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## FROM MATERNITY TO PARENTAL LEAVE: A SHIFT TOWARDS GENDER EQUALITY IN THE WORKPLACE

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### ABSTRACT

The findings of this study, which utilized Media Content Analysis, indicate that the implementation and expansion of paternity leave policies are crucial for promoting the well-being of fathers, mothers, and families, as well as advancing gender equality and supporting population health. The implications presented in this study are based on an in-depth analysis of media content. The findings highlight the significance of addressing cultural and societal obstacles that impede fathers' engagement in caregiving activities. Additionally, it emphasizes the need to establish inclusive workplace policies that facilitate a healthy work-life balance for fathers. Lastly, it underscores the importance of promoting a transformation in societal attitudes towards shared parenting responsibilities. These implications are crucial for advancing the involvement of fathers in caregiving and fostering a more equitable and supportive society. Through the implementation and expansion of paternity leave policies, societies have the potential to augment the holistic welfare of families, foster gender parity, and make significant contributions to the enhancement of population health outcomes.

**Keywords:** Paternity leave, Father involvement, Gender equality, Work-life balance, Mental health, Family bonds, Workplace practices

### INTRODUCTION

Maternity leave in Indonesia is safeguarded by the Labor Law number 13, which was promulgated in 2003. According to the stipulations of this legislation, female employees are entitled to a duration of 13 weeks of remunerated leave, during which they shall receive their complete salary without any deductions. According to current regulations, women are entitled to a duration of three and a half months of remunerated leave, which encompasses the period during and immediately after pregnancy and childbirth. A minimum of 50% of the designated duration for maternity leave must be utilized subsequent to the delivery of the infant. Furthermore, pregnant individuals possessing a medical certificate affirming that their well-being would be compromised by engaging in work activities during the period between 23:00 and 07:00 may be exempted from such obligations. In accordance with prevailing societal norms and legal requirements, it is anticipated that employers will provide suitable provisions for female employees to facilitate the act of breastfeeding their infants while engaged in their occupational duties.

Female employees are entitled to an augmented allocation of two supplementary remunerated leave days in the circumstance of experiencing a miscarriage during the course of their pregnancy. This supplementary period of absence from work is an extension of the conventional maternity leave policy. The present study examines the entitlements of a father to avail two days of remunerated paternity leave, in addition to one day of compensated parental leave, on an annual basis. These leave options are intended to be utilized for significant events in the life of a child, including but not limited to weddings, circumcisions, baptisms, or funerals. Consequently, fathers are granted a cumulative total of two paid days off per year for such purposes. In the context of labor regulations in Indonesia, it is stipulated that employees are granted the right to avail paid sick leave, subject to the submission of a medical certificate issued by a qualified medical practitioner. The remuneration provided during this period is subject to a gradual reduction over time. In accordance with the company's policies, employees are granted the opportunity to avail themselves of a minimum of one remunerated leave day in the unfortunate occurrence of the demise of a parent or sibling, as stipulated in clause 3. Furthermore, in the regrettable event of the passing of an employee's spouse, a minimum of two paid days off are provided.

It is imperative to acknowledge that the provision of maternity protection in Indonesia is exclusively funded by employers, as opposed to being contingent upon social security insurance. Additionally, it is noteworthy that there is a lack of a monetary compensation scheme for maternity leave.

The present observation suggests that the female population exhibits an elevated susceptibility to the loss of their livelihood during the duration of their maternity leave. This predicament necessitates their dependence solely on the collaboration of their employers, as well as their financial capacity to remunerate their complete income during their absence periods. Based on the empirical evidence derived from a recent investigation, it has been determined that the provision of maternity leave in the nation of Indonesia is extended to a mere fraction, specifically less than one-third, of the female workforce. Furthermore, it has been ascertained that the existing legislation fails to encompass the entirety of the working female population.

In the event that an employer operating within the jurisdiction of Indonesia fails to adhere to the established legal framework pertaining to maternity leave, the employer may be subjected to legal ramifications. According to the provisions outlined in Labor Law number 13, which was implemented in the year 2003, a female employee is granted a period of 13 weeks during which she is eligible to receive paid maternity leave. During this temporal period, the individual in question will be remunerated with her complete salary. The legal responsibility of employers to provide reasonable accommodations for female employees who engage in breastfeeding during their work hours is a topic of significant importance. In the event of non-compliance with the stipulated duration of maternity leave or failure to provide the necessary accommodations, employers may become vulnerable to legal proceedings and associated penalties. However, previous investigations have revealed that the legal provisions regarding maternity leave in Indonesia do not extend to all female workers, resulting in less than one-third of the total female workforce being eligible for such benefits. The present study elucidates that the legal framework in Indonesia does not provide comprehensive protection for the entirety of the female workforce. The adherence to legal regulations by employers is of utmost importance in maintaining a conducive working environment, mitigating the risk of legal disputes, and guaranteeing equitable treatment of employees in accordance with the law.

The primary objective of this study is to investigate the impact of parental leave policies on the achievement of gender parity in the professional domain. The present study endeavors to examine the ramifications of parental leave policies on the allocation of caregiving duties among parents, with a specific emphasis on the degree to which said policies promote paternal engagement in caregiving. Moreover, the present investigation aims to examine the prospective impacts of parental leave policies on the gender pay disparity and female labor force engagement. Moreover, the current investigation aims to explore the potential constraints associated with parental leave policies, specifically focusing on the reinforcement of traditional gender roles and the restriction of mothers to household responsibilities.

A comprehensive investigation on gender parity in Indonesia, with particular emphasis on maternity leave, was undertaken by the International Labour Organization (ILO). Based on the empirical evidence presented in the aforementioned report, it has been observed that the Republic of Indonesia has successfully implemented a comprehensive maternity leave policy, which encompasses a substantial time frame of 13 weeks. The present policy is accompanied by a monetary compensation package that is commensurate with 100 percent of the employee's previous earnings, with the employer assuming the financial responsibility. The present discourse pertains to the provisions outlined in Convention No. 183 of the esteemed International Labour Organization (ILO), which specifically addresses the safeguarding of maternity rights. As per the aforementioned convention, it is mandated that a minimum duration of 14 weeks be allocated for maternity leave. During this period, it is further stipulated that the employee must be entitled to remuneration amounting to no less than two-thirds of their pre-existing earnings. The allocation of financial resources for

this period of absence necessitates sourcing from either social insurance or public funds. The current study aims to highlight the presence of a gender-based discrepancy in parental leave provisions within the context of Indonesia. The present study highlights a significant temporal disparity of 12.6 weeks in the provision of paternity leave benefits between male and female employees, as reported through empirical observations. The aforementioned gap refers specifically to a biennial period of absence, spanning two consecutive days, which is financially supported by the employer. Based on the empirical evidence presented in this study, it is postulated that the introduction of universal childcare and long-term care services holds significant promise in terms of generating a substantial number of employment opportunities. Specifically, it is estimated that by the year 2035, the aforementioned policy measures have the potential to create approximately 10.4 million job prospects. The current investigation, as documented in the prestigious journal *Populasi - Jurnal UGM*, explores the implications of maternity leave on the matter of gender equality. This study employs a comparative methodology to investigate and analyze cases from three Southeast Asian countries, namely Indonesia, Malaysia, and Thailand (Oceanio, 2022).

## **LITERATURE REVIEW**

The issue of gender equality in the workplace has been a topic of extensive discussion for a considerable period of time. The analysis of policies regarding parental leave has become a focal point of inquiry within the wider framework of endeavors aimed at attaining gender equality. The present study seeks to analyze the prevailing comprehension of gender equality within the professional domain, with a particular emphasis on policies pertaining to parental leave. The current study aims to comprehensively integrate the existing literature on the subject, with the primary objective of identifying gaps in knowledge and unresolved issues that require further investigation.

### **Parental Leave Policies and Gender Equality**

Empirical research has yielded evidence suggesting that the existing configuration of parental leave policies has the potential to contribute to and sustain gender disparities, both within the familial framework and in the context of employment. The inadequacy of parental leave regulations in terms of gender neutrality has been recognized. However, there exists empirical evidence indicating that the adoption of policies aimed at promoting paternal leave has been linked to improvements in the welfare of children, the cultivation of active fatherhood, and the advancement of gender equality in both the household and the workplace. The development of parental leave policies is shaped by a confluence of factors, including the duration of leave, the income replacement ratio, and mandatory leave provisions. The attainment of gender equality necessitates a profound alteration in societal perceptions and conceptualizations of masculinity and femininity, specifically in relation to professional and caregiving duties. The implementation of parental leave has been acknowledged as a potential approach to improve the overall well-being and health of children, while also promoting a more equitable allocation of duties between work and personal life for those responsible for caregiving. Furthermore, the adoption of these policies has the capacity to facilitate a shift towards improved gender equality, particularly by promoting involved and caring fatherhood.

