

LEGAL PROTECTION OF DOMESTIC WORKERS' RIGHT TO A LIVING WAGE FROM A HUMAN RIGHTS PERSPECTIVE

Keisya Nimas Shakila¹, Merline Eva Lyanthi²

Faculty of Law, 17 August 1945 University, Indonesia

Email : keisyanimasshakila9@icloud.com, merlinelyanthi@untag-sby.ac.id

Abstrak

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Domestic workers play a vital role in supporting social and economic life; however, the fulfillment of their right to a decent wage remains a legal challenge. The absence of comprehensive regulations regarding domestic workers within the labor law system has led to a lack of clear wage standards and legal uncertainty in employment relationships. This situation may lead to unfair wage practices that are inconsistent with the principles of justice, equality, and respect for human dignity. This study aims to analyze human rights principles as the foundation for regulating the right to a decent wage for domestic workers and to formulate an ideal legal regulatory model to ensure the fulfillment of such rights in Indonesia. This research applies normative legal research methods through statutory, conceptual, and human rights approaches. The results indicate that the right to a decent wage is a fundamental human right inherent to every worker and must be guaranteed through legal regulations that provide protection and certainty. An ideal regulatory model requires specific legislation that recognizes domestic workers as subjects of labor law, including minimum wage standards, employer obligations, supervision mechanisms, and procedures for resolving employment disputes. Therefore, legal protection of domestic workers' right to a decent wage can be effectively implemented as a manifestation of human rights principles.

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INTRODUCTION

The evolution of human right thought in modern law positions the human being as the primary subject whose rights must be fulfilled by the state. This concept stems from a global awareness that every individual possesses inherent dignity from birth, which cannot be diminished under any circumstances. In the context of labor, human rights play a crucial role in ensuring the fulfillment of workers' fundamental rights, including the

right to decent work, fair working conditions, and wages sufficient to meet basic living needs. These principles form part of internationally recognized standards enshrined in various instruments, such as the Universal Declaration of Human Rights (UDHR) and the conventions of the International Labor Organization (ILO), which emphasize the importance of a decent standard of living for every worker without discrimination (Habibah, 2021).

The state bears a constitutional responsibility to ensure the protection of its citizens' fundamental rights, including in the field of labor. The Indonesian Constitution, through Article 28D(2) and Article 28H(1), affirms that every person has the right to work and to receive fair and decent compensation and treatment in employment relationships. These provisions demonstrate that the state functions not only as a regulator but also as a protector that is obligated to ensure every worker receives economic rights in accordance with the principle of social justice. Labor regulations thus serve as the primary instrument for fulfilling this constitutional mandate through the enactment of laws and regulations that guarantee a balanced relationship between workers and employers (Nurpradana, 2025)

The development of the labor system in Indonesia indicates that legal protection for workers remains heavily dependent on the type of formal employment relationship regulated under the Labor Law. Certain groups of workers who are not in formal employment relationships often fall outside the scope of adequate legal protection. This situation creates a protection gap, particularly for workers in the informal sector who lack written employment agreements or clear wage standards. This imbalance highlights structural problems within the labor law system, which has not yet fully embraced all forms of work existing in society.

Domestic workers are one group of workers who find themselves in a vulnerable position within the labor system. Because their work takes place in the domestic sphere, the employment relationship of domestic workers is not always viewed as a formal employment relationship as defined by labor law. The lack of explicit recognition of domestic workers' legal status means that employment relationships are more often based on informal agreements between workers and employers. This situation creates uncertainty in various aspects, particularly regarding workers' basic rights such as working hours, occupational safety protections, and fair and proportionate wages (Al Fattah, 2025).

The main issue that frequently arises in domestic workers' employment relationships lies in the lack of clear standards regarding wages. Wages are often determined unilaterally without considering the workload, working hours, or the standard of living that workers should be entitled to. These conditions frequently place domestic workers in a weak position during negotiations, potentially leading to unfair wage practices. The absence of regulations specifically governing wage standards for domestic workers exacerbates a situation of legal uncertainty, which results in suboptimal protection of their economic rights.

