



AN ANALYSIS OF THE FULFILLMENT OF FEMALE WORKERS' HEALTH THROUGH THE HEALTHY AND PRODUCTIVE WOMEN WORKERS MOVEMENT (GP2SP)

Nur Rofik Ajiria*, Sunarto Kadir, Sri Manovita Pateda

Master of Public Health Study Program, Faculty of Postgraduate Studies, Universitas Negeri Gorontalo, Jl. Jenderal Sudirman Nomor 6, Gorontalo, 96128, Indonesia

*ufikajiria1@gmail.com

ABSTRACT

Female workers face various risks that can potentially disrupt their health in the workplace, thus requiring proper health maintenance and protection. This study aims to analyze the fulfillment of female workers' health needs through the implementation of the Healthy and Productive Female Workers Movement (GP2SP) program in Asparaga sub-district, Gorontalo Regency. This research utilized a descriptive qualitative design. The study's sample consisted of 26 informants, including 3 key informants (the Head of the Occupational Health Program, the Head of the Asparaga Community Health Center, and the GP2SP Program Coordinator) and 23 female workers selected using probability sampling. The instruments used were observation sheets and interview questions. Data were analyzed using the Miles and Huberman model. The results show that the GP2SP program successfully met the health needs of the female workers. This is evidenced by various activities, including: Routine health check-ups, Health education in the work environment, Regular body weight and Body Mass Index measurements, Provision of adequate nutritional intake, Monthly health check-ups for pregnant women, Availability of lactation corners and breast milk storage facilities. Overall, this study concludes that the GP2SP program successfully fulfilled the health, nutrition, and maternal and breastfeeding health aspects for female workers in the Asparaga sub-district.

Keywords: female workers; GP2SP; health fulfillment; maternal and breastfeeding health; nutritional adequacy

How to cite (in APA style)

Ajiria, N. R., Kadir, S., & Pateda, S. M. (2025). An Analysis of the Fulfillment of Female Workers' Health Through the Healthy and Productive Women Workers Movement (GP2SP). *Indonesian Journal of Global Health Research*, 7(6), 717–726. <https://doi.org/10.37287/ijghr.v7i6.379>.

INTRODUCTION

The role of women in the Indonesian workforce has evolved significantly over time. As society progresses, more women are actively participating in the labor force. This increased involvement, however, creates a dual role for many women, who are expected to manage both their professional careers and their responsibilities as homemakers (Shaleh dkk., 2023). Globally, the percentage of women in the workforce has seen a slight decline from 51% in 2005 to 48% in 2017, according to the International Labour Organization (ILO). Despite this, Indonesia's female workforce participation has been on the rise. An ILO report from November 2017 noted that women constituted 38% of Indonesia's 120 million workers in 2015 (Gatot & Senayan, 2017). More recent data from the Central Statistics Agency (BPS) in 2019 shows an even stronger presence, with over 52 million female workers making up 40% of the total Indonesian labor force (Badan Pusat Statistik, 2019).

The increased participation of women in the workforce is driven by their rising educational attainment and technological advancements that create new opportunities for them (Kalpana Kochar, 2017). However, the physiological capacities and limitations of women are not the same as those of men. One of the key life stages that women may experience while working is pregnancy. Epidemiological evidence from numerous studies worldwide has shown that pregnant workers are highly vulnerable in the workplace. A study by Reynaldis, 2015 found that 77.64% of pregnant women who experienced a first-trimester abortion were workers, with 79.17% of those cases occurring among employed individuals. Research in Australia also highlights a lack of public

awareness regarding the condition of working pregnant women (Australian Human Rights Commission, 2017). In that same study, one in nine (11%) pregnant workers experienced discrimination in the workplace. This hostile environment often made them uncomfortable, which ultimately led to their dismissal or resignation. Indonesia has also seen a similar incident, where an ice cream production company recorded numerous cases of miscarriage among its pregnant workers (Yasmin, 2020).

