

Public Perception of **Maternity Leave & Paternity Leave Regulations in Indonesia**

May 2024



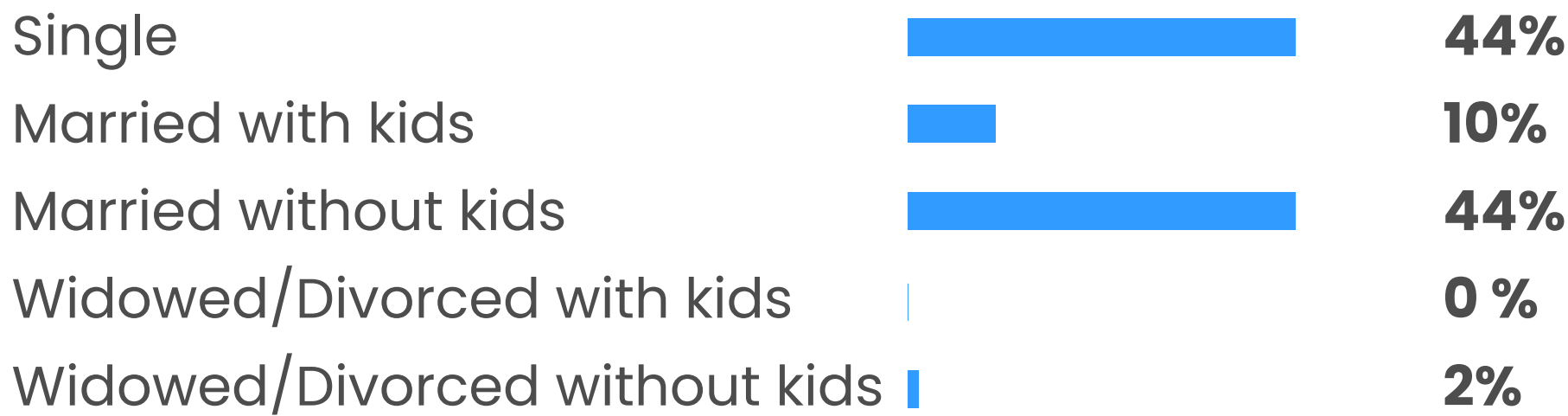
Respondent Profiles

All respondents are employee, with the majority of them Gen Z and Millennials from the upper middle class, and mainly live in Java Island.

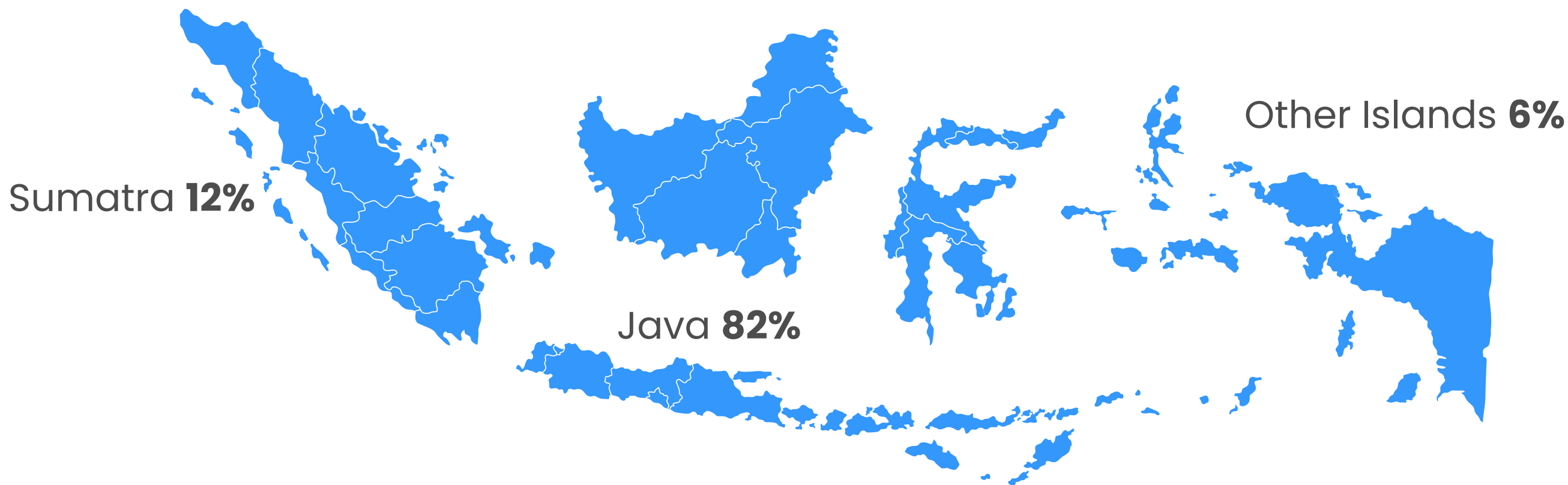
Gender



Marital Status



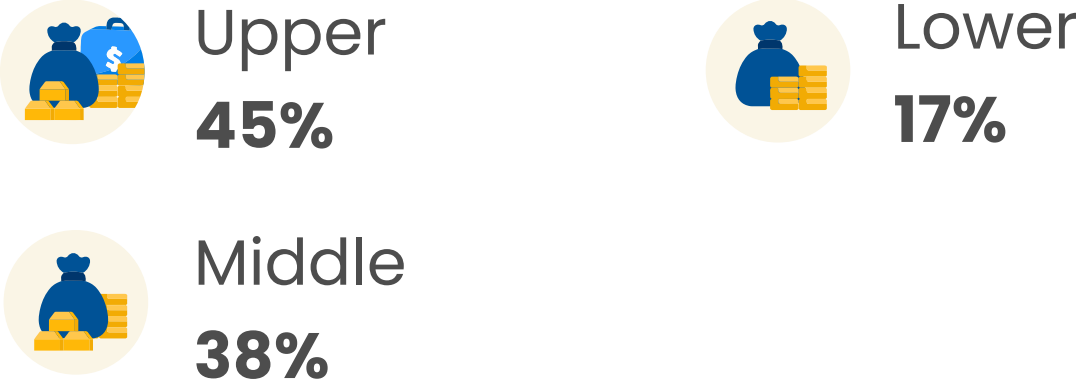
Area



Age



SES



1.

Insights & Findings



The findings reveal that a majority (56%) of companies in Indonesia offer a standard maternity leave period of 3 months, with only a small fraction (2%) extending it beyond this duration.

