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3rd. world Congress on
Human Rights, Justice and Legal Studies (WCHJL)



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About Congress

Barcelona is ideal for international researchers that need a short rejuvenating break away from their university campus. The city is a banquet for all the senses, though perhaps mainly for sight. Not far behind are the pleasures of the palate. The air temperature is almost always about right, more and more streets are pedestrianized. Every now and then the fragrance of the sea in the port or in Barcelona reminds you that this is, after all, a giant seaport and beach city, with an ancient Mediterranean tradition that is, at the outset of its third millennium, flourishing and bewitching visitors as it has for centuries. Today new architecture and design including some of Europe's hottest new fashions in hip boutiques provide the city with an exciting effervescent edge.

Law is a system of rules that are enforced through social institutions to govern behavior. Law provides a rich source of scholarly inquiry into legal history, philosophy, economic analysis and sociology. Law also raises important and complex issues concerning equality, fairness, and justice. There is an old saying that all are equal before the law, although Jonathan Swift argued that Laws are like cobwebs, which may catch small flies, but let wasps and hornets break through. Legal Studies is interdisciplinary, liberal arts major that engages the meanings, values, practices, and institutions of law and legality. Legal Studies examines how law shapes and is shaped by political, economic, and cultural forces. The major is designed to stimulate critical understanding of and inquiry about the theoretical frameworks, historical dynamics, and cultural embeddedness of law. The Legal Studies grapple with important questions of social policy within the framework of significant concerns in jurisprudence and theories of justice. These concerns include individual liberty, privacy, and autonomy; political and social equality; the just distribution of resources and opportunities within society; the relationship between citizens and the state; democratic participation and representation; the moral commitments of the community; and the preservation of human dignity. Justice is the legal or philosophical theory by which fairness is administered. The concept of justice differs in every culture. Advocates of divine command theory argue that justice issues from God.

WCHJL2016 invites you to showcase presentations, from the most diverse countries and cultures, to promote growth in research methods intimately related to Human Rights, Justice and Legal Studies. Our editorial board invites abstracts, papers, and proposals in three tracks.

The accepted papers will be published by International Leading Publishers (on process of agreement) or Publishers of International Society of Communication and Development among Universities and also submitted to **SCOPUS**, **EBSCO**, and **Thomson Reuters Conference Proceedings Citation Index – CPCI (ISI Web of Science)** for evaluation for inclusion in the list.

In addition, distinguished keynote speakers who are internationally renowned in the field will be giving presentations at the conference. You will also have a chance to discuss your works with the editors of the most respected journals.

The accepted submissions will be clustered around their common topics and areas of interest. The final program - released about three weeks before the congress - will mirror the research agendas of the delegates rather than a pre-conceived list of arbitrary topics.

It is up to each delegate how much to submit or publish. Some authors may publish only an abstract in the proceedings. Others may prefer to publish a full-length manuscript in the journal.

Delegates may also attend a conference without submitting or publishing any research.

Authors may deliver their work during the conference either as a 15-minute oral presentation, a poster session, a panel, or a workshop.

We encourage submissions of paper for the following types of contributions:

- Oral Presentations
- Posters
- Workshop
- Company Presentation
- Virtual Presentations

The congress official language is **ENGLISH**. All Abstracts, Final Papers and Presentations must be in English.

Its typical composition should be summarily: motivation for the paper, objectives, what was done, how it was done and validated, major results and conclusions. The papers must report original, previously unpublished findings in the field. All papers will be reviewed under the direction of the Scientific Committee.

