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LEGAL PROTECTION OF WOMEN WORKERS IN THE INDUSTRIAL ERA 5.0

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Abstract

Objective study This is for analysing legal protection for female workers in the industrial era 5.0. The method used is a qualitative method study with type study studies as references. Types of studies References used for digging deep understanding about a topic or phenomenon with an analysis of literature and where are the relevant sources? in study This relates to legal protection for female workers in the Industrial Era 5.0. As for the data, it was obtained through study and analysis of various references, like journal books, scientific articles, and documents related to the topic being researched. Then, the researcher found an interesting thread in red. Finally, draw conclusions based on the results, findings, and study. Results study This leads to the conclusion that protection laws for workers and women both within and outside of the country become the primary focus of guard supremacy laws in various countries. Protection for working women can be significantly improved by implementing strong policies, enforcing strict regulations, and taking active roles from the government, international organisations, and society. In the Industry 5.0 era, protection laws for women need adaptation to the dynamics just brought by technology. Comprehensive regulations and implementation technology For detection early, education, encouraging gender equality, cooperation between government and private sector, as well as enforcement of strong laws, become elements important in ensuring effective protection for women in the environment.

Keywords : Legal protection, female workers, industrial era 5.0

Abstrak

Tujuan penelitian ini untuk menganalisis perlindungan hukum terhadap pekerja perempuan dalam era industri 5.0. Metode yang digunakan adalah metode penelitian kualitatif dengan jenis penelitian studi pustaka. Jenis penelitian studi pustaka digunakan untuk menggali pemahaman yang mendalam tentang suatu topik atau fenomena dengan menganalisis literatur dan sumber-sumber yang relevan yang dimana dalam penelitian ini berkaitan dengan perlindungan hukum terhadap pekerja perempuan dalam era industri 5.0. Adapun data, diperoleh melalui kajian dan analisis terhadap berbagai referensi seperti buku, jurnal ilmiah, artikel, dan dokumen-dokumen lainnya yang berkaitan dengan topik yang diteliti dan kemudian peneliti menarik benang merah dan menyimpulkan dari hasil temuan dan kajian penelitian. Hasil penelitian ini mendapatkan kesimpulan perlindungan hukum bagi pekerja perempuan di

dalam dan luar negeri menjadi fokus utama dalam menjaga supremasi hukum di suatu negara. Dengan penerapan kebijakan yang kuat, penegakan regulasi yang ketat, serta peran aktif dari pemerintah, organisasi internasional, dan masyarakat, perlindungan bagi pekerja perempuan dapat ditingkatkan secara signifikan. Di era Industri 5.0, perlindungan hukum bagi pekerja perempuan memerlukan adaptasi terhadap dinamika baru yang dibawa oleh teknologi. Regulasi yang komprehensif, penerapan teknologi untuk deteksi dini, pendidikan, mendorong kesetaraan gender, kerjasama antara pemerintah dan sektor swasta, serta penegakan hukum yang kuat menjadi elemen penting dalam memastikan perlindungan yang efektif bagi pekerja perempuan dalam lingkungan kerja yang terus berkembang.

Kata kunci: *Perlindungan hukum, pekerja perempuan, era industri 5.0*

INTRODUCTION

Legal protection for female workers, both at home and abroad, is a very important aspect of guaranteeing their rights and ensuring justice in the workplace. In dealing with this issue, there are several things that need to be considered, such as protection policies, labour regulations, the role of government and international organisations, as well as the social and economic impact on female workers. Astuti (2008) underlines the need to highlight the challenges, developments, and efforts made to improve legal protection for female workers, as well as the implications for the supremacy of law in a country.

Currently, according to Chairah (2019), legal protection for female workers has become the main focus of various countries and international organizations. In various places around the world, female workers often face discrimination, exploitation, violence, and various forms of unfair treatment in the workplace. Legal protection is essential to ensure that the rights of female workers are respected, equal treatment is provided, and a safe and healthy working environment is guaranteed. Domestically, female workers often face various challenges; they are vulnerable to discrimination in terms of salaries that are not equal to those of their male colleagues, lack of access to promotions, and the tendency to be dismissed from work due to their role as mothers or reproductive health problems (Djoeffan, 2001). Kahfi's opinion (2016) Some sectors also tend not to provide adequate protection for female workers, such as the informal sector, domestic work places, or industries with high risks, such as mining or construction.