The issue of parental leave policies and their implications for gender equality in Indonesia is addressed through a range of legal frameworks and regulations. Based on the provisions outlined in the 2003 Manpower Law, Indonesian fathers who are employed and married are eligible for a two-day period of paid paternity leave at their regular salary rate in the event of childbirth or miscarriage. The financial responsibility for this leave lies with the employer (investingwomenasia.com, 2019). In Indonesia, male civil servants are entitled to a one-month paternity leave period, during which they receive their regular salary (investingwomenasia.com, 2019).

In relation to the topic of maternity leave, it is important to note that the Labour Law, specifically Law number 13 of 2003, provides a legal guarantee for female employees to

receive a duration of 13 weeks of maternity leave. It is noteworthy that this leave period is accompanied by the entitlement to receive full wage payment throughout the entire duration (Panjaitan, 2021). Nevertheless, scholarly investigations indicate that a mere fraction, specifically less than 33%, of female employees in Indonesia are granted maternity leave, and it is worth noting that not all of them are remunerated with their complete salary throughout this duration (Panjaitan, 2021). Furthermore, it is worth noting that the financial burden of maternity protection falls exclusively on employers rather than being supported by social security insurance. This arrangement exposes women to an increased vulnerability of income loss during their maternity leave (Panjaitan, 2021). The findings of a comparative analysis examining the effects of maternity leave on gender equality in Indonesia, Malaysia, and Thailand indicate that while maternity leave policies have the potential to advance gender equality, they may also perpetuate conventional gender norms and stereotypes (Farré, 2016; Oceanio, 2022). The research proposed that the implementation of dedicated periods of leave specifically designated for fathers could contribute to the promotion of gender equality (Farré, 2016; Oceanio, 2022).

### **Paid Leave Policy Design Matters for Workplace Equality**

The results of the present study indicate that individuals who utilize paid parental leave, regardless of their gender, face a "commitment penalty" in which they are perceived as demonstrating diminished commitment to their professional obligations. The aforementioned phenomenon was observed in individuals of both maternal and paternal origin who actively participated in the conducted study. There is a possibility for an improvement in the perceived degree of dedication among employees in the United States by introducing a policy that grants 12 weeks of paid parental leave to workers. However, it is conceivable that the implementation of such a policy may lead to a disparate impact on male employees. The persistence of the stigmatizing belief that women demonstrate diminished levels of dedication in professional settings can be attributed to the prevailing societal expectation that mothers prioritize their families and engage in intensive parenting, irrespective of their access to paid leave. The present study aims to examine the impact of paid leave policies on parental job commitment in the context of the United States. The findings of our research indicate that fathers tend to derive more benefits from the adoption of these policies, contrary to prevailing societal norms regarding gender roles, when compared to mothers. The outcome of this finding may evoke concern among advocates of gender equality.

The provision of maternity leave in Indonesia is legally mandated by the Labour Law number 13 of 2003. This legislation ensures that female employees are entitled to a period of 13 weeks of maternity leave, during which they receive their full wages without any reduction or loss of income (Panjaitan, 2021). Nevertheless, according to a study, the application of maternity leave in the country is limited to less than one-third of female workers, with not all of them receiving their complete salary throughout the duration of their leave (Panjaitan, 2021). The provision of maternity protection in Indonesia is solely reliant on employer funding rather than being supported by social security insurance, thereby exposing women to an elevated vulnerability of income loss during their maternity leave (Panjaitan, 2021). The impact of leave policy design and workplace culture on workers' perceptions in the United States was examined in a recent study published in the journal *Social Science Research* (Swift, 2021). The research conducted indicates that the implementation of paid leave policies has the potential to facilitate the progression of gender equality. However, the realization of this outcome necessitates a transformative cultural change, wherein individuals are embraced and supported in their decision to take leave. Furthermore, the research emphasized that the implementation of gender-neutral and flexible paid leave policies can effectively contribute to the advancement of gender equality (Swift, 2021). The Code of Practice for Employers for Promoting Equality and Preventing Discrimination at Work in Indonesia places significant emphasis on the obligation of employers to guarantee equitable treatment (APINDO, 2013). According to the provided information, employers are prohibited from denying the renewal of fixed duration contracts on grounds such as gender, pregnancy, maternity leave, temporary absence, or familial obligations (APINDO, 2013). This underscores the significance of

employers abiding by policies and practices that refrain from engaging in discriminatory behavior towards employees on the basis of their gender or familial obligations.

### **Gender Equality in the Workplace**

Numerous organizations frequently hold the belief that the implementation of a comprehensive maternity leave policy can effectively foster gender equity and facilitate the professional progression of women within the workplace. Nevertheless, this denotes the initial stage in the progression. Achieving gender equality within the professional domain necessitates a comprehensive evaluation of policies concerning maternity and parental/paternal leave, as well as the resolution of obstacles associated with the execution of paternity leave. There is a suggestion that the promotion of co-parenting leave for men and their active involvement in child-rearing duties may potentially contribute to the attainment of gender equality by challenging conventional gender roles and expectations. The implementation of this strategic approach has the potential to exert a substantial impact in mitigating wage disparities based on gender and fostering the advancement and aspirations of women in their professional endeavors.

Based on a study conducted by the Women Research Institute, it is evident that women in Indonesia encounter disparities and prejudiced treatment within the professional sphere. Consequently, this results in diminished rates of engagement in the labor force, elevated levels of unemployment and underemployment, reduced remuneration, and a disproportionate representation in occupations characterized by informality and low compensation (Surbakti et al., 2005). The Minister of Manpower in Indonesia has also recognized the disparity in labor force participation rates between men and women in the country (ILO, 2021). In order to tackle these concerns, the Indonesian government has implemented a proactive approach known as "gender mainstreaming" with the aim of promoting gender equality within the workforce (WCO, 2021). The objective of gender mainstreaming is to incorporate the perspectives and experiences of both women and men into the various stages of policy development, execution, assessment, and appraisal. This is done with the intention of formulating policies, programs, and initiatives that promote gender equality and yield benefits for both genders (WCO, 2021). The Gender Engagement Plan, implemented by the World Bank Indonesia in collaboration with the Australian Government, aims to aid the Indonesian Government in reducing the female labor force participation gap by 25 percent by the year 2025 (Worldbank.org, 2023). The primary objective of this plan is to prioritize essential reforms, programs, and evidence-based support aimed at expediting the involvement of women in the labor force (Worldbank.org, 2023). The importance of achieving gender equality in the workplace is widely acknowledged as a significant determinant of a nation's comprehensive progress, and the promotion of such equality is regarded as a valuable approach for fostering economic advancement (Setianto, 2020).

### **The MenCare Parental Leave Platform**

There has been a lot of interest in adopting equitable parental leave laws that provide financial compensation and are non-transferable between parents in recent years. This attention is a result of the admirable justification for such policies. According to research, the implementation of paternal leave regulations has had a positive impact on promoting gender parity in the workplace. These regulations have shown to be an effective means of promoting women's job advancement and gender pay parity while simultaneously enticing men to help out at home. According to research, implementing techniques to boost staff morale has a positive impact on worker productivity and lowers attrition rates. Governmental bodies can successfully communicate the idea that parental involvement is necessary for the wellbeing of offspring by adopting regulations that recognize the importance of both parents in the upbringing of their children. It is commonly believed that implementing leave policies that provide paid, non-transferable leave to people of both genders is a way to advance social justice, promote gender equality, and improve the wellbeing of women, men, and children.

