

## URGENCY OF THE DRAFT STATUTE ON MATERNAL AND CHILD WELFARE FOR FEMALE EMPLOYEES

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### *Abstract*

*The ongoing deliberations involve the Draft Statute on Maternal and Child Welfare, with particular emphasis on several regulations that prioritize the well-being of mothers and children. This study emphasizes the initial 1000 days of an individual's life, commencing from the prenatal stage, commonly referred to as the "golden age," with the objective of cultivating a high-caliber generation. The objective of this study is to examine the underlying justifications for the necessity of the Draft Statute on Maternal and Child Welfare, as well as the obstacles encountered during the implementation of said legislation. The study employed normative legal research methodology, adopting a statutory approach and utilizing secondary data collection through a literature review employing qualitative descriptive data analysis techniques. The findings of this study indicate that the implementation of the Draft Statute on Maternal and Child Welfare is necessary in order to facilitate the development of Indonesia's future generations. Nevertheless, the implementation of the Draft Statute on Maternal and Child Welfare may pose a challenge in terms of reduced female employee recruitment, as it is perceived to have negative implications for companies. This will serve as the foundation for companies to establish specific measures in the recruitment of female employees.*

*Keywords: Draft Statute, female employee, mother and child welfare*

### **Abstrak**

Rancangan Undang-Undang Kesejahteraan Ibu dan Anak sedang tahap proses pembahasan terutama sejumlah aturan yang mengedepankan kepentingan ibu dan anak. RUU ini berfokus pada 1000 hari pertama kehidupan anak sejak dalam kandungan, yang disebut juga golden age untuk mempersiapkan generasi berkualitas. Untuk itu focus permasalahan penelitian ini yaitu Mengapa diperlukan RUU KIA? dan apa saja tantangan dalam penerapan RUU KIA ini? Sedangkan metode penelitian yang digunakan adalah penelitian hukum normative, dengan pendekatan undang-undang dan pengumpulan data sekunder melalui studi kepustakaan dengan menggunakan analisis data deskriptif kualitatif. Hasil Penelitian ini yaitu RUU KIA sangat dibutuhkan dalam menyongsong generasi emas Indonesia. Namun yang menjadi tantangan RUU KIA ini adalah terdapat kekhawatiran akan berkurangnya perekrutan perusahaan terhadap tenaga kerja wanita jika RUU KIA ini benar-benar terlaksana, dikarenakan dianggap merugikan perusahaan. Ini akan menjadi dasar bagi perusahaan untuk membuat ketentuan-ketentuan tertentu dalam melakukan rekrutmen pekerja wanita.

Kata Kunci: Rancangan Undang-Undang, Pegawai Perempuan, Kesejahteraan Ibu dan Anak

## A. Introduction

Law in Indonesia continues to develop as well as the implementation of regulations. One of those who has a fundamental function and position as an actor in this development is employment. The protection of employee rights and interests in the development of employment must be synchronized with human dignity<sup>1</sup>. In the evolution of this construction, the role of women is involved. Nowadays, women play a role in the welfare of the family by participating in work, where some work in the field, company, office and factory. Economics is the main aspect of women participating in work. However, in work, there is often an assumption that women are more vulnerable than men so legal protection for women is necessary, especially reproductive rights (menstruation, childbirth, pregnancy, miscarriage, and breastfeeding)<sup>2</sup>.

The quality of employment must be adjusted to the quality of employment welfare. Factors that influence the growth

of welfare are closely related to the realization of the rights that workers should have, one of which is the right to obtain leave. Article 1 Section (3) of the Constitution of the Republic of Indonesia establishes that Indonesia is a state of law. Therefore, Indonesia upholds the rule of law in carrying out government duties<sup>3</sup>. Furthermore, Article 28D Paragraph 1 of the Constitution of the Republic of Indonesia stipulates that everyone is entitled to recognition, guarantees, protection, and legal certainty which constitutes fair and equal treatment before the law. In this regard, it is the responsibility of the state as the legislator to ensure legal certainty to protect workers' rights. The fourth paragraph of the 1945 Constitution of the Republic of Indonesia regulates the objectives of the establishment of the Indonesian state and government, including protecting the entire Indonesian nation and the entire Indonesian homeland, advancing the general welfare, and educating the nation's life, and contributing to the realization of a world order based on

<sup>1</sup> Koespomo dan Armansyah Irsan, *Hukum Tenaga Kerja* (Jakarta: Erlangga, 2016).

