



**DISCRIMINATION AGAINST DOMESTIC WORKERS: STRUCTURAL
INEQUALITY AND THE URGENT NEED FOR PRIVATE LEGAL PROTECTION
THROUGH INDONESIA'S DOMESTIC WORKER PROTECTION BILL**

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ABSTRACT

2004 marked the first year for the Domestic Workers Protection Bill (RUU PPRT) to be passed as a law. 21 years later, Indonesia's legislators still fail to see its urgency. Domestic Workers in Indonesia have a substantial role in sustaining a household, where the majority of them goes undocumented. Without a clear and formal agreement, Domestic Workers may face multitudes of discrimination and exploitation. With predominant Domestic Workers being women and/or underage, the vulnerability of this group becomes prominent, especially in highlighting the extremity of the dire need for legal protection. This paper sought to answer two questions, how does structural discrimination shape working conditions of domestic workers in Indonesia, and how can the Domestic Workers Protection Bill (RUU PPRT) address these systemic inequalities? Through a normative-juridical approach, this paper finds various structural victimization that may impede on the rights of these workers, ranging from economic structural victimization to social structural victimization. This paper also highlights current laws and regulations and how it failed to extensively protect Domestic Worker's rights, this was also furthered by the ambiguity stance of Domestic Workers in Indonesia's current legal frameworks. In conclusion, Indonesia still needs to address and acknowledge Domestic Workers as formal employees and ensure social and legal protection of their rights.

*Keywords: Domestic Workers, Domestic Workers Protection Bill (RUU PPRT), Structural
Victimization*

A. INTRODUCTION

Household work is often a task that, both in concept and practice, remains marginalized and undervalued (Kompas, 2020). A clean house, ironed clothes, warm meals, or keeping children safe from dangers are often dismissed as insignificant to the comfort of daily life. Many of these people travel long distances for work that is still considered 'simple' - becoming



domestic workers. However, in reality, household work is far from the connotation of simplicity, as many of them are required to attain various skills. These dual skills refer to the ability to clean house, cook, care for children, and perform other household tasks (Pribadi et al., 2020). As a result, the role of Domestic Workers (Pekerja Rumah Tangga; PRT) lacks certainty in the scope of national acknowledgment (SETKAB, 2023).

The book titled “Masalah dan Ekspektasi Pekerja Rumah Tangga” (Problems and Expectations of Domestic Workers)¹ Domestic Workers, commonly abbreviated as PRT, are individuals who are employed by private individuals within a household. Domestic workers perform tasks related to household management in exchange for wages (Thalib, 2020). Juridically, the definition of Domestic Workers is implied in Article 1 Number 1 of the Minister of Labour Regulation Number 2 of 2015 on the Protection of Domestic Workers. Domestic workers are defined as:

“Orang yang bekerja pada orang perseroangan dalam rumah tangga untuk melaksanakan pekerjaan kerumahtanggaan dengan menerima upah dan/atau imbalan dalam bentuk lainnya”²

It is deemed important to first highlight the characteristics of domestic work, which is still categorized as informal work. In a book written by Lembaga Bantuan Hukum Jakarta (LBH Jakarta), the features of informal sectors are as follows:

- a. Unorganized businesses;
- b. No business permits;
- c. Irregular activities;
- d. Lack of policies and support from the government;
- e. Easy entry and exit from jobs;
- f. Use of simple/non-modern technologies;
- g. Small business capital;
- h. Formal education is not a requirement;
- i. Conducted individually or by family members;
- j. Consumed by lower-middle class; and/or
- k. Capital is self-owned or borrowed from unofficial credit sources.

¹ Author's translation

² Author's translation: “A person who works for an individual within a household to perform domestic tasks in exchange for wages and/or other forms of compensations”



The characteristics of those working in the informal sector are vulnerable to exploitation. Exploitation of domestic workers has been documented through reports collected between 2012 to 2021 by the National Advocacy Network Coordinator for Domestic Workers (JALA PRT), revealing that 400 domestic workers experienced various forms of violence. This violence manifested in the form of economic abuse, verbal abuse, sexual violence, human trafficking, etc (VOA Indonesia, 2022). The specific forms of violence will be further discussed in the discussion part of this paper.

