

INTEGRATING ISLAMIC HUMANITARIANISM AND MODERN ULAMA PERSPECTIVES: CHILD PROTECTION IN INDONESIA'S POLICY FRAMEWORK

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Abstract: *This study examines the integration of Islamic humanitarian values and modern ulama thoughts in shaping child protection policies in Indonesia. Grounded in Islamic values, including insights from Qur'anic injunctions and prophetic traditions, it highlights the parental responsibilities of safeguarding children's education, health, and overall well-being. Fathers are assigned the duty of providing sustenance, while mothers are entrusted with the primary role of nurturing and caring for their children, as emphasized by scholars such as Wabbah az-Zuhaili and Sayyid Sabiq. The findings illustrate how these principles align with Indonesia's cultural and social contexts, offering a comprehensive framework for addressing child labour and exploitation. The study presents actionable recommendations, including strengthening legal frameworks rooted in Islamic humanitarian values, empowering families through education on children's rights, and fostering collaboration among policymakers, religious leaders, and civil society. By integrating Islamic values with contemporary challenges, this article contributes novel perspectives to the discourse on child protection, proposing culturally relevant and ethically grounded solutions. These insights aim to guide the development of effective, child-centred policies that uphold both humanitarian and Islamic ideals.*

Keywords: *Child Labor Rights, Humanitarian, Human Rights, Protection.*

Introduction

From ancient times to the modern era, children have been an indispensable part of Islamic and humanitarian studies. However, in various historical periods, understanding their rights in the context of

labor still faces significant challenges. In a literature review covering the long history of human beings, we find narratives about children engaged in various forms of work, from agriculture to modern industry. In the midst of this long span of time, our understanding of their rights has undergone a significant shift, in line with the development of society's view of child protection.¹

Through the lens of literature, we can explore how views on children's human rights as workers have changed over time. In many traditional societies, children are often perceived as family members who must contribute to earning a living from an early age. At the time, views on children's rights in the context of work were more likely to be related to meeting economic needs than to protecting their well-being. However, with the rise of the human rights movement in the 20th century, awareness of the importance of protecting children from exploitation and oppression began to surface globally.²

In contemporary society, there is a diversity of approaches to the protection of children's human rights as workers. Many countries have adopted laws governing minimum age for work, working hours, safe working conditions, and compulsory education. Nonetheless, challenges still exist in implementing and enforcing these regulations consistently around the world. In addition, phenomena such as child labor in the informal sector and cottage industries, as well as child exploitation in global supply chains, show that the protection of children's human rights as workers remains a complex and urgent issue.³

This article aims to delve deeper into the concept of children's human rights as workers through a comprehensive literature review. By collecting and analyzing relevant sources, we hope to provide a deeper understanding of the conceptual development and practice of protecting children's rights in the world of work. In addition, we will explore the policy implications that can be taken to effectively improve the

¹Widayanti Widayanti and Mig Irianto Legowo, "Analisis Hukum Tenaga Kerja Anak di Sektor Kelapa Sawit di Indonesia," *Hukum Dan Dinamika Masyarakat* 20, no. 1 (July 16, 2022): 46, <https://doi.org/10.56444/hdm.v20i1.3162>.

²Salamatul Lasmi, Zhang Wei, and Shanshan Xu, "Human Rights in Islamic Perspective," *International Journal of Educational Narratives* 1, no. 2 (July 11, 2023): 75–83, <https://doi.org/10.55849/ijen.v1i2.278>.

³Arif Wijaksono, Hartuti Purnaweni, dan Hesti Lestari, "Implementasi Kebijakan Tentang Pekerja Anak Dan Penanggulangannya Di Kota Semarang," *Journal of Public Policy and Management Review* 2, no. 2 (2013): 60–70.

protection and well-being of children as a workforce. Thus, this article is expected to make a meaningful contribution in efforts to safeguard the human rights of children in this complex and diverse modern era.

Method

The research method used in this study is the literature analysis method.⁴ This research takes an analytical descriptive approach to explore the evolution of views on the human rights of children as workers over time and to understand the diversity of approaches in the protection of such rights in contemporary society.

Literature analysis is carried out by collecting and researching various text sources, such as scientific journals, books, research reports, and policy documents related to children's human rights as workers. Data obtained from such sources are systematically analyzed to identify patterns, trends, and changes in views and approaches to child protection in the workplace.

In addition, this research method also involves critical analysis⁵ of the text to identify key issues faced in the protection of children's human rights as workers, including the role of parents or guardians in encouraging children to work. From the results of the analysis, the study presents comprehensive conclusions and relevant policy recommendations to improve child protection in the workplace, emphasizing the importance of collaboration between governments, educational institutions, and communities in such efforts.

Result and Discossion Child Protection Policy in Indonesia

In the Indonesian context, the concept of child protection is a moral, legal, and social foundation that defines the shared responsibility of the government, society, and related institutions to protect the rights, interests, and welfare of children. The definition of child itself has been

⁴Norman K. Denzin and Yvonna S. Lincoln, *The SAGE Handbook of Qualitative Research* (SAGE Publications, 2017); John W Creswell and Cheryl N Poth, *Qualitative Inquiry and Research Design: Choosing among Five Approaches* (London: Sage publications, 2016).

