



## Factors Related to the Protection of Women Workers Rights in CV. Miranda Moda Indonesia Rengas, East Ciputat

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### Abstract

The male workers and female workers' equal rights are guaranteed in the constitution of Republic of Indonesia 1945 article 28 D section 2, it underlines that everybody has the right to work and to get fair and appropriate compensation and treatment concerning work. In this case, all workers have fair treatment in the type of work, the placement of positions in work, and the provision of salary, which is guaranteed by the nation. Justice contains basic rights and needs of people throughout the world in the form of universal moral values. The moral values of justice are every nation's ideals that have many various groups' concerns. In this case, justice becomes an agreement of various society's elements that wish an equitable and affluent life of the nation.

**Keywords:** Protection; Women Workers Rights; CV. Miranda Moda

### Introduction

The male workers and female workers' equal rights are guaranteed in the constitution of Republic of Indonesia 1945 article 28 D section 2, it underlines that everybody has the right to work and to get fair and appropriate compensation and treatment concerning work. In this case, all workers have fair treatment in the type of work, the placement of positions in work, and the provision of salary, which is guaranteed by the nation. Justice contains basic rights and needs of people throughout the world in the form of universal moral values (Law of the Republic of Indonesia). The moral values of justice are every nation's ideals that have many various groups' concerns. In this case, justice

becomes an agreement of various society's elements that wish an equitable and affluent life of the nation (Indonesia, 2017).

Participation Rate based on gender in February 2017. The TPAK for men in February 2017 was 83.05%, down from the same period last year of 83.46%. The TPAK for women was only 55.04%, but it increased compared to the same period last year of 52.71%. However, compared to the same period last year, the TPAK for women increased by 2.33% points, while the TPAK for men actually decreased by 0.41% points (Flambonita, 2017). Based on these things, the researcher was interested in conducting a research entitled The Correlation between Menstruation Leave Rights, Maternity

Leave Rights, and Breastfeeding Leave Rights with Women Workers Protection in CV. Miranda Moda Indonesia Rengas, Ciputat.

### Review of Literature:

Workers are anyone capable of doing work to produce goods and, or services either to fulfill their own needs or for the public. Meanwhile, an employee is someone who works and gets salary or other forms of remuneration. An employer is an individual, entrepreneur, legal entity or other entity that employs workers by paying salary or other forms of remuneration (Indonesia, 2006).

In carrying out work, workers protection is often neglected, so as the workers protection is aimed to protect the workers or labor's basic rights and guarantee fair opportunity and treatment without any discrimination on any basis to create the prosperity of workers or labor. Labor protection is intended to ensure a harmonious work relationship system without being accompanied by pressure from the strong to the weak. This means that labor protection is a mandatory guarantee for every worker who works to protect his safety and welfare while working.

A woman is sometimes discriminated against underestimated. Discrimination can occur both in her work life, in her family, and in the life of society. With this discrimination, many parties especially women themselves, realize the concern in guarantee of the issue of women's right as one of the types of human rights (Djakaria, 2018). Female workers have the same rights as male workers to obtain three types of protection, both economic, social and technical protection (Soedijana. 2012;

### Research Methodology:

This research was an analytical survey using a cross-sectional study design, which is a study conducted with a moment observation or in a certain period time and each study object only had one observation during the study. The population in this research was all the women

Perempuan, Anak & Statistik, 2018). In the CEDAW convention, the protection that should be obtained by women workers is regulated in article 11 paragraph 1, letter d,e and f (Indonesia, 1984).

Manpower policies in Indonesia are regulated in Law No.13 of 2003 concerning about manpower (Law of labor) in article 5 and 6, the manpower states that there are equal rights without discrimination (Indonesia, 2006). Regulation manpower law in article 76 explain about prohibition of working at night; article 81 protection of reproductive function; article 81 regulates protection issues during menstrual periods; article 82 paragraph 1 regulates the issue of maternity leave for female worker that they have right to rest for 1,5 month before and after giving birth; article 82 paragraph 2 regulates for female workers experience miscarriage, that they are entitled to get a break for 1,5 month or in accordance with a certificate from the obtetricians or midwifer who handles the miscarriage case; article 83 regulates the problem of mother who are breastfeeding (Indonesia, 2017; Khotimah, 2009, Uli,. 2005).

There are some assumptions in this research:

HA 1: Knowing the distribution frequency of women workers rights in CV Miranda Moda Indonesia

HA 2: There is correlation between menstrual leave rights with women worker rights

HA 3: There is correlation between maternity leave rights with women worker rights

HA 4: There is correlation between breastfeeding leave rights with women worker rights

workers in CV Miranda Moda Indonesia, with 116 sample respondents.

### Results & Discussion:

#### 1. the distribution frequency of women workers rights in CV Miranda Moda Indonesia

**Table 1: Frequency Distribution of Menstruation Leave Rights**

Menstruation Leave Rights	Frequency	Percentage %
Good	98	84,5
Less	18	15,5
Total	116	100

Source: Field Survey

Based on table 1, the frequency distribution of menstruation leave rights shows that most of the respondents menstruation leave rights were good, namely 98 respondents by 84.5%,

and a small proportion of respondents menstruation leave rights were less, as many as 18 respondents with a percentage of 15.5%.