Length of maternity leaves provided by your company

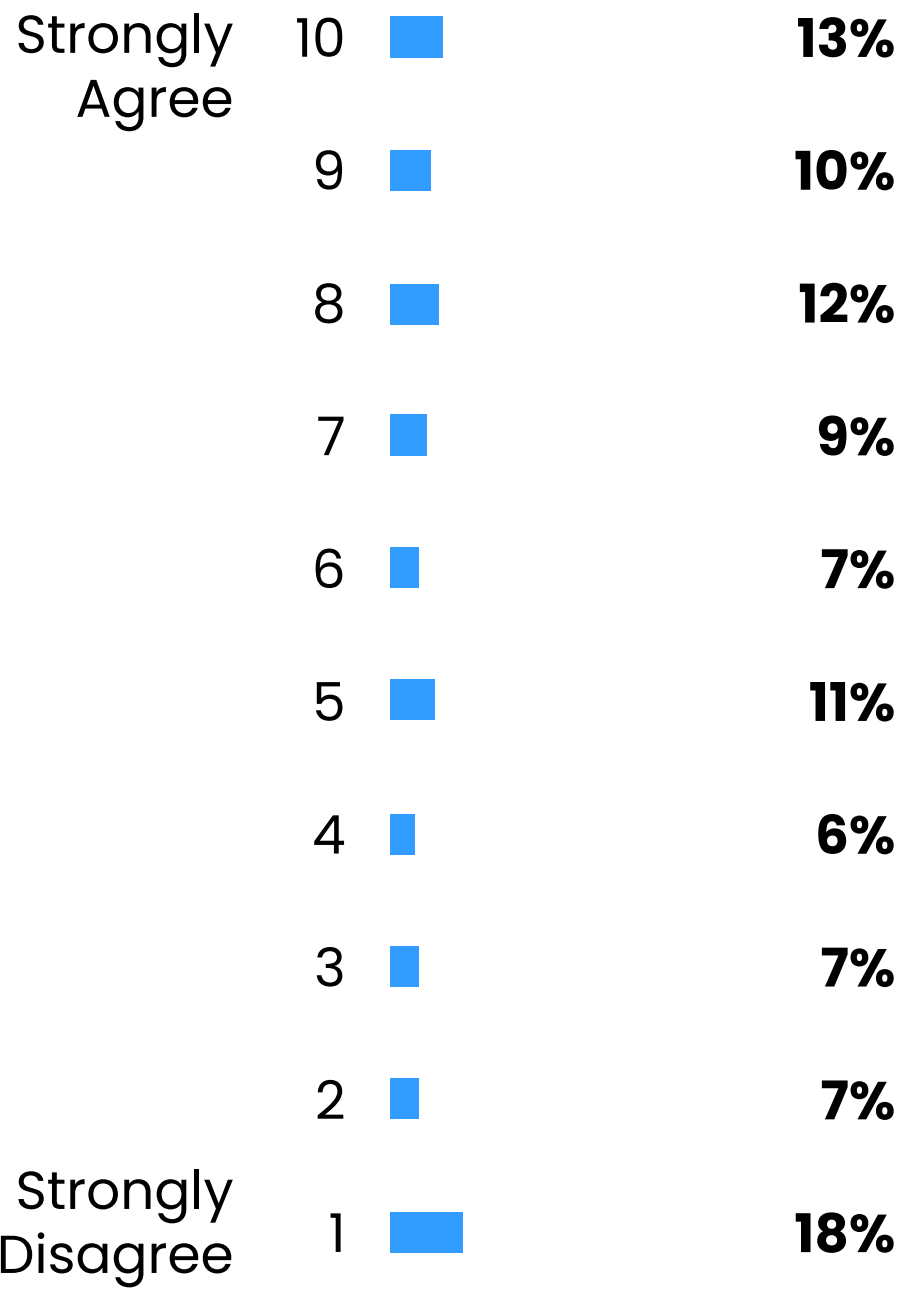
1 month	26%
2 months	16%
3 months	56%
More than 3 months	2%

In accordance with Article 82(1) of the Manpower Act (Law No. 13 of 2003), female workers in Indonesia are entitled to a mandatory maternity leave of 3 months.

"Female workers/ labourers are entitled to a 1.5 (one-and-a-half) month period of rest before the time at which they are estimated by an obstetrician or a midwife to give birth to a baby and another 1.5 (one-and-a-half) month period of rest thereafter."

Over than half (51%) of the respondents express concerns regarding how maternity leave might affect female employees' career trajectories and job performance.

Level of agreement on the impact of maternity leave on the career and performance of female employees.