⁵W. Newton Suter, *Introduction to Educational Research: A Critical Thinking Approach* (SAGE, 2012).

clearly regulated in various laws and regulations, including Law Number 23 of 2002 concerning Child Protection, which defines children as individuals who are not yet 18 years old. In this perspective, the child is considered a vulnerable individual and needs special protection to ensure that his rights are protected and his needs are met.⁶

The principles of child protection applied in the Indonesian context include the principles of non-discrimination, the best interests of children, the right to life, survival and development, participation, and the promotion of children. The principle of non-discrimination affirms that every child has equal rights without discrimination of any kind, including discrimination based on sex, social status, religion, or disability. The principle of the best interest of the child emphasizes that in any decision or action relating to the child, the best interests of the child should be the primary consideration.⁷

In addition, the rights to life, survival, and development affirm children's right to live, grow, and develop optimally, including the right to access to food, health care, education, and a healthy environment. The principle of participation recognizes that children have the right to express their opinion in any decision that affects their lives, according to their level of development and maturity. The principle of child advancement emphasizes the need to ensure that every child has equal opportunities to develop their potential and participate in community life.⁸

In a broader context, the concept of child protection in Indonesia includes not only legal aspects, but also social, economic, and cultural aspects. This is reflected in the efforts of the government and various community institutions to raise awareness about children's rights,

⁶Fadil Mas'ud, "Implikasi Undang-Undang Perlindungan Anak Terhadap Pekerja Anak (Suatu Kajian Sosiologi Hukum Terhadap Anak Penjual Koran Di Kota Kupang)," *JPK (Jurnal Pancasila Dan Kewarganegaraan)* 4, no. 2 (August 8, 2019): 11–19, <https://doi.org/10.24269/jpk.v4.n2.2019.pp11-19>.

⁷Indah Sri Utari et al., "Legal Protection for Children as Victims of Economic Exploitation: Problems and Challenges in Three Major ASEAN Countries (Indonesia, Vietnam and Philippines)," *Lex Scientia Law Review* 7, no. 2 (November 6, 2023): 771–842, <https://doi.org/10.15294/lesrev.v7i2.68301>.

⁸Yusefri Yusefri, Mu'adil Faizjin, and Wahyu Abdul Jafar, "Protecting Child Labor Rights: Maqasid Sharia Framework and Policy Recommendations," *Samarab: Jurnal Hukum Keluarga Dan Hukum Islam* 8, no. 2 (July 31, 2024): 1188, <https://doi.org/10.22373/sjhh.v8i2.24559>.

provide protection and rehabilitation services for abandoned or marginalized children, and build an environment that supports children's growth and development holistically. Thus, the concept of child protection is not only the responsibility of the government, but also a shared responsibility of all elements of society to create a safe, inclusive, and empowered environment for children in Indonesia.⁹

In Indonesia, child protection faces a number of complex and profound issues that require serious attention from various parties. One of the main issues is violence against children, which includes various forms such as physical, sexual, psychological, and exploitation. Despite efforts to address the issue through laws such as the Child Protection Act, rates of violence against children remain high. Factors such as poverty, gender inequality, and lack of awareness of children's rights are often triggers for violence.¹⁰

In addition to violence, another problem in child protection in Indonesia is access to quality education. Although education is a basic right of every child, there are still many children who do not get access to proper education due to factors such as geographical distance, cost, and lack of facilities and qualified educators. This limited access to education can leave children marginalized and vulnerable to exploitation and violence.

In addition, child health problems are also a major issue in child protection in Indonesia. Despite efforts to improve access to children's health services, many children still experience malnutrition, communicable diseases, and other health problems as a result of lack of access to quality health services. Factors such as poverty, lack of knowledge about child health, and limited health infrastructure are often obstacles in efforts to improve children's health.

Not only that, another issue in child protection in Indonesia is the neglect of the rights of minority children and children with disabilities. Children from minority groups often face discrimination in various aspects of life, including access to education, health care, and legal protection. Similarly, children with disabilities are also vulnerable to discrimination and neglect of their rights. Therefore, greater efforts are needed to ensure that every child, without exception, enjoys protection

⁹Yusefri, Faizin, and Jafar.