The absence of specific provisions regarding domestic workers in the national legal system indicates a regulatory gap that results in weak legal protection. Although there are various laws and regulations governing labor in general, these provisions do not fully address the characteristics of domestic workers' employment relationships, which are informal and personal in nature. This situation highlights the need for legal reforms

capable of accommodating the unique nature of employment relationships in the domestic sector, particularly regarding fair and human rights-based wages (Anwar, 2022).

Given this background, a study on the legal protection of the right to a living wage for domestic workers is essential. The analysis focuses not only on the normative recognition of rights but also on how human rights principles can serve as the foundation for developing an ideal legal regulatory model. It is hoped that this model will provide legal certainty, justice, and effective protection for domestic workers as citizens who have equal rights to a decent livelihood. This study also serves as an effort to strengthen a more inclusive labor law framework oriented toward the protection of human dignity.

LITERATURE REVIEW

The discourse on the legal protection of domestic workers has increasingly developed within the framework of labor law and human rights. Domestic workers constitute one of the most vulnerable groups in the informal employment sector because their employment relationships are generally based on personal agreements without comprehensive legal protection. Consequently, they frequently experience unequal treatment regarding wages, working hours, occupational safety, and access to social protection. This situation indicates that domestic workers have not yet received legal recognition equivalent to workers in the formal sector.

From a human rights perspective, the right to work and to receive a decent wage is recognized as a fundamental economic and social right. Article 23 of the Universal Declaration of Human Rights (UDHR) affirms that every person has the right to just and favorable remuneration sufficient to ensure an existence worthy of human dignity. Likewise, the International Labour Organization (ILO) promotes the concept of decent work, emphasizing productive employment accompanied by fair income, social protection, equality, and respect for workers' rights. These international instruments establish that wage protection is not merely a contractual matter but also an essential component of human rights protection.

In Indonesia, the constitutional basis for the protection of workers' rights is reflected in Article 27 paragraph (2) and Article 28D paragraph (2) of the 1945 Constitution, which guarantee every citizen the right to work and to receive fair and decent remuneration. However, domestic workers remain outside the comprehensive protection of national labor legislation because their employment relationships are predominantly categorized as informal. Existing regulations, including the Minister of Manpower Regulation Number 2 of 2015 concerning the Protection of Domestic Workers, provide only limited administrative protection and have not comprehensively regulated wage standards or effective enforcement mechanisms.

Several previous studies have examined the legal status and protection of domestic workers in Indonesia. Habibah et al. (2021) emphasized the importance of employment agreements as a means of protecting domestic workers' rights. Fajrianto (2023) argued that domestic workers continue to face constitutional protection gaps due to the absence of comprehensive legislation specifically governing their employment status. More recent studies by Pratama (2025), Putri and Hanjani (2025), and Mutiara (2025) highlighted the urgency of enacting a Domestic Workers Protection Law to ensure legal certainty, decent wages, and equal protection based on human rights principles.

Although previous studies have discussed domestic workers' rights and the urgency of legal reform, limited attention has been given specifically to the right to a

decent wage from an integrated human rights perspective. Most existing studies focus on legislative urgency or the general protection of domestic workers without comprehensively analyzing how human rights principles should serve as the normative foundation for regulating wage protection. Therefore, this study seeks to fill that gap by examining the principles of human rights as the basis for establishing legal protection of domestic workers' right to a decent wage and by formulating an ideal legal regulatory model capable of ensuring justice, legal certainty, and effective protection in Indonesia.

RESEARCH METHOD

The research method used in this study is the normative legal research method. Normative legal research involves analyzing secondary sources, such as legislation, legal literature, academic journals, and other legal documents related to the right to a living wage for domestic workers as a form of human rights protection. The approaches used include the statutory approach and the conceptual approach. Data analysis was conducted qualitatively by examining and linking various legal provisions and legal theories to arrive at systematic conclusions relevant to the research problem.

