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Female Workers in the Midst of Crisis and Technological Change

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Female Workers in the Midst of Crisis and Technological Change

The current world of work is being characterized by disruption, where the type of industry that developed since the industrial revolution has changed, both in terms of technology and the form of its industrial relations. This change in the world of work has been exacerbated by the Covid-19 pandemic, which has lasted more than a year already. The pandemic, for example, has forced some workers to work from home, with the consequence of increased domestic workload. Meanwhile, the pandemic has adversely impacted various industrial sectors and has caused job loss in certain sectors. For women, these technological change and crisis are aggravated by the economic system and patriarchy that still subordinate women.

The 4.0 industrial revolution has created new types of workers and has made old types of jobs obsolete as they are no longer compatible with market and technological developments. The disruption brings opportunities for those who have access to digital knowledge, skills, and technology; but leaving those without access. Digital gap phenomenon has been disproportionately experienced by many women due to their unequal social and economic position.

As workers, women not only encounter problems as a class or group of workers, but also face challenges due to their gender identity. One of the challenges facing women is the *glass ceiling e ect*, which hinders women's career advancement in the workplace. The view that the world of work has masculine character stem from assumptions such as that female workers have lower abilities than male workers. This view can be seen from the separation between men's and women's elds of work. Hence, professions in the elds of science, technology, engineering, and mathematics (STEM) are perceived as men's jobs, while professions in the elds of social science, humanities, education, are perceived as women's jobs.

Feminist perspective criticizes the dominant view that separates the economy from domestic work. The world of work is identi ed with masculinity, while domestic work is considered as feminine sphere with no economic value. This bias gender segregation results in the marginalization of women in the world of work, including in trade union/labor unions.

The historical development of trade unions/labor unions shows an overlook towards female workers as part of the working class. This overlook towards female workers could not be separated from the early development of capitalism, where women were assigned for reproductive work in the household, and (if needed) then would serve as reserve workforces. However, the concept of reserve workforce is questionable as more women enter the workforce.

Increasing female workforce then is also followed by a consequential increase of women in the trade unions/labor unions' membership. However, this does not automatically prompt trade/labor unions to pay attention to gender inequality facing female workers. Trade unions/labor unions initially viewed the working class as a homogeneous social group, which was constructed for men. It was the Marxist and Socialist Feminists who later exposed the intertwined of gender inequality with class issues.

Using separate organizing strategy, women labor movement, sought to strengthen the internal structure of trade unions/labor unions and encouraged them to include gender justice agendas as part of the unions' agenda. This was where the female workers' issues, such as reproductive health, wage discrimination, including sexual violence, began to enter the agenda of trade unions/labor unions, both at the global level, including in Indonesia. At the global level, problems of harassment and violence in the world of work has been recognized with the adoption of the ILO Convention No. 190 of 2019 on Violence and Harassment. Meanwhile, at the national level, trade unions/labor unions also joined the advocacy upon the Draft Law on the Elimination of Sexual Violence.

Women's participation in the world of work brings opportunities that can strengthen women's position in society. However, a gender-blind world of work could deepen the existing gender inequalities. In the world of work that experiences change and crisis, feminism continues to strive to take a critical approach towards the exploitative and masculine characters of the world of work.

Along with the publishing of "Female Workers in the Midst of Crisis and Technological Change" edition, the Editorial Team of *Jurnal Perempuan* would like to

announce that starting in 2021, *Jurnal Perempuan* will publish three editions a year. This decision was taken by the Editorial Team with the aim of providing a longer span of time in improving the quality of *Jurnal Perempuan* and encouraging further works on women's knowledge in Indonesia. Wishing you a fruitful reading. (**Atnike Nova Sigiro**)

Jurnal Perempuan, Vol 26 No.1, April 2021

Abstracts Sheet

Tendy Gunawan
Program O□cer, International Labour Organization (ILO)
Country O□ce for Indonesia and Timor-Leste

Strategy for Abolishing Barriers to Women Labor Force Participation

Jurnal Perempuan, Vol 26 No.1, April 2021, page 1-14, 11 pictures, 2 tables, 19 references

The female labor force participation rate has not moved from 50-55 persen in the last ten years, and this condition has been exacerbated by the Covid-19 pandemic. This study looks at the various challenges for women in entering the world of work, maintaining jobs and building careers, and what strategies stakeholders can take to remove various barriers to women's labor force participation. The strategic recommendations include a□rmative actions and policies that could be taken by policy makers and companies to remove barriers to women's participation in the workforce. The study is based on literature reviews of various studies and surveys conducted by the ILO in 2010-2020, especially regarding women in the world of work.

Keywords: gender equality; women labor force participation; glass ceiling e□ect

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Afwan Purwanto Muin, Marina Nasution, Widia Primastika
Aliansi Jurnalis Independen Jakarta

The Lack of Attention to Lactation Needs in Media Companies

Jurnal Perempuan, Vol 26 No.1, April 2021, page 15-24, 31 references

The ful□llment of exclusive breastfeeding is important not only for the babies and toddlers, but also for prevention of breast cancer to mothers and/ or women. Although the government has developed policies related to exclusive breastfeeding, the achievements are still inadequate. One of the problems is the lack of support from the workplace environment. This study focuses on the attention and support of media companies to the lactation needs of breastfeeding women journalists. This qualitative study uses the in-depth interview method and literature study. The results of the study show that media support for the lactation needs of female journalists is still very low. The newsroom must have a special policy that fully supports the lactation needs of journalists both at the o□ce and outside the o□ce. The study also found that full support from the social work environment plays a very important role in the success of a female journalist in giving exclusive breastfeeding.

