

LEGAL PROTECTION FOR WOMEN WORKERS IN THE HOSPITAL BUSINESS SECTOR

Hari Sapto Adji
Universitas Tompotika Luwuk Banggai
hari.sapto@gmail.com

ABSTRACT:

Human resource development occurs a lot in various business fields, it is also possible that many occur in developing countries. The Indonesian state which also implements it is also not left behind in developing human resources in all business sectors, the position and role of the workforce is very important.

INTRODUCTION:

Human resource development needs to be regulated in such a way as to fulfill basic rights and protections for workers. And at the same time can create conditions conducive to the development of the business world.

In order for a comprehensive and comprehensive arrangement, including the development of human resources itself, increasing productivity and competitiveness of the workforce. And always strive to expand job opportunities, service placement of workers, and foster industrial relations.

Human resources are an important factor for the success of a business for all activities, be it the service industry or not. Therefore, job opportunities are only open to workers who are truly very capable and skilled and have high loyalty to the company.

Article 27 Paragraph (2) of the 1945 Constitution states that: every citizen has the right to work and a decent living for humans. The term "every citizen" can be interpreted as this applies to all citizens, both male and female. A relevant condition of community life related to the role of the existence of men and women in the world of work, this can be seen from the

position and role of men who are often considered more important so that the opportunities and job opportunities for them are very wide. Meanwhile, for women sometimes their job opportunities and opportunities are still limited

The existence of an equal position regarding rights between men and women, triggers women to play a greater role in social and economic life.

This opportunity is increasingly visible and wide open, because it is supported by the increasing number of educated women population. In modern times like now it is no longer valid, there are restrictions on human resource development activities, especially women.

The large number of women entering the workforce at this time shows that the presence of women in the business world is increasingly important and needed. This can be seen from the increasing number of business sectors that employers employ women workers in companies. As a basic consideration, women are sometimes considered more thorough, careful, and obedient in carrying out their obligations as workers.

The presence of women in the world of work will naturally lead to a working relationship. The working relationship itself occurs after the employment agreement between the worker and the entrepreneur. This agreement will give rise to rights and obligations that are bound in it. At least, the rights of one party are obligations of the other party. Workers, both men and women, have the right to be protected.

The protection in question is the protection of safety, health, decency, maintenance of work morale and treatment in accordance with human dignity and religious morals.

Female workers who work in companies are currently experiencing a dramatic situation. The dilemmatic situation progressively tends to have the impact of "marginalization" and "privatization" of women's work, as well as concentrating in the form of unproductive service work. This fact raises the phenomenon of the declining position of women in the field of work.

There are many reports in the mass or electronic media about female workers who are not paid attention by the company in terms of welfare or are treated under male workers. Employment termination is arbitrarily carried out by the company against female workers.

Another reason that makes female workers less protected is because of the outsourcing system. What is meant by an outsourcing system is the delegation of daily operations and management of a business process to an outside party (outsourcing service provider company). (Suhardi Gunarto, 2006: H.5) By using the delegation system, the management is no longer carried out by the company, but is delegated to an outsourcing service company.

Considering that the position of the workforce is still considered lower than that of employers, it is necessary for the government to intervene in creating a conducive situation. (Asri Wijayanti, 2013: H.1). This can at least be used to find solutions related to the protection of workers, with efforts to carry out negotiations between the two parties.

The rights of female workers who need to be protected in accordance with Law Number 13 of 2003 concerning Manpower, include: severance pay as regulated in Article 156 Paragraph (2), remuneration for service period (Article 156 Paragraph (3)), remuneration for replacement for housing and medical treatment (Article 156

Paragraph (4)) and compensation for the relevant annual or maternity leave upon termination of employment, as well as salary calculated since termination, are rights that are rarely received by female workers.

Not a few companies also provide salaries to workers in the form of basic salaries and meal allowances, the amount of which cannot be said to be adequate. Even

female workers do not receive welfare and health benefits. In addition, workers are threatened with unilateral termination from the company. Thus, workers must accept this treatment, because it is so difficult to find work. It is important to pay attention to the condition of female workers in order to get legal protection. Legal protection for female workers can be carried out by the government by issuing policies that regulate protection for workers so that companies will pay more attention to the welfare of workers.

Problems regarding the protection of female workers in its implementation are still far from expectations. It is proven that there are still implementations that are outside of what has been stipulated in the Manpower Act. This is where many employers still make their own regulations for the benefit of the company regardless of the rights of the workers.