¹⁰Florentz Magdalena, "Penyerapan Tenaga Kerja Anak di Indonesia" (Universitas Gadjah Mada, 2021), <https://etd.repository.ugm.ac.id/penelitian/detail/203438>.

and access to their rights in accordance with the principles of equality and non-discrimination.¹¹

Literature Review on the Protection of Children's Human Rights as Workers

Theoretical approaches to the protection of children's human rights as workers involve various frameworks of thought that highlight important aspects related to children's labor and efforts to protect them from exploitation and abuse. One of the main approaches in this context is the human rights approach, which places children's rights as key principles that must be respected, protected, and fulfilled by all parties, including states, communities, and employers. This approach emphasizes that every child has the right to live, develop, and be protected from all forms of exploitation, including child labor.¹²

In addition, the economic approach has also become relevant in understanding the protection of children's human rights as workers. This approach highlights the economic factors that drive child labor, such as poverty, economic instability, and lack of access to quality education. Efforts to address child labor must not only pay attention to legal and social aspects, but also the underlying economic aspects, including efforts to reduce economic inequality and increase access to economic resources that can improve family welfare.¹³

Social approaches are also important in the context of protecting children's human rights as workers. This approach recognizes that child labor is often linked to broader societal issues, such as poverty, gender inequality, and armed conflict. Therefore, efforts to address child labor must be comprehensive and involve various parties, including governments, communities, nongovernmental organizations, and the private sector. This approach emphasizes the importance of creating

¹¹Yulius Efendi, "Kajian Perbandingan atas Perlindungan Hukum terhadap Pekerja Anak di Indonesia dan Negara Lain," *Jurnal Hukum, Politik dan Ilmu Sosial* 2, no. 4 (December 30, 2023): 317–31, <https://doi.org/10.55606/jhpis.v2i4.3498>.

¹²Abdalla Ibrahim et al., "Child Labor and Health: A Systematic Literature Review of the Impacts of Child Labor on Child's Health in Low- and Middle-Income Countries," *Journal of Public Health* 41, no. 1 (March 1, 2019): 18–26, <https://doi.org/10.1093/pubmed/fdy018>.

¹³Stacy Dunkerley et al., "Honoring Family: Using Parent Partner Expertise to Strengthen a Child Welfare Coaching Program," *Children and Youth Services Review* 159 (April 2024): 107523, <https://doi.org/10.1016/j.childyouth.2024.107523>.

supportive environments for children, including access to quality education, health services, and opportunities to participate in activities that support their development and well-being.

In addition, the legal approach is also an integral part of efforts to protect the human rights of children as workers. This approach involves establishing and strengthening the legal framework governing child labor, including prohibition against hazardous work and ensuring that children under a certain age are not allowed to work. In addition, the legal approach also includes efforts to enforce the law and ensure that violations of children's human rights as workers are dealt with firmly and fairly.

Overall, theoretical approaches to the protection of children's humanitarian rights as workers emphasize the importance of integrating various aspects, including human rights, economic, social, and legal, in an effort to address this complex issue. Comprehensive and sustained efforts are needed to ensure that every child can grow and develop in a safe, healthy and supportive environment.¹⁴

The literature on the human rights of children as workers is a rich field of thorough research, writing, and analysis of this complex issue. Books, journal articles, research reports, and policy documents have contributed to a deeper understanding of child protection challenges and solutions in the workplace.¹⁵

Much of this literature highlights children's vulnerability to exploitation and abuse in the workplace, as well as the negative impact it has on their physical, emotional, and educational well-being. These studies often describe the social, economic, and cultural contexts that drive children's labor practices, including poverty, lack of access to education, and family economic needs.

¹⁴Puji Purnamawanti and Iskandar Zulkarnaen, "Permasalahan Hukum Tentang Tenaga Kerja Anak di Indonesia," *Lex Jurnalica* 2, no. 1 (2004), <https://doi.org/10.47007/lj.v2i1.227>.

¹⁵Florentz Magdalena and Abdur Rofi, "Potret Tenaga Kerja Anak Indonesia," *Potret Tenaga Kerja Anak Indonesia* 8, no. 2 (2022), <https://ejournal.kemsos.go.id/index.php/Sosioinforma>; Utari et al., "Legal Protection for Children as Victims of Economic Exploitation"; Florentz Magdalena, Sukamdi Sukamdi, and Abdur Rofi, "The Determinants of Child Labor Participation in Indonesia: A Multilevel Approach," *Southeast Asian Journal of Economics* 9, no. 3 (November 30, 2021): 75–108.

In addition, the literature on children's human rights as workers also highlights the long-term impact of child labor on a country's social and economic development. This research suggests that child labor can hinder sustainable human development by disrupting children's access to education, increasing the risk of poverty, and perpetuating intergenerational cycles of poverty.

Several in-depth studies have also revealed the important role of legal regulation in protecting the human rights of children as workers. Analysis of the effectiveness of laws and regulations governing child labor, as well as compliance with them, is the focus of research to evaluate and improve child protection systems in various countries. By understanding the challenges of policy and legal implementation, researchers can provide better recommendations for policymakers to improve child protection in the workplace.

Not only that, the literature on the human rights of children as workers also discusses solutions and best practices in protecting children from exploitation and abuse in the workplace. These include family economic empowerment strategies, the development of inclusive education programs, strong law enforcement, as well as cooperation between government, civil society, and the private sector to create supportive environments for children.