Keywords: women and journalism; feminism; access to lactation; working women

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Rethinking Strategy for Gender Equality in Trade Unions

Jurnal Perempuan, Vol 26 No.1, April 2021, page 25-32, 21 references

The non-strategic role and position of women workers in trade union organization, even in the women-dominated sector, is hardly changed even though the number of women members of trade unions is increasing. Various programs have been carried out to increase the strategic role of women in trade union organizations but so far have not shown signi□cant results. Based on interviews with o□cers of gender equality programs for trade unions, union leaders and women and men members and literature studies this paper o□ers an idea of the need for a non-exclusive approach and actively and proportionally involving men in awareness-raising and gender equality programs for trade unions. This idea is based on the fact that in trade unions gender-related program is always left to or only involves women. The strategy in the gender equality awareness and improvement program that only involves women causes the program's e□ectiveness to be low because half of the causes of the problem is not involved.

Keywords: women worker; trade union; gender equality

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Analyzing 'Working from Home' as 'the New Normal' for Working Women from the Perspective of Feminism

Jurnal Perempuan, Vol 26 No.1, April 2021, page 33-41, 2 pictures, 1 table, 27 references

Working from home, when workers accomplish their duties and works at home, have become an important phenomenon during the Covid-19 pandemic, that have been practiced for more than a year since the Covid-19 outbreak. For working women, working from home have combined two women's duties in one place at the same time, those are their responsibilities as workers, and their responsibilities at homes – including care work, as the common gender role of women. This article aims to explore whether working from home could become a conducive mode of work for women and family's welfare. What factors do the policy makers need to consider, so that working from home would not reproduce gender inequality against women. This article was developed from literature studies on the analysis and policy framework at the global level, and also several existing researches about the challenges that have been faced by working women during the Covid-19 pandemic in Indonesia.

Keywords: teleworking; working women; Covid-19 pandemic; gender and economy

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A□rmative Approach in Strengthening Women's Access to the Information and Communication Technology's Vocational Training

Jurnal Perempuan, Vol 26 No.1, April 2021, page 43-54, 10 pictures, 2 tables, 24 references

Despite growing of internet users and digitalizing economy as result of Industry Revolution 4.0, Indonesia still experiences gender-based digital divides, in which, women are left behind in the digital economy and the growing information and communication technology (ICT) sector. To address the issue, a□rmative action in accessing skills development programs and labor market are crucial. The aim of the study is to observe whether current a□rmative action for women, have

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The Lack of Attention to Lactation Needs in Media Companies

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Abstract

The fulfilment of exclusive breastfeeding is important not only for the babies and toddlers, but also for prevention of breast cancer to mothers and/ or women. Although the government has developed policies related to exclusive breastfeeding, the achievements are still inadequate. One of the problems is the lack of support from the workplace environment. This study focuses on the attention and support of media companies to the lactation needs of breastfeeding women journalists. This qualitative study uses the in-depth interview method and literature study. The results of the study show that media support for the lactation needs of female journalists is still very low. The newsroom must have a special policy that fully supports the lactation needs of journalists both at the office and outside the office. The study also found that full support from the social work environment plays a very important role in the success of a female journalist in giving exclusive breastfeeding.

Keywords: women and journalism; feminism; access to lactation; working women

Female Workers and Lactation Experience

Lactation's experience is a women's exclusive experience. The issue of breastfeeding has become one of the issues that come to the attention of feminist scholars, because it is correlated to the issue of gender inequality. Simone de Beauvoir, one of the feminist scholars, views that women's reproductive function is often made as the reason why women experience discrimination. In *the Second Sex* (1979), there is a view that since the beginning of history, women have been attached to domestic work and excluded from public life because of their reproductive function. Another thinker who highlights the connection between human reproductive patterns with women's domestication is Joan Huber, a sociologist. Huber in Rippeyoung and Noonan (2012) states that human reproductive and neonatal patterns are the root of gender inequality. According to Huber, historically, infants' need to breastfeeding has excluded women from work and power. In the past, since women had to take care and breastfed their children, the they were prevented from other activities, including their participation in public spaces. Women's reproductive role, in this case breastfeeding, contribute in placing women as subordinate group in the world of work. In a patriarchal culture, men are socially privileged in the world of work. Men are not identified with child care and household work, so they have more freedom to carry out various activities in public spaces. This makes men the ordinate group in the world of work.

The illustration provided by Huber seems still relevant to the current conditions, where women are often excluded from public life due to the meaning attached to their bodies. The female body, especially the maternal body, the female body during pregnancy, childbirth, lactation and child care, is considered incompatible with the professional world. According to Young (2005), in public world, organizations and in the world of work, maternal experiences are often treated as the experience of others.

In the context of modern women, many women have been involved in the world of professional work while still carrying out household care work. In this situation, women are often faced with the dilemma between prioritizing the interests of household care and the interests of fulfilling their obligations in the world of work. Women's reproductive work, namely breastfeeding, is one of the challenges faced by women who also carry out productive work. Conflicts between women's identities as mothers and as professional workers quite often put women in a situation where they have to sacrifice one of them. This dilemma is one of the problems that need to be recognized among the issue of women participation in the world of work.