In this regard, the tourism business sector, especially in the field of hospitality services, also employs women in carrying out its operational activities. Legal protection of the rights of women workers in hotels is still not fully implemented because there are several factors that affect the implementation of the legal protection.

Based on the description above, the author wants to examine more deeply about the protection of female workers as a research with the title "**LEGAL PROTECTION OF THE RIGHTS OF WOMEN WORKERS IN THE HOSPITAL BUSINESS SECTOR**"

Based on the things mentioned above, several problems arise which can be formulated as follows:

1. What are the legal protection obligations for the rights of women workers in the hospitality business?
2. What are the factors that influence the implementation of legal protection for labor rights in the Hospitality business sector?

RESEARCH METHODS:

The research method used by the author is a type of normative juridical research. A scientific research is intended to obtain correct knowledge about the object under study based on a series of steps recognized by the scientific community of peers in a field of expertise (intersubjective) (Johnny Ibrahim, 2005: H. 223) Legal research is a scientific activity, based on methods, systematics, and certain thoughts, which aim to study one or several certain legal phenomena by analyzing them. Apart from that, an in-depth examination of the legal facts is also carried out, to then seek a solution to the problems that arise in the legal phenomena in question.

With this approach, it can be seen that the legal protection of the rights of women workers in the Hospitality business sector also needs attention as well as in other business fields .

RESULTS AND DISCUSSION:

Obligation of legal protection for the rights of women workers in the Hospitality business sector

In essence, the rights of workers/ laborers are the obligations of the entrepreneur, and conversely the rights of the entrepreneur are the obligations of the workers/ laborers. Both the rights and obligations of workers and employers are regulated in Law Number 13 of 2003 concerning Manpower.

1. Workers' Rights and Obligations
 - a. Workers' Rights

- 1) The right to have equal opportunities without discrimination to get a job.

This right has been regulated in Article 5 of Law Number 13 of 2003 concerning Manpower, where every worker has the same rights and opportunities to obtain work and a decent living without distinguishing gender, ethnicity, race, religion, and political sects in accordance with the interests and abilities of the workforce concerned, including equal treatment of persons with disabilities.

- 2) The right to obtain protection for occupational safety and health.

In Article 86 paragraph (1) of Law Number 13 of 2003 concerning Manpower it is stated that workers/labourers have the right to obtain protection for occupational safety and health, morals and decency, and treatment in accordance with human dignity and values as well as religious values. . In order to protect the safety and health of workers/laborers, in order to realize optimal work productivity, work safety and health efforts are carried out. This protection is carried out in accordance with the applicable laws and regulations. To realize the protection of occupational safety and health, the government has made efforts to foster norms in the field of manpower. In this sense, the development of norms includes the notion of forming, implementing, and supervising the norms themselves.

- 3) Right to receive wages

The right to wages is a legal right that is received and demanded by a person since he binds himself to work for a company. Regarding the wages, it has been regulated in Article 88 paragraph (1) of Law Number 13 of 2003 concerning Manpower which states that every worker/ laborer has the right to earn an income that fulfills a decent living for humanity. And furthermore in Article 89 of Law Number 13 of 2003 concerning Manpower that the minimum

wage is set by the government based on the need for a decent life by taking into account productivity and economic growth. The minimum wage consists of the minimum wage based on the province area and the minimum wage based on the district/city area.

4) The right to limit working time, rest, leave, and holidays.

Limitations of working time, vacation breaks, and holidays for a worker/laborer have been regulated from Article 77 to Article 85 of Law Number 13 of 2003 concerning Manpower. Application of time off leave usually each company makes its own policy in applying the leave rights which are considered in accordance with the vision and goals of the organization that remain in line with the limits outlined by the Manpower Act.

5) The right to form and become a member of a trade union/labor union.

A trade/labor union is defined as an organization formed from, by, and for workers/labourers both within the company and outside the company, which is free, open, independent, democratic and responsible for fighting for, defending and protecting the rights and interests of workers/labourers. and his family. Every worker/ laborer has the right to form and join a trade union/ labor union. Trade unions have the right to collect contributions and manage and be responsible for the finances of their organization, including the management of the action budget. Employers must provide opportunities for the management and members of the trade union/labor union to carry out their union activities within working hours in accordance with the agreement of both parties and/or according to the rules in the Collective Labor Agreement.

