

Access to Safety for Domestic Workers in Indonesia

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Abstract

Domestic workers are one of the informal workers in Indonesia who work for individuals in the household who do household work. The constitutional basis for the protection of every worker, including domestic workers, as regulated in Article 27 paragraph (2) of the 1945 Constitution of the Republic of Indonesia is that every citizen has the right to work and a living worthy of humanity. Article 1 of the Minister of Manpower Regulation Number 2 of 2015 explains that a Domestic Worker (PRT) is someone who works for an individual in a household to carry out household work by receiving wages and/or other forms of compensation. This research aims to analyze the urgency of work safety for domestic workers in Indonesia and determine the implementation of legal protection for domestic workers in gaining access to work safety. This research method uses normative juridical. Occupational safety and health are procedures that exist in work, covering the whole, namely not only the occupants of the house but there are conditions and factors that have an impact on the safety and health of both domestic workers and people in



the workplace. From the research results, it can be concluded that with the potential for danger, it is necessary to regulate Occupational Safety and Health (K3) for domestic workers to create comfortable, effective and safe conditions.

KEYWORDS *Domestic Workers, Work Safety, Work Accidents*

I. Introduction

The development of the times that occur very rapidly affects several fields including the economic field which requires each individual to carry out activities or activities that will later get a wage to meet daily needs. In addition to the activities carried out quite densely, it is also currently living in the modernization era where it has an impact by taking care of all needs in the household. This impact makes some people choose to use the services of Domestic Workers (PRT) to meet and solve various needs needed within the scope of the household. The presence of domestic workers (PRT) has a very important role so that families or service users can do a job with focus without thinking about the work contained in the household. Of course, employment arrangements state that domestic workers must have maximum working conditions, such as appropriate working hours, appropriate wages, and safe working conditions and health¹.

TABLE 1 Employment Conditions Working in Indonesia 2021-2023

Year 2021	Year 2022	Year 2023
131,05 Million People	135,30 Million People	139,85 Million People

¹ Sonhaji Sonhaji, "Perlindungan Pekerja Rumah Tangga Dalam Sistem Hukum Nasional," *Administrative Law and Governance Journal* 3, no. 2 (2020): 250–59, <https://doi.org/10.14710/alj.v3i2.250-259>.

The Labor Force is the population aged 15 years and over who are economically active, such as working residents, or have jobs but are temporarily unemployed and unemployed. Based on this definition, in the period from 2021 to 2023, the number of labor force in Indonesia will increase by 7.56 million people or around 5.39 percent. This indicates that the availability of labor supply in Indonesia is increasing. By 2023, the number of employed people will reach 140 million people. The number increased by about 8.8 million people or about 6,71 percent in the period 2021 to 2021².

Domestic workers are one of the informal workers in Indonesia who are entitled to protection. Indonesia is a welfare state that has a purpose, one of which is to protect the entire Indonesian nation as mandated in the preamble to the 1945 Constitution of the Republic of Indonesia. The protection in question is the overall protection of all Indonesian people without exception, including protection from aspects of occupational safety and health. The provisions of Article 1 paragraph (3) of the Law of the Republic of Indonesia Year 1945 state that Indonesia is a state of law, thus as a state of law has set the constitutional basis for the protection of every worker including domestic workers as stipulated in Article 27 paragraph (2) of the Constitution of the Republic of Indonesia Year 1945 that every citizen has the right to work and a decent living for humanity.

Article 1 of the Regulation of the Minister of Manpower Number 2 of 2015 explains that a Domestic Worker (PRT) is a person who works for an individual in the household to carry out domestic work by receiving wages and/or other forms of compensation. But in fact, in carrying out work, it is not uncommon for domestic workers to encounter work accidents caused by several factors. The household environment has

² BPS, "Kondisi Ketenagakerjaan Di Indonesia Tahun 2021 - 2023," Kementerian Ketenagakerjaan Republik Indonesia, 2024, <https://satudata.kemnaker.go.id/infografik/59>.

potential factors that are dangerous for work safety which include physical, biological, psychological and chemical factors. With this dangerous potential, it can be an influence on the safety and health of the occupants of the house in terms of These are domestic workers. It must be admitted that domestic workers are not yet workers acceptable to all. Work as a domestic worker is not currently recognized as the same occupation as other occupations, e.g. factory workers, companies, offices and so on.

From the story of Dea Safira, an influencer and dentist who pays a lot of attention to women's rights. When she first started practicing as a dentist, Dea Safira came into contact with patients who came from various backgrounds. From these patients, Dea learned about women's problems, especially women who work as domestic workers.

