



MATERNITY LEAVE DISCOURSE – SOCIAL NETWORK ANALYSIS

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ABSTRACT

Some countries have different regulations related to this maternity leave. female workers have the right to get maternity leave rations for 1.5 months before giving birth and 1.5 months after giving birth and still get full salary. Some cases in the field have different combinations, but the allotment of maternity leave given is three months. The methods used in this study are text mining and social network analysis. Text mining is used to see frequently appearing words related to maternity leave as well as twitter users' responses related to the word, while social network analysis is used to see what the female workforce really wants related to maternity leave policies. Based on the purpose of this research, there are 3 words that often appear, namely paid, sick and paternity. Most tweets that exist, have neutral and positive sentiment. However, what needs to be of particular concern in the future is that the implementation of this policy on maternity leave can be beneficial for both parties, namely workers and employers.

Keywords: *Maternity Leave, Paternity, Social Network Analysis*

INTRODUCTION

The Bill on Maternal and Child Welfare was passed as a legislative initiative by the Indonesian House of Representatives in June 2022. However, in the same month, the National Commission on Violence Against Women (Komnas Perempuan) expressed its support for the enactment of the law, citing several considerations, including the need for equal obligations between fathers and mothers to ensure the welfare of children and the clarity of timeframes to align with existing laws and policies. Different countries have varying regulations regarding maternity leave, as shown in Table 1.

Referring to the Indonesian Manpower Law No. 13 of 2003, female workers are entitled to maternity leave of 1.5 months before childbirth and 1.5 months after childbirth while still receiving full wages. Some cases in the field have different combinations, but the maternity leave entitlement provided is three months. Moreover, for special cases, the maternity leave allowance can be extended based on a medical certificate from an obstetrician or midwife explaining certain health conditions that require an extension of the maternity leave allowance beyond three months. This provision has also been approved under International Labour Organization (ILO) Convention No. 183 of 2000 on Maternity Protection.

9	Hungary	24
10	New Zealand	22
11	Indonesia	12

Starting from Berger's (2005) study on maternity leave, early maternal employment, and child health and development in the United States, many other researchers have subsequently discussed maternity leave. The findings of Berger (2005) itself explained that the United States has a workforce of women who return to work very quickly compared to other industrialized countries such as Germany, which then received criticism that there would be risks involved if too many young mothers returned to work too soon after giving birth, potentially leading to a less quality generation. Goodman et al. (2017) revealed the fact that women in the workforce work until the day they give birth. With the estimated unplanned cesarean section rate being 25% higher for women who stop working at least 2 days before delivery compared to those who continue working until the day of delivery, this ultimately results in adverse birth outcomes by 16% for female workers. There is an option to use Antenatal Leave (ANL), but this option is only available for female workers with poor health conditions.

Indeed, the duration of maternity leave should be extended to reduce infant mortality rates, although there is no evidence to suggest that longer leave will result in higher fertility rates (Ahmed & Fielding, 2019). The focus should be on postpartum and determining the appropriate time for women to return to work for career advancement. Referring to Kornfeind & Sipsma (2018a), the majority of women experience postpartum depression, although there is no statistically significant relationship between the length of maternity leave and the occurrence of postpartum depression symptoms. When compared to women

Table 1. Maternity Leave Duration

No.	Country	Maternal Leave Duration (Weeks)
1	Bulgaria	58,6
2	Greece	43
3	UK	39
4	Slovakia	34
5	Croatia	30
6	Chile	30
7	Czech Republic	28
8	Ireland	26

who take 12 weeks or less of maternity leave, those who take longer leave have a lower risk of experiencing postpartum depression compared to those with shorter leave. This is because mothers who take 12 weeks or less of maternity leave have a higher risk of postpartum depression due to the need to balance their career with significant physical and emotional changes that occur after childbirth. Compared to the situation in Indonesia, the female workforce in Indonesia is more vulnerable to postpartum depression because, based on current laws, the provided maternity leave is 3 months or a maximum of 12 weeks. If the Maternal and Child Welfare Bill with a main clause of increasing maternity leave to 6 months or 24 weeks is implemented, it is estimated that the negative postpartum conditions will decrease.