Workers of reproductive age in Indonesia face various health challenges. For example, iron deficiency anemia can make workers more susceptible to illness and accidents, leading to increased absenteeism. For pregnant workers, this condition poses a higher risk during childbirth and increases the likelihood of delivering a low birth weight infant. Another significant issue is the low educational level among female workers, which contributes to a lack of knowledge about health. To address these issues, the government has initiated efforts to improve the health of female workers. This initiative was first launched in 1997 as the Healthy and Productive Women Workers Movement (GPWSP) and was revitalized in 2012 into the Healthy and Productive Female Workers Movement (GP2SP). The program was formally solidified in 2017 through a Joint Agreement signed by four ministers, underscoring its importance at the national level.

The latest data from the Indonesian Ministry of Manpower (2021) shows that in 2019, only 650 of the targeted 760 companies had implemented the GP2SP program. In Gorontalo Province, female workers are currently employed across almost all sectors. According to the Central Statistics Agency (BPS) data from August 2019, out of 585,087 employed people, 207,281 (or 39%) were women. Based on BPS data for Gorontalo Regency, the percentage of women in professional roles was 61.64% in 2022, which decreased to 58.52% in 2023. More recent data from 2024 indicates that female workers make up 62.1% of the workforce in Asparaga District, Gorontalo Regency

The evaluation of the Healthy and Productive Women Workers Movement (GP2SP) program conducted by the Asparaga Public Health Center in Gorontalo Regency revealed several key findings. The program has benefited from effective socialization by the public health center and strong support from the government. However, it still faces challenges, including low interest from some female workers and the underutilization of workplace facilities, such as dedicated lactation rooms. As a multi-stakeholder initiative, the GP2SP is defined as a collaborative effort involving the government, community, employers, and labor unions. The primary goal is to foster a collective commitment to improving the health of female workers, thereby enhancing their work productivity and the quality of the next generation (Directorate of Occupational Health, Ministry of Health, 2018). For effective implementation, the GP2SP program requires the establishment of a dedicated team at every administrative level—from the central government to local regions and individual workplaces. To ensure its success, the program must also involve various cross-program and cross-sectoral collaborations. At the workplace level, the implementation of GP2SP can be managed by a health and safety committee, a health and safety team, or any other designated body. Based on the issues outlined above, this study aims to analyze the fulfillment of female workers' health through the Healthy and Productive Female Workers Movement (GP2SP) program in Asparaga District, Gorontalo Regency

METHOD

This study used a descriptive qualitative research design. The study's variables were the health fulfillment, nutritional adequacy, and the health of pregnant and breastfeeding female workers, all within the context of the Healthy and Productive Female Workers Movement (GP2SP) program. The research sample consisted of 26 informants: three key informants (the Head of the Gorontalo District Health Office's Occupational Health Program, the Head of the Asparaga Public Health Center, and the GP2SP Program Coordinator) and 23 female workers from offices within the Asparaga Public Health Center's working area. The participants were selected using a probability

sampling technique. The instruments used for data collection were observation sheets and interview guides. Data were analyzed using the Miles and Huberman model

RESULT

Fulfillment of Female Workers' Health Needs through the Healthy and Productive Female Workers Movement (GP2SP) Program

Based on the research findings, the fulfillment of female workers' health needs in Asparaga District, Gorontalo, through the GP2SP program can be analyzed from three main aspects: health fulfillment measurement, program benefits, and program evaluation. These findings are based on in-depth interviews with key informants (IK) from the Public Health Center and female workers (PP) who were participants.

1. Measurement of Female Workers' Health Fulfillment

The process of measuring health within the GP2SP program is carried out through two main methods: regular physical examinations and qualitative interviews.

Key Informant 1 (IK1) explained that routine physical examinations—which include measuring blood pressure, blood glucose, uric acid, and cholesterol—provide objective data on the workers' health status. At the same time, in-depth interviews are used to "uncover the health information they are experiencing, as well as what we need to do to address the health issues they require."

This dual approach is reinforced by the participants' testimonies. The female workers consistently mentioned the types of examinations they received, as expressed by PP1: "They checked my blood sugar, cholesterol, and uric acid, and then they told me what I needed to take care of, so I can keep controlling it." This was also supported by PP5, who stated, "They measured our blood pressure, uric acid, cholesterol, and blood sugar. After that, they asked us whether we've been healthy lately." This demonstrates that the program does more than just conduct tests; it actively engages to understand the participants' conditions.

Beyond the physical aspects, the program also addresses mental health and the work environment, as explained by IK2: "Mental health means reducing work stress... A good work environment means supportive policies from the workplace, such as providing maternity leave and establishing a lactation corner..." This shows that the program adopts a holistic approach to maintaining female workers' health.

