



Discrimination on the Right to Get Salary for Women Workers in Indonesia from the Ratification of International Conventions Perspective

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Abstract

Discrimination against women workers is a violation of human rights as regulated in international instruments such as the International Labor Organization ILO and CEDAW. Constitutionally, the rights of every Indonesian citizen are based on Article 27 paragraph (2) of the 1945 Constitution of the Republic of Indonesia. Protection of workers is also regulated in Law Number 13 of 2003 concerning Manpower Articles 67 to Article 101 which cover the protection of safety, health and welfare assurance. However, not many women themselves realize that their rights are protected and this has an impact on women's lives. Reviewing arrangements for the rights of women workers regulated in the ILO, CEDAW and Manpower and their implementing regulations. Accommodate a number of related regulations above, based on gender responsiveness for female workers. This study aims to examine how the accommodation of international conventions into Indonesian positive law? and efforts to strengthen the implementation of the convention?. Types of normative research. The results of this study indicate that there are protection arrangements in conventions that can be adopted. In the future, editorial guarantees for protection for women will be prepared.

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A. Introduction

The percentage of women's involvement in the labor market is relatively low compared to the number of men, but dynamically increases gradually and contributes to the country's foreign exchange earnings. The problem is that the education stratum for women is still relatively low because it is driven by the demands of the world of work which do not require soft skills and expert competence to work in the informal sector, which ranges up to 40% for women and for women. men with an average range of 60%.

The urgency of this writing is that through all forms of inequality of women's opportunities in terms of guaranteeing rights in the world of work must be immediately responded to. Compare this with previous research, namely Maulana (2020), which examines the legal protection of women workers at night in the perspective of Law 13 of 2003. This research discusses forms of violation of the rights and protection of women workers. The rights of women workers for women workers in Indonesia. These findings show that prevention efforts can also be carried out by increasing company supervision in implementing regulations on the rights of women workers and providing strict sanctions for companies that do not implement them.

The direction of manpower development is clear in Article 27 paragraph (2) of the 1945 Constitution which states that every citizen has the right to work and a life worthy of humanity. The legal problem that is currently surfacing is the low level of public legal awareness. As a result, there have been many violations of the law, one of which is in the field of employment, where there is still discrimination against women in the workplace. In general, the granting of rights to women is the same as other rights as stated in the articles of the Human Rights Law, but with the reasons above, the emphasis is even greater. Workforce protection is regulated in which covers the and. However, many women themselves realize impact.

Women's work does not have guarantees, apart from appalling income. Only 70% of the account the entire. Agriculture, contributed. Meanwhile areas, workers reached.

Sector that less wages, not to mention the perceived double burden. This paper will describe gender discrimination against women in the employment sector which includes the division of labor in historical trajectories, the factors that cause discrimination, and its relation to equality and justice.

This CEDAW consists of a preamble and 30 articles that discuss gender equality and women's rights (Holtmaat and Post 2015) However, in reality, women still experience inequality in various employment. Indonesia stipulates that 39 of 1999 is a national which contains include life, and offspring, and a sense of security, to get involved governance (Negara Republik Indonesia 1999). For violations human rights, especially against women, Indonesia has ratified through by reserving Article 29 paragraph (1) of the CEDAW international convention. Indonesia decided not to be bound by this provision because it did not want to be obliged to submit international disputes ("Undang-Undang Republik Indonesia," n.d.).

Sector is still a frequent problem in Indonesia. Discrimination can take many forms, such as in recruitment, promotion, payment of wages and treatment at work. The current structure of the workforce is still dominated by those with high school education and below. Indonesia's Labor Force Participation Rate (TPAK) has experienced significant development in 2000-2022. The TPAK for women in 2000 (39.00%) increased to 41.53% in 2022, while the TPAK for men was 71.00% (2000) increasing to 71.75% in 2022. Labor is United Nations that focuses on labor issues and labor rights ("Daniel Maul The International Labour Organization," n.d.). The ILO issues programmes, conventions and recommendations to improve working conditions and workers' rights worldwide.

One of the ILO conventions that regulate discrimination in the workplace is (ratified 1957) concerning Equal Remuneration for Men and Women Workers for Work and ILO Convention No. 111 concerning Discrimination in Employment and Occupation (ratified through Law Number 21 of 1999) ("Undang-Undang Republik Indonesia," n.d.). In fact, Indonesia became the first country in Asia to

ratify the main ILO conventions and the 5th country in the world to ratify the main ILO conventions. Since becoming a member in 1950, Indonesia has ratified 18 conventions, including ILO Convention No. 111 of 1958 concerning wage equality.

