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The Role of Mass Media in Shaping Public Discourse on Age Limits in Job Recruitment in Indonesia

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ABSTRACT

This study analyzes how major online media in Indonesia frame the issue of age limits in job advertisements. Age limits in job recruitment have become an increasingly controversial issue in Indonesia, sparking public debate and widespread legal scrutiny. Using qualitative content analysis and Entman's framing theory, ten news articles published between March and September 2024 were systematically analyzed. The results show that 70% of the articles used negative framing, portraying age limits as a form of discrimination and social injustice. Media outlets such as Kompas.id and Kompas.com were the most advocacy-oriented, highlighting the vulnerability and exclusion of job seekers over the age of 30, and openly advocating for policy reform. BBC News Indonesia, on the other hand, took a more balanced approach by highlighting legal controversies and institutional ambiguities. Three main framing patterns emerged: discrimination and social injustice, legal debates, and media advocacy for policy change. These findings indicate that Indonesian media are not merely neutral messengers but active actors that spark public discourse and drive more inclusive labor policies. This research underscores the importance of media framing in shaping public perception and provides critical insights for future research and evaluation of labor policies.

Keywords: media content analysis, age restrictions, labor recruitment, employment equity

ABSTRAK

Penelitian ini menganalisis bagaimana media daring utama di Indonesia membingkai isu batas usia dalam iklan lowongan kerja. Batas usia dalam perekrutan kerja semakin menjadi isu kontroversial di Indonesia, memicu perdebatan publik dan sorotan hukum yang luas. Dengan menggunakan analisis isi kualitatif dan teori framing Entman, sepuluh artikel berita yang terbit pada Maret hingga September 2024 dianalisis secara sistematis. Hasil penelitian menunjukkan 70% artikel menggunakan framing negatif, menggambarkan batas usia sebagai bentuk diskriminasi dan ketidakadilan sosial. Media seperti Kompas.id dan Kompas.com tampil paling advokatif, menyoroti kerentanan serta eksklusi pencari kerja berusia di atas 30 tahun, serta secara terbuka mendorong reformasi kebijakan. BBC News Indonesia, di sisi lain, mengambil pendekatan yang lebih seimbang dengan menonjolkan kontroversi hukum dan ambiguitas institusional. Tiga pola framing utama yang muncul adalah: diskriminasi dan ketidakadilan sosial, perdebatan hukum, serta advokasi media pada perubahan kebijakan. Hasil ini menunjukkan bahwa media Indonesia bukan sekadar penyampai pesan yang netral, melainkan aktor aktif yang memicu wacana publik dan mendorong kebijakan ketenagakerjaan yang lebih inklusif. Penelitian ini menegaskan pentingnya peran framing media dalam membentuk persepsi publik dan memberikan wawasan kritis untuk penelitian dan evaluasi kebijakan ketenagakerjaan di masa depan.

*Kata kunci: analisis isi, konten media, batasan usia, perekrutan tenaga kerja, kesetaraan dalam ketenagakerjaan*

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INTRODUCTION

Age restrictions in labor recruitment have become a contentious issue in Indonesia, with many companies imposing maximum age limits, such as 30 or even 26 years, for job applicants (Detik, 2024). This practice has intensified public dissatisfaction, especially among individuals still in their productive years. The Ministry of Manpower of the Republic of Indonesia (Kemnaker) plays a pivotal role in regulating employment policies, aiming to create a productive, competitive, and prosperous workforce (Kemnaker, 2018). As per February 2025 Indonesia workforce from the age on 15-30 is 39.675.281 persons. Among this figure, 4.869.227 persons are jobless. Within this number the range of age 25-29 itself have 1.319.299 persons. (BPS, 2025) However, despite the ministry's objectives, the issue of age-based hiring restrictions remains a pressing concern with the public assessment that the determination of maximum age limits can now be found more and more in various companies.