Overall, the literature on the humanitarian rights of children as workers has an important role to play in providing deep insight into this complex issue, as well as providing the basis for policy and practice changes that can improve the well-being of children around the world. By continuing to unearth knowledge and share research findings, we can strengthen efforts to end child labor and protect every child's right to live and thrive in a safe and supportive environment.¹⁶

A comparison of child protection policies in different countries reveals the diverse approaches and strategies used to address the challenges faced in protecting children's rights. Although the general principles of human rights and the United Nations Convention on the Rights of the Child lay the same foundation for child protection policies around the world, their implementation often differs between countries,

¹⁶Widayanti Widayanti and Mig Irianto Legowo, "Analisis Hukum Tenaga Kerja Anak Di Sektor Kelapa Sawit Di Indonesia," *Hukum Dan Dinamika Masyarakat* 20, no. 1 (July 16, 2022): 46, <https://doi.org/10.56444/hdm.v20i1.3162>.

depending on their respective social, economic, cultural, and political contexts.¹⁷

In developed countries such as Sweden, Norway, and Denmark, child protection policies tend to be more integrated and comprehensive, focusing on fulfilling children's rights in all aspects of their lives. These countries often have strong child care systems, including quality health and education services, as well as social support networks for families in need. Their approach to child protection tends to be proactive, with an emphasis on prevention and the support provided to children and their families.

In developing countries such as Brazil, India, and South Africa, child protection policies often face greater challenges due to poverty, social inequality, and resource shortages. Despite this, many of these countries have made significant progress in adopting laws and policies aimed at protecting children's rights, although their implementation is still often constrained by limited infrastructure, institutional capacity, and culture that reinforce discrimination and violence against children.

In Asia, there is a diversity of approaches to child protection policy. Countries such as Japan and South Korea have strong legal frameworks in place to protect children from exploitation and violence, while countries such as India and Bangladesh still face major challenges in addressing the practice of child labor and child marriage. However, in both developed and developing countries, awareness of the need to protect children's rights is increasing, and many countries have stepped up their efforts in this regard through policy reforms, institutional capacity building, and advocacy campaigns.

A comparison of child protection policies across countries shows that despite differences in approaches and strategies, basic principles of children's rights remain a key foundation for these efforts. By continuing to learn from the experiences of other countries, sharing knowledge and best practices, and committing to improving the well-being of children around the world, we can strengthen child protection efforts and ensure that every child has equal opportunities to grow and develop in a safe and supportive environment.¹⁸

¹⁷Wijaksono, Purnaweni, and Lestari, "Implementasi Kebijakan Tentang Pekerja Anak Dan Penanggulangannya Di Kota Semarang."

¹⁸Mas'ud, "Implikasi Undang-Undang Perlindungan Anak Terhadap Pekerja Anak (Suatu Kajian Sosiologi Hukum Terhadap Anak Penjual Koran Di Kota Kupang)."

A critical evaluation of the limitations and challenges in protecting children's human rights as workers exposes the complexity of this issue and highlights aspects that still require serious attention. One of the main challenges is the limited implementation of existing policies and regulations. Although there have been regulations governing the human rights of children as workers, the reality is that there are still many children involved in hazardous work and exploitation in various sectors, especially in the informal sector. Lack of law enforcement and effective monitoring is the main cause of this. The large number of violations that occur without strict consequences results in the low effectiveness of the protection that should be given to the children of workers.¹⁹

In addition, social and economic factors also pose a significant challenge in protecting the human rights of children as workers. In many cases, children are forced to work to help their families meet basic needs, such as food and education. Poverty, lack of access to quality education, and family economic instability are factors that encourage children to engage in work at the age they should spend playing and learning. Therefore, the approach to child protection should be holistic and focus not only on protection in the workplace, but also on improving family economic well-being and access to proper education.

Aside from internal factors, challenges also stem from social and cultural structures that still view children's work as commonplace or even necessary. Such views can hinder efforts to change behaviors and norms that harm children. It is important to take an approach based on education and change attitudes of society as a whole so that there is a cultural shift that supports children's rights and well-being.

The involvement of the private sector and industry is also part of the challenges that must be overcome in the protection of children's human rights as workers. Despite collaborative efforts between governments, companies, and NGOs in some programs, many companies still violate children's rights in their supply chains. Encouraging companies to adopt responsible business practices and pay attention to children's rights is a key to creating a safe and pro-child work environment.

¹⁹Rehia Karenina Isabella Barus, Salamiah Sari Dewi, and Khairuddin Khairuddin, "Komunikasi Interpersonal Tenaga Kerja Indonesia Dan Anak," *Journal of Education, Humaniora and Social Sciences (JEHSS)* 3, no. 2 (2020): 369–76.

By identifying and understanding limitations and challenges in protecting children's human rights as workers, we can develop more effective strategies and policies to protect children from exploitation and harm in the workplace. Cooperation between governments, the private sector, civil society, and international organizations is needed to create a conducive environment for children to grow and develop safely and gain equal access to education and opportunities for a bright future.²⁰

Child Protection According to Modern Islamic Figures

Wahbah az-Zuhaili explained that, parents have the obligation to provide support for their children, compared to mothers, fathers have more rights to provide for their children.²¹ Mothers should breastfeed their children for two full years, that is, for those who want to complete breastfeeding. and the father's obligation to feed and clothe mothers in a virtuous manner. a person is not burdened but according to the level of his ability. Let not a mother suffer misery because of her child and a father because of his child, and the heirs are also obliged to do so. If both of them want to wean (before two years) with their consent and deliberation, then there is no sin on either of them. Then, if you want your child to be breastfed by someone else, there is no sin for you if you pay according to what is appropriate. Fear Allah and know that Allah is All-Seeing of what you do. (al-Baqarah verse 233)

Place them (wives) where you live according to your ability and do not make it difficult for them to narrow their (hearts). and if they (wives who have been divorced) are pregnant, then give them their living until they give birth, then if they breastfeed your (children) for you then give them their wages, and negotiate between you (everything) well; and if you encounter difficulties then another woman may breastfeed (the child) for him. (ath-Thalaq verse 6).

