

**A QUALITATIVE STUDY OF SEXUAL HARASSMENT IN THE REGION  
OF YOGYAKARTA, INDONESIA**

**A THESIS**

Presented as Partial Fulfillment of the Requirements

To Obtain the Bachelor Degree in Management Department



By:

**FAUZAN NU'MAN**

Student Number: 14311243

**DEPARTMENT OF MANAGEMENT  
HUMAN RESOURCE CONCENTRATION  
INTERNATIONAL PROGRAM  
FACULTY OF ECONOMICS  
UNIVERSITAS ISLAM INDONESIA  
YOGYAKARTA**

**2019**

**A QUALITATIVE STUDY OF SEXUAL HARASSMENT IN THE REGION  
OF YOGYAKARTA, INDONESIA**

**A THESIS**

Presented as Partial Fulfillment of the Requirements  
To Obtain the Bachelor Degree in Management Department

By:

**FAUZAN NU'MAN**

Student Number: 14311243

**DEPARTMENT OF MANAGEMENT  
HUMAN RESOURCE CONCENTRATION  
INTERNATIONAL PROGRAM  
FACULTY OF ECONOMICS  
UNIVERSITAS ISLAM INDONESIA  
YOGYAKARTA**

**2019**

**A QUALITATIVE STUDY OF SEXUAL HARASSMENT IN THE REGION  
OF YOGYAKARTA, INDONESIA**

Presented by:  
**FAUZAN NU'MAN**  
Student Number: 14311243

Approved by:

Content Advisor  
  
Andriyastuti Suratman, S.E., M.M. May 3, 2019

Language Advisor  
  
Ruli Hapsari, S.Pd., MA May 3, 2019



**A QUALITATIVE STUDY OF SEXUAL HARASSMENT IN THE REGION  
OF YOGYAKARTA, INDONESIA**

Presented by:  
**FAUZAN NU'MAN**  
Student Number: 14311243

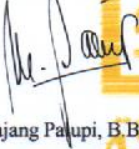
Examiner I



Andriyastuti Suratman, S.E., M.M.

May 21<sup>th</sup>, 2019

Examiner II



Majang Patupi, B.B.A., M.B.A.

May 21<sup>th</sup>, 2019

Yogyakarta, May 21<sup>th</sup>, 2019



International Program, Faculty of Economics  
Universitas Islam Indonesia  
Dean,



Jaka Sriyana, Dr., S.E., M.Si., Ph.D.

### DECLARATION OF AUTHENTICITY

Here, I declare to the originality of this thesis; I have not presented someone's work to acquire my university degree, nor have I presented anyone else's words, ideas, or statements without acknowledgement. All quotations are cited and listed in the bibliography of the thesis. If only my statement proven false, I am willing to accept any sanction with the determined ordinance and its consequences.

Yogyakarta, April 10, 2019



Fauzan Nu'man

## ACKNOWLEDGEMENT

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

*Assalamualaikum Warahmatullahi Wabarakatuh.*

All perfect praise is due to Allah, the Lord of the worlds. I witness that none is worthy to be worship but Allah, alone with no partners, and I witness that Muhammad SAW is His Messenger, may Allah praise his mention.

*Alhamdulillah rabbil'alamin*, the thesis that entitled **A QUALITATIVE STUDY OF SEXUAL HARASSMENT IN THE REGION OF YOGYAKARTA, INDONESIA** as a partial requirement to obtain the bachelor degree in Management Department, International Program, Faculty of Economics, Universitas Islam Indonesia is finally finished.

I am sure that this research is still imperfect, however, I had been devoted all the efforts to achieve the maximum result. The author also realizes that this research will not work if not supported and guided by several parties, which they had helped me both morally and spiritually. For this reason, I would like to address my appreciation and regards:

1. Allah SWT, *Alhamdulillah rabbil'alamin*, thank you for every blessing, guidance, and mercy so that my good intention can be addressed in order to give benefits to others, *Insha Allah*.
2. Muhammad SAW as the best of mankind, who has inspired me along the way. My heart sends salutations upon you.

3. My beloved family, the most precious supporting system in my life who gives me infinite affection, support and prayer in every step I take and every chapter of my life. My beloved Mom, Ina Ratih and Dad, Anton Aprijanto, I am extremely grateful to have extraordinary parents in the world. Thank you for everything you gave me until finally I able to complete my undergraduate education because of your supports and prayers. My one and only brother, Faiz Dzulfikar, thank you for all the support.
4. Mr. Fathul Wahid, S.T., M.Sc., Ph.D. as the Rector of Universitas Islam Indonesia and Mr. Jaka Sriyana, Dr., S.E., M.Si., Ph.D. as the Dean of the Faculty of Economics Universitas Islam Indonesia.
5. Andriyastuti Suratman, S.E., M.M. as my Thesis Advisor who always gives me constructive advices, ideas, and inspiration to make my study life much more meaningful. I have learned much from you. May Allah always bless you.
6. Ruli Hapsari, S.Pd., MA as Language Advisor for my undergraduate thesis. Thank you so much for your sincerity and tenacity in helping me to finished this thesis on time. May Allah bless you and your family.
7. All of the lecturers at Faculty of Economics of Universitas Islam Indonesia who had taught me many things about knowledge and religious values.
8. All of International Program Faculty of Economics Office Staff (Mr. Ahmad, Mr. Erwanto, Mr. Kandri, Mr. Kusnoto, Mrs. Alfi, Miss Rindang, Miss Ariana, Miss Iyana), thank you for your helps.

9. To all my close friends in university, Ardian Agung, Adam Asyhari, Satrio Bimo, Rifki Tonjang, thank you for all the joy and craziness which complement my wonderful journey. See you in the future! When the time comes, we will reopen our book of memories and missing all of them!
10. Gerakan Kepanduan UNISI family, from the second period until my last period. Including my best teacher of meaningful life; Pak Atmadi, Pak Budi, Pak Anas Hidayat, Pak Wahyu. I am very grateful that I have met you all.
11. All of Outbound Management Training 1, 2 & 3 mates, especially the toughest; Helmy Nugraha, Dimas Rejo, Fajar Prabowo, Patria Wijaya. My supporting partners; Andin Dory, Annisa Nisul, Wina Santika, Diana. Sisters: Nannindra, Aulia. Big brothers: Mar'ie Yaser, Nasrul Mazii, Reza LSS, Anandya beruk, Kido Hernowo, Aqil, Khresna. Thank you for all of the life lessons. I will miss you all!
12. All of the supporting parties that I cannot mention. Thank you very much for every support and motivation.

We ask Allah SWT to grant us sincerity and accept our work and to enable us to perform all that pleases Him.

