

Salasika

**INDONESIAN JOURNAL OF GENDER, WOMEN,
CHILD, AND SOCIAL INCLUSION'S STUDIES**



**VOL. 7
NO. 2**

**DECEMBER
2024**

Marketing Channels of Fresh Fish Products

Adopted by Female Traders at Sendangbiru, Malang, East Java

Keppi Sukesi, Yahya, Wahyu Handayani, Henny Rosalinda, Jedda Ayu Ingrida, Elok Anggraini, Rani Purnama Hadi

Analysis of Legal Protection and Gender Equality

in Mutiara Etam Company, Palaran, East Kalimantan

Serun Seruni, Suryaningsi Suryaningsi, Jawatir Pardosi, Rosmini Rosmini

Portrait of Verbal Violence against Children During the Pandemic:

A descriptive study based on child and parent characteristics

Aini Alifatin, Alfien Fazhira, Nurul Aini, Ika Rizki Anggraini, Reni Ilmiasih

Women in Military Families in Indonesia: A gender analysis

Muhammad Zein Permana, Endah Andriani Pratiwi

**Inclusive Data for Resilience: A Participatory Action Research (PAR)
with perspectives of women, the elderly, and persons with disabilities
for Mount Merapi eruption risk areas**

Meilinarti, Eko Swasto, Ida Ngurah, Dewi Candraningrum, Kania Bening Rahmayna



Salasika

**INDONESIAN JOURNAL OF GENDER, WOMEN,
CHILD, AND SOCIAL INCLUSION'S STUDIES**

VOLUME 7, NUMBER 2 – DECEMBER 2024

Table of Content

Marketing Channels of Fresh Fish Products Adopted by Female Traders at Sendangbiru, Malang, East Java Keppi Sukesi, Yahya, Wahyu Handayani, Henny Rosalinda, Jedda Ayu Inggrida, Elok Anggraini, Rani Purnama Hadi	79
Analysis of Legal Protection and Gender Equality in Mutiara Etam Company, Palaran, East Kalimantan Serun Seruni, Suryaningsi Suryaningsi, Jawatir Pardosi, Rosmini Rosmini	89
Portrait of Verbal Violence against Children During the Pandemic: A descriptive study based on child and parent characteristics Aini Alifatin, Alfien Fazhira, Nurul Aini, Ika Rizki Anggraini, Reni Ilmiasih	101
Women in Military Families in Indonesia: A gender analysis Muhammad Zein Permana, Endah Andriani Pratiwi	117
Inclusive Data for Resilience: A Participatory Action Research (PAR) with perspectives of women, the elderly, and persons with disabilities for Mount Merapi eruption risk areas Meilinarti, Eko Swasto, Ida Ngurah, Dewi Candraningrum, Kania Bening Rahmayna	131

Editorial Team

CHIEF EDITORS

Arianti Ina Restiani Hunga, Universitas Kristen Satya Wacana, Indonesia
(Scopus ID: 46161114400, Google Scholar)

Dewi Candraningrum, Universitas Muhammadiyah Surakarta, Indonesia
(Google Scholar)

BOARD OF EDITORS

Claudia Derichs, Humboldt Universität zu Berlin, Germany
(Scopus ID: 14026487800)

Ida Sabelis, North-West University (NWU), South Africa
(Scopus ID: 6507181398, Google Scholar)

Siti Kusujarti, Warren Wilson College, USA
(Scopus ID: 56276925900)

Ratna Saptari, Leiden University, The Netherlands
(Scopus ID: 6504610910)

Sylvia Tiwon, University of California, USA
(Scopus ID: 6506468591)

Emy Susanti, Universitas Airlangga, Indonesia
(Scopus ID: 57213142220, Google Scholar)

Keppi Sukesi, Brawijaya University, Indonesia
(Scopus ID: 56025803300, Google Scholar)

Kristi Poerwandari, University of Indonesia, Indonesia
(Scopus ID: 25628305200, Google Scholar)

Willemijn de Jong, University of Zurich, Switzerland
(Scopus ID: 55258294800)

Lyn Parker, The University of Western Australia, Australia
(Scopus ID: 56273266700)

TECHNICAL EDITORS

Indriretno Setyaningrahayu, Universitas Kristen Satya Wacana, Indonesia
(Google Scholar)

