

**PERLINDUNGAN HAK-HAK PEKERJA WANITA BERDASARKAN  
HUKUM KETENAGAKERJAAN  
(STUDI DI PT MITRA KARYA PRIMA MESINDO)**

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**ABSTRAK**

Tujuan penelitian skripsi ini adalah mengetahui pengaturan hak-hak pekerja wanita pada PT Mitra Karya Prima Mesindo ditinjau dari peraturan perundang-undangan di bidang Ketenagakerjaan dan mengetahui perlindungan hak-hak pekerja wanita pada PT Mitra Karya Prima Mesindo berdasarkan Hukum Ketenagakerjaan.

Jenis penelitian ini adalah penelitian hukum normatif-empiris, yaitu pelaksanaan dari ketentuan hukum normatif berupa undang-undang dalam peristiwa hukum tertentu pada masyarakat dalam hal ini hubungan kerja pengusaha dengan pekerja wanita. Penelitian ini dapat dikategorikan sebagai penelitian dengan pendekatan studi hukum yang tidak ada konflik dan tidak ada campur tangan pengadilan hubungan industrial. Data yang digunakan mengutamakan data sekunder berupa undang-undang, pendapat ahli, hasil penelitian yang diperoleh dari studi kepustakaan, didukung oleh data primer berupa informasi atau keterangan dari narasumber management dan pekerja PT Mitra Karya Prima Mesindo serta PKWT.

Hasil penelitian ini adalah pengaturan hak pekerja wanita pada PT Mitra Karya Prima Mesindo sebagian telah sesuai dengan peraturan perundang-undangan di bidang Ketenagakerjaan sebagaimana tercantum dalam PKWT berupa upah pokok yang lebih tinggi dari upah minimum Kota Medan, upah lembur, hak cuti 12 hari pertahun, waktu kerja 40 jam dalam 6 hari kerja, uang makan per hari. Hak atas jaminan sosial ketenagakerjaan, yaitu JKK dan JKM, serta tunjangan transportasi untuk perjalanan dinas keluar kota diberikan perusahaan meskipun tidak diatur di dalam PKWT. Perusahaan belum mengatur hak cuti haid, dan belum mengikut sertakan pekerjaanya pada program JHT, JP, dan jaminan kesehatan pada BPJS Ketenagakerjaan. Perlindungan hak-hak pekerja wanita pada PT Mitra Karya Prima Mesindo ditinjau dari Hukum Ketenagakerjaan sudah dilaksanakan yaitu perlindungan mengenai kesetaraan pekerja pria dan wanita yang tidak diperlakukan diskriminatif dalam segi tugas, upah, upah lembur, jabatan, dan hak atas jaminan sosial. Perlindungan hak-hak pekerja wanita yang masih belum dilaksanakan adalah atas keselamatan dan kesehatan kerja, moral dan kesusilaan, dan perlakuan yang sesuai dengan harkat dan martabat, sebab mengabaikan kewajiban menyediakan antar jemput pekerja wanita ketika bekerja malam hari yang rawan terhadap gangguan moral dan kesusilaan, cuti haid, hak untuk menyusui bayinya, hak cuti keguguran, serta perlindungan hak istirahat ketika hamil dan melahirkan.

**Kata Kunci:** Perlindungan Hukum, Ketenagakerjaan, Pekerja Wanita, Hak, Perusahaan.

**PROTECTION OF THE RIGHTS OF WOMEN WORKERS  
UNDER LABOR LAW  
(STUDY AT PT MITRA KARYA PRIMA MESINDO)**

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**ABSTRACT**

*The purpose of this thesis research is to find out the regulation of the rights of women workers at PT Mitra Karya Prima Mesindo in terms of laws and regulations in the field of Manpower and to know the protection of the rights of women workers at PT Mitra Karya Prima Machinedo based on Labor Law.*

*This type of research is normative-empirical legal research, namely the implementation of normative legal provisions in the form of laws in certain legal events in society, in this case the working relationship of employers and women workers. This research can be categorized as research with a legal study approach that does not involve conflict and does not involve industrial relations courts. The data used prioritizes secondary data in the form of laws, expert opinions, research results obtained from library studies, supported by primary data in the form of information or information from management sources and employees of PT Mitra Karya Prima Mesindo and PKWT.*

*The results of this study are that the regulation of the rights of women workers at PT Mitra Karya Prima Mesindo is in part in accordance with the laws and regulations in the field of Manpower as stated in the PKWT in the form of a basic wage that is higher than the Medan City minimum wage, overtime pay, the right to leave 12 days per year, 40 hours working time in 6 working days, food allowance per day. The right to employment social security, namely JKK and JKM, as well as transportation allowances for business trips out of town are given by the company even though it is not regulated in the PKWT. The company has not regulated menstrual leave rights, and has not included its workers in the JHT, JP, and health insurance programs at BPJS Ketenagakerjaan. The protection of the rights of women workers at PT Mitra Karya Prima Mesindo in terms of the Manpower Law has been implemented, namely the protection of the equality of male and female workers who are not discriminated against in terms of duties, wages, overtime pay, positions, and rights to social security. The protection of the rights of women workers which has not yet been implemented is on occupational safety and health, morals and decency, and treatment that is in accordance with the dignity and worth, because it ignores the obligation to provide shuttle services for women workers when working at night which is prone to moral and decency disturbances. menstrual leave, the right to breastfeed the baby, the right to miscarriage leave, and protection of the right to rest during pregnancy and childbirth.*

**Keywords: Legal Protection, Employment, Women Workers, Rights, Companies.**