

The Role of Occupational Medicine in Optimizing Bioethics in Breastfeeding for Female Worker

Dominiques Reggy Marfilan,¹ Ray Wagiu Basrowi²

¹Occupational Medicine Master Program, Department of Community Medicine, Faculty of Medicine, University of Indonesia

²Department of Community Medicine, Faculty of Medicine, University of Indonesia

Corresponding Author: Dominiques Reggy Marfilan

E-mail: dreggy88@gmail.com

Abstract

Introduction: Mother's milk provides many benefits for babies. Breast milk is also one of the most complete and perfect foods for babies. Breast milk contains minerals, carbohydrates and fats in sufficient quantities to provide adequate nutrition for babies. Babies who are given breast milk can increase the baby's resistance (immunity), thus preventing the baby from being attacked by infectious diseases such as diarrhea, pneumonia, measles and others. It is highly recommended to start giving breast milk as soon as the baby is born until the age of 4-6 months. Giving breast milk to babies can also prevent babies from stunting. Stunting is defined as the condition of children aged 0-59 months, where the height for age is below minus 2 standard deviations (<-2SD) from the WHO median standard.

Methods: This study obtained from four electronic journals, that obtained from google scholar, CORE, and MKMI journal that published in Indonesian and English languages, between March 2018 until January 2022. Only research and original studies are included experimental and observational methods, and secondary data.

Results: Results of research obtained showed that according to the applicable regulations, breastfeeding and exclusive breastfeeding for working women is permitted and almost all workplaces allow female workers to carry out these activities. The importance of providing a breastmilk room in a place of work will make it easier for working mothers to provide nutrition for their infant children. Breast milk is very important for these infant children.

Conclusion: The importance of breastfeeding avoids malnutrition in babies and is protected by law so there are no prohibitions on preventing it.

Keyword: breastfeeding, lactation, female, worker

Abstrak

Pendahuluan: ASI memberikan banyak manfaat bagi bayi. ASI juga merupakan salah satu makanan terlengkap dan sempurna untuk bayi. ASI mengandung mineral, karbohidrat dan lemak dalam jumlah yang cukup untuk memberikan nutrisi yang cukup bagi bayi. Bayi yang diberi ASI dapat meningkatkan daya tahan (imunitas) bayi, sehingga terhindar dari penyakit menular seperti diare, pneumonia, campak dan lain-lain. Sangat dianjurkan untuk mulai memberikan ASI secepatnya setelah bayi lahir hingga usia 4-6 bulan. Memberikan ASI pada bayi juga dapat mencegah bayi mengalami stunting. Stunting didefinisikan sebagai kondisi anak usia 0-59 bulan, dimana tinggi badan menurut usia berada di bawah minus 2 standar deviasi (<-2SD) dari standar median WHO.

Metode: Studi ini diperoleh dari empat jurnal elektronik yang didapat dari google scholar, CORE, dan jurnal MKMI yang diterbitkan dalam Bahasa Indonesia atau Bahasa Inggris antara Maret 2018 hingga Januari 2022. Hanya penelitian dan studi asli yang menyertakan metode studi eksperimental atau observasional serta data sekunder.

Hasil: Hasil penelitian yang diperoleh menunjukkan bahwa sesuai peraturan yang berlaku, pemberian ASI dan ASI eksklusif bagi perempuan pekerja diperbolehkan dan hampir semua tempat kerja membolehkan pekerja perempuan melakukan kegiatan tersebut. Pentingnya menyediakan ruang ASI di tempat kerja akan memudahkan ibu bekerja dalam memberikan nutrisi pada bayinya. ASI sangat penting bagi anak-anak bayi.

Kesimpulan: Pentingnya pemberian ASI untuk menghindari terjadinya gizi buruk pada bayi dan dilindungi undang-undang sehingga tidak ada larangan untuk mencegahnya.

