

Legal Analysis of the Protection of the Rights and Obligations of Female Workers in the Manufacturing Industry from the Perspective of Labor Law Based on Law No. 6 of 2023 Concerning Job Creation

Dwi Atmoko¹ & Sugeng²

¹Faculty of Law, Universitas Bhayangkara Jakarta Raya, Indonesia, E-mail: dwi.atmoko@dsn.ubharajaya.ac.id

²Faculty of Law, Universitas Bhayangkara Jakarta Raya, Indonesia, E-mail: sugeng@dsn.ubharajaya.ac.id

Abstract. *Currently, the development of the manufacturing industry in Indonesia is experiencing quite rapid growth. Investors are entering Indonesia, many of them establishing companies that certainly require a lot of workers, including female workers. As is known, the emergence of the Employment Law contained in Law No. 6 of 2023 concerning Job Creation provides a "breath of fresh air" for workers, especially female workers, who of course have rights and obligations in carrying out their work, most of which are in the manufacturing industry. In this study, a normative juridical research method is used, where in this study an approach is taken through laws and regulations, theories, certainty theories and other legal materials that support the writing of this research. In this study, after further observation and analysis, there are several things related to the rights and obligations of workers, especially women regulated in Law No. 6 of 2023, of which there are profitable sides, namely related to maternity and birth leave as well as working hours and transportation, but on the other hand, the less profitable side is the flexibility of a certain time work agreement which can be extended continuously by the company, which in the future is feared giving rise to conflict which ultimately leads to termination of employment. In addition, there is a need for supervision by local Manpower Office officials to periodically evaluate and monitor the company, so that it can be ensured that the company is implementing its regulations properly and correctly so as not to cause conflict in the employment sector.*

Keywords: *Labor; Protection; Women; Workers.*

1. Introduction

Currently, Indonesia has a relatively large population. Indonesia has many islands spread throughout the archipelago. With such a large population, especially a significant number of women, there is a need for a sufficient number of job openings. Essentially, every citizen in Indonesia has equal rights and opportunities to obtain employment as widely as possible. This is as stipulated in Article 27 (1) of the 1945 Constitution, which states that all citizens are equal before the law and government and are obliged to uphold the law and government without exception. This statement demonstrates that every citizen has equal standing before the law in obtaining the job they desire and desire. Currently, employment issues related to female workers remain a major concern and a major problem, particularly for workers in the manufacturing industry. In reality, workers in these industries sometimes experience unnecessary discrimination. where every worker should receive the same treatment, especially women who are pregnant and giving birth. The treatment of some companies that sometimes differentiates certainly gives a negative value to the company. In fact, Article 27, paragraph 2 of the 1945 Constitution states, "Every citizen has the right to work and a decent living for humanity." (Mulyani Djakaria, 2011)

Several companies are violating government-enforced laws and regulations. Laws, specifically Law No. 6 of 2023 concerning Job Creation, stipulate that companies are required to provide transportation for female workers who work overtime. This is in line with regulations related to female workers. Women who work overtime at night, and companies sometimes violate the rules stipulated in these laws and regulations, are a key point in their enforcement. Employee welfare and food are essential, and an ideal number should be determined. (Kanyaka Prajnaparamita, 2019) Currently, there is much unfair treatment. fair treatment to female workers. And it is still going on. This unfair treatment can be in the form of gender discrimination in several companies and often appears on social media. Basically, recognition of human rights is something very basic, which encompasses every legal subject including female workers. As long as recognition in a law provides a legal consequence for the legal subjects as it is known that the rights and obligations of a subject have the same equality in the eyes of the law. In its application to rights and obligations, both the rights and obligations and the safety and health of women's work, which are further regulated in Law No. 6 of 2023 concerning Job Creation. as last amended by the government regulation in lieu of Law No. 2 of 2022 concerning job creation, which has been stipulated as Law No. 6 of 2023. In addition, legal regulations governing female workers include Law No. 1 of 1970 concerning occupational safety, In addition there is also Law No. 24 of 2011 concerning social security administering bodies, Law No. 39 of 1999 concerning human rights. (Nurhijrah, 2021)