*Wassalamu'alaikum Warahmatullahi Wabarakatuh.*

Yogyakarta, December 21, 2018

Fauzan Nu'man



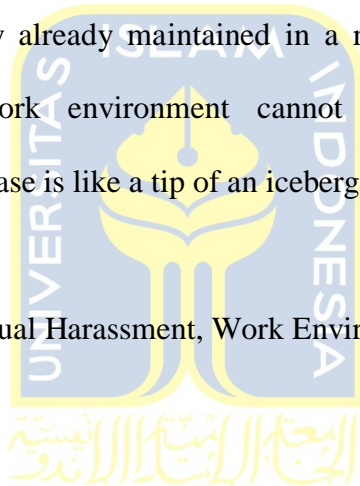
# TABLE OF CONTENTS

<b>COVER PAGE</b> .....	<b>i</b>
<b>TITLE PAGE</b> .....	<b>ii</b>
<b>APPROVAL PAGE</b> .....	Error! Bookmark not defined.
<b>LEGALIZATION PAGE</b> .....	Error! Bookmark not defined.
<b>DECLARATION OF AUTHENTICITY</b> .....	Error! Bookmark not defined.
<b>ACKNOWLEDGEMENT</b> .....	<b>vi</b>
<b>TABLE OF CONTENTS</b> .....	<b>ix</b>
<b>ABSTRACT</b> .....	<b>x</b>
<b>ABSTRAK</b> .....	<b>xi</b>
<b>CHAPTER I</b> .....	<b>1</b>
<b>1.1. BACKGROUND</b> .....	<b>1</b>
<b>1.2. RESEARCH FOCUS</b> .....	<b>3</b>
<b>1.3. RESEARCH PROBLEMS</b> .....	<b>4</b>
<b>1.4. PURPOSE OF THE RESEARCH</b> .....	<b>4</b>
<b>1.5. BENEFIT OF THE RESEARCH</b> .....	<b>5</b>
<b>CHAPTER II</b> .....	<b>6</b>
<b>2.1. THEORY</b> .....	<b>6</b>
<b>2.2. PREVIOUS STUDIES</b> .....	<b>9</b>
<b>CHAPTER III</b> .....	<b>19</b>
<b>3.1 APPROACH TO RESEARCH</b> .....	<b>19</b>
<b>3.2 RESEARCH SITE</b> .....	<b>19</b>
<b>3.3 POPULATION SAMPLE</b> .....	<b>20</b>
<b>3.4 DATA COLLECTION</b> .....	<b>21</b>
<b>3.5 DATA ANALYSIS</b> .....	<b>22</b>
<b>CHAPTER IV</b> .....	<b>23</b>
<b>4.1 RESULTS</b> .....	<b>23</b>
<b>4.1.1 SH Definition</b> .....	<b>23</b>
<b>4.1.2 Antecedents of SH</b> .....	<b>24</b>
<b>4.1.3 Specific Pattern on SH</b> .....	<b>25</b>
<b>4.1.4 RAWCC Mechanism on SH Cases</b> .....	<b>26</b>
<b>4.1.5 Challenges on SH Cases</b> .....	<b>28</b>
<b>4.2 DISCUSSION</b> .....	<b>30</b>
<b>CHAPTER V</b> .....	<b>34</b>
<b>5.1. CONCLUSIONS</b> .....	<b>34</b>
<b>5.2. LIMITATIONS AND SUGGESTIONS</b> .....	<b>36</b>
<b>REFERENCES</b> .....	<b>37</b>
<b>APPENDIX 1</b> .....	<b>40</b>
<b>INTERVIEW TRANSCRIPT</b> .....	<b>46</b>

## ABSTRACT

This narrative study explored the underlying antecedents of Sexual Harassment (SH) and an approach to coping with the issues, from the perspective of Rifka Annisa Women's Crisis Centre (RAWCC). Three counselors were interviewed in semi-structured questions. The results reveal that unequal power relations and gender stereotyping are the antecedents of SH. One of the approaches to coping with the issues is to hold prevention program, starting from changing the mindset of gender stereotyping until law enforcement throughout the workplace and nation, which currently already maintained in a regular program by RAWCC. However, SH-free work environment cannot be predicted especially in Yogyakarta, since the case is like a tip of an iceberg.

**Keywords:** Sexual Harassment, Work Environment, Qualitative Study



## ABSTRAK

Riset narasi ini mengeksplorasi akar masalah dari Pelecehan Seksual dan pendekatan dalam pemecahan masalahnya dan sebuah pendekatan untuk mengatasinya, dari perspektif Rifka Annisa Women's Crisis Centre (RAWCC). Tiga konselor diwawancara dengan pertanyaan semi-terstruktur. Hasilnya adalah ketimpangan relasi kuasa dan gender stereotyping menjadi salah satu akar masalah dari pelecehan seksual. Salah satu pendekatan dalam mengatasinya adalah untuk mengadakan program pencegahan, dimulai dari mengubah cara berpikir atas gender stereotyping sampai pada pengukuhan hukum di tempat kerja dan negara, yang sampai sekarang masih menjadi perhatian khusus melalui program yang diadakan oleh RAWCC. Akan tetapi, lingkungan pekerjaan yang bebas dari pelecehan seksual masih akan menjadi angan-angan saja, khususnya di Yogyakarta, dikarenakan kasus-kasus pelecehan seksual seperti ujung gunung es.

**Kata Kunci:** Pelecehan Seksual, Lingkungan Kerja, Penelitian Kualitatif

# CHAPTER I

## INTRODUCTION

### 1.1. BACKGROUND

In the years of making this research (2019), Sexual Harassment (SH) has always gotten more media attention. In the United States, there are more than one-quarter of women indicated ever experiencing sexual harassment in the workplace. A surprising number of men reported having been sexually harassed at work was 14% (Edison Research, 2018).

In Indonesia, the case is even worse. The victims are mainly women. There are 348.446 cases of violence in 2017 (CATAHU Komnas Perempuan 2018). Research also shows that 1 of 3 women aged 15-64 years old experienced sexual/physical harassment by their married couple and others in their lives, and approximately 1 of 10 women aged 15-64 years old experienced it in the last 12 months (BPS, 2017). The last-year booming case of Yuyun, a teenager that died because of being raped by 14 men in Bengkulu, has not even touched the heart of Indonesian people, especially the government to do a favor. Mass media were tight-lipped, which means that SH is still least considered than any matter.