Policy changes in the form of legislation are expected to bring positive outcomes in the future. Vietnam, as one of the countries in Southeast Asia, made amendments to the Labor Law in 2012, which resulted in positive outcomes, particularly in the financial improvement of female workers, marked by an increase in formal employment opportunities for women in the manufacturing industry, specifically in factories and machinery, compared to their previous employment in the agricultural sector (Vu & Glewwe, 2022). Certainly, each company will have varied reactions to maternity leave policies. Homroy & Mukherjee (2021) state that female executive workers receive 34% lower wages than their male counterparts in similar positions. Additionally, Wyld (1995) mentions that a lack of understanding of maternity leave laws by companies can potentially lead to problems in the future. However, Bader et al. (2022) found that the differences in reactions are influenced by factors such as global integration pressures from headquarters and variations in gender equality levels between the home country

and the country where the company operates. Interestingly, in Indonesia, the legislation regarding maternity leave is established by the state, making it mandatory for all companies in Indonesia to comply with it without exception. Based on this background, the aim of this research is to identify the most frequently used words related to maternity leave and categorize opinions into several categories, including neutral, positive, and negative sentiments.

RESEARCH METHOD

The methods used in this research are text mining and social network analysis. Text mining is employed to identify frequently occurring words related to maternity leave and to analyze Twitter users' responses to those words. Social network analysis is used to understand the actual desires of female workers regarding maternity leave policies. The text mining method employed in this study includes word cloud formation and sentiment analysis. Simply put, a word cloud is a visualization of words where the size of each word corresponds to its frequency of occurrence. Word clouds make it easier for readers to identify frequently mentioned words related to a specific topic. Sentiment analysis, on the other hand, involves analyzing text to identify and classify individuals' opinions on a particular topic. Social network analysis is utilized to represent relationships among individuals, communities, or companies using graphical analysis techniques.

In order to scrape data from Twitter, the researcher requires a consumer key, consumer secret, access token, and access token secret. Next, the researcher collects data from Twitter users' tweets using the keywords "maternity leave," "pregnancy leave," "maternity policy," "maternity regulations," "antenatal leave." A total of 6,000 tweets are collected. The collected tweets are then subjected to data cleaning processes. Data cleaning aims to eliminate noise that appears in the tweets, such as

URLs, links, HTML, hashtags, usernames, and abbreviated words. The software used for data processing includes Microsoft Excel 365, Atlas.ti 9, and Zotero.

RESULTS AND DISCUSSION

The results of this study indicate that the most common words that emerged are "paid," "sick," and "father." Fathers are considered a slippery slope for all kinds of expensive items, including paid maternity leave, paid healthcare, paid retirement, and paid work. The United States is said to be the only wealthy country without mandatory paid sick leave, with 21% of workers receiving 0 days for fathers. Another fact is that only 1 in 3 employers offer paid maternity leave. Non-union workers are more likely to be denied sick leave, such as those in transportation, sales, construction, and agriculture. It should be noted that all democratic countries should have guaranteed paid sick leave in every business. Additionally, social services like these are not available in the United States. The United States lacks universal healthcare, free higher education, paid maternity leave, and mandatory paid sick leave. All of these would be possible if employers were subjective in implementing policies related to fathers. Interestingly, China, as a rival to the United States, currently mandates vacation time starting from 5 days per year and has recently increased it to 15 days. China also provides paid maternity and childbirth leave. Another fact mentioned is that the United States is not a civilized country if it cannot provide paid sick or maternity leave, which is also said to be the case for most jobs in Canada. Another perspective argues that companies should not be forced to provide holidays, sick leave, maternity leave, or other paid leave. This is because employees should not be paid if they are not working. If a company wants to offer paid time off, it is the company's choice. In conclusion, regarding paid leave, the burden should not be placed solely on one party, in this case, the company. However, it should be noted that there is a role for the state to act as a communication

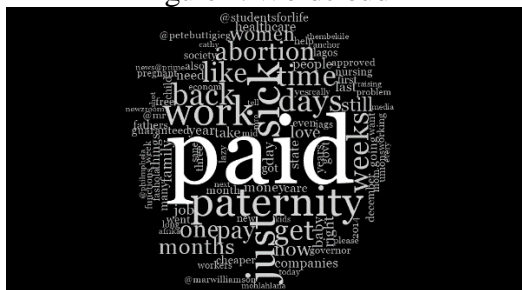
bridge between workers and employers, and all parties should comply with the policies in place.