<sup>2</sup> Tantimin and Elizabeth Sinakuban, "Perlindungan Hukum Terhadap Hak Tenaga Kerja Perempuan Terkait Ketidaksetaraan Gender Di Indonesia," *Jurnal Nusantara: Jurnal Ilmu Pengetahuan Sosial* 8, no. 2 (2021): 395–406.

<sup>3</sup> Kusbianto Kusbianto, Azmiati Zuliah, and Muhammad Asri Pulungan, "Perlindungan Dan Aturan Hukum Keluarga Terhadap Perempuan Dan Anak Dalam Perkawinan," *Jurnal Ilmiah Advokasi* 7, no. 1 (2019): 1–8, <https://doi.org/10.36987/jiad.v7i1.240>.

freedom, lasting peace and justice. The purpose of the Preamble of the 1945 Constitution of the Republic of Indonesia to protect all Indonesians can be interpreted broadly, namely to realize the common good and educate people's lives<sup>4</sup>.

The protection of workers is paramount to ensure the realization of workers' rights, which is the essence of Law No. 13 of 2003. It can be said that employment protection has not been adequately implemented in Indonesia, especially the protection of female employees. Until now, there are still some employers who do not want to provide privileges such as maternity leave to female employees. Pregnant women often feel threatened with losing their jobs. In fact, the Employment Law clearly states that employers may not terminate work relationships on the grounds that a female employee is pregnant and is considered detrimental to the company simply because the female employee refuses. This is against Law Number 13 of 2003 Article 153 paragraph (1) letter (e) that employers are not authorized to terminate employment if a female employee is pregnant, giving

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<sup>4</sup> Sinaga Niru Anita and Tiberius Zaluchu, "Perlindungan Hukum Hak-Hak Pekerja Dalam Hubungan Ketenagakerjaan Di Indonesia.," *Jurnal Teknologi Industri* 6, no. 2 (2017): 56–70.

birth, or breastfeeding.<sup>5</sup> However, the number of such cases in employment relations is still substantial with a variety of justifications, such as the thinking of entrepreneurs who suppose that taking and providing maternity leave to female employees and still paying full compensation in accordance with applicable regulations is a loss because the employees on leave do not bring any benefit to the entrepreneur or reduce the progress of the company and even only increase the company's expenses because they have to pay full salary.<sup>6</sup>

The main aspect of being fatigued at work is that the workload is so overwhelming that it demands a lot of energy and affects the worker's ability. Taking time out to relieve the mind of fatigue due to carrying a lot of workload.<sup>7</sup> Taking a little respite and engaging in a vacation is deemed advantageous in order to alleviate exhaustion, rejuvenate one's

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<sup>5</sup> Masfufatun Jamil and Cempaka Kumala Sari, "Dukungan Tempat Kerja Terhadap Pemberian Asi Eksklusif Berdasarkan Permenkes Nomor 33 Tahun 2012 Pada Ibu Bekerja Di Kantor Bumn (Pt Pln) Kota Semarang," *Jurnal Ilmu Dan Teknologi Kesehatan* 12, no. 1 (2021): 8–13, <https://doi.org/10.33666/jitk.v12i1.278>.

<sup>6</sup> Ni Made and Devi Aselina Putri, "Implementasi Perlindungan Hukum Hak Cuti Melahirkan Terhadap Pekerja Perempuan Di Villa Surya Mas," *Jurnal Kertha Semaya* 9, no. 5 (2021): 895–903.

<sup>7</sup> Indah Sulistyowati, Oktaviani Cahyaningsi, and W Mariyana, "Pengaruh Dukungan Tempat Kerja Terhadap Pemberian Asi Eksklusif Pada Ibu Bekerja Di Stikes Widya Husada Semarang," *Jurnal Ilmu Dan Teknologi Kesehatan* 8, no. 2 (2017): 14–23, <https://doi.org/10.33666/jitk.v8i2.55>.

enthusiasm, and enhance overall productivity in the workplace. It is imperative for enterprises to offer employees the entitlement to a leave right, without any reduction or deduction of income.<sup>8</sup>