If a country has ratified an international agreement, an international obligation will arise to implement the rule into national law. Although Indonesia has ratified international conventions, especially CEDAW, ILO Convention No. 100, and 111 need to be studied further whether the application of Indonesian national law itself is correct or not. ILO Observations on ILO Convention No. 100 found that for many years, the International Law Commission (ILC) had asked the Government of Indonesia to improve implementation of the convention, by reviewing Law no. 13 of 2003 concerning Manpower (Negara Republik Indonesia 2003), by clarifying what is meant by work of equal value and amending existing arrangements. The Committee also requested the government to include provisions on equal pay in the RPJNM 2013-2019 ((BPS) 2019) including actions to be taken at the national and provincial levels in cooperation with labor organizations to tackle wage discrimination and increase women's participation in more employment opportunities with higher wages and requesting the government to provide up-to-date statistics on the distribution of men and women in various sectors of the economy and employment so that the Committee can evaluate the gender pay gap from time to time. The Committee also asked the government to take special measures to ensure that women do not receive direct or indirect discrimination in practice.

(Negara Republik Indonesia 2003) Regulates in Indonesia, as well as regulates. This law covers matters such as workers' rights and obligations, employers' rights and obligations, wages, leave, working hours, layoffs (termination of employment), and Jamsostek (Social Security for Workers). Meanwhile, generally regulated in concerning Human Rights (Kusniati 2011) Article 49 paragraph (2) states that women have the right to receive special protection from threats to their

safety and health related to reproductive function. Meanwhile, point (3) explains that special rights related to women's reproductive function must be protected by law. Therefore, Article 49 paragraphs (2) and (3) can be used as a reference to protect the rights of women workers.

In the Direct Application, the Committee asked the Government to provide information whether there was a violation of Articles 5 and 6 of Law Number 13 of 2003 concerning Manpower (Negara Republik Indonesia 2003) and Article 11 of the Government Regulation concerning Wages and whether the Government had made improvements. action against the violation. Addendum on steps that can be taken by the National Equal Employment Opportunity Task Force (EEO), to promote the use of pay discrimination evaluation methods and requests the inclusion of information on steps that can be taken to address pay discrimination against women workers and the government requests to indicate any recommendations made by the National Wage Council aimed at ensuring that the principles in this convention have been implemented.

The Committee requests the government to provide further information on cases involving pay discrimination reported to the Labor Inspectorate and handled by the courts and steps that have been taken to disseminate information regarding cases involving pay discrimination to the wider public as a means of increasing awareness of this principle. stated in this convention (Brownlie 2008) The latest development, until now the government has done further work to be able to provide information.

Also based on observations, the Committee is of the opinion concerning laws and non-discrimination, the committee sees that (R. of Indonesia 1999) regarding the abolition (Febriana Anggita Putri and Mardian Yoel, n.d.) has provided non-discrimination rules that regulate and prohibit discrimination either directly or indirectly as stated in article 1 (1)(a) of this convention. However, articles 5 and 6 of the Labor Law do not provide a specific definition and type of discrimination. The Committee requested that the

government review the law, including the procedure for complaints of discrimination, as the government's report does not provide information about steps that have been taken in this regard. With this, the Committee requests the Government to review the said law, including the procedure for filing a lawsuit regarding discrimination in employment based on every matter that refers to the national law contained in article 1(1)(a) of this convention and involves the National Court Task. Force EEO in this process. This article discusses into the in wage opportunities against women workers in Indonesia and what can be done in tackling wage discrimination against women workers in Indonesia.

CEDAW and ILO ratification was carried out as a form of state responsibility (N. R. Indonesia 1945) before the law and government. Therefore (Amalia Fitri 2019).

Research discussing the regulation of the rights of women workers in both the Labor Law and the Convention on the Elimination of All Forms of Discrimination Against Women has been carried out by several previous researchers, such as Putri and Yoel (Febriana Anggita Putri and Mardian Yoel, n.d.) who examined arrangements regarding women worker. Human Rights in Indonesia from the perspective of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). This research is different from previous research from Maulana (2020), Tamtimin and Sinukaban (2021) and Wulandari (2022), the findings are the 13 years law; forms of violation of the rights and protection of the rights of women workers for female workers in Indonesia and efforts to prevent them can also be carried out by increasing supervision of companies. Meanwhile, in this article a more detailed study of the rights of women workers has been guaranteed in various national legislation and international conventions, but until now there are still women's rights that have not been fulfilled and have experienced discrimination in the workplace.