Various forms of violence experienced by domestic workers can be linked to the concept of structural victimization. Quoting the journal written by Puspita and Gusnita (2019), which also references Kiza (2006), structural victimization is a process of victimization that is related to social structure and the power imbalance that exists within a society. It is important to note the distinction between structural victimization and other forms of victimization, which lies in the numerous characteristic aspects that become contributing factors. These factors, as outlined by Kiza, include war crimes, genocide, tyranny, authoritarian governance, oppression, repression, torture, suffering, exploitation, discrimination, racism, sexism, ageism, and classism (Rahmawati and Dermawan, 2021).

With the vulnerable nature of domestic work, many individuals working as domestic workers fall into the category of victims of social structures. Domestic workers, who are predominantly women, often face different forms of victimization, including economic and social victimization, such as child domestic workers (Kruttschnitt and Kang, 2021; Komnasp Perempuan, n.d.; ILO, n.d.). Therefore, efforts are needed to support and protect the rights of domestic workers. Such protection can serve as a deterrent from exploitation and acts of violence.

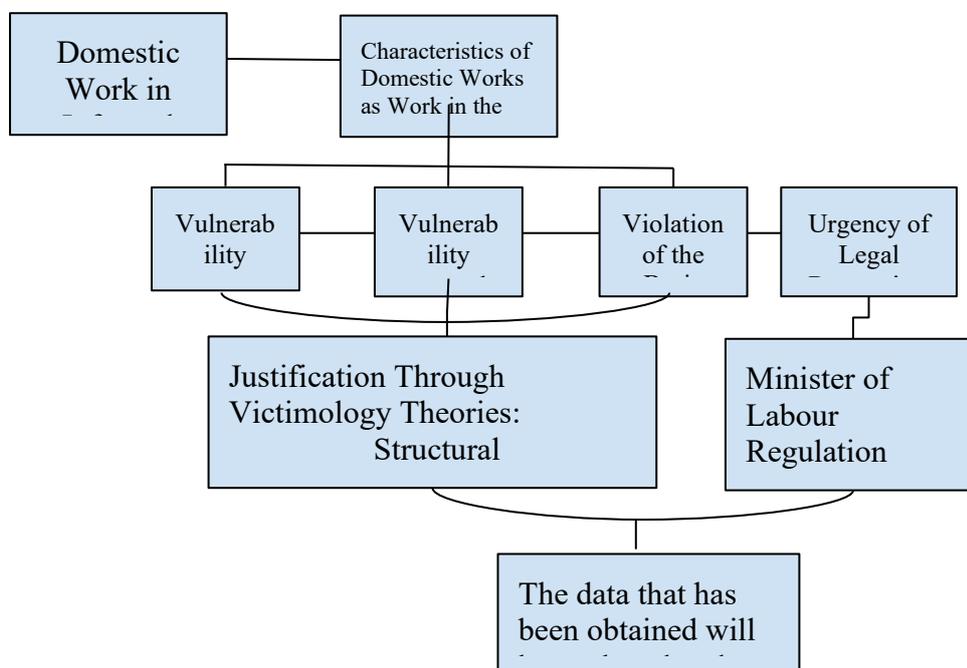
B. METHODOLOGY

This research employs a normative-juridical method. The normative juridical method focuses on analyzing the relationship between domestic workers and the concept of structural victimization in light of the legal gaps that fail to protect the rights of domestic workers. The concept of structural victimization will illustrate the factors contributing to the vulnerability of domestic workers, which will assist in explaining the steps that can be taken to prevent such victimization. The normative-juridical method will also support this research by examining existing regulations related to the protection of domestic workers. Through analysis of these



regulations, the study will uncover the state's objectives in protecting the fundamental rights of domestic workers as workers. Therefore, this study will employ a qualitative research approach.

Data collection for this research will rely on secondary data. Secondary data refers to data collected from various sources such as books, journals, the internet, news articles, legislation, and others. These secondary data will serve as the primary data for interpretation, aiding in explaining the phenomenon of violent and discriminatory acts towards domestic workers (Adi, 2021). Below are the structural views of the topics discussed in this paper.



