

## INTISARI

### ANALISIS PEMENUHAN DAN PEMANFAATAN HAK MATERNITAS PEKERJA PEREMPUAN DI PT BUANA ALAM TIRTA

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**Latar Belakang:** Pekerja sebagai aset perusahaan memiliki hak-hak yang perlu dipenuhi, termasuk hak pekerja perempuan. Namun, pemenuhan hak pekerja perempuan masih belum terlaksana dengan baik dalam hal pemenuhan gaji, perlakuan diskriminasi, adanya tindakan pelecehan dan kekerasan seksual, serta pemenuhan hak-hak maternitas. Pemerintah telah berupaya melindungi hak-hak pekerja perempuan tersebut dengan adanya Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan dan pembaruannya. Adanya regulasi tersebut seharusnya memberikan jaminan dan perlindungan bagi pekerja perempuan untuk mengambil hak-haknya. Penelitian ini dilakukan untuk mengetahui ketersediaan dan intensi pemenuhan hak maternitas oleh perusahaan, intensi pemanfaatan hak maternitas oleh pekerja perempuan, serta pandangan pekerja laki-laki terkait hal tersebut. **Metode:** Penelitian ini merupakan penelitian kualitatif dengan metode studi kasus di PT Buana Alam Tirta. Pengumpulan data dilakukan melalui studi dokumen, observasi terbuka, wawancara mendalam, dan jurnal reflektif. Informan wawancara dipilih menggunakan metode *snowball sampling*. **Hasil:** Perusahaan telah memiliki peraturan berupa Perjanjian Kerja Bersama 2022 yang mengacu pada Undang-Undang Nomor 13 Tahun 2003 untuk mengatur terkait pemenuhan hak maternitas dan fasilitas kesehatan bagi pekerja perempuan. Intensi perusahaan dalam pemenuhan hak tersebut ditunjukkan melalui adanya hak maternitas dan fasilitas kesehatan bagi pekerja perempuan, meskipun dalam penyediaannya dilakukan beberapa modifikasi. Intensi pekerja perempuan dalam pemanfaatan hak tersebut ditunjukkan melalui pengambilan beberapa hak dan penggunaan fasilitas kesehatan yang disediakan. Intensi pemanfaatan hak tersebut juga dipengaruhi oleh pekerja laki-laki yang juga memersepsikan secara positif terhadap pengambilan hak oleh pekerja perempuan. **Kesimpulan:** Analisis intensi dengan pendekatan *Theory of Planned Behaviour* menunjukkan bahwa intensi perusahaan dalam memenuhi hak utamanya dipengaruhi oleh norma subjektif. Intensi pekerja perempuan dalam memanfaatkan hak juga dipengaruhi oleh norma subjektif, sedangkan intensi penggunaan fasilitas kesehatan oleh pekerja perempuan lebih dipengaruhi oleh kontrol perilaku.

**Kata Kunci:** intensi, hak maternitas, pekerja perempuan

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## ABSTRACT

### ANALYSIS OF FULFILLMENT AND UTILIZATION OF FEMALE WORKERS' MATERNITY RIGHTS AT PT. BUANA ALAM TIRTA

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**Background:** Workers as company assets have rights that need to be granted by the companies, including women workers rights. However, the fulfillment of the rights of women workers is still not well implemented in terms of fulfilling wages, discriminatory treatment, acts of sexual harassment and violence, and in terms of fulfilling maternity rights. The government has made regulations to protect the rights of women workers in Law Number 13 of 2003 concerning Manpower and its reforms. The existence of these regulations should be able to provide guarantees and protection for women workers to receive their rights. **Objective:** The aim of the study was to determine the availability of maternity rights by the company, the intention to fulfill maternity rights by the company, the intention to use maternity rights by female workers, and the perceptions of male workers regarding the use of these rights. **Method:** This research is a qualitative research with a case study method at PT Buana Alam Tirta. Data collection was carried out using document studies, open observation (overt), in-depth interviews, and reflective journals. Interview informants were selected using the snowball sampling method. **Result:** The company already has regulations in the form of a Collective Labor Agreement (PKB) 2022 which refers to Law Number 13 of 2003 to regulate the fulfillment of maternity rights and health facilities for women workers. The company's intention to fulfill maternity rights and health facilities has shown by the existence of maternity rights and health facilities for women workers, although there were several modifications to some of these rights. The intention of women workers in utilizing maternity rights and health facilities is demonstrated by taking several rights and using health facilities provided by the company. Male workers also have a positive perception of the taking of these rights, which in turn influences the intention of the women workers around them to use their rights. **Conclusions:** Based on the Theory of Planned Behavior, the company's intention to fulfill the rights of women workers was affected by subjective norms. The intention of female workers to take advantage of their rights was also affected by subjective norms, while the intention of female workers to use health support facilities was affected by behavioral control.

**Keyword:** intention, maternity rights, women worker

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