Basically, female workers, especially those working in the manufacturing industry, have a heavy burden, especially for those who are married. This is because in the manufacturing industry, the work schedule is tight, where the implementation must meet the company's targets, the company is also bound by an agreement to fulfill the production results that have been promised by its partners. Limitations in working due to reproductive factors as women must of course be considered by employers. The installation of production targets given to female workers must of course be adjusted to the existing workload / some jobs are indeed filled by men, there will still be some jobs carried out by male accounts. It is indeed a problem in itself if in a job that involves women holding a job that is usually handled by men is held by women. In the company itself, a form of appreciation is actually needed for women who work in the manufacturing industry, including appreciation in the work of fair division of work and having the same rights and obligations. Fair treatment by companies. The behavior demonstrated by employers in the manufacturing industry reflects a company that prioritizes the division of labor, which will undoubtedly have an exemplary effect on the workplace. The psychological impact of fair treatment contributes to a sense of comfort at work and will foster compliance and self-awareness. The deadlines set by partners are the basis for granting overtime to female workers. In practice, companies sometimes disregard workers' rights and obligations, which ultimately leads to violations. Fulfillment of the rights and obligations of female workers, as stipulated in Article 186 paragraphs 1 and 2 of the Manpower Law, states that employers who fail to pay wages for work, particularly female workers who are menstruating or giving birth, will be subject to a fine of at least 10 million rupiah and a maximum of 400 million rupiah.

Furthermore, female workers who wish to give birth are entitled to leave as regulated in Article 82 paragraph 2 of the Employment Law, which states that women are entitled to give birth before and after giving birth. This regulation reflects a sense of justice for female workers, who in fact work in the manufacturing industry which is classified as dense in working hours because it is targeted with high production. Some large and well-known companies may not have a problem with this, but sometimes some small companies, even if only a few, consider it to be detrimental. It is the state's responsibility to monitor any companies that do not properly implement labor regulations for female workers. This should not be detrimental to these workers. One example is the case that occurred in the Cikarang area, specifically in Bekasi Regency, where an official in the company arbitrarily committed improper and detrimental acts, where the female worker's work contract could be extended on the condition that if the female worker had to commit inappropriate acts, then the woman's work contract could be extended. The role of female workers is very important in the industrial world. Female workers are usually more skilled and agile and neater in terms of their products. Limitations at work and things that exist [for women are important points, so that women themselves need to get protection at work. As is known, legal protection itself is regulated in the 1965 Constitution, namely in Article 28 paragraph 1 which emphasizes livelihood and guarantees as well as employment and legal certainty. The role of the state in providing protection for female workers at this time in Indonesia, which is basically a developing country, guarantees women's right to work. In its implementation, the state makes provisions and regulations whose purpose is to protect workers, especially those working in the manufacturing industry.

2. Research Methods

This research uses a normative juridical theory approach. This research method utilizes materials sourced from legislation, legal sources in the literature, and theoretical theories to support this research. This normative juridical approach is expected to produce high-quality and meaningful research that is useful for the author and the public at large. This research method also examines phenomena that arise in society and the impact of regulations related to the rights and obligations of workers. Awareness of fulfillment at work and occupational safety and security are also important concerns in the workplace. Compliance with laws and regulations made by the government is also a benchmark in this research.

3. Results and Discussion

3.1. Understanding Female Workers

The workforce is a crucial element in any organizational structure. As is well known, an organization without a workforce will not function effectively and smoothly. In its role, the workforce is measured against a set of results, which are measured through comprehensive performance indicators. Furthermore, it is known that companies operating in the manufacturing industry utilize a significant number of female workers. The market share for manufactured goods is largely dominated by vital needs within society.

The use of female workers in the manufacturing industry is widespread because they are considered more diligent, disciplined, produce better and neater results, and most importantly, for companies, they have fewer demands for rights, especially for those with dependent children or unemployed parents. Law No. 6 of 2023 defines labor as any person capable of performing work to produce goods and services to meet both their own needs and those of the community.

