, skills development, mental and spiritual growth, and enhancing work productivity are essential to improving human resource quality and supporting comprehensive development in all fields (Pritadrajati et al., 2021).

Most recent economic studies focus on the consequences of unemployment in advanced countries, particularly in the United States, the United Kingdom, and some European nations, where extensive longitudinal surveys are available (Filomena, 2023; Egdell & Beck, 2023; Azzollini, 2023; Fervers, 2021). Despite a broad consensus on the negative relationship between current unemployment periods and future economic outcomes, literature examining the causes and mechanisms of this phenomenon, especially in developing countries, remains limited.

This study aims to explore the role of self-efficacy in empowering women and reducing unemployment in Jakarta, focusing on the social and economic impacts of this efficacy. By gaining a deeper understanding of this relationship, we seek to provide realistic scientific contributions that enhance women's opportunities in the labor market, thereby promoting sustainable development within and beyond Jakarta. This research will critically analyze existing literature and employ a research methodology including field surveys and critical review sessions. The study hopes to shed light on factors influencing women's self-efficacy in Jakarta, contributing to scientific and political understanding to promote women's rights and achieve equality in employment opportunities. In this context, the research aims to advance a deeper understanding of women's roles in local and global economies, emphasizing innovation and social changes women can achieve in our societies today.

### **Importance of the Study**

The research highlights the importance of developing human resources in Indonesia, especially for educated young women, and how education and structural transformation can contribute to overcoming gender constraints and increasing their participation in the workforce. Additionally,

the study emphasizes the significance of self-efficacy in empowering young women to achieve their full potential and enhance their personal and professional capabilities. Furthermore, the research sheds light on the social and cultural norms that may negatively impact women's chances in economic and employment fields. It also examines the social challenges and transformations in Indonesia, particularly among youth, which influence their career choices and educational paths. Ultimately, the research aims to provide comprehensive insights to enhance policies, educational programs, and economic initiatives that promote women's participation and strengthen their role in the holistic development of Indonesian society.

### **Problem**

Women in Jakarta face significant challenges in the labor market due to social and cultural factors that restrict them, leading to reduced economic participation and personal development opportunities. Self-esteem and self-efficacy are important factors that could potentially empower women and increase their economic participation. However, their roles and impacts in this context have not been sufficiently studied in Jakarta and similar Indonesian contexts. Previous studies by Sugiyarto et al., (2006); Karnadi (2016); Setyonaluri & Utomo (2023) have highlighted these issues. Therefore, the research problem can be articulated in the following question: What is the role of self-efficacy in empowering women and reducing unemployment? A study in Indonesia focusing on a sample of households in Jakarta.

### **Objectives**

1. To identify the level of unemployment among women in Indonesia.
2. To assess the level of self-efficacy among women in Indonesia.
3. To determine the nature of the relationship between self-efficacy and unemployment among women in Indonesia.

### **Questions**

1. What is the level of unemployment among women in Indonesia?
2. What is the level of self-efficacy among women in Indonesia?
3. What is the nature of the relationship between self-efficacy and unemployment among women in Indonesia?

**Hypothesis:** There is a statistically significant relationship between self-efficacy levels among women in Indonesia and their unemployment rate.

### **Previous Studies**

Many studies have explored female unemployment, focusing mostly on its causes and effects on families, children, and the women themselves. However, few studies have investigated self-efficacy and its relationship with unemployment, particularly its role in empowering women, especially in Indonesian society and specifically in Jakarta. Noteworthy studies on female unemployment include Al-Jundi (2022), which examined youth unemployment in Egypt and its relation to self-fulfillment, and Gad (2022), which explored the impact of unemployment on mental health among Libyan youth. Metwally (2020) investigated unemployment and its psychological impact in Kuwaiti society. Conversely, Mohammadi (2020) studied the effects of unemployment on mental health among Algerian youth.

## **Theoretical Framework**

### **Concepts**

#### ***Unemployment***

Work is considered one of the fundamental traits inherent to humans, evolving and developing with them, distinguishing them from other beings. Work ensures individuals feel independent, stable, financially secure, protected from need and deprivation. It allows individuals to recognize their worth, impact on others, and enhances their confidence, prestige, power, and ability to achieve desired goals, satisfaction, and psychological contentment. Additionally, it fosters positive thinking, a sense of prestige, belonging, loyalty to the institution, and is indicative of mental health, satisfaction, and contentment (Al-Jubouri, 2020). The ability of an individual to increase productivity within their capabilities and readiness is an indication of mental health for the individual. Thus, work is classified as a key condition for the mental health of the person performing it.