BPS data (2020) shows that Women Labor Force Participation Rate (*Tingkat Partisipasi Angkatan Kerja/ TPAK*) is lower than men. One of the reasons for the low rate of women labor force participation happened due to the unrecognized challenges concerning women's reproductive function, namely in maternal experiences such as pregnancy, breastfeeding and nurturing. Breastfeeding working women experience various obstacles, including: lack of support from co-workers, the lack of lactation rooms that provide privacy, and the lack of space for breastfeeding storage (Rippeyoung & Noonan 2012). A number of studies show that women have difficulty in carrying out their roles as nursing mothers along with their roles as professional workers, so that in breastfeeding conditions, many women decide to reduce their professional working hours, change jobs or even quit from their profession.

A number of policies have been issued to respond to these challenges. Through a number of policies, the state arranges for companies to accommodate these special needs, so that children could continue to receive intensive care, without the women having to sacrifice their careers. Unfortunately, these rules have not been fully implemented by companies. The government seems to only focus on increasing the number of female workers without seriously addressing the issue of discrimination in the work environment.

In Indonesia, the gap between the Labor Force Participation Rate is quite large, at the ratio of 82.69 percent for men and 51.88 percent for women (Sakernas 2018). The government has made a number of efforts to increase this figure. The Ministry of Manpower, for example, has issued several policies to ensure a non-discriminatory world of work. However, over the last 20 years, the percentage of labor force participation tends to stagnate. The average labor force participation of men reached around 84 percent, while the average rate of women only reached of about 50 percent. This inequality occurs partly because the labor market does not recognize and does not accommodate women's specific problems. This research specifically wants to highlight how is the dilemma of women journalists in carrying out child care work, namely breastfeeding, with the challenges of professional work.

This research is a qualitative research that focuses on the experiences of women journalists in carrying out their roles as nursing mothers and as professional workers. Through in-depth interviews with 12 respondents from 8 medias, the author explores the importance of lactation room in supporting women's involvement in the world of work, especially to journalistic profession. Interviews were conducted in March-April 2021 by telephone.

Journalist profession provides multiple challenges for women journalists during breastfeeding time. It is because journalists do not only work in offices, but have to do mobile work. This means that the need for lactation rooms is not only needed in the company buildings, but also in the area where they do news reporting. Therefore, to ensure that breastfeeding rights of the women journalists are fulfilled, the availability of lactation rooms in public spaces are also need to be considered.

The Discourse and Policy Concerning Breastfeeding

In the last few decades, the discourse on breastfeeding has develop rapidly at the global level. The health approach states that exclusive breastfeeding at the beginning of the baby's life period will make the baby's nutrition optimally fulfilled in order to process the formation of immunity, also brain and physical development of babies. In addition, the fulfillment of exclusive breastfeeding can also reduce the risk of death on infants and the risk of breast cancer on mothers.

Breastfeeding is also discussed from an economic point of view. Although there has been not any research on the effect of exclusive breastfeeding on the economy in Indonesia, but various studies in other countries such as the United States, Italy, Australia, the Netherlands, England, and Spain show that exclusive breastfeeding can save health costs' components. Exclusive breastfeeding can reduce the risk of costs arising from *otitis media, gastroenteritis, necrotizing enterocolitis*, respiratory infections, asthma, childhood leukemia, type 1 diabetes, obesity, and sudden infant death (Quesada et al. 2020).

The World Health Organization (WHO 2018) released a statement that breastfeeding is the most effective way to ensure children's health and lives' survival. According to WHO, based on global data, only 40 percent of infants under the age of six months who received exclusively breastfeeding. For this reason, WHO recommends that every baby should be breastfed within one hour after birth. In addition, WHO and UNICEF also recommend exclusive breastfeeding for the first 6 months of infants' lives without the need for any other foods, including water.

Fanny et al. (2011) in the journal *Media Gizi Pangan*, analyzed the burden of health care costs for children under five according to their breastfeeding history, with a case study in South Sulawesi. The research findings indicate that an optimal breastfeeding's history could reduce the

cost of healthcare services for infants. Comparison of the cost burden of among children who have been breastfed, those who have been breastfed less than 24 months, and those who have never been breastfed, resulted in a signi□cant amount of cost. The largest amount of expenses incurred by parents whose children have never been breastfed reached approximately Rp 161,318.20 per three months. This amount is more than double of the costs incurred for the category of those who are still breastfed until and the category of had been breastfed.

With the expanding discourse that breastfeeding for babies provides great bene□ts for mothers and children's health as well as its economic bene□ts, the pressure for women to give breastfeeding to babies is also increased. Through various campaigns at global and national levels, women are faced with social expectations to breastfeed their babies. According to Gatrell (2013), the idea of a "good mother" as mothers who breastfeed their children has been widely internalized among women.

In responding to the global discourse on the campaign to ful□ll breastfeeding for infants, Indonesian government has established a national policy of government regulation – PP No. 33/2012 concerning Exclusive Breastfeeding Program. The target of exclusive breastfeeding set out in the 2015-2019 National Strategic Plan, is to reach 50 percent by 2019. However, UNICEF noted that the rate of exclusive breastfeeding in Indonesia is still low because only 1 between 2 babies under 6 months age, who received exclusive breastfeeding. This means that more than half of babies in Indonesia have been introduced to complementary foods before 6 months old. This means that the policy has not been able to accommodate the problems and needs of women in the maternal period to be able to provide breastfeeding to their babies.

Data from the National Development Planning Agency (Bappenas) 2019 also shows, there are only about 37.3 percent of infants aged 0-6 months who received exclusive breastfeeding. Various factors underlie this condition, among others is mothers' lack of knowledge and awareness, lack of support from family and closest people as well as their environment, including the lack of support for the women who breastfeeding in the workplace.