2. Benefits of the GP2SP Program for Female Workers

The benefits of the GP2SP program were felt significantly by the female workers, particularly in their ability to gain control and knowledge of their personal health.

Key informants considered the program to be highly helpful, noting that it received a positive response. IK3 highlighted the dual role of female workers, stating, "In addition to being busy at work, they are also busy with household tasks, so this busyness must certainly affect their health. Therefore, the GP2SP program was created specifically for female workers to help them control their health."

For the workers themselves, the program provided awareness and the ability to monitor their own health. PP1 stated, "It is very helpful, because through this program, I can control my health. Since there are continuous checkups, I get to find out what I need to take care of." PP2 felt a similar benefit, saying, "After this program existed, I became aware of my health problems, such as high blood pressure and high blood sugar."

The program also served as a motivating factor. As expressed by PP4: "This program is great... it can also be a motivation to always take care of our health, especially in the workplace, so we don't just focus on our jobs and forget about our health."

3. Evaluation of Health Fulfillment through the GP2SP Program

Overall, the evaluation of the GP2SP program showed positive results. The key informants agreed that there were no significant obstacles, and the program was very well received.

IK1 explained, "When we evaluated the health fulfillment of female workers, many of them initially had problematic blood sugar, cholesterol, uric acid, and blood pressure levels. However, after the program was implemented, their health has been steadily improving."

Our quantitative data analysis confirmed these qualitative findings. In the first examination, most female workers had abnormal values for blood pressure, uric acid, cholesterol, and blood glucose. However, after the second and third examinations—which were accompanied by socialization and education—there was a significant decrease in the average values of these indicators. This demonstrates that the GP2SP program is effective in improving the health status of female workers and providing them with the necessary education to maintain their health independently.

Nutritional Adequacy of Female Workers through the Healthy and Productive Female Workers Movement (GP2SP) Program

The research findings on the nutritional adequacy of female workers in Asparaga District, Gorontalo, were analyzed through three main themes: measurement of nutritional adequacy, key considerations for nutritional fulfillment, and program efforts and evaluation. The data were obtained from in-depth interviews with key informants (IK) from the Public Health Center and female workers (PP) who participated in the program.

1. Measurement of Nutritional Adequacy

The measurement of nutritional adequacy within the GP2SP program is conducted using anthropometric methods to objectively assess the workers' nutritional status.

Key informants explained that these measurements include Body Mass Index (BMI), Mid-Upper Arm Circumference (MUAC), and Waist Circumference.

IK1 explained, "We use anthropometric measurements to assess the nutritional status of the workers... this includes: measuring height and weight... [and] waist circumference." IK3 added that BMI measurements are used "to determine the nutritional status classification so that appropriate interventions can be provided according to the nutritional problems experienced."

These statements are consistent with the experiences of the female workers. They routinely underwent weight and height measurements, as expressed by PP3: "During the nutrition check, my weight was measured and my BMI was measured." Some participants also mentioned other measurements, for example, PP6: "...they also measured my arm part," and PP7: "They measured my weight, height, arm, and waist."

Furthermore, these measurements were accompanied by education. PP1 stated, "Every time there's a GP2SP checkup, they always tell us what healthy and good foods to consume to meet my daily nutritional needs while working." This shows that the physical measurements not only collect data but also serve as a moment for interaction and providing understanding to the workers.

2. Key Considerations for Nutritional Fulfillment

Based on the interview results, the fulfillment of nutritional adequacy within the GP2SP program focuses on three important aspects: nutritional needs assessment, balanced food intake, and education and socialization.

Key informants emphasized the importance of these aspects. IK1 stated, "Workers need to consume a diverse and balanced diet that includes all food groups in sufficient quantities: adequate carbohydrates, protein, fat, as well as vitamins and minerals." IK3 also added that "providing education to give information related to a balanced diet and healthy eating patterns" is crucial.