In their role, female workers in the manufacturing industry have a dominant role, meaning they are the spearhead of production, especially in the manufacturing industry. A country can produce goods if there is a demand for their labor and if they are willing to participate in the activity. (Hani Regina Sari, 2018). From a human resources perspective, female workers themselves have great potential in companies because they are diligent, disciplined, and neat in their work. The results of work produced by female workers tend to be more optimal than those produced by men. Based on these factors, many companies in the manufacturing industry recruit female employees. In their roles, female workers tend to be less rebellious and follow existing regulations as implemented by the company.

Based on these things, the company offers vital positions to women.

In its role, female workers contribute to household life. As is known, the increasing economic needs of women are needed to meet the needs of an unbalanced economy, especially if the household has been blessed with children, which of course requires high expenses, for that reason, the role of women in working is needed to meet the increasing needs of the availability of employment in the manufacturing industry where female workers work as production operators where their average education is around the high school level which allows them to work in that place. Not all women have a decent life, but by working, of course, they increase their income in their daily lives.

Women's work related to rights and obligations in terms of responsibility is the work done by men in earning a living, however, there are some women who have partners who do not work and there are also couples who are separated due to divorce which may require them to work. In this case, these women are required to work.

The role of female workers in the manufacturing industry is fundamental to the development of a nation or organization within a company. A nation's economic development is inextricably linked to the role of women. As is well known, many women are currently leaders in the manufacturing industry, proving that women's role cannot be underestimated in the manufacturing industry. Gender equality and women's emancipation enable them to compete with men for strategic positions in the manufacturing industry.

In their activities, workers are required to receive legal protection at work, meaning that they are legally protected in carrying out their work. Legal protection for female workers acknowledges that safety at work is an important and prioritized right. A consistent and strong occupational safety and health system is fundamental to increasing company profits. Fulfillment of obligations carried out by female workers in working in accordance with the provisions is the basis for these workers to receive their rights in accordance with the previously established agreement. The welfare obtained by female workers is a priority for the sustainability of the company's operations. The role of female workers is certainly the main capital in manufacturing companies and the most important is the durability of the quality of goods that guarantee quality products.

Essentially, there are several classifications in the world of work: the labor force and the non-labor force. The labor force here implies that these workers are truly part of a process or cycle of work, in this case, they produce goods and services. The labor force itself is divided into those who are actually employed and those who are simply looking for work. In the working definition, those who work for a minimum of one hour per day or are simply looking for work to meet their needs with irregular hours.

An industrial activity, as regulated by law, is said to be an economic activity that processes raw materials into semi-finished goods or goods with higher utility. In other words, an industrial activity is an economic activity located in a specific location that produces goods and services. The industrial process itself produces goods and services, the purpose of which is to generate profit for the company. The industrial process itself naturally requires a workforce that can operate continuously and consistently.

Company revenue in the industrial sector, especially in the manufacturing industry, must be supported by Pancasila.

Pancasila must provide legal protection for its citizens in accordance with the norms contained in Pancasila. Therefore, legal protection based on Pancasila means the recognition and protection of human dignity based on the values of divinity, unity, humanity, and social justice. These values give rise to the recognition and protection of human rights (HAM) as individuals and social beings within a unitary state that upholds the spirit of family for the sake of shared prosperity. The interests of female workers, who are closely related to work, must be considered, meaning that these fundamental and essential aspects are mandatory for entrepreneurs engaged in the manufacturing industry.

Basically, everyone has an interest, both entrepreneurs and female workers.

The work that has been carried out and provided must of course be carried out with, the rights where the employer gets the benefit from the results of the labor's activities, Basically, workers have the right to the rights of the employer for what they have done, where they do the work according to the instructions and regulations mandated by the Constitution, every citizen is protected by the laws and regulations that apply in the labor sector. Prnrtsapam yrthafap jak labor rights that are in the manufacturing industry, r, have rights and crafts s. Srtahui is known that labor protection is not only the main right to yryapiu. The role of women in fighting for their rights and obligations must be in harmony, in a bujan understanding, only their rights are fought for, but the obligations that must be the main thing must also be carried out properly in accordance with the applicable rules and regulations.

