

**ABSTRAK****PERLINDUNGAN HUKUM TERHADAP HAK-HAK REPRODUKSI  
PEKERJA PEREMPUAN DI CV. BINTANG REMA UTAMA  
KABUPATEN BANYUMAS**

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**ABSTRAK**

Hak-hak reproduksi pekerja perempuan merupakan hak-hak yang terkait dengan kesehatan reproduksi dan perlindungan dari diskriminasi di tempat kerja. Hak-hak reproduksi pekerja perempuan dilindungi oleh negara dan dituangkan dalam Undang-Undang Ketenagakerjaan (UUK) meliputi hak atas cuti haid, hak atas cuti hamil dan keguguran serta mendapat upah penuh, hak atas pemberian kesempatan menyusui, fasilitas ruang menyusui, dan larangan PHK karena hamil. Penelitian ini bertujuan untuk mengetahui dan mengkaji perlindungan hukum terhadap hak-hak reproduksi pekerja perempuan di CV. Bintang Rema Utama serta untuk mengetahui penegakan hukum terhadap hak-hak reproduksi pekerja perempuan.

Metode pendekatan yang digunakan dalam penelitian adalah yuridis normatif dengan spesifikasi penelitian deskriptif. Sumber data yang digunakan adalah data sekunder dengan menggunakan metode pengumpulan data studi kepustakaan dan studi lapangan yang disajikan dalam bentuk deskriptif melalui metode analisis normatif kualitatif.

Berdasarkan hasil penelitian dapat disimpulkan bahwa perlindungan hukum preventif dan represif terhadap hak-hak reproduksi di CV. Bintang Rema Utama sudah dilaksanakan, namun belum terlaksana secara maksimal sesuai peraturan perundang-undangan, seperti cuti haid, cuti keguguran, upah cuti yang tidak diberikan secara penuh. Penegakan hukum di CV. Bintang Rema Utama terhadap hak-hak reproduksi pekerja perempuan belum dilaksanakan. Mekanisme penegakan hukum dapat ditempuh oleh pekerja yang merasa hak reproduksinya dilanggar melalui instrumen hukum administrasi negara, hukum perdata, dan hukum pidana sesuai dengan tingkat pelanggaran yang perusahaan lakukan.

**Kata Kunci:** *perlindungan hukum, hak-hak reproduksi, pekerja perempuan*

**ABSTRACT****LEGAL PROTECTION OF THE REPRODUCTIVE RIGHTS OF  
FEMALE WORKERS IN CV. BINTANG REMA UTAMA  
BANYUMAS DISTRICT**

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**ABSTRACT**

*Reproductive rights of women workers are rights related to reproductive health and protection discrimination in the workplace. The reproductive rights of female workers are protected by the state and outlined in the Labor Law (UUK) including the right to menstrual leave, the right to maternity leave and miscarriage and receive full wages, the right to provide breastfeeding opportunities, breastfeeding room facilities, and the prohibition of layoffs due to pregnancy. This research aims to find out and examine the legal protection of the reproductive rights of female workers in CV. Bintang Rema Utama and to find out the law enforcement of the reproductive rights of female workers.*

*The approach method used in the research is normative juridical with descriptive research specifications. The data source used is secondary data using literature study and field study data collection methods presented in descriptive form through qualitative normative analysis methods.*

*Based on the results of the research, it can be concluded that preventive and repressive legal protection of reproductive rights in CV Bintang Rema Utama has been implemented, but has not been implemented optimally in accordance with statutory regulations, such as menstrual leave, miscarriage leave, leave wages that are not given in full. Law enforcement at CV Bintang Rema Utama on the reproductive rights of female workers has not been implemented. Law enforcement mechanisms can be pursued by workers who feel their reproductive rights have been violated through the instruments of state administrative law, civil law, and criminal law according to the level of violation that the company has committed.*

**Keywords:** *legal protection, reproductive rights, female workers*