Figure 1. Age Restriction on Job Portal

Source: Jobstreet, https://id.jobstreet.com/job/80056953?tracking=SHR-IOS-SharedJob-asia-4.
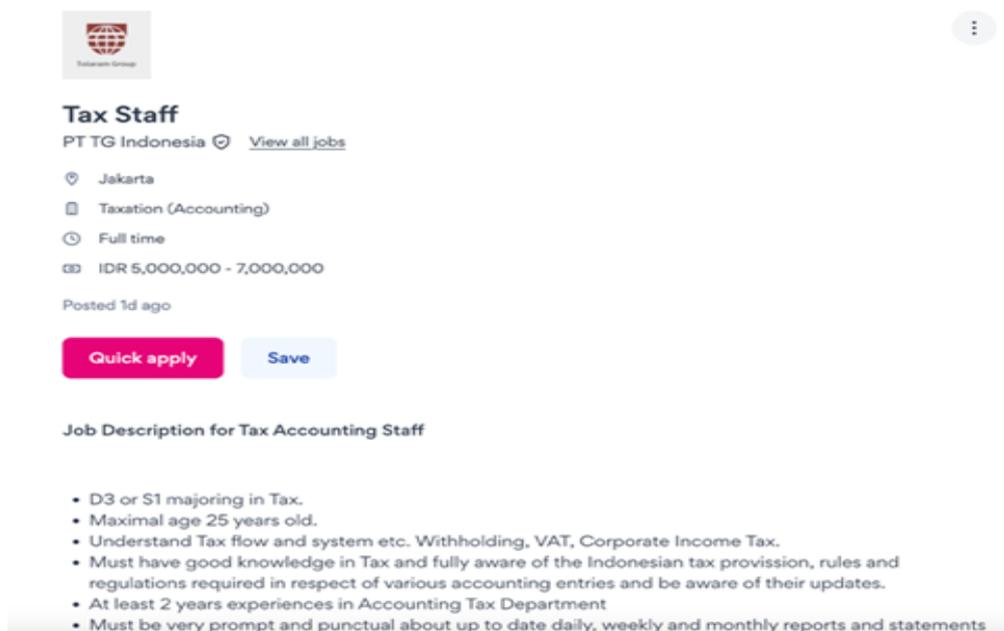
The discourse surrounding age-based hiring policies has been heavily influenced by mass media, including news portals, television broadcasts, and social media platforms. A report from Detik highlighted the challenges faced by job seekers due to age restrictions, bringing significant public attention to the issue (Detik, 2024). Additionally, discussions on social media platforms such as X.com (formerly Twitter) have amplified concerns regarding job discrimination based on age, sparking debates about fairness and inclusivity in the hiring process (Arief, 2024).

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Figure 2.

Source: X (Twitter), Arief (2024)

Some reports suggest that these restrictions may be linked to companies' preferences for younger employees due to cost-efficiency and adaptability, as highlighted by Kompas (Mediana, 2024). Such media coverage has evoked strong public emotions, further shaping societal discourse on labor rights and employment equity.

Previous studies on age restrictions in job recruitment in Indonesia have primarily focused on legal, policy, or socioeconomic perspectives. For example, Ardhana et al. (2025) analyzes the impact of age-based restrictions on job opportunities, emphasizing legal and human rights issues without discussing the role of media in public discourse. Pangestu (2024) also explores ageism in recruitment from a human rights standpoint yet does not address how these issues are constructed or amplified by mass media coverage. Meanwhile, Lasut et al. (2022) examine job advertisement content on digital platforms, but their research is limited to analyzing required skills and qualifications in e-recruitment and does not cover media framing. Ridwan and Ismail (2024) further identify the challenges faced by Generation Y and Z due to maximum age requirements in employment policies, using an agenda-setting approach, but focus mainly on policy analysis rather than media analysis. Previous studies have also explored how mass media frame public issues in Indonesia, including Analisis Isi Pro Kontra Pemberitaan Media Massa di Harian Fajar terhadap Kebijakan Di Rumah Saja, which examined Fajar Daily newspaper's coverage of how government policies on working, studying, and worshipping from home during the early Covid-19 pandemic. It uses quantitative content analysis and agenda setting theory that found 74,5% of news supported the government's

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policies, while the other 25,5% opposed them, showing how the media shaped public opinion on these policies. Similarly with the study Media and Pandemi: Frame tentang Pandemi Covid-19 dalam Media Online di Indonesia (Studi pada Portal Berita Kompas.com dan Detik.com) that analyzed Covid-19 coverage in both media mentioned during March 2020 using framing analyses. It found two dominant frames which are public health (victims, risks, and threats), and policy (government strategies), along with a dominant tone of fear and worry.