Based on the circumstances, there are numerous real-life situations where mothers face a dilemma in choosing between their careers and taking care of their children. This is primarily due to the challenges of acquiring workplace facilities, such as lactation rooms and reliable childcare services, which makes this issue highly pressing. Furthermore, it directly impacts the mental health of mothers, as the discomfort in the workplace becomes a significant contributing factor to their work-related stress and the responsibilities they bear as mothers. As a result, it can lead to the development of depression, seriously affecting their mental well-being. However, the presence of mothers during the first 1000 days of a child's life is crucial in determining the child's overall growth and development, which is essential for the realization of a desired future generation. Maintaining the mental health of working mothers is of utmost

importance, considering their dual roles as both caregivers and employees. Consequently, it is imperative to address mental health issues in the workplace, considering the limited availability of facilities. Mothers are expected to be physically and mentally healthy, as they are required to fulfill multiple roles with utmost efficiency. Mental well-being is equally important, as it significantly influences a mother's behavior in nurturing her child. Poor maternal mental health indirectly impacts the child's nutritional status, and it can even lead to instances of maternal violence.

In the case of breastfeeding mothers, mental health conditions directly affect breast milk production. The relationship between a mother's mental health and her parenting style is influenced by the fact that poor mental health diminishes the mother's sense of responsibility towards her child. The long-term consequences of poor maternal mental health have a significant impact on a mother's ability to provide adequate nutrition to her child<sup>9</sup>. Therefore, this issue is closely connected to the pressing need for the enactment of the Maternal and Child Welfare, which aims to ensure the optimal growth and development of

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<sup>8</sup> Garda Yustisia Pambudi and Fatma Ulfatun Najjicha, "Tinjauan Yuridis Hak Cuti Bagi Pekerja Pasca Berlakunya Undang-Undang Nomor 11 Tahun 2020 Tentang Cipta Kerja," *Jurnal Gema Keadilan* 9, no. 2 (2022): 31–42, <https://doi.org/10.14710/gk.2022.16204>.

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<sup>9</sup> Nur Qholifah Maharani Aprilia Putri and Amrina Rosyada, "Hubungan Antara Kesehatan Mental Ibu Dengan Status Gizi Balita," *Jurnal Kesehatan* 13, no. 3 (2022): 499–503.

children as the future pillars of the nation, as well as the well-being of mothers.

The overall execution of legal measures aimed at safeguarding women's health, safety, and rights has been undertaken, including the provision of social security for female employees. However, certain aspects, such as menstrual leave, pregnancy-related accommodations, the absence of lactation facilities, and insufficient break time for expressing breast milk, have not been fully implemented. Hence, the presence of the Draft Statute on Maternal and Child Welfare in fulfilling the rights of women and children needs to be reviewed<sup>10</sup>, whether it can solve the problems of women in Indonesia. With this in in-depth observation, it is necessary to conduct an extensive investigation through this research. Therefore, based on the above explanation, this study focuses on investigating the reason why the Draft Statute on Maternal and Child Welfare is required, and the challenges in the implementation of the Draft Statute on Maternal and Child Welfare.

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<sup>10</sup> Sawaluddin Siregar Ramadhan Siddik, "Qiyas Sebagai Konstitusi Keempat Dalam Islam: Implementasi Qiyas Dalam Konteks Siyasah," *Jurnal El-Qanunyyi; Jurnal Ilmu-Ilmu Kesyariahan Dan Pranata Sosial* 8, no. 2 (2014): 153–206.

## B. Research Method

This study employed normative research methodologies. Legal research is a systematic process aimed at uncovering and analyzing legal rules, principles, and doctrines in order to address the complexities and demands posed by contemporary legal matters.<sup>11</sup> While the approach used in this research used a statute approach where this approach examines the use of legislation and regulations related to the Draft Statute on Mother and Child Welfare, especially Law Number 13 of 2003 concerning Employment. This normative research method used data collection methods with literature studies as secondary data, and uses data from previous studies. The data analysis of this research utilized qualitative descriptive by describing the situation to obtain meaning and conclusion for the problems related to this research.

## C. Findings and Discussion

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<sup>11</sup> Jonaedi Efendi and Prasetyo Rijadi, *Metode Penelitian Hukum Normatif Dan Empiris* (Jakarta: Prenada Media Kencana, 2022).

## **1. Rationale for the Immediate Enactment of the Draft Statute on Mother and Child Welfare**

The primary factor motivating women to participate in the workforce is the economic imperative. According to data provided by the Central Statistics Agency, the proportion of women in the overall employment force aged 15 years and above is reported to be 39.52%, equivalent to a total of 51.79 million individuals in the year 2021. This data demonstrates that the proportion of employed women constitutes about 50% of the overall employment force. The notion of gender equality pertains to the complete parity between males and females, encompassing the unrestricted enjoyment of political, civil, social, cultural, and particularly economic entitlements by all individuals<sup>12</sup>.