RESULTS AND DISCUSSION

Human Rights Principles as the Basis for Establishing Fair Wage Regulations for Domestic Workers

Human rights are a fundamental concept in the development of modern law that places human beings at the center of legal protection. Human rights are understood as basic rights inherent to every human being from birth, and their existence is inseparable from human dignity. Recognition of human rights demonstrates that every individual has an equal standing to receive protection, respect, and fulfillment of their rights without discrimination based on social or economic status or the type of work performed. The evolution of the concept of Human Rights is not only oriented toward the protection of individual freedoms but also encompasses the fulfillment of economic, social, and cultural rights. The right to work and to earn a decent income is part of economic rights that are closely linked to the sustainability of human life. Work is not merely viewed as an economic activity to generate income but as a means for an individual to maintain a life of dignity. The state, as the entity responsible for protecting human rights, has a duty to establish regulations that ensure the fulfillment of workers' rights, including the right to a living wage as a form of recognition of human dignity (Febriana, 2025).

Regulations governing employment relationships from a human rights perspective cannot be separated from the principles of social justice and the protection of groups with weaker bargaining power. Employment relationships are inherently characterized by an imbalance, as employers possess greater economic power than workers. This situation necessitates legal protection for workers, ensuring that employment relationships are not based solely on contractual freedom but also uphold the principles of justice and fairness. The state has an obligation to create a labor law system capable of striking a balance between the interests of employers and the protection of workers' rights. Wage regulations are a crucial aspect of the labor system because they directly impact workers' ability to meet their basic needs. Wages serve not only as compensation for work performed but also have a social dimension as an instrument to ensure workers' well-being and livelihood. Wage regulations that fail to consider human rights principles have

the potential to lead to exploitation and weaken protections for vulnerable groups of workers (Putri, 2025).

The principles of the right to work and the right to a decent standard of living have been recognized in various international and national legal instruments. The Universal Declaration of Human Rights stipulates that everyone has the right to work, to freely choose their occupation, to enjoy just and favorable conditions of work, and to receive wages sufficient to ensure a decent standard of living for themselves and their families. This recognition demonstrates that wages play a crucial role in the fulfillment of human rights, as they are directly linked to meeting basic human needs. The International Labor Organization also identifies the principle of decent work as one of the primary goals of global labor development. The concept of decent work emphasizes that work must provide every individual with the opportunity to earn an adequate income, receive social protection, and have their fundamental rights as workers respected. This principle establishes that wage systems cannot be determined solely based on an employer's economic capacity or market mechanisms but must also take into account human dignity and workers' basic living needs. A living wage serves as a crucial indicator in ensuring that individuals can lead a dignified life through their work.

The status of domestic workers within Indonesia's labor system highlights issues regarding legal protection, particularly concerning the fulfillment of the right to a living wage. Domestic workers have long been confined to the domestic sphere, resulting in their work being undervalued as a form of labor with economic worth. Activities such as cleaning the house, cooking, caring for family members, looking after children, and performing other domestic tasks are often regarded as informal work that does not require specific legal protection. This perspective limits domestic workers' ability to gain recognition as workers with the same rights as those in other sectors. Employment relationships that largely operate based on informal agreements between employers and workers make domestic workers more vulnerable to injustice. Uncertainty regarding work standards, working hours, social protection, and—most importantly—wage regulations means that domestic workers' economic rights remain inadequately protected (Fairianto, 2023).

The issue of wages for domestic workers highlights a gap between human rights principles and the actual labor practices prevalent in society. Wage determination for domestic workers generally still depends on individual agreements, without any minimum standards to serve as a guideline. This situation often results in wages that fail to account for the workload, time spent working, level of responsibility, or the workers' basic living needs. Their weak bargaining position makes it difficult for domestic workers to advocate for their rights when they receive wages that do not match the work they perform. From a human rights perspective, this situation is a matter that requires attention because it concerns an individual's economic right to a decent standard of living. The right to a living wage is not merely about the nominal amount received by workers; it also reflects respect for human dignity and the value of the work performed. The absence of legal standards regarding wages for domestic workers underscores the need for regulations that provide stronger protection for this group of workers (Pratama, 2025).

