

## ***ABSTRACT***

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### **“LEGAL PROTECTION FOR STUDENTS IN UNPAID INTERNSHIPS AN ANALYSIS BASED ON THE MINISTER OF MANPOWER REGULATION NUMBER 6 OF 2020”**

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(5 Attachments)

This study examines the legal protection for students undertaking internships without receiving allowances, focusing on Minister of Manpower Regulation Number 6 of 2020. Internships, essential for the work training system, are structured collaborations between training institutions and companies. However, many interns do not receive allowances despite their significant contributions. The primary objective is to analyze legal provisions governing intern rights and obligations and evaluate the extent of regulatory protection. The research employs literature review, legislative analysis, and interviews with intern students. Findings reveal that Regulation Number 6 of 2020 lacks a clear legal framework for protecting intern students and faces various implementation challenges. Interviews highlight issues such as company misunderstandings about their obligations and the absence of effective monitoring mechanisms to ensure proper regulation implementation. This study underscores the urgent need for increased socialization and education about intern rights and obligations among all stakeholders. It recommends better education and training for companies, along with heightened oversight from the government and higher education institutions, to ensure effective regulation implementation. Strengthening complaint mechanisms for interns who do not receive allowances is crucial, providing them with a clear and effective channel to report issues. Furthermore, the study emphasizes the importance of collaboration between the government, higher education institutions, and companies to create a fair internship environment that provides adequate protection for intern students. The conclusion is that with strong legal protection and effective implementation, intern students can have a productive and fulfilling experience without facing financial injustice. Addressing and following up on these findings aims to improve existing regulations, ensuring they provide tangible benefits and are effectively implemented in practice. Thus, legal protection for intern students will not only remain a written norm but also be effectively implemented in everyday practice.

**Keywords: Unpaid Internship, Apprenticeship, Intern Rights**

References: 42 (1847-2024)