Parental leave laws are an important tool for furthering gender equality because they encourage active fatherhood, improve the happiness and wellbeing of children, and help

parents strike a better balance between their home and professional lives. Gender disparities in the family and workplace may be established and maintained by the current framework of parental leave policy. A comprehensive plan that takes into account issues like parental leave laws, paternity leave obstacles, and maternity leave is necessary to achieve gender equality in the workplace. Gender-based norms and expectations can be lessened by the establishment of laws that encourage men to take co-parenting leave and support the equitable division of parenting responsibilities. The application of this specific strategy has the ability to considerably address and minimize the gender-based wage discrepancies that now exist while also advancing the career aspirations of women. According to research, implementing inclusive leave policies that provide paid and non-transferable leave to people of all genders advances social justice, gender equality, and the overall well-being of individuals in society. According to research, people of all genders, including women, children, and men, benefit from these programs.

The *menicare* Parental Leave Platform promotes parental leave for both men and women as well as gender equality (Haas & Rostgaard, 2011; Heymann et al., 2017). It highlights the significance of non-transferable and paid parental leave policies, which support women's progress and equal compensation in the workplace, strengthen men's caregiving involvement, raise employee morale and productivity, and lower turnover. In order to ensure that all parents have the chance to be actively involved in their children's lives, the platform calls on governments and companies to adopt such policies (Pomerantz et al., 2007; Terriquez, 2013). The 2003 Manpower Law in Indonesia allows employed, married fathers two days of fully compensated paternity leave for childbirth or miscarriage, paid for by the employer (Budiono, 2014). In Indonesia, male civil officials are entitled to a month of paid paternity leave, with their base pay being maintained (Alfitran, 2020). Due to ingrained gender roles and cultural norms, formal paid paternity leave adoption in Indonesia is still very low. Contrarily, Indonesian female employees are entitled to 13 weeks of paid maternity leave under Labor Law Number 13 of 2003. However, a survey indicates that less than one-third of women employed in the nation are eligible for maternity leave, and not all of them receive their full pay during the leave time. Because employers in Indonesia are the only ones that pay for maternity benefits, women who take maternity leave run the danger of experiencing financial instability.

## RESEARCH METHOD

The current study utilizes the method of media content analysis to examine the material found in online media, with the objective of understanding the individuals or entities responsible for creating and consuming this content. The current study utilizes a methodological framework to examine various types of media, encompassing interview transcripts, film narratives, TV programs, and newspaper articles, among others. The ongoing investigation primarily focuses on the domain of online media, with a specific emphasis on the social media platform Twitter. The current study employs content analysis as a methodological framework to identify and analyze lexical items, themes, or concepts within qualitative data. Moreover, this methodology is utilized to assess the linguistic choices employed in media content with the objective of identifying any potential biases or non-neutral stances. The current methodology offers numerous advantages, such as the incorporation of various research methodologies and the examination of multiple types of media. This study specifically centers on the analysis of internet media and Twitter as a platform for social media. The current methodology demonstrates the ability to discern intentions, articulate responses to communication, ascertain emotional states, unveil international variations, and uncover patterns of communication. This study employs the media content analysis methodology to examine the influence of parental leave policies on gender equality in the professional workplace.

The data collection process for this study involves acquiring information from online media sources accessible on the internet. The sources encompass a variety of platforms, such as news websites and scientific papers. The data collection procedure incorporated a range of specific terminologies, including paternity leave, maternity leave, mothers' productivity,

motherhood, fatherhood, and employee productivity during their leave period. Upon completion of data collection, the researchers proceeded to the subsequent phase of the research, which entailed establishing the coding categories for the study. The present study employed a predetermined set of criteria to categorize the explanations encountered in online media. Subsequently, the data was categorized by the researchers according to the pertinent categories. A decision was made to allocate codes to the content, including categories such as favorable, unfavorable, crucial for implementation, requiring further development, and deserving of attention. The researchers opted to employ trustworthiness as a metric in order to ensure the study's validity and reliability. The evaluation of the credibility, applicability, dependability, and verifiability of the findings is necessary in this context. Ultimately, the researchers performed an analysis and interpretation of the coded data to derive meaningful findings regarding the media content that was subject to examination. The methodology involved the identification of patterns, themes, and relationships present in the data, with the aim of attaining insights and making relevant judgments.

## RESULTS

This study investigates the positive effects of paternity leave on men and their families, as discussed in an essay published by Internet Media (Kumparan, 2022). The research highlights the significance of fathers' active engagement in childcare. Chandra (2022) has published a recent study that examines the positive impacts associated with paternity leave, such as improvements in paternal mental well-being and the strengthening of familial bonds. The aforementioned findings are consistent with prior scholarly investigations in the field, suggesting that the provision of paternity leave can yield beneficial outcomes for fathers as well as their families. In the article authored by Day (2023), a persuasive argument is put forth in favor of the expansion of paternity leave within the United Kingdom. The author presents a range of advantages associated with this extension, such as its potential to address the gender wage disparity and offer assistance to women dealing with postnatal depression. The article published by Lau (2023) in Internet Media examines the difficulties faced by Japanese men when accessing paternity leave.

The article emphasizes the potential adverse outcomes that may result from employers in this context. Based on a survey referenced in the Internet Media (Davidson, 2023), there is an observable inclination towards endorsing paternity leave, indicating a positive disposition towards the expansion of paternal leave duration. This study investigates the argument presented by Redaksi (2022) advocating for the expansion of paternity leave duration in Indonesia. The article argues that implementing such a strategy would result in substantial benefits for both employees and companies. The article authored by Tim (2022) in Internet Media discusses the proposed introduction of a 40-day paternity leave policy in Indonesia. The article highlights the benefits that would be provided to both mothers and fathers through the implementation of such a policy. On the contrary, the subject of maternity leave in Indonesia has been examined in online media sources (Dian, 2023), where specific critics have expressed concerns about potential negative consequences for women.

The recent publication by Afifa (2023) in the field of Internet Media sheds light on the acknowledgment of Melissa Siska Juminto, the President of Tokopedia, for her notable inclusion in FORTUNE Indonesia's prestigious Most Powerful Women 2023 compilation. The article additionally highlights Juminto's commitment to advancing women's leadership and enacting policies that support women and mothers. The Maternal and Child Welfare Bill, which was proposed by the Indonesian House of Representatives in 2022, has incorporated a provision for a 40-day paternity leave. The primary aim of this provision is to bolster the rights of fathers in offering support to their partners during the childbirth process (RI, 2022). This study presents an analysis of the adoption of a Global Parental Policy by Nestle Indonesia, encompassing the provision of an extended maternity leave for female employees and the introduction of paternity leave for male employees (Wahyuningsih, 2023).

The policy has been formulated with the objective of bolstering the welfare of employees and their families, and is aligned with international endeavors to advance gender parity and foster a harmonious equilibrium between work and personal life. It is anticipated that the adoption of this policy will yield favorable outcomes in terms of employee satisfaction, retention, and productivity, as well as the overall performance of the organization. Additional investigation is required to evaluate the efficacy of this policy in attaining its intended objectives. The policy mentioned above provides flexible work schedules and designated spaces for lactation purposes. The current focus of deliberation in the Indonesian House of Representatives pertains to the maternal and child welfare bill, encompassing provisions aimed at augmenting paternity and maternity leave. The measures that have been put forth have the objective of enhancing Indonesia's human capital and emphasizing the importance of early childhood development (Paat, 2022).

The topic of insufficient paternity leave in Indonesia has been examined in a recent article published by the British Broadcasting Corporation (BBC) in 2017. Nevertheless, a contemporary phenomenon has emerged within specific corporations wherein male employees are being offered extended periods of leave. The paternity and maternity leave policies under consideration have encountered resistance from the Indonesian Employers Association (Apindo), which has voiced concerns about their potential effects on corporate expansion and female labor force participation (Expat, 2022). According to Kurmala (2020), there is a positive correlation between paternity leave and the level of involvement exhibited by fathers during the early stages of their children's development and overall welfare. This study investigates the parental leave policies implemented in Sweden, Finland, and Singapore. This study presents a comprehensive examination of the duration of parental leave entitlements for mothers and fathers across various countries, drawing upon recent articles authored by Redaksi (2022) and Sandi (2022).

This article provides an analysis of the legislative proposal put forth by the Indonesian parliament, which aims to implement a 40-day paternity leave as a provision within the bill concerning the welfare of mothers and children. The article highlights the positive effects of paternity leave on various aspects, including family dynamics, gender-based wage gaps, and overall workplace efficiency. However, existing literature also makes reference to concerns about the potential impact on commercial enterprises (Media, 2022; Post, 2023). This article elucidates the importance of paternal leave for fathers in offering assistance to their partners during the process of childbirth and reducing the likelihood of postpartum depression. This article aims to provide a comprehensive analysis of the benefits associated with paternity leave, including the promotion of a robust emotional bond with the newborn and the cultivation of increased employee loyalty to the organization (annisast, 2020).

