

PELINDUNGAN HUKUM BAGI PEKERJA PEREMPUAN DALAM HUBUNGAN HUKUM ANTARA PERUSAHAAN PADA INDUSTRI BULU MATA PALSU DENGAN PLASMA DI PURBALINGGA

INTISARI

Oleh:

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Penelitian ini bertujuan untuk mengkaji dan menganalisis 1) hubungan hukum antara perusahaan bulu mata palsu di Kabupaten Purbalingga dengan plasma apakah sudah memberikan pelindungan hukum bagi pekerja plasma perempuan; 2) kebijakan pemerintah daerah Kabupaten Purbalingga dalam memberikan pelindungan hukum bagi pekerja perempuan pada plasma industri bulu mata palsu; 3) pengaturan yang sebaiknya mengenai konstruksi hubungan hukum antara perusahaan industri bulu mata palsu dengan plasma dan hubungan antara plasma dengan pekerja perempuan pada plasma industri bulu mata palsu di Kabupaten Purbalingga.

Sifat penulisan dilakukan secara normatif dan empiris. Penulisan normatif dilakukan dengan mempelajari bahan hukum primer, sekunder, dan tersier dan penulisan empiris dilakukan dengan cara melakukan survey dan wawancara responden dan narasumber. Analisis data dilakukan secara interpretasi gramatikal, sistematis dan dilakukan secara kualitatif, penarikan kesimpulan secara induktif dan laporan penulisan bersifat deskriptif-analitis.

Berdasarkan hasil penelitian, analisis dan pembahasan dapat disimpulkan bahwa: *Pertama*, hubungan hukum antara perusahaan dengan plasma (cabang/pegepul) pada industri bulu mata palsu di Kabupaten Purbalingga dilakukan dengan berbagai macam pola hubungan hukum antara lain perjanjian *purchase order*, perjanjian subkontrak, hubungan kerja borongan dan perjanjian pemborongan pekerjaan. Pola hubungan sub kontrak antara perusahaan dengan plasma tersebut berpengaruh terhadap timbulnya hubungan hukum antara plasma dan pekerja plasma perempuan belum memberikan pelindungan hukum bagi pekerja perempuan pada plasma industri bulu mata palsu dalam hal upah dan jaminan sosial. *Kedua*, tidak ada kebijakan pemerintah daerah Kabupaten Purbalingga yang khusus mengatur pekerja perempuan pada plasma industri bulu mata palsu. Di Kabupaten Purbalingga terdapat Perbup Nomor 51 Tahun 2021 tentang Pelaksanaan Program Jaminan Sosial Ketenagakerjaan melalui BPJS namun tidak khusus mengatur jaminan sosial untuk pekerja plasma perempuan. *Ketiga*, bentuk pengaturan sebaiknya hubungan hukum antara perusahaan industri bulu mata palsu dengan plasma dan plasma dengan pekerja perempuan dapat diatur dengan peraturan daerah. Peraturan daerah tersebut adalah peraturan daerah tentang ketenagakerjaan yang di dalamnya mengatur pekerja plasma pada sektor industri bulu mata palsu yang mempunyai karakteristik tertentu.

Kata Kunci: Pelindungan Hukum, Pekerja Perempuan, dan Plasma

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LEGAL PROTECTION FOR FEMALE WORKERS IN THE LEGAL RELATIONSHIP BETWEEN THE ARTIFICIAL EYELASH INDUSTRY COMPANIES AND PLASMA IN PURBALINGGA

ABSTRACT

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This study aims to examine and analyze 1) the legal relationship between a false eyelash company in Purbalingga Regency and plasma, whether it has provided legal protection for female plasma workers; 2) the policy of the regional government of Purbalingga Regency in providing legal protection for women workers in the plasma of the false eyelash industry; 3) proper arrangements regarding the construction of legal relations between the false eyelash industrial company and the plasma and the relationship between the plasma and female workers in the false eyelash industrial plasma in Purbalingga Regency.

The writing is conducted normatively and empirically. Normative writing is done by studying primary, secondary, and tertiary legal materials and empirical writing is done by conducting surveys and interviewing respondents and an informant. Data analysis was carried out by means of grammatical, systematic and qualitative interpretations, inductive conclusions were drawn and the writing of reports was descriptive-analytical.

Based on the results of the research, analysis and discussion it can be concluded that: First, the legal relationship between the company and the plasma (branch/collectors) in the false eyelash industry in Purbalingga Regency is carried out in various patterns of legal relations including purchase order agreements, subcontract agreements, work relations Contract work and contract work agreements. The pattern of the sub-contract relationship between the company and the plasma has an effect on the emergence of a legal relationship between the plasma and the female plasma workers who have not provided legal protection for female workers in the plasma false eyelash industry in terms of wages and social security. Second, there is no regional government policy in Purbalingga that specifically regulates female workers in the plasma false eyelash industry. In Purbalingga Regency, there is Purbalingga Regency Regulation Number 51 of 2021 concerning the Implementation of the Employment Social Security Program through the BPJS, but it does not specifically regulate social security for female plasma workers. Third, the form of regulation should preferably legal relations between false eyelash industrial companies and plasma and plasma and women workers can be regulated by regional regulations. The regional regulation is a regional regulation on manpower which regulates plasma workers in the false eyelash industry sector who have certain characteristics.

Keywords: Legal Protection, Women Worker, and Plasma

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