As regulated in Law No. 13 of 2003 concerning Manpower, maternity leave rights for women are given for 1.5 months after giving birth. However, the maternity leave time may shift depend on the condition of women, for example in condition of premature birth. In the explanation of Article 82 paragraph (1), a leave can be extended based on a statement given by doctor or midwife before or after childbirth. Providing maternity leave for three months poses challenge to the target of exclusive breastfeeding for the □rst 6 months of an infant's life. According to Bailey and Pain (2001), breastfeeding is a time-consuming and energy-consuming activity. This is the reason why evidence show some women who stopped their lactation process after returning to work.

Based on BPS data, it is known that the level of women's participation in the labor market is still low. BPS, as of February 2020, recorded at least 51,934,989 women who work in various sectors. This □gure has not signi□cantly increased when compared to the women workforce in 2017 which amounted to 49,772,097. It is unfortunate that women's participation in the world of work is still low, even though women's participation in the world of work has proven to be able to improve the economy of a country. The inequality in women's participation in the world of work is exacerbated by the patriarchal values in the world of work. Some of women's obstacles in the world of work include: violence in the world of work, negligence towards the rights of female workers such as lactation rooms and also wage discrimination.

The patriarchal cultural norms are manifested in various forms of discrimination in the world of work. In the aspect of wages, for example, discrimination occurs because many of media companies use the Marriage Law No. 1 of 1974 as the standard in determining wages for female workers. This also applies to press companies. The Marriage Law No. 1 of 1974 article 31 paragraph (3) states that the husband is the head of the family and the wife is a housewife (Stellarosa et al. 2019). This rule re□ects the division of gender roles within the family. Men are positioned as breadwinners, while women are housewives. Therefore, the income earned by working women is considered only as additional income. According to Okin (1989), the division of gender roles in the family have resulted in the inequality towards the distribution of rights. In the context of employment, female workers □nd it di□cult to obtain jobs security rights, such as family health insurance.

In an e□ort to ful□ll the rights of the female workers, especially in relation to give breastfeeding for babies, the government has introduced a number of policies, including: Article 83 of the Law No. 13 of 2003 concerning Manpower, Article 22 of the Law No. 23 of 2002 concerning Child Protection, and Article 128 paragraph 2 of the Law No. 36 of 2009 concerning Health.

Article 83 of the Law No. 13 of 2003 concerning Manpower prescribe mandate that: *"Female workers/ laborers whose children are still breastfed should be given appropriate opportunities to breastfeed their children if this is to be done during working hours".* This policy was issued to accommodate nursing mothers' needs, who have finished their leave period. This rule further strengthens the Article 22 of the Law No. 23 of 2002 concerning Child Protection which states: *"The state and government are obliged and responsible for providing support of facilities and infrastructure in implementing of child protection".* As well as strengthening article 128 paragraph 2 of the Law No. 36 of 2009 concerning Health which states: *"Mothers are guaranteed, that during breastfeeding, the family, government, local government, and the community must fully support the baby's mother by providing special time and facilities. Even when the special facilities are provided in the workplace and public facilities".*

As efforts to promote a gender-equal working situation and to accommodate women's needs, a number of policies have been issued, but unfortunately, at the implementation level, women's rights are still being violated and many are not being fulfilled.

Women's rights that are connected to their reproductive roles are still alienated from the work systems and processes. Fulfilling the right to menstrual leave, and lactation rooms are often considered less important in supporting the work of breastfeeding women.

In a survey on Jakarta Journalists' Real Wage and Decent Wage held by the Alliance of Independent Journalists (AJI) Jakarta, an important issue emerged regarding the availability of lactation rooms in media companies. AJI conducted an online survey from January to February 2021 involving 97 respondents. The respondents came from 44 mass media. The survey revealed that out of 44 mass media, only 5 media that already have lactation rooms at work. The media are Metro TV, Republika, Medcom, Kumparan, and Detik. The survey data shows that the majority of mass media have not guaranteed the fulfillment of the lactation rights of female workers, even though the law has made it mandatory. Another finding from the survey is that out of 50 of the female respondents, 35 of them admitted that they did not get menstrual leave, or did not know that their companies apply menstrual leave.

The AJI Jakarta survey received mixed responses from media workers, including some who claimed that the media where they worked had provided lactation rooms, in contrast to the respondents' statement who took part in the survey. This shows that even though lactation room are available in the work place, but the facilities are not necessarily known to all of the journalists who work in the media. This means that there is an information gap about the rights of female workers (lack of sensitization) so that the facilities are not known by the journalists. This research wants to further find out about this issue by interviewing a number of female journalists regarding lactation rooms in the workplace.

Safe and Comfortable Lactation Room is Needed to Support Female Workers

Although the development of female workers is in line with the economy growth of a country, unfortunately the support upon the availability of lactation room is still low. Female workers who breastfeed often face difficulty when they have to pump breastmilk due to the lack of facilities provided by the offices.

The law has required companies to provide a lactation room, but in reality, there are still many workplaces that do not provide it. A research conducted by Saputri et al. (2020) found that statistically breastfeeding practices in Indonesia from 2002 to 2017 had increased, but the trend of exclusive breastfeeding on working women was lower. Yulia Sari (2016) explained the reasons for the low rate of exclusive breastfeeding for working mothers in Indonesia through *Kesmas: National Public Health Journal*, that is the lack of support from the work environment and the society. Several challenges have affected the fulfillment of breastfeeding for working mothers, those are: the unavailable lactation rooms at work, inflexible work schedules, relationships with superiors, decreased productivity, and financial problems.

