

DISCRIMINATION AGAINST PREGNANT WOMEN AT THE WORKPLACE

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The students/authors confirm that the work submitted is their own and that appropriate credit has been given where reference has been made to the works of others.

ACKNOWLEDGEMENT

This research has brought us to a new level of understanding in the relationship between women and the law. During the era of our ancestors, women were never given the utmost priority in everything and in every activities they came to participate themselves into. And the law, needless to say, was never tolerant with women's attributes that are different from men; women are and always will be the weaker and the gentler kind of species when compared to men. But this, we must emphasize, is never an excuse to treat women less than men, and thus degrading the women's role as unimportant to the society and thus to the development of the economy is not right. Nowadays, women work to feed themselves and to supply means to support their family. It is not our intention to deny the men's role in the society but in doing so, we, too, must acknowledge women's sacrifices and their importance as well. Therefore, their rights must be incorporated into the law and must always be protected. This is what the function of the law: to bring justice and to maintain equality and fairness as between sex and gender. This is what the research is all about- to address the wrongs and to correct it with appropriate measures as this is the only way for the society and the government to rectify the problem that persist.

Therefore, we deliver this research for the readers to fully understand the issue at hand and hopefully this research may shed some lights onto the subject matter and thus may bring the reader to re-evaluate their ideas and their concept of reality as with regards to the rights of women generally, and specifically to the rights of the pregnant working women.

We take this opportunity, therefore, to express our deepest gratitude to our supervisor, Madam Jashpal Kaur, for her patience in dealing with our humble attempt in producing this research. Her undivided attention and her passion towards this subject have helped us get through most of the difficult times in the making of this report. And with that, we are most glad to have her not only as our guidance but as a teacher that we could ever have. Thank you.

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ABSTRACT

This research is conducted for the purpose of reviewing the current law on the legal protection for women from any discrimination at workplace in Malaysia and international. Besides that, it is conducted to provide a better understanding and awareness regarding the legal protection for women against discrimination in Malaysia in comparison with the UK, Canada and Australia laws. This research would be conducted through library research that includes primary and secondary sources. The importance of the study is to provide useful legal data and information.

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