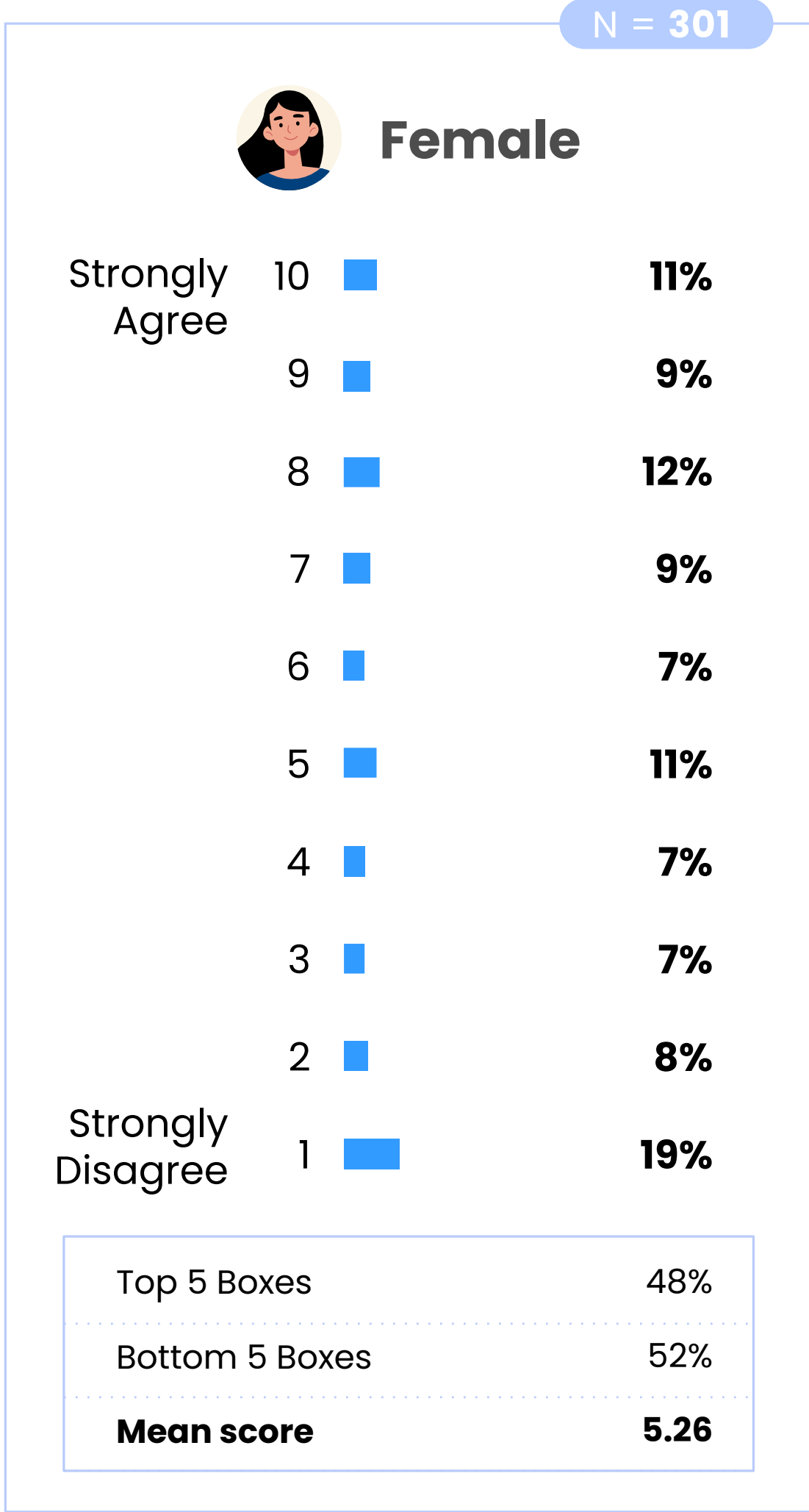
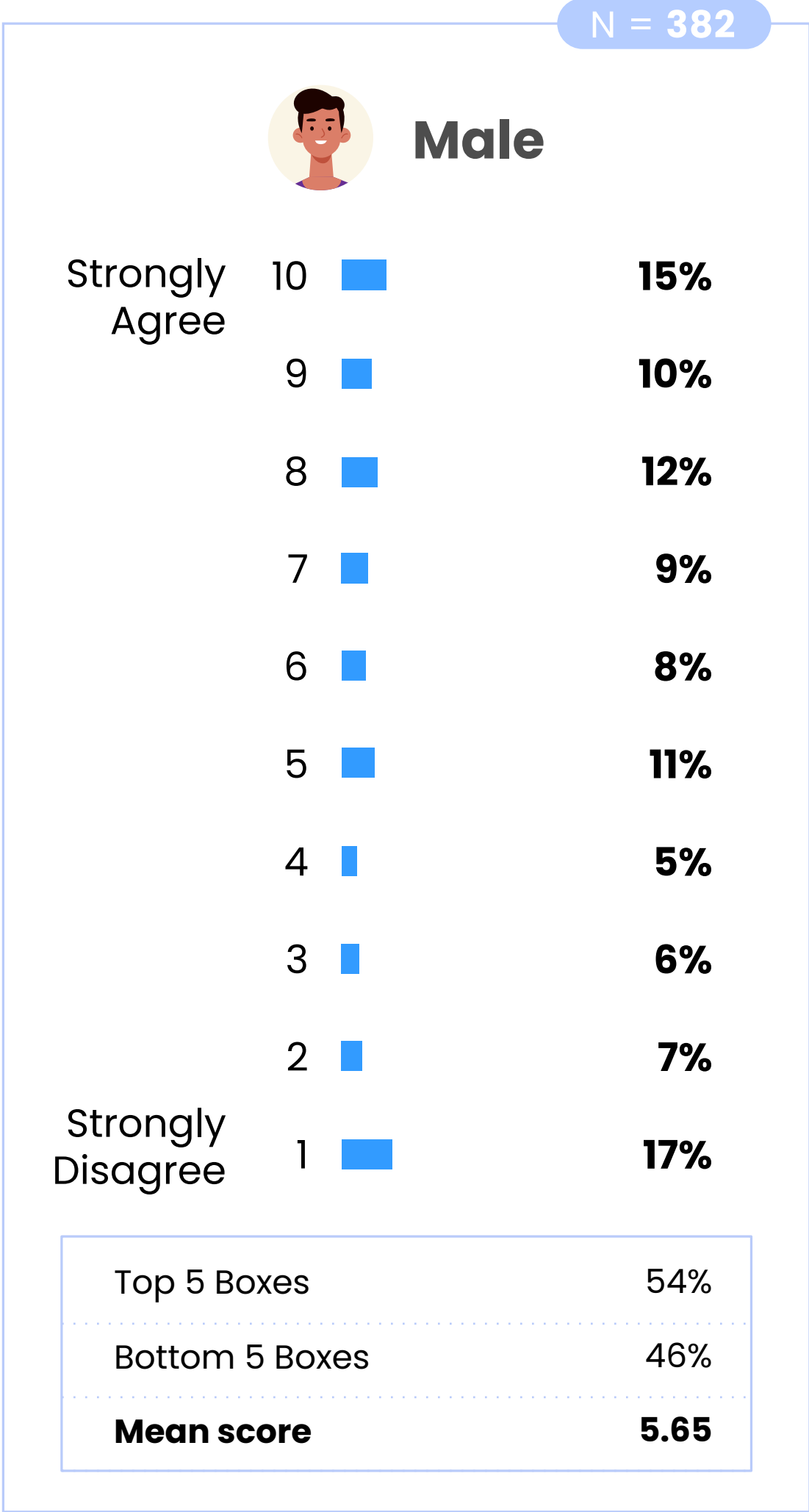