The lack of lactation rooms in the workplace, ultimately forces women, who want to give exclusive breastfeeding to their children, to quit from work. Therefore, the existence of a lactation room in the office and rules that are friendly to breastfeeding female workers are important because it can encourage productivity and motivation of the breastfeeding women to return to the office after maternity leave (Basrowi et al. 2018)

A survey conducted by Poynter in 2017 found that the media industry is not friendly to workers who have children. The research was conducted involving 390 journalists in the United States. The research found that 31 percent of respondents said that media companies do not have regulations that support lactation, while another 19 percent of respondents said they did not

know. In fact, gender sensitive company policies are needed to increase women's participation in the world of work and to foster gender diversity within the editorial body.

A study towards 1,600 journalists conducted by the University of Kansas in 2015 showed that female journalists were more prone to burnout than men. The reason is because women bear more social burden than men. This burden is manifested in the social demands towards women as caregivers for children and families. The traditional patriarchal norms make women morally responsible to ensure the best care for their children. On the other hand, women also need to be involved in the public sphere to support their family economy and to a□rm the need for self-existence.

Working women are required to simultaneously be able to negotiate their identity as mothers with reproductive tasks such as breastfeeding, and to present themselves as professional workers who can put aside family matters while at work. Women are simultaneously required to ful□ll both roles.

To allow the both roles are served, the availability of a proper and adequate lactation room becomes important. Then, women would be able to carry out both roles without having to sacri□ce one of them.

The experience of one of the female journalists in the interview shows the challenges of the nursing women.

> My o□ce doesn't have any lactation room. First, I was given a place for lactation in the o□ce kitchen, the room is clean and can be locked, but it's not comfortable because every time I pumped breastmilk, the kitchen door was knocked by friends who want to use the kitchen, because in my o□ce the workers are not allowed to eat in the working desk. Eventually, I moved to pump in the toilet even though I knew the that the toilet wasn't sterile. Then I felt that I had failed in breastfeeding my child. My o□ce only occupies one □oor in a building in Jakarta that has 12 □oors, but there is no lactation room available in that building. (NA 2021, an editor in a foreign media with a bureau o□ce located in Jakarta, interview, 31 March).

The division of roles based on gender norms places women in charge of family care and nursing, so it is not surprising that women feel frustrated when they cannot breastfeed their children. This is connected to the normalization over the concept of "good mother".

Starns (2002) in *The Works of Breastfeeding* explains that this dilemma stems from the assumption that "good mothers" are those who can provide breastmilk as the main food for their children. A good mother is also described as a woman who puts the welfare of her child above anything else. Social pressures over the mother's identity, urge women to prioritize lactation over their professional work. So, when women fail or have to stop breastfeeding their children, they will feel guilty and feel that they are bad mothers (Starns 2012, p. 250). Women often feel not good enough when they do not achieve social demands in the reproductive work and in the private spheres. In various literatures, women are often faced with the dilemma between fully taking care their children and working. When carefully observed, women's choice to continue their careers as journalists, could also be part of the e□ort to take care and to support the economic sustainability of the family.

The statement from NA reinforces the urgency for the availability of lactation rooms in o□ce buildings in Indonesia. Based on a survey conducted by the Ministry of Health in 2016 towards 338 companies in 19 provinces and 78 regencies or cities, only 64.8 percent of o□ce buildings in Indonesia have provided lactation rooms (Astuti 2018). This means that not all companies have supported exclusive breastfeeding for their female employees.

By simply providing a lactation room is not enough, companies need to provide a proper lactation room to support exclusive breastfeeding. Based on the Minister of Health Regulation of the Republic of Indonesia No. 15 of 2013 concerning Procedures for Providing Special Facilities for Breastfeeding and/or Breastmilk, a proper lactation room would requires at least includes: a designated room with a minimum size of 3x4 meters and/or adjusted according to the number of female workers who are breastfeeding; lockable doors, which are easy to open/close; tile/cement/carpet □oors; have adequate ventilation and air circulation; free from potential hazards in the workplace including pollution, quiet environment away from noise, adequate lighting in the room and not dazzling, humidity ranges from 30-50, maximum 60 percent, and a sink with running water for washing hands and washing utensils.

The regulation does not only regulate about lactation room, but in the Article 11, it states that a lactation room must also have adequate equipment such as breastmilk storage and other supporting equipment according to standards. The standard equipment for storing breastmilk is a refrigerator to keep breastmilk, cooling gel, a bag for carrying breastmilk, and a breastmilk bottle sterilizer.

> In my o□ce, there is a lactation room, but I often pump breastmilk in the prayer room because the lactation room is on a di□erent □oor from the newsroom. My o□ce doesn't use any elevator, so I'm become lazy to go up and down

> if I left something. My friends also pump breastmilk at the prayer room because it is closer and more comfortable. (KR 2021, editor at a national media based in Jakarta, interview, 31 March)

KR's statement shows a discrepancy between the company's policies and implementation. This makes efforts to fulfill breastfeeding rights would not be enough just by changing at the policy level, but also by encouraging changes in awareness about the company's full obligations to fulfill the rights of female workers.

> The comfort factor affects the level of milk production. Actually, it's not only because the lactation room is on a different floor, but if the lactation room feels lonely, there are no friends. Even so, I also like pumping at the shopping center near my office. The room is more comfortable, pumping while working is also comfortable. (KR 2021, editor at a national media based in Jakarta, interview, 31 March).

KR's statement also shows that companies need to provide a representative lactation room to support female workers who breastfeed. It is because the comfort factor of the lactation room also affects women's psychological condition and will ultimately bring impact to the lactation process.