Daniel Kurniawan, Universitas Kristen Satya Wacana, Salatiga, Indonesia
(Google Scholar)

Suryaningsi, Universitas Mulawarman, Indonesia
(Scopus ID: 57223402854, Orcid: <https://orcid.org/0000-0003-1093-810X>,
ID Sinta: 5990865, Google Scholar)

Agustinus Fritz Wijaya, Universitas Kristen Satya Wacana, Indonesia
(Scopus ID: 56461093400, Google Scholar)

Stefanus Perangin-Angin, Universitas Kristen Satya Wacana, Indonesia
(Google Scholar)

REVIEWERS

Elisabet Titik Murtisari, Universitas Kristen Satya Wacana, Indonesia
(Scopus ID: 38161752200, Google Scholar)

Asfa Widiyanto, IAIN Salatiga, Indonesia
(Scopus ID: 56451676900, Google Scholar)

Wening Udasmoro, Gadjah Mada University, Indonesia
(Scopus ID: 56493135600)

Farah Purwaningrum, The University of Sydney, Australia
(Scopus ID: 57192369400, Google Scholar)

Alimatul Qibtiyah, Sunan Kalijaga State Islamic University, Indonesia
(Scopus ID: 57200660732, Google Scholar)

Tyas Retno Wulan, The Jenderal Soedirman University, Indonesia
(Scopus ID: 57205341358, Google Scholar)

Nurjanah, State University of Jakarta, Indonesia
(Scopus ID: 57210948418)

Ira Desiawanti Mangiliko, The Artha Wacana Christian University, Indonesia

Keiko Hirano, Ochanomizu University, Jepang
(Orcid: <https://orcid.org/0000-0002-3258-6072>)

Anik Yuesti, Universitas Mahasaraswati, Indonesia
(Scopus ID: 57214104250, Google Scholar)

Nurdiana Gaus, STIKS Tamalanre Makassar, Indonesia
(Google Scholar)

Yacinta Kurniasih, Monash University, Australia
(Google Scholar)

Yafet Yosafet Wilben Rissy, Universitas Kristen Satya Wacana, Indonesia
(Scopus ID: 57221474276, Google Scholar)

Analysis of Legal Protection and Gender Equality in Mutiara Etam Company, Palaran, East Kalimantan

Serun Seruni¹, Suryaningsi Suryaningsi², Jawatir Pardosi³,
Rosmini Rosmini⁴

^{1,2,3} Faculty of Teacher Training and Education, Mulawarman University, Samarinda Indonesia, ⁴ Faculty of Law, Mulawarman University, Samarinda Indonesia

Corresponding author: suryaningsi@fkip.unmul.ac.id

ABSTRACT

Regulations related to legal protection and gender equality among laborers are crucial, especially in industries dominated by male workers, such as coal mining. This study aims to analyze legal protection for gender equality in the coal mining industry through a case study on PT Mutiara Etam Coal (MEC). The research employed a qualitative descriptive method through a case study involving company leaders and employees as research subjects. Data were gathered through observation, interviews, and documentation and analyzed through the collection, reduction, presentation, and conclusion-drawing stages. The results of the study indicated that PT MEC complied with Law No. 13 of 2003 on Manpower by preventing gender discrimination in the workplace. Gender equality at PT MEC included an equal wage system between men and women, inclusive recruitment, and supportive facilities and policies for employee welfare. Special measures, including anti-harassment policies, were implemented to ensure workers' safety, especially women. Although PT MEC had demonstrated a strong commitment to gender equality and developed a fair working environment, further efforts were needed to achieve all-round equality. This indicates the importance of sustainable implementation of more comprehensive policies and strategies in the coal mining industry.

KEYWORDS: *legal protection, gender equality, coal mining industry*

INTRODUCTION

The coal mining industry plays an important role in Indonesia's economy, making it one of the world's largest coal producers and exporters. Although the industry makes a significant economic contribution, it faces complicated issues in terms of legal protection and gender equality in the

workplace (Sari & Suryaningsi, 2023).

In Indonesia's coal mining industry, gender inequality is still an important issue. Despite the increase in the number of women working in the sector, various types of discrimination continue to occur (Rahmawati et al., 2024; Ramadhanita, 2022). Several issues

need to be addressed, including the wage gap between male and female workers, the risk of gender-based harassment and violence in the workplace, the lack of opportunities for women to occupy leadership positions, and the lack of opportunities to meet the specific needs of female workers (Santoso et al., 2023).