Since then, Dea has begun to pay more attention to domestic workers' complaints. Such as, long working hours, excessive workload or inadequate workplace and wages. From her observations, Dea found that until now domestic workers have not been considered a 'sexy' issue. This is because there is an identity gap in the view of domestic workers. There is individualism, so the problem of domestic workers is not considered a collective problem. She sees that young feminist collective awareness of the issue of domestic workers is still lacking, so it is still difficult to raise the struggle of domestic workers as a common issue.

On the other hand, there are no safe spaces, and even doxing of domestic workers. Domestic workers are considered to have disobeyed the wishes of their employers. Worse, many employers consider domestic work not work, so domestic workers are not recognized as workers but helpers. "Domestic work, which is domestic work, does involve social reproduction, but often this issue is not taken into account. In fact, we all do and benefit from domestic work, and all domestic work charged on other workers. People must be taken into account," he said as a speaker at the event discussion "Raise Your Voice You: Voicing the Voice of

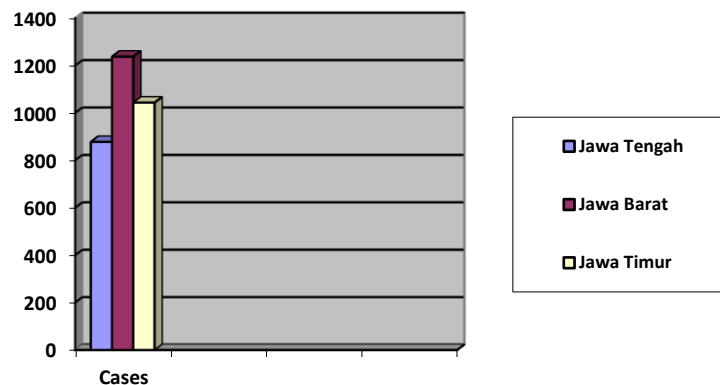
Domestic Workers" held by Konde.co and Jala PRT last Saturday, June 4, 2022³.

The effect of an accident that occurs on work in a household environment can be caused by several reasons such as lack of understanding of occupational safety and health or K3. People who have less understanding and knowledge about the impact of occupational safety and health can cause workers to be less good at carrying out their duties, causing consequences that cause disruption to the occupational safety and health of each individual. In addition, information on occupational safety and health must be available to provide early steps for parties, both employers and workers who pay attention to occupational safety and health issues within the household. Control efforts need to be carried out by employers within the scope of households or residents of the house by identifying potential hazards, this is in order to avoid potential work accidents and remain a healthy home.

The Ministry of Manpower (Kemenaker) reported that there were 19,921 cases of work accidents affecting non-wage earners (BPU). Non-wage earners (BPU) workers who work independently such as: business owners, artists, freelancers. There are also informal sector workers such as farmers, angkot drivers, traders, online motorcycle taxis, fishermen, and domestic workers (PRT)⁴.

³ Utami Esti, "Kerja PRT Itu Butuh Skill, Kenapa Tidak Diakui Sebagai Pekerjaan?," Konde.co, 2023, <https://www.konde.co/2023/12/kerja-prt-itu-butuh-skill-kenapa-tidak-diakui-sebagai-pekerjaan/>.

⁴ F. Santika Erlina, "Jawa Barat, Provinsi Dengan Kecelakaan Kerja Tertinggi Hingga 2023," databoks, 2024, <https://databoks.katadata.co.id/datapublish/2024/01/29/jawa-barat-provinsi-dengan-kecelakaan-kerja-tertinggi-hingga-2023>.



Based on One Manpower Data that there were 878 cases of work accidents against non-wage earners in Central Java, while West Java had 1,238 cases and East Java had 1,044 cases⁵.