This protection is intended to provide certainty of workers' rights relating to work norms which include working time, rest (leave). Protection of workers is intended to guarantee the basic rights of workers and guarantee the basic rights of workers and guarantee equality of opportunity, as well as treatment without discrimination on any basis to realize the welfare of workers and their families and continue to pay attention to legal protection for female workers to obtain workers' rights.

3.2. Legal Analysis of the Protection of Rights, Obligations, and Occupational Safety and Health of Female Workers in the Manufacturing Industry from the Perspective of Labor Law Based on Law No. 6 of 2023 concerning Job Creation

Legal protection, especially protection related to employment, is crucial and essential. This is crucial because it represents the recognition and guarantee of a legal process that is carried out systematically and continuously. As is known, there are many legal protections in the labor sector. In this case, female workers in the manufacturing industry are protected by human rights and are also enshrined in the philosophical principles of the Indonesian nation, namely Pancasila and the 1945 Constitution. Article 5 of Pancasila states that "Justice for all Indonesian people." This implies that justice belongs not only to men but also to women.

This equality of rights in gender is a positive thing in the implementation of legal links in companies, especially for female workers who work in companies in the manufacturing industry. These values give rise to the recognition and protection of human rights as individuals and social beings within a unitary state that upholds the spirit of family for the sake of achieving shared prosperity. (Ngabidin and Nurcahyo, 2021) This is also in line with what is stated in Law No. 6 of 2023, Article 86, which states that every worker has the right to receive protection regarding occupational safety and health, morals and decency, and treatment in accordance with dignity and religious values. (Ilham Chairi, 2021)

According to Soepomo (Abdul Khakim, 2001), labor protection is divided into three (3) types, including:

1. Economic Protection

This protection includes adequate income, including if the worker is dismissed against their will.

2. Social Protection

This protection includes protection for labor in the form of occupational health, freedom of association, and organizational protection.

3. Technical Protection

This protection includes protection for labor in the form of workplace safety and security.

In the evolving dynamics of a company, particularly in employee management, work factors based on fairness are crucial. Establishing a basis for fairness in work assessments, both in terms of performance and the application of company regulations, reflects the company's noble values. Eliminating discrimination against female workers, particularly in the application of leave, which typically provides 1.5 months before and 1.5 months after childbirth, is a form of appreciation and fairness for female workers. Consideration of biological factors and the care of children born to female workers are factors considered by companies that strictly implement employment regulations. Therefore, the government's attention and appreciation for female workers, demonstrated by companies that comply with labor laws, deserves appreciation. Indonesia, as a country with a large population and a large population, naturally possesses a considerable workforce. It is said that Indonesia is one of the largest countries in the world, with the third largest population. Numerous investors from other countries have entered Indonesia, particularly from East Asian countries such as Japan and South Korea, and several European countries, such as the UK and Germany, have invested in Indonesia. Indonesia's current economic strength should not be underestimated. The government's role in promoting agricultural products and manufacturing industries to other countries demonstrates that Indonesia is a worthy investment destination, supporting the development of manufacturing industries.

Worker protection is essentially about protecting against employer abuse. Employers naturally desire low employee costs to maximize profits. Compliance with employee costs is certainly a natural thing. However, many companies sometimes ignore government regulations. Companies naturally feel that high employee costs will reduce company profits. Government regulations are a good thing because they force companies to pay decent wages. Adequate wages, including occupational safety and health, are crucial for female workers.

In carrying out their work, female workers will certainly work optimally. Doing so requires excellent physical and health. Occupational safety and health factors are essential for workers in the manufacturing industry. The strenuous work in this field not only requires excellent physical fitness, but safety at work is also a top priority. Worker health encompasses promotional, preventive, and rehabilitative efforts. This is expected to achieve optimal health as a productive potential for development (Zaenal Asikin, 2002).