Indonesia has a firm legal foundation in terms of legal protection. One of the primary laws regulating workers' and employers' rights and obligations is the Manpower Law Number 13 of 2003. In addition, Indonesia has demonstrated its commitment to international labor standards by ratifying several international conventions, such as ILO Convention No. 100 on Equal Pay and ILO Convention No. 111 on Discrimination in Employment and Position.

However, from the perspective of gender equality, the implementation and enforcement of laws remain challenging. There are often differences between practices and policies, especially in remote areas where many coal mining operations are common (Ihsani, 2021; Suryaningsi et al., 2016; Suryaningsi et al., 2023). Factors exacerbating this situation include a lack of oversight of labor practices, a lack of law enforcement prohibiting gender discrimination, a lack of effective dispute-resolution tools for women workers, and persistent gender stereotypes in the mining industry (Erika, 2021).

A thorough analysis of how equal legal protection for men and women in the coal mining sector in Indonesia is needed, given the

complexity of this issue. This study is crucial to identifying the differences between regulation and law enforcement in today's coal mining industry. In addition, this study offers suggestions on how to strengthen legal protections and achieve significant gender equality in the sector (Nadia & Afifah, 2021; Nordiana et al., 2024; Suryaningsi & Muhazir, 2020).

The mining industry, where most workers are men, often has a masculine and harsh work environment. In these conditions, female workers can be a minority and more vulnerable to inappropriate treatment. This gender imbalance can create unhealthy power dynamics, where women are more likely to be targeted by sexual harassment and violence (Hansen et al., 2007; Manan, 2006; Suryaningsi et al., 2024). In addition, a work culture that does not pay attention to gender norms and ethics can exacerbate the situation, with harassment and violence against women often ignored or taken for granted (Gofur et al., 2024; Suryaningsi, Azis, & Rosmini, 2024; Suryaningsi, Herliah, Syarif, et al., 2024). It makes women insecure and reluctant to report the incident, which exacerbates the problem. Therefore, strict legal and policy protection is needed to protect the rights of women workers in this sector (Suryaningsi & Muhazir, 2020).

The work environment in the mining industry is often designed based on the needs of most workers, who are generally men. Therefore, the specific needs of women are often overlooked. In many mine sites, sanitation facilities, such as

toilets and bathrooms, are often inadequate for women. These include the lack of separate toilets for women, the lack of access to clean facilities, and the absence of safe and comfortable places for women's special sanitation needs (Nordiana et al., 2024). Many mining companies do not have or lack maternity leave policies that support female workers, including a lack of flexibility in work schedules for pregnant or recently giving birth women and the absence of lactation rooms for breastfeeding mothers.

Mine environments are often harsh and high-risk, with little or no consideration for women's specific safety needs, such as size-appropriate protective clothing or special safety policies. This creates an unfriendly work environment for women, which can hinder their participation in the industry (Lusiana et al., 2024; Suryaningsi, 2023). Therefore, it is important for mining companies to implement more inclusive policies and ensure a safe and comfortable working environment for all workers, including women.

It is known that women often face discrimination in job opportunities, wages, and promotions. They are often placed in positions considered more "appropriate" to their genders, such as administrative posts, rather than fieldwork or managerial positions. Women are often excluded from important decision-making processes in companies, resulting in policies that pay less attention to the interests and needs of women workers. Women often receive lower wages compared to men for equal work, reflecting gender inequality in

work compensation. Existing laws and regulations may not adequately protect the rights of women workers or are not properly implemented, leaving women vulnerable to rights violations (Suryaningsi, 2013; Syarif et al., 2023).

The results of this study are expected to provide a more comprehensive understanding of the challenges in achieving gender equality in the coal mining industry. This research will help develop better policies and practices to protect the rights of women workers and create a fairer and more inclusive working environment in Indonesia's coal mining sector. As a result, this research will not only help women workers in the coal mining sector improve their working conditions and well-being but also serve as a reference for other extractive industries in Indonesia to achieve gender equality and better legal protection for all employees.