The principles of equality and the prohibition of discrimination form a crucial foundation for establishing fair wage regulations for domestic workers. Every worker holds an equal standing as a human being with the right to fair treatment in employment relationships. Differences in job characteristics cannot be used as a justification to deny

an individual's fundamental right to a living wage. Domestic workers make a tangible economic contribution, as their work supports the productivity of family members and the continuity of social activities within the community. Legal regulations that fail to protect domestic workers' right to fair wages can create a form of structural discrimination by differentiating treatment based on the sector of employment. The principle of equality in human rights requires proportional treatment that takes into account the specific conditions of certain worker groups. The establishment of regulations regarding a living wage for domestic workers must be aimed at creating equal protection through legal standards capable of ensuring a balance between workers' rights and employers' obligations.

The establishment of legal regulations regarding a living wage for domestic workers is also a form of the state's fulfillment of its obligations to respect, protect, and fulfill human rights. The obligation to respect requires the state to ensure that any policies enacted do not disregard workers' fundamental rights. The obligation to protect requires the state to provide legal mechanisms capable of preventing violations of workers' rights by employers. The obligation to fulfill requires the state to take active steps through the establishment of regulations, oversight, and effective dispute resolution mechanisms. The existence of specific regulations regarding domestic workers is crucial because the unique nature of their employment relationships—which differ from those in the formal sector—requires a more specific legal approach. Such regulations not only serve to provide legal certainty but also function as a tool for the state to ensure that the right to a living wage is effectively implemented in society (Aresta, 2023).

The development of an ideal legal framework regarding the right to a living wage for domestic workers must be grounded in the principle of respect for human rights. The regulations established must clearly recognize that domestic workers are workers with economic and social rights that the state is obligated to protect. These regulations must include provisions regarding minimum wage standards, the basis for determining wages based on workload and economic conditions, the obligations of employers, protection for workers against exploitative practices, as well as mechanisms for oversight and dispute resolution. A human rights-based approach treats wage protection not merely as a matter of contractual relations, but as part of the state's obligation to ensure a life of dignity for every citizen. Comprehensive legal regulations regarding the right to a living wage for domestic workers will be a crucial step toward realizing a more just, inclusive labor system that aligns with the principles of human rights protection.

An Ideal Legal Framework for Ensuring the Right to a Living Wage for Domestic Workers in Indonesia

The ideal legal framework for ensuring the right to a living wage for domestic workers in Indonesia must be built on the paradigm of human rights protection and the rule of law, which recognizes every individual as a subject entitled to a life of dignity. Labor regulations, by their very nature, serve not only to govern the contractual relationship between workers and employers but also as a state instrument to ensure the fulfillment of workers' fundamental rights. The presence of domestic workers as part of a group of workers who have long been in the informal sector highlights the need for legal reform capable of providing comprehensive protection. Employment relationships within a household setting have unique characteristics because they involve private spaces, personal intimacy, and work patterns that differ from industrial relationships in the formal sector. These characteristics cannot be used as a justification for denying legal protection

to domestic workers, particularly regarding the fulfillment of their right to a living wage. An ideal legal framework must integrate the principles of legal certainty, justice, protection of vulnerable groups, and respect for human dignity as the foundation for establishing wage standards for domestic workers (Naben, 2023).

Regulations regarding the right to a living wage for domestic workers must be based on constitutional principles guaranteed within the Indonesian legal system. Article 27, paragraph (2) of the 1945 Constitution of the Republic of Indonesia affirms that every citizen has the right to work and a livelihood that is decent and humane, thereby imposing on the state the obligation to create working conditions that ensure workers' well-being. This guarantee is reinforced by Article 28D, paragraph (2) of the 1945 Constitution of the Republic of Indonesia, which grants every person the right to work and to receive fair and decent compensation and treatment in employment relationships. This provision serves as the basis for the understanding that the fulfillment of the right to a living wage is not merely a matter of civil relations between workers and employers, but rather part of the state's obligation to protect human rights. Law No. 39 of 1999 on Human Rights also affirms that every person has the right to decent work and to fair treatment in employment relationships; thus, domestic workers, as part of the workforce, have the same right to legal protection. These administrative provisions have not yet addressed the key issues of how to determine a fair wage standard, how to ensure employer compliance, and what protection mechanisms exist in the event of violations of wage rights. This situation indicates that protection for domestic workers remains partial and does not yet fully reflect a human rights-based approach. An ideal legal framework should focus on establishing legal instruments with greater binding force, thereby providing certainty regarding the status of domestic workers as workers with rights equal to those of other worker groups.