The Draft Statute on Maternal and Child Welfare is currently the subject of discussion among Indonesians, especially among entrepreneurs and women employees. The Draft Statute is expected to realize the welfare of mothers and children in a directed, integrated, and sustainable manner. Together with this Draft

Statute, it is expected to give birth to a golden generation that will be able to contribute to the country by ensuring the rights obtained by a mother. The rights in question are to obtain health services, get special treatment and facilities in public facilities and infrastructure, get health insurance during pregnancy, and get a sense of comfort and security including protection from all forms of discrimination and violence.

One of the main points that became the basis of polemics in this Draft Statute is the rearrangement of the maternity leave period, which previously had a duration of 3 (three) months in Law Number 13 of 2003 and changed to 6 (six) months and a rest period of 1.5 months for working mothers who experienced miscarriages. This point is considered very essential considering that maternal and child health is one of the fundamental reasons for measuring government performance in health development because the first 1000 days of a child's life is a crucial period for realizing quality human resources that bring Indonesia to a positive direction. Therefore, the Child Welfare Law No. 4 of 1979 is considered unable to accommodate and is not synchronized with the current

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<sup>12</sup> Pambudi and Najicha, "Tinjauan Yuridis Hak Cuti Bagi Pekerja Pasca Berlakunya Undang-Undang Nomor 11 Tahun 2020 Tentang Cipta Kerja."

development of Indonesian law and society.

The focus of the Draft Statute on Maternal and Child Welfare is the first 1000 days of a child's birth. Prioritizing the fulfilment of nutrition and nutrition for mothers and children. This is due to the high infant mortality rate and stunting rate. This also requires the role of the community in carrying it out. Additionally, the Draft Statute also regulates the provision of facilities and infrastructure for working mothers such as lactation rooms, and daycare centres in offices and public places.<sup>13</sup>

In Indonesia, the demand for exclusive breastfeeding has been stipulated in the Government Regulation of the Republic of Indonesia Number 33 of 2012 concerning Exclusive Breastfeeding Paragraph 1. This means that a mother is obliged to provide exclusive breastfeeding and the environment around the mother is also obliged to morally support the mother to breastfeed. Exclusive breastfeeding can affect infant mortality rates because breast milk can increase and maintain the immune system in infants so that they are not susceptible to infectious

diseases. Research shows that breastfeeding and maternal behavior play an influential role in child growth and development.<sup>14</sup> Factors hindering successful breastfeeding among working mothers are short time off from work, lack of workplace support, short breaks at work (not enough time to express breast milk), no room to express breast milk, no breast milk storage cabinet, fatigue factor, as well as cultural issues, embarrassment if expressing breast milk at work, and lack of knowledge about lactation management. The lack of exclusive breast milk intake from working mothers will have an impact on the child's growth and development later. Therefore, it is quite essential to assess the influence of attitude, knowledge, and company facilities on exclusive breastfeeding by female employees.

A breastfeeding room refers to a designated space that is furnished with facilities and equipment intended for the purpose of breastfeeding infants, expressing breast milk, storing expressed breast milk, and providing breastfeeding counselling. The results of the study indicated that the

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<sup>13</sup> Dea Duta Aulia, "RUU KIA, Dr Reisa & Legislator Bahas Cuti Ibu Lahiran-Peran Ayah Asuh Anak," Detik.com, 2023.

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<sup>14</sup> Siti Surya Indah Nurdin and DNO Katili, "Faktor Risiko Balita Pendek (Stunting) Di Kabupaten Gorontalo," *Jurnal Antara Kebidanan* 2, no. 4 (2019): 50–60.

availability of breastfeeding rooms influenced the practice of exclusive breastfeeding. The facilities where mothers work affect the success of working mothers in providing exclusive breastfeeding. Based on this study, the company did not provide or facilitate a comfortable place to express breast milk, a place to store breast milk, and tools for expressing breast milk. Although the company provides a breast milk corner, workers prefer to express breast milk at home.<sup>15</sup>