This aligns with the awareness that emerged among the female workers themselves. They began to pay attention to their eating patterns and the types of food they consumed. PP2 expressed, "I used to just eat whatever, feeling it wasn't healthy, but after the GP2SP program, I started to pay attention to eating healthy foods and patterns." PP5 also stated, "My food intake must be balanced by paying attention to the nutrients I eat." Additionally, they became aware of the importance of meal timing, as conveyed by PP6: "It's encouraged to eat healthy and nutritious foods and to make an effort to have breakfast before going to work."

3. Government Efforts and Program Evaluation

The government, through the GP2SP program, has undertaken various efforts to address nutritional issues, and program evaluations show positive results. These efforts include coaching and monitoring, socialization, and cross-sector collaboration.

IK1 explained, "There are many government efforts... such as conducting coaching and monitoring... ensuring the program runs smoothly... and holding socialization and education sessions for female workers about the importance of maintaining a healthy diet." These efforts are supported by good collaboration with various sectors, as expressed by IK2 and IK3.

The female workers also directly experienced these efforts. PP1 stated, "They gave us many solutions, like trying to have breakfast every morning before leaving for work..." PP4 added that "the socialization from the public health center" was one of the most impactful efforts.

Overall, the program evaluation shows significant success. IK1 stated, "the nutritional adequacy of the workers has started to improve and is considered very good." This finding from the interviews is supported by our quantitative data, which showed an improvement in nutritional status. After three examinations, most participants successfully maintained or improved their nutritional status. This indicates that the socialization and interventions provided by the GP2SP program are effective in increasing understanding and promoting healthy eating behaviors among female workers.

Fulfillment of Pregnant and Breastfeeding Mothers' Health Needs among Female Workers through the GP2SP Program

Based on the research findings, the fulfillment of pregnant and breastfeeding mothers' health needs among female workers in Asparaga District, Gorontalo, can be analyzed through three main themes: measurement and monitoring, program benefits, and program evaluation. These findings were obtained from in-depth interviews with key informants (IK) from the Public Health Center and the female workers (PP) who participated in the program.

1. Measurement and Monitoring of Health

The measurement process for fulfilling the health needs of pregnant and breastfeeding mothers in the GP2SP program is conducted through a combination of work risk assessments, regular checkups, and facility evaluations.

Key Informant 1 (IK1) explained that "work risk assessment looks at all aspects of a pregnant woman's job, including physical factors (physical workload, working position) and psychosocial factors (work stress, workload), as well as regular checkups by medical personnel." In addition, the program measures the success of breastfeeding by "looking at the percentage of mothers who

successfully breastfeed... and also checking whether a breast milk expression space (lactation corner), breast milk storage equipment, and other supporting equipment are available."

The female workers confirmed the existence of these routine checkups and facility support. PP12 stated, "The staff from the public health center comes to monitor and check my pregnancy." PP14 added, "My workplace provides a lactation corner, as well as a place for breast milk storage." This indicates tangible facility support in the workplace.

2. Benefits and Impact of the GP2SP Program

The benefits of the GP2SP program were significantly felt by the female workers, particularly in terms of easy access to health checkups and support for breastfeeding.

Key informants (IK1, IK2, IK3) agreed that the program is highly helpful for female workers. IK2 stated, "They are very much helped by the existence of this GP2SP program because their pregnancy health can be controlled while they are at work." IK3 added that the program helps "create a safe and healthy work environment for female workers."

The workers directly experienced this convenience. PP1 stated, "This program is very helpful because we no longer have to bother going to the public health center to check our pregnancies." This was reinforced by PP3, who said, "It makes it so much easier for me to do pregnancy checkups."

In addition to convenience, the program also provides motivation. PP13 stated, "It motivates me to maintain my pregnancy health while I work." Facility support, such as lactation corners, also provides a sense of security and comfort. PP16 stated, "I feel safe and comfortable when expressing or giving breast milk because a lactation room is available."

3. Program Evaluation

Based on the interview results, the GP2SP program was evaluated as highly successful and has had a significant positive impact. No significant obstacles were reported, and the response from the participants was very positive.

IK1 explained, "The health of pregnant and breastfeeding mothers in the workplace is very well fulfilled, because every time this GP2SP program is implemented, there are always routine checkups for pregnant women and socialization for breastfeeding mothers." IK2 compared the conditions before and after the program, noting, "It is very different... the female workers themselves often tell me that this GP2SP program is very helpful."