Permenaker Number 26 of 2015 explains that work accidents are accidents that occur in labor relations, including accidents on the way from home to work or vice versa, as well as occupational diseases (PAK). PAK is a disease caused by work activities and / or work environment. There are five groups of causes of PAK, namely 1) Physical groups: Extreme temperatures, noise, lighting, air pressure, and so on, 2) Chemical groups: Chemicals in the form of dust, vapors, gases, solutions, etc., 3) Biological groups: Bacteria, viruses, fungi, etc., 4) Ergonomics groups: Heavy object lifting activities, odd work positions, static work positions, repetitive work movements, and others. 5) Psychosocial group: Too much workload, monotonous work, stress due to interpersonal relationships at work, work site, etc. According to the International Labour Organization, Occupational Safety and Health (K3) is all conditions and factors that can have an impact on occupational safety and health for workers and others in the workplace. Law Number 1 of 1970 concerning Work Safety explains that the workplace as a room or field, closed or open, mobile or

⁵ Kementerian Ketenagakerjaan Republik Indonesia, “Kecelakaan Kerja Dan Penyakit Akibat Kerja s.d. Semester I Tahun 2023,” 2023, <https://satudata.kemnaker.go.id/data/kumpulan-data/1388>.

fixed where workers work, and including the workplace is all rooms, fields, yards and their surroundings that are parts or related to the workplace. Improvement of Occupational Safety and Health (K3) aspects contained in the household scope requires efforts through approaches including participatory approaches and voluntary approaches. Participatory approach is implemented with observations made secara mandiri pada household scope regarding working conditions between employer and worker. The voluntary approach is intended for employers and workers in doing their work without any coercion but is caused by the need for increased work productivity, safety and health at work and a better life.

Work safety for domestic workers in Indonesia is very important to be protected in order to maintain the welfare and safety of workers, in this case work safety for domestic workers should be prioritized, one of which is the risk of accidents and injuries at work⁶. Domestic workers often have to perform strenuous and dangerous tasks such as cleaning windows, changing lights, or caring for plants. The risk of accidents and injuries is higher if safety protections or procedures are not implemented.

This protection is a form of recognition of the rights of workers as human beings which should be carried out humanely by taking into account all their physical limitations. With all the explanations above, I conducted a research on the Urgency of Work Safety for Domestic Workers in Indonesia.

This protection is a form of recognition of the rights of workers as human beings which should be carried out humanely by taking into account all their physical limitations. With all the above explanations, I conducted research on Legal Perspectives on Access to Work Safety for Domestic Workers in Indonesia and the Urgency of Work Safety for

⁶ Vina Tatyana Lianto & Fatma Ulfatun Najicha, "View of Urgensi Perlindungan Sosial Cuti Haid Terhadap Tenaga Kerja Perempuan.Pdf" (Surakarta: Jurnal Panorama Hukum, 2022), <https://doi.org/https://doi.org/10.21067/jph.v7i2.7542>.

Domestic Workers in Indonesia. Indonesia and the Implementation of Legal Protection for Domestic Workers in Gaining Access to Work Safety.

Based on the description that the author has conveyed above, in this writing the author uses normative juridical research methods, That is to conduct research on positive laws or applicable laws both written and unwritten as well as values and norms that apply in society. Normative juridical research is legal research conducted by reviewing secondary data or library materials. And this research is carried out or aimed only at written regulations or other legal materials. This study analyzes laws and regulations on occupational safety with the aim of knowing and understanding the importance of occupational safety for domestic workers in Indonesia.

II. The Urgency of Work Safety for Domestic Workers in Indonesia

A. Domestic Workers

Workers in Indonesia are Indonesian residents who are at the working age of 15 years and over, while work is defined as economic activities carried out by someone to earn income or profit for at least 1 hour (uninterrupted) in the past week. These activities include the pattern of activities of unpaid workers who help in a business/economic activity. Based on the infographic on the state of labor in August 2023, the Open Unemployment Rate (TPT) from August 2020 to August 2023 decreased by 5.32% in August 2023, the TPT decreased by 0.54 percentage points compared to August 2022⁷. This is what causes society, especially women, to prefer to work as domestic workers.

⁷ BPS, "Indonesian Central Bureau of Statistics, State of Manpower, August 2023," 2023, <https://www.bps.go.id/id/infographic?id=919>.

Community life, especially the scope of work regarding Occupational Safety and Health (K3) is an important aspect that must be implemented on both sides between employer and worker. In line with the constitutional basis that the state has an obligation to protect its people because as human beings actually have the right to live the same as fellow humans, in addition to Article 27 paragraph (2) of the Constitution of the Republic of Indonesia Year 1945 explain that every citizen has the right to: work and decent livelihood for humanity. Law Number 1 of 1970 was born in order to regulate Work Safety in which several fields or scopes of work are listed such as activities or businesses and work that has hazards in the scope of related work, it is necessary to implement procedures regarding occupational safety and health. Regulation of the Minister of Manpower No.Per05 / MEN / 1996 also regulates occupational safety and health which explains the overall management system regarding occupational safety and health such as organizational aspects, responsibilities, planning, implementation, procedures, processes and resources for the development, achievement and maintenance of occupational safety and health policies which aim to control risks in a job created a place Safe, productive and efficient work.