By analyzing mass media coverage of age restrictions in Indonesia, this study aims to analyze how different media platforms frame the issue and whether these portrayals provide information on societal perspectives and policy considerations. The significance of this study lies in its potential to reveal patterns in media representation, assess the fairness and inclusivity of the discourse, and determine the extent to which media narratives contribute to shaping employment-related policies. Given the sensitivity of this issue and its potential to escalate into a broader labor market crisis, an in-depth content analysis of mass media is essential to evaluate how information is disseminated, interpreted, and acted upon by both the public and policymakers. In this research, the analysis focuses on how the media construct and frame public attention, and will be analyzed using Framing Theory (Entman, 1993) and Issue Life Cycle (Liebl, F, 2002). Although the public and media have paid attention to these issues, in depth academic research regarding how mass media in Indonesia specifically frame issues on age restriction is still limited. There are differences of understanding on how media reacts as that makes differences on how public response is the reason behind what this research tries to fill in the gap.

METHOD

The research method used is content analysis with descriptive qualitative approach. This study analyzed a total of 10 news articles research objects are major Indonesian online media, including Detik.com, Kompas.id, BBC News Indonesia, Magdalene.co, and ANTARA News. The articles were published between March and September 2024. Content selection is based on relevance to age limit in job recruitment and also The news used is based on key points of the argument and public attention. The unit of analysis in this study was each news article that explicitly discussed age requirements in job recruitment in Indonesia. Each article was further examined and coded based on key evidence, tone of coverage, main theme, date of publication, and a brief summary or contextual implications.

The qualitative analysis is to interpret the narrative, arguments, and implications of each article in-depth. As a supplement, an Issue Life Cycle graph was created to visualize the dynamics of public attention over time the qualitative analysis stage was conducted using Framing Theory, as conceptualized by Entman (1993), to dissect how the media constructs the issue. This analysis focuses on four framing functions: defining problems, diagnosing causes, making moral judgments, and suggesting remedies.

The data in each article was classified according to its element and evidence. Tone of coverage (positive, negative, or neutral) to observe the general tendency of the media to be treated as supporting data. In this analysis, a 'Positive' tone was defined as coverage that

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criticized age limits a 'Negative' tone as coverage that legitimized the practice or reported the rejection of lawsuits against it and 'Neutral' as balanced reporting without clear partisanship the date. Main Themes refers to primary topics and key subjects that were discussed within the content of the news articles, in order to understand what aspect of the issue the media focused most on. Time Distribution is to track media attention over a period time suggesting a significant event may have occurred during the time from these articles provided. The direct data points used to construct the Issue Life Cycle graph, illustrating the evolution of media attention over time. This only acts as a supporting of the qualitative approach.

RESULT AND DISCUSSION

The research object consists of news articles, investigative reports, and opinion pieces from major Indonesian media outlets, selected based on their relevance to discussions on workforce inclusivity, labor rights, and policy interventions. The research aims to provide a comprehensive understanding of media coverage patterns as well as the given that mass media serve as public-shaping perceptions and policy debates, this study seeks to identify dominant narratives, framing strategies, and ideological biases in employment-related news discourse. The selection of media reports as the primary research object is grounded in their role in legitimizing or challenging discriminatory hiring norms, as well as their influence on how job seekers, employers, and policymakers navigate labor regulations. qualitative analysis of this media content, the research explores how Indonesian mass media portray age-based recruitment restrictions. The analysis identifies prominent narratives, examines potential biases, and assesses how these portrayals might shape public opinion, influence social discourse, and affect policy considerations. By examining these media discussions, the study sheds light on how mass media can impact society's views and inform approaches to fair and inclusive hiring practices in the Indonesian labor market.