Manpower is considered to be in accordance with in regulating. workers in Indonesia. Nuzulul ("BAB I PENDAHULUAN," n.d.)examines the efforts of the ILO in fighting

for the rights of women factory workers Indonesia. Other research that is still related to regulating the rights of women workers both in the Labor research conducted by Andriani, Ibrahim and Nodera (Joni 2013; Faraday 2021) which focuses on implementing the rights of women workers. female worker. female worker. female worker. women workers based on proper treatment for women night workers, and children which is applied to PT Sunan Rubber and PT Roesli Taher Palembang and the company's efforts towards these rights are the rights of women workers that can be implemented in a timely manner, as well as policies that can be taken by companies in an effort to increase legal protection of the rights of women workers. future female workers.

B. Method

This study uses a type of normative legal research. According to Marzuki (Faraday 2021) the object of his investigation is law which is seen as a rule or norm that applies in society and forms the basis of everyone's behavior. The statutory approach is used in this research, by making the law a material for study and analysis related to this research. This legal approach makes it possible to fully study the correspondence between laws and other legal documents. In addition, a legal history approach is also used in this research. The legal materials used in this research are primary legal materials, secondary legal materials, and tertiary legal materials. The laws and regulations studied in this research are Law Number 7 of 1984 concerning the Ratification or Convention on the Elimination of All Forms of Discrimination Against Women, Law Number 13 of 2003 concerning Employment, and Law Number 11 of 2020 concerning Job Creation. Analysis of legal material in this study uses legal hermeneutic analysis which is described qualitatively and technically. Descriptive analysis focuses on the situation at the time of research, then processes and analyzes the findings to draw conclusions.

C. Results and Discussion

International Regulations concerning

the Principles of Eliminating All Forms of Discrimination Against Women Workers

It is important to follow up on human rights guarantees to minimize violations of the rights that have occurred against women so far in the world of work.

Prevention as an initial effort that can be done so that forms of violations of women's rights do not become more widespread and detrimental. In essence, everyone has the right to protection from the law. Almost all legal relations must receive legal protection, including the rights of women workers.

According to Lawrence Oppenheim, it is often said that the state as a sovereign subject cannot be held accountable. This view is only true when associated with the actions of the state against its citizens.

The principle of responsibility is very important in human rights law, the protection and enforcement of human rights. In cases of human rights violations, careful analysis is required in analyzing who is responsible and to what extent this responsibility is delegated to certain parties .

The reason for using the theory of state responsibility in relation to the above issues is that in fulfilling the right to work there is often a very basic inequality. The inequality in question is not only a policy issue that is not in favor of the protective interests of the workforce, but rather a problem of partially overcoming the problem, namely the explosion in the number of workers so that a perspective is built that labor is a profitable and profit-oriented commodity. When the issue of placing Indonesian migrant workers abroad arises, people ask who is responsible? This condition is more concerning when there are cases of violence against women workers and their families, often the government seems to ignore it.

According to Suhardi, human rights are rights that are inherent in humans since humans are born to maintain human dignity and human values (human rights and dignity) which do not recognize the distribution of race, nation, religion, degree and position. Human rights that are inherent in human nature, are human freedoms or liberties that are accepted and respected as social values,

each of which is absolutely necessary for the realization of human reality, namely the origin outlined by God. Hence, social policies are designed to protect women workers who work at night and promote equality in the workplace.

CEDAW orders all countries in the world not to discriminate against women. The legal basis for these rights in international instruments can be found in Article 23 of the Universal Declaration of Human Rights, Article 6 paragraph (1), 7 and Article 8 paragraph 1 point (a) and (b) of the International Convention on Economic, Social and Cultural Rights , where a person's right to a profession and a job that applies to everyone is regulated. And in Article 11 of CEDAW, Article 3 of the Convention on Women's Political Rights, it can be found that this right is protected more specifically for all women. Article 49 Paragraph (1) of Law Number 39 of 1999, confirms that there is a guarantee for women's rights to work and a decent living which is guaranteed by regulation.

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) The international convention on the elimination of discrimination against women is an international agreement adopted by the United Nations in 1979 and entered into force in 1981. This convention contains three main principles, namely:

The principle of substantive equality in cedaw states that women must have the same rights as men and substantial equality in political, economic, social and cultural decision-making. This principle is regulated in the article: 1) Article 2 confirms that the state must take certain steps to stop discrimination against women; 2) Article 3 obliges the state to make appropriate regulations in the political, social, economic and cultural fields to promote and protect women's rights; 3) Article 4 discusses the making of special regulations by the state to accelerate equality between men and women and protect women's health during pregnancy; 4) Article 5 obliges the state to make appropriate regulations to change patterns of social and cultural behavior that demean or elevate men or women.