The female workers also provided positive evaluations and even hoped for the program to be enhanced. PP1 hoped, "In my opinion, this program should be improved, for example, twice a month, so we can control our pregnancy health." PP14 added that the program "makes it very easy for pregnant and breastfeeding mothers."

Overall, the health fulfillment of pregnant and breastfeeding mothers in the workplace can be said to be well-met through the GP2SP program, which has proven effective in providing the necessary health support, knowledge, and facilities for female workers.

DISCUSSION

Fulfillment of Female Workers' Health Needs through the GP2SP Program

Based on the research findings, the fulfillment of female workers' health needs in the offices within the Asparaga Public Health Center's working area through the GP2SP program was successfully implemented. This was confirmed by the Head of the Gorontalo District Health Office's Occupational Health Program, who stated that two types of examinations were conducted to fulfill female workers' health needs: physical examinations (blood pressure, blood sugar, uric acid, and

cholesterol) and interviews to gather health information and provide solutions. All female workers actively participated in the GP2SP program. Through anthropometric examinations and interviews, they received treatment for their health problems, including mental health issues. Consequently, the program led to a significant increase in their health knowledge and their ability to self-manage their health.

The evaluation of health fulfillment through the GP2SP program showed that workers' health improved over time, and the program received a positive response. This is supported by our quantitative data analysis. Initial physical examinations of the female workers found that their average blood pressure, blood sugar, cholesterol, and uric acid levels were generally poor. However, after the second and third examinations, which included socialization on how to maintain normal levels through diet and lifestyle, the average health indicators of the workers returned to normal. Therefore, the GP2SP program is highly influential and effective in maintaining the health of female workers.

This finding is consistent with existing literature. According to Subargus et al. (2023), the participation of female workers in the GP2SP program serves as a protective measure to improve their health in the workplace, which, in turn, boosts their productivity. This program helps safeguard the safety rights of women as stipulated by relevant laws and regulations. Furthermore, Lestari et al (2024) note that female workers have different physiological capacities than male workers and are highly sensitive to various workplace hazards such as noise, heat, and dust. Long working hours and excessive workloads can also affect their physical and mental health. Therefore, the GP2SP program, with its physical examinations and interviews, can help prevent these physical and mental health issues among female workers.

Other studies also support the program's effectiveness in enhancing health knowledge. Susanti et al (2025), found that 92.1% of female workers at the Chandra Superstore in Bandar Lampung actively participated in the GP2SP program and possessed good health knowledge. Similarly, Heriati et al (2020) found that female workers' knowledge increased after the GP2SP program was implemented, with the program demonstrating an effectiveness of 85.8% on their knowledge improvement.

Nutritional Adequacy of Female Workers through the GP2SP Program

The fulfillment of nutritional adequacy among female workers in the offices within the Asparaga Public Health Center's working area shows positive results based on their nutritional status. This was evidenced by statements from informants from various backgrounds, including the Head of the Gorontalo District Health Office's Occupational Health Program, the Head of the Asparaga Public Health Center, the GP2SP Program Coordinator, and the female workers themselves. The Head of the Gorontalo District Health Office's Occupational Health Program stated that the nutritional adequacy of the workers is improving because during every nutritional examination, public health center staff provide regular education on the importance of maintaining a healthy and nutrient-rich diet. This is confirmed by routine measurements of body weight, height, and BMI.

Our quantitative analysis found a significant improvement in nutritional status. After three examinations, most participants successfully maintained or improved their nutritional status. We found that no female workers had an underweight or poor nutritional status, which indicates that their dietary needs are met through the GP2SP program despite their work. However, some workers still have overweight or obese nutritional status, prompting the Asparaga Public Health Center staff to conduct monthly education and counseling to help these female workers manage their diet.

High work productivity requires the support of a good nutritional status (Noor dkk., 2024). Poor nutritional status can result in decreased work endurance, which in turn affects overall productivity. Therefore, to achieve good work productivity, the nutritional status of female workers must be optimal, not deficient. Nutrition is a crucial factor for both workers and their employers, as it

provides the energy needed for high work morale. Providing daily food guarantees and conducting routine monthly body weight checks are important steps to ensure workers' nutritional status (Subargus dkk., 2023).