The qualities related to mental health apply to the working individual, but what of those facing unemployment, which has become more prevalent, leaving its notable mark on many states? Statistics indicate that unemployment levels in states are higher than those in other countries. Moreover, unemployment has become one of the issues affecting many states, both developed and undeveloped (Radwan, 2019).

The United Nations, according to its statistics, affirmed that the labour market in developing countries may include around 38 individuals searching for job opportunities. The continuous rise in the number of job seekers poses a significant risk due to the lack of a conducive environment, leading to increased crime, violence, and extremism as a result of the absence of steady income, declining living standards, and a rise in the number of individuals representing the impoverished class, with its associated social consequences (Masoud, 2021).

The concept of self-efficacy

In general language, efficacy is akin to honor and power, and efficacy in work means the ability to perform it well (Gad, Ibid).

### ***Terminological Definitions***

The concept of self-efficacy requirements originated with the founder of Social Cognitive Theory, Albert Bandura, in the 1970s. Sherrer and Maddux emphasize that general self-efficacy requirements have a significant impact on specific self-efficacy requirements, such as academic self-efficacy requirements, defining general self-efficacy requirements as (Nahed, Ibid). And it is defined as individuals' confidence in their ability to perform in various sectors, where the individual possesses great self-knowledge when having a significant capability to achieve goals. It is one of the stable personal dimensions that reflect self-assurance enabling them to confront challenging situations based on psychological behaviors. It also includes the individual's beliefs about their capabilities, enabling them to execute and organize tasks and necessary procedures to achieve effective results in their university studies (Al-Jubouri, Ibid). These are the indications that demonstrate a student's confidence in themselves and their ability to achieve specific performance levels, enabling them to adapt to their academic environment (Saad, Ibid).

### **Types of unemployment**

Unemployment varies and differs according to place and time, and among its types are:

***Seasonal unemployment:*** It refers to the difference that occurs between the actual number of workers and their expected number based on the available productivity rate. Therefore, when seasonal unemployment equals zero, this means that the number of people seeking work equals the number of vacant jobs. It is also known as unemployment arising from total demand deficiency in some economic aspects, as economic aspects may face periods of weakness resulting in workers losing their jobs in these institutions (Al-Jundi, Ibid).

***Frictional unemployment:*** This type of unemployment arises from temporarily leaving work due to transitioning from one job to another or leaving temporary work to search for another job that meets the required conditions. This type of unemployment occurs due to the lack of information among job seekers and employers about available opportunities, meaning the loss of the link between job seekers and those offering these jobs (Al-Jubouri, Ibid).

***Structural unemployment:*** This unemployment arises from the change in the economy and its transformation from one productive nature to another, symbolizing the disruption occurring on the labor force side due to sudden fundamental changes in the national economy. It is more common among adults (Radwan, Ibid).

***Voluntary unemployment:*** This arises when a worker leaves their job entirely voluntarily due to not wanting to work and choosing to spend leisure time (with another source of income) or to search for another job with higher pay and a better working environment (Radwan, Ibid).

***Involuntary unemployment:*** This is a situation where a worker is forced to leave their job without prior desire, despite their willingness and ability to work at a specific wage rate. Involuntary unemployment can be frictional or structural (Nahed, Ibid).

***Natural unemployment:*** Natural unemployment includes both frictional and structural unemployment, and at the full employment level, demand for labor equals its supply, meaning that the number of job seekers is equal to the number of available or open jobs. Whereas individuals experiencing frictional or structural unemployment require time to find suitable work for them (Saad, Ibid).

### **The importance of self-efficacy**

Bandura views self-efficacy as a crucial aspect influencing the self-organization process and determining the quality of experiences sought by learners, as well as achieving self-motivation. Self-efficacy for an individual represents their personal requirements regarding their skills and knowledge, and their ability to accomplish specific tasks and make decisions among alternative options. Through self-efficacy, learners enhance their capability to face failure and challenges, reducing potential stress in various situations and boosting their self-confidence, thereby aiding in clarifying multiple learner strategies (Gad, 2022).

Self-efficacy is considered one of the most significant mechanisms controlling personal forces in individuals, and it is also a vital factor in motivating individuals to engage in any activity or work, encouraging them to confront the challenges they face in various stages of their diverse lives (Al-Jundi, Ibid).