This section consists of articles or media that analyze from 10 main articles. The analysis is based on 10 articles from Indonesia's national media regarding the age discrimination from March to September 2024 which show various results.

Below is some of the articles showing how age restriction is being posted: "For many people today, the age of 25 is often considered a critical point at which job opportunities begin to narrow. As age increases, job opportunities continue to shrink, so individuals over the age of 25 especially those over 30 often face very limited options in the job market" (detik, September 12, 2024). This part of the article was taken from "Jalan Terjal Pencari Kerja dan Kekalnya Diskriminasi Usia (The Steep Road of Job Seekers and the Persistence of Age Discrimination)" that was posted on September 12 2024 at 14.00 WIB.

"Almost all job vacancies for the positions Rangga was seeking always set a maximum age limit of 25 to 27 years... He was rejected because of his age." (Magdalene.co, 2024, September 6). This part of the article was taken from "Maaf, Usia 30 Dilarang Kerja: Ageisme yang Masih Hantui Job Seeker (Sorry, 30-year-olds are prohibited from working: Ageism that still haunts job seekers)" that was posted on September 6, 2024.

Table 1. Element-Evidence Tables

Element	Evidence	Frequency (n)	Percentage (%)
Tone of Coverage	Positive	7	70
	Neutral	2	20
	Negative	1	10
Main Themes	Age Discrimination	9	90
	Labor Market Inequality	1	10
Time Distribution	March 2024	1	10
	May 2024	1	10
	July 2024	1	10
	August 2024	2	20
	September 2024	5	50
Total Articles		10	100

The 10 key articles from Indonesia's national media regarding age limits in job recruitment. The distribution of coverage spanned from March to September 2024 with the highest concentration of articles 50% published in September, indicating a peak in media attention during this period. Earlier months demonstrating ongoing media interest throughout the year. Regarding the tone of coverage of articles 70% presented a positive stance, supporting that age limits constitute discriminatory practices and employment opportunities. Two articles (20%) maintained a neutral tone, and one article (10%) expressed a negative tone, often highlighting challenges related to legal rule to policy change. The dominant theme identified was age discrimination, appearing in 90% of the articles, reflecting the central framing of age limits as social injustice affection for the job seekers especially older applicants. Legal challenges, primarily debates and lawsuits filed with the constitutional court, featured prominently. Other identified themes, such as 'Labor Market Inequality,' appeared with a much lower frequency (10%). At the same time, the presence of neutral and critical viewpoints points to ongoing debates and difficulties within the legal system and societal mindset.