The role of optimal occupational safety and health is the foundation for female workers to carry out their work well and comfortably. With jobs protected by occupational safety and health, it is hoped that productivity results will also be maximized. Implementing occupational safety and health in accordance with established provisions and standards is something that female workers must comply with.

Regulations related to occupational safety and health require real collaboration between employees and employers. Regularity and consistency in work are crucial to achieving shared goals. When both roles work hand in hand, it is hoped that consistent Occupational Safety and Health (OSH) can be achieved. Achieving OHS (K3) is crucial for achieving production targets. Effective Occupational Safety and Health (OSH) encompasses several important aspects, including:

a. Occupational Safety and Health Concept

This step is the foundation for a company as a preventative measure to prevent accidents within the company. This foundation is crucial to prevent recurrence.

b. Occupational Safety and Health Regulations in Indonesia

The Occupational Safety and Health Regulations, as a regulation issued by the Minister of Manpower, have the right to enforce each company's obligation to implement the provisions issued by the government and ensure that each company implements them properly.

c. Implementation of Occupational Safety and Health in the Manufacturing Industry

In the manufacturing sector, Occupational Safety and Health provisions and regulations must become a culture embedded within manufacturing companies. Habits developed within manufacturing companies serve as the foundation for proper and correct implementation of OHS within the company.

The process of managing predictions carried out by entrepreneurs and female workers can be made easier by utilizing advanced technology. This is especially true if entrepreneurs want to reduce losses. However, if they still use labor and have a significant workforce, the health and safety of these female workers must be given more serious attention.

The role of employers in utilizing labor in suburban areas is quite significant. Many entrepreneurs also appreciate the rights and obligations, as well as occupational safety and health. This is certainly a form of appreciation for workers in the manufacturing industry. Several aspects of safe and comfortable working conditions are crucial for running a company properly. Several factors influence working conditions and contribute to the success or failure of workplace management, including:

a. Human factors, which include human error in performing tasks improperly, ultimately leading to accidents or unsafe working conditions, resulting in losses in the workplace.

b. Lack of safety standards or inadequate quality of work, leading to undesirable workplace safety incidents.

c. Regulations that do not comply with procedures or existing procedures that are not properly and correctly enforced.

d. Minimal evaluation and monitoring of workplace safety, especially for women who have disabilities.

e. Psychological and mental factors affecting female workers at work, which affect their performance.

Implementation of legal protection for female workers

is guided by Law No. 13 of 2003 and the subsequent amendments to Law No. 6 of 2023 concerning Job Creation, specifically Articles 76, 81, 82, 83, and 84. The author's opinion regarding the protection of female workers is that it is still not fully protected by the government or applicable laws. Workers have not received their rights and obligations as they should (dcDariyah, 2022).

A detailed look at the rights of female workers as seen in the Manpower Law (Law No. 6 of 2023) includes:

a. Menstrual Leave

Female workers are not required to work on the first and second day of pregnancy, while wages must still be paid.

b. Maternity Leave

Maternity Leave before 1.4 months and 1.5 months after giving birth.

c. Miscarriage Leave

Every female employee who experiences a miscarriage is entitled to 1.5 months of rest, as stated in a certificate from a doctor or midwife. Occupational safety and health protections include:

a. Pregnant women are prohibited from working between 11:00 PM and 7:00 AM (if the doctor deems it dangerous for the pregnant woman's pregnancy).

b. Special Facilities

For pregnant women, the company where they work is required to provide a breastfeeding or lactation center.

c. Pick-up and drop-off/transportation.

In this case, the company is required to arrange transportation for female employees who work between 11:00 PM and 6:00 AM.

The obligations of female employees include:

a. Female employees must notify the company of their leave before taking maternity or paternity leave.

b. Must attach a certificate from a doctor or midwife when applying for maternity or paternity leave.

c. Continue to fulfill responsibilities in accordance with company regulations, contracts, and laws and regulations.

d. Report the birth of a child no later than 7 days after delivery, accompanied by a birth certificate.

