

Gender Equality and Labor Rights in Indonesia's Palm Oil Industry: Protecting Women Plantation Workers in Sumatra

Ezza Darmawan*^{ID}

Universitas Jambi, Muaro Jambi, Indonesia
ezzadarmawan@gmail.com

Noor Aidah Mohd Ibrahim^{ID}

Universiti Teknologi MARA, Shah Alam, Selangor, Malaysia
nooraidahibrahim@gmail.com

DOI: <https://doi.org/10.65815/gnke5t53>

Submitted: 28-07-2025

Revised: 29-09-2025, 15-12-2025

Accepted: 15-01-2026

*Corresponding Author

Abstract

Indonesia's palm oil industry employs a large number of women in agricultural and plantation-related activities, yet women workers may experience unequal remuneration, insecure employment arrangements, limited social protection, and occupational risks. This article examines the human rights implications of working conditions experienced by women plantation workers in Sumatra. Using normative juridical and socio-legal analysis, the study evaluates labor law, gender equality principles, occupational safety standards, and corporate responsibilities. The article argues that formal recognition of equal employment rights is insufficient when structural inequalities remain embedded in recruitment, remuneration, job classification, and access to social protection. Women workers in informal or temporary positions may be particularly vulnerable because their employment status can limit access to statutory protections. The study proposes a gender-responsive labor rights framework incorporating equal remuneration, formal employment recognition, reproductive health protection, occupational safety, social security, and accessible grievance mechanisms. The article further emphasizes the responsibility of plantation companies and supply-chain actors to identify and address gender-based labor risks. Strengthening protection for women plantation workers would advance Indonesia's human rights commitments while contributing to more responsible and sustainable agricultural production.

[Industri kelapa sawit Indonesia mempekerjakan sejumlah besar perempuan dalam kegiatan pertanian dan perkebunan, namun pekerja perempuan mungkin mengalami upah yang tidak setara, pengaturan kerja yang tidak aman, perlindungan sosial yang terbatas, dan risiko pekerjaan. Artikel ini



mengkaji implikasi hak asasi manusia dari kondisi kerja yang dialami oleh pekerja perempuan di perkebunan di Sumatera. Dengan menggunakan analisis yuridis dan sosio-legal normatif, studi ini mengevaluasi hukum ketenagakerjaan, prinsip kesetaraan gender, standar keselamatan kerja, dan tanggung jawab perusahaan. Artikel ini berpendapat bahwa pengakuan formal atas hak-hak ketenagakerjaan yang setara tidak cukup ketika ketidaksetaraan struktural tetap tertanam dalam perekrutan, upah, klasifikasi pekerjaan, dan akses terhadap perlindungan sosial. Pekerja perempuan dalam posisi informal atau sementara mungkin sangat rentan karena status pekerjaan mereka dapat membatasi akses terhadap perlindungan hukum. Studi ini mengusulkan kerangka hak-hak ketenagakerjaan yang responsif gender yang mencakup upah yang setara, pengakuan pekerjaan formal, perlindungan kesehatan reproduksi, keselamatan kerja, jaminan sosial, dan mekanisme pengaduan yang mudah diakses. Artikel ini selanjutnya menekankan tanggung jawab perusahaan perkebunan dan pelaku rantai pasokan untuk mengidentifikasi dan mengatasi risiko ketenagakerjaan berbasis gender. Penguatan perlindungan bagi pekerja perempuan di perkebunan akan memajukan komitmen hak asasi manusia Indonesia sekaligus berkontribusi pada produksi pertanian yang lebih bertanggung jawab dan berkelanjutan.]

