

BAB IV

KESIMPULAN

Kebijakan cuti haid merupakan salah satu isu yang belum diatur dalam aturan internasional, namun sudah terdapat negara – negara yang telah menerapkan kebijakan cuti haid. Salah satu negara yang telah menerapkan kebijakan cuti haid adalah Indonesia dan India. Namun, terdapat perbedaan kebijakan cuti haid pada kedua negara sehingga pertanyaan penelitian pada penelitian ini adalah **“bagaimana perbedaan kebijakan cuti haid di Indonesia dan India?”**

Dari hasil analisa pada bab sebelumnya, dapat disimpulkan bahwa penerapan kebijakan cuti haid di India dan Indonesia berbeda, dimana peran pemberi kebijakan di Indonesia merupakan negara serta konstruksi sosial yang terbangun pada negara itu sendiri sangat berpengaruh terhadap kebijakan cuti haid itu sendiri. Indonesia, dengan kondisi sosial budaya yang lebih plural, lebih mudah menerap dan menyerap gagasan- gagasan baru. Lalu, penerapan prasyarat cuti haid di Indonesia lebih dipersulit persetujuannya dan di India prasyarat lebih mudah dipenuhi dan disetujui dikarenakan konstruksi sosial di perusahaan - perusahaan Indonesia masih patriakal dibandingkan dengan perusahaan – perusahaan di India. Dan yang terakhir, perbedaan pada kebijakan di Indonesia mencakup satu negara namun implementasi belum merata dan di India implementasi masih terbatas namun kebijakan dapat diterapkan sesuai dengan HKSR.

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