Special Editorial Team Policy for Breastfeeding Journalists

Based on a number of experiences explained by women journalists, one of the main challenges for female journalists to carry out their professional work is the unavailable adequate lactation room. For this reason, the editorial team must be involved in helping breastfeeding female journalists to easily access the lactation room. Not a few breastfeeding female journalists who are still actively doing news reporting outside the office, who have experienced breastmilk seeping and throwing away breastmilk because the news reporting location does not allow space to undertake lactation. The majority of female journalists who knew and experienced those difficulties could not refuse their superior's request for fearing that it will weaken their bargaining position in the newsroom.

Quotes from IS and IP's experiences show that the working women's lactation experience, especially in the field of journalism, is not easy. In order to avoid marginalization in the work environment, women often undertake their professional work even though they are tired and physically not in optimal conditions, they want to meet the expectations of professional norms - which only reflect masculine experiences. In the world of work, men are in a superior position compared to women, because men are considered as competent human beings to work, their bodies are consistent (no changes due to reproductive function), rational and are not attached to household care. With these characteristics, men are considered as workers who fully and completely involved in professional work (Gartell 2013, p. 625-626). This idea has been used as the basis for discrimination against women in the world of work.

> I've tried to do news reporting in remote areas, in the middle of reporting there was no lactation room, I've has used bathrooms, had it in foreign countries, and that's it, I always tried to pump everywhere, the challenge was about (breastmilk) storage. I've had mastitis[1] due to late pumping during news reporting. Luckily, when I asked to do news reporting for art desk, the office allowed me. Because in the art desk, the reporting areas are clear. (IS 2021, journalist at a national media based in Jakarta, interview, 31 March).

The lack of adequate storage for keeping breastmilk is one of the obstacles faced by female journalists. One of the informants in this article told story why she chose to go back and forth from the news reporting area to the office, so that she could store breastmilk in the refrigerator in the office lactation room. Another informant also told a story that she was willing to bring lactation equipment and breastmilk storage during the reporting, so that her role as a mother and worker could run simultaneously.

> The experience to pump breastmilk while reporting outside the office is fun, even though I have to bring a lot of heavy/large (lactation) bag. Now I am using use a backpack that has a breastmilk box in it, but sometime I also carry a portable breastmilk box. The challenge is, for example, when I'm escorting a press conference, especially at a house of a prominent official that doesn't have a lactation room, I have to wait for the press conference to finish before going to a mall. I often go there (mall) to pump every time I get home from work. (IP 2021, reporter at a national media based in Jakarta, interview, April 2).

The strategic and comfortable lactation room's location would help the working journalists to be productive and to support for journalists who are working so that they can be productive and be able to give exclusive breastfeeding for their children. UL, a female journalist—an Editor-in-Chief of one of the medias is aware of the company's obligation to support workers who are married, so that the media does not only provide a lactation room, but also a nursery room. For UL, the existence of a lactation room is important to maintain babies' health.

> If they don't have any storage, they would pump in the bathroom, even though it's not hygienic. The minimum requirement for lactation room it has to have refrigerator,

> a rather dim light to make it comfortable, and there is a comfortable seat. But the most useful thing is to pump and store the milk. Media X not only provides lactation room, but also prepare nursery room. The lactation room is also accessible. (UL 2021, Editor-in-Chief of Media X, interview, 5 April).

As a woman and as editor-in-chief, UL understands the challenges faced by female journalists. The provision of lactation room that meet the standards and the needs of female workers could become a form of support for female journalists.

In addition to the media led by UL, resource person SY from other media, who also has lactation room explain that so far, the location and facilities of lactation room in her o□ce can support the women who work in the media.

> So far no one has ever complained about the lactation room in media Y. A special refrigerator for breastmilk is also provided by the o□ce, female employees here who are breastfeeding also use the lactation room facilities. The location is also strategic, no one complains about the position of the lactation room, because it is situated in the middle of the building. (SY 2021, Chairman of Labor Union of media Y, interview, 31 March).

Journalism work has a high working mobility, mobile news reporting areas, quite often the news reporting must be done from out of town. Therefore, in order to support the women journalists' participation, the editorial team need to set up friendly policies to workers who are under lactation period. This gender-sensitive policy will increase the chances of female journalists to re-enter the world of work after the maternity leave ends.

The book *Jejak Jurnalis Perempuan* (2012), which was compiled by the Alliance of Independent Journalists, found the causes of gender inequality and injustice that occurred in press companies. The inequality could be seen not only by the number of journalists who work, namely 2 to 3 female journalists out of 10 journalists, but also the position of women in the editorial room, only 6 percent of female journalists who sit in the editorial leadership. The higher number of men who sit in the editorial leadership have caused the media's policies to be less friendly to women. Policies in editorial work are made gender neutral, whereas a□rmative policies are needed in the context of breastfeeding female workers.

The Need for Social Environment's Support

Not only from the company, support from the social environment also a□ects women's breastfeeding processes. Rahadian (2014) said that quite many breastfeeding women who get negative comments from their family and coworkers, even women who pump breastmilk while working are often accused of being unproductive by their co-workers. Whereas women's work productivity is also in□uenced by support from the social environment such as from their husbands, families, and companies where they work. In addition to that, the stigma of working women who breastfeed is also caused by the view that women are responsible for domestic activities. This construction ultimately hinders women's careers and makes women depressed and a□ected breastmilk processes.