Therefore, strong legal enforcement and consistent enforcement are essential to protect female workers from sexual harassment, intimidation, or other abuse in the workplace. In addition, the right to maternity leave, paternity leave, and support for reproductive health needs to be well guaranteed in employment regulations. Meanwhile, for female workers who work abroad, such as in the migrant industry or as domestic workers, the challenges they face can be much more complex. They are often vulnerable to exploitation, abuse, forced labour, and even human trafficking. Limited legal protection in migration destination countries is a serious issue, where female workers may not have access to justice or adequate legal assistance (Khalid & Pratitis, 2021).

Currently, international agreements, such as the ILO Convention on Migrant Workers or Migrant Worker Protection Regulations, have been adopted to strengthen the rights and

protection of migrant workers, including female workers. However, the implementation and enforcement of these regulations is often an obstacle, especially in cases where migrant workers are illegal or socially marginalized. For this reason, the government has a crucial role in creating policies that support legal protection for female workers. Strong and effective regulations in the field of employment need to be implemented and closely monitored to ensure that female workers are protected from discrimination and abuse. Suarmini et al. (2018) firmly stated that it is the duty of international organisations such as the International Labour Organisation (ILO), the UN, and non-governmental organisations (NGOs) to have an important role in promoting international standards for the protection of women workers. They can help in drafting policies, provide guidance, and provide technical support to countries to improve protection for women workers.

According to Pradana (2022), legal protection for female workers is not only related to legal aspects but also has significant social and economic impacts. When female workers are well protected in the workplace, this can help reduce gender gaps, increase women's economic participation, and improve overall family welfare. By providing equal access to education, job training, and decent employment opportunities, legal protection can be a catalyst for inclusive social and economic development. This also contributes to sustainable economic growth and promotes gender justice in society.

The solution offered by Sitorus (2023) is to increase legal protection for female workers; concrete steps need to be taken. Domestically, the implementation of labour regulations that protect the rights of female workers needs to be strengthened. Initiatives to raise awareness of their rights are also important, such as education programmes, training, and gender equality campaigns. Meanwhile, at the international level, collaboration between countries and support from international organisations are very necessary. Cooperation in formulating and implementing regulations that recognise the rights of women workers in migration scenarios is key to ensuring their protection in destination countries.

Currently, the world is entering the Industrial 5.0 era, which is characterised by the integration of advanced technologies such as artificial intelligence (AI), the Internet of Things (IoT), and cloud computing. Legal protection for female workers also extends to the cyber realm. However, paradoxically, the existence of this technology often gives rise to various cases, such as sexual harassment against female workers. Although exact data on cases of sexual harassment in cyberspace may be difficult to measure accurately, we can see that this phenomenon is a serious problem that affects the safety, rights, and welfare of female workers.

According to Disemadi & Kang (2021), sexual harassment in cyberspace includes various forms, ranging from verbal harassment and spreading degrading content to physical harassment that is recorded and distributed online. This often occurs via social media platforms, online chat rooms, or electronic messaging, which extends its reach and impact. Female workers, especially those involved in the technology, media, or online services sectors, are vulnerable to these types of attacks. Hajar (2021) said that

cases of sexual harassment in cyberspace can include defamation, sexual blackmail, and threats to women's security and privacy. These attacks not only disrupt the emotional well-being of female workers but can also impact their careers and reputations. In some cases, such harassment can even lead to serious safety concerns, including physical threats or extensive defilement.

One of the main challenges to addressing sexual harassment in cyberspace is the inability to quickly identify and take action against perpetrators of online crimes. Limitations in legal regulations covering the digital realm and the complexity of technological networks are obstacles to enforcing the law against perpetrators of online harassment. Apart from that, victims often feel uncomfortable or afraid to report cases of sexual harassment they have experienced. This factor can be caused by stigma, fear of retribution from the perpetrator, or a lack of trust in the existing legal system.