The obligation to provide maintenance is the obligation of those closest to you.²² Sayyid Sabiq²³ explained that parents care for children, and raise young children, male or female, parents are obliged to provide something that makes them good, protect them from things that hurt

²⁰Florentz Magdalena, "Penyerapan Tenaga Kerja Anak Di Indonesia" (Universitas Gadjah Mada, 2021).

²¹Wahbah Zuhaili, *Fiqih Imam Syafi'i* (Jakarta: Almahira, 2012).

²²Zuhaili.

²³Sabiq Sayyid, *Fiqih Sunnah* (Jakarta: Pena Pundi Aksara, 2006).

and damage them, educate their physical and spiritual and intellectual abilities so that they are able to stand alone in facing life. When they are adults, parents are not justified in asking their children to work and neglecting their children's education and health.

That a woman said, O Messenger of Allah, indeed my child is my stomach that contains him and my milk is his drink and my lap is the one that protects him. But his father has divorced me and wants to keep my child away from my side. So the Prophet said, you are the one who has more rights to the child, as long as you are not married to someone else. (HR. Ahmad, Abu Daud and validated by Imam al-Hakim)

The above hadith is a postulate that a mother has more rights than her father to care for her child. Even women who have been divorced also mentioned that having the qualities of love for a child is of course a priority in itself to care for, protect and educate children to be better, even the Prophet Muhammad SAW established and decided laws according to the wishes of the mother.²⁴

The most important education is a child's education in the arms of his mother and father. This is because their supervision and treatment of him well will be able to grow his body and mind, cleanse his soul and prepare the child. facing life in the future, if there is a separation between father and mother while they have children, the mother has more rights to the child than the father, as long as there is no reason that prevents the mother from taking care of the child, if both are still intact, the parents should be the front guard. to protect their children, provide a living, provide a place to live and provide a decent education, not make children work to earn money, which is not the child's responsibility.

Parents have important priorities when educating their children in terms of providing education, providing a living, ensuring their needs and ensuring their children's health. This is in accordance with the child's own right to receive more attention from their parents. Parents cannot do as they please with their children or not fulfill their children's needs

²⁴Husnatul Mahmudah, Juhriati Juhriati, and Zuhrah Zuhrah, "Hadhanah Anak Pasca Putusan Perceraian (Studi Komparatif Hukum Islam Dan Hukum Positif Indonesia)," *SANGAJI: Jurnal Pemikiran Syariah Dan Hukum* 2, no. 1 (2018): 57–88, <https://doi.org/10.52266/sangaji.v2i1.263>; Irfan Islami, "Legalitas Penguasaan Hak Asuh Anak Dibawah Umur (Hadhanah) Kepada Bapak Pasca Perceraian," *Jurnal Al-Qadau: Peradilan Dan Hukum Keluarga Islam* 6, no. 2 (December 27, 2019): 181–94, <https://doi.org/10.24252/al-qadau.v6i2.10715>.

and education, let alone parents employing children for their own benefit. This is of course contrary to the opinion of the ulama and violates the child's own human rights.²⁵

Rights for children who still need supervision, care, management of their affairs and the people who educate them, their mothers and fathers have an obligation to carry them out. This is intended to ensure that children's rights to care and education are not wasted, and it is not permissible for a child to work to fulfill his own needs, especially if his education is neglected. This will of course violate the child's human rights if their rights are not fulfilled

The Role of Government and Stakeholders in Protecting Children's Humanitarian Rights

The government's role in protecting children's human rights as workers is key in ensuring that every child can grow and develop in a safe and supportive environment. Governments have a primary responsibility to create effective policy frameworks, regulations, and enforcement systems to protect children from exploitation and abuse in the workplace.²⁶

One of the main roles of the government is the establishment and strengthening of the legal framework governing child labor. These include passing laws prohibiting the work of children under a certain age, identifying types of work that are hazardous to children, and establishing safe and age-appropriate work standards for children eligible to work. Such laws are important to provide legal protection for children and provide a basis for law enforcement against violations that occur.

In addition, the government also has an important role in ensuring that children have access to quality education. Education is one of the best ways to prevent child labor, as it provides children with the skills and knowledge they need to reach their full potential. Governments should invest in adequate education infrastructure, reduce barriers to access such as tuition fees and distance, and develop programs that strengthen the link between education and the world of work.

²⁵ Sabiq Sayyid, *Fiqih Sunnah*.