SH also happened in the workplace. Although there is no supporting empirical research yet, the mass media of Indonesia often found that the victim has astonishingly become much higher than before. Federasi Buruh

Lintas Pabrik (FBLP) claimed that in Kawasan Berikat Nusantara (KBN) Cakung, 25 women labors in 15 factories reported to FBLP that they had been sexually harassed. Sadly, some of the harassers are their own bosses. In the urban/city living that offers a more civilized culture, it is not a guarantee that women will not have less SH cases. In fact, sexual/physical harassment tends to be happening in women who live in the city (36.3%) than those living in a rural area (29.8%) (BPS, 2017). It is also been very shocking data that SH tends to be happening in women who have higher education (minimum Senior High School/Sekolah Menengah Atas). About 4 of 10 (39.4%) of more educated women experienced sexual/physical harassment in their lives, higher compared to lower education women which are 30.6% (3 of 10 women) (BPS, 2017).

Patriarchal culture in Indonesia can be one of the factors that contribute to SH, as SH happens more on women than men. Many women admit that SH occurs regardless of the way they dress. Victim blaming also can be one of the factors that SH did not become the main consideration in government regulation planning. It may make other victims reluctant to share or report their experiences to others. In addition, SH law still becomes Rancangan Undang-Undang (RUU). Thus, the presence of Non-Governmental Organizations (NGOs) plays a substantial role in the SH victims and also the harassers.

One of the well-known NGOs in Jogjakarta is Rifka Annisa Women Crisis Centre (RAWCC), established on the 26th of August 1993. It has a big commitment to SH eradication, especially for women. Specifically, they start the activity by accompanying women victims of domestic violence by husbands, victims of rape, sexual abuse, violence in a relationship, and family violence. They then built a broader coalition with the other non-NGOs like police, doctors, hospital, court, attorney, judiciary, journalist, House of Representatives (DPRD), social service, religion department, and other community organizations.

There are only a few references about how NGOs solve SH problems, especially in the Yogyakarta area. Although previous research already explains how RAWCC's role in solving SH cases (see Trisnawibawa, 2017), it still cannot explain deeply, mainly in the context of Work Environment (WE). It also inherits many factors behind (see O'Leary-Kelly et al. 2009, for a review). Thus, the current research focus will be: (1) how SH in WE context are solved by RAWCC? And (2) in the Indonesian context, what are the antecedents?

## 1.2. RESEARCH FOCUS

This research will be focused on how SH issues can be solved by RAWCC, preceded by the factors behind SH phenomenon, ended with options of solutions. Through the counselors of RAWCC, the researcher will directly interview them.

### 1.3. RESEARCH PROBLEMS

1. What are the antecedents of sexual harassment?
2. How does Rifka Annisa's Women Crisis Center solve the problems regarding sexual harassment complaints, in working environment context?
3. Is there any ineffective solution provided by Rifka Annisa's Women Crisis Center towards the sexual harassment cases?

Also, the researcher already assumes some of alternative questions related to the research:

- a. What kinds of employees (gender, age, position) that most likely to be harassed?
- b. What kinds of jobs and work environment that most likely contribute to SH practice?
- c. What kinds of solution provided that most likely to be successful?
- d. What is RAWCC's role in managing the victim and the harasser?
- e. How to mediate SH cases?

### 1.4. PURPOSE OF THE RESEARCH

The purpose of this narrative study is to understand the SH problem solving by RAWCC in Yogyakarta, followed by investigating the reasons behind it. At this stage in the research, the SH will be generally defined as

unwelcome sexual advance, request for sexual favors, and other verbal or physical harassment of a sexual nature (Equal Employment Opportunity Commission, 2004a).

#### 1.5. **BENEFIT OF THE RESEARCH**

The research provides benefits theoretically and practically. Theoretically, it would make a contribution to the field of Human Resource Management, especially SH on the working environment context.

Practically, the research findings can have several areas to be benefited. Individually, employees will gain more insights on SH in their workplaces and also raise SH awareness. Companies can start paying more attention to SH since the sensitivity of the issues make some people feel reluctant to share. Meanwhile, NGOs other than RAWCC are expected to have more insights regarding SH issues. Lastly, for the government, the findings can be a consideration to make the decision on the draft bills (RUU) of SH eradication to become lex specialist (Special conditioned-provisions) of KUHP (Kitab Undang-Undang Hukum Pidana).



## **CHAPTER II**

### **THEORITICAL REVIEW**

#### **2.1. THEORY**

##### *Definition of SH as Construct*

At the time of Lengnick-Hall's (1995) work, there were only two definitions of SH, psychological and legal. Legal definitions (past and present) include two types of SH: quid pro quo (QPQ) and hostile work environment (HWE). QPQ SH including threats to built work-related decisions (e.g., recruitment, promotion, termination of employment) based on victims with requests for sexual grace, whilst HWE SH involves sex-related behavior that "improperly interferes with individual's working performance" or creates "a work environment that is intimidating, hostile or offensive". A person is deemed to have experienced a SH if sex-related behavior meets the requirements of QPQ SH or HWE SH. Alternatively, a person is considered to have experienced SH if he or she feels harassed (whether sex-related behavior is illegal or not) based on psychological definition.

##### *Current Definitions*

In 2008, there were four definitions of SH. In addition to the legal and psychological definitions described above, the SH construct has been defined from a behavioral and sex-based perspective. The psychological and sex-based perspective defines SH subjectively. In accordance with the

psychological perspective, SH is "behavior that is related to unwanted sex in the workplace that is assessed by the recipient as offensive, over-resources, or threatens his well-being" (Fitzgerald, Swan, & Magley, 1997: 15). The sex-based perspective (Berdahl, 2007a: 644) defines sex-based harassment (SBH) as "behavior that is degrading, demeaning, or humiliating to a person based on that individual's sex". Including "actions that appear to be sex-neutral, such as repeated provocation, silencing, isolation, or sabotage, which is experienced by an individual because of sex."

As explained earlier, the legal QPQ perspective is objective; if sex-related behavior complies with legal requirements, and then it is considered as SH. The behavioral perspective also defines the SH objectively. From a behavioral perspective, specific behaviors related to sex are considered as SHs whether they cause psychological discomfort to be targeted or illegal (Bowes-Sperry & Tata, 1999). Fitzgerald and colleagues (Fitzgerald, Gelfand, & Drasgow, 1995; Fitzgerald, Magley, Drasgow, & Waldo, 1999) argue that SH is a construct of stable behavior which consists of three main dimensions: gender harassment, which consists of sexual hostility (explicitly sexual). verbal and nonverbal behavior) and sexist hostility (insulting verbal and nonverbal behavior that is not sexual but based on gender), unwanted sexual attention (dislikes, sexual offensive interests), and sexual coercion (requests for sexual cooperation in return job benefits).

The legal HWE perspective includes subjective and objective elements. The subjective element is that the prosecutor must prove that he has been

negatively affected by sex-related behavior; the objective element is that prosecutors must prove that "intelligent people" will be affected in the same way (Bowes-Sperry & Tata, 1999).