6) The right to obtain recognition of work competence after attending job training.

Every worker who has attended job training either through private training institutions, government job training institutions or training in the workplace has the right to obtain work competency recognition which is carried out through work competency certification. Competency certification is the process of providing competency certificates that refer to national and/or international competency standards.

7) Right to strike.

Article 1 number 23 of Law Number 13 of 2003 concerning Manpower defines that a strike is an action that is planned and carried out jointly by workers and/or a trade union to stop or slow down work. The purpose of a strike is to force the company to listen to and accept the demands of the workers and/or unions, the method is to make the company feel the consequences of the production process being stopped or slowed down.

8) The right to get protection against layoffs.

Entrepreneurs, workers/ laborers, trade unions/ labor unions, and the government, must make every effort to prevent termination of employment. In the event that every effort has been made, but termination of employment is unavoidable, then the termination of employment must be negotiated by the entrepreneur and the worker/labourer concerned. workers are entitled to 1 (one) time severance pay in accordance with the provisions of Article 156 paragraph (2), 1 (one) time service award as stipulated in Article 156 paragraph (3) and compensation for entitlements in accordance with the provisions in Article 156 paragraph (4).

b. Worker's Obligations

In the working relationship between workers and employers, in addition to the rights owned by workers, there are also obligations

that are fulfilled by workers to the company, namely:

- 1) Mandatory to do achievements/work for entrepreneurs/employers
- 2) Must comply with company rules
- 3) Must comply with work agreement
- 4) Obligation to comply with labor agreements
- 5) Mandatory to keep company secret
- 6) Obligation to fulfill all obligations as long as the permit has not been granted in the event of an appeal that has not yet been decided.

2. Entrepreneur's Rights and Obligations:

a. Entrepreneur's Rights

- 1) Entitled to the results of the work.
- 2) The right to command/regulate the workforce
- 3) The right to terminate the employment relationship of the worker/labourer

b. Employer's Obligations

1) Paying wages

In an employment relationship, the main obligation for employers is to pay wages to their workers in a timely manner. Employers are required to pay wages for workers who are willing to do the work that has been promised. (Whimbo Pitoyo, 2010: 54). As in Article 88 paragraph 1 (one) of Law Number 13 of 2003 concerning Manpower, it is stated that every worker/ laborer has the right to earn an income that fulfills a decent living for humanity. The provisions regarding this wage have undergone a regulatory change towards public law. This can be seen from the government's intervention in determining the minimum wage that must be paid by entrepreneurs as stated in Government Regulation Number 8 of 1981 concerning Wage Protection.

2) Paying overtime wages

Overtime wages are wages received by workers for their work in accordance with the amount of time they work overtime. As stipulated in Law Number 13 of 2003 concerning Manpower, Article 78 paragraph

1 point b states that overtime work can only be done for a maximum of 3 hours in 1 day and 14 hours in 1 week. In addition, Article 1 paragraph 1 of the Ministerial Regulation no. 102/MEN/VI/2004 explains that overtime work is working time that exceeds 7 hours a day for 6 working days and 40 hours a week or 8 hours a day for 8 working days and 40 hours a week or working time on weekly rest days and or on official holidays determined by the government.

3) Paying severance pay and or long service awards

Severance pay is a payment in the form of money from the entrepreneur to the worker/labourer as a result of the termination of the employment relationship. And the service fee is a service fee as an award from the employer to the worker/ laborer associated with the length of the service period. This provision has been regulated in Article 156 paragraph 1 of Law Number 13 of 2003 concerning Manpower which states that in the event of termination of employment, the entrepreneur is required to pay severance pay and/or service pay and compensation for entitlements that should have been received.

4) Providing THR / Holiday Allowance to workers

Employers who have employed their workers for a continuous period of 3 (three) months or more are required to provide THR to the workers. The legal basis for the provision of Holiday Allowances is the Regulation of the Minister of Manpower of the Republic of Indonesia Number: Per-04/MEN/1994 dated September 16, 1994 concerning Religious Holiday Allowances for workers in companies.

5) Making company regulations and notifying and providing company regulations to workers/laborers

Company regulations are made with the aim of ensuring a balance between the rights and obligations of workers, as well as between the authorities and obligations of employers, providing guidelines for employers and workers to carry out their respective duties and obligations. Entrepreneurs who employ at least 10 (ten) workers/laborers are required to make company regulations. Company regulations come into force after obtaining approval from the Minister or an appointed official and company regulations are valid for a maximum period of 2 (two) years and must be renewed after their validity period expires. In addition, the entrepreneur in this case also has the obligation to notify, explain the contents, and provide a text of company regulations to workers/labourers.