Top 5 Boxes	51%
Bottom 5 Boxes	49%
Mean score	5.52



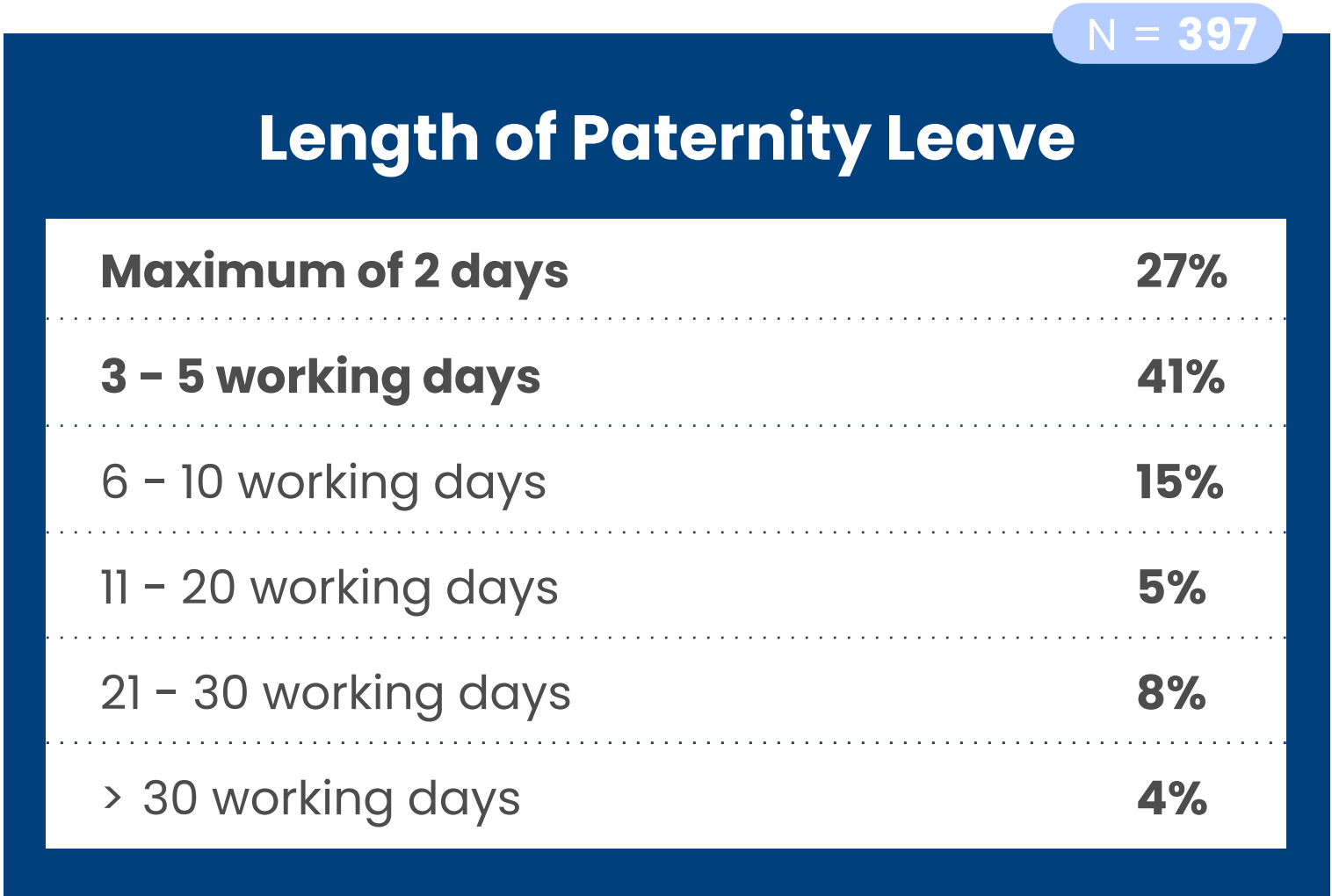
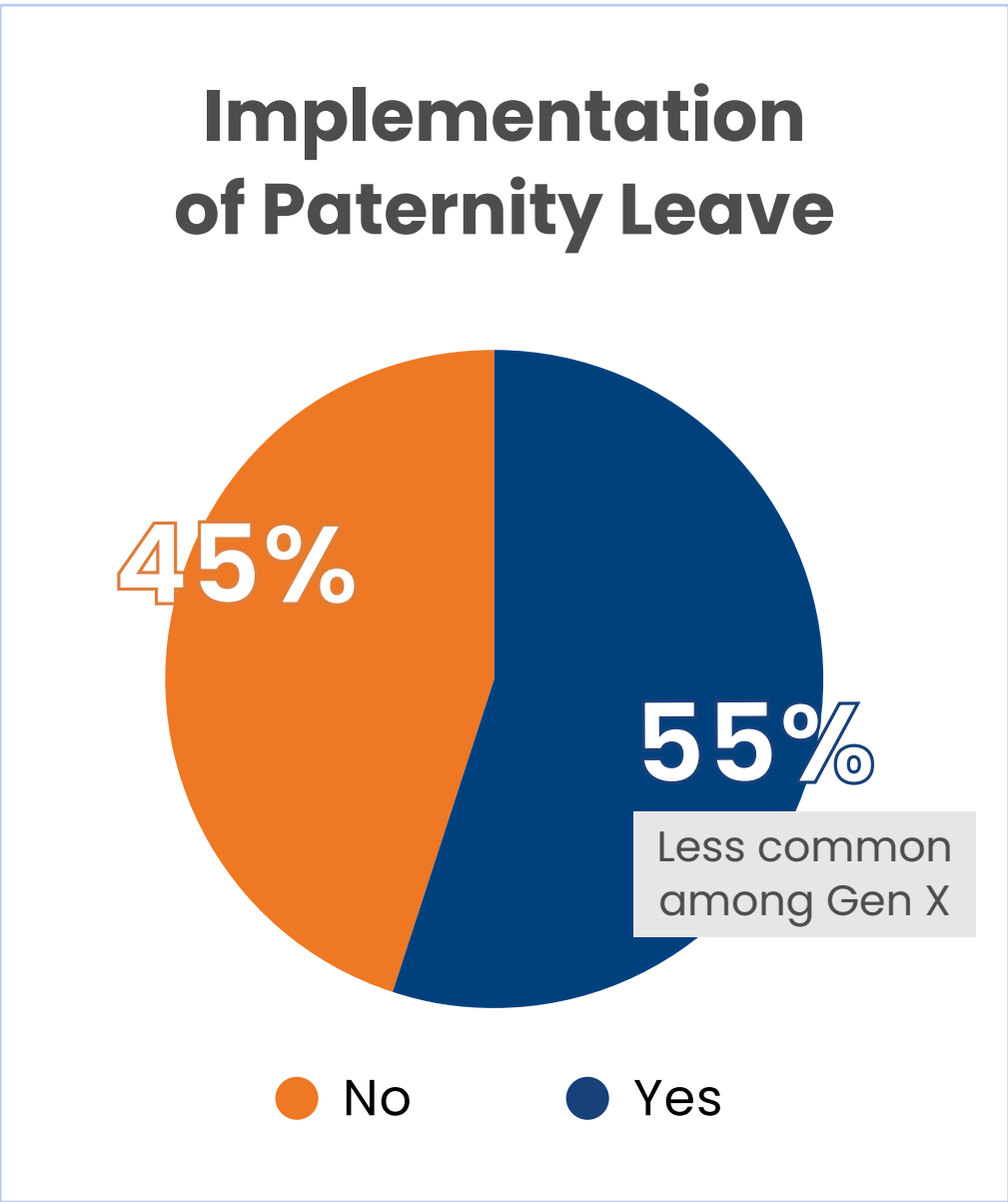
Level of Agreement on the Impact of Maternity Leave for Career and Performance of Female Employees

Most male employees agree that maternity leave could indeed influence the careers and performance of their female counterparts.





Conversely, insights into paternity leave policies show a varied landscape, with durations ranging from 2 to 5 working days in some companies. 45% of employees mentioned the absence of specific paternity leave for new fathers.



*Respondents who work in companies that provide paternity leave

In Indonesia, the law regulates maternity and paternity leave as follows:

MATERNITY LEAVE

Manpower Act No. 13 of 2003 Article 82(1):
"Female workers/ labourers are entitled to a 1.5 (one-and-a-half) month period of rest before the time at which they are estimated by an obstetrician or a midwife to give birth to a baby and another 1.5 (one-and-a-half) month period of rest thereafter."

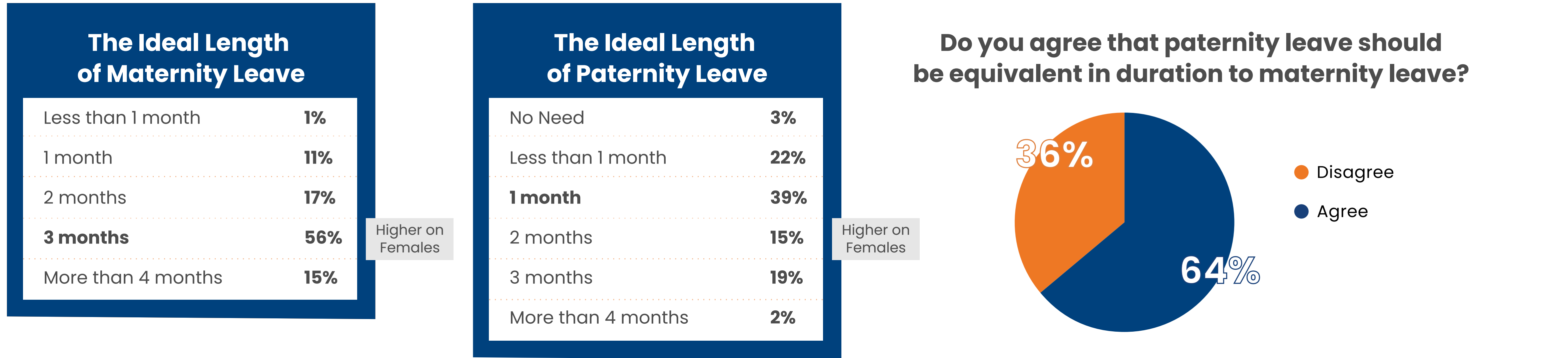
PATERNITY LEAVE

Manpower Act No. 13 of 2003 Article 93(4)(e):
"If a worker/ labourer is absent from work because his wife gives birth to a baby or his wife suffers a miscarriage, he shall be entitled to receive a payment for 2 (two) days' work during the absence."