Fathers themselves are said to have at least the same leave options as Federal workers in the United States, with at least 6 weeks each year for sickness and several months for fathers. Therefore, it should not be used to corner workers. Interestingly, the Lagos State Government issued a 14-day paternity leave policy for fathers in 2014. However, this does not automatically free a superpower like the United States from issues related to paternity because it already has regulations in place. The fact shows that railroad workers have to suspend services until they receive 15 days of paid sick and paternity leave. Additionally, there is a quote embedded, stating, "The state does not determine whom you can shoot but determines how you can fire them." This is then reinforced by the explanation that indeed employee rights should be taken more seriously to ensure that employees receive annual leave, paternity leave, and sick pay.

Another interesting fact is that Europe is not part of the United States, so if an American company hires people in European countries, they must comply with European labor laws. The consequences that the company has to bear include paid paternity leave, paid sick leave, and pension contributions. A tweet seems to express astonishment at this situation, stating that in 2022, there are still businesses that do not offer paid leave or sick leave to their employees. The company the tweet author currently works for provides twenty days of sick leave per year, four weeks of paid leave, personal days, and sixteen weeks of paternity leave. Referring to ILO standards, maternity leave is 14 weeks, which is also followed by the same duration of paternity leave. Marsha Smith, the State Minister in the Ministry of Finance and Public Service in Jamaica, announced that paternity leave in the country will come into effect on January 1, 2023. In conclusion, paternity leave is a necessity and cannot be separated from the rights of

mothers. Parents consist of both fathers and mothers, so both parents should have equal rights to maximize the role of fathers. However, it is unfortunate that not all countries and companies have policies regarding paid leave. It is essential for a country's policy to mandate that companies in the country comply with such regulations, as is happening in Jamaica, where it will be implemented in 2023.

Figure 1. Wordcloud



The terms "dibayar" (paid) and "ayah" (father) are further elaborated, particularly in relation to the term "sakit" (sick). In Australia, it is mentioned that there is a possibility that paid sick leave is mandated at the federal level. However, field observations indicate that there is a gap in terms of who will be covered by the policy and who will not. In the United States, it is stated that the Secretary of Transportation gets two and a half months of paid paternity leave, which does not apply to railroad workers. Furthermore, when compared to Ecuador, fathers are already included in the social security system, meaning that everyone, without exception, will be covered by the policy. The mentioned social services in Ecuador also include healthcare. If someone is sick (or on maternity leave), the employer only pays their basic salary, and the government compensates the losses incurred by the employer. During the Trump administration, the United States had a policy of 12 weeks of paid maternity leave, paid sick leave, and PTO for federal workers. Interestingly, private companies can decide how they want to pay their employees, and workers can decide for themselves whether they want to

work for those companies. A tweet also mentions that pregnancy protection laws include the effects of the Employment Rights Act 1996 ss. 71 (4) and 73 (4). The tweet states that 13 years ago, the courts confirmed that people on sick leave still accrue annual leave. This conversation then received responses from workers in the agricultural sector who do not receive the rights they should have. They mentioned that farmers have to work every day, tend to crops, feed animals, take care of plants while planting, harvest crops, have no paid sick days, no paid maternity leave, and no PTO. In Denmark, it becomes evident how fatherhood is implemented, including free healthcare and education at all levels, 6 weeks of paid vacation, 120 days of paid sick leave, and fully paid maternity leave.

According to several studies, higher levels of paid maternity leave in high-income countries are associated with an increase in the proportion of mothers who exclusively breastfeed their infants and the total duration of breastfeeding. However, it is unclear whether these findings can be generalized to low- and middle-income countries (LMICs) (Chai et al., 2018). This study concludes that increasing the duration of paid maternity leave in low- and middle-income countries has a positive impact on the percentage of mothers who breastfeed their infants for a longer period, initiate breastfeeding early, and continue breastfeeding for at least six months (Chai et al., 2018).

