

ABSTRACT

The challenges and acts of injustice faced by Muslim women who wear the hijab in the world of work still occur and have an impact on undeveloped career paths and low-paying job positions. Certain job positions do not require Muslim women to wear the hijab and some companies ask Muslim women who wear the hijab to remove their hijab. This research aims to explore the phenomenon regarding the challenges experienced by female Muslim workers who wear the hijab in their career paths and job positions at three property sector companies in Tangerang, Bekasi and Semarang. The research was conducted using a qualitative phenomenological study method to find out directly the phenomena that occur among female Muslim workers who wear the hijab.

There were 10 (ten) participants in this phenomenological study, including 4 (four) participants from property companies in the Bekasi area, 3 (three) people from property companies in the Tangerang area, and 3 (three) from property companies in the Semarang area. To validate the experiences of the participants, in this research interviews were conducted with the Human Resources Department of three property companies in Tangerang, Bekasi and Semarang.

The results of this study show that the forms of challenges experienced by the participants had an impact on the participants' mental and performance. Thus, the participants chose to resign from their jobs and only one participant only changed divisions. The study results also show that female workers who wear the hijab experience career stagnation due to non-objective assessments by superiors who do not like the way they dress.

Keywords: *challenges, female workers wearing the hijab, phenomenological studies, property companies, career stagnation*