The role of the Department of Manpower in providing legal protection for female workers is through the ratification and registration of Company Regulations and

Collective Labor Agreements (PKB). The Department of Manpower then disseminates labor laws and conducts company supervision. (Gita Ayu Atikah, 2019)

The regulations implemented essentially support the rights and obligations of female workers and their occupational safety and health. However, these will be futile if not implemented properly and correctly. This then becomes a separate issue. When a regulatory process is implemented, it doesn't meet expectations. Socialization and supervision of labor play a crucial role in overseeing these policies, and these results represent a form of state oversight of its citizens.

The analysis that can be drawn from the "common thread" linking the rights and obligations of female workers in the manufacturing industry with Law No. 6 of 2023 concerning Job Creation includes:

1. Work flexibility and uncertainty

In the manufacturing industry, this facilitates companies' efficiency, especially when there are delays in orders, which of course directly impacts workers' wages.

2. The positive aspect, based on Article 153 of the Job Creation Law, states that companies are prohibited from laying off female workers who are giving birth.

3. The minimum wage and wage scale structure are contained in Law No. 6 of 2023 concerning Job Creation.

4. The Employment Law, as amended in Law No. 6 of 2023, regulates certain restrictions for female workers. However, in labor-intensive manufacturing industries, implementation is sometimes not as intended.

5. Although this law regulates Job Loss Insurance (JKP), during the transition process and the possibility of layoffs, it remains a major burden for female workers.

Regarding the state's obligations and obligations, Law No. 6 of 2023 regulates the implementation of labor laws in detail, including the rights and obligations granted. Employers and company owners naturally differ in their perspectives. This often leads to conflicts between employers and workers. Sometimes, violations by companies often occur regarding rights and obligations, resulting in industrial court proceedings.

Furthermore, regarding wages as stipulated in the Manpower Law, several requirements must be met in an employment contract, including:

- a. A written and verbal employment agreement.

- b. Written employment agreements must be implemented in accordance with applicable laws and regulations.

This undoubtedly sets a bad precedent, especially for the manufacturing industry in Indonesia. Demonstrations by workers, particularly female workers, are frequent and often reflect poorly on Indonesian businesses. Compliance with regulations is essential for companies residing and operating in Indonesia. Clearly, an employment relationship is inseparable from the fulfillment of rights and obligations. Fulfilling these rights and obligations carries consequences for each party. Rights and obligations are the primary foundation of an employment agreement. Sometimes, female workers' obligations are not always fulfilled due to certain constraints. In working, women also have

professional considerations. Basic considerations are the main thing, especially economic needs, which are the foundation for working. The most fundamental things include:

1. Working can fulfill life's needs.
2. Through work, women gain recognition and a good image in their lives and in society.
3. Working makes life creative and develops ideas in their lives so that they are more developed.

Socioeconomic factors determine women's lives in the workforce. Fulfilling women's rights and obligations in the workforce has a direct impact on their families, especially if they work long hours. Continuous overtime, such as working overtime, has a direct impact on their jobs. Frequent overtime without regard for health and mental health often creates its own problems.

Work carried out without considering time also impacts married people. Frequent overtime without considering rest periods can lead to marital discord among married couples. Employers' obligations to provide overtime as regulated by law significantly impact work and the prevention of layoffs. Finding work is difficult in these times, where jobs are limited and it is difficult to find work from others. Women's struggles in the workplace, particularly in fulfilling legal obligations, particularly the Hajj, and their obligations not being met by employers, have naturally sparked protests. This concerns the fulfillment of rights and obligations within the workforce.

Indeed, in the implementation of many women's work, especially in manufacturing or industry, women workers experience differences, although this is not always the case. However, based on existing data, many positions are still disadvantaged. Several gender gaps need to be monitored, including:

- a. Low participation of female workers in the workforce and low numbers of unemployed women.
- b. The need for employment and stratification and image in society

Enforcement of employment laws is crucial for female workers. In terms of equality in employment, there should be no differential division of female workers. Some parts of the job should reflect the physiological impacts on female workers. The dual roles women play can sometimes be very difficult for workers. Gender-based disparities often occur and are a product of failure due to low productivity. Oppression against female workers has begun to decrease with the emancipation that has emerged in the current era. The activities carried out by female workers are currently very conducive. Forms of equality regarding the rights and obligations of women workers have begun to be advocated and are gaining global recognition. Equality, based on the International Labour Organization (ILO), serves as the foundation for achieving women's desired rights and fairness in the workplace.

