

FULFILLMENT OF EMPLOYEE WOMEN'S RIGHTS ABOUT LACTATION ROOM IN LECTURER AND EMPLOYEES RESPATI YOGYAKARTA UNIVERSITY

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Abstract

Respati University in Yogyakarta (UNRIYO) has almost 70% of lecturers and employees. This situation requires serious attention from stakeholders at UNRIYO. There needs to be a comprehensive understanding of the rights of women workers based on their reproductive and production functions. Aim of this study was to create a lactation room that is able to accommodate the needs of female workers. This community service was conducted through a survey with 57 respondents, talk shows and hearings about the expectations of lecturers, employees and policy makers at Unriyo. Knowledge of respondents about exclusive breastfeeding: strongly agreed on breastfeeding only until the age of 6 months (87.7%), breast milk protects babies from disease (86%), breast milk as natural birth control (50.9%), breast milk as nutritional intake (80.7%) and practical breastfeeding is given to babies (82.5%). Attitudes towards exclusive breastfeeding: they did not approve of breastfeeding only at home (52.6%) and formula milk from ages 0-6 months (49.1%). Very helpful for the mother (84.2%), breast milk for 6 months had fulfilled the baby's nutrition (47.4%) formula milk and Mother gave milk to the child by milking and storing milk in the refrigerator or freezer (71.9%). Work environment support for respondents: most of them disagree with the facilities provided by Unriyo (70.2%), most strongly agreed that Breastfeeding counselors were needed to support services in the lactation room (50.9%) and procurement of exclusive room programs for exclusive breastfeeding (84.2%). Most of the respondents as educators with married marital status have good knowledge of exclusive breastfeeding, agreeable attitude about exclusive breastfeeding and support the work environment for breastfeeding working mothers. UNRIYO provides and supports exclusive breastfeeding by providing lactation room for only limited facilities and resources.

Keywords: women's labor rights, breastfeeding, lactation room

1. INTRODUCTION

The position of women in the social order of society tends to be identical to "second class". The role of women is mostly always associated with its function as a housewife. Related to this function, women make no more than a child who takes care of their children, prepares food needs, servants for their husbands and does not have personal power over their lives. Women are placed in situations that depend on men, with their primary domain in the private sphere (household). Women even if they are the backbone of the family, the results of their sweat are considered only as a side income. Do not have access to the dominant public domain which is the power of men.

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Inequality and discrimination experienced by women is caused by a pattern of understanding the roles of men and women that have been embedded in the lives of people. Gender roles are an association of a person's role based on a particular sex. Gender roles differ from gender. Gender is related to the physical form and function of biological reproduction which is naturally a natural thing that cannot be changed. These things are natural in nature, namely gifts from God and cannot be exchanged for their functions. While gender roles are all things that will then be attached to someone related to values, ways of life, self-identity and social functions based on their sex.

Life needs and economic interests have made many women finally leave their gender roles as private actors to become public actors. Female workers, including the workers have special rights in accordance with their reproductive functions, which have been clearly regulated in Law Number 13 of 2003 concerning Labor. Women's labor rights include maternity leave rights, menstrual leave rights, and breastfeeding rights. However, currently there are still many institutions that do not provide women's labor rights. In fact, this should be regulated in the Collective Labor Agreement. Women are given the privilege of their rights to men because women undergo reproductive functions that are not owned by men. Menstruation, pregnancy, childbirth and breastfeeding are the natures of women that have been given by God Almighty. Therefore, special protection is needed for women so that productivity at work and at home is always maintained.

Yogyakarta Respati University which is under the Respati Education Foundation in the form of an Educational Organizing Business Entity has 70 percent of its workers are women. Of course it is very crucial for stakeholders to understand, understand and implement the rights of these women workers in the work atmosphere at UNRIYO. Moreover, based on the Manpower Act No. 23 of 2003 it is very clear that the rights obtained by women workers and the obligations that must be carried out by the company. As an educational business entity, it should be able to be a pioneer in educating the public regarding the fulfillment of human rights, especially the rights of women workers.

2. METHODS

The service activities carried out by the Center for the Study of Unriyo Women and Children have conducted a survey by distributing questionnaires on "Fulfillment of Worker Women's Rights at Respati Yogyakarta Lecturers and Employees" to 173 respondents from all employees at Respati University Yogyakarta, both Education Personnel and Educators by taking female respondents as samples. Retrieving data through questionnaires in the form of google

form, which can be accessed by respondents online. The purpose of the questionnaire was to determine the understanding and perceptions of female lecturers / employees about the procurement of lactation rooms as fulfillment of women's rights, especially the right to breastfeeding at Respati University, Yogyakarta. The results of the questionnaire were used as data to support the audience and mini seminar activities.

3. RESULTS AND DISCUSSION

3.1 Result

The service activities carried out by the Center for the Study of Unriyo Women and Children have conducted a survey by distributing questionnaires on "Fulfillment of Worker Women's Rights at Respati Yogyakarta Lecturers and Employees" to 173 respondents from all employees at Respati University Yogyakarta, both Education Personnel and Educators by taking female respondents as samples. The sample of Educator Workers was 143 respondents, while in the Education Personnel section a sample of 30 respondents was taken from 55.