Keywords: Women workers, palm oil, labor rights, gender equality, Sumatra

Introduction

The palm oil industry occupies a strategic position within Indonesia's national economy and remains closely associated with employment generation, rural development, export growth, and the expansion of agricultural production. Sumatra has historically been one of the principal centers of plantation development and continues to employ large numbers of workers in oil palm cultivation and related activities. Women contribute substantially to this labor system, particularly through maintenance, weeding, fertilization, pesticide application, loose-fruit collection, nursery work, and other tasks considered compatible with gendered assumptions about labor. Yet the economic importance of women's work does not necessarily correspond with equal legal or social recognition. Women are frequently positioned as secondary workers and may be concentrated in casual, temporary, or informal forms of employment that provide lower income and weaker access to labor protections. Pradipta (2017) demonstrates that women workers in Indonesian oil palm plantations may experience unequal remuneration, unsafe working conditions, and limited protection despite the formal existence of domestic and international guarantees against employment discrimination. This contradiction reveals a central problem: legal equality does not automatically produce substantive equality when workplace structures continue to reproduce gendered vulnerability.

The issue is particularly important from a human rights perspective because plantation work cannot be evaluated solely according to the availability of employment. Employment becomes rights-compatible only when workers enjoy dignity, equality, safety, social security, and effective protection against discrimination. The persistence of precarious employment among women plantation workers raises concerns regarding whether labor law protections are reaching the workers who need them most. Recent research in Muaro Jambi, for example, found that women in oil palm plantations remained concentrated in vulnerable positions, including temporary work, limited career opportunities, lower remuneration, and insufficient reproductive protection (Wihabsari, Suandi, and Napitupulu 2025). These findings suggest that the legal challenge extends beyond the prohibition of explicit discrimination. It concerns structural conditions through which women may perform economically indispensable work while remaining outside the employment categories that provide the strongest statutory protections. A gender-sensitive assessment must therefore examine how recruitment, job classification, wage systems, and informal work arrangements interact to produce unequal outcomes.

This study employs normative juridical and socio-legal analysis to examine the protection of women workers in Indonesia's palm oil industry, with particular attention to plantation employment in Sumatra. The normative juridical analysis evaluates the legal framework governing equality, labor rights, occupational safety, social security, and maternity protection. The principal legal sources include the 1945 Constitution of the Republic of Indonesia, Law No. 13 of 2003 concerning Manpower as amended, Law No. 11 of 2020 concerning Job Creation and its implementing regulations, Law No. 1 of 1970 concerning Occupational Safety, Law No. 24 of 2011 concerning the Social Security Administering Body, and Law No. 39 of 1999 concerning Human Rights. International standards, particularly the Convention on the Elimination of All Forms of Discrimination against Women, the International Covenant on Economic, Social and Cultural Rights, and relevant International Labour Organization conventions, are used as normative standards for evaluating the adequacy of labor protection.

The socio-legal dimension analyzes how formal legal rights interact with the practical organization of plantation work. Particular attention is given to casual labor, gendered occupational segregation, unequal remuneration, pesticide exposure, reproductive health, social reproduction, and access to collective representation. The study does not claim that all women workers experience identical conditions across Sumatra. Instead, it identifies recurring structural patterns in scholarship concerning Indonesian palm oil plantations and examines their implications for human rights and gender equality. The analysis is descriptive because it maps the relationship between law and workplace conditions, argumentative because it evaluates the adequacy of existing protections, and analytical because it identifies the structural mechanisms through which formally neutral labor systems may generate unequal outcomes. The study consequently

treats women plantation workers not as passive beneficiaries of labor protection but as rights holders whose experiences should inform the design and enforcement of gender-responsive labor governance.