The principle of non-discrimination is

the principle contained in Article: 1) Article 1 explains that discrimination against women occurs when there are differences, exclusions, or restrictions made based on sex that aim or have an impact on reducing or eliminating the recognition, fulfillment or use of human rights and basic freedoms in the political, economic, social, cultural, civil or otherwise, regardless of the woman's marital status, and must be based on equality between men and women; 2) Article 4 guarantees that women and men have equal opportunities in terms of their rights in the same field.

Principle of State Obligation This principle can be seen in the article: 1) Article 2 regulates the obligation of the state to protect women's rights and prevent discrimination against women; 2) Article 5 as previously described in this article regulates the obligation of the state to eliminate discrimination against women; 3) Article 7 describes the protection of women's political rights throughout the world; 4) Article 8 gives women the right to vote and be elected in government and participate in political decision-making at all levels; 5) Article 11 obliges participating countries to make appropriate regulations to eliminate discrimination against women in the workplace and guarantee equal rights between men and women in matters of employment.

The rights of women workers have been regulated in both national and international instruments [26], the relationship between national instruments and international instruments regarding the rights of women workers is important to study and know the similarities and differences between the two. The most comprehensive national instrument for regulating the rights of women workers is Law Number 13 of 2003 concerning Manpower and additional rules for the implementation of the rules presented in the form of other national laws and regulations. Meanwhile, the most comprehensive international instrument regulating the rights of women workers is the Convention on the Elimination of All Forms of Discrimination against Women.

The similarities and differences between the Labor Law and the Convention on

the Elimination of All Forms of Discrimination Against Women in the classification of women workers' rights can be seen from an analysis of the CEDAW convention and the Indonesian Labor Law, namely as follows: 1) Elimination of all forms of discrimination which are the rights of women workers in Article 11 paragraph (1) letters a and b, the right to promotion rights and employment opportunities in letter c, and letter d related to the convention on the elimination of discrimination. Article 5 and Article 6 equal opportunity to work, the right to obtain job training is regulated in Article 9, the right to be given equal opportunity The right to vote; 2) Elimination of discrimination in wages Article 11 paragraph (1) letter d. Whereas in the Manpower Act the right to earn income that fulfills a decent living for humanity is regulated in Article 88 paragraph (1); 3) Reproductive health and occupational safety guarantees are contained in Article 11 paragraph (1) letter g, the right to special protection for women workers during pregnancy in types of work proven to be dangerous is regulated in Article 11 paragraph (2) letter d the right to get maternity leave with pay comparable or social benefits without loss of job as referred to in Article 11 paragraph (2) letter

The prohibition to go home at night for underage women workers (18 years) is regulated in Article 76 paragraph (1), maintaining pregnancy in Article 76 paragraph (2), the right to receive moral and ethical protection and the provision of nutritious food and drinks for female workers who work at night is regulated in Article 76 paragraph (3), accommodation for transportation to and from work between 23.00 to 05.00 is regulated in Article 76 paragraph (4)), the right to sufficient working time is regulated in Articles 77-78, the right to rest and leave are regulated in Article 79, the right to menstruation leave is regulated in Article 81, the right to maternity leave and miscarriage is regulated in Article 82, the right to provide breastfeeding opportunities is regulated in Article 83, the right to receive health and work accident protection is regulated in Articles 86-87.

Social security is regulated in article 11 paragraph (1) letter f. Whereas in the Man-

power Act the right to paid leave is regulated in Article 93 paragraph (4), the right to obtain social security for workers is regulated in Article 99 paragraph (1).

Prohibition of termination of employment for reasons of marital status as referred to in Article 11 paragraph (2) letter a. Termination of employee relations for reasons of marriage Article 153 paragraph (1) letter d, (PHK) pregnancy, childbirth, miscarriage. , breastfeeding is regulated in Article 153 paragraph (1) letter e.