The issue of paternity leave in Indonesia, similar to several other countries, has been a matter of contention and discussion. Numerous studies and scholarly articles have demonstrated the advantageous outcomes associated with fathers taking paternity leave, benefiting not only the fathers themselves but also their families and society at large. One scholarly article emphasizes the significance of fathers' active engagement in the care and development of their children, emphasizing the crucial role played by paternity leave in facilitating fathers' ability to fulfill this responsibility. This article elucidates the accounts of two individuals employed at PT Nestle Indonesia who capitalized on the allotted 20-day paternity leave to foster the welfare of their families, provide support to their spouses during the postpartum phase, and cultivate profound connections with their recently born offspring. Both paternal figures seized the chance to actively participate in enhancing the welfare of their families, providing support to their partners during the postnatal phase, and cultivating profound connections with their recently born offspring.

This article presents an analysis of the potential positive impacts of paternity leave on the mental well-being of fathers. This highlights the significance of paternal presence during the immediate postpartum period, as it plays a vital role in offering emotional assistance and mitigating the risk of postpartum depression among new mothers. The article



discusses the implementation of paternity leave policies by companies like Google and Unilever Indonesia. These companies acknowledge the substantial influence of such policies in fostering the connection between fathers and their children, safeguarding family bonds, and enhancing the overall well-being and contentment of both parents and children.

In the United Kingdom, a burgeoning movement has emerged with the aim of mitigating the income disparity between genders. This movement advocates for an extension of the duration of paid paternity leave to a period of six weeks. Additionally, this intervention could provide assistance to women experiencing postpartum depression. Based on the findings of a recent survey, it is evident that a mere 18% of individuals in the United Kingdom perceive the current two-week paternity leave policy as sufficient. There exists a belief among certain individuals that the expansion of paternity leave holds potential benefits for both parents, including the potential to mitigate the salary disparity between genders and enhance the mental well-being of women experiencing postpartum depression.

The nation of Japan, which is also grappling with declining birth rates, has formulated a strategic plan to increase the proportion of fathers who avail paternity leave from the existing 14% to 50% by 2025 and further to 85% by 2030. Nevertheless, there exists a disparity in the utilization of paternity leave between males and females, with males exhibiting a lower likelihood of availing themselves of this benefit. This discrepancy can be attributed to cultural factors and concerns regarding potential negative consequences within their professional spheres. The government is currently considering the provision of financial incentives as a potential strategy to promote the implementation of fatherhood leave policies within small and medium-sized enterprises. Experts caution that solely modifying paternity leave regulations may not suffice to effectively transform deeply entrenched cultural norms that impact birth rates. According to a recent survey, there exists a growing societal inclination towards advocating for fathers to be granted an average duration of 10.5 weeks of parental leave. The current level of support for paternity leave has doubled compared to the findings of a survey conducted in 2017, indicating a notable increase in societal endorsement for this policy. This observation implies that societal attitudes are progressively evolving in a favorable trajectory, acknowledging the significance of fathers' involvement in childcare.

**Table 1.** Internet Media Context Categories on Paternal Leave

| No. | Source  | Categories |
|-----|---|------------|
| 1   | The dads discuss their experiences of taking paternity leave and how it enabled them to contribute to the health and happiness of their families, help their spouses throughout the postpartum period, and form bonds with their newly born children. Additionally, the benefits of paternity leave for mental health, the dynamics of families, and the growth of children are discussed in the essay (Kumparan, 2022) | Positive   |
| 2   | Unilever Indonesia provides moms with access to breastfeeding rooms and daycare facilities (Chandra, 2022)  | Positive   |
| 3   | Paternity leave in the United Kingdom is among the least generous in Europe, with a statutory entitlement of only two weeks and a weekly rate for paternity pay that is equivalent to £172. Those advocating for an expansion of paternity leave claim that doing so would be beneficial to both parents and would have a favorable effect on efforts to close the gender wage gap (Day, 2023)                          | Positive   |
| 4   | The government plans to consider providing allowances for small and medium-sized enterprises to encourage them to accept paternity leave (Lau, 2023)  | Negative   |
| 5   | A recent survey shows that support for paternity leave is increasing, with respondents calling for fathers to get an average of 10.5 weeks of parental leave, more than   | Positive   |

| No. | Source   | Categories |
|-----|--|------------|
|     | double the support shown in a 2017 Pew survey (Davidson, 2023)   |            |
| 6   | Paternity leave is a right for male employees who have families and whose wives give birth or have a miscarriage. However, the number of days given for paternity leave is considered too short (Redaksi, 2022a)   | Positive   |
| 7   | discusses the proposed 40-day paternity leave for fathers in Indonesia, which is included in the draft of the Rancangan Undang-undang tentang Kesejahteraan Ibu dan Anak (RUU KIA) or the Draft Law on the Welfare of Mothers and Children. the benefits of paternity leave for both mothers and fathers, such as reducing postpartum depression and supporting career advancement (Tim, 2022)   | Positive   |
| 8   | The law provides for longer maternity leave and paternity leave, but some critics argue that it could limit women's career opportunities and lead to their being laid off. The law also places a heavy burden on women to provide exclusive breastfeeding for six months, which can be difficult or impossible for some women (Dian, 2023)   | Negative   |
| 9   | the President of Tokopedia is committed to encouraging more women to fill leadership positions and creating policies and work environments that are women- and mother-friendly. Tokopedia, which is part of the Gojek Tokopedia (GoTo) group, implements the Three Zeroes concept: Zero Emission, Zero Waste, and Zero Barrier completely by 2030 as a manifestation of the company's Environmental, Social, and Governance (ESG) principles (Afifa, 2023)                         | Positive   |
| 10  | The Indonesian House of Representatives (DPR) has initiated a 40-day paternity leave for fathers whose wives give birth, as part of the Maternal and Child Welfare Bill (RUU KIA). The bill also includes a six-month maternity leave for mothers. The proposed paternity leave is intended to strengthen the rights of fathers to accompany their wives during childbirth or miscarriage. The bill is still in the drafting stage and has not yet been passed into law (RI, 2022) | Positive   |
| 11  | Nestle Indonesia has implemented a Global Parental Policy that includes a 7.5-month maternity leave for female employees, as well as paternity leave for male employees. The policy also provides flexible work arrangements for new mothers and lactation rooms in the workplace (Wahyuningsih, 2023)   | Positive   |
| 12  | The maternal and child welfare bill is still under discussion and also proposes a six-month maternity leave, an increase from the current three-month maternity leave. The bill emphasizes the importance of a child's early years and aims to promote Indonesia's human capital (Paat, 2022)  | Positive   |
| 13  | PT Johnson & Johnson Indonesia now offers two months of leave for male employees to support their wives after childbirth, while PT Unilever Indonesia offers five days of leave (BBC, 2017)  | Positive   |
| 14  | The Indonesian Employers Association (Apindo) has objected to the proposed paternity and maternity leave   | Negative   |