²⁶ Kanyaka Prajnaparamita, "Perlindungan Tenaga Kerja Anak," *Administrative Law and Governance Journal* 1, no. 2 (August 8, 2018): 215–30, <https://doi.org/10.14710/alj.v1i2.215-230>.

Furthermore, governments have a role to play in ensuring that law enforcement agencies have sufficient capacity and resources to enforce child protection laws effectively. This includes training law enforcement officials on procedures for handling child labor cases, establishing special units to address violations of children's human rights as workers, and enhancing cooperation between law enforcement agencies, local governments, and civil society organizations.

In addition to its direct role in regulation and law enforcement, the government also has an important role in building public awareness about the importance of child protection. Information and education campaigns, training for parents and communities, and cooperation with media and educational institutions are some of the ways in which governments can increase understanding of child labor issues and rally support for child protection efforts.

Overall, the government's role in protecting children's human rights as workers is crucial. By taking steps to shape progressive policies, strengthen law enforcement systems, increase access to education, and build public awareness, governments can play a key role in creating an environment where every child can grow and develop safely, healthily, and with their rights protected.²⁷

In addition to the government, other stakeholders also have an important role in protecting the human rights of children as workers. These stakeholders include international organizations, non-governmental organizations (NGOs), the private sector, trade unions, civil society, and individuals. They have the potential to contribute in a variety of different ways to ensure that children are protected from exploitation and abuse in the workplace.²⁸

International organizations, such as the United Nations (UN) and other international organizations, often play an important role in advocating for the protection of children's humanitarian rights as workers at the global level. They develop international guidelines, standards, and conventions that provide the basis for child protection policy at the national level. In addition, they also provide technical and

²⁷Magdalena, "Penyerapan Tenaga Kerja Anak Di Indonesia," 2021.

²⁸Arfan Kaimudin, "Perlindungan Hukum Terhadap Tenaga Kerja Anak Dalam Peraturan Perundang-Undangan Di Indonesia," *Jurnal Yurispruden* 2, no. 1 (2019): 37–50.

financial support to countries to help them strengthen their child protection systems.

Non-governmental organizations (NGOs) are often a driving force in the fight for child protection. They engage in advocacy, campaigning, and outreach at local and national levels to raise public awareness of the issue of child labor and encourage governments to take stronger measures to protect children. In addition, many NGOs focus directly on empowering children and their families, providing education, health, and social assistance services.

The private sector also has an important role to play in protecting children's human rights as workers, especially in ensuring that their supply chains are free of child labor. Many companies have adopted policies and practices aimed at protecting children's rights, including social audits and ongoing monitoring of working conditions in their factories and production facilities. This is an important step in preventing child labor and ensuring that products consumed by society are not linked to violations of children's human rights as workers.

Trade unions can also play a significant role in protecting children's human rights as workers. They can serve as defenders of children's rights in the workplace, ensuring that children are not exploited or treated unfairly. Through advocacy and negotiation with employers, unions can help ensure that safe, age-appropriate work standards are applied to all workers, including children.

Last but not least, civil society and individuals also have a role to play in fighting for the protection of children's human rights as workers. They can rally community support, provide assistance to children affected by child labor, and oversee the implementation of child protection policies and regulations at the local level. By raising public awareness and participation in child protection efforts, they can become a powerful force in the fight for children's rights in the workplace.

Overall, the role of other stakeholders in protecting children's human rights as workers is very important. By working together, collaborating, and coordinating between governments, international organizations, NGOs, the private sector, trade unions, civil society, and individuals, we can create an environment that can protect children's human rights.

Cooperation and coordination between the government and stakeholders is a key aspect in efforts to effectively protect the human

rights of children as workers. Governments have a leading role in policy formation, law enforcement, and supervision, however, collaboration with a variety of others is critical to ensuring success in protecting children from exploitation in the workplace. Stakeholders such as the private sector, civil society, non-governmental organizations (NGOs), and international organizations have different resources, expertise, and access that can enhance the effectiveness of child protection efforts.²⁹

One form of cooperation between the government and stakeholders is through forums and coordination mechanisms. Forums such as interagency coordination meetings, cross-sectoral meetings, and public dialogues are important platforms for sharing information, experiences, and understanding on the issue of children's human rights as workers. Here, various stakeholders can discuss with each other, equalize understanding, and plan joint actions to overcome the challenges faced.

Collaboration in the implementation of child protection programs and projects is also very important. The government and other stakeholders can cooperate in developing, implementing, and monitoring programs aimed at protecting children from exploitation in the workplace. For example, the private sector may provide funding or other resources to support education or training programs for the children of workers, while NGOs may provide technical assistance or advocacy to strengthen related policies and regulations.

In addition, the exchange of knowledge and experience between the government and stakeholders is also an important element of this cooperation. By sharing information on best practices, lessons learned from implemented programs, and recent research findings, governments and other stakeholders can strengthen each other and enhance their capacity to protect children's human rights as workers.