Definition of discrimination against women, as already discussed previously stated in the CEDAW convention. The CEDAW Convention does more than explain regarding equality between women and men men however forbid the practice of being capable create injustice against women. CEDAW covers equality substantive, recognizing that the law that are gender neutral can have an effect formal discrimination and equality not enough to overcome it. If created Article 1 of the CEDAW Convention for benchmark to do identification of weaknesses in statutory regulations, even though these articles not intended to negate rights women, but this article can have influence or influence detrimental to women in the short term and long term if it has no definition and types of discrimination are evident intentional. For example, if the interpreter of the law considers that article alone applies to direct discrimination only cases of indirect discrimination, actually rampant going on, will not earn legal protection.

Article 2 letter b mentions CEDAW that participating countries must make regulations. Appropriate legislation is included sanction, if necessary, to ban all discrimination against women. However,

Norm in law government regulations Jobs and Wages arrived currently does not include sanctions clear. That matter is also an offense against Article 2 letters e and f if needed countries participating in the convention to make appropriate regulations, include change the law and eliminate discriminatory treatment, habits and practices discriminatory against women.

Article 2 ILO Convention No. 111 also

set that each member ratifies the convention it has to strive to achieve something national policy that aims to promote equality of opportunity and treatment in the field of work and position, with the aim of eliminating each discrimination in that area.

Article 5 and Article 6 of Law No jobs available yet Specific definitions and types of discrimination are intentional. Even though the ILO Convention No. 111 has asked the ratifying countries make national laws and regulations that contain clear definitions and definitions prohibition against direct discrimination and indirectly, so that multiple interpretations do not occur or misunderstanding.

Factors leading to CEDAW and the Convention ILO No. 100 and 111 do not apply in tackling wage discrimination is the existing law of ratification just repeat the norms set out in CEDAW and ILO convention.

Labor Law in Article 117 only regulates in the event that deliberations are not reached agreement, then a settlement is made through the dispute resolution procedure Industrial Relations. Settings about dispute resolution through relationships the industrial sector is further regulated in Law no. 2 of 2004 concerning Completion Industrial Relations Disputes. But deep in practice, it is women who take that path law ended in disappointment. This problem caused by the Labor Law has not yet provided a firm procedure in filed a discrimination lawsuit in work refers to the law nationally by involving the National Task Pushing about EEO.

Efforts that can be Taken to Strengthen the Implementation of International Conventions in National Laws Concerning Opportunities for Discrimination in Wages Against Women Workers in Indonesia

The form of protection as a form of state concern is Article 27 paragraph (2) of the 1945 Constitution and Article 28 I paragraph (2) which reads "Every person has the right to obtain a decent job and livelihood for humanity". The form of legal protection given to women workers consists of 3 (three) protections, namely: Protective, namely protection that focuses on protecting the repro-

ductive function; Corrective, namely protection aimed at empowering women workers; Non-discriminatory, namely protection that focuses on equal rights and obligation.

The legal instruments for the protection of women workers in Indonesia cannot be separated from the existing legal instruments in Indonesia. This legal instrument for the protection of women workers is divided into 2 parts, namely: 1) International Legal Instruments. Including international legal instruments that regulate the protection of women workers in several international conventions that have been ratified by Indonesia, namely: a) ILO Convention No.100 which has been ratified into Law No.80/1957 on the remuneration of men and women for work of equal value.

The principle of non-discrimination for workers is adhered to in this governing convention regarding the provision of work comfort as a basic right granted in industrial relations. Workers have the right to equal treatment without discrimination ethnicity, religious belief, gender, political choice, skin color, race, and so on employment has equal opportunity in the type of work, functional position/position and wages.

Substances regulated in convention No.100 consist of: There is a guarantee of equal wages for male and female workers for equal work value through statutory provisions, contracts the labor force, created by wage-setting bodies; Take action in evaluating work objectively based on the work to be done. There are several differences in the value of wages between workers without gender discrimination, based on objective performance in accordance with the work to be performed, then deemed not to violate the principles of this convention.

Protection of workers in the framework of wages in this convention is regulated in the following articles: Article 1 of Law Number 80 of 1957 concerning Ratification of the ILO Convention Number 100 Concerning Men's and Women's Remuneration which is intended to be equal refers to the value of compensation given without discrimination based on gender; Article 2 of Law no. 80 of 1957 concerning Approval of ILO Convention No.

100 asserts at the same value for all workers; b) ILO Convention no.111 which has been ratified into Law No.21 of 1999 concerning discrimination in employment and occupation. The prohibition of discrimination is not only related to remuneration; c) The United Nations Convention which has been ratified into Law No.7 of 1984 concerning elimination of discrimination against women/the convention on the elimination of all forms of discrimination against women (CEDAW); d) Ratify ILO Convention no.138 Relating to Old Age Work Minimum.