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| No. | Source  | Categories |
|-----|---|------------|
|     | policies in the draft law on maternal and child welfare. The draft law provides for a maximum of 40 days of paternity leave for husbands and six months of maternity leave for women (Expat, 2022)  |            |
| 15  | The involvement of fathers in their children's early days has a positive impact on their development and health (Kurmala, 2020)   | Positive   |
| 16  | the parental leave policy in Sweden, which allows parents to take up to 480 days of paid leave for each child born. The leave can be split between the mother and father, with each parent required to take 90 days of leave (Redaksi, 2022b)   | Positive   |
| 17  | paternity leave is important for the well-being of families and can have positive effects on gender pay gaps and workplace productivity (Media, 2022)   | Positive   |
| 18  | The Indonesian House of Representatives has passed a bill on mother and child welfare that extends maternity leave to a minimum of 6 months and grants paternity leave (Post, 2023)   | Positive   |
| 19  | The length of paternity leave varies by country, with Indonesia offering only two days of leave for fathers, while other countries like Sweden and Iceland offer up to 240 and 365 days of leave, respectively (annisast, 2020)   | Positive   |
| 20  | many Southeast Asian countries, including Indonesia, the involvement of fathers in childcare is still minimal. the cultural and structural barriers that prevent the implementation of paternity leave in Indonesia, including the high power distance between managers and employees, the lack of egalitarian ideology, and the low level of education among fathers (Maulana, 2021)   | Positive   |
| 21  | In Finland, fathers are entitled to 54 days of leave, while mothers can take up to 105 days. In Sweden, parents are entitled to 480 days of paid leave until their child is 8 years old, and they can reduce their working hours by up to 25% until their child is 8 years old. In Singapore, mothers are entitled to 16 weeks of paid maternity leave, and fathers are entitled to 2 weeks of paternity leave if they meet certain requirements (Sandi, 2022)  | Positive   |
| 22  | companies in Indonesia that are supportive of fathers, offering paternity leave and other benefits to help them adapt to their role as parents. Some examples include OVO and Grab, which offer three weeks of paternity leave and additional benefits, and Johnson & Johnson Indonesia, which offers 2 months of parental leave for fathers. Other companies, such as Kadence International Indonesia and The Trade Desk Indonesia, offer flexible working arrangements to help fathers balance their work and family responsibilities (Kaloh, 2022) | Positive   |

Source: processed data

The notion of paternity leave is increasingly garnering attention as a subject of discourse in Indonesia. The bill currently undergoing the legislative process aims to extend the current entitlement of fathers to two days of paid paternity leave to a more substantial duration of forty days. The objective of this legislation is to enhance the entitlements of fathers to attend childbirth or miscarriage events, while also emphasizing the advantages of paternity leave in mitigating the likelihood of postpartum depression and promoting career progression. Nevertheless, the Indonesian Employers Association (Apindo) has expressed its dissent

towards these regulations, asserting that they possess the capacity to impede the growth of businesses and hinder women's involvement in the workforce, particularly within the realm of small and medium-sized enterprises.

In Indonesia, certain businesses are at the forefront of developing policies that promote family welfare, despite the ongoing challenges in achieving consistent implementation of paternity leave across the nation. Nestle Indonesia has implemented a comprehensive Global Parental Policy, which grants a maternity leave period of 7.5 months for female employees and a corresponding paternity leave period of 7.5 months for male employees. In addition to Johnson & Johnson Indonesia, other companies such as OVO and Grab also offer paternity leave and various other benefits to fathers, aiming to provide support in their parental responsibilities.

In summary, the discussions and occurrences surrounding the topic of paternity leave have provided insights into the positive impacts it has had on fathers, families, and the broader community. Several crucial factors must be considered, such as the recognition of fathers' involvement in the upbringing of children, the positive impact on mental well-being and family dynamics, endeavors to address gender inequalities, and the mitigation of declining birth rates. As societal progress persists, the implementation of legislative measures and the fostering of inclusive working environments become crucial in promoting gender equality and encouraging paternal involvement in child-rearing.

The field of study pertaining to paternal leave encompasses a wide array of topics. This study examines the effects of paid parental leave policies on multiple dimensions, such as population health, infant mortality rates, and fertility rates (Burtle & Bezruchka, 2016; Farré & González, 2019). Furthermore, this study delves into the correlation between said policies and crucial variables such as employee retention, company productivity, and labor market outcomes (Able, 2017).

**Table 2.** Paternal Leave Fact from Internet Media

| Fact  | Source              | Years |
|---|---------------------|-------|
| Paternity leave has positive outcomes for fathers   | Kumparan (2022)     | 2022  |
| Paternity leave enhances paternal mental health   | Chandra (2022)      | 2022  |
| Paternity leave strengthens familial ties   | Chandra (2022)      | 2022  |
| Paternity leave can close the gender wage gap   | Day (2023)          | 2023  |
| Paternity leave supports women with postnatal depression  | Day (2023)          | 2023  |
| Challenges faced by Japanese men in taking paternity leave  | Lau (2023)          | 2023  |
| Growing support for paternity leave   | Davidson (2023)     | 2023  |
| Extending paternity leave in Indonesia would yield significant advantages   | Redaksi (2022)      | 2022  |
| Proposed 40-day paternity leave in Indonesia  | Tim (2022)          | 2022  |
| Concerns raised about maternity leave in Indonesia  | Dian (2023)         | 2023  |
| Recognition of Melissa Siska Juminto's efforts in promoting women's leadership  | Afifa (2023)        | 2023  |
| Maternal and Child Welfare Bill in Indonesia includes 40-day paternity leave  | RI (2022)           | 2022  |
| Nestle Indonesia implements Global Parental Policy with extended maternity and paternity leave                                  | Wahyuningsih (2023) | 2023  |
| Indonesian House of Representatives deliberating on maternal and child welfare bill with enhanced paternity and maternity leave | Paat (2022)         | 2022  |
| Inadequate paternity leave discussed in a 2017 BBC article  | BBC (2017)          | 2017  |

Source: processed data

The study also examines the advantages of providing fathers with paid paternity leave, such as heightened levels of life and job contentment, along with the favorable impacts on

mothers and families (Nepomnyaschy & Waldfogel, 2007). Furthermore, empirical research has demonstrated that extended durations of paternal leave are associated with heightened levels of paternal engagement in developmental responsibilities and caregiving duties. This, in turn, yields advantageous outcomes for children in terms of their emotional well-being, psychological development, behavioral patterns, and cognitive abilities (Heshmati, 2022). In addition, scholars have conducted investigations into the effects of paid parental leave policies on health disparities and have underscored the importance of ensuring fair and equal availability of such leave (Burtle & Bezruchka, 2016; Nepomnyaschy & Waldfogel, 2007). In conclusion, the study emphasizes the significance of marital roles and parental cooperation in the utilization of parental leave. The evidence suggests that households where both parents share leave in a more equitable manner demonstrate greater levels of cooperation (Burtle & Bezruchka, 2016). In its entirety, this comprehensive collection of studies illuminates the impacts of paid parental leave policies on various aspects of families, employers, and society. These findings offer significant knowledge for policymakers and individuals with vested interests in the matter.

In Spain, the implementation of a two-week paid paternity leave in 2007 (Farré & González, 2019) had a significant impact on subsequent fertility rates, thus warranting emphasis. A group of researchers have found, using a regression discontinuity design and administrative data, that parents who qualified for the recently introduced paternity leave had a greater duration between the births of their children compared to parents who did not qualify for this leave. The findings of the research suggest that older couples who met the specified criteria experienced a reduced probability of having another child within six years following the implementation of the reform. There are two potential factors that are believed to be involved in the occurrence of these harmful effects on future fertility. The current study aims to examine the correlation between heightened paternal engagement in childcare and the attachment of mothers to the labor force. The findings of Farré and González (2019) indicate that there is a positive correlation between increased paternal involvement in childcare and higher levels of maternal labor force participation. Consequently, this gives rise to an increase in the opportunity cost associated with the decision to have an additional child. Following the implementation of the reform, there was a subsequent decrease in the intended fertility reported by male individuals. This shift in behavior may be attributed to an increased awareness of the financial costs associated with raising children or a change in their preference from focusing on quantity to prioritizing quality.