Figure 2. Issue Life Cycle
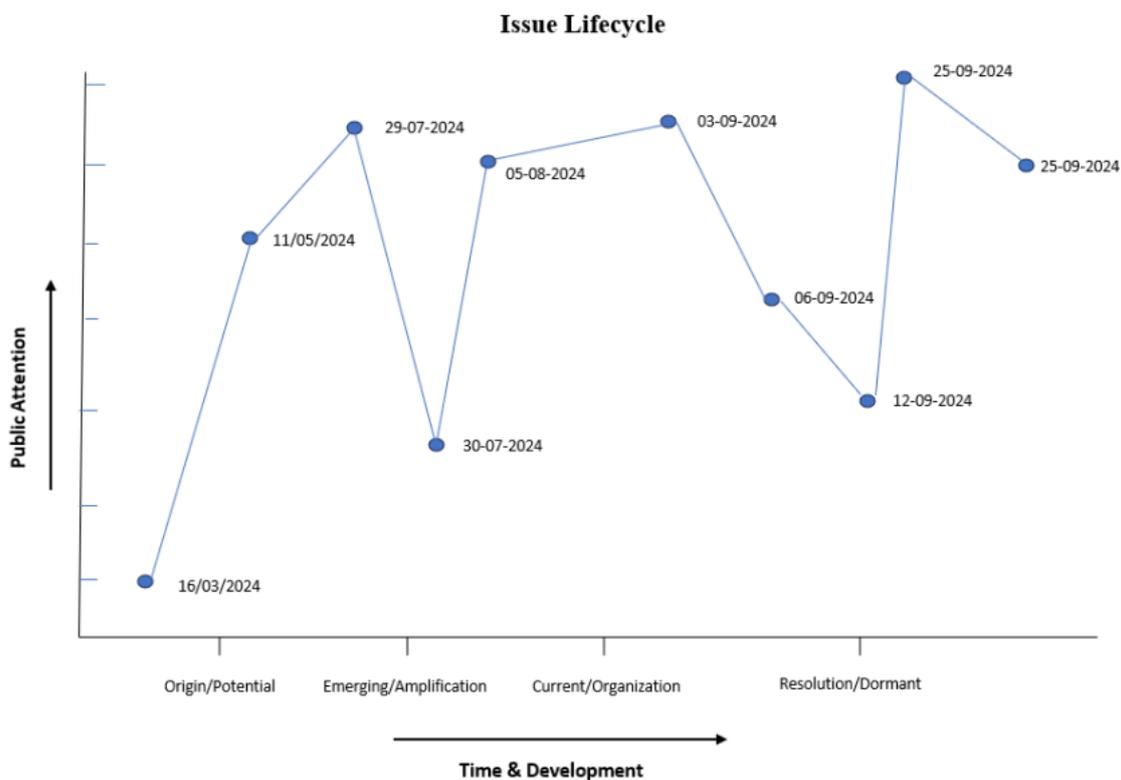
Issue Life Cycle starting in March 2024, the issue initially drew limited attention, representing the origin or potential phase of the lifecycle. Public interest then steadily increased, reaching an early peak in mid-May, signaling the emerging and amplification stage. After a slight dip at the end of July, attention rebounded in early August and continued to rise, peaking again in early September. This period corresponds to the current or organization stage, where the issue received significant media coverage and public discourse. Following this peak, attention declined through mid-September but surged sharply again later that month, reflecting ongoing developments or heightened focus, before beginning to settle. This pattern suggests the issue is moving through the resolution or dormant phase but may still be subject to renewed public interest depending on future developments.

On Framing analysis according to Framing Theory, the media do more than just report facts, they select certain aspects of an issue and emphasize them to shape how the public understands and interprets that issue. This means that the way a story is framed influences what people think about the problem, who they see as responsible, and what solutions they consider acceptable. In this study, the media predominantly frame age limits in job recruitment as a form of discrimination against older workers.

The first frame is age limits as discrimination and social injustice. The media consistently highlights the suffering and marginalization of job applicants, as summarized in the analysis of a Kompas.id article (September 3, 2024): "Restricting the age of job applicants is considered a form of discrimination against job seekers because this provision is not relevant to job qualifications.

The second frame is the issue as a legal battleground. The media positions the Constitutional Court (Mahkamah Konstitusi or knowingly as MK) as the center of the narrative, where the legality of the age limit practice is tested. This frame is presented neutrally by Kompas.id (September 25, 2024) when reporting on the lawsuit: "Various parties such as civil society organizations sued the Constitutional Court over the practice of discrimination based on age in the job recruitment process in Indonesia.

The third frame is a call for policy and cultural reform. The media does not stop at reporting the problem but also actively advocates for solutions. This is evident in the implication highlighted from a BBC News Indonesia report (September 25, 2024): "A ban on this practice is to protect workers' rights, create diversity in the workforce, create a fairer and more inclusive job market.