6) Implement working time conditions

Provisions on working time for workers in the private sector have been regulated in Law Number 13 of 2003 concerning Manpower, in particular Article 77 to Article 85. Article 77 paragraph 1 of Law Number 13 of 2003 concerning Manpower requires every entrepreneur to implement the provisions working hours. The provisions for working hours have been regulated in two systems, namely 7 working hours in 1 day or 40 working hours in 1 week for 6 working days in 1 week or 8 working hours in 1 day or 40 working hours in 1 week for 5 working days in a week. 1 week.

7) Provide opportunities for workers to perform worship required by their religion
In the workplace, employers are obliged to provide adequate opportunities for workers to carry out the worship required by their religion. What is meant by sufficient opportunity is to provide a place for worship that allows workers to carry out their worship properly, in accordance with the conditions and capabilities of the company.

8) Provide rest and leave time for workers

In Law No. 13 of 2003 concerning Manpower, it has been determined that rest and leave are obligations that must be given by employers to workers. The types of rest and leave in the Manpower Act are breaks between working hours, weekly rest, annual leave, especially for female workers who have the right to menstruation leave, maternity and maternity leave, miscarriage leave.

9) Provide or provide shuttle transportation for female workers at night

Basically, the law allows women to work at night, but there is still a need for restrictions according to the applicable provisions (Reyman Aruan, 2006: H. 109). The existence of a provision that employers are required to provide shuttle transportation for female workers/laborers who leave and return from work between 23.00 and 07.00 has been regulated in Article 76 paragraph 4 of Law Number 13 of 2003 concerning Manpower. This is a form of protection for the safety and security of female workers who work at night.

10) Providing protection for workers with disabilities

Employers who employ workers with disabilities are obligated to provide protection according to the type and degree of disability that refers to the applicable laws and regulations.

WOMEN'S LABOR RIGHTS:

In the provisions of Law Number 13 of 2003 concerning Manpower, female workers have several characteristics that reflect their rights, namely:

1. The right to be treated the same as male workers.

This can be seen in Article 6 of Law Number 13 of 2003 concerning Manpower, which stipulates that "Every worker/labor has the right to receive equal treatment without

discrimination from employers." This provision further clarifies the provisions of Article 5 of Law Number 13 of 2003 concerning Manpower that there is no difference between men and women in the world of work.

2. The right to maternity and maternity leave
Article 82 of Law Number 13 of 2003 concerning Manpower regulates the right to maternity and maternity leave for women. Female workers have the right to rest for 1.5 months before giving birth and 1.5 months after giving birth. However, this guarantee of rights must also be considered by the working family, where the working family is obliged to inform the company about the birth of their child within seven days after giving birth and must provide proof of birth or a birth certificate to the company within six months after giving birth.
3. Protection rights during pregnancy
Law No. 13 of 2003 concerning Manpower Article 76 paragraph 2 states that employers are prohibited from employing pregnant women who can be harmful to the womb and to themselves. Therefore, the company is obliged to guarantee protection for pregnant women workers, because pregnant workers are in a very vulnerable condition, therefore excessive workloads must be avoided.
4. Miscarriage leave entitlement
Workers who experience miscarriage also have the right to maternity leave for 1.5 months accompanied by a certificate from a gynecologist. This is regulated in Article 82 paragraph 2 of Law Number 13 of 2003 concerning Manpower.
5. Right to get maternity fee
Based on Law No. 3 of 1992 concerning social security for workers, companies that employ more than 10 workers or pay a minimum wage of Rp. 1,000,000/month are required to include their employees in the Jamsostek program. One of the Jamsostek programs is

health care insurance which includes examination and delivery costs.

6. Right to breastfeed
Article 83 of Law Number 13 of 2003 concerning Manpower states that breastfeeding workers are at least given time to breastfeed or pump breast milk during working hours.
7. Menstrual leave entitlement
Every female employee or worker has the right to take menstrual leave on the first and second day of her menstrual period. This is stated in Article 81 of Law Number 13 of 2003 concerning Manpower.