Legal protection of women workers in the workplace both in the industrial and Micro-, Small and Medium-sized Enterprise (MSME) sectors is highly required. The inclusion of women workers is a crucial aspect in driving the economic advancement of a nation, particularly within the micro, small, and medium enterprises (MSME) sector. Within the micro, small, and medium enterprises (MSME) sector, it is observed that a majority exceeding 50% of the workforce comprises women. Women workers in the micro, small, and medium enterprises (MSME) sector contribute significantly to the enhancement of the economy among

marginalized populations, the mitigation of unemployment and poverty rates, and the maintenance of the country's economic viability. These female professionals frequently encounter a lack of legal protection in the execution of their responsibilities, contrary to what is anticipated. Numerous instances can be observed in this context, including the disregard for reproductive rights, nocturnal employment, workplace sexual harassment, and wage disparity.<sup>16</sup> Regarding child and family growth and development, it will be related to the context of the golden age of children aged 0-5 years, the process of character building, the role of the family, and how to fulfil nutrition for mothers and children. For example, Japan for 20 years provided free yogurt and milk to mothers and children so that they experienced an increase in the physical quality of children. Meanwhile in Indonesia, he continued, the problem of stunting and maternal mortality is still high. Therefore, the Draft Statute on Maternal and Child Welfare is expected to be able to overcome these problems.<sup>17</sup> The Draft Statute allows for

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<sup>15</sup> Putri Ayuningtias Mahdang and Zul Fikar Ahmad, "Pengaruh Sikap, Pengetahuan, Dan Fasilitas Perusahaan Terhadap Pemberian Asi Eksklusif Oleh Pekerja Wanita," *Jurnal Madu: Jurnal Kesehatan* 10, no. 2 (2021): 26–33, <https://doi.org/10.31314/mjk.10.2.26-33.2021>.

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<sup>16</sup> Ajeep Akbar Qolby and Bambang Priyo Cahyono, "Perlindungan Anti Diskriminasi Pekerja Wanita Di Indonesia Anti-Discrimination Protection for Women Workers In" 2, no. 2 (2022): 13–17.

<sup>17</sup> Badan Legislasi, "Baleg: RUU KIA Tidak Akan Bertentangan Dengan UU Ketenagakerjaan,"



a detailed explanation of the rights of working mothers that must also be fulfilled during the pregnancy, childbirth and parenting phases. It includes the right to get real support from spouses, families, and the state. As a form of affirmation, the idea of the Draft Statute is quite relevant as an effort to provide commensurate recognition for public and domestic work. It at least provides an overview of how the state provides equal compensation for domestic work.

## **2. Implementation Challenges of the Draft Statute on Maternal and Child Welfare in Indonesia**

Although the recognition of mothers' experiential work is valuable, from a gender perspective, the Draft Statute has a number of notes that need to be considered, especially in the article that describes the obligations of mothers. First, the article is prone to generalizing the main role of mothers in the family and society. If mothers are defined by biological function, it is as if the burden of care is inherent to women as a consequence of their nature to give birth. While it is mentioned that husbands/partners and

families are also obliged to play a caregiving role, there is no special mechanism to ensure that this happens. Secondly, a policy approach that emphasizes the mother's obligation may make women more willing to strike marriage and have children. Data shows that in line with the global phenomenon, the national fertility rate continues to decline. Coupled with the tendency of young people who increasingly choose not to have children or be child-free.<sup>18</sup> Some studies indicated that education levels and aspirations for economic independence among women are associated with delayed marriage and childbearing. Work routines that conflict with domestic obligations make women devote more time to calculated work. To address the problem of working mothers, interventions are needed that can reduce women's burden on unpaid work. The concrete approach cannot be singular, but multifaceted and sustainable. Maternity leave for women could be an option.

However, males also need to

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<sup>18</sup> Ratna Ariesta Dwi Andriani and Uke Maharani Dewi, "Hubungan Dukungan Suami Dengan Keberhasilan Pemberian ASI Eksklusif Pada Ibu Bekerja," *Jurnal Bidang Ilmu Kesehatan* 11, no. 1 (2021), <https://doi.org/10.52643/jbik.v11i1.1349>.

be given leave to change the culture of parenting, which has been synonymous with women's roles only. Another alternative is the provision of decent and cheap childcare. The state needs to be present and place the construction of these facilities as a public investment so that the equipment provided is truly in accordance with the needs. The Draft Statute on Maternal and Child Welfare also needs to be supported by other policies, allowing for decent wage standards for domestic workers. The goal, again, is to create equality between paid work and work normalized as unpaid work.<sup>19</sup>

Although the extension of paternity leave is a step forward in the fight for gender equality and brings benefits to the welfare and harmony of families, the discourse has the potential to face socio-cultural challenges in its implementation when legalized. In fact, on social media, there have been many dubious comments from netizens - mostly males - regarding the 40-day paternity leave policy.<sup>20</sup> They questioned why males are given such a long leave

when they do not experience postpartum and do not have the responsibility of breastfeeding. Others are concerned about the boredom of being at home for too long.