### **Dimensions of self-efficacy**

Bandura has defined three dimensions upon which self-efficacy depends, as follows (Al-Jubouri, Ibid):

1. **Effectiveness:** It refers to the rate of a person's motivational strength to act in diverse situations, depending on the nature and difficulty level of the situation.
2. **Generality:** It defines the movement of self-efficacy expectations from their position to similar situations. The level of generality varies between unlimited and single boundedness, depending on a specific activity or field. Generality also varies based on the degree of similarity of activities and methods of expression of possibility: emotional, behavioral, cognitive, as well as characteristics of both the situation and the person (Masoud, Ibid).
3. **Strength or Intensity:** It includes high ability and endurance, as well as ambition that enables a person to successfully perform activities. In the case of self-organizing effectiveness, individuals evaluate their confidence in their ability to perform activities (Nahed, Ibid).

### **Sources of self-efficacy**

Bandura identified four sources through which individuals can acquire self-efficacy, with some of the most important sources being (Metwally, Ibid):

### ***Performance accomplishments***

Defined as the collection of experiences and trials that a person undergoes. Bandura views this source as having a specific impact because it primarily relies on the experiences gained by the individual. Success typically raises the ceiling of self-efficacy expectations, while continuous failure lowers it. Therefore, high self-efficacy is achieved through successive successes. Negative returns from occasional failures are usually minimized through dedicated efforts that can enhance self-motivation (Ghanem, Ibid).

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### ***Vicarious experiences***

Also known as learning through modeling and observing others, this source refers to indirect experiences that individuals can attain. Students who emulate successful models can use these observations to assess their own effectiveness. Although this source provides information, it is weaker than direct experiences. However, it is more important when a person lacks confidence in their abilities or specific previous experiences (Gad, Ibid).

### ***Verbal persuasion***

This source includes supportive and encouraging processes from others within a social learning environment. It can motivate students and encourage them to utilize their capabilities to achieve desired success. Verbal persuasion can take several forms, including internal verbal persuasion, known as positive self-talk (Al-Jundi, Ibid).

## **Methodology**

The descriptive methodology defines itself as a research approach used in various branches of humanities research. It is a method that describes the subject of study as it is in reality without introducing variables or studying the factors of change that occur. It studies the essence and does not delve into the method. Therefore, descriptive research often begins with questions such as "Why?" or "How?" Hypotheses are also used to measure relationships and differences. For this reason, the study employed the descriptive methodology as it is suitable for describing the phenomenon under study accurately and provides a substantial amount of information.

### ***Participations and Sample***

The study community encompasses all residents of Surabaya city, totaling 2,765,487 people according to the 2023 census. Surabaya is located within the Greater Jakarta area in Indonesia, which is a large and densely populated urban area experiencing significant economic growth and population development. However, some parts of this area face economic and social challenges.



Data collection took place from participant interactions during the period from April to August 2023. Surabaya city was divided into 8 zones, and through random selection, 3 zones were chosen. Face-to-face interviews were conducted with 500 participants who were informed of the survey's purpose for scientific research and answered all questions thoroughly and accurately.

**Table 1***Distribution of Study Sample Individuals According to Personal Variables*

Item		Number	Percentage%
Age	20-30	140	28
	31-40	130	26
	41-50	120	24
	More than 50	110	22
	Total	500	100
Marital State	Single	243	48.6
	Married	181	36.2
	Divorce	48	9.6
	Widow	28	5.6
	Total	500	100
Family Number	Less than 3	324	64.8
	3-6	117	23.4
	More than 6	59	11.8
	Total	500	100

Table (1) shows that the number of participants in the study community reached 500 individuals, distributed across different age groups as follows: 140 participants were in the age group 20-30 years, accounting for 28%; 130, participants were in the age group 31-40 years, accounting for 26%; 120, participants were in the age group 41-50 years, accounting for 24%. The remaining participants were over 51 years old, totaling 110 individuals at 22%. It also reveals that the majority of them were single, numbering 243 individuals at 48.6%, and most of them came from small-sized families with fewer than 3 members, accounting for 64.8%.

***Study Tool***

To achieve the current study objectives, a questionnaire was prepared, consisting of three parts: the first part included personal data of the study sample (age, marital status, family size), and the second part included questionnaire items totaling 10 items, distributed across two axes:

Second parts: Level of Unemployment among Indonesian Women, consisting of 4 items:

1. I work in a job that matches my academic qualifications and capabilities.
2. The state provides me with a job immediately after graduation.
3. Unemployment is more prevalent among women than men.
4. It took me a long time to find a job after graduating.