The establishment of specific regulations regarding the protection of domestic workers is a crucial step toward creating legal certainty regarding the fulfillment of the right to a living wage. Such regulations must recognize domestic workers as subjects of labor law who have the right to fair treatment in employment relationships. Until now, one of the main obstacles to the protection of domestic workers has been the perception that domestic work is a form of assistance or a personal activity, rather than work with economic value. This perception has led to domestic workers' employment relationships often not receiving the same protections as typical employment relationships. An ideal legal framework must bring about a paradigm shift by affirming that domestic work is work that makes an economic and social contribution and is therefore entitled to legal protection. This recognition serves as a crucial foundation for determining various workers' rights, including the right to wages commensurate with the value of the work performed (Fairianto, 2023).

Regulations regarding a specific minimum wage standard for domestic workers are a key element in ensuring effective legal protection. The wage system for domestic workers cannot be left entirely to individual agreements between workers and employers because of the imbalance in bargaining power between the two parties. Domestic workers are often in economic situations where they need the job, which limits their ability to negotiate wage amounts. This situation has the potential to result in wages that are not commensurate with the workload. Minimum wage standards for domestic workers must be designed by taking into account several indicators, such as the type of work, the number of working hours, the level of responsibility, the region where the work is

performed, and the workers' needs for a decent standard of living. The determination of these standards does not have to be strictly aligned with the wage system for formal-sector workers, but must be based on objective criteria that ensure the wages received do not fall below a reasonable threshold.

The mechanism for setting wages for domestic workers must also uphold the principles of equality and non-discrimination as part of a human rights-based approach. Equality in pay does not mean that all workers must receive the exact same amount; rather, every worker has the right to receive compensation commensurate with the work they perform. Domestic work, which has long been regarded as simple labor, in reality involves a wide range of tasks and responsibilities—from cleaning and managing household needs to childcare and caring for family members requiring special attention. The complexity of this work demonstrates that the wage system must objectively assess the value of the work. An ideal legal framework must prevent discriminatory practices against domestic workers by establishing protection standards that ensure domestic work receives fair economic compensation (Ramadani, 2024).

An ideal legal framework must also strengthen oversight and enforcement mechanisms to ensure Domestic Workers' right to a living wage is upheld. One of the main challenges in protecting Domestic Workers is the difficulty of conducting oversight, as the workplace is located within a household—a private setting. This situation requires an oversight approach that respects the employer's right to privacy while not undermining the state's obligation to protect workers. Monitoring mechanisms can be implemented through a system for recording employment relationships, the requirement to establish written employment agreements, the provision of complaint services, and the establishment of an institution with the authority to provide protection for domestic workers. The existence of these mechanisms is crucial to ensure that norms regarding the right to a living wage do not remain merely on paper but are effectively applied in the practice of employment relationships.

Protecting domestic workers' right to a living wage also requires strengthening the mechanisms governing the employment relationship between domestic workers and employers. Employment agreements serve as a vital instrument for providing certainty regarding the rights and obligations of the parties, including wage amounts, payment schedules, job duties, working hours, and other protections. An ideal legal framework should require clear employment agreements while taking into account the flexible nature of domestic employment relationships. Such agreements serve not only as evidence of the employment relationship but also as a means to prevent abuse of power by employers. Legal protection for domestic workers must also be complemented by easily accessible dispute resolution mechanisms, given workers' limited capacity to navigate complex legal processes. The provision of legal aid and dispute resolution services is a crucial component in ensuring that domestic workers have equal opportunities to advocate for their rights.