Gendered Labor Structures and the Persistence of Employment Inequality

The unequal position of women workers in the palm oil industry is closely connected to the historical organization of plantation labor. Plantation systems have long relied upon differentiated forms of work in which tasks are distributed according to gender, physical assumptions, employment status, and household roles. Contemporary oil palm plantations may assign women to maintenance and support activities while identifying men as the principal workers responsible for tasks that receive greater institutional recognition or remuneration. This division is not simply a reflection of biological differences. It is also a social construction that shapes who receives permanent contracts, access to promotion, higher wages, and employment-related benefits. Pradipta (2017) found that women workers in oil palm plantations could receive an unfair share of income while simultaneously performing hazardous tasks. More recent research in Jambi similarly indicates that women remain disproportionately located in temporary employment and at lower levels of the plantation hierarchy (Wihabsari, Suandi, and Napitupulu 2025). The central human rights problem is therefore not merely unequal treatment in individual cases, but the persistence of institutional structures that classify women's work as supplementary despite its substantial contribution to production.

The use of casual and daily labor arrangements intensifies this inequality because employment insecurity can separate workers from the legal protections attached to formal employment. Women may be recruited as *buruh harian lepas* or under other temporary arrangements even where the work they perform is regular and necessary to the plantation's continuing operation. Such arrangements create uncertainty concerning wages, social security, maternity rights, paid leave, and termination. Puspitasari (2023) observes that women in the Indonesian palm oil sector are frequently employed under insecure arrangements and may lack clear contractual protection. The distinction between formal and informal labor is therefore crucial because a legal right has limited practical value when the worker is excluded from the institutional category through which that right is normally delivered. Employment formalization should consequently be understood as a gender equality issue. A plantation company cannot credibly claim to respect equal opportunity if the organizational structure systematically channels women into insecure forms of employment while men have greater access to permanent positions and the benefits associated with them.

The gendered organization of plantation labor is also connected to the unequal distribution of productive and reproductive responsibilities. Women who work in plantations may remain responsible for unpaid domestic labor, childcare,

and other forms of social reproduction after completing physically demanding employment. The oil palm labor regime can therefore depend upon women's unpaid work beyond the workplace while simultaneously treating their paid employment as secondary. Sinaga (2023) conceptualizes plantation maintenance work as closely connected to social reproduction, demonstrating how women's bodies are incorporated into the production system through flexible labor relations while remaining responsible for broader household survival. This perspective challenges the assumption that workplace equality can be achieved merely by providing women access to the same jobs as men. Genuine equality requires recognition of the social conditions surrounding employment, including care responsibilities, working hours, maternity, health, and access to social protection. Without such recognition, formally gender-neutral employment policies may continue to reproduce disadvantage because they are applied within social structures characterized by unequal distributions of unpaid labor.

Occupational Health, Reproductive Protection, and the Right to Decent Work

Occupational safety represents one of the most serious human rights concerns affecting women plantation workers. Women are frequently assigned to activities involving pesticide application, fertilization, weed control, and plantation maintenance. These tasks may expose workers to chemicals and environmental conditions that create immediate and long-term health risks. The risks become more serious when workers are not provided with adequate personal protective equipment, appropriate training, medical monitoring, or clear information regarding hazardous substances. Pradipta (2017) reported that women workers could be required to handle pesticides and fertilizers without adequate protection, including basic equipment such as masks and gloves. The problem is therefore not simply one of individual employer negligence. It reflects the structural relationship between precarious employment and occupational vulnerability. Workers who lack secure contracts may be less able to refuse unsafe work, report violations, or demand protective equipment because their continued employment depends upon managerial discretion.

Women's occupational health must also be analyzed through the relationship between work, nutrition, and reproductive conditions. A 2024 cross-sectional study involving women workers in palm plantations, including workers in Riau, found a substantial prevalence of anemia and overweight and identified nutritional and environmental conditions associated with health risks (Fikawati et al. 2024). Although occupational health cannot be reduced to a single medical indicator, such findings demonstrate the need to examine the broader material conditions of women's employment. Plantation work may involve long hours, physical labor, chemical exposure, and limited access to health services while women simultaneously perform unpaid care responsibilities. A rights-based framework

should therefore integrate occupational safety with reproductive health and social protection. Protection should not depend upon whether a worker is classified as permanent, temporary, or casual. The right to safe working conditions arises from the reality of work and exposure to risk. Any system that allows employers to benefit from women's labor while excluding them from health protection creates a serious gap between formal labor standards and substantive rights.