C. DISCUSSION AND FINDINGS

C.1. The Vulnerability of Domestic Workers to Structural Victimization in Social and Economic Contexts

Vulnerability is a term with a broad meaning and is context-dependent. In the context of this writing, vulnerability is viewed from the socio-economic perspective of a group, where vulnerability can be understood as the characteristics of an individual or group and the situations that affect their capacity to anticipate, avoid, or recover from certain phenomena (Biswas dan Nautiyal, 2023). This definition can be interpreted in the context of Domestic



Workers, who face vulnerabilities influenced by various factors, including social and economic ones.

C.2. The structural issues faced by Domestic Workers (PRT) include:

C.2.1. Poverty as a Form of Economic Structural Victimization

The majority of Domestic Workers employed in households often take on this role due to a lack of opportunities to pursue further education, stemming from their families' inability to afford educational expenses. This is typically rooted in limited resources, which restrict opportunities to engage in jobs that are generally considered more "productive." Another contributing factor is cultural cycles, where working as a Domestic Worker is a tradition carried out by other family members, thereby limiting the possibility of exploring opportunities in other sectors (Lestari, 2007 and AntaraNews, 2023).

The poverty experienced by Domestic Workers is not only a characteristic they bring before starting the job, but also a result of the nature and scope of domestic work, which is often perceived as insignificant. The assumption that domestic work is insignificant plays a role in why the poverty experienced by Domestic Workers is sustained rather than alleviated (CNN Indonesia, 2023). This poverty is perpetuated by the low wages received by those working as Domestic Workers (Kumpanan, 2023).

From this section, it can be perceived that poverty, as a result of economic structural victimization, is one of the main factors contributing to the vulnerability of Domestic Workers. The social structure that has been shaped in such a way creates economic structural barriers that limit the options available to members of lower socio-economic groups (Turanovic, et al., 2016). It can be concluded that money and financial freedom are keys in achieving a better life.

C.2.2. Discrimination, Exploitation, and Other Forms of Violence as Social Structural Victimization.

The discrimination experienced by domestic workers can be seen as a foundation for other forms of behavior. This discrimination is often rooted in negative stereotypes about domestic workers as members of the lower socio-economic class. According to various studies, the most common form of discrimination faced by the majority of female domestic workers is gender-based discrimination (BBC Indonesia, 2018). Thus, this gender-based discrimination is part of social structural victimization perpetuated by patriarchal culture (Susiana, 2010).



Socially, women are often considered a secondary choice, with boys being prioritized in all aspects, from clothing and education to inheritance; this directly translates on how the State views women on a daily basis (Irawaty, 2017). A culture that solely upholds the dignity of men tends to treat women as an "afterthought," where women's well-being is marginalized (Offioing et al., 2021). As a result, many domestic workers in Indonesia are individuals who can be classified as children (LBH APIK Jakarta, 2022). This is further evidenced by the large number of women who are pushed into domestic work with low wages, as such work is deemed "easy" or "customary" (Utama and Melinda, 2018).

In addition to discrimination, social structural victimization can also be observed in the exploitation of domestic workers (Pelupessy, 2017). Domestic workers typically have low levels of education, making verbal agreements as employment contracts vulnerable to exploitation by employers. This exploitation can take the form of wage deductions, lack of rest periods, limited benefits, and more. In more severe cases, exploitation can escalate into physical, sexual, economic abuse, or other forms of violence (Kumala and Murtiningsih, 2013 and Austin, 2017). These factors highlight the urgency for concrete legal protection for domestic workers in Indonesia. With a strong legal framework, the rights of domestic workers can be safeguarded, reducing the likelihood of their rights being violated.

C.2.3. Efforts to Protect Domestic Workers from Discriminatory Behavior and Acts of Violence

Various forms of structural victimization experienced by Domestic Workers, which contribute to their vulnerability, have been discussed. The protection efforts referred to are those initiated by the government to ensure the fulfillment of the rights of Domestic Workers. The primary protection to be examined is the legal or juridical recognition of Domestic Workers as workers with rights. In reality, however, Domestic Workers are still considered informal workers and do not enjoy the protections afforded to formal workers (Ramanata, 2020).