Characteristics of Respondents Based on position, length of work and marital status

Based on the results of a survey conducted through google form conducted to the respondents, data were obtained describing the current conditions and the number of respondents at Universitas Respati Yogyakarta based on position, length of employment, and marital status. Data collected on the number of respondents who gave responses, as many as 57 respondents from Education Personnel and Educators. Mapping and complete description of the total number of respondents who gave responses, are listed in the table as follows:

Table 3.1 Characteristics based on the Department, length of work and marital status

Department		Length Of Work			Marital Status			Total
L	E	≤5 TH	>5 TH	>10 TH	M	S	D	
11	46	23	24	10	47	7	3	57
26,3%	73,7%	40,4%	42,1%	17,6%	82,5%	12,3%	5,2%	100%

Information:

- L : Lecturers
- E : Employees
- M : Married
- S : Single
- D : divorced

Knowledge, Attitudes and Support for exclusive breastfeeding

The instrument of knowledge about exclusive breastfeeding used in this service consists of 15 (fifteen) optional statements which are divided into 3 (three) categories, namely Knowledge Regarding Exclusive ASI (A), Attitudes toward Exclusive Breastfeeding (B), and Work Environment Support Against Working mothers who breastfeed (C). The last additional point on the questionnaire is the essay question about Experience Regarding Fulfillment of Breastfeeding Rights and Other Rights while at UNRIYO (D). Three categories of optional statements on the questionnaire each contained 5 (five) statements. Describes the results of the opinions on each item of an optional statement on the questionnaire with a total of 57 opinions. The acquisition of the percentage of opinion for each option on this questionnaire uses a Likert Scale 4, which is Strongly Agree (SS), Agree (S), Disagree (TS), and Strongly Disagree (STS). Table 3.2 as follows:

Table 3.2 Knowledge, Attitudes and Support for exclusive breastfeeding

NO	STATEMENT	VA		A		DNA		SD	
		Total	%	Total	%	Total	%	Total	%
A1	Breastfeeding only until the age of 6 months	50	87.7	6	10.5			1	1.8
A2	breast milk protects babies from disease	49	86	8	14				
A3	breast milk as natural birth control	29	50.9	26	45.6	2	3.5		
A4	breast milk as nutritional intake	46	80.7	11	19.3				
A5	practical breastfeeding is given to babies	47	82.5	17	17.5				
B1	They did not approve of breastfeeding only at home	1	1.9			30	52.6	26	45.5
B2	Very helpful for the mother	48	84.2			9	15.8		
B3	breast milk for 6 months had fulfilled the baby's nutrition	21	36.8	27	47.4			9	15.8
B4	formula milk from ages 0-6 months			3	5.3	26	45.6	28	49.1
B5	formula milk and Mother gave milk to the child by milking and storing milk in the refrigerator or freezer	41	71.9	14	24.6	1	1.8	1	1.8
B1	They did not approve of breastfeeding only at home	1	1.9			30	52.6	26	45.5
B2	Very helpful for the mother	48	84.2			9	15.8		
B3	breast milk for 6 months had fulfilled the baby's nutrition	21	36.8	27	47.4			9	15.8
B4	formula milk from ages 0-6 months			3	5.3	26	45.6	28	49.1
B5	formula milk and Mother gave milk to the child by milking and storing milk in the refrigerator or freezer	41	71.9	14	24.6	1	1.8	1	1.8
C1	the facilities provided by Unriyo			5	8.8	40	70.2	12	21.1
C2	Lactation rooms at work are needed for breastfeeding working mothers	45	78.9	12	21.1				
C3	Breastfeeding counselors were needed to support services in the lactation room	27	47.4	29	50.9		1.7		
C4	procurement of exclusive room programs for exclusive breastfeeding	48	84.2	9	15.8				
C5	The supervisor needs to provide a policy in the form of time allowance for milking the milk	33	75.4	14	24.6				

on Table 3.2, which consists of responses from the statements of 3 categories of respondents, namely category A knowledge of exclusive breastfeeding, most respondents said that they strongly

agreed (87.7%) in giving ASI up to 6 months, breastfeeding protects babies from disease (86%), ASI as a natural birth control (50.9%), breast milk as nutritional intake (80.7%) and practical breastfeeding given to infants (82.5%). Category B attitude towards exclusive breastfeeding, most respondents stated that they did not agree to breastfeeding only at home (52.6%) and complementary ASI formula milk from ages 0-6 months (49.1%). Stating strongly agree that breastfeeding mothers need lactation space (84.2%), breast milk for 6 months has fulfilled infant nutrition (47.4%) formula milk and Mother feeds breast milk to children by milking and storing milk in the refrigerator or freezer (71.9%). Category C support work environment for breastfeeding working mothers, most disagree that the facilities provided by Unriyo have met the needs of working mothers to provide breastfeeding (70.2%), most strongly agree that ASI counselors are needed to support activities in the lactation room (50.9%) and procurement of lactation rooms to help the success of exclusive breastfeeding programs (84.2%).