LEGAL PROTECTION AGAINST FEMALE WORKERS:

Legal protection according to M. Hadjon consists of 2 (two) kinds, namely:

1. Preventive Legal Protection
This legal protection provides an opportunity for the people to raise objections to their opinions before a government decision gets a definitive form. So that this legal protection prevents disputes from occurring and is very meaningful for government actions based on freedom of action, and with this preventive legal protection it encourages the government to be careful in making decisions and the people can file objections or be asked for their opinions regarding the planned decision.
2. Repressive Legal Protection
This repressive legal protection aims to resolve disputes. The handling of legal protection by general courts and administrative courts in Indonesia belongs to this category of legal protection. The principle of legal protection against government actions is based on and stems from the concept of recognition and protection of human rights. (Philipus M. Hadjon, 1987: H. 30)

Female workers, both as objects and subjects of development, have the same rights, obligations and opportunities as male workers. With the increasing development of industrialization, increasingly sophisticated technology and work equipment, female workers do not experience obstacles in doing work in all fields. Law Number 13 of 2003 concerning Manpower recognizes equal rights without discrimination between male and female workers in the labor market (Article 5 and Article 6). In addition, female workers are needed to get more protection of their rights in accordance with their nature, dignity, because in addition to their strengths, women also have limitations.

Legal protection efforts for female workers are based on national legislation and international labor standards which have been adopted into national legislation. The aim is to increase the protection of female workers. Basically, the nature of the policy to protect women workers can be categorized into 3 (three) things, namely protective, corrective, and non-discriminatory. The first is protective where this protection policy is directed at protecting the reproductive function of female workers, such as providing menstrual breaks, maternity leave, or miscarriage. The second corrective is where the protection policy is directed at improving the position of female workers, such as the prohibition of layoffs for female workers due to marriage, pregnancy, or childbirth. In addition, it also ensures that female workers are involved in drafting company regulations and work agreements. The third is non-discriminatory, namely the protection policy directed at the absence of discriminatory treatment of female workers in the workplace.

Legal protection is government intervention in the field of labor/manpower which aims to create fair labor, because labor laws and regulations provide rights for workers/workers as whole human beings, therefore they must be protected both in terms of their safety, health,

wages that feasible, and so on without neglecting the interests of entrepreneurs.

LABOR PROTECTION CAN BE CLASSIFIED INTO THREE TYPES, NAMELY:

1. Economic protection, namely the protection of workers in the form of sufficient income, including if the workforce is unable to work against their will.
2. Social protection, namely the protection of workers in the form of occupational health insurance, and freedom of association and protection of the right to organize.
3. Technical protection, namely the protection of workers in the form of work security and safety.

Based on the protection of workers, Law Number 13 of 2003 concerning Manpower regulates the special protection of female workers/laborers as follows:

1. The work of women/women at night is regulated in Article 76 of Law Number 13 of 2003 concerning Manpower, namely as follows:
 - a. It is forbidden for women under 18 years of age to be employed between 23.00 and 07.00 am.
 - b. Employers are prohibited from employing pregnant women who, according to a doctor's statement, are dangerous for the health and safety of their womb and themselves, if they work between 23.00 and 07.00 in the morning.
 - c. Employers who employ women between 23.00 and 07.00 am must:
 1. Provide nutritious food and drinks.
 2. Maintain decency and safety at work.
 - d. Employers who employ female workers between 23.00 and 05.00 am are required to provide shuttle transportation.

For female workers, there are several special rights in accordance with their feminine nature which have been regulated in Law

Number 13 of 2003 concerning Manpower, namely:

- a. Female workers who take menstrual leave are not obliged to work on the first and second days (Article 81 paragraph (1)).
- b. Female workers are entitled to 1.5 months of rest before giving birth and 1.5 months after giving birth according to the calculation of the obstetrician/midwife (Article 82 paragraph (1)).
- c. Female workers who experience miscarriage are entitled to 1.5 months of rest in accordance with the provisions of the obstetrician/midwife (Article 82 paragraph (2)).
- d. Female workers whose children are still breastfeeding must be given appropriate opportunities to breastfeed their children if this is to be done during working hours (Article 83).
- e. Female workers who take maternity leave are entitled to full wages (Article 84).

SANCTIONS FOR VIOLATION OF WOMEN'S LABOR RIGHTS:

The rights of workers in general and women workers in particular have been regulated in more detail both in the labor law and in the implementation of their work. In employment law, there are several articles that include sanctions or penalties that can be imposed on employers or anyone who commits violations, depending on the types of violations.