About ISCDBU

ISCDBU was founded in 2011 Simultaneous in the Barcelona & Tehran and quickly evolved into a truly global scientific society promoting Provide forums for interaction among professionals on a tripartite (academia, government and business) and multi-national basis. Communicate and translate science to policymakers and the public. With the establishment of geographic units in North America, Europe, Asia/Pacific, and Latin America by 2012, to promote ISCDBU and its tripartite governance approach as a global organization and to foster international communication on environmental issues

Contents

Towards a common law of human rights: the hermeneutics of deference in Strasbourg jurisprudence	1
LEGAL STRUCTURE OF FAMILY BUSINESSES AND THE IMPACT ON CONFLICT RESOLUTION	9
A Comparative Study of Human Rights Second Generation Structure in the Context of the Four Documents.....	15
An Investigation of the Place of the Police in Preventing Homicide in Mashhad (The World's Second Holy City)	22
CONSTITUTIONAL RIGHTS OF DOMESTIC WORKERS.....	37
Combating Pirated VCDs/DVDs in Batam City, Indonesia: "Facts and Expectations"	42
The Legal Principle of the Electronic Business Establishment.....	50
Deliberative democracy and standards of constitutional review: Mixed signals from the south african Constitutional Court* .	54
Human Rights Obligations of Non-State Actors in Areas of Limited Statehood.....	62
The appeal in matters of preventive measures reviewed in contestation proceedings in the preliminary chamber	68

- Respect intellectual property and provide appropriate attribution for all intellectual property arising elsewhere.
- Declare and avoid conflicts of interest
- Not knowingly make false or misleading statements, or engage in activities that could be viewed as defamatory about a professional colleague or an organization.
- Recognize and respect confidentiality while being honest and forthcoming in all issues of public record.
- Objectively and clearly communicate scientific methods, understanding and knowledge in a professional manner

• **Public Outreach Policy**

• ISCDBU Public Outreach Guidelines and Procedures

• Objective:

• To establish an agreed procedure within ISCDBU to review and approve prospective public pronouncements by ISCDBU, its subsidiary groups, or by ISCDBU members proposing to speak on behalf of the Society, doing so in a timely manner and in a way that fully addresses the respective interests and concerns of ISCDBU's tripartite membership.

• Agreed Principles:

• Public outreach should serve to enhance the standing of ISCDBU science and promote progress toward "Quality through Science."

• Public outreach must draw on tripartite consensus science and debate within the Society.

• Public outreach should focus on relevant scientific issues of interest to the global and local scientific communities and to the public at large.

• Public outreach will generally occur by agreed written communications, although oral presentations may be approved by the ISCDBU World Council when circumstances warrant.

• Internal ISCDBU review and authorization process should be expeditious to the extent possible with final approval by the President of ISCDBU in consultation with a core group of Society leaders, including the Global Executive Director and the chairs of relevant committees (Science Committee, Public Relations and Communications Committee, Publications Advisory Council in the first instance).

• ISCDBU Geographic Unit Councils, working committees and the steering committees of Scientific Advisory Groups, with tripartite participation and consensus, may issue public statements on behalf of the GUs, working committees after consultation with the ISCDBU World Council President and Global Executive Director, whose roles are to ensure that such statements enhance the standing of ISCDBU science.

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The ISCDBU Logo and Trademark Guidelines are intended to clarify and update the specifications of the International Society of communication and Development between universities, name, acronym, slogan and logo (symbol), and to define the conditions of their use.

The purpose of these rules and guidelines is to assure the integrity of the name of the Society, its acronym, slogan and logo (symbol), and to assure proper use so that they will be recognized and respected worldwide. ISCDBU is the sole owner of the name, acronym, slogan and logo, and their use must be explicitly approved by the ISCDBU Board of Directors or Council, with oversight by the ISCDBU World Council, to assure their validity.

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- Computer & Information Technology
- Economy
- Education
- Electrical and Electronics
- Engineering and Technology
- Geography
- Geology
- Health and Medicine
- History
- Interdisciplinary
- Language and Literature
- Law
- Management and Business
- Mathematics
- Physics
- Psychology
- Sociology and Politics
- Sport
- Statistics
- Theology
- Agriculture and Animal Science
- Art and architecture
- Banking and Finance
- Biology
- Chemistry

