

# **Analisis Masalah Hak Maternal Dalam Perlindungan Perempuan Pekerja Konstruksi**

**(Studi Kasus : Proyek Pembangunan PT. CATRASENA)**

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## **ABSTRAK**

Hak Maternal adalah hak yang harus didapatkan perempuan pekerja konstruksi dengan memberi perlindungan, keamanan, kesetaraan gender, dan keadilan upah yang sama rata. Ketidaksetaraan gender adalah sikap pembedaan golongan atau perlakuan yang tidak sama. Analisis ini menggunakan metode kualitatif, dengan teknik pengumpulan data melalui wawancara. Yang dimana sampel jawaban diambil dari hasil pengamatan kepada perempuan pekerja konstruksi. Isi analisa tentang mengamati dan menghitung seberapa besar permasalahan tersebut benar terjadi dan dialami perempuan pekerja konstruksi atau tidak. Hasil perhitungan uji instrumen olah data Validitas dari variabel x1 mendapat Rata-Rata -0,044 dinyatakan tidak valid. Dan Variabel x2 mendapat Rata-Rata -0,002 dan dinyatakan tidak valid, Sedangkan Variabel Y mempunyai Rata-Rata 0,068 yang diaman Variabel tersebut Valid. Reabilitas dari variabel x1 yaitu 0,023 dengan kategori Reliabel cukup. Untuk Variabel x2 0,025 dengan kategori Reliabel Cukup, dan sedangkan Variabel Y 0,000 yang dikategorikan Reliabel Rendah. Dengan hasil Validitas dan Reabilitas tersebut menentukan tingkat kepercayaan sebesar 10% .

**Kata kunci :** Hak maternal, Ketidaksetaraan, Upah.

# **Analysis of Maternal Rights Issues in the Protection of Women Construction Workers**

**(Case Study : PT. CATRASENA Development Project)**

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## **ABSTRACT**

Maternal rights are rights that must be obtained by women construction workers by providing protection, security, gender equality, and equal pay equity. Gender inequality is an attitude of class distinction or unequal treatment. Wages are one of the indicators given to workers. The purpose of this study is to find out how big the problem is with the maternal rights of women construction workers, regarding gender inequality and wages. This analysis uses qualitative methods, with data collection techniques through interviews. Which is where the sample answers are taken from observations of women construction workers. The contents of the analysis are about observing and calculating how much the problem actually occurs and is experienced by women construction workers or not. The results of the calculation of the data processing instrument test. The validity of the x1 variable got an average of -0.044 which was declared invalid. And Variable x2 gets an average of -0.002 and is declared invalid, while Variable Y has an average of 0.068 which means the variable is valid. The reliability of the x1 variable is 0.023 with a fairly reliable category. For Variable x2 0.025 with Fairly Reliable category, and while Variable Y is 0.000, which is categorized as Low Reliable. With the results of the validity and reliability determine the level of confidence of 10%.

**Keywords:** Maternal rights, Inequality, Wages