There are several sanctions or penalties related to the rights of women workers.

1. Administrative Sanctions

Administrative sanctions are sanctions imposed on administrative violations or provisions of laws that are administrative in nature. This sanction occurs when employers or anyone employs women workers discriminately. The forms of administrative sanctions are in the form of warnings, written warnings, restrictions on written activities,

freezing of business activities, and cancellation of approvals.

2. Civil Sanctions

The reasons for the imposition of civil sanctions if the agreed work is contrary to decency and general norms. As a result, the agreement is null and void (Article 52 and Article 155 of the UUKK).

3. Criminal sanctions

Sanctions of imprisonment and/or fines for violations of the rights of women workers are contained in several articles of the labor law. The following are some of the provisions governing the imprisonment and/or fines.

- a. Sanctions for criminal offenses with the threat of imprisonment for a minimum of one year and a maximum of four years and/or a fine of at least Rp. 100,000,000 and a maximum of Rp. 400,000,000 for entrepreneurs who do not give women workers the right to rest for one and a half months before giving birth and one and a half months after giving birth according to the doctor's or midwife's statement (Article 158 UUKK)
- b. Sanctions for criminal offenses and punishable by imprisonment for a minimum of one month and a maximum of four years or a fine of a minimum of Rp. 10,000,000 and a maximum of Rp. 400,000,000 for entrepreneurs who do not pay wages for female workers who are sick on the first day and on the first day. both menstrual periods so that they cannot carry out their work (Article 186 UUKK).
- c. Criminal sanctions for violations with the threat of imprisonment for a minimum of one month and a maximum of twelve months and/or a fine of a minimum of Rp. 10,000,000 and a maximum of Rp. 100,000,000 against entrepreneurs who:
 - 1) Employ women who are less than 18 years old between 23.00 and 07.00.

- 2) Employing pregnant women who, according to the doctor's statement, are dangerous for the health and safety of their wombs and themselves if they work from 23.00 to 07.00.
- 3) Employing women between 23.00 and 07.00 by not providing food and drink and not maintaining decency and safety while at work.
- 4) Does not provide shuttle transportation for female workers who go to and return from work between 23.00 and 05.00.

PROTECTION IN PERFORMING WORSHIP:

Based on Article 80 of Law No. 13 of 2003 concerning Manpower, it is stated that companies are obliged to provide adequate opportunities for workers/laborers to carry out the worship required by their religion.

FACTORS AFFECTING THE IMPLEMENTATION OF LEGAL PROTECTION FOR THE RIGHTS OF WOMEN WORKERS:

Based on research, legal protection for the rights of female workers is sometimes influenced by two factors, namely the lack of knowledge and awareness of female workers on their own rights and the lack of socialization activities from both the company and the government regarding the rights of female workers.

1. Lack of Awareness of Women Workers on Their Own Rights

Some of the women workers in Hospitality do not yet fully have extensive knowledge of labor laws and regulations governing the rights of women workers. This can be seen from the protection of the right to menstrual leave which is not used by them because it is considered not too important and the right to maternity and maternity leave as the labor law has stipulates that the right to leave one and a half month before giving birth and one and a half months after one half a month before giving birth, but female workers take

the right to maternity leave after giving birth which is accumulated to be three months. This is very risky to the health and safety of both herself and her womb during working time before giving birth.

2. The lack of outreach activities from both the company and the government regarding the rights of women workers

The socialization activities of the call for the realization of the rights of women workers have not been seen actively in every company that employs women workers, especially in Hospitality. Due to the lack of socialization activities, it can result in a lack of information and knowledge of women workers about their rights so that women workers do not dare to demand or fight for what is actually their rights.

CONCLUSION:

Based on the results of the study that the obligation to protect the rights of women workers in the Hospitality business sector is not fully in accordance with the provisions of the applicable labor laws and regulations. There are several rights that have been fulfilled but some have not been fulfilled, such as rights to be treated equally with male workers, protection of labor wages, rights to maternity and maternity leave, rights to maternity leave, protection of working time, protection of rest periods and protection in worship. The rights of women workers that have not been fully fulfilled are in the form of menstrual leave rights and the right to breastfeed.

Factors influencing the implementation of legal protection for female workers in Hospitality are the lack of knowledge and awareness of female workers on their own rights and the lack of socialization activities from both the company and the government regarding the rights of female workers.

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