**Table 2: Frequency Distribution of Maternity Leave Rights**

Maternity Leave Rights	Frequency	Percentage %
Good	99	85,3
Less	17	14,7
Total	116	100

Source: Field Survey

Based on table 2, the frequency distribution of maternity leave rights shows that most of the respondents maternity leave rights were good,

namely 108 respondents by 93.1%, and a small proportion of respondents' maternity leave rights were less, as many as 8 respondents with a percentage of 6.9%.

**Table 3: Frequency Distribution of Women Workers Protection Act**

Women Workers Protection Act perempuan	Frequency	Percentage %
Good	111	95,7
Less	5	4,3
Total	116	100

Based on table 3, the frequency distribution of women workers protection act shows that most of the respondents women workers protection act were good, namely 111

respondents by 95.7%, and a small proportion of respondents women workers protection act were less, as many as 5 respondents with a percentage of 4.3%.

**Table 4: Analysis of The Correlation Between Menstruation Leave Rights with Women Workers Protection Act**

Menstruation Leave Rights	Women Workers Rights				Total		P Value	OR	95% CI	
	Good		Less						Lower	Upper
	N	%	N	%	N	%				
Good	96	82,8	2	1,7	98	84,5	0,029	9,6	1,4	62,2
Less	15	12,9	3	2,6	18	15,5				
Total	111	95,7	5	4,3	116	100				

Based on table 4, it shows that most of the respondent menstruation leave rights were good, There were 96 respondents with a percentage of 82.8%. The p-value = 0.029,  $\alpha = 0.05$ , p-value >  $\alpha$ , (0.029 > 0.05). So

the menstruation leave rights and the women workers protection act have a correlation. It means women workers who got the menstruation leave right would feel that they had women workers rights.

**Table 5: Analysis of The Correlation Between Maternity Leave Rights with Women Workers Protection Act**

Maternity Leave Rights	Women Workers Rights					Total	P-Value	OR	95% CI	
	Good	Less							Lower	Upper
	N	%	N	%	N	%				
Good	105	90,5	3	2,6	108	93,1	0,037	11,6	1,6	83,5
Less	6	5,2	2	1,7	8	6,9				
Total	111	95,7	5	4,3	116	100				

Based on table 5, it shows that most of the respondent maternity leave rights were good, There were 105 respondents with a percentage of 93,1%.. The p-value = 0.037,  $\alpha =$

= 0.05, p-value >  $\alpha$ , (0.037 > 0.05). So the maternity leave rights and the women workers rights have a correlation

**Table 6: Analysis of the Correlation Between Breastfeeding Leave Rights with Women Workers Protection Act**

Breastfeeding Leave Rights	Women Workers Rights				Total		P Value	OR	95% CI	
	Good		Less						Lower	Upper
	N	%	N	%	N	%				
Good	97	83,6	2	1,7	99	85,3	0,022	10,3	1,5	67,7
Less	14	12,1	3	2,6	17	14,7				
Total	111	95,7	5	4,3	116	100				

Based on table 6, it shows that most of the respondent breastfeeding leave rights were good, There were 97 respondents with a percentage of 99%. The p-value = 0.022,  $\alpha =$

0.05, p-value >  $\alpha$ , (0.022 > 0.05). So the breastfeeding leave rights and the women workers rights have a correlation.

**Conclusion:**

According to the research results, it concluded that the regulation in the company has been running in accordance with the Labor of Law No.13 2003. Based on Labor of Law No.13 2003, article 81 regulates protection issues during menstrual periods. Female workers who are currently

Menstruating (menstruation) are not forced to work on the first and second menstruation day for full wages and are obliged to notify company. During menstruation, it can cause menstrual pain, weakness, nausea and even vomiting, which prevents female workers from working optimally

Labor of law No.13 2003, article 82 explain that female workers are entitled to rest for about six months of and it divided for 1,5 months before and after giving birth. Company management needs to be notified both verbally and in writing a maximum of 1,5 months before the due date. After giving birth to a woman's working family, it is also obligatory to notify the birth of her child within seven days of birth. Female workers are also required to provide proof of birth from the hospital or a birth certificate within six months of giving birth.

Labor of law No.13 2003, article 83 regulates problems of mothers who are breastfeeding. Breastfeeding female workers are entitled to get the opportunity, at least given time to express breast milk during working hours. women must meet the needs of breastfeeding their children so that children can get enough nutrition during their growth and development. Based on the research results, in the future every company must provide welfare for women workers with fair worker rights, especially for their reproductive function. Ministry of Workers need to be monitoring all company regulation related to the health, safety and worker rights.

#### **Recommendation:**

Every company must provide welfare for women workers right especially for their reproductive function. Ministry of Workers need to be monitoring all company regulation related to the health, safety and worker rights.

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#### **Conflicts of Interest:**

The authors declare that the research review was conducted in the absence of any public health or nursing associations that could be construed as a potential conflict of interest.

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