An ideal legal framework for ensuring the right to a living wage for domestic workers in Indonesia must ultimately be geared toward establishing a comprehensive, equitable, and human rights-based protection system. The regulations established must not only recognize the existence of domestic workers but also guarantee the fulfillment of their economic rights as part of their fundamental human rights. The enactment of a specific law on the protection of domestic workers is a strategic step to address legal gaps and provide certainty regarding the standards of protection they are entitled to. Such

regulations must include recognition of the legal status of domestic workers, standards for a living wage, employers' obligations, oversight mechanisms, and legal protection in the event of rights violations. A human rights-based approach emphasizes that the fulfillment of the right to a living wage is not merely a matter of labor relations but part of the state's obligation to ensure a decent life for all citizens. The existence of an ideal legal framework will serve as a tangible manifestation of the state's commitment to creating an inclusive labor system that respects the dignity of every worker, including domestic workers (Mutiarra, 2025).

An ideal legal framework for ensuring the right to a living wage for domestic workers must also incorporate both preventive and repressive approaches to legal protection. Preventive legal protection aims to prevent violations of workers' rights by establishing clear norms before an employment relationship begins. Regulations regarding the employer's obligation to provide wages in accordance with fair standards, to draw up a written employment agreement, and to provide information regarding the rights and obligations of the parties serve as a form of prevention against potential abuse of the employment relationship. Preventive protection is particularly important for domestic workers because the personal nature of their employment relationships often makes it difficult for them to voice objections when their rights are not fulfilled. Clarity regarding standards from the outset of the employment relationship will establish legal boundaries that can provide protection for both parties. Employers gain certainty regarding the obligations they must fulfill, while domestic workers receive the assurance that their rights are recognized and protected by law.

Repressive legal protection is another crucial aspect in establishing a regulatory system capable of providing tangible guarantees of the right to a living wage for domestic workers. Violations of wage rights cannot be adequately resolved solely through personal interactions between workers and employers, as there is a risk of power imbalances in such resolution processes. The state must provide dispute resolution mechanisms that are easily accessible to domestic workers, whether through labor agencies or alternative dispute resolution mechanisms. Difficulties in accessing justice have long been one of the main obstacles leading to many unreported violations of workers' rights. Economic circumstances, limited legal understanding, and dependence on employers often lead domestic workers to accept unfavorable conditions. The availability of simple complaint mechanisms, protections for workers who file complaints, and the provision of legal aid are essential elements that must be incorporated into an ideal legal framework.

Institutional strengthening is also an integral part of establishing a system to protect decent wages for domestic workers. The existence of legal norms without the support of effective implementing agencies can result in these regulations failing to function optimally. The government plays a crucial role in providing guidance, oversight, and evaluation of the implementation of protections for domestic workers. Labor agencies must be granted clear authority to monitor domestic employment relationships while respecting the boundaries of the household's private sphere. Supervision can be carried out through non-repressive administrative mechanisms, such as documenting employment relationships, providing education on rights and obligations, and offering labor consultation services. The role of local governments is also essential, as the nature of domestic workers' employment relationships is closely tied to the social and economic conditions of each region. Decentralizing protection through local governments can expand the scope of workers' rights fulfillment down to the community level.

A model for regulating a living wage for domestic workers must take into account the concept of decent work as developed in international labor principles. Decent work is not only related to the amount of income but also encompasses safe working conditions, fair treatment, social protection, and opportunities to achieve well-being. The fulfillment of the right to a living wage must be understood as part of the overall worker protection system. The wages received by domestic workers must be proportional to the contributions they make through their work. Regulations that merely determine wage amounts without considering other aspects of the employment relationship fail to provide comprehensive protection. The decent work approach emphasizes that domestic workers have the same right to humane working conditions as workers in other sectors.