### *Consequences for Targets of SH*

Willness et al. (2007) analyzed precursors to SH as well as outcomes experienced by SH targets. The outcomes showed that most result factors demonstrated to be altogether connected with SH experience. SH experience was reliably connected with lower work fulfillment, paying little respect to how this last build was estimated (singular features, worldwide measure). There was additionally a huge negative connection between SH experience and authoritative responsibility.

Different discoveries identified with mental and wellbeing results likewise show the exceptionally negative impacts of SH experience. There were noteworthy associations with emotional wellness, physical wellbeing, and Post-Horrendous Pressure Issue (PTSD). The association with life fulfillment was likewise huge however progressively restricted, a finding that may be normal given the scope of issues that create life fulfillment. Another examination is by Harned et al. (2002) inspected a particular, and extreme, type of SH—rape (Harned et al., 2002). This cross-sectional investigation likewise inspected employment related effect (e.g., manager, associate, and work fulfillment) and mental wellbeing (mental prosperity, wellbeing fulfillment). When all is said in done, the discoveries

demonstrated that SH was most unequivocally identified with occupation related elements though rape was most emphatically identified with wellbeing results.

## **2.2. PREVIOUS STUDIES**

There are a few earlier studies to which this current research refers. Trisnawibawa (2017) analyzed the role of Rifka Annisa Women's Crisis Center in handling cases of sexual violence in Yogyakarta. The primary data was gathered by interviewing the interviewees from Research and Training Center and Associate Manager, and two volunteers of RAWCC. Based on the research results, the role of Rifka Annisa Women's Crisis Center in handling cases of sexual violence in Yogyakarta basically consists of three efforts – legal assistance, handling in familial and prevention programs. Legal assistance is conducted if the victim chooses to be processed legally; the victim will be provided with legal and psychological assistance from the beginning of BAP in the police to the court during the trial process. Handling kinship in sexual violence is a step done in accordance with the wishes of the victim and the victim's family. The role of Rifka Annisa in kinship only gives direction so that victim position is not harmed. While the prevention program is an effort to reduce the number of cases of sexual violence, by forming Village Children's Forum, as well as other forums such as discussion of father, mother, young woman and men who are established throughout Yogyakarta area. In discussion forum deals with gender, sexual

violence and other violence. In addition, Rifka Annisa Goes to school as a prevention program targeted at schoolchildren by providing material on sex and gender education.

O'Leary-Kelly et al (2009) analyzed a few parts of late research: current definitions, labelling of SH, predecessors to SH, reactions to SH, and outcomes coming about because of SH. They explored from the last survey by Lengnick-Hall (1995).

Chan, D.K., Chow, S.Y., Lam, C.B., Cheung, S.F. (2008) researched the activity related, mental, and physical results of SH in the work environment. Utilizing a meta-analysis methodology, they dissected discoveries from 49 essential examinations, with a complete example size of 89,382, to acquire estimation of the relationship between SH and job-related results (e.g., job satisfaction and organizational commitment), mental results (e.g., wellbeing and distress), and physical results (e.g., health satisfaction and physical indications). Arbitrator examinations were additionally led to analyze whether sexual orientation, age (beneath 40 years versus more prominent than or equivalent to 40 years) and kind of measure (a "direct question" approach versus "behavioral list" approach) moderate the quality of these affiliations. Meta-analysis outcomes affirm that inappropriate behavior encounters are contrarily connected with occupation-related results, mental wellbeing, and physical wellbeing conditions. Also, their arbitrator

investigations uncover that the quality of these affiliations was directed by the mean age of the examples and the kind of measure utilized in the primary studies.

Glomb et al. (1997) studied SH as a prevalent job stressor. This investigation centers fundamentally around results for the immediate focuses of harassment; the predecessors and outcomes of circuitous presentation to lewd behavior have not been investigated. Surrounding SH was proposed as an evaluation of aberrant introduction to inappropriate behavior. Ambient SH is characterized as the general or surrounding level of SH in a working bunch as estimated by the recurrence of explicitly bugging practices experienced by others in a lady's work gathering. The coordination of Ambient SH into the model of SH created by Fitzgerald, Drasgow, Hulin, Gelfand, and Magley (1997) recommends that aberrant presentation to SH will have comparable forerunners and job-related, mental, and wellbeing results as an direct exposure. An observational trial of the model, utilizing tests of female representatives from an open service organization (N = 455) and food preparing plant (N = 194), by and large, generally support hypotesis.

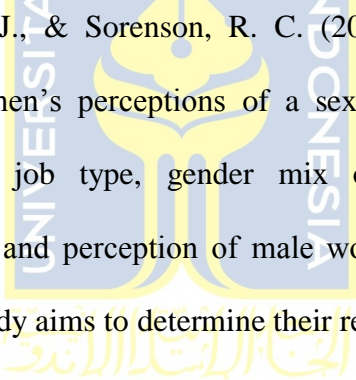
Bowling, N.A., Beehr. T.A. (2006) examined workplace harassment from the Victim's Perspective. First, the authors introduced an attribution- and reciprocity-based model that explains the link between harassment and

its potential causes and consequences. Then, a meta-analysis was conducted to examine the potential antecedents and consequences of workplace harassment. As shown by the meta-analysis, both environmental and individual difference factors potentially contributed to harassment and harassment was negatively related to the well-being of both employees and their organizations. Furthermore, harassment contributed to the variance in many outcomes, even after controlling for 2 of the most commonly studied occupational stressors, role ambiguity and role conflict.

Fitzgerald et al. (1997) investigated antecedents and consequences of SH in organizations. In this article, an empirical test of a recently proposed conceptual model is described. According to the model, organizational climate for sexual harassment and job gender context are critical antecedents of sexual harassment; which in turn, influences work-related variables (e.g., job satisfaction); psychological states (e.g., anxiety and depression); and physical health. On the basis of a sample of women employed at a large, regulated utility company, the model's predictions were generally supported.

Begany, J. J., & Milburn, M. A. (2002) found that forty-two percent to 88% of working women report having been sexually harassed. In addition, this study uses a cognitive approach, arguing that male sexual harassment of women results from 2 types of sexism in combination with stereotypes: hostile sexism and benevolent sexism. This study considers a model that a

deeper personality characteristic, authoritarianism, contributes to the likelihood of sexual harassment, in combination with variables identified as influencing sexual aggression. The results are consistent with a model of emotional displacement. It indicates that authoritarianism predicts men's self-reported likelihood of engaging in sexual harassment, mediated by belief in rape myths and S. Fiske and P. Glick's (1995) Hostile Sexism. It can be concluded that benevolent sexism did not predict the likelihood of sexual harassment.