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- Members of the International Society of communication and Development between universities (ISCDBU) are expected to exhibit the highest standards of integrity and professionalism. To ensure a strong and successful organization, our activities require honesty and equity and should reflect well on the Society. In the spirit of promoting Quality Through Science®, members should strive to be good stewards of Development of Science and effective and objective contributors to the discussion globally as well as locally.
- Professional behavior and integrity are also expected of every attendee (members and non-members alike) of ISCDBU meetings, workshops and activities.
- Each member and all persons participating in ISCDBU meetings and activities are bound by this Code of Ethics and should:
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 - Respect the rights, interests, and contributions of professional colleagues.

through research and education. The ISCDBU facilitates worldwide outreach to scientists, engineers, and managers and encourages development of additional ISCDBU member groups. The geographic units are represented on the Council, with representation keyed to their relative shares of membership. The ISCDBU Global Executive Director position was created in 2013 to support the development of a strong program of science and activities around the world and to coordinate the programs of the geographic units.

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Promote interdisciplinary research on the understanding, management, and remediation. Provide forums for interaction among professionals on a tripartite (academia, government and business) and multi-national basis. Communicate and translate science to policymakers and the public. Provide ISCDBU expertise to inform decision makers. Expand organizational capacity to provide membership services and educational opportunities to better foster our mission.

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- Connect with universities and the international community regarding the exchange of information, articles, and publications
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- Facilities for the preparation of books, publications International
- Identify and invite international experts to assist short-term teaching and research
- Tasks related to applicants short and long term training courses
- The organization and supervision of conferences, seminars and congresses in domestic and foreign universities and transmitting them to the colleges, centers and departments
- Research Festival Held annually
- Coordinating the compilation and translation of books by professors and university students
- Hosting annual meetings comprised of conferences, short courses, platform and poster presentations, interactive forums, group meetings and networking events, and the recognition of professional achievements through merit awards
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- Communicating through peer-reviewed journals, books, newsletters, technical publications, webinars and other digital communications
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- Promoting personal integrity and the scientific process

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This is to certify that the article entitled:

Constitutional Rights Of Domestic Workers

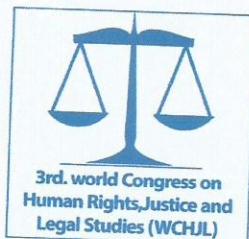
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Dr. Wilhelm Vestergaard
Scientific Secretary



CONSTITUTIONAL RIGHTS OF DOMESTIC WORKERS

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State University of Gorontalo; State University of Gorontalo, Indonesia

Abstrak

This article aimed to explain the urgency of domestic workers protection over decent wages and decent work, so expected to have equality with workers in other sectors. Constitution of Indonesia has guaranteed the protection of workers like in Article 27 Part (2) "Every citizen has the right to work and decent living for humanity", in carrying out the mandate of Constitution then made the Law No 13, 2003 on Employment, this Law should add points about domestic workers. This article is a normative-juridic research, use statute approach, and data collection technique through the study of literature using primary and secondary legal materials. Result of this research shows that in reality condition of domestic workers in Indonesia are important to note, because essentially domestic workers are human and have human rights need to be guaranteed and protected. Besides it, domestic workers do not pretend as formal job which have economic and political value. Constitution guarantee over decent works and decent living for humanity do not perfectly implemented yet. In terms of domestic workers wages usually depend on oral contract between them and employer. The urgency of regulating domestic workers is not only aimed to fulfill their constitutional rights, but also as protection and recognition of human rights.

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Keywords: Constitution, Domestic Worker, Protection.

Latar Belakang

Every things that are crucial in a country governed under a constitution. It is the principle of state constitution, where the constitution as the supreme law of the country. The constitution only arrange things in general, but crucial. Constitution does not contains sanction, because it is general which will then proceed to the lower rules. Indonesia is a constitutional nation, where its constitution Undang-Undang Dasar Negara Republik Indonesia Tahun 1945 (in short form UUD NRI 1945) is the highest law, so all the law imposed in Indonesia should be based and in accordance with the values of constitution.