Concrete legal protection or a legal framework for the rights of Domestic Workers is regulated under the Ministry of Labour Regulation Number 2 of 2015 concerning the Protection of Domestic Workers. Although various rights of Domestic Workers are outlined in this regulation, when compared to the Labor Law, it is still considered insufficient in addressing several aspects, including (Azhari and Halim, 2021):



Contractual Agreement: In another study, an analysis highlighted that the agreements regulated in Ministry of Labour Regulation 2/2015 lack "enforceability" or mandatory status. It is well known that many Domestic Workers engage in employment relationships based on verbal agreements, which pose challenges in implementation. Therefore, it is necessary to establish clear sanctions and mandatory requirements for written agreements to ensure legal certainty for Domestic Workers (Harefa, 2016).

Wages: The issue with wages lies in the Minimum Wage Requirements (UMR), which is not concretely regulated in Ministry of Labour Regulation 2/2015. This differs from what is stipulated in the Labor Law, which guarantees workers the right to receive the Minimum Wage. In reality, many Domestic Workers are not compensated appropriately for the work they have performed. This can also be linked to discriminatory attitudes toward the scope of work carried out by Domestic Workers (Kompas, 2023).

Working Hours: The issue regarding the working hours of Domestic Workers lies in its ambiguity. Domestic Workers typically have uncertain working hours, especially when compared to other formal workers. Ministry of Labour Regulation 2/2015 has not yet clearly regulated working hours for Domestic Workers, which could prevent exploitation (Andreansyah and Rusdiana, 2022).

This research cites a journal written by Azhari and Halim (2021), where the two researchers emphasize that the ratification of the Draft Bill on the Protection of Domestic Workers (RUU PPRT) should be prioritized. Additionally, the researchers elaborate on the differences in focus between the RUU PPRT and the Labor Law, highlighting that the RUU PPRT adopts a different approach. The difference lies in its emphasis on "protection" for Domestic Workers, who can be classified as a group vulnerable to structural victimization. Thus, the ratification of the RUU PPRT should be based on a Human Rights approach.

The Human Rights approach to the formulation of the Draft Bill on the Protection of Domestic Workers (RUU PPRT) is based on various international regulations, such as the Universal Declaration of Human Rights, the International Covenant on Economic, Social, and Cultural Rights (ICESCR), the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), ILO Convention No. 182, and ILO Convention No. 189. These international regulations should serve as the foundation or basis for optimizing efforts to protect Domestic Workers (Afifah, 2018 and Ruwaida, 2017).



C.2.4. Domestic Workers Protection Law Regulatory Model: Hexa-Helix Model

The draft on the Domestic Worker Protection Bill in Indonesia requires a collaborative approach involving various stakeholders. The hexa-Helix model offers an ideal framework for achieving said goal, adding a crucial dimension that places greater emphasis on sustainability and impact on affected communities.

The Hexa-helix theory is an extension of the Penta-Helix collaboration model, explicitly adding a sixth element, the environment. While the scope of “environment” is often defined in the context of ecological sustainability, in the broader context of public policy, the sixth element is often interpreted as directly impacted communities—vulnerable communities (Susanto, et al., 2022). This highlights the importance of considering the impact of policies not limited to economic or social systems, but also toward individuals and groups most affected by its consequences.

The Hexa-Helix model works by integrating six key domains, ensuring that every perspective is considered in the policy formulation and implementation process (Sumarto, 2025):

- a. Government: As policymakers, regulators, and law enforcers. They provide the legal and administrative framework.
- b. Academics: As providers of knowledge, research, and analysis. They ensure evidence-based policies.
- c. Business/Industry: As economic actors, job providers, and sources of innovation. They bring perspectives on implementation and economic sustainability.
- d. Civil Society: As representatives of the people's voices, advocates, and watchdogs. They ensure policies are responsive to social needs.
- e. Media: As information channels, public opinion shapers, and independent watchdogs. They raise awareness and accountability.
- f. Affected Environment/Community (Domestic Workers Themselves): This is the complementary element of the Penta-Helix. In the case of domestic workers, it specifically refers to domestic workers themselves as the primary subjects of policy, as well as the broader social and economic environment that influences or is influenced by their lives. This element ensures that the lived experiences, real needs, and aspirations of the most vulnerable and directly affected groups are at the heart of every decision.



