

ABSTRACT

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LEGAL PROTECTION OF WOMEN WORKER'S RIGHTS IN POST-EMPLOYMENT AGREEMENTS REGULATED BY LAW OF THE REPUBLIC OF INDONESIA ON JOB CREATION

(XII + 83 Pages)

Work is one of the essential factors in human life, considering that it has a major function for creating a wealthy and prosperous life. Through work, each individual can earn an income that can be used to meet the needs of an everyday life. Before getting a job, it is first regulated regarding the rights and obligations of the parties stipulated in a work agreement. However, in reality, not all work agreements benefit both parties. In the case of workers, especially women's, often experience events where the agreement that was agreed upon by both parties is not implemented as it should. In fact, workers are expected to immediately agree to the agreement provided by the company just because they really need the job. Legal protection for women workers who wants to get their rights but are not provided because they are not regulated in advance in the work agreement creates a big conflict for women workers who want to claim their rights, therefore the author uses normative legal research using secondary data because the research is aimed at regulations that closely related to literature. As a result of research and analysis, it can be concluded that Law no. 13 of 2003 has provided a strict legal protection regarding women workers so that in Law no. 11 of 2020 did not create a new rule to further tighten existing arrangements. However, women workers are advised to first pay attention to their rights in the work agreement in order to prevent the reduction of rights and injustice at work.

Reference: 50 (1945-2022)

Keyword : Employment Policy, Employment Agreement, Women's Right, Legal Protection