In light of existing Indonesian law, sentiments differ regarding the adequacy of maternity and paternity leave durations, with suggestions for potential extensions.

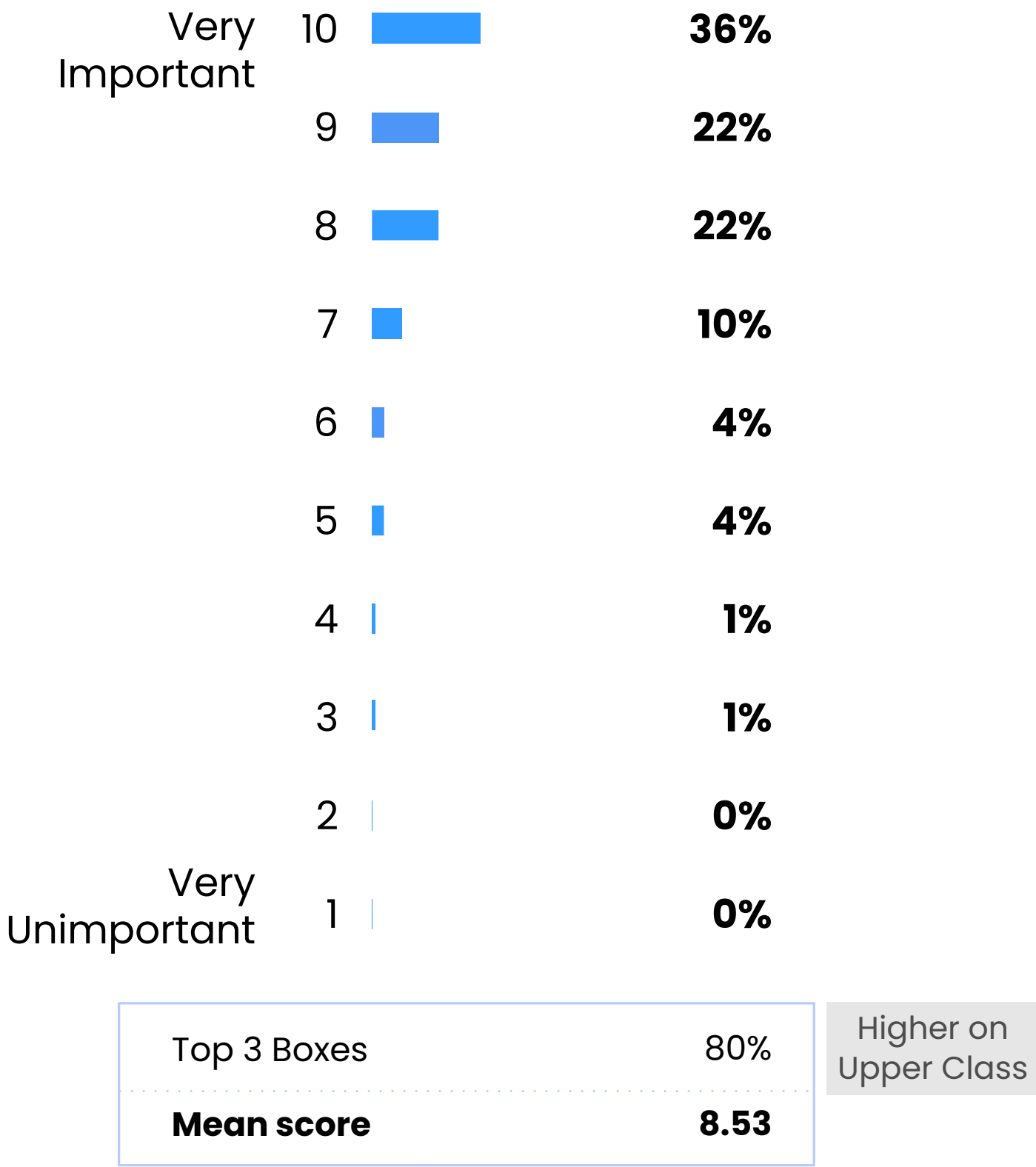
Both maternity and paternity leaves are sufficient	40%	Higher on Gen X
Maternity leave is sufficient, while paternity leave is insufficient	34%	
Both maternity and paternity leaves are insufficient	15%	
Maternity leave is insufficient, while paternity leave is sufficient	11%	

While the general consensus aligns with the current 3-month maternity leave provision, there is a prevailing sentiment favoring an extension of paternity leave, potentially up to one month. Interestingly, there is a prevailing belief that paternity leave should be equivalent to maternity leave, reflecting a growing acknowledgment of fathers' roles in childcare and maternal support.