METHODS

This study employed qualitative research methods through field research. This research was carried out in the operational area of PT Mutiara Etam Coal (MEC) mining company. Data were collected through in-depth interviews with the company's management and employees, direct observation, and records. The data gathered were then reduced, presented, and concluded. To analyze and describe the phenomenon of legal protection and gender equality in the coal mining work environment, the research also focuses on work activities, policy implementation, practices related to gender equality,

and factors influencing the implementation of legal protections and gender equality along with companies' efforts to improve both. This method is expected to offer a

better understanding of gender equality and legal protection in the coal mining industry.

RESULTS AND DISCUSSION

Result

Table 1. *Interview Results Related to Legal Protection of Gender Equality at PT. Mutiara Etam Coal (MEC)*

Aspects	Key findings	Conclusion
Recruitment	Recruitment at PT MEC is conducted in an open, transparent, and professional manner, with an emphasis on competence, skills, and experience regardless of gender. The company also demonstrates a commitment to increasing gender diversity and encourages women to apply for various positions, including fieldwork. The interview panel is designed to be diverse and gender-neutral.	PT MEC shows a strong commitment to implementing gender equality in recruitment. Although no specific policy exists for recruiting women, the recruitment process is carried out fairly and openly.
Career Opportunities	PT MEC provides equal employment opportunities to all employees, regardless of gender, to hold positions based on competence and experience. The company also actively encourages women to take roles in various departments and levels, including providing training and equal career development.	PT MEC provides equal employment opportunities to all employees, regardless of gender, to hold positions based on competence and experience. The company also actively encourages women to take roles in various departments and levels, including providing training and equal career development.
Wages	The wage system at PT MEC is fair, transparent, and competitive, with no gender-based wage gap. Wages are awarded based on performance, experience, and competence, with no distinction between male and female workers for equal positions.	PT MEC implements a fair and gender-equal wage system based on performance, experience, and competence, not gender.
Career Development	The company provides equal training and career development for all employees, including mentoring programs that support women's career	PT MEC is committed to providing all employees equal career development opportunities, with policies supporting skill and competency

development in the mining
sector.

improvement.

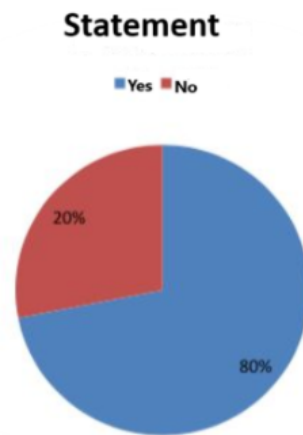


Figure 1. Diagram of Legal Protection of Gender Equality in Employment in the Coal Mining Industry

DISCUSSION

Recruitment

PT MEC has implemented inclusive recruitment policies and supported gender equality. The company provides equal opportunities for both male and female applicants, with evaluations based purely on qualifications and abilities, preventing gender-based discrimination. This policy reflects the company's commitment to the principles of social justice. It is in line with national and international regulations, in particular Law No. 13 of 2003 on Manpower and ILO Convention No. 111 on Discrimination in Employment and Position.

In addition, PT MEC has implemented internal programs to increase women's involvement in mining. These programs include specific training for prospective female workers, aggressive recruitment campaigns to attract more female applicants, and

mentoring and career development that support the advancement of female workers in companies. It suggests that the company is committed to creating an inclusive work environment and supporting gender equality.

PT MEC has also reduced bias and discrimination by using technology in its recruitment process. Online-based recruitment systems, competency-based assessment tools, and algorithms for early screening of candidates have increased transparency and objectivity in the recruitment process. This shows how hard the company is working to ensure a fair recruitment process despite several challenges in the implementation of inclusive recruitment policies faced by PT MEC.

These findings align with the research conducted by Heimann et al. (2023) on how recruitment is changing in the mining industry around the world. Heimann et al. (2023) suggest that mining

companies implementing recruitment policies that pay attention to gender equality increase workforce diversity and innovation. In addition, the study by Jones and Smith (1970) emphasizes that implementing recruitment policies that pay attention to gender equality also results in economic benefits because it increases productivity and innovation.

Based on these findings, it can be concluded that PT MEC has taken major measures to ensure gender equality during recruitment processes. These practices demonstrate the company's commitment to complying with national and international regulations and creating an inclusive and equitable work environment. However, sustained efforts are needed to increase women's participation and representation in the coal mining industry. To deal with this, PT MEC must continue to evaluate and improve its recruitment policies and cooperate with educational institutions and the community. Therefore, employers can ensure that the principles of gender equality are applied effectively and consistently across all aspects of employment, including recruitment, career development, and employee retention.