Community participation in supporting women's fairness in the workplace has become a mutually agreed-upon principle. Prioritizing rights and obligations is a key priority. Human rights are crucial for women workers; poverty is sometimes a major factor in achieving what is rightfully theirs. The work performed by women workers serves as a

role model for other workers. Granting women workers their rights and responsibilities is, of course, paramount. Some activities carried out by women workers for other companies can have a positive impact, encouraging other companies to follow suit.

Women also face certain obstacles. Sometimes workers violate their work agreements, even though they require maximum results. However, workloads and time conflicts result in numerous violations. Furthermore, one of the factors causing worker neglect, especially among women, is the minimal benefits provided by employers. This is certainly a serious factor for these companies. A closer look reveals several aspects of women's employment, including the 1999 Human Rights Act, which states:

- a. Women have the right to be elected or elected in their employment, abbreviated as such, in accordance with applicable laws and regulations.
- b. Women, in carrying out their work, have the right to receive special protection in their profession and to be safe from threats, as well as to protect women's reproductive health.
- c. Special rights inherent to women guaranteed by law.

Further action against companies that do not comply with established regulations should serve as an example for business actors in Indonesia. The mistreatment of female workers, including inadequate wages, inadequate compensation, and low welfare, is a challenge for Indonesian officials, especially the government, in combating injustice against female workers, even if companies comply with regulations as they should. In fact, a job is bound by an agreement that must be adhered to by both parties. The terms of the employment agreement are also included in civil law, including:

- 1. Agreement of both parties
- 2. Ability to perform legal acts
- 3. The agreed-upon work exists
- 4. The agreed-upon work does not conflict with public order, morality, or applicable laws and regulations

Furthermore, the employment agreement must contain at least the following information:

Furthermore, in the manufacturing industry, where the dynamics are increasingly complex and competitive, manufacturing companies, in addition to increasing production, are also striving to improve Occupational Safety and Health (K3). Through increasing production with an increasing workforce and production equipment, adequate and adequate preparation of the production process is certainly required. Increasing productivity, particularly in the case of female workers in manufacturing, requires adequate financial protection and proper monitoring throughout the work process. The role of company management in monitoring the production process requires structured and systematic oversight of the work. Companies implementing occupational health and safety programs indeed spend significant funds to comply with applicable laws. The attention of company leaders to occupational safety and health, especially for women, is not easy. Their role in implementing company policies

determines whether the company can implement them properly and correctly. Activities, provisions, and policies issued by the company

Regarding occupational safety and health for female workers, determining whether the company's actions set an example for female workers themselves. The company's role in dividing work must consider several factors to ensure appropriate proportions, including:

- a. Women have less strength or are weak, gentle, and diligent.
- b. Prioritizing moral values or morals, which limit contact with the opposite sex in work to create a more positive and conducive environment.
- c. Prioritizing nighttime work for safety reasons to avoid unwanted incidents.
- d. Assigning gentle tasks appropriate to women's physical strength and abilities.
- e. Distributing tasks proportionally between married and single women to ensure peace at work.

Safety at work is a fundamental requirement for carrying out any work. The implementation of K3 in the correct work process ensures that the work runs as it should. However, in the implementation of the protection of female workers, especially regarding occupational safety and health for female workers, it is sometimes underestimated by some employers because it is considered an unnecessary cost and a waste of expenditure.

