

THE IMPLEMENTATION OF LEGAL PROTECTION TOWARDS SPECIAL RIGHTS OF WOMEN WORKERS IN PT MADUBARU YOGYAKARTA

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ABSTRACT

PT Madubaru Yogyakarta is a company engaged in the production of sugar and rubbing alcohol in the Special Region of Yogyakarta. PT Madubaru Yogyakarta has a total workforce of 1,634 people, with women workers amounted to 23 people. This study aims to investigate the implementation of legal protection for the rights of women workers specifically related to their reproductive function, and to know about the role of Labor Union in educating and fighting for the special rights for women workers in PT Madubaru Yogyakarta.

This is a descriptive research equipped by qualitative analysis methods. This research located in PT Madubaru Yogyakarta, Padokan village, Tirtonirmolo district, Bantul regency. The type of this research is a field research through interviews and literature research through the study of documents.

The results showed that the implementation of legal protection for the rights of women workers specifically related to their reproductive function has not been implemented to the maximum by the company. The special rights of women workers which still not fully implemented are the right to get menstrual leave, which the implementation is still equated with sick leave, the right to get maternity leave remove the right to get annual leave for women workers as agreed in the Collective Labor Agreement that are contrary to the laws and regulations that applies, and the providing of the opportunity for the right to breastfeed in working time has not been set in the Collective Labor Agreement. The Managements of Labor Union are less active and initiative in providing education about the special rights of women workers and tend to passively wait for the aspirations of its members in fighting for the special rights of women workers.

Keywords : Legal Protection, Special Rights of Women Workers,
Role of Labor Union

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PELAKSANAAN PERLINDUNGAN HUKUM TERHADAP HAK-HAK KHUSUS PEKERJA PEREMPUAN DI PT MADUBARU YOGYAKARTA

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INTISARI

PT Madubaru Yogyakarta adalah perusahaan yang bergerak di bidang produksi gula dan spiritus di wilayah Daerah Istimewa Yogyakarta. PT Madubaru Yogyakarta memiliki total pekerja sebanyak 1.634 orang, dengan pekerja perempuan berjumlah 23 orang. Penelitian ini bertujuan untuk mengetahui pelaksanaan perlindungan hukum terhadap hak-hak khusus pekerja perempuan terkait fungsi reproduksinya, serta mengetahui peran Serikat Pekerja dalam mengedukasi dan memperjuangkan hak-hak khusus bagi pekerja perempuan di PT Madubaru Yogyakarta.

Penelitian ini bersifat deskriptif, dengan metode analisis kualitatif. Lokasi penelitian berada di PT Madubaru Yogyakarta, Desa Padokan, Kecamatan Tirtonirmolo, Kabupaten Bantul. Jenis penelitian yang dilakukan adalah penelitian lapangan dengan cara wawancara dan penelitian kepustakaan melalui studi dokumen.

Hasil penelitian menunjukkan bahwa pelaksanaan perlindungan hukum terhadap hak-hak khusus pekerja perempuan yang berkaitan dengan fungsi reproduksinya belum dilaksanakan dengan maksimal oleh pihak perusahaan. Hak-hak khusus pekerja perempuan yang masih belum sepenuhnya mendapatkan perlindungan yaitu hak cuti haid yang pelaksanaannya masih disamakan dengan izin sakit, hak cuti melahirkan yang menghapus hak cuti tahunan bagi para pekerja perempuan sebagaimana diperjanjikan dalam Perjanjian Kerja Bersama yang bertentangan dengan peraturan perundang-undangan yang berlaku, serta hak pemberian kesempatan untuk menyusui di waktu kerja yang belum diatur di dalam Perjanjian Kerja Bersama. Pengurus Serikat Pekerja kurang aktif dan inisiatif dalam memberikan edukasi mengenai hak-hak khusus pekerja perempuan dan cenderung pasif menunggu aspirasi dari anggotanya dalam memperjuangkan hak-hak khusus pekerja perempuan.

Kata kunci : Perlindungan Hukum, Hak-hak Khusus Pekerja Perempuan, Peran Serikat Pekerja

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