With this fair and transparent recruitment policy, companies can attract and retain the best talent regardless of gender. This not only increases diversity in the workplace but also improves the company's overall performance and innovation, creating a dynamic and inclusive work environment.

Job Opportunities

PT MEC has been working hard to improve equal employment opportunities for female workers. This is shown by the company's policy that supports the implementation of training and career development programs for all employees, regardless of gender. PT MEC is genuinely committed to the principle of gender equality in the workplace. This is not only in accordance with the company's internal policy but also in line with Law Number 13 of 2003 concerning Manpower, which expressly states that every employee has the right to equal employment opportunities without discrimination based on gender or other factors.

In addition, PT MEC has also successfully implemented an inclusive career development program. The program specifically provides women workers the opportunity to acquire the skills and knowledge necessary to occupy key positions in the company. It is closely related to ILO Convention No. 100 on Remuneration Equality, which emphasizes the importance of providing fair and equal employment opportunities for all workers, regardless of gender. PT MEC strives to ensure that every female worker has the same opportunity to develop her career and move to higher positions in the company hierarchy through ongoing training programs.

One of the strategic steps of PT MEC to support equal employment opportunities is to implement a work flexibility policy. This policy allows workers, especially female workers, to balance the demands of

their jobs and their family responsibilities. The implementation of this flexible work policy increases women's participation in the workforce.

All in all, PT MEC has successfully created an equal working environment through various inclusion and diversity programs implemented in the company. These programs not only contribute to creating a fair and equitable work environment but also encourage creativity and innovation by leveraging diverse perspectives from all employees. In line with the opinions of Heimann et al. (2023), companies that consistently implement diversity and inclusion programs tend to show better financial performance and build a more positive and productive work culture.

Wages

PT MEC has made significant progress in applying the principle of gender equality in terms of salaries. The data collected from PT MEC demonstrates that the company implements a transparent and fair payroll system, ensuring wages are based on the worker's responsibilities, experience, and qualifications, not gender. This aligns with Law Number 13 of 2003 concerning Manpower, which requires employers to provide fair wages not based on gender.

The implementation of a fair payroll system at PT MEC also follows ILO Convention No. 100 on Remuneration Equality, which stipulates that men and women should receive equal pay for work of equal value. Concerning this, PT MEC seeks to reduce the gender

wage gap by providing equal compensation for contributions made by workers, regardless of gender. PT MEC also regularly reviews wage structures to ensure compliance with industry standards and applicable regulations.

Open and honest reporting to workers about their salary calculations and the factors that affect their salaries increases the transparency of the company's payroll system. This step, as noted in the 2023 Worker Well-being Report by Harper and Davis, not only increases workers' trust in the company but also ensures that the payroll process runs fairly and in accordance with the principle of equality. To demonstrate the company's commitment to transparency and fairness, employees are given the opportunity to find out how their salary is calculated and what factors affect their compensation.

In addition, PT MEC's policy to offer additional benefits and incentives proves its commitment to the general well-being of employees. To provide fair and adequate compensation to all its workers, PT MEC implements this policy to ensure that every male and female worker receives equal compensation for their work. The policy includes providing benefits such as performance bonuses, target-based incentives, and health benefits. This confirms the findings from Wilson (1995), suggesting that fair benefits and incentive policies can improve job satisfaction and overall employee motivation.

PT MEC is committed to regularly evaluating wage policies to ensure gender equality in

compensation. This evaluation helps find possible injustices and improvements to achieve sustainable wage equity. In this way, PT MEC concentrates not only on policy implementation but also on continuous evaluation and adjustment to ensure that every worker receives fair and equal compensation.

Welfare

PT MEC shows a strong commitment to the welfare of employees, especially women workers, through the implementation of various policies and the provision of supporting facilities. One of the policies implemented is the provision of maternity, menstrual, and miscarriage leave with a full wage guarantee. This policy is in line with the provisions of Law Number 13 of 2003 concerning Manpower, which regulates workers' welfare rights to provide fair protection for all workers.

Moreover, PT MEC provides special facilities to meet the special needs of female workers, such as a comfortable lactation room to support breastfeeding mothers. Due to flexible work policies, female workers can balance their work and family responsibilities. This is especially true for workers who are pregnant or have other special needs. This improves the well-being of women workers and increases their productivity and loyalty to the workplace.