A study by Rahimi et al (2020) found that although the BMI of female greenhouse workers was categorized as normal with an average BMI of 24.47, it was still significantly lower than the control group of housewives, who had an average BMI of 25.91. This suggests that various factors can influence BMI. Therefore, a program like GP2SP is needed to improve the nutritional adequacy of female workers. Our study supports this, as the GP2SP program, which has been implemented since 2022, has successfully improved the nutritional status of female workers in the offices within the Asparaga Public Health Center's working area, as evidenced by the high number of workers with normal, overweight, and obese nutritional status, with no major obstacles during implementation.

Furthermore, adequate nutrition among female workers through the GP2SP program can increase work motivation. As shown in a study by Triani et al (2021), there is a relationship between work motivation and the nutritional status of female workers at PT Maruki Internasional Indonesia in Makassar. The study found that high work motivation was dominated by female workers with normal nutritional status (66.7%), followed by those who were obese (23.3%), while only 10% of underweight workers had high work motivation.

One of the benefits of sufficient nutrition for female workers is the prevention of anemia, which can lead to increased sick leave. A study by Lasiyo & Ramdhan (2024) found a relationship between female workers' nutritional status and the incidence of anemia: the majority of overweight workers did not have anemia, whereas the majority of underweight workers did. Thus, the GP2SP program can serve as a strategy for the early prevention and management of anemia in the workplace. Overall, this research not only demonstrates that the fulfillment of nutritional adequacy among female workers through the GP2SP program is well-implemented and routinely conducted but also shows that the program can provide information about factors affecting workers' nutritional status, such as work productivity, motivation, and early disease prevention.

Fulfillment of Health for Pregnant and Breastfeeding Female Workers

The health of pregnant women and the quality of breastfeeding among female workers in the offices within the Asparaga Public Health Center's working area have been successfully addressed through the GP2SP program. This is confirmed by the Head of the Gorontalo District Health Office's Occupational Health Program, who stated that to meet the health needs of pregnant women in this area, the program provides medical examinations, a dedicated lactation corner, breast milk storage, and other supporting equipment.

These efforts are consistent with the statements of female workers in the area, who confirmed that they receive pregnancy checkups at their workplace, education on healthy and nutritious food for pregnant women, and access to a lactation corner. The GP2SP program makes it easier for pregnant female workers to get health checkups and consultations at their workplace and facilitates breastfeeding by providing a dedicated room.

Female workers are often exposed to various risk factors such as high room temperatures, excessive noise, work stress, and heavy workloads, which can threaten their health, including their reproductive health. The female reproductive cycle, including menstruation, pregnancy, childbirth, and breastfeeding, combined with their dual roles, makes them more susceptible to occupational diseases. The risk of reproductive disorders in the workplace varies depending on the type of work, the work environment, and the protection provided by the employer. Therefore, reproductive health protection in the workplace needs to be facilitated by various sectors to uphold human rights, improve productivity, and foster a healthy Indonesian economy free from discrimination and inequality. The GP2SP program can assess work risks for pregnant women and ensure that breastfeeding is possible in the workplace kerja (Bunsal dkk., 2024).

This is further supported by studies on lactation facilities. Yolanda & Hayulita (2022) found a relationship between the availability of lactation facilities (lactation corners) and the practice of exclusive breastfeeding. The majority of working mothers who had access to a lactation corner provided exclusive breastfeeding, whereas the majority of those who did not have access did not. This suggests that lactation corners are crucial for supporting exclusive breastfeeding. In line with this, Abekah-Nkrumah et al (2020) stated that the workplace is a key factor that can contribute to or encourage mothers to breastfeed their infants exclusively.

CONCLUSION

This study concludes that the health needs, nutritional adequacy, and health of pregnant and breastfeeding mothers are being met through the GP2SP program. To ensure the program's continuity and effectiveness, coordination and collaboration between the Public Health Center and other relevant sectors must be strengthened.