Amick, N. J., & Sorenson, R. C. (2004) investigating the factors influencing women's perceptions of a sexually hostile workplace. The factors include job type, gender mix of work contacts, level of resourcefulness, and perception of male work contacts' attitudes toward women. This study aims to determine their relationship with perceptions of a sexually hostile work environment. One hundred seventy-seven working women participated in this investigation. Results suggest that a woman's job type and the gender mix of those with whom she works do not significantly influence her perception of a sexually hostile work environment. Rather, the more the women perceive their male work contacts as having traditional attitudes the less personally resourceful the women are, the more likely they are to perceive a sexually hostile work environment.

***Table 2.1 ; Previous Studies***



Journal ID	Variable/focus, dimension, concept writer/variable	Method	Findings
1	<p>Trisnawibawa, A. 2017. Rifka Annisa Women's Crisis Center's Role in Handling Sexual Violence Case in Yogyakarta.</p>	<p>SH: Raping, Sexual Abuse, Lewd Act, can be sued by article 289 to 296 KUHP</p> <p>1945 Constitution article 28G act 2: Everyone has the rights to be free from persecutions / dishonored behavior</p>	<p>Qualitative</p> <p>RAWCC have three efforts: Legal assistance, kinship handling, and Prevention program</p>
2	<p>O'Leary-Kelly et al. 2009. Sexual Harassment at Work: A Decade (Plus) of Progress. Journal of Management, 35(3):503-536</p>	<p>Current definition of Sexual Harassment (SH) (Fitzgerald, Swan, &amp; Magley, 1997): Unwanted sex-related behavior at work that is appraised by the recipient as offensive, exceeding her resources, or threatening her well-being.</p> <p>Sex-based perspective (Berdahl, 2007): <i>Sex-based harassment</i> (SBH) is defined as "behavior that derogates, demeans, or humiliates an individual based on that individual's sex" including "seemingly sex-neutral acts, such as repeated provocation, silencing, exclusion, or sabotage, that are experienced by an</p>	<p>Qualitative</p> <ul style="list-style-type: none"> <li>- There has been significant progress on the theoretical front. They now have useful models that address harasser decisions and motives, target responses, and observer sense making and behavior.</li> <li>- These theories are being used to frame research inquiries and empirical research. These are positive trends that bring focus to this broad and diverse literature.</li> <li>- In recent years researchers have adopted a broader focus in their studies of SH. For example, there is consideration of a broader range of</li> </ul>

		<p>individual because of sex.</p> <p>Past definitions of SH (Lengnick-Hall, 1995): Legal and psychological. The legal definition entails two types of SH: quid pro quo (QPQ) and hostile work environment (HWE). QPQ SH entails threats to make employment-related decisions (e.g., hiring, promotion, termination) on the basis of target compliance with requests for sexual favors, whereas HWE SH involves sex-related conduct that "unreasonably interferes with an individual's work performance" or creates "an intimidating, hostile, or offensive working environment"</p> <p>Legal HWE (Bowes-Sperry &amp; Tata, 1999): Includes both subjective and objective elements. The subjective element is that the plaintiff must prove that <i>he or she</i> was adversely affected by sex-related behavior; the objective element is that the plaintiff must prove a "reasonable person" would be affected in a similar way.</p>	<p>potential harassers (e.g., clients), a broader range of conduct (e.g., sexual assault), a broader range of harasser motives (e.g., identity threat), and a broader range of interested parties (with the focus on SH bystanders or observers). There is also an interesting trend toward situating SH within a broader realm of organizational misbehavior, including incivility and GWH (Generalized Work Harassment)</p>
--	--	---	---

		<p>Revictimization theory (Finkelhor &amp; Browne, 1985): Individuals with a personal history of SH or unwanted sexual experiences outside of work would be hypersensitive to sexual conduct and thus more likely than others to label behavior as SH.</p>		
3	<p>Chan, D.K., Chow, S.Y., Lam, C.B., Cheung, S.F. 2008. Examining the Job-Related, Psychological, and Physical Outcomes Of Workplace Sexual Harassment: A Meta-Analytic Review. <i>Psychology of Women Quarterly</i>, 32:362–376. Wiley Periodicals, Inc. USA.</p>	<p>Morrow, McElroy, &amp; Phillips, 1994; Schneider, Swan, &amp; Fitzgerald, 1997: Individuals who experience sexual harassment have been found to derive lower satisfaction from their work and be less committed to the organizations.</p>	Quantitative	<p>Sexual harassment experiences are negatively associated with job-related outcomes, psychological health, and physical health conditions.</p>
4	<p>Glomb et al. 1997. Ambient Sexual Harassment: An Integrated Model of Antecedents and Consequences. <i>Organizational</i></p>	<p>Fitzgerald, Drasgow, Hulin, Gelfand, and Magley (1997) propose: indirect exposure to sexual harassment will have similar antecedents and job-related, psychological, and health outcomes as</p>	Quantitative	<p>Indirect exposure to sexual harassment have similar antecedents and job-related, psychological, and health outcomes as direct exposure.</p>

	Behavior and Human Decision Processes. 71(3):309–328.	direct exposure.		
5	Bowling, N.A., Beehr, T.A. 2006. Workplace Harassment from the Victim's Perspective: A Theoretical Model and Meta-Analysis. Journal of Applied Psychology, 91(5):998–1012. Central Michigan University.	Aquino & Lamertz (2004): The social environment at work can have both positive and negative effects on people. Among the most serious negative effects are those caused by workplace harassment, which is defined as interpersonal behavior aimed at intentionally harming another employee in the workplace, and it represents “a burgeoning research area in organizational psychology”	Quantitative	Environmental and individual difference factors potentially contributed to harassment and harassment was negatively related to the well-being of both employees and their organizations.
6	Fitzgerald et al. 1997. Antecedents and Consequences of Sexual Harassment in Organizations: A Test of an Integrated Model. Journal of Applied Psychology, 82(4):578-589. American Psychological Association, Inc.	Fitzgerald et.al (1997): The framework is based on the proposition that sexual harassment in organizations is primarily a function of organizational and job characteristics and is most profitably conceptualized and studied at the level of group culture and organizational climate.	Quantitative	Organizational climate for sexual harassment and job gender context are critical antecedents of sexual harassment; harassment, in turn, influences work-related variables (e.g., job satisfaction); psychological states (e.g., anxiety and depression); and physical health.
7	Begany, J. J., & Milburn, M. A. 2002.	Begany, J. J., & Milburn, M. A. (2002) considers a model that a	Quantitative	Results consistent with a model of emotional