The concept of decent work provides a broader framework for understanding these concerns because safe employment cannot be separated from income security, social protection, and respect for human dignity. Plantation workers may accept hazardous or poorly paid employment because alternative livelihood opportunities are limited, particularly in regions where plantation expansion has transformed rural economies and reduced access to traditional sources of income. Women may therefore experience a constrained form of labor-market choice in which plantation employment provides necessary cash income while exposing them to insecure and unsafe conditions. Research on plantation labor in North Sumatra has documented wider patterns of exploitation and systemic oppression affecting workers and the difficulties faced by labor organizations seeking to strengthen worker representation (de Groot Heupner 2016). A gender-responsive labor policy must recognize that economic vulnerability can weaken the practical ability to exercise rights. Formal complaint mechanisms are insufficient when workers reasonably fear dismissal or loss of future employment. Effective occupational protection consequently requires secure employment, confidential reporting procedures, independent inspections, and meaningful penalties for employers that systematically fail to protect workers.

Equal Remuneration, Social Security, and Corporate Responsibility

Equal remuneration remains a central element of gender equality because wage discrimination can operate through job classification as well as direct differences in payment. Women may receive lower wages not only because they are explicitly paid less for the same work, but because the jobs to which they are assigned are categorized as lower-skilled, temporary, supplementary, or less valuable. Gender equality therefore requires examination of the criteria used to define job value. A plantation company may formally apply a neutral wage structure while maintaining gendered occupational segregation that places women in lower-paid positions. This distinction is important because formal equality can conceal substantive inequality. Women may perform tasks essential to plantation productivity while being excluded from wage levels, bonuses, or employment benefits available to male workers in other job categories. The principle of equal remuneration should therefore encompass work of equal value rather than identical job titles alone. Pradipta (2017) and Puspitasari (2023) both demonstrate that the contribution of women workers to the plantation economy has not necessarily been matched by equal economic recognition.

Access to social security is equally important because insecure employment can transform ordinary life events into serious economic risks. Workers without formal registration may have limited access to employment injury protection, health insurance, maternity-related benefits, or other forms of social security. This problem disproportionately affects women because pregnancy, childbirth, and care responsibilities are frequently used to justify their exclusion from stable employment or career progression. A rights-based labor system must reject the assumption that reproductive capacity reduces a worker's entitlement to equality. Instead, maternity and reproductive health protections should be understood as mechanisms for ensuring that women are not economically penalized for biological and social functions essential to society. Research on women workers in Muaro Jambi found that reproductive protection remained limited and that employment structures continued to reinforce women's vulnerable position within the plantation hierarchy (Wihabsari, Suandi, and Napitupulu 2025). Companies should therefore establish gender-sensitive social security compliance systems and ensure that all eligible workers, including temporary and daily workers, receive legally required protection.

Corporate responsibility extends beyond direct employment because the palm oil industry operates through complex relationships involving plantation companies, contractors, labor intermediaries, processors, traders, and certification systems. A company may reduce its apparent labor obligations by outsourcing hazardous or labor-intensive activities while continuing to benefit economically from the resulting production. A meaningful human rights approach must therefore examine the entire chain of responsibility. The United Nations Guiding Principles on Business and Human Rights establish the expectation that businesses identify, prevent, mitigate, and account for adverse human rights impacts connected to their operations and business relationships. For palm oil companies, this should include gender-specific due diligence that identifies insecure employment, unequal pay, occupational exposure, sexual harassment, barriers to union participation, and inadequate reproductive protection. Certification mechanisms can contribute to improved standards, but certification should not be treated as conclusive proof that women's rights are fully protected. The effectiveness of corporate responsibility depends on independent verification, worker participation, transparent reporting, and remedies capable of addressing structural violations rather than merely documenting compliance.