Finally, the media did not just identify the problem, it also consistently suggested remedies, primarily focusing on legal and policy reform. the most direct solution was a complete ban on practice. A report from BBC Indonesia was necessary to highlight the issues. This consistent focus on legal action demonstrates that the media framed the remedy as a systemic problem requiring a top-down solution from the government

The findings of this study consistently show that the Indonesian online mass media acts not just as a neutral purveyor of information, but as an active advocacy agent on the issue of age limits in employment. The media does not view this issue merely as a business policy, but as an issue of social justice. The dominance of a positive tone (70%) that criticizes and the "injustice" frame that appears in 90% of the articles are evidence of a clear editorial stance. The media consciously chooses to highlight the human rights and human-interest aspects, an interpretation that goes beyond the mere reporting of facts.

The pattern of media attention depicted in the Issue Lifecycle graph confirms the model by Liebl (2002). The graph indicates that this is no longer a sporadic complaint but has matured into a significant policy issue in the public sphere. The issue has clearly passed the emergence and amplification stages, driven by trigger events such as the lawsuit at the Constitutional Court, and is now at an organizational stage where various stakeholders are actively engaged in the debate. This confirms that the media findings are not random events but are part of an evolving issue dynamic.

Theoretically, this active role of the media can be dissected further using Entman's (1993) Framing Theory. First The media not only performs the first-level function by making the issue important (as seen in the issue lifecycle), but it also strongly performs the second-level function. The media defines the problem as "discrimination".

Second, Media diagnosed the cause by attributing it to corporate financial moves. This narrative is being used that companies use age limits to suppress wages, effectively framing corporations as the source of the problem.

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Third, clear moral judgement was made against this. made a lot of people stand against which to push workers right as in the figure 1 of the table, framing that the issues as more an ethical failure rather than business necessity. Thus, the media is an active participant in constructing the social reality of this issue, not merely a mirror of that reality.

Finally, to suggest remedy the media strategically elevates the issue from a corporate-level problem to a national, constitutional one. This narrative choice implies that voluntary changes from individual companies are considered insufficient. Instead, it frames the problem as systemic, suggesting that a true remedy must be structural and enforced through top-down legal intervention

The finding of this research comparison of the headlines and key quotes from different Indonesian news outlets reveals clear differences in framing age limits in job recruitment. Kompas.id adopts a highly critical and advocative tone, as reflected in its headline: "The consequence of age limits in job applications, especially when vacancies are only for younger people, is that job seekers over 30 years old will find it difficult to enter the formal sector" (Kompas.id, 2024, August 5). This framing highlights ageism as social injustice and the vulnerability of older job seekers. Detik.com, in contrast, reports age requirements with a more neutral and factual tone, such as "Maximum age 27 years for entry-level staff positions..." (Detik.com, 2024, July 14), without explicit criticism or advocacy. Magdalene.co emphasizes personal stories of discrimination, for example: "Almost all job vacancies for the positions Rangga was seeking always set a maximum age limit of 25 to 27 years... He was rejected because of his age" (Magdalene.co, 2024, September 6). This approach underscores the emotional and practical barriers faced by job seekers. Overall, Kompas.id and Magdalene.co take a critical and advocative stance against age-based discrimination, while Detik.com remains neutral. These differences in media framing illustrate how coverage can shape public perception and influence debates around ageism in the Indonesian labor market.

For policymakers, especially the Ministry of Manpower, the media pressure consistently framed as a social justice issue is a strong signal to review employment regulations to be more inclusive. For companies, these findings serve as a warning that age-based recruitment practices carry a high reputational risk as they become more socially unacceptable and can affect the company's public image.

In conclusion, this study underscores the critical role of media framing in shaping public and policy discussions concerning age discrimination in employment. The way in which media framing shapes public attitudes, job-seeker behavior, or even company policies still requires further research. However, by bringing these issues into the public spotlight, the media opens space for wider discussion and can potentially contribute to ongoing conversations about the age limit and the fairness in employment. Although media narratives have the potential to influence ongoing conversations and inspire reform, further studies are needed to explore how these messages are received by society and whether they lead to concrete changes in perceptions or employment policies.