	<p>Psychological predictors of sexual harassment: Authoritarianism, hostile sexism, and rape myths. Psychology of Men and Masculinity, 3: 119-126.</p>	<p>deeper personality characteristic, authoritarianism, contributes to the likelihood of sexual harassment, in combination with variables identified as influencing sexual aggression</p>		<p>displacement indicated that authoritarianism predicts men's self-reported likelihood of engaging in sexual harassment, mediated by belief in rape myths and S. Fiske and P. Glick's (1995) Hostile Sexism. It can be concluded that benevolent sexism did not predict the likelihood of sexual harassment.</p>
8	<p>Amick, N. J., &amp; Sorenson, R. C. 2004. Factors influencing women's perceptions of a sexually hostile workplace. Journal of Emotional Abuse: Interventions, Research &amp; Theories of Psychological Mistreatment, Trauma &amp; Nonphysical Aggression, 4: 49-69.</p>	<p>Kanter's Theory of Tokenism (1977a, 1977b, 1980) suggests that the gender ratio of the work group can influence both the attitudes and behaviors of workers and impact how they interact with one another.</p>	Quantitative	<p>Results suggest that a woman's job type and the gender mix of those with whom she works do not significantly influence her perception of a sexually hostile work environment. Rather, the more the women perceive their male work contacts as having traditional attitudes and the less personally resourceful the women are, the more likely they are to perceive a sexually hostile work environment.</p>

## **CHAPTER III**

### **RESEARCH METHOD**

#### **3.1 APPROACH TO RESEARCH**

The limited data and research about SH in Indonesia have made the researcher want to develop a narrative design of this research. The researcher also wants to know deeply about SH practices in Indonesia, followed by the antecedents of it. The researcher used an explorative qualitative narrative approach based on face-to-face interviews following a semi-structured interview. This aims to figure out SH based on RAWCC's perspective, as RAWCC have their own ways in solving SH cases.

#### **3.2 RESEARCH SITE**

The researcher contacted the managers of RAWCC's office at Jambon Street IV, Jatimulyo Indah Block. At first, the researcher planned to interview directly the victims of SH. However, the managers rejected the proposal since it requires special skills to interview them. Hence, the researcher proposed three interviewees from two different areas of expertise – two psychology counselors and one law counselor (PC and LC) of RAWCC and the managers approved. Each of three counselors was interviewed in different time, so none interfere the interviews.

### 3.3 POPULATION SAMPLE

RAWCC's counselors are divided into two parts, one's working on law - law counselors (LC) that consists of three counselors; one person is full-timer and two persons are part-timer. Another is working on psychology - psychology counselors (PC) that consists of seven counselors; three persons are full-timer, two persons are part-timer, and two persons are volunteers.

The researcher purposefully sampled counselors to achieve variation in answering the questions. One LC will provide more perspective in law enforcement, whilst the other two PC on psychology of the victims. The LC's name is Mr. Triantono (LC 1), who has been working about 5 years. He is the Research Officer in Media Research and Training Center. Second interviewees' name is Mrs. Indiah Wahyu Andari (PC 1), currently fills the position as the Manager of Companion Department. She has been in RAWCC for 8 years. The last interviewee is Mr. Abdur Rohim (PC 2), currently being Community Organizing Staff. He has already spent 5 years working in RAWCC.

All of the interviewees were picked from different departments (Table 1.1) to achieve various answers. Beside the positions mentioned above, the interviewees gain their roles as counselors from their experience in the field. Thus, the research selected total 3 counselors of RAWCC's representatives; two come from PC with full-time working hours, one comes from LC with full-time working hours.

Name	Position	Working Years
Mr. Triantono	Research Officer	5 years
Mrs. Indiah Wahyu Andari	Manager of Companion Department	8 years
Abdur Rohim	Staff in Community Organizing	5 years

*Table 3.1; Interviewees Profile*

### 3.4 DATA COLLECTION

The data were collected by direct interview. Recorder was used to ease the data processing stage. The interview format began by asking the counselors names and positions in RAWCC, followed by the general information of the research's purpose. These questions served as warm-up questions. Following the warm-up questions, six open-ended questions were asked to the counselors:

- a) What is sexual harassment?
- b) What is the antecedent of sexual harassment?
- c) Is there any special pattern (age, gender, or position) on workers that experienced sexual harassment?
- d) Is there any special pattern on which industry/sector more susceptible to sexual harassment?
- e) How RAWCC responded to the victims of sexual harassment? Is there any mechanism?
- f) Is there any ineffective solution provided by RAWCC so far?



### 3.5 DATA ANALYSIS

As previously noted, this study is an exploratory examination of SH cases and trying to find out the antecedents of SH. Thus, the primary goal of this study is to describe a phenomenon rather than to test hypotheses. To this end, six primary steps (Creswell, 2009) were used to analyze the qualitative information from the interviews. First, the three audiotaped conversations from interviews were transcribed, organized. The data were then prepared for analysis.

The second step in the qualitative analysis was to read through all the data, followed by the third step – detailing the analysis with a coding process. However, this research only has three interviewees that no need to be coded. An in-depth content analysis of the transcribed interviews was conducted. The researcher manually transcribed with Notepad and Media Player software, since the conversation is in native language which is Bahasa Indonesia, and there were only three audiotapes and maximum of an hour conversation. As the fourth step suggests, the transcription started from general topics to more specific topics; used the coding process to generate a description of the setting or people as well as categories or themes for analysis. The fifth step is to interrelating the description and the themes to narrative passages. The final step in data analysis involves making an interpretation or meaning of the data.

## CHAPTER IV

### RESULTS AND DISCUSSION

#### 4.1 RESULTS

Although the analysis shows that SH in working environment is complex and multifaceted phenomenon, the antecedents of SH are basically the same – gender stereotyping and inequality of power relations between men and women. It occurs in many different situations and often produces moral dilemmas.

##### 4.1.1 SH Definition

The interviews revealed that SH definition is unwanted action related but not limited to sexual connotations.

*“Sexual harassment which is popularly interpreted in Indonesian as “pelecehan seksual” is one the types of violence that is sexual violence. So, sexual violence can be rape or sexual harassment. Sexual harassment often occurs and the victims are women and girls. Sexual harassment can be in the form of verbal and physical but not until sexual intercourse occurs.”*(Mr. Triantono, February 7, 2019)

Mrs. Indiah (February 14, 2019) defined SH in more detailed perspective:

*“Sexual harassment is all acts that have sexual connotation and make someone uncomfortable with the action, and the action can vary. Can it be physical action (e.g. touching, feeling, etc.), can verbally with words that have sexual connotations, seduce or comment on certain body parts. It could also be an uncomfortable look. Then it could also be by indirect actions such as posting images in cyberspace, videos which essentially attack someone sexually. The acts of sexual assault may include rape. Sexual harassment essentially does not contain penetration.”*

Mr. Rohim (February 28, 2019) defined SH in more generalized perspective:

*“(...) unpleasant actions performed by others, which make someone uncomfortable, that having sexual connotations.”*

#### **4.1.2 Antecedents of SH**

##### *4.1.2.1 Inequality of power relations*

Power relations between male and female are arguably have a certain gap. Men feel that they have a higher power than women. This inequality originates from patriarchal culture in Indonesia. Thus, it makes women more susceptible to be harassed than men.

