

ABSTRAK

ANALISIS POTENSI KEBIJAKAN DALAM Mendukung Pemberian ASI Eksklusif: Studi Kualitatif di Lingkungan Kerja Universitas Lampung

Oleh

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Latar Belakang: Pemberian ASI eksklusif di lingkungan kerja masih menjadi tantangan bagi dosen dan tenaga kependidikan. Faktor internal seperti stres emosional dan beban peran ganda, serta faktor eksternal berupa keterbatasan fasilitas dan tuntutan administratif, menjadi hambatan utama. Dukungan institusi saat ini masih bersifat informal dan subjektif akibat ketiadaan regulasi tertulis yang spesifik. Penelitian ini bertujuan menganalisis potensi kebijakan institusi dalam mendukung pemberian ASI eksklusif di lingkungan kerja Universitas Lampung.

Metode: Penelitian menggunakan pendekatan kualitatif. Data dikumpulkan melalui wawancara mendalam dengan pimpinan universitas dan fakultas, serta *Focus Group Discussion* (FGD) bersama dosen dan tenaga kependidikan. Analisis data menggunakan perangkat lunak NVivo 12 dengan teknik triangulasi untuk menjamin validitas data.

Hasil: Praktik pemberian ASI eksklusif paling besar dipengaruhi oleh faktor eksternal yang berupa keterbatasan fasilitas ruang laktasi dan tingginya tuntutan administratif. Faktor internal berupa stres emosional dan beban peran ganda turut mempengaruhi praktik pemberian ASI eksklusif. Dukungan institusi masih bersifat informal dan subjektif akibat ketiadaan regulasi tertulis yang spesifik.

Kesimpulan: Diperlukan transformasi dukungan dari sukarela menjadi mandat institusional. Rekomendasi utama adalah penyusunan Peraturan Rektor yang mengatur pemberian ASI eksklusif, penyesuaian beban kerja, pendirian fasilitas laktasi, dan penyediaan *workplace daycare* guna menciptakan ekosistem kerja yang inklusif dan responsif gender.

Kata Kunci: ASI Eksklusif, Ibu Bekerja, Kebijakan Institusi, Lingkungan Kerja, Ruang Laktasi.

ABSTRACT

ANALYSIS OF POLICY POTENTIAL IN SUPPORTING EXCLUSIVE BREASTFEEDING: A QUALITATIVE STUDY IN THE WORKPLACE SETTING OF THE UNIVERSITY OF LAMPUNG

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Background: Exclusive breastfeeding in the workplace remains a challenge for lecturers and education staff. Emotional stress and dual role burden as internal factors, along with limited lactation facilities and high administrative demands as external factors, are the main barriers. Current institutional support remains informal and subjective due to the absence of specific written regulations. This study aims to analyze the potential of institutional policies in supporting exclusive breastfeeding in the work environment of Universitas Lampung.

Methods: This study used a qualitative approach. Data were collected through in-depth interviews with university and faculty leaders, as well as Focus Group Discussions (FGD) with lecturers and education staff. Data analysis used NVivo 12 software with triangulation techniques to ensure data validity.

Results: Exclusive breastfeeding practices are most strongly influenced by external factors, including limited lactation room facilities and high administrative demands. Internal factors such as emotional stress and dual role burden also affect exclusive breastfeeding practices. Institutional support remains informal and subjective due to the absence of specific written regulations.

Conclusion: A transformation of support from voluntary to institutional mandate is needed. The primary recommendation is the drafting of a Rector Regulation governing guaranteed time for breast milk expression, workload adjustment, standardization of lactation facilities, and the provision of workplace daycare to create an inclusive and gender-responsive work ecosystem.

Keywords: Exclusive Breastfeeding, Working Mothers, Institutional Policy, Work Environment, Lactation Room.