B. Protection of Domestic Workers

Labor basically gets protection from various aspects, in addition to protection regarding occupational safety and health, there are also several aspects such as moral maintenance and treatment given in accordance with human dignity and religious morals. Rights for workers or workers are the same as talking about human rights, these rights are inherent in the workers themselves and non-human rights which means that workers' rights have been regulated in laws and regulations⁸. In order to create a

⁸ Adrian Sutedi, *Hukum Perburuhan* (Jakarta: Sinar Grafika, 2009).

workforce that is in order to improve performance and can work safely to do daily work So that the creation of productivity requires protection of the workforce. Article 86 paragraph (1) of the Law Employment explains that every workers or Workers have the right in terms of obtaining protection for:

- 1) Occupational safety and health;
- 2) Morals and decency and;
- 3) Treatment in accordance with human dignity and religious values.

In addition, Article 86 paragraph (2) of the Manpower Law states that in order to protect the safety of workers or laborers in order to realize optimal work productivity, work safety efforts are carried out.

Arrangements regarding occupational safety and health are intended to avoid work accidents. For this, work safety is important because work safety is safety related to work tools, materials, machinery, processing processes and the foundation and environment of the workplace and procedures in doing the work. The object of work safety is all places of work including in the ground, on land, on the surface of the water and in the air⁹.

A domestic worker is someone who works as an individual who carries out work within the household by receiving wages and/or other forms of compensation. Domestic work is an important livelihood for domestic workers, but it is done within the scope of the household and is therefore considered informal work for which there are no governing regulations. Thus, it can arise as a result that the work often does not get attention, While domestic work is work that requires protection in any aspect such as legal, social, vulnerable to exploitation during placement and at work. In addition, domestic workers often face obstacles to obtaining their rights.

⁹ Khakim Abdul, *Pengantar Hukum Ketenagakerjaan Indonesia* (Bandung: PT. Gambar Aditya Bakti, 2003).

C. Safety of Work Accidents in Domestic Workers

Work safety is an important thing for workers, including domestic workers. There are possibilities in various Risks experienced even if only about The scope of the household, because the goods and tools and materials used also contain potentially dangerous ones. Domestic workers mostly carry out activities to adjust their daily needs by utilizing items or objects and equipment available at home, but by carrying out activities within the scope of the household does not rule out the possibility of a work accident even though the activity is carried out at home.

Potential hazards that occur in a household environment can be caused from various factors such as chemistry, physics, biology and psychology. Work in the household does not rule out the possibility of moving and lifting goods or objects, it can cause complaints about *Musculokeletal Disorder (MSDs)* . In addition, other aspects that can threaten work safety are errors in the use of chemicals that do not pay attention to procedures and also the possibility of injuries due to insect bites or poisonous animals. Not a few consider that work carried out within the scope of the household is a safe environment, but in fact there are sources of danger in work such as materials, tools and other factors, including: detergents, bleach clothes, electrical appliances, knives, gas stoves, including criminal acts that may occur in the work environment.

Work accidents that occur in work carried out within the scope of the household are influenced by one of them namely a lack of understanding of occupational safety and health. Daily work carried out if you lack understanding of occupational safety and health will result in various factors that allow work accidents to occur in the household environment. In order to minimize the occurrence a work accident then the use of personal protective equipment be step beginning To protect against unwanted events, because the lack of using personal protective

equipment in carrying out work activities has the potential to cause work accidents because sometimes a worker is negligent about the work whether it has potential danger or not, for this personal protective equipment becomes important to protect workers in doing work from places, tools, hazardous materials and environments. Work safety for domestic workers in Indonesia regarding problem resolution mechanisms does not yet have provisions that regulate and the Minister of Manpower regulation does not regulate the rights of domestic workers in detail such as social security, work safety leave and dispute resolution mechanisms.

D. Work Accident Insurance for Domestic Workers

Work accident insurance provides guarantees in the form of medical care, disability benefits and death benefits in the event that participants have an accident or illness due to work ¹⁰ In order for domestic workers to obtain their rights, including regarding work safety while the worker works outside the domestic worker placement institution, it can be implemented by making an employment agreement for both parties, namely the employer and the domestic worker. As Article 5 of the Regulation of the Minister of Manpower Number 2 of 2015 explains that users and domestic workers are required to make written or oral work agreements that contain rights and obligations and can be understood by both parties and known by the Chairman of Rukun Neighbor or by other names.