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CONCLUSION

The study set out to analyze how Jakarta's mass media portrays the issues of age limits in employment. The findings reveal a clear and consistent pattern rather than acting from a neutral perspective. The evidence of a high proportion of articles (70%) that criticize age-based hiring and advocate for more inclusive practices. Across the board, this issue is framed as a matter of social injustice shifting the narrative away from a routine business policy. However this research has several limitations and future research should broaden the analysis by including more media sources, a wider range of article types, and possibly quantitative survey of how audiences interpret and respond to media narratives about age limits. It would be valuable to explore employment.

In theory, this research validates the combining framing theory and issues lifecycle model to capture the social issues of Jakarta's contemporary media environment. The study's main contribution is in clear media mapping.

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Table 2. Age Limits in Employment: A Challenge for Indonesian Job Seekers

Date	Title/Source	Extent of Coverage	Size of Audience	Location	Tone of Coverage	Visual Image	Summary/Direct Quote
12-09-2024	Jalan Terjal Pencari Kerja dan Kekalnya Diskriminasi Usia (The Steep Road of Job Seekers and the Persistence of Age Discrimination) https://news.detik.com/kolom/d-7536080/jalan-terjal-pencari-kerja-dan-kekalnya-diskriminasi-usia	1765 words	47,000 (Followers Instagram)	Indonesia-National	Positive		For many people today, the age of 25 is often seen as a critical point where opportunities to enter the workforce begin to dwindle. As age increases, job opportunities continue to shrink, leaving individuals over 25, especially those over 30, often facing extremely limited choices in the job market
3-09-2024	Mengapa Pembatasan Usia Pelamar Kerja Termasuk Bentuk Diskriminasi (Why is the Age Limit for Job Applicants a Form of Discrimination?) https://www.kompas.id/baca/riset/2024/09/02/mengapa-pembatasan	1835 words	867,000 (Instagram)	Indonesia-National	Positive		With this age requirement, it is increasingly difficult for job seekers over the age of 30 to find employment. In fact, rejection and failure often loom over job seekers over the age of 30. This age restriction is considered a form of age discrimination.

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	-usia-pelamar-kerja-merupakan-bentuk-diskriminasi						
25-09-2024	Dianggap Diskriminatif, Batas Usia Rekrutmen Pelamar Kerja Digugat di MK Considered Discriminatory, Age Limit for Recruitment of Job Applicants Challenged at the Constitutional Court https://nasional.kompas.com/read/2024/09/25/06133321/dianggap-diskriminatif-batas-usia-rekrutmen-pelamar-kerja-digugat-di-mk?page=all	667 words	867,000 (Instagram)	Indonesia-National	Neutral		Discrimination is any restriction, harassment, or exclusion, whether direct or indirect, based on distinctions between people on the basis of age, religion, ethnicity, race, ethnic group, class, social status, economic status, gender, language, political beliefs, which results in the reduction, deviation, or elimination of the recognition, exercise, or enjoyment of human rights and fundamental freedoms in both individual and collective life in the political, economic, legal, social, cultural, and other aspects of life.
29-07-2024	Mk Tolak Gugatan Diskriminasi Dalam Lowongan Kerja-Kesaksian Dua Pemuda Yang	4314 words	27,900.000 (Instagram)	Indonesia-National	Negative		Two young men (Farhan and Fikri) experienced difficulties in finding work after graduating from college in Indonesia after the Covid-19 pandemic. The tight job competition and age

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	Menganggur Gara-Gara Batasan Usia Di Lowongan Kerja (Mk Rejects Lawsuit About Discrimination In Job Vacancies - Testimony Of Two Unemployed Young People Because Of The Age Limit On Job Vacancies) https://www.bbc.com/indonesia/articles/c3ggq4g22pno						restrictions make it difficult for them to be accepted by companies. On the other hand, The Constitutional Court rejected the lawsuit filed by a young man from Bekasi regarding working age restrictions.
25-09-2024	Warga Kembali Minta MK Larang Syarat Usia-Penampilan Menarik di Lowongan Kerja (Residents Again Ask the Constitutional Court to Ban Age Requirements - Attractive Appearance in Job Vacancies) Warga Kembali	576 words	4,700,000 (Instagram)	Indonesia -National	Positive		Indonesian citizens asked the MK (Constitutional Court) to prohibit minimum age and attractive appearance in job vacancy requirements as a form of discrimination that is detrimental to job seekers.