It is important to recognize the fact that fathers can have beneficial effects on children and parents. Breastfeeding has been proven to improve the health of both mothers and infants, and exclusive breastfeeding and good lactation practices are highly recommended. Both the World Health Organization and the Ministry of Health recommend exclusive breastfeeding for the first six months. In addition to breastfeeding, infants should receive complementary foods for the first two years of life. Breastfeeding is considered "exclusive" by the World Health Organization (WHO) when infants are only

given breast milk and no additional fluids or solid foods (such as water, formula milk, fruit juice, tea, honey, or vitamins and medications). Breast milk, it turns out, contains all the nutrients that babies need. This means that they can go without any other form of food for the first six months of life. High concentrations of immunoglobulin, which are important for the development of a healthy immune system, can be found in colostrum produced within the first 24 to 36 hours after birth. Furthermore, it contains the digestive enzyme lipase. Both docosahexaenoic acid and arachidonic acid, which are important for brain development, can be found in breast milk. Breast milk promotes good bacteria in the digestive tract through milk oligosaccharides. Breast milk contains oligosaccharides, which have been shown to enhance the immune system of newborns. Breastfeeding has been demonstrated in various trials to reduce the risk of infectious diseases in newborns, particularly acute otitis media, gastroenteritis, respiratory infections, atopic dermatitis, and asthma. If you are concerned about the long-term health of your child, you may want to consider exclusive breastfeeding as it can lower the risk of obesity in older children, adolescents, and adults. Breast milk contains probiotics, which help the immune system develop by stimulating the development of gut-associated lymphoid tissue. Long-term benefits of exclusive breastfeeding include a reduced likelihood of developing diabetes as well as stabilizing blood pressure and cholesterol levels. Breastfeeding has positive psychological effects on the mother-child bond.

Not only infants benefit from breastfeeding and successful breastfeeding learning. Breastfeeding is a proven method to reduce postpartum weight. The body mass index (BMI) of exclusively breastfeeding mothers will return to pre-pregnancy levels after 6 months. A woman's health significantly improves if she can return to her pre-pregnancy weight, as staying at a higher weight after childbirth is significantly

associated with an increased risk of obesity and related health problems, such as a higher likelihood of developing non-communicable diseases. Excluding other foods and fluids during breastfeeding reduces the risk of cardiovascular diseases. It is also beneficial for your mind and body, allowing you to enjoy an overall better quality of life. The incidence of postpartum depression is increased by emotional difficulties after childbirth, and breastfeeding for less than six months, according to several studies. The amenorrhea period is extended, and prolactin concentration is maintained during breastfeeding, making it a natural contraceptive method (Lactational Amenorrhea Method or LAM). The Bellagio and Kennedy Consensus, achieved in 1988 and 1996, respectively, led to the recommendation of LAM as a contraceptive method for the first six months after childbirth. By breastfeeding exclusively for the first six months of their life, you can achieve a success rate of 98% and prevent menstruation during that time.

Indeed, looking at Berger's (2005) study on maternity leave, early maternal employment, and child health and development in the US, many other researchers have subsequently discussed maternity leave. Particularly, there has been discourse on social media platform Twitter, where 60,000 tweets related to the keyword "maternity leave" were identified from around the world. The findings of Berger (2005) itself explain that the United States has a workforce that works at a much faster pace compared to other industrialized countries such as Germany. This has drawn criticism, suggesting that there may be risks associated with too many young mothers returning to work too soon after childbirth, potentially creating a future generation with lower quality. On one hand, many companies in various countries have their own bargaining power, allowing them the option to choose not to comply with existing

regulations by providing policies regarding paternal leave. Even if companies have followed regulations regarding paternal leave, it is known that this is a company's preference rather than a binding regulation, which means that companies are not obligated to comply with the prevailing regulations in a particular country. This is certainly regrettable, considering that the majority of those affected are workers rather than employers.

Goodman et al. (2017) revealed the fact that women in the workforce continue working until the day they give birth. With unplanned cesarean section rates being 25% higher for women who stopped working at least 2 days before delivery compared to those who continued working until the day of delivery, this ultimately leads to a detrimental childbirth outcome of 16% for women in the workforce. There is an option to use Antenatal Leave (ANL), but this option is only available for female workers with poor health conditions. Based on existing facts, it is evident that many companies still do not provide maternity leave policies for mothers, especially paternal leave of at least 14 days to assist their wives in the early stages of pregnancy. While some countries do provide maternity leave for both mothers and fathers, it must be acknowledged that all parties should benefit if these regulations are to be enforced. Referring to the ILO policy, maternity leave is recommended to be 14 weeks, which may not necessarily be followed by many companies due to various conditions attached to it.