In their activities, there are several things that become questions for female workers in carrying out their work. This can happen sometimes the employers themselves do not provide certainty as conveyed some of the obstacles that arise that become the topic of discussion is the form of injustice in the wages given. The role of female workers' resources must be balanced. The fulfillment of resources must be carried out to meet productivity in work. Several training activities carried out or provided by the company for female workers will certainly have an impact on the activities carried out. Everything that has been done will certainly have a positive impact within the company. Good communication by female workers in the company will certainly bring a conducive atmosphere. In life, the right to carry out religious obligations must of course be carried out in accordance with the religion of each female worker. The freedom to practice religion carried out by entrepreneurs reflects that the company is also consistent in that religious activities are an inseparable part of the rights of working women. In its implementation, the most important thing is: , among others:

1. Age

Age influences physical ability and labor. Working age can produce high levels of productivity. Older age can lead to greater productivity, while older age can lead to decreased productivity.

2. Education

Education can provide the knowledge to carry out tasks. In carrying out tasks, the ability to perform them will ultimately be adjusted to the job's scope.

3. Work Experience

Work experience makes workers more diligent, meticulous, and possess good qualities.

The mental attitude shown by working women is reflected in their work. The factors of responsibility and discipline are the foundation in creating the form of results from product of discipline and appreciation between employers and workers.

4. Conclusion

In analyzing the legal protection of the rights and obligations of female workers in the manufacturing sector from the perspective of labor law based on Law No. 6 of 2023, the law has advantages and disadvantages. There are several advantages related to labor regulations contained in Law No. 6 of 2023 concerning Job Creation, one of which is flexibility in extending fixed-term employment agreements, allowing for longer extensions and simplifying work procedures. Furthermore, employers are required to provide transportation for women who work at night. That female workers who work in the manufacturing industry have a high workload because companies often receive orders from work partners to produce certain goods that must be completed in a short time, which sometimes in the end some of these companies do not carry out or violate what must be given to these female workers, so there is a need for government supervision in this case the local Manpower Office to supervise these companies so that violations of labor law norms are not violated by these companies.

5. References

Journals:

Dulyani Djakaria, 2018, "Legal Protection for Female Workers to Obtain Worker Rights, Related to Reproductive Health," *Jurnal Bina Mulia Hukum*, Vol. 3, No. 1

Kanyaka Prajnaparamita, 2019, "Legal Protection for Female Workers," *Administrative Law Journal*, Vol. 2, No. 1

Mulyani Djakaria, 2018, "Legal Protection for Female Workers," *Jurnal Bina Mulia Hukum*, Vol. 3, No. 1 1

Ngabidin Nurcahyo, 2021. Legal Protection of Workers Based on Legislation in Indonesia. *Jurnal Cakrawala Hukum*, Vol. 12, No. 1.

Nur Aksin, 2018. "Wages and Labor (Law on Employment in Islam)." *Meta-Yuridis Journal*, Vol. 1, No. 2

Books:

Abdul Khakim, 2014, *Basic Employment Law*, Citra Aditya Bakti.

Adjat Dardjat Kartawijaya, 2018. *"Industrial Relations: A Comprehensive – Interdisciplinary Approach (Theory, Policy, Practice)"*, Bandung : Alfabeta.

Gita Ayu Atikah, 2019, *Reflection on 35 Years of CEDAW Ratification: Delaying the Ratification of the Sexual Violence Bill Delays the Realization of a Sexual Violence-Free Environment*, Yogyakarta : APH LBH.

Hani Regina Sari, 2018. *"Legal Protection of Workers by the Employment Social Security Administration."* Thesis, Faculty of Law, University of Lampung

Ilham Chairil, 2019, *Implementation of Article 86 of Law No. 13 of 2003 concerning Manpower*, Thesis, Maulana Malik Ibrahim State Islamic University.

Khusnul Khotimah, 2009. "*Gender Discrimination Against Women in the Industrial Sector*"

Nurhijrah, 2021, *Legal Protection for Female Workers in Industrial Areas*, Purbalingga : Eureka Media Aksara, p. 21

Rosalina, Meliani. 2015. "*Level of Fulfillment of Women Workers' Rights in the Agricultural and Non-Agricultural Sectors*," Department of Communication Science and Community Development.

Zaenal Asikin, 2002, *Fundamentals of Labor Law*, Jakarta : PT Raja Grafindo Persada.

Regulation:

Law No. 6 of 2025 Concerning Job Creation

Law No. 13 of 2013 Concerning Employment