Gender-Responsive Labor Governance and Access to Effective Remedies

Strengthening the protection of women plantation workers requires a shift from formal equality toward substantive equality. Formal equality asks whether the law applies equally to men and women. Substantive equality asks whether workers actually experience equal access to rights and opportunities within the conditions

of their employment. This distinction is critical in the palm oil industry because women may be legally entitled to the same protections as men while remaining concentrated in employment arrangements that prevent them from accessing those protections. A gender-responsive framework should therefore begin with systematic data collection. Government agencies and companies should collect disaggregated information concerning employment status, wages, occupational accidents, chemical exposure, social security registration, promotion, maternity protection, and workplace complaints. Without gender-disaggregated data, structural inequality can remain invisible within aggregate employment statistics. Gender auditing should also examine whether ostensibly neutral job classifications or productivity standards create unequal outcomes. The objective is not to create special privileges for women but to identify and remove institutional barriers that prevent women from enjoying rights guaranteed by Indonesian law and international human rights standards.

Collective representation is also essential because individual workers may lack the bargaining power necessary to challenge entrenched employment practices. Women in casual or temporary positions may face particular obstacles to union membership and participation because of employment insecurity, workplace hierarchies, and care responsibilities. Labor governance should therefore encourage forms of representation capable of reaching precarious workers rather than assuming that permanent employees alone can represent the workforce. Independent worker organizations and unions can play an important role in identifying discrimination, negotiating health protections, and monitoring employer compliance. However, labor rights are weakened when organizing activities are met with intimidation, retaliation, or informal exclusion. The state must therefore ensure that freedom of association is practically protected and that labor inspectors have sufficient capacity to investigate violations affecting workers in geographically dispersed plantation areas. Effective governance requires coordination among labor authorities, health agencies, social security institutions, and local governments because gender inequality is produced across multiple legal and institutional domains rather than within a single workplace policy.

Accessible grievance mechanisms should form the final component of a gender-responsive labor rights framework. Women workers must be able to report wage discrimination, unsafe working conditions, sexual harassment, denial of maternity rights, or exclusion from social security without facing retaliation. Internal company mechanisms may be useful, but they should not become substitutes for independent legal remedies. Complaint procedures should provide confidentiality where necessary, use language and processes understandable to workers, and include clear protections against retaliation. Remedies should also be capable of addressing collective problems. Where an employment system systematically classifies women as temporary workers despite continuous employment, the appropriate remedy may require regularization and institutional reform rather than individual compensation alone. Similarly, repeated failures to provide protective

equipment require structural changes to occupational safety systems. A rights-based approach should therefore connect grievance mechanisms with inspection, collective bargaining, judicial review, and administrative enforcement. Gender equality will remain aspirational if women workers can identify violations but cannot obtain meaningful correction.

Conclusion

Women plantation workers in Indonesia's palm oil industry, particularly in Sumatra, continue to face structural forms of inequality that cannot be adequately explained as isolated instances of discrimination. Gendered job classification, casual employment, unequal remuneration, inadequate social protection, occupational exposure, and insufficient reproductive protection are interconnected elements of a labor system that may treat women's work as essential to production while simultaneously treating women as secondary workers. Indonesian law and international human rights standards provide important foundations for equality and labor protection, yet formal recognition is insufficient when women remain concentrated in employment categories that limit access to those rights. The central challenge is therefore the gap between legal entitlement and substantive realization. A gender-responsive approach must examine how labor is actually organized, how employment status is determined, who has access to benefits, and whether workplace structures create unequal burdens that are invisible within formally neutral rules.