Keyword: menyusui, laktasi, pekerja, wanita

Introduction

Mother's milk provides many benefits for babies. Breast milk is also one of the most complete and perfect foods for babies. Breast milk contains minerals, carbohydrates and fats in sufficient quantities to provide adequate nutrition for babies. Babies who are given breast milk can increase the baby's resistance (immunity), thus preventing the baby from being attacked by infectious diseases such as diarrhea, pneumonia, measles and others. It is highly recommended to start giving breast milk as soon as the baby is born until the age of 4-6 months. Giving breast milk to babies can also prevent babies from stunting. Stunting is defined as the condition of children aged 0-59 months, where the height for age is below minus 2 standard deviations ($<-2SD$) from the WHO median standard.³

According to research by the Ministry of Health in 2014, the prevalence of exclusive breastfeeding in Indonesia was 52.3%, where this figure has not yet reached the 2014 Ministry of Health program target of 80% and in Bali the prevalence has only reached 72.2%. Exclusive breastfeeding is one of the effective interventions to reduce infant morbidity/mortality rate. The main problem of not implementing exclusive breastfeeding is the awareness of the importance of breastfeeding, social culture, health services and health workers who do not fully support PP-ASI, and working mothers.⁴

It is hoped that the existence of Government Regulation No. 33 of 2012 concerning the Provision of Exclusive Breast Milk will make the Exclusive Breastfeeding program a success and be able to reduce the infant mortality rate. Apart from that, mothers will know the purpose of regulating exclusive breastfeeding.²

The Minister of Manpower and Transmigration and the Minister of Health No.48/MEN.PP/XII/2008/PER.27/MENXII/ 2008, PER.27/MEN/XII/2008, dan 1177/

MENKES /PB/XII/2008 concerning Increasing the Provision of Breast Milk During Working Time in the Workplace stated that the purpose of establishing this joint regulation is to provide opportunities for female workers to provide or express breast milk during working hours and store expressed breast milk to give to their children, to fulfill the rights of female workers to improve the health of mothers and children, to fulfill children's rights to receive breast milk to improve

children's nutrition and immunity, and to improve the quality of human resources from an early age.¹

Methods

Four electronic journals that obtained from google scholar, CORE, and MKMI journal that published in Indonesian and English languages between March 2018 until January 2022. Only researches and original studies are increase experimental and observational methods, and secondary data. Where is the population or the participation are adults.

Specifications used in these journals are analytic descriptive, quantity and quality methods (multi methods with explanatory sequential design approach, and interview with patients and doctors), which is this approach can be used for understanding the description of *Section Caesarea* actions without medical indication and get the material for analyze ethical side of the actions, and normative juristic approach method by using secondary data.

Results

After observing some literatures, four literature were obtained that from this journals have analytic descriptive methods, quality and quantity methods, where do some interview to patient and doctors and normative juristic approach method by using secondary data, and will be explored through the table below. Results of research obtained showed that according to the applicable regulations, breastfeeding and exclusive breastfeeding for working women is permitted and almost all workplaces allow female workers to carry out these activities. The importance of providing a breast milk room in a place of work will make it easier for working mothers to provide nutrition for their infant children. Breast milk is very important for these infant children.

Discussion

The results of the fourth study from the literature showed that according to the applicable regulations, breastfeeding and exclusive breastfeeding for working women is permitted and almost all workplaces allow female workers to carry out these activities. The

Table 1. Selected article overview

No.	Author (Year)	Population	Methods
1.	Ni Putu Rosita Novanda, 2018. Perlindungan Hukum Terhadap Hak Menyusui Anak Selama Waktu Kerja di Tempat Kerja Bagi Pekerja Perempuan	-	Normative Juristic Approach Methods by Using Secondary Data
2.	Ni Komang Ratih Kumala Dewi, 2018. Tinjauan Yuridis Terhadap Tindakan Menghalangi Pemberian Asi Eksklusif	-	Normative Juristic Approach Methods by Using Secondary Data
3.	Gusti Panji Sugiarto Putra, 2019. Implementasi Kewajiban Penyediaan Ruang Air Susu Ibu Sebagai Salah Satu Hak Pekerja Perempuan Pada Perusahaan Swasta di Kota Surabaya	-	Normative Juristic Approach Methods by Using Secondary Data
4.	Ni Komang Arni Tria Erlani, 2020. Perilaku Pemberian Asi Eksklusif Pada Wanita Pekerja Tenaga Kesehatan Rumah Sakit Umum Pusat Sanglah	Quantity: 97 Female Worker at Sanglah Hospital	Descriptive with an observational research design, cross-sectional

importance of providing a breast milk room in a place of work will make it easier for working mothers to provide nutrition for their infant children. Breast milk is very important for these infant children.¹

