

ABSTRACT

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THE ROLE OF INTERNATIONAL LABOUR ORGANIZATION (ILO) ALONG WITH MATERNITY PROTECTION CONVENTION (C183) AND RECOMMENDATIONS (R191) 2000 TOWARDS THE MATERNITY RIGHTS OF INDONESIAN FEMALE WORKERS

Women have long experienced discrimination and exploitation in society based on their gender, caused by the patriarchal social and cultural system, and this is a form of human rights violation. Such discrimination occurs in all areas in the society, including the employment sector. The International Labor Organization, which is an international organization, is present as a tool, policy provider, and forum its member states, including Indonesia, to carry out dialectics on various universal labor issues, as well as the protection of the maternity rights for female workers. Maternity rights are rights regarding the reproductive health and welfare of female workers, which include menstrual leave, maternity leave, maternity leave, sick leave caused by pregnancy and birth risk complications, the right to rest for breastfeeding, as well as the right not to be terminated while on leave. Perempuan Mahardhika in their research in 2017 revealed that the work environment tends to be unfriendly to female workers who are pregnant. 82.2% of workers do not get physical facilities, 84.8% do not get the opportunity to rest, and 25.4% of them are still required to work overtime, without any reduction in daily production targets. The regulation on the protection of maternity rights is set out in an international agreement, namely the ILO's Maternity Protection Convention (C183) and Recommendations (R191) 2000. In order for a policy to have legal effectiveness in a country, it needs to be ratified. The implementation of Convention 183 and Recommendation 191 in Indonesia is not realized through ratification, but only by the adoption of the clauses contained therein into Law Number 13 of 2003 concerning Manpower (Indonesian Labour Law). This research was conducted with the type of normative legal research that prioritizes secondary data and is analyzed based on data obtained through library research, and interviews as supporting data.

References : 101 (1971-2021)

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