**Table 3.** Internet Media Classification

| No. | Source                          | Context   | Classification         |
|-----|---------------------------------|---|------------------------|
| 1   | Internet Media (Kumparan, 2022) | Positive effects of paternity leave on men        | Favorable              |
| 2   | Internet Media (Chandra, 2022)  | Significance of paternity leave for mental health | Favorable              |
| 3   | Internet Media (Day, 2023)      | Extending paid paternity leave to reduce wage gap | Important to implement |
| 4   | Internet Media (Lau, 2023)      | Fear of negative repercussions for taking leave   | Bad                    |
| 5   | Internet Media (Davidson, 2023) | Increasing support for longer paternity leave     | Favorable              |
| 6   | Internet Media (Redaksi, 2022a) | Benefits of paternity leave in Indonesia          | Favorable              |
| 7   | Internet Media (Tim, 2022)      | Proposed 40-day paternity leave in Indonesia      | Favorable              |
| 8   | Internet Media (Dian, 2023)     | Concerns about limitations of new leave law       | Bad                    |
| 9   | Internet Media (Afifa, 2023)    | Recognition of influential Indonesian woman       | Favorable              |
| 10  | Internet Media (RI, 2022)       | Initiation of paternity leave in Indonesia        | Favorable              |

| No. | Source                              | Context   | Classification         |
|-----|-------------------------------------|---|------------------------|
| 11  | Internet Media (Wahyuningsih, 2023) | Extended parental policies in Nestle Indonesia        | Favorable              |
| 12  | Internet Media (Paat, 2022)         | Proposal for more generous paternity leave in Indo    | Favorable              |
| 13  | Internet Media (BBC, 2017)          | Lack of paternity leave in Indonesia                  | Favorable              |
| 14  | Internet Media (Expat, 2022)        | Objections to proposed paternity leave policies       | Bad                    |
| 15  | Internet Media (Kurmala, 2020)      | Positive impact of paternity leave on children        | Favorable              |
| 16  | Internet Media (Redaksi, 2022b)     | Parental leave policy in Sweden                       | Favorable              |
| 17  | Internet Media (Media, 2022)        | Proposal for paternity leave in Indonesia             | Favorable              |
| 18  | Internet Media (Post, 2023)         | Approval of bill for extended leave in Indonesia      | Favorable              |
| 19  | Internet Media (annisast, 2020)     | Importance and benefits of paternity leave            | Favorable              |
| 20  | Internet Media (Maulana, 2023)      | Need for gender equality and paternity leave          | Important to implement |
| 21  | Internet Media (Sandi, 2021)        | Parental leave policies in Finland, Sweden, Singapore | Favorable              |
| 22  | Internet Media (Kaloh, 2022)        | Supportive companies for fathers in Indonesia         | Favorable              |

Source: processed data

**Table 4.** Scientific Paper Summarize on Paternal Leave

| No. | Source                           | Categories |
|-----|----------------------------------|------------|
| 1   | (Burtle & Bezruchka, 2016)       | Neutral    |
| 2   | (Farré & González, 2019)         | Neutral    |
| 3   | (Able, 2017)                     | Neutral    |
| 4   | (Nepomnyaschy & Waldfogel, 2007) | Positive   |
| 5   | (Chuard, 2023)                   | Negative   |
| 6   | (Girsberger et al., 2023)        | Positive   |
| 7   | (Lindemann & Gangl, 2019)        | Neutral    |
| 8   | (Mörk et al., 2020)              | Neutral    |
| 9   | (Kreiner & Sievertsen, 2020)     | Neutral    |
| 10  | (Homroy & Mukherjee, 2021)       | Neutral    |
| 11  | (van Winden, 2023)               | Neutral    |
| 12  | (Arendt et al., 2021)            | Neutral    |
| 13  | (Hoang et al., 2012)             | Neutral    |
| 14  | (González & Trommlerová, 2022)   | Positive   |
| 15  | (Zamfir, 2015)                   | Negative   |
| 16  | (Brewer et al., 2022)            | Neutral    |
| 17  | (Xu et al., 2021)                | Neutral    |
| 18  | (Duffy et al., 2020)             | Negative   |
| 19  | (Stertz et al., 2020)            | Neutral    |
| 20  | (Tharenou, 2008)                 | Neutral    |
| 21  | (Gilbert et al., 2023)           | Neutral    |
| 22  | (Paxson, 1995)                   | Neutral    |

Source: processed data

The research encompasses a diverse array of subjects, such as population health, fertility rates, infant mortality, employee retention, company productivity, and labor market outcomes. In a study conducted by Burtle and Bezruchka (2016), an investigation was

undertaken to analyze the impact of paid parental leave policies on various aspects such as population health, infant mortality rates, and fertility rates across different nations. In a study conducted by Farré and González (2019), the authors examine the effects of the implementation of a two-week paid paternity leave policy in Spain in 2007 on subsequent fertility rates.

The study conducted by Nepomnyaschy and Waldfogel (2007) examines the advantages associated with paid paternity leave for fathers. These benefits encompass heightened levels of life and job satisfaction, along with positive repercussions for mothers and families. In contrast, Chuard's (2023) study posits that an extended duration of parental leave may have adverse implications for the well-being of mothers, manifesting as heightened susceptibility to hospitalization, augmented reliance on medication, and diminished self-perceived health. Nevertheless, it was observed that the adverse consequences were comparatively diminished for mothers with infants exhibiting poor health conditions. The study conducted by Girsberger et al. (2023) sheds light on the positive outcomes associated with paid maternity leave. The researchers discovered that the implementation of a 14-week paid maternity leave policy in Switzerland in 2005 resulted in an increased probability of having a second child. Furthermore, women employed in companies that did not offer paid leave prior to the mandate experienced higher earnings, suggesting the possibility of indirect benefits extending from firms that already provided paid leave.

In a recent investigation conducted by González and Trommlerová (2022), the effects of a cash transfer program aimed at new mothers in Spain were examined. The study reveals a noteworthy decrease in the probability of infants being born with low birth weight, particularly among socioeconomically disadvantaged women. These findings suggest potential enhancements in maternal health, nutrition, and behaviors as a result of the intervention.

Xu et al. (2021) examine the impact of parental leave policies on the career progression and overall welfare of employed mothers. The study underscores the necessity for additional investigation into maternity leave policies, with a specific focus on the lodging sector. Numerous scholarly investigations center on the subject of gender equality and the extent of fathers' engagement in the realm of parenting. Duffy and colleagues (2020) emphasize the adverse consequences associated with inadequate paid paternity leave policies, specifically in relation to gender inequality, family dynamics, organizational practices, and the economy. The authors advocate for policy reforms and the cultivation of inclusive workplace cultures. The study conducted by Stertz et al. (2020) investigates the daily experiences of fathers during their parental leave and analyzes the impact of organizational perceptions and the duration of leave on fathers' concerns related to their work.

Several studies included in this compilation examine various subjects. For instance, Kreiner and Sievertsen (2020) explore the intergenerational effects of neonatal health on future outcomes. Hoang et al. (2012) investigate the impact of female labor migration on families left behind. Zamfir (2015) evaluates gender equality frameworks in Romania. Lastly, Gilbert et al. (2023) examine how work influences employees' experiences of pregnancy loss. The study conducted by Lindemann and Gangl (2019) investigates the negative consequences of paternal unemployment on the probability of pursuing higher education. The research emphasizes the significance of familial welfare and diminishing student optimism as factors that contribute to these consequences, rather than solely focusing on the loss of income.

In contrast, the study conducted by Mörk et al. (2020) reveals that the influence of parental job loss on children is relatively restricted. However, it does indicate that such job loss has adverse consequences on the health of parents, their labor market outcomes, and the likelihood of separations. Additionally, the researchers identify minor adverse consequences associated with maternal job loss in terms of educational attainment and early adult outcomes, thereby challenging prior empirical findings. This research contributes to the comprehensive comprehension of the intricate association between

parental employment, job displacement, and the consequences on children. Kreiner and Sievertsen (2020) investigate the intergenerational implications of neonatal health, specifically focusing on the association between birth weight and academic performance in subsequent generations. The results of their study highlight the importance of neonatal health in influencing future outcomes, emphasizing the enduring consequences of early life health on educational attainment.

Homroy and Mukherjee (2021) conducted a study that centers on the gender pay gap within executive roles. Their research sheds light on a notable discrepancy in compensation between female executives, particularly those in younger age groups and the financial industry. The presence of regulatory interventions has been found to be linked to a decrease in gender pay gaps within executive positions. This suggests that public policies play a crucial role in tackling gender disparities in both corporate leadership and compensation. Research findings also provide insights into the significance of education and its influence on different dimensions of family dynamics. The study conducted by Arendt et al. (2021) examines the impact of a Danish school reform on maternal education and its subsequent effects on two key outcomes: mothers' age at first birth and maternal health. The findings of the study reveal positive effects in both of these domains. Nevertheless, the study does not establish a definitive cause-and-effect relationship between maternal education and child health from birth to adolescence, highlighting the necessity for additional research in this particular area of study.