¹⁰ M. Hadjon Philipus, *Perlindungan Hukum Bagi Masyarakat Di Indonesia* (Surabaya: PT. Bina Ilmu Surabaya, 1987).

III. Implementation of Legal Protection for Domestic Workers in Gaining Access to Work Safety

A. Communication of Legal Protection to Domestic Workers

Communication on the protection of domestic workers (PRT) is the main focus in efforts to accelerate the passage of the Domestic Workers Protection Bill (RUU PPRT). Various parties, including civil society organizations, state agencies, and governments, have made efforts to raise awareness and support for the protection of domestic workers through various communication strategies.

The Government of Indonesia through the Presidential Staff Office is committed to overseeing the formation of the PPRT Bill and has established a Task Force involving eight ministries/agencies to improve collaboration and communication with civil society organizations. Deputy V Chief of Staff to President Jaleswari Pramodhawardani emphasized the importance of political communication and public communication in the process of drafting the PPRT Bill, as well as receiving input from civil society organizations¹¹.

B. Disposition of Legal Protection to Domestic Workers

Reporting from the Central Java Tribun that there was a Domestic Worker from Sodong Village, Purwosari, Mijen District, Semarang City

¹¹ KSP, “KSP: Urgensi RUU PPRT Bukan Hanya Untuk Lindungi Pekerja Rumah Tangga,” Kantor Staf Presiden, 2023, <https://www.ksp.go.id/ksp-urgensi-ruu-pprt-bukan-hanya-untuk-lindungi-pekerja-rumah-tangga.html>.

named Susilowati whose hand had to be amputated due to a work accident. The incident began just before the celebration of National Domestic Workers Day.

Work accident experienced by Susilowati due to electric shock while picking up clothesline on the second floor of the house his employer is located on Jalan Mujahir, North Semarang District. This matter was highlighted by the Domestic Workers Union (SPRT), the Chairman of SPRT Voice of Merdeka Semarang said that the work accident occurred before Maghrib where Susi's employer's neighbor heard her employer's son shouting for help because the condition of the fence of her house was locked so the neighbor climbed the attic to help Mrs. Susi. The work accident experienced by Mrs. Susi caused burns of up to 90%, especially on the hands and feet which required both hands to be amputated, besides that both kainya could not be moved. Not only Mrs. Susi, her daughter who tried to help also had to be amputated on three toes and her right hand. Based on these cases, it is necessary to have access to work safety for domestic workers.

Occupational Safety and Health (K3) is important in a procedure at work. Not only residents of the house, occupational safety and health includes all conditions and impacts of factors regarding safety and health both for workers who in this case are domestic workers and other people in the workplace. Thus, if you employ workers within a domestic scope, it is a place of work for domestic workers, for this as a worker, domestic workers are also entitled to occupational safety and health. There are occupational safety and health functions carried out in the household environment, including: first, occupational safety and health for domestic workers when doing work that is directly related to occupational hazards and risks, because if there is a work accident, domestic workers will be sick, unable to work or their work is disrupted, and have a risk of loss his income or occupation. Second, if there is an accident at work which in this case is

a home, the employer will cause losses such as fire or injury to family members.

According to the Recommendations on Decent Work for Domestic Workers by the General Conference of the International Labour Organization explains the access to occupational safety and health for domestic workers by considering for medical testing for domestic workers by considering¹²:

1. provide members of households and domestic workers with public health information on basic health and diseases that provides reasons for the need for medical testing in a national context;
2. provide information to household members and domestic workers for voluntary medical testing, medical care, and good health and hygiene practices, consistent with initiatives for the general public; and
3. distribute best practice information for work-related medical tests, appropriately adapted to the specific conditions of domestic work.

C. Standard Operating Procedure Legal Protection for Domestic Workers

The Constitution of the Republic of Indonesia regulates the rights of a person to work, including domestic workers, but regulations related to domestic workers are specifically regulated in the Regulation of the Minister of Manpower Number 2 of 2015 concerning the Protection of Domestic Workers. The Minister of Manpower Regulation is a regulation made not because of an order from the Manpower Law or Government Regulation but from Law Number 23 of 2014 concerning Regional Government which has no connection. Regulation of the Minister of

¹² ILO, “Konvensi Tentang Bagi Pekerja Rumah,” 2011, https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@asia/@ro-bangkok/@ilo-jakarta/documents/legaldocument/wcms_166545.pdf.

