

ABSTRACT

Suci Hartati, Empowerment for Woman Employees through Law Development with Gender Perspective. This dissertation was supervised by Prof. Dr. Zudan Arif Fakrulloh, SH, MH as Main Advisor dan Prof. Dr. Zainuddin Ali, SH, MA as Co-Advisor.

Background, Empowerment is always faced with the phenomenon of helplessness as the starting point of empowerment activities. woman experienced by a group of people has been a matter of discussion and academic discourse, which intensified with regard to the strengthening of democratization and economic crisis recovery. On the labor sector, the inequality can be found in the unbalanced relationship between the worker and the company / employer as well as between men and women. Unbalanced relationships legitimized by public policies and institutions that exist in the family, workplace, community, state level and the world economic system Regulation on the extent of women's empowerment in the field of labor has been programmed in Presidential Regulation No. 21 of 2010 on Labour Inspection. In Article 1, paragraph 1 states that the Labour Inspection is an activity monitor and enforce the implementation of legislation in the field of employment.

Research Problem, in this dissertation are: (1) How far is the effort of Tegal City Government, Tegal Residence Government, and Kendal Residence Government in order to eliminate discrimination toward Woman Employees? (2) oleh Kota Tegal, Kabupaten Tegal, dan Kabupaten Kendal dalam menghapus diskriminasi terhadap tenaga kerja perempuan? (2) How far is the effort in empowerment toward woman employees by making Local Rules with Gender perspective?

The methods of this research is a case study in Tegal City, Tegal Residence, and Kendal Residence Central Java. It was descriptive analytical study. Associated with problem solving, the research carried out by two methods approach, namely normative juridical and sociological juridical.

Findings, This research found that: (a) Empowerment for woman employees by Law development will come true by making constitutional rights effectively as fundament of Rules Making in empowerment toward woman employees. (b) After a Legal of The Draft of Equality and Justice before Gender become a hope of society that finally give a institution with Gender Perspective.