For this reason, legal protection for female workers in the digital realm is very important. Adequate regulations need to be implemented to protect female workers from online sexual harassment. Developing laws that regulate digital crimes, providing guidelines and procedures for investigating cases of online harassment, and providing strict sanctions against perpetrators are crucial steps in protecting the rights of women workers (Mahfiana, 2013). In addition, the establishment of an institution that specifically handles cases of sexual harassment in cyberspace can help victims report their cases with more confidence. Initiatives to increase awareness of risks and preventative measures in the digital space are also urgently needed.

Miladiyanto & Ariyanti (2017) explained that the government has the responsibility to create and enforce adequate regulations to protect female workers in the digital realm. Collaboration with technology platforms to implement proactive policies for identifying, reporting, and taking action against perpetrators of sexual harassment is an important step. This could include the establishment of easily accessible reporting tools and increased monitoring and enforcement of cases of online sexual harassment. Besides that, according to Ong (2021), education and public awareness are also key to fighting sexual harassment in cyberspace. Educational campaigns that highlight the importance of digital ethics, privacy awareness, and the risks of online harassment can help build a more responsive and supportive culture for victims. This applies not only to female workers but also to society in general, as sexual harassment in cyberspace affects various levels of society.

Sexual harassment in cyberspace not only has a serious psychological impact on the victim but also affects trust in the digital space as a whole. Feelings of insecurity and concerns about harassment can hinder female workers' participation in the digital space, as well as limit the economic and social potential that the digital industry can offer. Based on the background above, researchers are interested in conducting research with the title *Legal Protection for Female Workers in the Industrial Era 5.0*.

METHOD

The method of research used by the researcher is method study qualitative with type study studies. References. Types of studies References used for digging deep understanding about a topic or phenomenon with an analysis of literature, and where are the relevant sources? in study This is related to Legal Protection for Female Workers in the Industrial Era 5.0. As for the data, it was obtained through study and analysis of various references, like journals, scientific articles, and documents related to the topic being researched. Then, the researcher read an interesting thread and concluded from the results and study (Aditya et al., 2010).

RESULTS AND DISCUSSION

According to Ramadhan (2022), legal protection is a concept and a series of steps aimed at protecting the rights of individuals, groups, or legal entities from abuse, violations, or unfair treatment in a legal system. It involves the establishment of rules, laws, and regulations designed to provide security, justice, and equal rights for all people within a society or country.

The Importance of Legal Protection

Legal protection is the main basis for maintaining justice, regulating behaviour, and ensuring that every individual has equal access to their basic rights. It covers various aspects, including civil, political, economic, and social rights. Legal protection also plays a role in establishing and maintaining good governance in a country. The aspects of legal protection, according to Sudaryat et al. (2020), namely.

- a. **Human Rights:** Legal protection is closely related to human rights. This includes rights such as freedom of opinion, freedom of religion, the right to education, the right to fair treatment before the law, and so on.
- b. **Consumer Protection:** Legal protection is also related to consumers' rights to obtain safe, healthy, and quality goods and services. This also includes consumers' rights to obtain clear and accurate information about the products or services they purchase.
- c. **Employment:** Legal protection of workers involves their rights at work, including fair wages, safe working conditions, leave guaranteed by law, and protection from discrimination and harassment in the work environment.
- d. **Environmental Protection:** Environmental law aims to protect natural resources, regulate their use, and prevent damage that could have a negative impact on the environment.
- e. **Social Justice:** Legal protection also plays a role in creating social justice, ensuring equal access to public services such as health, education, housing, and other social services for all levels of society.

It is known that the role of law in society is very important in guarding order and justice, as well as creating a framework for possible work on social, economic, and sustainable politics. Law serves as the foundation for life in the community, and its functions include:

- a. Preventing Abuse of Power: Law plays a role in limiting the power of governments and institutions, as well as preventing abuse of power against citizens.
- b. Providing Guarantees and Security: Legal protection provides security guarantees for individuals or groups so that they are not subject to oppression or exploitation.
- c. Regulating Behaviour: The law is also a tool for regulating people's behaviour, ensuring compliance with established rules and norms.
- d. Providing Dispute Resolution: The legal system provides a forum for resolving disputes in a fair and structured manner, whether through formal or alternative judicial processes (Wahyuni et al., 2019).