Third part: Level of Self-Efficacy, consisting of 5 items:

1. I find it easy to solve the problems I face.
2. I perform tasks assigned to me well.
3. I can control my emotions while working.
4. I feel valued for what I contribute through my work.
5. I am capable of effectively interacting with coworkers.

### ***Validity***

To verify the validity of the study tool, it was initially presented in its draft form to a group of social science experts, totaling 8, to judge the questionnaire items and their relevance to the main axes of the study, as well as to ensure the linguistic integrity and clarity of the questions and items. Subsequently, feedback and suggestions were collected from the reviewers, and the questionnaire was revised accordingly.

### ***Reliability***

The reliability of the study tool was assessed using the internal consistency method (Cronbach's alpha) for each axis of the questionnaire. Table (2) shows the coefficients of internal consistency, which were considered suitable and acceptable for the purposes of this study.

**Table 2**

Coefficients of Internal Consistency Reliability for the Study Tool

Item	Mean	Standard deviation
I work in a job that matches my academic qualifications and capabilities.	4.32	0.86
The state provides me with a job immediately after graduation.	4.23	1.16
Unemployment is more prevalent among women than men.	3.60	1.25
It took me a long time to find a job after graduating.	3.59	1.20
Average		1.14

The table (2) shows that the overall reliability coefficient of the tool reached (0.89), and these values are suitable and acceptable for the purposes of this study. The responses to the items of my current study tool were distributed according to the Likert five-point scale, where respondents receive 5 points for "Strongly Agree," 4 points for "Agree," 3 points for "Neutral," 2 points for "Disagree," and 1 point for "Strongly Disagree."

Presentation of the study hypothesis results: There is no statistically significant relationship between the level of self-efficacy among women in Indonesia and their unemployment rate.

To answer this question, the researcher used Pearson correlation coefficient to calculate the average responses of the study sample on the items related to the unemployment level and self-efficacy level among Indonesian Women, as shown in Table (6).

**Table 6**

*Pearson correlation coefficient for the responses of the study sample on items related to unemployment level and self-efficacy level among Indonesian Women.*

Paragraphs	Correlation coefficient	Significance level
Unemployment level	0.78	0.00
Level of self -efficacy		

Table (6) shows a statistically significant positive correlation at the significance level ( $\alpha = 0.05$ ) between unemployment level and self-efficacy level among Indonesian Women. The correlation coefficient value reached (0.78), indicating a statistically significant relationship.

### Discussion

The study aimed to investigate the relationship between self-efficacy and unemployment among women in Indonesia, specifically in Jakarta and Surabaya. After analyzing the data results in the previous section, we aim in this part to clarify the main findings we have reached and discuss them in relation to existing literature, interpreting them. The study reached the following conclusions:

Discussion of results related to the first question: What is the level of unemployment among Indonesian Women?

The results showed that the average unemployment level among Indonesian women as a whole was (3.68), indicating slight agreement. The mean scores for the study sample ranged from (3.34) to (4.20). The table indicates that all items received low agreement scores, with the highest score for item (2): "The state does not provide me with a job immediately after graduation" with an average score of (4.20) and slight agreement. The lowest score was for item (4): "I face significant delays in finding a job after graduation," with an average score of (3.34).

This result reflects the commitment of the Indonesian government and its institutions towards its citizens, especially women, prioritizing empowerment and skill development to enhance their efficiency. This finding aligns with the results of Jundi (2022), Jad (2022), and Matouli (2020), who view empowering women as a social responsibility of the state and its institutions.

Discussion of results related to the second question: What is the level of self-efficacy among women in Indonesia?

The results showed that the average scores of items related to self-efficacy among Indonesian women as a whole were (3.60), indicating moderate agreement. The mean scores for the study sample ranged from (3.12) to (4.32). The table indicates two items received high scores: item (5): "I am able to interact effectively with colleagues" with an average score of (4.32) and high agreement, and item (3): "I am able to control my emotions while working with colleagues" with an average score of (4.23). The remaining items scored moderately between (3.12) and (3.43). The highest score was for item (2): "I effectively accomplish tasks assigned to me" with an average score of (3.43), while the lowest score was for item (4): "I feel appreciated for my contributions through my work," with an average score of (3.12).

