

# PERAN SERIKAT PEKERJA DALAM MENGATASI KETIDAKADILAN JENDER BAGI BURUH/PEKERJA PEREMPUAN DI KOTA TANGERANG SELATAN

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## ABSTRACT

*This study aims to determine the forms of gender injustice experienced by women workers and how unions play a role in addressing gender inequalities. This research uses qualitative research approach. Data were collected through interviews, observations, documentation and literature studies. Informants in this study are union members, managers of the Central Executive, Regional Leaders, Branch Leaders and Unit Workers Leaders on PT. Pratama Abadi Industri.*

*The results showed that female union workers / union members of Textile, Clothing and Leather Union of All Indonesian Workers (FSP TSK SPSI) working at PT. Pratama Abadi Industri does not experience discrimination related to wages, promotion opportunities, and training opportunities to improve the knowledge and skills of workers. Maternity rights related to reproduction, such as menstruation leave, childbirth, miscarriage also given the company. The Company also provides protection for workers who work at night, in the form of nutritious food and drink, the protection of decency during the workplace and the provision of transportation facilities for women working from 11.00 PM to 05.00 AM.*

*Keywords: Female Workers, Trade Unions, Gender Inequality*

## I. PENDAHULUAN

Di Indonesia dinamika pasar kerja, terutama partisipasi perempuan dan lokasi kerja telah mengalami pergeseran. Tahun 1970 dan 1985 industri-industri perburuhan tradisional (kebanyakan makanan dan tembakau) dan pengganti impor (bahan-bahan kimia, karet, alat angkut) sampai ke industri baru yang berorientasi pada ekspor. Sejumlah besar kaum muda di perkotaan memasuki lapangan kerja yang dibayar untuk pertama kalinya. Kebijakan deregulasi pemerintah Indonesia di tahun 1980an dan dukungan aktif pemerintah untuk penanaman modal asing merangsang pertumbuhan industri-industri manufaktur yang banyak mempekerjakan buruh seperti garmen dan tekstil, alas kaki, furniture, plastik, elektronik dan produksi makanan dan minuman. Industri-industri ini memberikan pekerjaan bagi ribuan kaum muda perempuan dan laki-laki, yang berawal di wilayah-wilayah industri di sekitar