These comments arise due to the still strong construction of ideal fatherhood and motherhood in the patriarchal concept, where the father's role is as a breadwinner, while women are responsible for domestic affairs. So, when the paternity leave policy encourages males to be involved in household affairs, it is still considered taboo and surprising. It is not impossible that instead of helping and sharing domestic tasks with their wives, husbands will consider the long period of paternity leave as a vacation so that their presence at home will increase the burden on their wives. Another challenge is support from the male's own workplace.<sup>21</sup>

The structure of the company where they work is not necessarily friendly to the option of taking 40 days of paternity leave. It must be recognized that there are still many companies and institutions that do not have a good gender perspective. Such structural socio-cultural challenges need special attention, even though the

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<sup>19</sup> Desintha Dwi Asriani, "Makna Dan Tantangan RUU Kesejahteraan Ibu Dan Anak," *mediaindonesia.com*, 2022.

<sup>20</sup> Tim Publikasi Hukumonline, "RUU KIA Dan Rasionalitas Cuti Melahirkan Enam Bulan," *HukumOnline.com*, 2022.

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<sup>21</sup> Wandu, "RUU KIA Harus Didukung Semua Pihak Termasuk Industri," *infopublik.id*, 2023.

Draft Statute on Maternal and Child Welfare has accommodated for a paternity leave policy. In the end, encouraging optimal paternity leave and the involvement of men in domestic work does not need to be normalized. That the male involvement in domestic affairs is normal, not special, and should be done in order to build equal gender relations.<sup>22</sup>

Assessing the Draft Statute will have an impact on the role of women in the world of work, for instance, the reluctance of the business world to recruit female employees. The reason is that the issue of leave for six months not only has an impact on the costs incurred by the company but also on the competitiveness of women workers. Even so, related to maternity leave for 6 months, it is deemed necessary to have a comprehensive study related to the addition of maternity leave time, associated with the productivity of female employees and its impact on company finances. In addition, there needs to be a discussion with business actors including Micro

and Small Enterprises regarding the business realities of the implementation mechanism and its implications including (but not limited to) wage payments, the sustainability of the company's business because it has to fill vacancies, and preparation for returning mothers to work when they finish their leave.<sup>23</sup>

#### **D. Conclusion**

Draft Statute on Maternal and Child Welfare underscores the significance of implementing a well-directed, integrated, and sustainable welfare system for mothers and children. It includes the fulfilment of fundamental rights for parents, especially mothers, such as adequate parental leave for working parents. The draft statute also aims to ensure the proper growth and development of children, who are the future of the nation. It will support the government's efforts to tackle the significant problem of stunting in Indonesia. The presence of regulations outlined in the draft statute will provide clear guidelines for combating stunting and addressing issues related to child growth and development. The draft statute is deemed essential in paving the

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<sup>22</sup> Abdullah Faqih, Intan Kusumaning Tyas, and Rizka Antika, "Ribut-Ribut RUU KIA: Kenapa Cuti Ayah Patut Didukung Untuk Wujudkan Kesenjangan?," *magdalene.co*, 2022.

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<sup>23</sup> Angga Laraspati, "Hari Keluarga Nasional, Puan Ajak Masyarakat Dukung RUU KIA," *Detik.com*, 2022.

way for Indonesia's golden generation. The state's various interventions aimed at fulfilling the welfare of mothers and children will be targeted and yield significant benefits. The implementation of the draft statute has the potential to break the cycle of discrimination and inequalities faced by women in carrying out their maternal functions. Therefore, the presence of the draft statute is of utmost importance within Indonesian society, based on these reasons. The draft statute is considered the primary solution at present. Nevertheless, the draft statute faces a challenge regarding concerns over potential reductions in the recruitment of female workers if it is fully enforced, as it is perceived to have adverse effects on businesses. This may prompt companies to establish specific provisions when hiring female employees. Therefore, it is imperative to find solutions to address the challenges arising from the implementation of the draft statute.

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