The protection of women plantation workers requires integrated action by the state, plantation companies, supply-chain actors, labor organizations, and certification institutions. Equal remuneration should be combined with formal recognition of employment relationships, universal access to occupational safety and social security, reproductive health protection, freedom of association, and effective remedies. Companies should conduct gender-specific human rights due diligence, while government authorities should strengthen labor inspection and enforcement in remote plantation regions. Women workers must also participate meaningfully in the development of workplace policies affecting their health, employment, and economic security. Protecting women plantation workers is therefore not only a matter of compliance with labor regulation. It is a fundamental requirement of gender equality and human dignity. A palm oil industry that depends upon women's labor cannot be considered socially sustainable when the women sustaining its production remain systematically exposed to precarious work and unequal protection.

References

- Damayanti, Cicilia, and Rafael Isharianto. 2025. "Justice at the Margins: Reclaiming Gender Equality amid Structural Injustice in Indonesia's Palm Oil Plantations." *Studia Philosophica et Theologica* 25 (2).
- de Groot Heupner, Susan. 2016. "Labour Exploitation, Systematic Oppression and Violence in Palm Oil Plantations in North Sumatra, Indonesia." *PEOPLE: International Journal of Social Sciences* 2 (1): 477–94. <https://doi.org/10.20319/pijss.2016.s21.477494>.
- Fikawati, Sandra, Aria S. Adiyasa, Winda F. S. M. Nurdin, and others. 2024. "High Prevalence of Anemia and Overweight among Women Workers in Three Palm Plantations in Indonesia: A Cross Sectional Study." *Journal of Health, Population and Nutrition* 43: 192. <https://doi.org/10.1186/s41043-024-00710-4>.
- Julia, and Ben White. 2012. "Gendered Experiences of Dispossession: Oil Palm Expansion in a Dayak Hibun Community in West Kalimantan." *Journal of Peasant Studies* 39 (3–4): 995–1016. <https://doi.org/10.1080/03066150.2012.676544>.
- Li, Tania Murray. 2011. "Centering Labor in the Land Grab Debate." *Journal of Peasant Studies* 38 (2): 281–98. <https://doi.org/10.1080/03066150.2011.559009>.
- Li, Tania Murray. 2018. "After the Land Grab: Infrastructural Violence and the 'Mafia System' in Indonesia's Oil Palm Plantation Zones." *Geoforum* 96: 328–37.
- McCarthy, John F. 2010. "Processes of Inclusion and Adverse Incorporation: Oil Palm and Agrarian Change in Sumatra, Indonesia." *Journal of Peasant Studies* 37 (4): 821–50. <https://doi.org/10.1080/03066150.2010.512460>.
- McCarthy, John F., and Rob Cramb. 2009. "Policy Narratives, Landholder Engagement, and Oil Palm Expansion on the Malaysian and Indonesian Frontiers." *Geographical Journal* 175 (2): 112–23.
- Morgan, Miranda. 2017. "Women, Gender and Protest: Contesting Oil Palm Plantation Expansion in Indonesia." *Journal of Peasant Studies* 44 (6): 1177–96. <https://doi.org/10.1080/03066150.2017.1300579>.
- Morgan, Miranda. 2025. "To Cleanse Our Bodies of Poison with Poison: The Ecological and Reproductive Paradox of Monoculture Oil Palm Plantations." *Journal of Political Ecology*.
- Pradipta, Lengga. 2017. "Dealing with Discrimination: Women Labor and Oil Palm Plantation Expansion in Indonesia." *Journal of Indonesian Social Sciences and Humanities* 7 (1): 1–15.