	[Minta MK Larang Syarat Usia-Penampilan Menarik di Lowongan Kerja](#)						
05/08/2024	Pembatasan Usia Pelamar Kerja Berpotensi Menambah Rentan Tenaga Kerja (Age Restrictions for Job Applicants Have the Potential to Increase Workforce Vulnerability) https://www.kompas.id/baca/ekonomi/2024/08/05/pembatasan-usia-pelamar-kerja-berpotensi-menambah-rentan-tenaga-kerja?open_from=Search_Result_Page	224 words	867,000 (Instagram)	Indonesia-National	Positive		The consequences of age limits for job applications, especially limiting job vacancies to young people, make it difficult for job seekers over the age of 30 to enter the formal sector. As a result, they are forced to work in the informal sector, which offers less employment protection.

11/05/2024	HRD Jerman kaget ada batasan umur buat melamar kerja di +62 (German HRD is surprised that there is an age limit for applying for jobs at +62) https://www.instagram.com/reel/C60f2LRI3VJ/?utm_source=ig_web_copy_link&igsh=MzRlODBiNWFlZA==	119 words	86,364 (Instagram)	Indonesia-National	Positive		Rizhfany, a former worker in Indonesia decided to look for work in Germany after being disappointed and experiencing discrimination because of the age limit. During the test interview, he explained the reasons for choosing to work in Germany and the HRD staff were surprised to learn that there was an age limit for applying for work in Indonesia. Moreover, the fact is that companies in Germany will be subject to fines from the government if they limit the age of workers in the recruitment process.
09/10/2024	Mk Tolak Uji Materi Soal Batasan Usia Pelamar Dalam Lowongan Kerja (The Constitutional Court refuses a material test regarding the age limit for applicants in job vacancies) https://www.antaranews.com/berita/4227423/mk-tolak-uji-materi-soal-	390 words	274,000 (Instagram)	Indonesia-National	Negative		Mahkamah Konstitusi Indonesia rejected a judicial review regarding age restrictions for job applicants in job vacancies. The ruling emphasizes the discretion of employers in setting job requirements, including age, while raising concerns about potential discrimination. This decision reflects ongoing debates about age discrimination in the job market and the need for more inclusive hiring practices.

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	batasan-usia-pelamar-dalam-lowongan-kerja						
16/03/2024	Batas Usia Penghalang Kesempatan Kerja (Age Limit Barriers to Job Opportunities) https://news.detik.com/x/detail/intermeso/20240316/Batas-Usia-Penghalang-Kesempatan-Kerja/	790 words	909 (Instagram)	Indonesia-National	Positive	 **Batas Usia Penghalang Kesempatan Kerja** Usia sekarang tidak menjadi penghambat seseorang mendapatkan pekerjaan.	The large number of job seekers who suffer the same path, namely being hindered by the age limit, has led Leonardo Olefins Hamonangan to file a lawsuit for judicial review regarding the article that triggers companies to set discriminatory requirements such as age and minimum experience in job vacancies.
06/09/2024	Maaf, Usia 30 Dilarang Kerja : Ageisme yang Masih Hantui Job Seeker (Sorry, 30-year-olds are prohibited from working: Ageism that still haunts job seekers) https://magdalene.co/story/perempuan-30-tahun-sulit-dapat-kerja/	2525 words	70,700 (Twitter)	Indonesia-National	Positive	 **Maaf, Usia 30 Dilarang Kerja: Ageisme yang Masih Hantui 'Job Seeker'** Jasmine Floretta V.D	A woman from Indonesia aged 30 years and over complained about age discrimination in the workplace, especially after the Covid 19 pandemic. Many companies have implemented age limits reducing opportunities for women to work. Older women feel inadequate and inferior because they do not match the company's qualifications.