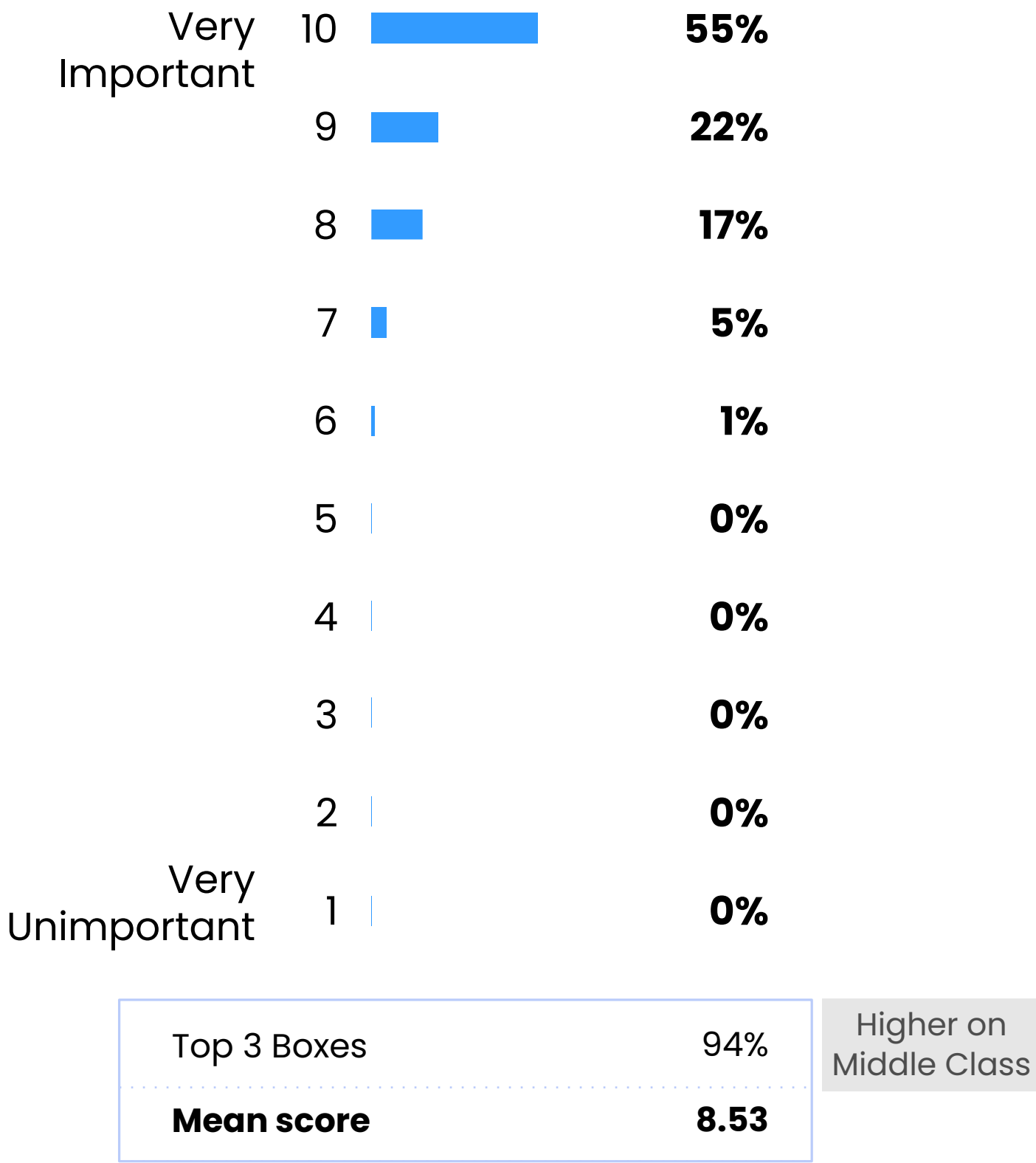


This sentiment underscores the importance of equitable parental leave policies, as both parents play pivotal roles in nurturing the child and supporting the mother's well-being.

Assessment of paternity leave policies to encourage fathers' active involvement in childcare and support for mothers



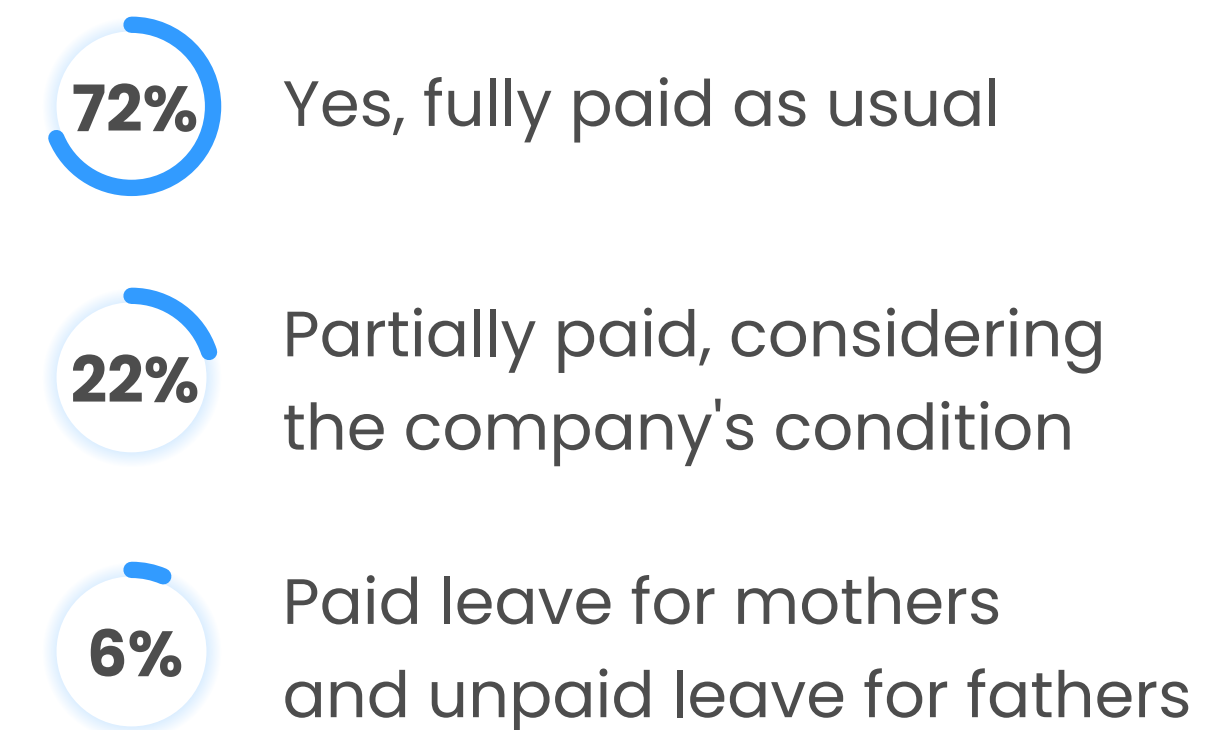
Level of agreement on the importance of adequate maternity leave rights for the well-being of mothers and babies.





Furthermore, respondents also aspire that their wages/salaries would still be fully paid by the company during parental leave periods.

Should mothers or fathers on parental leave continue to receive their wages/salaries?