PT MEC is also committed to the well-being of its employees through training and skill development programs designed to empower female employees. The

program ensures that female employees have equal access to career development opportunities, including in the management and technical fields. It also ensures that gender equality is achieved in the work environment.

The support for women workers' welfare offered by PT MEC aligns with Smith's (2010) research, suggesting that worker welfare involves meeting basic needs and creating a work environment that allows a balance between professional and personal life. In addition, according to research by Dalimunthe et al. (2023), company policies that are inclusive and supportive of employee well-being increase employee productivity and loyalty.

With this comprehensive welfare program, the company not only improves the welfare of individual workers but also creates a more productive and harmonious work environment. This is a strong foundation to support occupational safety and health for all workers in the coal mining industry.

Job Security

Occupational safety is important in creating a safe and comfortable workplace for all workers, including women. To ensure that the work safety policy is strictly implemented, PT MEC has taken various strategic steps. Some of these strategic measures include providing a safe work environment, specialized safety gear, and adequate safety training. Anti-harassment policies, such as a confidential reporting system, guarantee the safety of whistle-blowers.

The company has also installed CCTV in various work areas and assigned security officers to patrol regularly to ensure the safety of all employees. These measures reflect the company's commitment to protecting employees, especially women, from the risk of discrimination and harassment in the workplace.

Mutiara and Koesmawan (2020) suggest that a safe work environment and an efficient reporting system can increase employee security and productivity. In alignment with it, PT MEC has implemented an approach that reflects the company's efforts to create a safe and inclusive workplace.

A study by Jones and Smith (1970) reveals that the implementation of an organized training and safety system increases employee satisfaction and reduces the number of work accidents. It aligns with PT MEC's policies and actions that have created a safer work environment and supported employee well-being.

With the various steps taken, PT MEC not only ensures the safety and security of employees but also creates a work environment that supports overall well-being. It is an important foundation in a company's efforts to create a safe and productive workplace.

Gender protection and equality policies in PT MEC have been well implemented in several important aspects, such as maternity leave, lactation facilities, and flexible leave rules for female employees. It is in line with the theory of gender equality, which states that the recognition and provision of special

facilities for women in the workplace are important steps towards equality.

Although gender protection and equality policy has been implemented, there are still problems in its implementation, especially related to the awareness and commitment of management to its implementation. This suggests the need for more training and socialization of the policies for managers so that they can implement them properly.

Policies supporting gender equality can increase the attractiveness of companies in the mining industry, which men have traditionally dominated. This will increase employee productivity and satisfaction while improving the company's image.

CONCLUSION

PT Mutiara Etam Coal has implemented legal protection for gender equality well. The company implements an open and competitive recruitment process, supports career development regardless of gender, and ensures a fair wage system based on performance and competence. Welfare policies, including maternity and menstruation leave, have been well implemented. In addition, PT MEC also maintains work safety through a safe environment and strict anti-harassment policy. While challenges in increasing women's participation in operational positions remain, the efforts demonstrate a commitment to gender equality and social justice in the workplace, which aligns with the company's values and applicable labor laws.