3.2 Discussions

Based on the survey results obtained the results of category A knowledge about exclusive breastfeeding, most respondents said strongly agree (87.7%) breastfeeding only for up to 6 months, breast milk protects babies from disease (86%), breast milk as a natural birth control (50.9%), breast milk as Nutrition intake (80.7%) and practically given to infants (82.5%). Category B attitude towards exclusive breastfeeding, most respondents expressed their disapproval of breastfeeding only at home (52.6%) and complementary formula from 0-6 months of age (49.1%). Strongly agree breastfeeding mothers need lactation space (84.2%), breast milk for 6 months has fulfilled the nutrition of infants (47.4%) formula milk and mothers give milk to children by milking and storing breast milk in the refrigerator or freezer (71.9%). Category C work environment support for working mothers who are breastfeeding, most of them disagree with the facilities provided by Unriyo to meet the needs of working mothers to give breast milk (70.2%), most agree that breastfeeding counselors are needed to support activities in the lactation room (50.9%) and the provision of lactation room to help the success of the exclusive breast milk program (84.2%).

Education will encourage someone to want to know, find experience so that the information received will become knowledge. The knowledge held will form a belief to perform certain behaviors. Education influences exclusive breastfeeding. Mothers who are highly educated will be more receptive to a new idea compared to mothers with low education. So that promotions and information about exclusive breastfeeding can easily be accepted and implemented.

Knowledge is the result of information stimulation that is noticed and remembered. The information can from formal and non-formal education, conversation, and reading, listening to the radio, watched television and life experiences. According to Haryono & Setianingsih examples of life experiences are previous experiences of breastfeeding children.

Mother's Milk as the best food for babies is a gift from God that cannot be imitated by food experts anywhere. Wulandari & Handayani stated that breast milk is the best natural nutrient for babies because it contains energy needs and substances needed during the first 6 months of a baby's life.

In 2002 the World Health Organization stated that exclusive breastfeeding for the first six months of a baby's life was the best. the previous provisions (that the exclusive breastfeeding is only four months) are no longer valid. Proverawati & Rahmawati mentioned that exclusive breastfeeding in giving only breast milk immediately after birth until the baby is six months old and giving colostrum.

The legal basis for the provision of lactation room is Minister of Health Regulation No.15 of 2013 concerning Procedures for Providing Special Facilities for Breastfeeding and / or Expressing

Breast Milk In providing lactation room, the management of the workplace and the organizer of the public facilities must pay attention to the elements of: planning, facilities and infrastructure, employment and funding.

Facilities and infrastructure that must be in accordance with articles 9 and 10 are as follows:

- a. The availability of a special room with a minimum size of 3X4 m² is adjusted to the number of women workers who are breastfeeding
- b. There is a door that can be locked, which is easy to open and close
- c. ceramic / cement / carpet flooring
- d. have adequate ventilation and air circulation
- e. free of potential hazards in the workplace including pollution free
- f. environment away from noise
- g. indoor lighting is sufficient and not dazzling
- h. humidity ranges from 30-50%, maximum of 60%
- i. available wastapel with running water for hand washing and washing equipment

Other equipment that supports space: tables, chairs with backrest, counseling kits, media about early payment, cabinets, hot and cold dispensers, bottle washers, bins and covers, air conditioners, fans, maintenance aprons, washcloths for breast compresses, tissue, and pillows to support when breastfeeding.

Arrangement of Procedure for Provision of Lactation room is to provide protection to mothers in providing exclusive breastfeeding and fulfill the child's right to receive exclusive breastfeeding. In addition, there is increasing the role and support of families, communities and the Government in exclusive breastfeeding.

In line with Minister of Health Regulation No.15 of 2013, in the pediatric journal (2015), that the lactation room standards are as follows:

1. The room is safe and comfortable,
2. The room is not narrow, a minimum size of 3x3 m²
3. Comfortable room, if nursing mothers feel calm and comfortable. The room is cool with good circulation. If the air is hot it should be given a fan. So that when giving ASI or pumping ASI the productivity of the quantity and quality of ASI can be optimal.
4. The chair is soft and comfortable for the mother to lean her back on while breastfeeding
5. Sink, place to wash hands and bottles with running water
6. Changing table Changing table or babytafel for mothers to change diapers before or after breastfeeding.

4. CONCLUSION

Most of the respondents as educators with married marital status have good knowledge of exclusive breastfeeding, agreeable attitude about exclusive breastfeeding and support the work environment for breastfeeding working mothers. UNRIYO provides and supports exclusive breastfeeding by providing lactation room for only limited facilities and resources.

5. ACKNOWLEDGEMENT

The author would like to thank PPPM Respati Yogyakarta University for providing internal funding in community service activities, Dean of the Faculty of Health of Yogyakarta Respati University Moch Judha S.Kep, Ns., M.Kep for providing moral and material support. Special for colleagues at the Center for Women and Children Studies, Respati University, Yogyakarta.

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