Supports from fellow journalists also play a very important role in the success of female journalists in giving exclusive breastfeeding to their children. Especially when they covering news from outside the o□ce. IP from media A stated that support from fellow journalists outside the o□ce, apart from husband and family, plays a very important role in breastfeeding her child. She can pump breastmilk calmly and comfortably in front of her fellow journalists, without feeling shy or embarrassed, because it is not considered taboo by them. This means that a friendly working environment to breastfeeding women could become supporting factor for women to continue breastfeeding and undertake their professional work altogether. The awareness about the need to support breastfeeding female workers needs to be built in working environment.

> I received amazing supports from reporting crews. Aside from support from my partner and family. Sometimes in the pressroom, also in front of the sta□s. But it really has to be like that, the reporting crews also have understood it already. And thank God [they] support me to give exclusive breastfeeding for child. So, whether they are men or women, the reporting crews have already get used and it's not considered to be taboo for me to pump breastmilk in front of them. (IP 2021, reporter of media A, interview, April 2).

It is di□erent from NA. A journalist who has worked in Media B in Medan for about 7 years, shared her experience of being teased by her fellow cameramen as a "Yakult saleswoman", a "Bengali milkwoman", every time she pumped breastmilk during news reporting. However, she chose to ignore the teasing and continued to consistently pump breastmilk for her baby.

> I often got ridicule from my friends, because when I brought breastmilk bottles, carry along a cooler bag, I was often being ridiculed, they called me Yakult saleswoman, Bengali milkwoman. I think I didn't mind the ridicule, but sometimes if the people didn't understand, it could be embarrassing too. But I didn't really care." (NA, 2021, reporter at a media based in Medan, interview, April 5).

NA's experience of receiving ridicule from colleagues regarding her lactation activities demonstrates a rejection towards women's bodies and maternal experiences in the work environment. The ridicule is a manifestation of the exclusion of maternal experience from the world of work. When maternal experiences are disclosed to public life or work environment, these experiences are seen and treated as taboo and disrupt the clear boundaries between private and public spaces at work (Gartell 2013, p. 624).

The Pandemic and the Need for Lactation Room in Media Company

The presence of a lactation room is still needed by media workers despite the Covid-19 pandemic situation. Large-scale social distancing policies have made most of the workers switch their places of work, from the o□ce to the home. However, for journalists, the majority are not like that. It is during the pandemic, that the work's mobility of journalists is increasing. During the pandemic, people's need for information makes media workers, similar to the medical workers, who still have to work during the pandemic. Although some media have applied Working from Home (WfH) system, it is possible that the media workers are still asked to come to the o□ce. This also applies to female media workers who are breastfeeding.

Media company policies should accommodate the experiences of women journalists who are breastfeeding during the pandemic. In a pandemic situation, female journalists and their babies are more vulnerable from being exposed to Covid-19. Therefore, when female journalists have to come to the o□ce, the lactation facilities that comply with Covid-19 standards and protocols need to be available and obeyed. Based on case studies, infected neonates with SARS-CoV-2 showed mild clinical manifestations or were asymptomatic (without symptoms), the number of severe cases and complications was relatively rare, and the prognosis were good. The risk of neonatal infection, through vertical transmission through mother-infant or breastmilk transmission, is still inconclusive and requires further research (Felicia 2020).

The dynamic and changing demands towards the journalist profession have made female journalists unable to fully undertake WfH. Therefore, lactation rooms need to remain open during the Covid-19 pandemic. The need for lactation rooms persists, especially for female media workers who are in breastfeeding period, if they are still required to come to the o□ce.

Every media company that provides lactation room during the Covid-19 pandemic, needs to make adjustment regarding lactation room. The adjustment can be made with several things according to the standards of working from o□ce during the Covid-19 pandemic situation.

The adjustment can be made by providing sterilizer device that can be used at any time, before or after the lactation room is used by media workers. Sterilizer is currently available in the form of an electric device. In general, electric sterilizer works by using Ultraviolet-C (UV-C) light technology, which can damage viral and microbial proteins (Fan, Xueton et al. 2017). But on the other hand, UV-C ray is also harmful to human skin. For this reason, in addition to providing facilities, companies also need to provide instructions for the use of electric sterilizer when it is used in lactation rooms. The user manual must be accessible and readable by workers before using it.

The other simple way is by providing liquid disinfectant lactation room and constantly monitor its availability. The provision of disinfectant liquid should be maintained to allow breastfeeding media workers to minimize the potential of Covid-19 transmission in the lactation room. Disinfectant liquid should be applied to the lactation room before and after breastfeeding. It is important to know that it is important to avoid direct expose of the liquid disinfectant to breastmilk pumping equipment. Furthermore, it is important to provide social distancing for seating arrangements in the lactation room. In addition to the limited access to the breastfeeding media workers, the use of masks in the lactation room is also important and it is still important to avoid conversation while pumping breastmilk.

Another important thing is that companies need to provide regular disinfection o□cers for lactation rooms, as well as to monitor compliance with the use of lactation rooms by media workers. The use of the lactation room certainly refers to the media workers who use it, that meet the standards of working from the o□ce, for example, not experiencing symptoms of Covid-19 or had not visiting crowd before entering the o□ce. If workers comply with the health protocols, including choosing not to go to the o□ce and getting checked □rst should they experience any of Covid-19's symptoms, then apprehensions about Covid-19 transmission through lactation rooms can certainly be reduced.

To support the women's participation in the world of work, especially in journalist during the current pandemic era, a situation where women experience multiple vulnerabilities. Therefore, the ful□llment of safe

lactation room and working condition that are friendly to the breastfeeding mothers should be ful□lled. Paying attention and ful□lling the needs of the breastfeeding working women is the company's obligation, because this matter serves as part of the rights of the workers and as ways to ensure non-discriminatory working condition.