In addition to Indonesia as a constitutional state in its constitution explicitly states that Indonesia is the highest sovereignty in the hands of the people, also known as democracy. As a democracy then loaded with the protection of human rights. Democracy that sovereignty lay people's hands to make the protection of human rights as an individual becomes an obligation for the state.

In a democratic state, human right is an essential and crucial then be loaded into the constitution. Protection of human right clearly loaded to the constitution of Indonesia in Chapter 10A on Human Rights. In general, constitution of Indonesia contains about human rights and the citizen's constitutional rights. Need to differentiate what is mean by human right with what is mean by constitutional right. Human right is right which brought a person from birth associated with existence of human being. But according to Jimly Asshiddiqie, because the human rights contained in the constitutional which has become the official constitutional rights.⁶⁵

Every human being on this earth are treated humanity, since every individual has human rights are recognized and upheld universally. The principles of human rights also apply in Indonesia, in addition to the guarantee as human right, every citizen of Indonesia are also given guarantee of constitutional rights guaranteed in Constitution of Indonesia.⁶⁶ Needs to be understood before that the constitutional right is different with human right, not all constitutional rights are human rights, and not all of the human rights guarantee by the constitution.⁶⁷

Article 27 Paragraph (2) "every citizen has the right to work and a decent living for the humanity" and Article 28D Paragraph (2) "everyone has the right to work and to receive remuneration and fair treatment and decent in labour relation". Both of the articles above are part of Indonesian Constitution which are in the human right section, where the two articles above are part of human rights that have been guaranteed in the constitution. It means, the above rights are not only an obligation for the state in carrying out the human rights, but the obligation of the state to the constitution.

Theories

Constitution

The constitution is the basic law of a country, in general the constitution contains about important things in a country. Constitution does not load sanctions inside, because it is only a general regulation related to crucial things in the country.

⁶⁵ Jimly Asshiddiqie, "Hak Konstitusional Perempuan dan Tantangan Penegakannya", dalam Erlina, "Implementasi Hak Konstitusional Perempuan dalam Peraturan Perundang-Undangan Indonesia", *Jurnal Konstitusi*, Vol. 1, No. 1, 2012, p. 2

⁶⁶ Jimly Asshiddiqie, "Hak Konstitusional Perempuan dan Tantangan Penegakannya", www.jimly.com/makalah/namafile/8/hak_konstitusional_perempuan.doc, accessed July, 20 2016, p. 1

⁶⁷ Ibid, p. 1

Indonesia is a country of Law with the constitution as the supreme law. Indonesian constitution known as Undang-Undang Dasar Negara Republik Indonesia Tahun 1945 or in short for “UUD NRI of 1945”.

As the supreme law of the country, the constitution only contains the essentials and common. The constitution is broadly defined, some experts said;⁶⁸

Chairul Anwar, constitution is the fundamental law of the government of a country and its fundamental values;

Sri Soemantri, constitution is a manuscript containing a state building and the joints of the system of government;

E.C.S Wade said that constitution is a document having a principal legal sancity which sets out the frame-work and the principal functions of the organs of government of a state and declares the principal governing the operation of those organs.

CF Strong and James Bryce, constitution is a frame of political society, organized through and by law, that is to say on in which law has established permanent institutions with recognized functions and definite right.

Constitution as a fundamental law has a different position with the Laws (Undang-Undang). Constitution is the basic law and the supreme law of the substance of the wider, while Laws are regulations governing certain matters more specifically. If the constitution regulate important matters in general, so the Laws have a duuty to regulate it as a further. This was proved by a constitution that did not contain any sanctio, but sanction writtten in Laws. Laws also make the constitution as their consideration.

As a fundamental law, according to Sovereign Lohman, constitution must contain the;⁶⁹

The constitution is regarded as the embiodiment of social contract theory, this means that the constitution is the conclusion of a community agreement to build state and government who will arrange them;

Constitution as a charter that guarantees rights and and citizens at the same time determining the boundaries of rights and obligations of citizens and governance tools;

Konstitution as a Forma Regimenis, that a government framework.