REFERENCES

- Dalimunthe, N., Ariyadi, A., Setia, A., & Annisa, D. N. (2023). Peran Kebijakan Perlindungan Ketenagakerjaan Dalam Meningkatkan Kesejahteraan Pekerja. *Manajemen Riset Inovasi*, 1(3). <https://doi.org/10.55606/mri.v1i3.1314>
- Erika, Y. (2021). Kajian Deskriptif tentang Kesetaraan dalam Hak Asasi Manusia di Lingkungan Masyarakat. *Nomos: Jurnal Penelitian Ilmu Hukum*, 1(8), 323–333.
- Gofur, A., (2024). Pertanggungjawaban Negara atas Pengalihan Kewenangan Pengawasan Tambang: Kasus Kolam Bekas Tambang di Kalimantan Timur. *Seikat (Jurnal Ilmu Sosial, Politik Dan Hukum)*, 3(4), 1–8.
- Hansen, J., Sato, M., Kharecha, P., Russell, G., Lea, D. W., & Siddall, M. (2007). Climate change and trace gases. *Philosophical Transactions of the Royal Society A: Mathematical, Physical and Engineering Sciences*, 365(1856), 1925–1954.
- Ihsani, M. H. (2021). Pemenuhan Hak anak di Masa Pandemi di Kabupaten Kutai Kartanegara. *Nomos; Jurnal Penelitian Ilmu Hukum*, 1(2), 33–43.
- Jones, K., & Smith, A. D. (1970). *The Economic Impact of Commonwealth Immigration*. Cambridge University Press for the National Institute of Economic and Social Research
- Lusiana, P., Suryaningsi, Majid, N., & Herliah, E. (2024). Politik Hukum Pengendalian Pencemaran dan Kerusakan Lingkungan Atas Pertambangan Batubara Berbasis Pancasila di PT. Berau Coal. *PRIMER: Jurnal Ilmiah Multidisplin*, 2(2), 121–130. <https://ejournal.itka.ac.id/index.php/primer/article/view/330>
- Heimann, S., Johansson, K., & Franklin, W. T. (2023). Gender in industrial mine work and organizations. A review of an expanding research field. *The Extractive Industries and Society*, 16(101371), <https://doi.org/10.1016/j.exis.2023.101371>
- Manan, B. (2006). *Perkembangan pemikiran dan pengaturan hak asasi manusia di Indonesia*. Alumni.
- Mutiara, D., & Koesmawan, M. (2020). Strategic Management in Achieving Service Standards at the Center for Community Learning Activities (PKBM). *Asian Journal of Contemporary Education*, 4(1), 57–68. <https://doi.org/10.26668/businessreview/2023.v8i9.3174>
- Nadia, H., & Afifah, H. N. Z. (2021). Analisis Penegakan Hukum Untuk Mewujudkan Keadilan Dalam Perspektif. *De Cive: Jurnal Penelitian Pendidikan Pancasila Dan Kewarganegaraan*, 1(11), 1–7.
- Nordiana, N., Asnar, A., Suryaningsi, S., Herliah, E., (2024). Construction of Understanding in Viewing National. *European Journal of Humanities and Educational Advancements (EJHEA)*, 5(02), 17–22.
- Sari, V. P, & Suryaningsi, S. (2023). Education For Indonesian Citizens: From Good Citizens to Active Citizens. *Asian Journal of Social and Humanities*, 1(10), 695–706. <https://doi.org/10.59888/ajosh.v1i10.73>
- Rahmawati, Y., Suryaningsi, & Majid, N. (2024). Penerapan Prinsip Keadilan Sosial Terhadap Hak Tenaga Kerja Perempuan di Pertambangan Batubara Samarinda. 1–2.
- Ramadhanita, S. (2022). Penegakan Hukum dan Hak Azasi Manusia dalam Menangani Kasus. *Nomos:*

- Jurnal Penelitian Ilmu Hukum*, 2(2), 44–52.
- Santoso, D., Samsudin, T., Hasan, A., Imron, A., Usman, R., Suryaningsi, S., Uhmar, M., Lawang, K. A. (2023). Quo Vadis of Islamic law in national law 1. *Russian Law Journal*, XI(3), 669–679.
- Smith, A. (2010). *The theory of moral sentiments*. Penguin.
- Suryaningsi, S. (2023). Challenges and Implementation of Environmental Law in Sustainable Development in the Coal Mining Industry Area. *Novateur Publications*, 12–23. <http://novateurpublication.org/index.php/np/article/view/157%0Ahttps://novateurpublication.org/index.php/np/article/download/157/151>
- Suryaningsi, S. (2013). The Analysis Of The Existence Of The State Administrative Court In The State Of Law Of Indonesia. *Jurnal Pendidikan Kewarganegaraan, Vol 3, No 5 (2013): Jurnal Pendidikan Kewarganegaraan*. <http://ejournal.unlam.ac.id/index.php/pkn/article/view/315>
- Suryaningsi, S., Alim, S., Wingkolatin, W., & Jamil, J. (2016). *Pendidikan Kewarganegaraan*. Academica.
- Suryaningsi, S., Azis, M., & Rosmini, R. (2024). Building Environmental Sustainability through Reclamation and Management of Non-Forestry Cultivation Areas for the Coal Mining Industry. *Contemporary Readings in Law and Social Justice*, 16(1), 80–96.
- Suryaningsi, S., Herliah, E., Syarif, M., Rosmini, R., Yuliangrum, A. V., & Bahzar, M. (2024). Legal Responsibility of Coal Mining Company PT. International Prima Coal for Worker Welfare and Safety. *Journal of Ecohumanism*.
- Suryaningsi, S., & Muhazir, M. (2020). Development and Empowerment of Social Welfare Problems in Street Children in Samarinda City, East Kalimantan, Indonesia. *2nd Annual Civic Education Conference (ACEC 2019, 418 (Acec, 2019), 339–345*. <https://doi.org/10.2991/Assehr.k.200320.065>.
- Suryaningsi, S., Wingkolatin, W., Sulfa, S., Marwiah, M., Mulawarman, W. G., Reza, R., & Kholivah, N. (2023). Utilization of the Women's Organization of the Samarinda Branch of the Indonesian Student Corps as a Gender-Based Leadership Base. *International Journal of Membrane Science and Technology*, 10(2), 140–148.
- Suryaningsi, S., Yulianingrum, A. V., & Gede, W. (2024). *The Role of Legal Consultation and Legal Aid Assistance for Disadvantaged Communities*. 10(January), 467–476.
- Syarif, M., Yusri, A., & Amir, M. (2023). Reducing The Use Of Cement With Marble Waste For Seaside Concrete Construction Through The Graphite Carbon Particles System. *ARPN Journal of Engineering and Applied Sciences*.
- Wilson, T.B. (1995). *Innovative Reward Systems for the Changing Workplace*. McGraw-Hill.