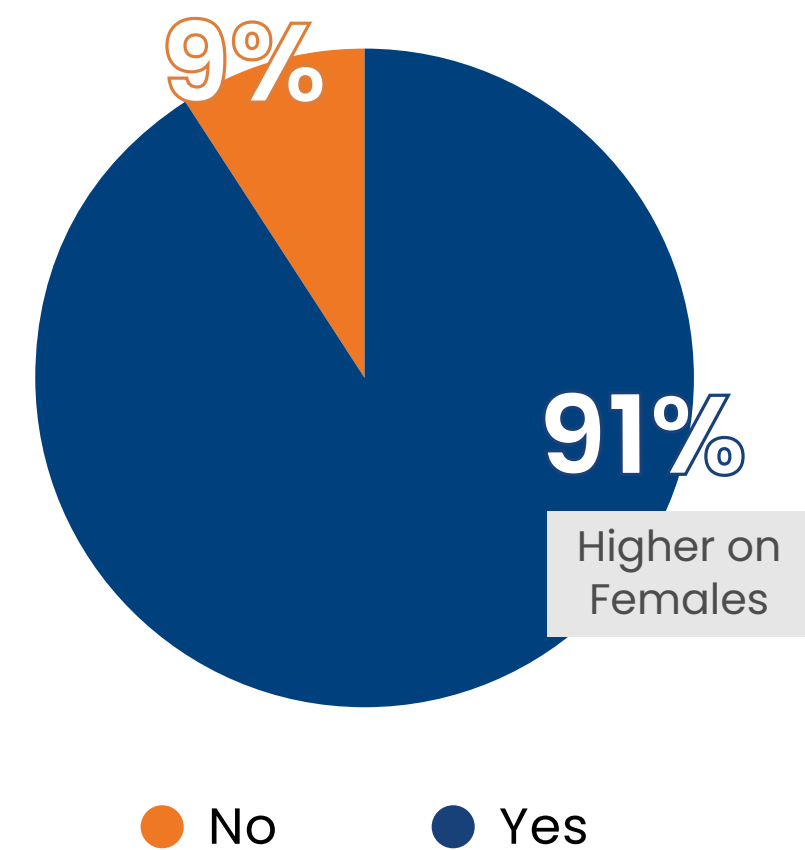
Higher on Upper Class

N = 683

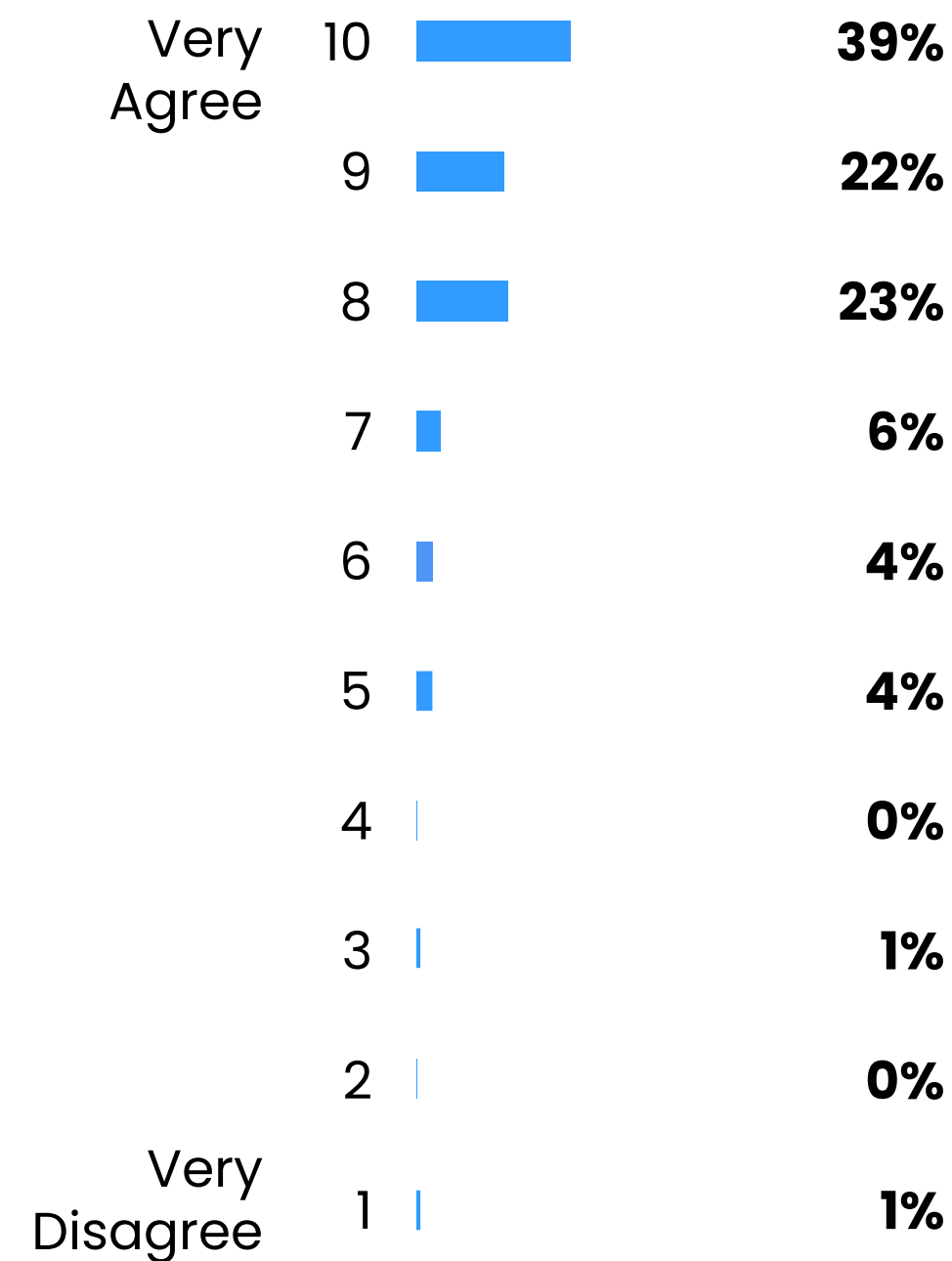
*All respondents who are employed

Moreover, prospective employees prioritize companies offering adequate maternity leave and supplementary daycare facilities.

Influence of a company's provision of adequate maternity leave on your decision to work for it



Level of agreement on the availability of on-site daycare facilities at the workplace



Top 3 Boxes	84%
Mean score	8.60

2.

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Panel selection | Panel
engagement

Basic Demographic

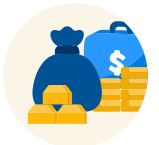
Gender | Age | Marital status
| Highest education level