The employment of the Hexa-Helix model is highly relevant and crucial in developing a regulatory model for the protection of domestic workers in Indonesia for several reasons (Anisyukurillah, 2024):

- a. **A More Holistic and Human-Centered Approach:** Domestic workers' issues are not merely about economic or labor regulations, but also profound human rights and social justice issues. The explicit addition of the Environment/Affected Communities element ensures that the voices of domestic workers themselves are central. Policies are no longer formulated solely for them, but together with them, reflecting real experiences and needs on the ground.
- b. **Increased Policy Legitimacy and Acceptability:** Policies created without the active participation of the most affected groups tend to be poorly accepted and difficult to implement. By directly involving domestic workers (through representatives or forums), the bill will have stronger legitimacy in the eyes of the domestic worker community and the wider public, increasing the likelihood of compliance and support.
- c. **Addressing the Specific Vulnerabilities of Domestic Workers:** Domestic workers often work in the private sector, making them invisible and vulnerable to exploitation. The Hexa-Helix approach, with its focus on affected communities, forces policymakers to understand and address these unique vulnerabilities, such as isolation, lack of access to information, or lack of voice.
- d. **Innovation and Reality-Based Solutions:** Through direct participation, domestic workers' experiences can spark innovation in policy design. They can identify practical solutions that policymakers without direct experience in the field might not have considered.
- e. **Ensuring Sustainable Implementation:** When all parties, including affected communities, feel ownership of a policy, its implementation will be more sustainable. They will be more active in monitoring compliance and reporting violations, creating an effective check and balance mechanism.

The Hexa-Helix model is an ideal collaborative framework for formulating the Domestic Worker Protection Law (UU PRT) in Indonesia. This approach ensures that the legislative process is not solely top-down from the government, but is also inclusive, responsive, and sustainable, by integrating six key stakeholders (Kartika, 2024). Here's how each Hexa-Helix element will be applied in the regulatory model to formulate and deliver the Domestic Worker Protection Law:



C.2.4.1. Government: Leader and Policymaker

• **Role in Law Formulation:** The government (Ministry of Manpower, Ministry of Law and Human Rights, and other relevant institutions) will be the primary initiator and coordinator of the drafting of the Domestic Workers Bill (Muktiono, 2023). They are responsible for:

- Establishing a Joint Task Force involving representatives from each element of the Hexa-Helix.
- Providing the initial legal framework and drafting the initial draft of the bill.
- Facilitating regular public dialogue and consultations with all stakeholders.
- Gaining political support in the House of Representatives (DPR) for the bill's passage.
- Preparing implementation and enforcement mechanisms after the law is passed.

• **Target Outcome:** A comprehensive bill that is legally binding and aligned with international standards (e.g., ILO Convention C189).

C.2.4.2. Academics: Knowledge Foundation and Recommendations

• **Role in Law Formulation:** Academics (researchers from universities and research institutions) will provide a strong scientific foundation and data. They will:

- Conduct in-depth comparative studies of domestic worker regulations in other countries (such as the Netherlands and Malaysia) to identify best practices and lessons learned.
- Analyze the conditions of domestic workers in Indonesia (statistics, challenges, cases of exploitation) to identify gaps in existing protections.
- Provide evidence-based recommendations on wage standards, working hours, leave entitlements, monitoring mechanisms, and effective legal protection.
- Conduct seminars, workshops, and publications to disseminate research findings and build public consensus.

• **Target Outcomes:** Scientifically valid and practically sound policy recommendations that serve as substantive input for the law.

C.2.4.3. Business Sector (Employers and Agencies): Practical Perspective and Compliance

• **Role in Drafting the Law:** The business sector, including employer associations (if any) and registered and responsible domestic worker placement agencies, will provide a practical perspective and ensure the feasibility of implementation. They will:



- Provide input on the operational challenges and economic implications of the bill's provisions.
- Contribute views on a fair and transparent employment contract model.
- Participate in discussions to formulate a clear wage payment mechanism without unauthorized deductions.
- Commit to implementing ethical and responsible labor practices in accordance with the law.
 - Target Outcome: A bill that considers economic sustainability and encourages voluntary compliance from employers and legitimate agencies.

