

UNIVERSITAS INTERNASIONAL BATAM

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**COMPARATIVE LAW PERSPECTIVE ON THE LEGAL
PROTECTION OF FEMALE WORKERS BETWEEN
INDONESIA AND MALAYSIA**

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In this modern age, it is no stranger for women to work. In the practice, several problems were discovered, namely, differences in wages between female workers and male workers, outsourcing contracts which mostly violated reproductive rights and sexual harassment. The purpose of this study is to find out how dispute resolution procedures related to women workers in Indonesia as well as in Malaysia. It also aims to analyze the legal protection of female workers which country is better

In compiling this research, the author uses the normative legal research method. Normative legal research is a legal research that analyzes documents, which in later analysis uses secondary data such as laws and other regulations and, court decisions, legal theories, and can also use the opinions of scholars of law. The data that has been obtained by the author is then processed by being analyzed and then arranged and described descriptively which is then drawn from the conclusions of the data and analysis.

The conclusions obtained by the author after analyzing this research are that both Indonesia and Malaysia in conducting legal protection against female workers are in accordance with the provisions contained in article 11 of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). And the legal protection provided by the two countries is not much different, only Indonesia regulates menstrual leave, while Malaysia does not and Malaysia includes regulations related to maternity leave that are more detailed than Indonesia.

Keywords: Legal comparison, legal protection, female workers, Indonesia, Malaysia