Although cooperation between government and stakeholders has great potential to create a positive impact, challenges can also arise. One of the main challenges is the gap in perceptions and priorities between different parties. Differences in goals and interests can hinder efforts to reach agreement and consensus in decision-making. Therefore, it is important to build trust and facilitate open and inclusive dialogue between all parties concerned.

²⁹ Siswanto Sastrohadwiryono and Asrie Hadaningsih Syuhada, *Manajemen Tenaga Kerja Indonesia* (Bumi Aksara, 2021).

By addressing these challenges and harnessing the potential for collaboration, cooperation between the government and stakeholders can become a strong pillar in efforts to protect the human rights of children as workers. This requires strong commitment, effective communication, and good coordination between all parties involved. Only by working together can we create a safe and supportive working environment for all children, so that they can grow and develop properly and have their human rights protected.³⁰

Performance evaluation and monitoring in protecting the human rights of children as workers is a crucial step in ensuring the effectiveness of various programs and policies that have been implemented. Substantially, the evaluation and monitoring includes the process of assessing the achievement of objectives, the efficiency of resource use, and the effectiveness of child protection program implementation. This assessment not only helps in identifying the successes that have been achieved, but also identifies weaknesses and challenges that are still being faced, so that improvements and improvements can be made in the future.³¹

One of the main aspects of performance evaluation and monitoring is measuring the level of compliance with established rules and regulations. This includes tracking whether companies comply with minimum standards set out in child protection laws, such as minimum age to work, hours allowed and safe working conditions. This evaluation should also involve measuring the level of law enforcement against violations that occur, as well as the effectiveness of penalties given to offenders.

Apart from the legal aspect, performance evaluation and monitoring must also pay attention to the real impact of child protection programs and policies on the lives of workers' children. This includes measures of changes in children's working conditions, their access to education and health services, and changes in the level of exploitation and violence they experience in the workplace. This kind of evaluation requires a holistic and sensitive approach, involving direct participation

³⁰Purnamawanti and Zulkarnaen, "Permasalahan Hukum Tentang Tenaga Kerja Anak di Indonesia."

³¹Mas'ud, "Implikasi Undang-Undang Perlindungan Anak Terhadap Pekerja Anak (Suatu Kajian Sosiologi Hukum Terhadap Anak Penjual Koran Di Kota Kupang)."

from children and their families to understand their experiences and perspectives in depth.

Apart from internal evaluations conducted by the government and related institutions, performance monitoring must also involve external parties such as non-governmental organizations, NGOs, and international institutions. The involvement of external parties is important to ensure that the evaluation process is independent and objective, and can provide outside insights that may not be thought of by the government or other stakeholders. In addition, involving external parties also helps in increasing accountability and transparency in child protection efforts.

Although performance evaluation and monitoring is an important step, challenges can also arise in this process. One of the main challenges is the limited data available, especially in the informal sector where surveillance is difficult. In addition, the lack of trained and skilled human resources in conducting evaluation and monitoring can also hinder the process. Therefore, there is a need for greater investment in capacity and infrastructure that supports performance evaluation and monitoring in protecting children's human rights as workers.

By addressing these challenges and utilizing the results of performance evaluation and monitoring wisely, governments and other stakeholders can identify opportunities for improvement and innovation in child protection efforts. This requires strong commitment, adequate resources, and close cooperation between all relevant parties. Only by strengthening this performance evaluation and monitoring system can we ensure that children's human rights as workers are protected effectively and sustainably, and create a safe and pro-child working environment in the future.³²

Sustainable Solutions for Child Protection in the World of Work

Strengthening policies and regulations is a key step in protecting children's human rights as workers effectively and sustainably. The revision and strengthening of existing laws is a strong foundation for ensuring that children's rights are recognized, respected, and expressly protected by the state. This includes improvements in setting minimum standards of working age, working time limits, safe working conditions,

³²Widayanti and Legowo, "Analisis Hukum Tenaga Kerja Anak Di Sektor Kelapa Sawit Di Indonesia."

and bans on work that is hazardous to children. In addition, it is also necessary to strengthen provisions regarding punishments and sanctions given to perpetrators of violations of children's human rights as workers so that they are effective and have a deterrent effect.³³

Strict law enforcement against violations of children's human rights as workers is an integral part of strengthening policies and regulations. A strong and efficient legal system is needed to crack down on perpetrators who illegally employ children, exploit them, or violate their rights in the workplace. This includes increasing the capacity of law enforcement officials in detecting, investigating, and prosecuting violations that occur, as well as ensuring that the punishment imposed is appropriate to the severity of the violation.

Apart from the law enforcement aspect, strengthening policies and regulations also involves the preparation and implementation of comprehensive family welfare policies. It aims to prevent child exploitation by ensuring that families have adequate access to economic resources, education, health, and other social services. These policies can include social assistance programs, poverty alleviation programs, access to affordable health services, and education and skills training programs for parents and children.

Strengthening policies and regulations also requires close collaboration between governments, the private sector, NGOs, and civil society. Involving all relevant parties in the process of policy formulation, implementation, and monitoring is key to ensuring that the policies adopted reflect the real needs of working children and generate significant impact in their protection. This collaboration is also important in ensuring that the resources and capacity needed to implement the policy are available and allocated efficiently.