The compilation comprises a collection of studies that investigate the social and cultural aspects of family organization. The study conducted by Hoang et al. (2012) investigates the effects of female labor migration on families that are left behind, with a specific focus on children. The authors highlight the intricate nature of childcare arrangements and the significant role played by social norms in shaping family dynamics. This research highlights the significance of comprehending cultural contexts and social norms in influencing the results of policies related to parental leave. In addition, the compilation includes studies that investigate the impact of parental leave policies on the well-being of employees and their work-related outcomes. The study conducted by Brewer et al. (2022) examines the effects of the expansion of childcare subsidies on the level of maternal labor force participation in England. The findings of the study indicate that the provision of full-time free childcare has a substantial positive impact on the employment rates and overall involvement of mothers in the workforce. This study enhances our comprehension of the impact of childcare assistance on promoting women's engagement in the labor force. Finally, research emphasizes the significance of workplace practices and policies that foster support. The study conducted by Gilbert et al. (2023) investigates the correlation between employment and the occurrence of pregnancy loss, with a particular focus on the impact of work on the physical and psychological aspects of loss experienced by employees. This study highlights the importance of adopting supportive workplace strategies to enhance employee health and well-being in demanding situations. In aggregate, the amalgamation of research studies offers a thorough perspective on the diverse ramifications of parental leave policies on individuals, families, organizations, and society as a whole. The study investigates various outcomes, encompassing population health, fertility rates, gender equality, educational attainment, labor market participation, and the interaction between work and family dynamics. These observations provide valuable input for evidence-based policy formulation and underscore the significance of creating inclusive and nurturing environments for individuals and families throughout different life stages.

### **Impacts on Population Health and Fertility Rates**

Numerous studies have examined the effects of paid parental leave policies on population health and fertility rates. Burtle and Bezruchka (2016) conducted a comprehensive cross-national analysis to investigate the impacts of these policies. The researchers discovered that the introduction of a paid parental leave policy was linked to positive changes in population health measures, specifically a reduction in infant mortality rates. Furthermore, the researchers conducted an observation of the impact of paid parental leave policies on



fertility rates, noting that the specific outcomes exhibited variations across different countries. The study conducted by Farré and González (2019) specifically examined the implementation of a two-week paid paternity leave policy in Spain in 2007. The objective of their study was to comprehend the impact of this policy alteration on subsequent fertility rates. The results of the study indicate a favorable influence, indicating that the implementation of paid paternity leave has led to an increase in fertility rates, possibly by promoting effective family planning and fostering a desire among couples to start a family. In Switzerland, a study was conducted by Girsberger et al. (2023) to investigate the implementation of a 14-week paid maternity leave in the year 2005. The objective of their study was to evaluate the impact of this policy on the occurrence of second-child births. The findings of the study suggest that the introduction of paid maternity leave has a positive impact on the probability of mothers choosing to have a second child. This implies that the provision of extended maternity leave can have a beneficial impact on fertility rates by offering support to mothers in their choice to pursue another pregnancy. The aforementioned studies collectively illustrate the substantial influence that policies regarding paid parental leave can exert on both the health of the population and the rates of fertility. The inclusion of remunerated time off not only facilitates improved health outcomes but also influences decisions regarding family planning and promotes the conception of additional offspring.

### **Effects on Parents' Well-being and Health**

The existing body of research pertaining to the impacts of parental leave on the well-being and health of parents has yielded significant and noteworthy findings. A study conducted by Nepomnyaschy and Waldfogel (2007) examined the advantages associated with the provision of paid paternity leave for fathers. The study revealed that the provision of paternity leave for fathers resulted in heightened levels of life satisfaction and job satisfaction. This finding suggests that the provision of paid paternity leave can yield beneficial outcomes for the overall welfare of fathers. In contrast, Chuard (2023) posits that the duration of parental leave could potentially yield varying impacts on the health of mothers. Based on the findings of the research, extended durations of parental leave can potentially exert adverse effects on the health of mothers. The potential adverse consequences encompass heightened susceptibility to hospitalization, reliance on medication, and diminished self-perceived health. Nevertheless, it is crucial to acknowledge that the adverse consequences were observed to be less significant among mothers with infants who have health issues, suggesting that the baby's health status can mitigate the influence of extended parental leave on maternal welfare. Collectively, these studies illustrate the intricate correlation between parental leave and the well-being and health of parents. Although the implementation of paid paternity leave has been found to positively impact fathers' life and job satisfaction, it is important to note that the duration of parental leave can have diverse effects on mothers' health, potentially leading to adverse outcomes for their overall well-being. Comprehending these dynamics is imperative in order to develop parental leave policies that promote the welfare of both mothers and fathers.

### **Gender Equality and Involvement of Fathers**

The scholarly investigation pertaining to gender equality and the participation of fathers in the realm of parenting has provided valuable insights into the crucial dimensions of policies related to parental leave. Duffy et al. (2020) underscore the adverse consequences of inadequate paid paternity leave policies on the perpetuation of gender inequality. The research underscores the impact of insufficient or absent paternity leave policies on the perpetuation of traditional gender norms and the impeding of fathers' engagement in caregiving duties. The authors propose implementing policy modifications that foster inclusive workplace environments and offer substantial paternal leave options for fathers as a means to tackle this matter. In addition, Stertz et al. (2020) conducted a research study that investigated the experiences of fathers during their parental leave, as well as the impact of organizational perceptions and the duration of leave on their concerns related to work. This study underscores the significance of fostering supportive workplace environments and implementing policies that promote fathers' uptake of parental leave.

The research indicates that extended periods of leave and favorable organizational attitudes towards fathers' participation in caregiving can mitigate work-related anxieties, allowing fathers to actively participate in parenting responsibilities without jeopardizing their professional advancement. Collectively, these studies underscore the importance of parental leave policies in advancing gender equality and fostering paternal engagement in childcare. Through the implementation of robust and inclusive paternity leave policies, both organizations and policymakers have the potential to make significant contributions towards the mitigation of gender disparities, the cultivation of enhanced work-life equilibrium, and the promotion of engaged fatherhood.

### **Interplay Between Education and Family Dynamics**

The relationship between education and family dynamics has garnered significant attention in academic research, particularly with regards to its influence on children's educational achievements and maternal well-being. In a study conducted by Kreiner and Sievertsen (2020), a significant association was identified between birth weight and academic performance as measured by school test scores in subsequent generations. The results of their study emphasize the enduring consequences of early life health on educational attainment, thus emphasizing the significance of neonatal health in influencing future educational achievements. Furthermore, the study conducted by Arendt et al. (2021) examined the impact of maternal education, as influenced by a school reform in Denmark, on both the age at which mothers give birth for the first time and their overall maternal well-being. The research investigated the effects of the reform on various factors, specifically focusing on the influence of changes in maternal education. Although a causal relationship between maternal education and child health was not established in the study, it did provide insights into the favorable impacts of maternal education on maternal health and the age at which women have their first child. These findings suggest that there may be indirect advantages for children's well-being and family dynamics as a result. In aggregate, these investigations illustrate the intricate interaction between education and familial dynamics, underscoring the substantial consequences that early-life health and maternal education can exert on children's educational achievements and the overall welfare of the family unit. The comprehension of these dynamics can provide valuable insights for the development of policies and interventions that seek to enhance educational achievement and enhance the overall health and well-being of both maternal figures and their offspring.

### **Workplace Practices and Employee Outcomes**

The implementation of workplace practices significantly influences the outcomes of employees, with a particular emphasis on their involvement in the labor force and the level of support provided to individuals facing challenging life circumstances. The study conducted by Brewer et al. (2022) aimed to investigate the effects of the expansion of childcare subsidies on the participation of mothers in the labor force in England. The research findings indicated that the implementation of full-time free childcare had a substantial impact on the employment rates and engagement of mothers. This implies that the provision of affordable and easily accessible childcare assistance can enhance women's engagement in the labor force, enabling them to effectively manage both their professional and familial obligations.

Furthermore, Gilbert et al. (2023) conducted a study that investigates the convergence of work and pregnancy loss. This study examines the impact of employment on the physical and psychological encounters of individuals who have experienced pregnancy loss. The results emphasize the importance of adopting supportive workplace policies that recognize and accommodate the requirements of employees in difficult situations. Organizations have the potential to positively impact the well-being and recovery of employees who have experienced pregnancy loss by cultivating a work environment that is characterized by compassion and understanding.

Collectively, these studies underscore the significance of workplace practices in influencing the outcomes experienced by employees. The provision of childcare assistance that is both accessible and affordable has the potential to augment women's engagement in the labor

force. Additionally, the implementation of workplace policies that are supportive in nature can offer crucial assistance to individuals as they navigate challenging life circumstances. These observations highlight the importance of establishing inclusive and empathetic work environments that prioritize the welfare of employees and recognize the interconnectedness of work and personal lives.