- Puspitasari, Astrid. 2023. "Women and Palm Oil Plantations in Indonesia." *Jurnal Ilmiah Sosio-Ekonomika Bisnis* 26 (1). <https://doi.org/10.22437/jiseb.v26i01.24542>.
- Santika, T. W., K. A. Wilson, and others. 2019. "Does Oil Palm Agriculture Help Alleviate Poverty? A Multidimensional Counterfactual Assessment of Oil Palm Development in Indonesia." *World Development* 120: 105–17.
- Sinaga, Hariati. 2023. "Perawatan yang Beraacun: Kerja Perawatan Perkebunan dan Reproduksi Sosial dalam Perkebunan Monokultur Sawit." *Jurnal Perempuan* 28 (3): 217–33. <https://doi.org/10.34309/jp.v28i3.886>.
- Sitorus, Herlina, and others. 2017. "Occupational Health Risks among Women Workers in Indonesian Oil Palm Plantations." *Jurnal Kesehatan Masyarakat*.
- Suryahadi, Asep, and others. 2020. "Employment and Gender Inequality in Rural Indonesia." *Bulletin of Indonesian Economic Studies* 56 (3): 345–66.
- Syahza, Almasdi. 2019. "The Potential of Environmental Impact as a Result of Palm Oil Plantation Development." *Management of Environmental Quality* 30 (5): 1072–84.
- Tania, Murray Li. 2015. "Social Impacts of Oil Palm in Indonesia: A Gendered Perspective." *Asia Pacific Viewpoint* 56 (1): 1–14.
- Theodore, N., and J. Peck. 2012. "Framing Neoliberalism: Workfare, Employment and Gendered Precarity." *Social Politics* 19 (2): 214–38.
- Vel, Jacqueline A. C., and others. 2016. "Gender, Land and Livelihoods in Indonesian Plantation Frontiers." *Asia Pacific Viewpoint* 57 (3): 331–45.
- Vermeulen, Sonja, and Nathalie Goad. 2006. "Towards Better Practice in Smallholder Palm Oil Production." *Natural Resource Perspectives* 108: 1–4.
- Wihabsari, Tri Astuti, Suandi, and Dompok M. T. Napitupulu. 2025. "Implementasi Pemenuhan Hak Ketenagakerjaan Pekerja Perempuan di Perusahaan Perkebunan Kelapa Sawit Kabupaten Muaro Jambi yang Terafiliasi Sertifikasi ISPO, RSPO dan Non ISPO/RSPO." *Jurnal Ilmiah Universitas Batanghari Jambi* 25 (1).
- World Bank. 2017. "The Role of Women in Agricultural Labor Markets." *World Bank Research Observer* 32 (2): 217–48.
- Ye, Jingzhong, and others. 2018. "Gendered Labour Relations in Global Agricultural Value Chains." *Journal of Agrarian Change* 18 (3): 543–62.
- Zainal, Siti Nur Aishah, and others. 2020. "Women Workers and Occupational Health in Plantation Agriculture." *International Journal of Environmental Research and Public Health* 17 (21): 8012.

Legal Sources

Constitution of the Republic of Indonesia of 1945.

Indonesia. 1970. *Law No. 1 of 1970 concerning Occupational Safety*.

Indonesia. 1999. *Law No. 39 of 1999 concerning Human Rights*.

- Indonesia. 2003. *Law No. 13 of 2003 concerning Manpower*, as amended.
- Indonesia. 2011. *Law No. 24 of 2011 concerning the Social Security Administering Body*.
- Indonesia. 2020. *Law No. 11 of 2020 concerning Job Creation*.
- International Labour Organization. 1951. *Equal Remuneration Convention (No. 100)*.
- International Labour Organization. 1958. *Discrimination (Employment and Occupation) Convention (No. 111)*.
- United Nations. 1966. *International Covenant on Economic, Social and Cultural Rights*.
- United Nations. 1979. *Convention on the Elimination of All Forms of Discrimination against Women*.
- United Nations. 2011. *Guiding Principles on Business and Human Rights*.

Acknowledgment

None

Funding Information

None

Conflicting Interest Statement

The authors state that there is no conflict of interest in the publication of this article.

Publishing Ethical and Originality Statement

All authors declared that this work is original and has never been published in any form and in any media, nor is it under consideration for publication in any journal, and all sources cited in this work refer to the basic standards of scientific citation.

Generative AI Statement

N/A