*“This higher power can be obtained from various situations, for example the harasser is more senior in age, or his social status is higher, his economic status is higher, or his position is higher, so he (felt that he) can (do that). Or maybe the harasser is physically healthier than the victim, or a combination of things that essentially makes the harasser has more power than the victim”.* (Mrs. Indiah, February 14, 2019)

##### *4.1.2.2 Gender Stereotyping*

The thought of always blaming the victim and not the harasser still become a culture in Yogyakarta.

*“...the social construction that places women in a subordinate position has an impact on labeling (stereotyping) and injustice. If there are women who become the victims of sexual harassment, the tendency of the response from the community even blames the victim on the pretext of coming out "who is at fault going out at night ..." "The problem is the clothes are tight" etc. Responses to blame the offender are rare.”* (Mr. Triantono, February 7, 2019)

Also, Mrs. Indiah (February 14, 2019) confirmed that.

*“... if we see that women sometimes have negative stereotypes that are attached to, for example, women are social objects, women can be touched, or maybe other stereotypes, for example, if they have had sexual relations already, they may be touched. The point is the assumption that is degrading the (women as) social object”.*

Mr. Rohim (February 28, 2019) concluded the answer

*“the cause of sexual harassment is the inequality of power relations between men and women usually ... the stereotype that men are strong, they must (kind of) ravish their women ... that is all the existing culture from the past..”*

#### **4.1.3 Specific Pattern on SH**

There is no specific pattern on SH cases according to all of the interviewees. However, the power relations can make some difficulties, if the harasser is the victim's own bosses.

*“In some cases, there is no specific pattern of sexual harassment at work with another. The one that differentiates it is usually the power of relations, if the one who becomes the harasser is the boss the victim works for. Since there is an unequal power relationship, it will make more severe dynamics for the victims, thus there are fears that the risk of being excluded from work places, etc.”* (Mr. Triantono, February 7, 2019)

However, Mrs. Indiah said that SH often happens in informal situations such as the case on catfish stall, one of the cases that been carried out by RAWCC. Even, it is the owner of the catfish stall itself did the harassment to the employee.

*“...some of the examples of cases that have ever been accompanied by RAWCC, for example the first was the catfish stall. There were owners and employees, a little big company. At work she got sexual harassment from the owner. This owner is a man and already had a family. At first she felt strange since when at work she was called "dear", "sweet", and then bear-hugged. Then she told (this strange*

*treatment) to her coworkers, but her friend said "Just act like it is normal". (Mrs. Indiah, February 14, 2019)*

The cases of SH mostly happens in such informal situations, however, the following happened on formal working sector, which is in hotel:

*"(...) there was also a victim of SH from a hotel employee, she got catcalled. In this case she complained to her boss and finally this guest was reprimanded. Although this guest was angry, at least there was a response from the workplace. Formal (and clearer rules) is easier (even though easy or not is relative) since the employee knows where to complain" (Mrs. Indiah, February 14, 2019)*

Meanwhile, Mr. Rohim (February 28, 2019) answered the question by telling his experience in the field

*"There is no, not only subordinates to superiors ... there are also customers to employees, for example midwives or medical officers... I have heard that then it is not recommended to the village itself ... there must be a partner to accompany ... continue to the education sector, banking ... often happen in retail shops like supermarkets, usually the case is not in the shop, but more of outside the shop ... he is the salesperson right, the story is that his girlfriend once shopped it there, then he had a crush on her, then it turned out there was intimidation about money (asking for a loan) and at that time the victim had no money, then his girlfriend got angry, his girlfriend lit a cigarette in his hand ... categorized as the incidents of violence and psychologically must be traumatic."*

#### **4.1.4 RAWCC Mechanism on SH Cases**

Victims of SH are not merely threatened physically, but also mentally. After many years of RAWCC's operating, the experience of solving SH cases must be better. This has been proven by the mechanism that RAWCC already has to solve SH issues.

*"Rifka Annisa provides assistance in both legal and psychological assistance. The main principle in psychological counseling of*

*victims of sexual violence is through empowering approaches. With this approach, it is expected that the victim recover from trauma and be able to make a decision in the future.” (Mr. Triantono, February 7, 2019)*

First, RAWCC mechanism is to do an assessment and counseling to the victim. This is to ensure that everything is safe, psychologically and mentally. The assurance of secure condition and preventive actions are provided to the victims, if bad things happen. Physically, the injured victims will be took care directly by the professional, which are doctors. One vital point here is to ensure that everything is well-documented, including the stories, or physical injure that later can be brought to court (if the victim requested), to secure the proof (if any).

*“...most sexual abuse cases are difficult to be carried out post mortem because the form (of violence) is to fondle, touch, caress, it does not cause scars, and also the verbal ones, we do that (keep on going to the hospital). Then counseling is obviously (done) because victims of sexual abuse are almost certainly psychologically affected, what we commonly get from victims of sexual abuse is a form of inferiority, insecurity, shame, guilt over events that have been experienced.” (Mrs. Indiah, February 14, 2019)*

Next is to provide comprehensive information to the victim, related to possible problem solving. Although RAWCC lean on the victim’s decision to solve the problem, it also considers which one is the most viable to be done, including but not limited to law enforcement. The victims of sexual abuse often have some scars or physical injury, thus the winning chance for the victims in law enforcements will be higher.

The most important actions preserved by RAWCC were by maintaining the prevention program. Prevention program is multidisciplinary program that includes sharing sexual education and to raise the awareness of sexual education, especially to the more relatively new to sexual education (for example, those who living on the suburban area). This has become one of the main priorities of RAWCC to eradicate the sexual violence from the roots. This was elaborated by Mr. Rohim.

*“For men who have to be aware of (the power). We revived men to realize the risks of the privileges that culture gives to men about being strong, about having to do anything with their girlfriends, etc. Those things are not true if the traditional concept of man is "Wow, I'm more", but he does not realize it turns out that the value is like that, it's at risk of violence whether it's someone else, boyfriend, partner ... that's what then we do, transform masculinity, there are sociological studies, how men and women can build good relationships (equal, without being harassed and violence) and start from simple things such as sexist jokes, then give labels like " Ah, you guys do not dare, "Ah, you girls do not have courage," starting from the basics, then continue to lead to behavior, how do you build healthy relationships, for example with coworkers, partners, boyfriends or parents ... how to share the role if he later has a family ... that's what we do at Rifka”*

#### **4.1.5 Challenges on SH Cases**

The researcher adapted a semi-structured interview, in order to gain deeper understanding regarding SH in working environment of Yogyakarta, on RAWCC's perspective as a NGO. These results are based on naturally-asked questions based on the main research problems.