In general, constitution load abaout, first, guarantee of human rights, second, the establish of a state constitutional fundamental, third, division and restriction of constitution duty which is also fundamental.⁷⁰

Democracy and Human Rights

Indonesia in the constitution recognizes that is a democratic country that law the highest sovereignty on the people's hands. Democracy is a conceptual comodity most in demand in the world, as well as being the faith in the mojorityof hunman capita to achieve the objectives of peace and justice.⁷¹ Democracy is a matter for the organization of a country by the authorities, therefore, to prevent authoritarian governments required the division of powers that allow for checks and balances in the implementation of the wheels of government.⁷²

In essence, democracy contains sime sense, they are; government of the people; government by people; and government for people. Nurcholis Madjid said democracy as a way of life have been growing and includes 7 norms. The seven norms are; awareness of the importance of pluralism; deliberation; moral considerations; honest and possitive agreement; fulfillment aspects of economy; cooperation between citizens and attitude to trust the good faith of each; and the new democratic view of life made elements that are attached to the education system.⁷³

The highest position in the hands of the people's sovereignty is based on contract social theory, which a state is created due to the existence oof agreements between the people and the authorities that will obey the government in condition that the government protect the people's rights. Requirements of a democratic state is the protection of human rights. The concepts of democracy that ultimate power lay in the hands of the people requires collateral for individual's human rights, because the individual is part of the people. In a democracy, the country considered belong to the people because the country was formally established with the agreement of the society.⁷⁴

Human rights are rights related to the human existence, the rights taken from birth. Human rights believed to be a right given directly from God to human, so it is an absolute rights. Human rigts after so long been an issue of interest to be discussed, not only because the rights are fundamental but also because human rights are also interpreted widely into rights of social, politicalm and cultural economy.

As for some definition of human rights cited, they are;⁷⁵

Miriam Budiardjo, human right are the rights of human beings which have acquired and at the bottom by birth of their presence in public life;

Gunawan Setiardja, human right is inheret right of human beings by nature, so rights owned by a man as man;

Sidney Hook, human rights is demand that is morally justifiable so that all people can enjoy and carry out their baic freedoms that

⁶⁸ TIM ICCE UIN, *Demokrasi, Hak Asasi Manusia dan Masyarakat Madani*, Jakarta: Prenada Media, 2005, p. 90

⁶⁹ Ibid, p. 91

⁷⁰ Sri Soemantri, *Prosedur...dikutip dalam* Novendri M. Nggilu, *Teori Konstitusi*, Yogyakarta: UII Press, 2014, p.28

⁷¹ Najid Jauhar, “Islam, Demokrasi, dan HAM sebuah Benturan Filosofis dan Teologis”, *Jurnal Ilmu Sosial dan Ilmu Politik*, Vol. 11, Nomor 1, 2007, p. 32

⁷² Yulia Neta, “Demokrasi dan Hak Asasi Manusia dalam Konsep Negara Hukum (Quo Vadis Demokrasi dan HAM di Indonesia di Era Globalisasi)”, *Prociding*, 2011, p. 1

⁷³ Op. Cit, Tim ICCE UIN, *Demokrasi...*, p. 113

⁷⁴ Mahfud MD, *Dasar dan Struktur Ketatanegaraan Indonesia*, Yogyakarta: UII Press, 1993, p. 17

⁷⁵ Hernadi Affandi, “Konsepsi, Korelasi, dan Implementasi Hak Asasi Manusia dan Good Governance”, dalam Eko Riyadi. *Mengurai Kompleksitas Hak Asasi Manusia*, Yogyakarta: PUSHAM UII, 2007, p. 53

are necessary to achieve the dignity of humanity;

Law No. 39 of 1999 on Human Rights, human rights are set of rights inheret in the nature of human existence as a creature of Almighty God and an His grace that must be respected, upheld and protected by state, government and everyone for the resoect and protection of human dignity;

Hernandi Affandi, human rights are important rights and fundamental as God's gift at birthh that is required to maintain the dignity of the human.