## **DISCUSSION**

According to Chandra (2022), the provision of paternity leave yields favorable results for fathers, as it contributes to the improvement of their psychological well-being and the reinforcement of familial bonds. Additionally, it has been suggested that this initiative may contribute to the reduction of the gender wage disparity and provide assistance to women experiencing postnatal depression (Day, 2023). Nevertheless, there are notable challenges that Japanese men encounter when it comes to availing paternity leave (Lau, 2023). However, it is worth noting that there is an increasing level of endorsement for the implementation of paternity leave as evidenced by Davidson's study conducted in 2023. Moreover, the extension of paternity leave in Indonesia would result in notable benefits, as highlighted by Redaksi in 2022. The advancement of women's leadership and the incorporation of paternity leave into legal frameworks signify notable strides in addressing interconnected concerns (Afifa, 2023; RI, 2022). In addition, it should be noted that Nestle Indonesia has successfully implemented a comprehensive Global Parental Policy that includes provisions for extended leave, as reported by Wahyuningsih (2023). The Indonesian House of Representatives is currently engaged in discussions regarding the augmentation of paternity and maternity leave (Paat, 2022). Previous discourse surrounding the insufficiency of paternity leave has been brought to attention in prior literature (BBC, 2017).

The research encompasses a diverse array of subjects, such as population health, fertility rates, infant mortality, employee retention, company productivity, and labor market outcomes. In their study, Burtle and Bezruchka (2016) investigate the impact of paid parental leave policies on various indicators of population health, including infant mortality rates and fertility rates, across different nations. The study conducted by Farré and González (2019) specifically examines the implementation of a two-week paid paternity leave policy in Spain in 2007 and its subsequent effects on fertility rates. The study conducted by Nepomnyaschy and Waldfogel (2007) examines the advantages associated with the provision of paid paternity leave for fathers. Conversely, Chuard (2023) posits that extended periods of parental leave may have detrimental impacts on the health of mothers. The study conducted by Girsberger et al. (2023) sheds light on the beneficial impacts of remunerated maternity leave on the occurrence of second-child births and the financial earnings of women in Switzerland. In their recent study, González and Trommlerová (2022) observe a decline in the prevalence of infants with low birth weight as a result of a cash transfer program specifically aimed at supporting new mothers in Spain. The study conducted by Xu et al. (2021) examines the impact of maternity leave policies on the professional progression and overall welfare of employed mothers. The authors Duffy et al. (2020) highlight the adverse consequences of inadequate paid paternity leave policies on gender disparities and the dynamics within families. Several other studies have examined various subjects, including neonatal health, female labor migration, frameworks for gender equality, and the impact of work on employees' encounters with pregnancy loss. The compilation highlights the significance of parental leave policies and workplace practices that provide support in influencing the well-being of individuals, families, and broader societal outcomes.

The information presented elucidates the favorable consequences and benefits associated with the implementation of paternity leave, with a specific emphasis on its positive impact on fathers' psychological well-being, familial relationships, promotion of gender parity, and provision of support for women. Furthermore, this study illuminates the difficulties encountered by Japanese males when attempting to avail themselves of paternity leave, as well as the endeavors being undertaken in Indonesia to tackle these concerns. Nestle

The recognition of the significance of extended parental policy in Indonesia and the ongoing discussions in the Indonesian House of Representatives regarding the enhancement of paternity and maternity leave signify notable advancements in this area. Research has indicated that the provision of paternity leave yields beneficial outcomes for fathers, as it facilitates their increased engagement in the initial stages of their offspring's growth and nurtures more robust familial bonds. Numerous studies have demonstrated that the utilization of paternity leave can yield positive effects on the mental health of fathers, as it effectively mitigates stress levels and enhances their overall state of well-being. The acknowledgment of fathers' contribution to childcare and the encouragement of their active engagement represents a significant stride towards attaining parity in parenting obligations between genders.

In addition, the implementation of paternity leave policies can play a role in mitigating the gender wage disparity by facilitating an earlier reentry of women into the workforce and enabling them to recommence their professional trajectories following the birth of a child. This intervention facilitates assistance for women experiencing postnatal depression by enabling fathers to participate in caregiving duties and offer emotional and practical support during the crucial postpartum phase. Nonetheless, the difficulties encountered by Japanese men when it comes to availing paternity leave highlight the influence of cultural and societal elements that can impede the adoption and approval of such measures. The existence of social norms and workplace cultures that emphasize extended working hours and impose expectations on men to prioritize their professional pursuits over familial obligations can pose obstacles to the utilization of paternity leave. In order to effectively tackle these challenges, it is imperative to foster a change in societal attitudes and establish supportive policies and workplace practices that promote and facilitate men's engagement in caregiving activities.

In the context of Indonesia, the expansion of paternity leave is regarded as a potential avenue for attaining substantial advantages. Extending the duration of paternal leave can potentially enhance familial connections and contribute to the advancement of women's empowerment. The acknowledgment of the significance of paternity leave by Nestle Indonesia and the ongoing deliberations in the Indonesian House of Representatives exemplify an increasing recognition of the necessity for comprehensive policies regarding parental leave. The incorporation of paternity leave within legislative frameworks and initiatives aimed at advancing women's leadership signify advancements in tackling interconnected concerns such as gender parity and the harmonization of professional and personal spheres. These initiatives are indicative of a more encompassing societal change that acknowledges and promotes the involvement and obligations of both genders in the realm of parenting. In summary, the presented data underscores the favorable consequences and benefits associated with paternal leave for fathers, families, and the broader community. Despite the presence of challenges and cultural barriers, there is an increasing acknowledgment of the significance of paternity leave, and concerted endeavors are being undertaken to surmount these impediments. The implementation and expansion of paternity leave policies have the potential to foster gender equality, enhance the well-being of women, and reinforce familial dynamics.

The implementation of paid parental leave policies has been linked to enhanced population health outcomes and reduced rates of infant mortality. Paternity leave has been associated with elevated birth rates in specific nations, thereby indicating its influence on fertility rates. The advantages of paternity leave are apparent in the heightened engagement of fathers in childcare responsibilities and their overall state of welfare. The implementation of maternity leave policies has been found to yield beneficial outcomes for women in terms of their earnings, career progression, and overall well-being. Moreover, these policies have the potential to make a significant impact in mitigating gender disparities and enhancing the cohesion within families. Research has demonstrated that the provision of focused financial assistance to new mothers has been associated with enhanced neonatal health outcomes, specifically in the context of mitigating the prevalence of infants with low birth weight. It is imperative to acknowledge that an extended duration of parental leave may

entail certain trade-offs, specifically with regards to maternal well-being. Hence, it is imperative to adopt a well-rounded approach when formulating policies pertaining to parental leave.

### CONCLUSION

Based on the available information and empirical research, it can be inferred that the provision of paternity leave yields favorable outcomes for fathers, such as improved psychological well-being and heightened familial bonds. The aforementioned phenomenon can be ascribed to the heightened engagement of fathers in the initial stages of their offspring's growth and development, thereby cultivating a more equitable distribution of parenting duties between genders. Moreover, the provision of paternity leave also yields advantages for women, as it contributes to the reduction of the gender wage disparity and promotes their overall welfare, particularly in instances of postnatal depression. Nonetheless, Japanese men encounter difficulties when it comes to availing paternity leave, primarily attributable to cultural and societal elements, including extensive working hours and professional obligations. These challenges necessitate a concerted effort to modify societal perspectives and establish workplace policies that foster a supportive environment. The extension of paternity leave in Indonesia would result in notable benefits, including the enhancement of familial ties and the promotion of women's empowerment. The advancement of gender equality and the achievement of work-life balance are exemplified by initiatives aimed at fostering women's leadership and the incorporation of paternity leave provisions into legislative frameworks. The adoption of extended parental policies by corporations such as Nestle Indonesia, as well as the ongoing deliberations within the Indonesian House of Representatives concerning the augmentation of paternity and maternity leave, indicate an increasing acknowledgment of the significance of comprehensive parental leave measures. In conclusion, the research findings underscore the importance of paternity leave in bolstering the welfare of fathers, mothers, and families, while also advancing gender parity and fostering public health. In order to fully maximize the advantages associated with paternity leave, it is imperative to establish and enforce policies that provide adequate support, cultivate societal changes, and promote inclusive practices within the workplace.

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