

ABSTRACT

PT. RMS is a company which employs more women workers. These workers tend to have several problems, especially Muslims related to the used of veil in the workplace. This study aims to find out about legal protection for women workers/laborers against companies that implement a ban on the use of hijab, as well as legal consequences for companies that implement the ban. In this study used normative research methods using a case approach. There were differences in discriminatory treatment carried out by PT. RMS is to distinguish the prohibition on the hijab used it the staff and operational sections so that as a result not all female employees get maximum legal protection. In this case, PT. RMS violates articles 5 and 6 of the Manpower Act will get administrative sanctions. The benefit of this study is that the community and for entrepreneurs is more concerned about human rights as in the world of work, especially the normative rights of workers/laborers, especially women.

Keywords: Legal protection, female workers/workers, discrimination