In Indonesia, the recognition oof human rights were exist for a long time and poured into the constitution. The whole constitution that applies in Indonesia (Constitution of Republik Indonesia Serikat, Undang-Undang Dasar Sementara, Undang-Undang Dasar tahun 1945) recognied the imprtance of human right's position.⁷⁶ As previously described because human rights has been clearly stated in constitution, then officially became constitutional rights and the duty of the state to fulfill. Beside in constitution, further regulation related o the human rights have written in Law No. 39 of 1999 on Human Rights.

Methodology

This research is a normative one that proiritizes the study of literatures. This uses two types of approach, conceptual approoach and statute approach.

Discussion

Peraturan Hak-Hak Konstitusional PRT di Indonesia

The times which also have an impact on economic development and technology give a boost to increased competitiveness society. For those who do not have sufficient education, the use of sucle and energy to be another way to find a job, like become a domestic worker. Domestic worker is a job which is do the houseworks like clean up the house, prepare the breakfast, lunch and dinner, and also being baby sitter. The phenomenon of domestic workers could be found easily in Indonesia. It is not difficult to find domestic workers in Indonesian houses. Domestic workers in this cases is somene who made a living by taking care of the household affairs, like cleaning, cooking and baby sitter.

Domestic worker is part of Indonesian labor which has guaranteed human rights and constitutional rights. Indonesia Constitution Article 27 Paragraph (2) "every citizen has the right to work and a decen living to the humanity" and Article 28D paragraph (2) "everyone has the right to work and recieve remuneration and fair treatment and decent in labor relations". Domestic workers with their rights that have been guaranteed by the constitution seems to still escpe from insurance regulations under. Domestic workers spesifically not regulated by nationa Law, so there is no legal basis governing. Whereas the constitutional right to work and decent wages are part of human rights which are important rights for every human being.

Internationally, Internationa Labour Organization (ILO) as an international organization of labor has made the Convention on domestic workers, it is ILO Convention No. 189 of 2011 on Decent Works for Domestical Workers. This convention contains rights and standars that must be held in the working relationship between domestic workers and employers. Things those the retionale of ILO in publishinh this convention are;

Domestic workers represent a group if wirkers who are not protected, and the largest group of paid female workers who work in households of other people in their own country or in other countries, excluded by Law No. 13 of 2003 on Employment and often denied rights;

Domestic workers make another workers and their families were able to improve their lives by taking care of the houses of their family members (kids, ederly, sick and disable);

In countries such as parrts of Asia and Arabic in which social policies do not cover the needs of domestic workers and their families'es care, domestic workers do the house care needed so that allow women to become economically actives;

Because the work is done in private home which in many countries are not consider as workplaces and employment relationship is not covered in the legislation so that domestic workers are not entitled to the protection of workers;

There are millions of domestic workers in countries of Asia and Arab and most of them are Asian and African women from poor families who leave home to work with very low wages and totally dependent on their employers, and being excluded from national labor rights.

Indonesia was one country that also agreed to the convention but not yet ratified. Domestic workers especilly those working as migrant workers in the other countries contributed to foreign exchange, but this has not been able to move the hearts of government to immediatly ratify the Convention. Governmental interests that need to be considered in taking a decision not only depend on the effort and mainteining the welfare state income through foreign exchange, but also consideration of other possibilities that may occur. National interest related to the ratification ILO Convention No. 189 of 2011 on Decent Works For Domestical Workers is rising unemployenet that is feared could lead to turmoil of political and national security.⁷⁷

Besides, domestic workers yet covered by Law No. 13 of 2003 on Employment, whereas in the opinion of the author domestic workers are part of Indonesia labors. Based on Article 1 point 2, Labor is any persom who is able to work in order to produce goods and/or erVICES for subsistence and for the community. Domestic workers are persons who do the job with providing services to fulfill needs of the society.