National legal instruments. Including national legal instruments that regulate the protection of women workers various forms of legislation, namely: a) Law Number concerning Affirmation of the Applicability of the Labor Inspection Law; b) Labor Law; c) Law on placement of workers abroad; d) Witness and Victim Protection Act; e) Regulation of the Minister of State for Women's Empowerment and Child Protection of the Republic Indonesia Number 7 of 2014 concerning Guidelines for the Assessment of the Best Construction Companies Working Woman; f) Circular Letter No.SE.60/MEN/SJ-HK/II/2006 concerning Guidelines for Opportunity and Treatment Equal Employment Opportunity in Indonesia (Equal Employment Opportunity); g) Joint Regulation of the State Minister for Women's Empowerment and Child Protection, the Minister of Manpower and Transmigration and the Minister of Health; h) Decree of the Minister of Manpower and Transmigration Number KEP223/MEN/2003 concerning the obligation of employers who employ women workers between 23.00 until 07.00; i) Circular of the Minister of Manpower and Transmigration Number: SE.03/MEN/IV2011 concerning Guidelines for Sexual Harassment in the Workplace; j) PPPA No. 20 of 2010 concerning General Guidelines for the Formation of BKTKI; k) Law no. 18 of 2017 concerning Protection of Indonesian Migrant Workers

National laws and regulations as well as international conventions have regulated various rights of women workers, this is solely as a preventive measure so that women workers do not lose their rights. Some of these

regulations can protect female workers who experience cases of discrimination in the workplace.

The importance of adjustments between labor laws and regulations in Indonesia, especially regarding the regulation of women workers' rights with international instruments. This is because the position of women workers is vulnerable. In a sense, women workers are workers who are looked down upon, so they are vulnerable to being bullied or treated arbitrarily by employers, companies, or other people (colleagues) (Agusmidah 2010).

The birth of this Convention made arrangements for the rights of women workers on a national scale in Indonesia to be comprehensive [6], followed up by the promulgation of Law Number 7 of 1984. The implication was that national laws were amended to eliminate discrimination against women.

Based on this, legal remedies arise that must be taken due to violations of state responsibility, where a country violates customary international law or violates obligations based on international agreements, the country violates international law, this is called "internationally wrongfully act." A state can also be held liable for a breach of a treaty under international law. Such obligations can be imposed on a state when it violates an agreement or contract.

One of the efforts that can be made to strengthen the implementation of the convention is to strengthen the protection of human rights that must be provided by law enforcement officials to provide a sense of security, both mentally and physically from disturbances and various threats from any party.

Preventively prioritizing the important principle of gender equality which is substantive and its repressive form is the handling of de jure and de facto discrimination.

Repressive efforts that can be made by Indonesia to strengthen the implementation of the convention are by implementing recommendations from CEDAW and the ILO special committee, namely by monitoring existing regulations, namely Law no. 13 of 2003 concerning PP on Employment and Wages which can be carried out by means

of: Supervision through legal channels (judicial review) at the Supreme Court and the Constitutional Court, Government Oversight namely preventive and repressive supervision as stipulated in Law Number 32 of 2004 concerning Regional Government ("17_UU Nomor 32 Tahun 2004," n.d.) Legislative review (legal review) by the DPR for the making of more appropriate laws and by the DPRD for the formation of regional regulations and oversight of procedures through the courts.

The Indonesian government has not yet received a recommendation from the ILO which contains a recommendation to review the Labor Law (Bali 2016; Agusmidah 2010). The government can review the law and clarify the meaning of discrimination as referred to in Article 5 and Article 6 of the Manpower Law and clarify what is meant by "equal pay" and "work with the same value Article 11 PP Wages To eliminate workplace, the Labor Law should not only establish the norm, do the same, different jobs but have the same values, therefore strict sanctions are needed against these norms, or if necessary the government can make special arrangements regarding Equal Pay between Women and Men Workers.

D. Conclusion

Women must treat the same as men in work and choose suitable job them even though they still exist there is a lot of gender inequality especially in the field of work. Correct women workers are guaranteed entry national laws and conventions international but until recently there are still women's rights unfulfilled and experienced discrimination at work. The granting of rights to women is the same as other existing rights mentioned in the articles of human rights law. that principle basic rights for women including rights from a gender perspective the same the fields of theirs.

Likewise for jobs that employ women where their rights are as follows women workers must be protected, women have the right to that protection specifically according to protection.

The government is expected to really supervise the implementation of protection

law for women workers. More government look again at the rules of giving legal protection for workers woman.

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