Indeed, the duration of maternity leave provided should be longer to reduce infant mortality rates, although there is no evidence to suggest that longer leave would result in increased fertility (Ahmed & Fielding, 2019). The focus should instead be on the postpartum period and determining the appropriate time for

women in the workforce to return to work while pursuing their careers. Based on field observations, it is known that many mothers, despite having an extended leave, may experience similar or even worse outcomes if they are not supported by their spouses. Referring to Kornfeind & Sipsma (2018a), the majority of women experience postpartum depression, although there is no statistically significant relationship between the length of maternity leave and the occurrence of postpartum depression symptoms. When compared to women who take 12 weeks or less of maternity leave, those who take longer leave have a lower risk of experiencing postpartum depression than those with shorter leave. This is because mothers who take 12 weeks or less of maternity leave have a higher risk of postpartum depression due to the constant juggling of their careers with significant physical and emotional changes that occur after childbirth.

In some countries, there are policies regarding Paid Time Off (PTO), but these policies cannot be applied universally (Ahmed & Fielding, 2019; Vu & Glewwe, 2022). When compared to the situation in Indonesia, the female workforce in Indonesia is more susceptible to postpartum depression because, based on existing laws, the provided maternity leave is 3 months or a maximum of 12 weeks. If the Maternal Protection Bill with the main clause of extending maternity leave to 6 months or 24 weeks is implemented, it is expected to reduce the negative postpartum conditions (Brugiavini et al., 2013; Rossin, 2011). When compared to the regulations of the ILO, the influence of maternity leave duration should be adequately accommodated, but the implementation in the field is not yet 100% well-executed. Policy changes in the form of legislation are expected to bring positive results in the future (Brundell et al., 2022; Kornfeind &

Sipsma, 2018a; Uribe et al., 2019). Vietnam, as one of the countries in Southeast Asia, made amendments to the Labor Law in 2012, which resulted in positive outcomes, including improved financial conditions for female workers, marked by an increase in formal employment opportunities for women in the manufacturing industry, particularly in factories and machinery, compared to their previous employment in the agricultural sector (Vu & Glewwe, 2022).

Certainly, every company will have diverse reactions to maternity leave policies. Homroy & Mukherjee (2021) stated that female executives receive 34% lower wages than their male counterparts in similar positions. Additionally, Wyld (1995) mentioned that a lack of understanding of maternity leave laws by companies may potentially lead to future problems. However, Bader et al. (2022) found that these differential reactions are influenced by factors such as pressure for global integration from headquarters and variations in gender equality levels between the home country and the country where the company operates. Interestingly, in Indonesia, maternity leave regulations are established by the State, requiring all companies in Indonesia to comply without exception. Based on social media posts, the Indonesian society, in general, is already aware of this matter, but the implementation of such policies undoubtedly requires extraordinary efforts from various stakeholders, particularly the government and companies.

CONCLUSION

Based on the objectives of this study, three frequently mentioned keywords are paid, sickness, and paternity. Most of the tweets analyzed exhibit a neutral or positive sentiment. However, special attention should be given to ensuring that the implementation of maternity leave policies benefits both

parties involved: the workers and the employers. It would not be ideal if only one party is benefited. Prior to commencing employment, workers and employers typically establish a contract that will be adhered to by both parties. The government, as the regulator, also has a role to play and is responsible for ensuring that the established regulations are effectively enforced. Even the International Labour Organization (ILO) has standard regulations concerning maternity leave. Currently, such policies will continue to be implemented, considering the perspective of the benefits they bring. A limitation of this study is that it solely focuses on discourse on the social media platform Twitter, specifically targeting keywords related to maternity leave. In future research, it would be beneficial to focus on specific groups, namely workers and employers, to provide a clearer understanding of whether maternity leave policies can and should be implemented in a mutually beneficial manner for both parties involved.

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