The establishment of wage standards for domestic workers must also take into account the diversity of socioeconomic conditions across Indonesian society. A wage system cannot be applied uniformly without considering differences in the cost of living, job characteristics, and the economic capacity of employers in each region. Wage standards can be determined using a region-based approach while still setting a minimum threshold that ensures a decent standard of living for workers. This approach aims to strike a balance between worker protection and the sustainability of the employment relationship. Regulations that are too lax risk perpetuating the practice of low wages, while regulations that fail to account for socioeconomic conditions may lead to difficulties in implementation. Flexibility in setting wage standards must remain within the bounds of legal protection so that the principle of justice is not sacrificed on the grounds of economic capacity (Ambar, 2024).

The perspective of social justice serves as a crucial philosophical foundation for developing a regulatory model on the right to a living wage for domestic workers. Justice in employment relationships does not merely mean treating every worker equally, but also ensuring that groups in more vulnerable positions receive adequate protection. Domestic workers are a group requiring special attention because their employment relationships often lack the protective structures found in the formal sector. The principle of social justice calls for state intervention to create a balance between economic interests and human protection. The formulation of regulations regarding domestic workers cannot focus solely on the efficiency of employment relationships but must also take into account the inherent human dignity of every worker. The right to a living wage is a concrete manifestation of social justice because it is directly linked to an individual's ability to meet their basic needs with dignity.

An ideal legal framework for protecting domestic workers' right to a living wage must be geared toward shifting the paradigm to recognize that domestic work is part of economic activity that holds real value and makes a tangible contribution. This recognition serves as the foundation for dispelling the view that domestic work is merely a form of assistance or informal work that does not require legal protection. The regulations established must be able to provide a clear legal status for domestic workers so that their rights do not depend entirely on the employer's discretion. Clarity regarding legal status, wage standards, protection mechanisms, and access to justice are key elements in building a legal system that is responsive to the needs of domestic workers. Such protections not only benefit individual workers but also reflect the state's commitment to building a labor system that values human dignity (Anggraeni, 2024).

Implementing an ideal legal framework requires harmonizing the principles of human rights, national labor law, and the social needs of the community. Regulation

cannot be established through an administrative approach alone; it must also take into account the social dimensions inherent in domestic employment relationships. The state must ensure that protections for domestic workers go beyond mere normative recognition and are realized through policies that can be effectively implemented. Regulations regarding the right to a living wage for domestic workers are a crucial step in strengthening protections for a group of workers who have long been overlooked. A human rights-based legal framework will foster more balanced employment relationships by placing both workers and employers in positions with clearly defined rights and obligations. Such protections are integral to the effort to realize the goals of a state governed by the rule of law—namely, to provide justice, certainty, and benefits for all members of society

CONCLUSION

Based on the discussion regarding the Ideal Legal Framework for Fulfilling the Right to a Living Wage for Domestic Workers in Indonesia, it can be concluded that human rights principles serve as the fundamental basis for establishing regulations regarding the right to a living wage for domestic workers. The right to a living wage is part of the economic rights inherent to every human being as a worker and is closely linked to the right to a decent standard of living and respect for human dignity. The principles of equality, non-discrimination, social justice, and the state's obligation to respect, protect, and fulfill human rights serve as crucial foundations for ensuring that domestic workers receive legal protection equivalent to that of other workers. The conditions of domestic workers—who have long been in the informal sector and have weaker bargaining power—highlight the need for legal regulations capable of preventing injustices in employment relationships, particularly regarding wages, for which clear standards have yet to be established.

An ideal legal framework for ensuring the right to a living wage for domestic workers in Indonesia must be established through the creation of specific regulations that provide comprehensive recognition and protection of domestic workers' status as subjects of labor law. Such regulations must include provisions regarding minimum wage standards, mechanisms for determining wages based on workload and socioeconomic conditions, employer obligations, employment agreements, monitoring systems, and dispute resolution mechanisms that are easily accessible to domestic workers. The enactment of these specific regulations constitutes a concrete manifestation of the state's obligation to ensure the fulfillment of workers' economic rights and to create employment relationships that are fair, legally certain, and consistent with the principles of human rights protection.

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