REFERENCES

- Abekah-Nkrumah, G., Antwi, M. Y., Nkrumah, J., & Gbagbo, F. Y. (2020). Examining working mothers' experience of exclusive breastfeeding in Ghana. *International Breastfeeding Journal*, 15(1), 1–10. <https://doi.org/10.1186/s13006-020-00300-0>
- Bunsal, C. M., Anasari, W., Mahardany, B. O., Matahari, R., Harismayanti, Arinta, I., Rahmizani, S. D., Mulyani, I., Choirunissa, R., Retni, A., & Kusumaningrum, H. (2024). *Perlindungan Kesehatan Reproduksi Di Tempat Kerja*. Media Sains Indonesia.
- Fitriananto, D. S., Widajanti, L., Aruben, R., & Rahfiluddin, M. Z. (2018). Gambaran Status Gizi Pekerja Bangunan Wanita di Kecamatan Tembalang Kota Semarang Tahun 2016. *Jurnal Kesehatan Masyarakat (Undip)*, 6(1), 419–425.
- Gatot, J., & Senayan, S. (2017). *Protection of Women Work Rights in Feminism Perspective Sali Susiana*. 207–222.
- Heriati, Wahyu, A., Masni, Muis, M., Naiem, F., & Sirajuddin, S. (2020). The Influence of Healthy and Productive Female Workers Movement (GP2SP) on Work Health Behavior on Female Workers. *Indian Journal of Forensic Medicine and Toxicology*, 14(4), 2934–2940. <https://doi.org/10.37506/ijfmt.v14i4.12036>
- Kalpna Kochar, E. a. (2017). *Women, Work, and Economic Growth*. In *International Monetary Fund*.
- Lasiyo, Y. S., & Ramdhan, D. H. (2024). Pekerja Perempuan dengan Anemia, Implikasinya terhadap Health- related Absenteeism. *Jurnal Kesehatan Vokasional*, 9(3), 200–214.
- Lestari, V., Hamidya, S. U., Rizqoh, D., Laelasari, E., Roebidin, R., Sumantri, A. F., & Serihati, A. Y. (2024). *Manajemen Keselamatan dan Kesehatan Kerja Di Rumah Sakit*. PT Adab Indonesia.
- Noor, I. H., Nisa, M. A., Setyaningrum, R., Yulidasari, F., Khairiyati, L., & Setiawan, M. I. (2024). *Buku Ajar Gizi Kerja*. Uwais Inspirasi Indonesia.
- Rahimi, T., Rafati, F., Sharifi, H., & Seyedi, F. (2020). General and reproductive health outcomes among female greenhouse workers: A comparative study. *BMC Women's Health*, 20(1), 1–7. <https://doi.org/10.1186/s12905-020-00966-y>
- Reynaldis, J. (2015). Gambaran Pekerjaan Ibu Hamil Trimester I Dengan Kejadian Abortus di RSIA Kirana Sidoarjo. *Midwifery*, 105–109.

- Shaleh, A. I., Pertiwi, D. A. A., & Shalihah, F. (2023). Kendala Perlindungan Hukum Terhadap Hak Pekerja Perempuan. *Ad-Dariyah: Jurnal Dialektika, Sosial Dan Budaya*, 3(2), 48–56. <https://doi.org/10.55623/ad.v3i2.133>
- Subargus, A., Murwani, A., Ashar, H., & Julia, J. (2023). Gerakan Pekerja Perempuan Sehat dan Produktif (GP2SP) di Daerah Istimewa Yogyakarta. *RESIPROKAL: Jurnal Riset Sosiologi Progresif Aktual*, 5(1), 74–80. <https://doi.org/10.29303/resiprokal.v5i1.298>
- Susanti, A., Budiati, E., Rahayu, D., & Pramudho, K. (2025). Faktir Partisipasi Pekerja Wanita dalam Gerakan Pekerja Perempuan Sehat dan Produktif (GP2SP). *Jurnal Ilmiah Kesehatan Media Husada*, 14(1), 37–44. <https://doi.org/10.33475/jikmh.v14i1.416>
- Triani, S., Hardi, I., & Rahman. (2021). Faktor Yang Mempengaruhi Status Gizi Pekerja Wanita di PT. Maruki International Indonesia Makassar. *Window of Public Health Journal*, 2(3), 907–915. <https://doi.org/10.33096/woph.v2i1.166>
- Yolanda, D., & Hayulita, S. (2022). Determinan yang Mempengaruhi Pemberian Asi Eksklusif Pada Ibu Bekerja Di Wilayah Kerja Puskesmas Tigo Baleh Kota Bukittinggi. *Human Care Journal*, 7(1), 32. <https://doi.org/10.32883/hcj.v7i1.1615>