C.2.4.4. Civil Society: Voice of Advocacy and Rights Representation

- Role in Law Drafting: Civil society organizations (NGOs, domestic workers' unions, human rights advocacy groups) will represent the voice of domestic workers and their advocacy strength. They will:
 - Conduct intensive advocacy with the government and the House of Representatives (DPR) to expedite the bill's passage.
 - Organize discussion forums, focus group discussions, and public hearings to gather input directly from domestic workers.
 - Provide detailed input on the rights that must be guaranteed (e.g., the right to organize, access to justice, protection from violence) based on field experience.
 - Conduct a public awareness campaign to build broad support for the Domestic Workers Law.
- Target Outcome: A bill that is responsive to the real needs of domestic workers and has strong grassroots support.

C.2.4.5. Media: Opinion Shaper and Accountability Driver

- Role in Law Formulation: Mass media (print, electronic, digital) will be the primary information channel and public opinion shaper. They will:
 - Comprehensively cover the bill formulation process, including key issues and ongoing debates.
 - Publish research and analysis from academics and civil society for public education.



- Raise public awareness about the importance of protecting domestic workers and the issues they face.
- Act as an independent watchdog that promotes stakeholder accountability and highlights progress or obstacles in the legislative process.
 - Target Outcomes: Positive and informed public opinion on the Domestic Workers Law, as well as constructive pressure for the expedited and quality passage of the bill.

C.2.4.6. Affected Environment/Community (Domestic Workers Themselves): Lived Experience at the Core of Policy

- Role in Law Formulation: This element explicitly positions Domestic Workers themselves as the primary subject and the most vital source of information. Their participation will be ensured through:
 - Direct and Meaningful Participation Mechanisms: Providing a platform for domestic workers to share their lived experiences, daily challenges, and aspirations directly in safe and accessible forums (e.g., through domestic workers' union representatives, facilitated focus group discussions, or structured surveys).
 - Policy Validation: Ensuring that each provision in the bill is valid and relevant to the realities faced by domestic workers on the ground.
 - Empowerment: Recognizing and empowering the voices of domestic workers as key actors with the right to participate in determining their own future.
 - Target Outcome: A law that is not only "for" domestic workers, but "from" them, ensuring relevance, effectiveness, and strong ownership from affected communities.

By implementing this Hexa-Helix approach, Indonesia can formulate a Domestic Worker Protection Law that is not only legally sound but also socially acceptable and effective in practice, reflecting its commitment to justice and human rights for all its citizens.

C.2.5. The Ideal Regulatory Model and Scope of the Domestic Workers Protection Bill: Crucial Provisions to be Accommodated and Address

This proposed regulatory model is designed to revolutionize the protection of domestic workers in Indonesia, transforming it from a vulnerable sector into a dignified profession.



Drawing on best practices from other countries, each regulatory element has a clear purpose, provides significant benefits, and is complemented by effective oversight mechanisms.

C.2.6. Strong Legal Foundation: Domestic Workers Protection Law

The enactment of a specific law that replaces the existing ministerial regulation. This is not simply an administrative change, but a fundamental leap forward in improving the status of domestic workers. Its primary goal is to provide legal certainty for domestic workers, who have previously been in a gray area (Sembiring, 2023). This law will officially recognize domestic workers as formal workers with equal rights and obligations as other professions, and will also empower law enforcement to prosecute violations.

The benefits are far-reaching. For domestic workers, this law will foster a sense of security, provide them with a legal basis to assert their rights, and significantly reduce the risk of exploitation. For employers, clear guidelines will create legal certainty, reduce the potential for disputes, and provide a sense of security in legally employing domestic workers. Meanwhile, for the government, the ratification of the Domestic Workers Law demonstrates a commitment to international human rights, which in turn will enhance Indonesia's image globally. To ensure the law's effective implementation, robust oversight mechanisms will be implemented. These oversight mechanisms are as follows:

- **Labor Inspections:** The Ministry of Manpower, through the Manpower Inspectorate, has full authority to conduct inspections of employers' households, either based on complaints or randomly.
- **Centralized Reporting System:** Establish an easily accessible digital platform (app/website) for domestic workers to report violations anonymously or publicly.
- **Placement Agency Audits:** Conduct regular audits of placement agencies to ensure compliance with the law.

The ratification of the Domestic Worker Protection Law is a crucial step for Indonesia. It will transform domestic workers from a vulnerable group into legally recognized and protected workers, create a fairer and more dignified working environment for them, and affirm Indonesia's position as a nation that respects human rights.