ABOUT

SALASIKA etymologically derived from Javanese language meaning 'brave woman'. SALASIKA JOURNAL (SJ) is founded in July 2019 as an international open access, scholarly, peer-reviewed, interdisciplinary journal publishing theoretically innovative and methodologically diverse research in the fields of gender studies, sexualities and feminism. Our conception of both theory and method is broad and encompassing, and we welcome contributions from scholars around the world.

SJ is inspired by the need to put into visibility the Indonesian and South East Asian women to ensure a dissemination of knowledge to a wider general audience.

SJ selects at least several outstanding articles by scholars in the early stages of a career in academic research for each issue, thereby providing support for new voices and emerging scholarship.

AUDIENCE

SJ aims to provide academic literature which is accessible across disciplines, but also to a wider 'non-academic' audience interested and engaged with social justice, ecofeminism, human rights, policy/advocacy, gender, sexualities, concepts of equality, social change, migration and social mobilisation, inter-religious and international relations and development.

There are other journals which address those topics, but SJ approaches the broad areas of gender, sexuality and feminism in an integrated fashion. It further addresses the issue of international collaboration and inclusion as existing gaps in the area of academic publishing by (a) crossing language boundaries and creating a space for publishing and (b) providing an opportunity for innovative emerging scholars to engage in the academic dialogue with established researchers.

STRUCTURE OF THE JOURNAL

All articles will be preceded by an abstract (150-200 words), keywords, main text introduction, materials and methods, results, discussion; acknowledgments; declaration of interest statement; references; appendices (as appropriate); table(s) with caption(s) (on individual pages); figures; figure captions (as a list); and a contributor biography (150 words). Word length is 4,000-10,000 words, including all previous elements.

TIMELINE AND SCHEDULE

Twice a year: February and July.

PUBLISHING AND COPYRIGHT APPROACH

All articles must not have been published or be under consideration elsewhere. We are unable to pay for permissions to publish pieces whose copyright is not held by the author. Contributors will be responsible for clearing all copyright permissions before submitting translations, illustrations or long quotes. The views expressed in papers are those of the authors and not necessarily those of the journal or its editors.

CONTENT ASSESSMENT

All articles will be peer-reviewed double-blind and will be submitted electronically to the journal (journal@salasika.org). The editors ensure that all submissions are refereed anonymously by two readers in the relevant field. In the event of widely divergent opinion during this process a third referee will be asked to comment, and the decision to publish taken on that recommendation. We expect that the editorial process will take up to four months. We will allow up to four weeks for contributors to send in revised manuscripts with corrections.



Published by:

**THE INDONESIAN ASSOCIATION OF
WOMEN/GENDER & CHILD STUDIES.**

The Centre for Gender & Child Studies
Universitas Kristen Satya Wacana (CGCS UKSW).
Jl. Diponegoro 52-60, Salatiga, 50711.