This result indicates that the majority of the study sample possess a good level of self-efficacy, with most able to interact effectively with colleagues and control their emotions at work. This finding aligns with studies conducted by Jundi (2022), Matouli (2020), and Al-Mahmoudi (2020), who emphasize the importance of self-skills for high efficiency in job applications and job retention.

Discussion of results related to the study hypothesis: There is no statistically significant relationship between the level of self-efficacy among women in Indonesia and their unemployment rate.

The results showed a statistically significant positive relationship at the significance level ( $\alpha = 0.05$ ) between unemployment and self-efficacy among Indonesian Women, with a correlation coefficient of (0.78).

This result can be attributed to work being a fundamental characteristic that evolves with individuals, distinguishing them from other entities. Work ensures independence, stability, financial security, protects against poverty, enhances individual worth and impact on others. It also boosts confidence, power, ability to achieve desired goals and satisfaction, in addition to promoting positive thinking, prestigious status, belonging, and loyalty to the institution. These feelings are indicators of psychological health and satisfaction. This finding aligns with studies conducted by Jundi (2022), Jad (2022), Matouli (2020), and Al-Mahmoudi (2020), which underscore the importance of mental and physical readiness for work and its continuity.

These results serve as significant positive factors motivating women to find suitable employment, fostering a sense of security and satisfaction in the workplace due to high self-efficacy skills. Moreover, these factors contribute positively to reducing the unemployment rate among women in Indonesia.

This study faced several challenges, such as the small sample size compared to the population census of the community studied. Moreover, the descriptive method used through social survey may not provide very accurate results; thus, conducting further research in the same field and in different geographical areas and cultures is recommended to understand the impact of self-efficacy

on unemployment more precisely. Mixed methods are also recommended for a more accurate understanding of this relationship and its indicators.

### **Conclusion**

In conclusion, this study explored the relationship between self-efficacy and unemployment among women in Indonesia, specifically in Jakarta and Surabaya. The findings shed light on significant aspects that can inform future social policies and interventions.

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Firstly, regarding unemployment among Indonesian women, the study highlighted moderate agreement concerning job availability after graduation. This underscores the ongoing efforts of the Indonesian government and institutions to empower women through skills development and enhanced employment opportunities.

Secondly, the study revealed moderate agreement in self-efficacy levels among Indonesian women, indicating a positive self-perception regarding their ability to interact effectively and manage emotions at work. This suggests that fostering self-efficacy could be pivotal in enhancing women's confidence and capabilities in the workplace.

The study also found a significant positive correlation between self-efficacy and unemployment among Indonesian Women, underscoring the transformative impact of employment on individuals' independence, stability, and psychological well-being.

Moving forward, these findings can benefit future social policies by advocating for initiatives that prioritize women's empowerment through skill-building programs and equitable access to employment opportunities. Policies should aim to enhance self-efficacy among women, fostering a conducive environment where they can thrive professionally. By addressing these factors, societies can potentially reduce unemployment rates among women and promote inclusive economic growth.

Moreover, these insights call for further research across diverse geographical and cultural contexts to deepen our understanding of the complex interplay between self-efficacy and employment outcomes. Employing mixed-method approaches in future studies could provide nuanced insights that guide more targeted interventions and policies aimed at achieving sustainable employment for women.

Ultimately, this study contributes to advancing gender equality and economic development agendas, advocating for holistic approaches that empower women and create pathways to meaningful and secure employment.

### **Recommendations**

Based on the results, the following recommendations are proposed: Enhance investment in skills development programs targeting women to boost self-efficacy, focusing on personal skills,

emotional intelligence, and task management crucial for effective workplace interaction. Support policies that promote women's employment by eliminating gender discrimination in hiring, ensuring equal pay, and creating supportive work environments to advance women's careers. Foster women's entrepreneurship through improved access to financing, business management training, and professional networking opportunities, enhancing economic growth and job creation. Conduct comprehensive research across diverse Indonesian regions and cultures to understand barriers and opportunities for women in the labor market, guiding targeted interventions. Strengthen collaboration among government, private sector, NGOs, and academia to develop and implement effective strategies addressing women's unemployment. Promote flexible work arrangements like remote work and part-time options to help women balance professional and personal responsibilities, increasing their participation in the workforce. Establish mechanisms for monitoring and evaluating policies to improve women's employment outcomes, ensuring accountability and long-term impact assessment. These actions aim to create a supportive environment enabling Indonesian women to achieve their full potential in the workforce, contributing to sustainable economic growth and holistic societal development.

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