By strengthening existing policies and regulations, we can create a solid foundation to effectively protect the human rights of children as workers. It is not only a moral and legal responsibility for governments, but also an investment in a better future for children, society, and the country as a whole. Therefore, strengthening policies and regulations must be a top priority in the agenda of child protection in the world of work.³⁴

³³Sastrohadiwiryo and Syuhada, *Manajemen Tenaga Kerja Indonesia*.

³⁴Kaimudin, "Perlindungan Hukum Terhadap Tenaga Kerja Anak Dalam Peraturan Perundang-Undangan Di Indonesia."

Beyond formal education, training programs and public awareness campaigns play a critical role in transforming attitudes and behaviors toward child protection. Training on children's rights, targeted at both workers and employers, enhances their understanding of the laws and regulations related to child protection in the workplace. Wahbah az-Zuhaili, in his seminal work *al-Fiqh al-Islami wa Adillatuh*, emphasizes that parental responsibility for children is a trust bestowed by Allah SWT. He highlights that fathers bear the primary responsibility for providing sustenance, ensuring proper education, and safeguarding their children's welfare, while mothers play a crucial role in nurturing, moral education, and emotional care. Collaboration between these parental roles is essential to ensure children's physical, mental, and spiritual growth and to protect them from all forms of exploitation.

Wahbah az-Zuhaili also underscores the significance of the principle of *al-maslahah al-mursalah* (public interest not explicitly stated in the texts) as a foundation for decision-making and public policy. This principle mandates that every policy should aim to maximize benefit and minimize harm (*da' al-mafasid*), especially for vulnerable groups such as children. In the context of child protection, this principle is particularly relevant in formulating policies that secure children's basic rights, including access to education and healthcare, while preventing them from falling into exploitative labor practices.

Child protection policies inspired by Wahbah az-Zuhaili's perspectives can be implemented through several strategies. Strengthening parental responsibility is one such approach, emphasizing the duty to prioritize children's education and well-being over short-term financial gains. Governments should support public awareness campaigns that leverage local traditions, such as shadow puppetry, regional music, and Islamic poetry, to convey moral messages about the importance of protecting children. These culturally embedded campaigns make it easier for the messages to resonate with the broader community.

Additionally, religious institutions such as mosques and Islamic boarding schools can serve as advocacy centers and hubs for non-formal education, promoting an understanding of children's rights and parental responsibilities aligned with Islamic teachings. This reflects the principle of *farḍu kifayah*, wherein society, together with religious institutions, holds a collective obligation to protect the welfare of children. Within this framework, governments and civil society organizations can

collaborate to provide economic assistance to vulnerable families through programs based on *zakat* and *waqf*. Such financial support reduces the likelihood of children from impoverished families entering exploitative labor environments.

This collaborative approach reflects Wahbah az-Zuhaili's emphasis on collective responsibility as a cornerstone for a prosperous society. By integrating policies that reinforce parental accountability, culturally resonant campaigns, and the active involvement of religious institutions and government entities, child protection efforts can become more effective and socially relevant. Grounded in a robust theoretical framework, this approach holds the promise of delivering sustainable solutions to safeguard children's rights in Indonesia.

Through education and increased public awareness, it is hoped that a better environment will be created to protect the human rights of children as workers. High awareness of this issue will help communities identify, report and prevent child exploitation in the workplace. Therefore, efforts to improve education and public awareness should continue to be encouraged and strengthened as an integral part of the overall child protection strategy.³⁵

Conclusion

The protection of children's human rights as workers is a complex issue and requires serious attention from various parties. Drawing from the perspectives of Islamic values and modern scholarship, including insights from Wahbah az-Zuhaili, this article emphasizes the critical role of parents, society, and institutions in safeguarding children's education, health, and well-being. The findings highlight the harmful consequences of child labor, such as its detrimental impact on education and development, as well as the structural factors that perpetuate child exploitation in workplaces.

Effective child protection requires targeted policy measures, including the strengthening of regulations, rigorous law enforcement, public education, and the empowerment of families. Collaboration between governments, religious institutions, civil society, and the private

³⁵Mas'ud, "Implikasi Undang-Undang Perlindungan Anak Terhadap Pekerja Anak (Suatu Kajian Sosiologi Hukum Terhadap Anak Penjual Koran Di Kota Kupang)."

sector is essential to create a holistic framework for child protection. Drawing on Wahbah az-Zuhaili's principles, the responsibility for child welfare extends beyond individual families to the collective obligation of communities and institutions. In Indonesia, integrating Islamic humanitarian values into national policies and local programs provides a culturally grounded and ethically strong basis for addressing child exploitation.

This article offers a comprehensive analysis of the challenges and solutions in protecting children's rights, proposing actionable recommendations that reflect both Islamic ethics and contemporary socio-economic realities. It underscores the importance of collaboration among stakeholders to build a child-centered environment that prioritizes education, well-being, and safety. By providing a theoretical and practical foundation, this study aims to guide the development of more effective and sustainable policies for child protection in Indonesia and beyond.

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