Conclusion

The experiences of the female journalists in this study show that female journalists have to experience challenges in negotiating their identity during lactation. On one hand women are required to ful□ll their gender role to nurse the children, that is to give exclusive breastfeeding. On the other hand, women are required to perform their professional work optimally. Based on the experience of the informants, it is clear that media company policies need to accommodate this situation so that women can perform both roles without sacri□ces any of them. One of the forms supports to women's participation in the world of work is by providing lactation room that is in accordance with the standard provisions.

Based on the experiences of journalists in the interviews, this research shows that the government's program to encourage exclusive breastfeeding in Indonesia has not been adequately implemented. This is evident by the fact that there are still many media companies that have not complied with the policy regarding the provision of lactation room in o□ces. The media companies that have had lactation rooms still ignore the basic facilities for lactation room, such as room access, and the lack of storage for keeping breastmilk.

In the context of journalism , female journalists have to experience multiple work challenges. The di□culty of the breastfeeding female journalists who look for lactation room in public areas and news reporting area in o□ce buildings shows that the availability of lactation rooms in public spaces is also still low. In addition to lactation rooms in media companies, the number of lactation rooms in public spaces also needs to be increased.

This study also found that social support from co-workers had become one of the important things in supporting female workers, especially during lactation. Company has the responsibility to create a gender sensitive work situation and environment. The elimination of social stigma, including bullying, such as ridicule against breastfeeding mothers is necessary. It is because stigma and humiliation against reproductive function could cause shame, anxiety and increase the feeling of depression in female workers. Bullying against breastfeeding mothers for due to breast-feeding related activities can cause multiple burdens to the breastfeeding mothers. In fact, it is very important to maintain comfort for breastfeeding women.

In the Covid-19 pandemic situation, the provision of lactation rooms for media workers also needs to be integrated with the health protocols. Provision of routine disinfectant and sterilization equipment must be applied in the lactation rooms. This is to prevent the transmission of Covid-19 through lactation room, given the need for lactation room persist, even during the Covid-19 pandemic situation. According to the regulation, as the regulator of media companies, especially the press, the Press Council should revise the Press Council Regulation No. 4/Peraturan-DP/III/2008 concerning Press Company Standards. In the regulation, there is no clause that requires media companies to provide lactation rooms that meet the health standards, comfortable and safe for breastfeeding media workers is not yet available. The mandatory requirement for lactation room is important to be included in the Press Company Standard Regulations, so that the availability of lactation rooms in each media would be a□rmed.

Working women's breastfeeding experiences need to be recognized and to be accommodated both in policy and in daily life. If not, then women would be restricted in choosing between working or breastfeeding. With adequate policies and facilities, women could do both jobs simultaneously.

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Endnotes

1 Mastitis is in ammation of the breast tissue. This condition is often experienced by nursing mothers so that it interferes with the process of breastfeeding the baby.

AUTHOR GUIDELINES

Jurnal Perempuan (JP) is a quarterly interdisciplinary publication in the English language that aims to circulate **original ideas in gender studies.** JP invites critical re□ection on the theory and practice of feminism in the social, political, and economic context of Indonesian society. We are committed to exploring gender in its multiple forms and interrelationships.

The journal encourages practical, theoretically sound, and (when relevant) empirically rigorous manuscripts that address real-world implications of the gender gap in Indonesian contexts. Topics related to feminism can include (but are not limited to): sexuality, queer, tra□cking, ecology, public policy, sustainability and environment, human and labor rights/ issues, governance, accountability and transparency, globalization, as well as ethics, and speci□c issues related to gender study, such as diversity, poverty, and education.

JP welcomes contributions from researchers, academia, activists, and practitioners involved in gender advocacy in any of the areas mentioned above. Manuscripts should be written so that they are comprehensible to an intelligent reader, avoiding jargon, formulas and extensive methodological treatises wherever possible. They should use examples and illustrations to highlight the ideas, concepts and practical implications of the ideas being presented. Feminist theory is important and necessary; but theory — with the empirical research and conceptual work that supports theory — needs to be balanced by integration into practices to stand the tests of time and usefulness. We want the journal to be read as much by stakeholders as by academics seeking sound research and scholarship in women's study.

JP appears annually and the contents of each issue include: editorials, peer-reviewed papers by leading writers; reviews, short stories, and poetry. A key feature of the journal is appreciation of the value of literature, □ction, and the visual narrative (works of art, such as paintings and drawings) in the study of women´s issues

Submissions

To discuss ideas for contributions, please contact the Chief Editor: Anita Dhewy via anitadhewy@jurnalperempuan.com. Research papers should be between 5000-10000 words. Please make sure to include in your submission pack an **abstract outlining the title, purpose, methodology and main □ndings.** It is worth considering that, as your paper will be located and read online, the quality of your abstract will determine whether readers go on to access your full paper. We recommend you place particular focus on the impact of your research on further research, practice or society. What does your paper contribute? In addition, please provide up to **six descriptive keywords.**

Formatting your paper

Headings should be short and in bold text, with a clear and consistent hierarchy. Please identify **Notes or Endnotes** with consecutive numbers, enclosed in square brackets and listed at the end of the article. **Figures** and other images should be submitted as .jpeg (.jpg) or .tif □les of a high quality. Please number them consecutively with Arabic numerals and mark their intended location within the body of the text clearly. If images are not the original work of the author, it is the author's responsibility to obtain written consent from the copyright holder before using them. Authors will be asked to con□rm the status of images, tables and □gures in the journal submission pack. Images which are neither the authors' own work, nor are accompanied by the necessary permission, will not be published.

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