

## **ABSTRACT**

M.Riza Aufa Rahman,10220019/135010112111003, The Normative Granting Rights Implementation of Women Workers at PT. Gatra Mapan (Study Analysis of Act number 13 On Employment And Islamic Law). Thesis, Double Degree Program Between Faculty of Law of Brawijaya University and Sharia Faculty of Maulana Malik Ibrahim State Islamic University of Malang.

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Islam encourages people to do their job, one of the duties of man is working. Work is one of the means for humans (both male and female) to make ends meet, because work is a form of jihad. Women are also allowed to work outside the home as long as he does not forget his nature. Women have different reproductive organs of women, women are entitled to the protection of employment is different from men.

This study discusses how the fulfillment of the rights of women workers in a company if in the review of the labor law and Islamic law.

The purpose of this study was to determine how the fulfillment of the rights of workers' basic rights of women in terms of Article 81, 82 and 83 Labour act number 13 of 2003 and the Islamic Law. This study included into the empirical legal research. The approach used is the juridical sociological approach that is based on the statutory provisions applicable to the theory of law and see the reality that occurs in the community.

The results of one company's research shows that based on the Employment Act No. 13 In 2003 there was one of the basic rights of women workers who are not met by the company, namely the right to breastfeed. According to Islamic law all the rights of women workers must be met in accordance with the previously regulated under the labor law if a company already has the ability to fulfill it.