Legal protection for female workers is crucial to ensuring that their rights in the workplace are protected. This includes the right to equal pay with their male colleagues, protection from discrimination based on sex, the right to maternity and paternity leave, and safety from sexual harassment or intimidation in the work environment. In the Industry 5.0 era and with increasing technological penetration, legal protection must also extend to the digital realm to protect female workers from sexual harassment or discrimination that occurs on online platforms, social media, or electronic communications (Wirawan, 2020).

According to Alfiansyah (2023), there are various challenges in providing adequate legal protection for individuals or groups. Some of these include:

- a. Unequal Access to the Law: Not everyone has equal access to the justice system or existing legal protections. Factors such as economic, geographic, or cultural status can be barriers to accessing legal rights.
- b. Limitations of Law Enforcement: Sometimes, despite adequate laws, enforcement is ineffective. This could be due to a lack of resources, corruption, or weaknesses in the justice system.
- c. Changes in Social Behaviour: Communities that do not support or comply with the rule of law can also be a challenge in providing effective protection.
- d. Technological Development: With the development of technology, new challenges arise in formulating relevant laws for the ever-changing situation. For example, relevant legal regulations for protection in the digital realm.

The efforts to improve legal protection, according to Shalidi and Dannur (2023) are: First, legal reform: rewriting or improving existing laws and making new laws that are more relevant to social and technological developments. Second: Increasing Access to Law: Efforts to increase community access to the justice system and legal services, especially for those who are marginalised or financially disadvantaged. Third Legal Awareness Campaign: education and public awareness campaign about legal rights and how to access and use the legal system effectively. Fourth, Strengthening Legal

Institutions: Increasing the capacity of legal institutions, law enforcement, and the justice system to be more effective in handling cases of legal violations.

Meanwhile, according to Angela (2023), in the Industry 5.0 era, legal protection for female workers must continue to adapt to technological developments and transformations in the world of work. Several approaches that can be applied to improve legal protection for female workers in this era include: First, legal protection must adapt to the changes brought by technology in the world of work. More sophisticated and comprehensive regulations need to be formulated to protect female workers from potential harassment or discrimination in the workplace, especially in the digital realm. This includes protection from sexual harassment or discrimination that may occur through online platforms or social media.

Second, the use of artificial intelligence (AI) in identifying potential cases of harassment or discrimination in the work environment can help in the early detection and prevention of situations that are detrimental to female workers. Implementing technology to monitor workplace behaviour can help prevent and address unsafe or unfair situations. Third: Providing education and training to female workers about their rights in the work environment, including the right to be free from discrimination and harassment, is very important. This can help female workers better understand their rights and increase their awareness of inappropriate or unlawful situations in the workplace. Fourth, efforts to promote gender equality in the workplace through inclusive and progressive policies can support legal protection for female workers. Providing equal opportunities for promotion and equal pay to their male counterparts, as well as supporting a healthy work-life balance, can be important steps. Fifth, cooperation between governments, companies, and international organisations is needed to develop and implement regulations that are effective in protecting the rights of women workers. This involves creating adequate policies, strict supervision, and providing strict sanctions for violations of the rights of women workers. Finally, strict supervision of compliance with existing regulations and effective law enforcement against violations of the rights of women workers are very important. This includes investigating reported cases of harassment or discrimination and imposing appropriate sanctions on perpetrators.

CONCLUSION

Based on findings and discussion, it can be concluded that protection laws for workers and women inside and outside countries become the main focus of guard supremacy laws somewhere in the country. With the implementation of strong policies, enforcement of strict regulations, and active participation from the government, international organisations, and society, worker women's protection can be significantly improved. Implications for social and positive economies from protection laws This has become important in ensuring justice and equality for all workers, regardless of their sex or migration status. In the Industry 5.0 era, protection laws for women need adaptation to the dynamics brought about by technology. Comprehensive regulations, implementation, and technology For detection early, education, encouraging gender

equality, cooperation between government and private sector, as well as enforcement of strong laws, become elements important in ensuring effective protection for women in the environment. Continued work will develop.

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