C.2.7. Minimum Age and Clear Working Conditions

The essence of setting a minimum age for domestic workers (PRT) is absolute protection for child labor and ensuring the physical and mental readiness of domestic workers to face the demands of domestic work. This means strictly prohibiting the practice of employing underage children in this sector, so that they can focus on education, personal growth and development (Rahardjo, 2023).

The benefits of this regulation are clear. For domestic workers, especially the younger generation, they will be protected from age-inappropriate work, ensuring their future health and well-being. For the public, this will build Indonesia's image as a country that is serious about protecting children's rights and does not tolerate any form of child labor. To ensure this prohibition is enforced, strict monitoring mechanisms are in place:

- **Document Verification:** Require strict verification of identity documents (KTP, birth certificate) during the recruitment process by employers and recruitment agencies.
- **Strict Sanctions:** Implement criminal sanctions and heavy fines for parties who employ domestic workers under the minimum age.
- **Public Education:** Conduct a massive awareness campaign on the prohibition of child labor and its dangers.

Establishing and enforcing a minimum age for domestic workers is a crucial foundation for preventing child exploitation, ensuring worker welfare, and affirming Indonesia's commitment to children's rights and humane labor standards.

C.2.8. Wage Guarantee and Transparent Payment Mechanism

The core of wage regulation for domestic workers (PRT) is ensuring wage fairness and financial transparency in payments. The goal is to ensure that domestic workers receive a decent wage that meets a minimum standard of living, rather than being left at the mercy of others. Furthermore, this regulation strictly prohibits illegal wage deductions by agencies or employers, preventing practices that harm domestic workers (Kurniawa, *et al.*, 2024).

The benefits of this regulation are significant. For domestic workers, it means improved economic well-being, the ability to save and send money to their families, and protection from wage fraud. For employers, clear regulations provide certainty regarding expenses and protect them from potential future legal action. To ensure this transparency and fairness, strict oversight mechanisms will be implemented as follows:



- **Mandatory Bank Account:** Require wage payments via bank transfer to domestic workers' accounts, which can be tracked.
- **Digital Payment Reports:** Employers are required to report wage payments periodically through an online system integrated with the government.
- **Agency Audit System:** Regular financial audits of employment agencies to ensure there are no unlawful wage deductions.
- **Rapid Complaint Mechanism:** A dedicated complaint channel for domestic workers in cases of unpaid or unlawful wage deductions.

Fair and transparent wage regulation is a crucial pillar in protecting domestic workers. It will empower them economically, curb illegal practices, and create an accountable system, bringing domestic work to a more dignified professional standard.

C.2.9. Fair and Protected Termination of Employment Relationships

Regulations on termination of employment for domestic workers (PRT) protect them from arbitrary, unilateral termination of employment (PHK). The goal is to ensure that domestic workers are not dismissed without clear reason or proper notice, and to provide them with a transitional safety net in the form of time and compensation to find new employment. These regulations also aim to provide a clear legal pathway for amicable dispute resolution (Habibah, *et al.*, 2021).

The benefits of these regulations are significant. For domestic workers, they will create a sense of security and stability in their employment, reducing stress and financial uncertainty when facing potential layoffs. For employers, these regulations provide transparent guidance on the legal termination process, thereby reducing the risk of future lawsuits and disputes. To ensure this fairness is upheld, effective oversight mechanisms will be implemented as follows:

- **Contract Registration:** Employment contracts must be registered with the local labor office.
- **Mandatory Mediation System:** Any disputes regarding termination of employment must go through a mandatory mediation process at a government-appointed institution before being taken to court.
- **Sanctions for Procedural Violations:** Fines or sanctions apply to employers who terminate employees without following the procedures established by law.



This arrangement is a crucial pillar in realizing a fair and balanced employment relationship for domestic workers. It protects them from abusive practices, provides support during transitions, and ensures open channels for justice, strengthening their dignity and fundamental rights as workers.

C.2.10. Comprehensive and Guaranteed Domestic Worker Rights

This regulation aims to ensure comprehensive and guaranteed rights for domestic workers (PRT), focusing on their overall well-being. The goal is to create a dignified working environment in the household, respect the privacy and dignity of domestic workers, and ensure they have universal access to social and health security like other formal workers. This includes the right to fair wages, reasonable working hours, rest days, paid leave (sick and maternity), basic needs such as adequate housing and food, and freedom of interaction and worship (Andreansyah, 2022).