Finance

Monthly income | Monthly
expense | Bank transcation
frequency | E-Wallet

500K+ Panel
Size

Panel
SES



Upper
29%



Middle
56%



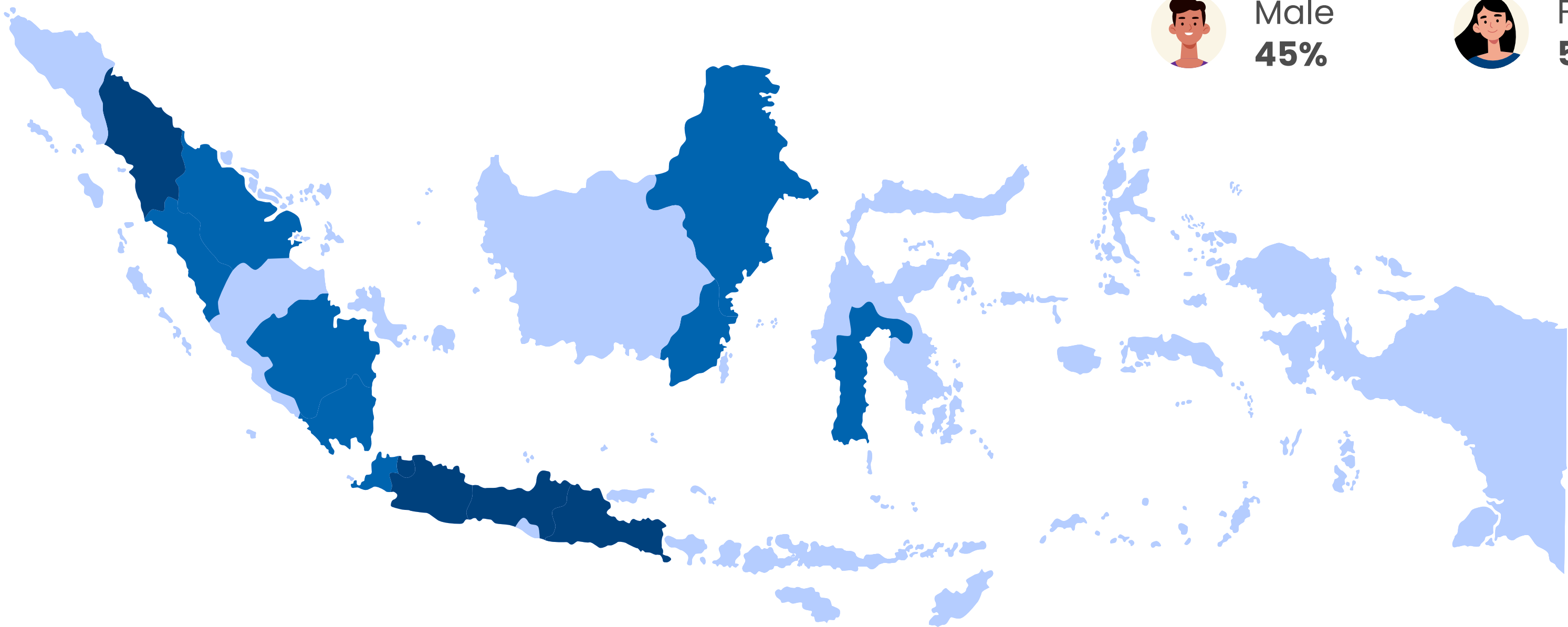
Lower
15%



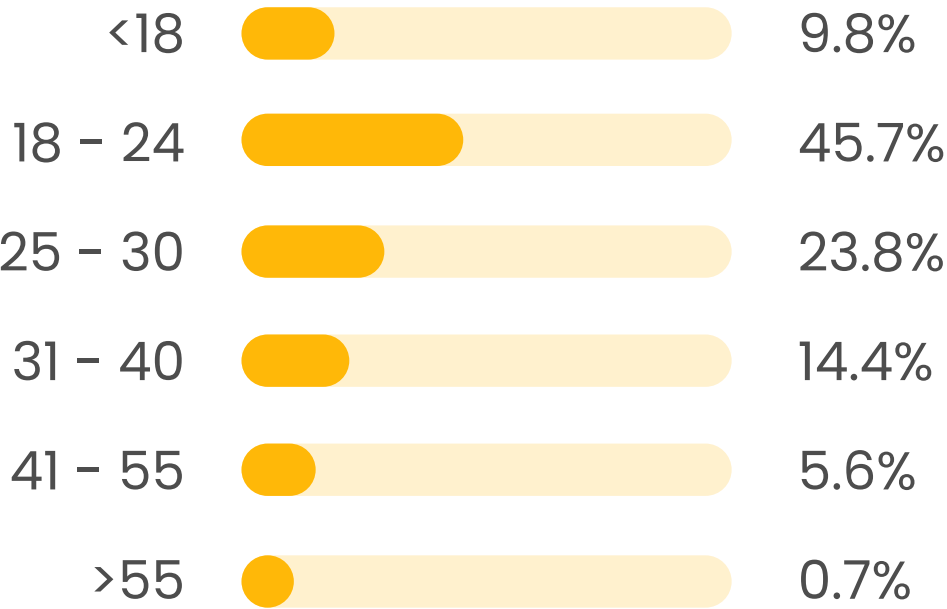
Male
45%



Female
55%



Panel
Age



Hobby, Lifestyle &
Appearance

- Smoking
- Pet
- Workout frequency
- Hijab Usage

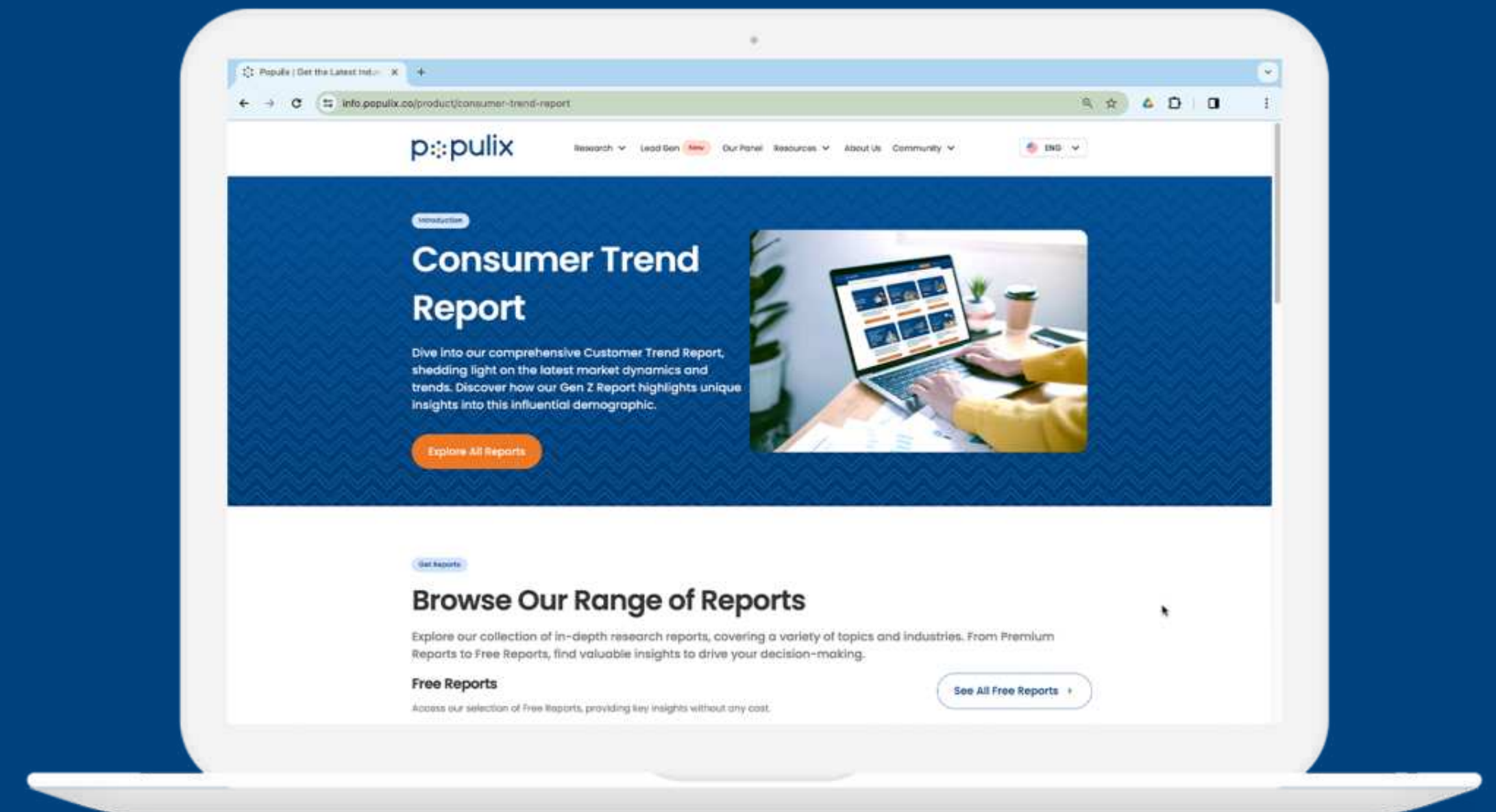
Media &
Entertainment

- Media preference
- Phone brand
- Social media
- Data provider

Spending
Behaviour

- E-commerce
- Shopping frequency
- Payment preference
- Household spending

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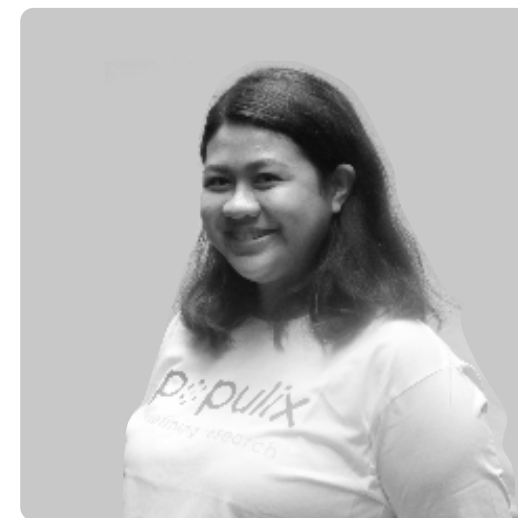
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