⁷⁶ Majda El-Muhtad, *Hak Asasi Manusia dalam Konstitusi Indonesia*, Jakarta: Prenada Media Group, 2007, p133

⁷⁷ Debora Panca Anugerah, "Indonesia Interest in International Labour Organization Convention No. 189", Riau: Faculty of Social Science and Politic, University of Riau, 2012, p. 12

Position of domestic workers are excluded from Law on Employment caused by several things. First, the notion that domestic workers as informal workers who do not productive and do not have social, economic, and political values.⁷⁸ In several areas, the recruitment process of domestic workers even performed by the family, and the remuneration given based on an agreement between employer and domestic workers. In effort to deal, employers generally more dominant role compared with domestic workers. Second, because of the environment of domestic workers who are in private domain of the employer, that is in the house and they considered unproductive.

Indonesia's history never been a regulation concerning domestic workers, it was Regulation of the Minister of Labor No. 2 of 2015. Regulation of the Minister of Labor was considered to have many deficiencies and does not have a clear legal umbrella. In addition to the technical side there are some drawbacks in Regulation of The Minister of Labor No. 2 of 2015, they are;⁷⁹

There is no ban on distribution of work outside the city;

Post-distribution monitoring workers involving recruitments agencies;

The scope of protection is limited; and

Mild and limited sanctions.

Shortages of Regulation of The Minister of Labor considered not able to guarantee and protecting the constitutional rights of domestic workers. So that, another regulation is needed are better in terms of meeting the domestic worker's constitutional rights.

Condition of Domestic Workers

Domestic workers have an important role, so that other family members can work with effectively outside the house without burden of household affairs. In 2011 there were 2,6 millions domestic workers, and 90% of those were women.⁸⁰ Domestic works is more attractive to women, because the skills required to be domestic workers are skills that are considered mandatory for girls and women. so the majority of housework acted by women, even for women who are considered minor under the Law No.13 of 2003 on Employment.

Article 68 Law No. 13 of 2003 on Employment stipulates that the minimum age standards for work is 18 years old. Although these Law do not cover domestic workers, but in general a person to work is 18 years old. Indonesia children working as domestic workers between 12 years old to 15 years old.⁸¹ In addition that previously described normatively in the legislation so that the process of recruitment and post-employment tenure is not regulated like the other workers. Even in some areas the domestic workers recruitment process is done through acquaintance and not selection. Contract used was orally so that it can be change at any time depending on the existing conditions.

Public opinion considers that most of domestic workers are informal jobs that their wages also do not have to being in the Minimum Wage Standards. In general wage is based on the agreement of both parties, although through an agreement but that the employer holds a dominant role in reaching the agreement. Considering looking for job is a difficult thing to do, especially for people who do not have adequate education give it a notch higher for employer. Other than that associated with domestic workers who work abroad are also not getting the maximum protection. Even domestic workers who work abroad are very close to fraud. No infrequently many Indonesian workers abroad ended with obscurity, some even ended with a sale to third parties who are not responsible.

Conclusions:

Even in constitution has written the rights of decent wages and decent workers, but the domestic workers do not covered by it yet.

Domestic workers still considered as informal job, not-productive, and their wages depend on oral contract between them and their employers.

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⁷⁸ Sri Turatmiyah dan Annalisa Y., *Pengakuan Hak-Hak Perempuan sebagai Pekerja Rumah Tangga (Domestic Workers) sebagai Bentuk Perlindungan Hukum Menurut Hukum Positif Indonesia*, *Jurnal Dinamika Hukum* Vol. 13. P. 50

⁷⁹ Nur Hidayati, "Perlindungan Terhadap Pekerja Rumah Tangga (PRT) Menurut Permenaker No. 2 tahun 2015", *Ragam Jurnal Pengemban Ilmu Humaniora*, Vol. 4, No. 3. 2015. p. 215

⁸⁰ Maslihati Nur Hidayati, "Upaya Perlindungan Pekerja Rumah Tangga Sebagai Kelompok Masyarakat yang Termarjinalkan di Indonesia", *Al-Azhar Indonesia Seri Pranata Sosial Journal*, Vol. 1, No. 1, Maret 2011

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