Different results actually appeared in a journal entitled the obligation to provide breast milk rooms, from the research results, concluded that the implementation of the obligation to provide a breast milk room was not carried out. There are two obstacles, namely internal obstacles and external obstacles. The internal obstacle that comes is cost. External obstacles originate from outside namely female workers not taking advantage of the opportunity to provide breast milk in the company and a lack of guidance from the relevant agencies.³

In another study, it was found that 61.9% of mothers who worked as health workers provided exclusive breast milk for their children, the behavior of giving exclusive breast milk. Mothers who worked as female health workers at Hospital were more often found at the age of 24-30 years, had a bachelor's education level and worked as paramedic health workers with working hours of less than eight hours. Almost all mothers who work as health workers at Sanglah General

Hospital receive support from their husbands, where the most support given is in the form of accompanying them during exclusive breastfeeding. Most family support comes from parents in the form of emotional support. Female health workers at Sanglah Hospital show more good attitudes towards exclusive breastfeeding.⁴

Health workers and health service providers are expected to provide more outreach to pregnant mothers about the benefits of breast milk for babies.

If necessary, collaborate with an organization related to exclusive breastfeeding, apart from that, each health agency is expected to provide information and encouragement to breastfeeding mothers. to provide exclusive breastfeeding.²

Several benefits of supporting breastfeeding include an improved corporate image, demonstrating that the business cares about the health and well-being of working women and their families. Breastfeeding support also reduces the number of leave requests for both mother and child to attend doctor's appointments, as well as the amount of sick leave. Additionally, breastfeeding mothers are associated with greater productivity

and reduced absenteeism up to 30-70 percent fewer maternity absences in working mothers.⁵ Breastfeeding programs in the workplace also increase female employee retention and decrease employee turnover rates.⁶ A study of Indonesian health care providers demonstrated that practicing exclusive breastfeeding can help reduce the number of sick children and increase the productivity of health care provider mothers.⁷ This demonstrates the significant benefits of supporting breastfeeding in the workplace, and thus a program to promote breastfeeding should be endorsed by the government and employers regardless of employment status.

References

1. NPR Novanda. Perlindungan hukum terhadap hak menyusui anak selama waktu kerja di tempat kerja bagi pekerja perempuan. Available from: <https://download.garuda.kemdikbud.go.id/article.php>.
2. NKR Kumala Dewi. Tinjauan yuridis terhadap tindakan menghalangi pemberian asi eksklusif. *J Analisis Hukum* 2018;1. Doi: <https://doi.org/10.38043/jah.v1i1.236>.
3. GP Sugiarto Putra. Implementasi Kewajiban penyediaan ruang air susu ibu sebagai salah satu hak pekerja perempuan pada perusahaan swasta di Kota Surabaya. *J Unesa* 2019;6. Doi: <https://doi.org/10.2674/novum.v6i3.29658>.
4. NKAT Erlani, L Seriani, LP Ariastuti. Perilaku pemberian ASI eksklusif pada wanita pekerja tenaga kesehatan Rumah Sakit Umum Pusat Sanglah. *E-Jurnal Medika Udayana* 2020;9:85-93.
5. UNICEF. Breastfeeding support in the workplace; Available from: <https://www.unicef.org/media/73206/file/Breastfeeding-room-guide.pdf>.
6. Fein SB, Roe B. The Effect of work status on initiation and duration of breast-feeding. *Am J Pub Health* 1998;88:1042-6.
7. Cohen R, Mrtek MB, Mrtek RG. Comparison of Maternal Absenteeism and Infant Illness Rates Among Breast-feeding and Formula-feeding Women in Two Corporations. *American J Health Promot* 1995;10:148-53.
8. World Health Organization. Exclusive breastfeeding for optimal growth, development and health of infants. [Internet]. Available from: http://www.who.int/elena/titles/exclusive_breastfeeding/en/.
9. UNICEF. Infant and young child feeding. 2012. Available from: <https://data.unicef.org/topic/nutrition/infant-and-young-child-feeding/>.