Manpower Number 2 of 2015 explains protection by containing the implementation of normative rights for workers while respecting the culture, customs and customs that Applicable in the local community.

Legal protection for domestic workers remains in the low category. It can be seen that in the event of a dispute, domestic workers cannot be protected because the industrial relations court does not have the authority to adjudicate cases between domestic workers and their employers, because the Manpower Law does not regulate the position of domestic workers. If at any time there is a dispute between the domestic worker and her employer regarding the content of the employment agreement, the domestic worker can claim it because there is an employment agreement agreed by the parties. Thus, an employer can be said to be in default because as stipulated in the Civil Code, it can be a legal basis for domestic workers to obtain legal protection¹³.

Convention No. 189 Concerning Decent Work for Domestic Workers provides for domestic workers who receive special protection. The Convention establishes fundamental rights and principles that require States to take a series of measures with the aim of making decent work a reality for domestic workers. Occupational safety and health are regulated in the convention which explains that occupational safety and health includes the right to a safe and healthy work environment and measures held to ensure occupational safety and health. Domestic workers have basic rights for these workers, including¹⁴:

¹³ Ni Putu Yulia Tirtania and I G N Dharma Laksana, "Perlindungan Hukum Pekerja Rumah Tangga Dalam Undang-Undang Ketenagakerjaan," *Kertha Negara: Journal Ilmu Hukum* 7, no. 12 (2019): 1–14.

¹⁴ ILO, "Konvensi No. 189 Mengenai Kerja Layak Bagi Pekerja Rumah Tangga," International Labour Organization, 2005, https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@asia/@ro-bangkok/@ilo-jakarta/documents/publication/wcms_166645.pdf.

1. Respect and protection of principles and fundamental rights at work:
 - a) Freedom of association and effective recognition of the right to collective bargaining;
 - b) Elimination of all forms of forced or compulsory labor;
 - c) Elimination of child labor; and
 - d) Elimination of discrimination in terms of employment and occupation
2. Effective protection from all forms of abuse, harassment and violence
3. Fair working conditions and decent living conditions

Legal protection for domestic workers on occupational safety and health aspects can be said to be low. The problem faced for the informal sector or domestic workers from the aspect of occupational safety and health is that they do not have health insurance that is not officially registered and there is no compensation caused by these work accidents and occupational diseases. In addition, knowledge and awareness of various potential hazards from a job, equipment, materials used, conditions are very minimal in the workplace so that it is prone to an accident or disease caused by the work. The need for the role of the Government in protecting and fulfilling the rights of domestic workers in working¹⁵. Social security is an important thing that has a role to play a role in the safety net that aims to prevent workers from being exposed to social and economic risks caused by the work. Social security is an anticipation of the future if workers experience work accidents, at least the families of these workers get compensation that aims to be used to survive and avoid poverty.

¹⁵ Henny Natasha Rosalina and Lazarus Tri Setyawanta, "Perlindungan Hukum Terhadap Pekerja Migran Sektor Informal Dalam Perspektif Teori Bekerjanya Hukum Di Masyarakat," *Jurnal Pembangunan Hukum Indonesia* 2, no. 2 (2020): 174–87, <https://doi.org/10.14710/jphi.v2i2.174-187>.

IV. Conclusion

Indonesia, as a welfare state, is committed to safeguarding its citizens, including domestic workers, through constitutional provisions and regulations. Despite the existence of laws such as Article 27 of the 1945 Constitution and the Regulation of the Minister of Manpower Number 2 of 2015, which define domestic workers and their rights, significant gaps remain. Many domestic workers face occupational hazards from various factors including physical, biological, and chemical dangers, often without sufficient protection or recourse. This inadequacy is compounded by the lack of detailed regulations concerning social security, leave, and dispute resolution, leaving many workers vulnerable to unsafe conditions.

To address these issues, several measures are recommended. First, implementing comprehensive counseling and education programs for both employers and domestic workers can raise awareness about occupational safety and preventative practices. Enhanced supervision and strict enforcement of safety standards, including sanctions for non-compliance, are essential. Providing access to necessary safety equipment and supporting the formation of associations or trade unions for domestic workers will empower them to advocate for their rights. Finally, collaborating with NGOs and international organizations can further bolster efforts to improve occupational safety protections for domestic workers, promoting social justice and reducing disparities between formal and informal employment sectors.

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Safety has to be everyone's responsibility... Everyone needs to know that they are empowered to speak up if there's an issue."

Captain Scott Kell

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