

ABSTRACT

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“IMPLEMENTATION OF LEGAL PROTECTION AGAINST MATERNITY RIGHTS AND SEXUAL VIOLENCE FOR GARMENT WORKERS”

The rights of women workers have been guaranteed in the constitution, laws and international agreements in its implementation. The constitution in Article 28D paragraph (2) supports the rights of women and men in a fair and reasonable treatment in a working relationship. Other regulations regarding employment are in Law Number 13 of 2003 concerning Manpower (Manpower Law). Even though it has been regulated in the Manpower Law, there is still a mismatch between the regulations and the implementation that covers women workers. Women workers still experience nationality in the form of harassment and violence in the workplace and receive maternity rights. Of course, this has a negative impact on workers both physically, psychologically, socially and economically. There are various factors that influence regulatory irregularities in Indonesia, both in terms of business providers, business recipients, and the supervision carried out by the labor agency. In addition, the existing Manpower Law is no longer relevant to cases of women workers who have experienced harassment and now maternity rights, so there is a need for renewal by ratifying the ILO Convention which assists in the protection of maternity rights and harassment in the world of work.

Keyword: women workers; maternity; harassment; protection