The benefits of this regulation are significant. For domestic workers, it means a significant improvement in their quality of life: better health, adequate rest time, freedom to socialize and practice their religious beliefs, and a sense of security through social and health security. For employers, adhering to these rights will build a reputation as a responsible and ethical employer, creating a more harmonious and productive household environment. To ensure these rights are fulfilled, effective monitoring mechanisms will be implemented. These are as follows:

- Working Conditions Report Form: Employers are required to complete a periodic form regarding domestic workers' working hours, days off, and living conditions, which is verified by the government.
- Mandatory Education Program: Employers are required to participate in an education program on domestic workers' rights before hiring them.
- Mandatory BPJS (Social Security Agency): Mandatory integration of domestic workers into BPJS Kesehatan (Healthcare and Employment) and BPJS Ketenagakerjaan (Employment), with a clear contribution monitoring system.
- Special Complaints Channel: Establish a dedicated complaint unit for cases of violence, harassment, or violations of privacy rights, staffed by trained law enforcement.
- Free Legal Advocacy: Collaborate with LBH (Legal Aid Institute) or non-profit organizations to provide free legal assistance to domestic workers.



Establishing and enforcing comprehensive domestic workers' rights is the foundation for upholding their dignity. This not only ensures the physical and mental well-being of domestic workers but also creates an ethical and fair work environment, aligned with human rights principles.

Through this regulatory model, Indonesia will not only have a strong Domestic Worker Protection Law on paper, but also an implementation and oversight mechanism that ensures each objective is achieved, realizing the country's commitment to protecting the most vulnerable workers.

D. CONCLUSION AND RECOMMENDATIONS

Domestic Workers (PRT) are individuals whose work revolves around domestic tasks. In reality, the work performed by Domestic Workers is still often perceived as simple. These prejudices and assumptions give rise to various characteristics that make Domestic Workers vulnerable to victimization. This paper identifies that Domestic Workers can be classified as a group affected by structural victimization both economically and socially. Economic structural victimization is seen through the status of "poverty," which is perpetuated by their work as Domestic Workers, while social structural victimization manifests in discrimination, exploitation, and other forms of violence.

This research also highlights the minimal efforts made by the State and government to ensure the protection of Domestic Workers' rights. This lack of effort is evident in the reluctance to ratify the Draft Bill on the Protection of Domestic Workers (RUU PPRT), which has been advocated since 2004. Nineteen years have passed, and the assurance of Domestic Workers' rights is still awaited. The study also points out the lack of concrete legal protection in the form of legislation, despite the enactment of Ministry of Labour Regulation No. 2 of 2015. This regulation is still considered insufficient in protecting Domestic Workers from discriminatory or exploitative behavior, both economically and socially, within society.

Through the employment of the hexa-helix model, the identified stakeholders such as government, academics, business/industry, civil society, media, and affected communities have their own role in ensuring the Domestic Workers Protection Bill addresses key issues lacking in today's societal context. Key issues that have yet to be addressed in Indonesia still exclude the protection of domestic workers by disregarding the vulnerabilities of domestic workers. A



clear working conditions, minimum age, wage guaranteed, protected termination of employment that are prone to exploitation

Based on the conclusions drawn from this research, the following recommendations are proposed:

- **Recognizing Domestic Work as Formal Employees:** This recognition will ensure the fulfillment of the rights of Domestic Workers as employees, with attention to aspects of protection such as wages, working hours, leave rights, and formal agreements.
- **Drafting the Domestic Workers Protection Bill (RUU PPRT) Based on Human Rights Principles:** The legislative framework should be grounded in a Human Rights approach to provide comprehensive protection for Domestic Workers.
- **Social Protection Beyond Legal Measures:** In addition to juridical protection, both the government and society have a responsibility to protect the rights of Domestic Workers socially. Social protection involves recognizing domestic work as a non-simple task, eliminating discriminatory attitudes, preventing exploitative actions against Domestic Workers' rights, and stopping violence against Domestic Workers both in Indonesia and abroad (Pusparani and Soetjipto, 2017).



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