#### 4.1.5.1 SH can happen everywhere

This question was asked after Mrs. Indiah told the cases of Vocational High School students (Sekolah Menengah Kejuruan – SMK) that got harassed in their workplace when they had Field Work Practices (Praktik Kerja Lapangan – PKL).

*“..Vocational School student while working in Field Work Practices are also vulnerable (to be harassed), since generally they are powerless, naive, and far from the family. The situation after working is informal, which is even prone to sexual harassment or rape, until pregnancy.*

*So, sexual harassment can happen everywhere?*

*Yes, when I looked at the pattern on the victim, it is solely on their position that they had a less power, weak, were unable to do a favor. There’s also a case of Bartender harassed by the customers.” (Mrs. Indiah, February 14, 2019)*

#### 4.1.5.2 Many of SH happen invisibly

The cases of SH can be coped by RAWCC because the victims report them. Many cases are invisible, or undetected since in the perspective of the victims, it would be so hard to tell others if they get harassed, especially to the officials. It is because of the main stereotype, to always blame the victim.

*“..it is such uneasy for women victims of sexual violence, in this case sexual harassment to report what they have experienced. This is usually because female victims tend not to get a good support system from the surrounding environment. For example, the closest family and community will blame (the victim), law enforcement officials who are not responsive even blame, and those around them who see that sexual harassment is not something serious and a disgrace if known by others.” (Mr. Triantono, February 7, 2019)*



#### 4.1.5.3 Often hard to get law enforcements

Strong law enforcement will be based on strong proofs. If the proofs are absent, SH would be the harder to be carried out to the court.

*“..sexual harassment is the most difficult form of sexual violence in its legal proof. This is due to the lack of witnesses and physical evidence of sexual harassment (so that it is difficult to visualize).” (Mr. Triantono, February 7, 2019)*

In Indonesia, the law enforcement for SH cases is hard, because the country has not provided a clear law regulation. The current law is very outdated and cannot cope with more variable of SH cases.

*“...the SH rules (in Indonesia) are not comprehensive. The recent law is still the old law, which does not accommodate SH forms that emerged, so (...) such as sexual intercourse, rape, sexual abuse, and physical intervention etc. What if he does not use physical intervention but uses others? and rape itself is actually a very primitive form in the Criminal Code, that it is proven there is rape if there is sexual penetration and then there is a trace of sperm, then being said to be rape. (...) still must be proven by the existence of resistance or not, (...) if the victims are not conscious? There will be no resistance.” (Mr. Triantono, February 7, 2019)*

## 4.2 DISCUSSION

The researcher conducted this qualitative study to fulfill three main goals: (a) to know the definition of SH from the perspective of interviewees, (b) to gain a deeper understanding of why SH can happen, followed by (c) problem solving offered by RAWCC.

The interview shows that SH is unwanted action related to sexual connotations. However, as of 2008, there are four definitions of SH. Lengnick-Hall (1995: 842) noted more than a decade ago that there were only two

definitions of SH, psychological and legal. Legal definitions (past and present) include two types of SH: quid pro quo (QPQ) and hostile work environment (HWE). QPQ SH including threats to built work-related decisions (e.g., recruitment, promotion, termination of employment) based on victims with requests for sexual grace, whilst HWE SH involves sex-related behavior that "improperly interferes with individual's working performance" or creates "a work environment that is intimidating, hostile or offensive". A person is deemed to have experienced a SH if sex-related behavior meets the requirements of QPQ SH or HWE SH. Alternatively, a person is considered to have experienced SH if he or she feels harassed (whether sex-related behavior is illegal or not) based on psychological definition.

The two increments are social and sex-based points of view. The mental and sex-based points of view characterize SH abstractly. As per the mental point of view, SH is "undesirable sex-related conduct at work that is assessed by the beneficiary as hostile, surpassing her assets, or compromising her prosperity" (Fitzgerald, Swan, and Magley, 1997:15). The sex-based point of view (Berdahl, 2007a: 644) characterizes sex-based badgering (SBH) as "conduct that discredits, belittles, or mortifies an individual dependent on that person's sex" including "apparently sex-unbiased acts, for example, rehashed incitement, hushing, rejection, or harm, that are experienced by an individual on account of sex."

The second questions answered by the interviewee show that one of SH factor is because of unequal power relations. This finding is in line with the generally accepted phenomenon that one of the antecedents of SH are power-related

(Cleveland & Kerst, 1993; MacKinnon, 1983; French & Raven, 1959; Russell, 1938; Bargh, Raymond, Pryor & Strack, 1995).

It is also mentioned that RAWCC also already has their mechanism in coping with SH cases. Many report wretchedness, dread, nervousness, crying spells, decreased work profitability, missed work or classes because of disease or disquietude, weight reduction, or a sleeping disorder. In the interim, there are various reactions to SH accessible to understudy and worker unfortunate casualties. For example, overlooking the conduct, maintaining a strategic distance from or defying the culprit, changing an occupation or class, revealing the provocation officially, or documenting a claim - less than 5 percent of exploited people endeavor to report their experience to a college official or other specialist (see Fitzgerald et al.; Hippensteele, Chesney-Lind and Veniegas; and Legitimacy Frameworks Insurance Board). To minimize the impact, RAWCC have mental treatment through guiding session held until the injured individual fulfilled and mended from the injury.

The Knapp et al. (1997) framework introduced a two X two typology of sexual harassment, based upon what they termed “focus” and “mode”. Focus refers to whether coping is focused upon the self or the perpetrator, and mode refers to whether the victim is supported or unsupported with regard to external assistance (Knapp et al., 1997; Wasti & Cortina, 2002). With the existence of RAWCC, the multidimensional frameworks proposed by some researchers (Gutek & Koss, 1993; Knapp, Faley, Ekeberg & Dubois, 1997) can be implemented. This is to ensure that victims can seek an advocacy assistance and social support.

Beside advocacy explained above, more effective approach to coping with SH is the prevention program already held by RAWCC, which is discussion community program to father, mother, male and female teenager, and Village Children Forum (Forum Anak Desa), and the NGO can be invited to give a company or citizen community to socialize the importance of SH issues. Also, the vital prevention program for workers should be addressed, since the organizational context in terms of permissiveness and perceptions of SH tolerance, as well as the presence of and adherence to policies and prevention strategies play a crucial role in the incidence and prevalence of SH (European Commission, 1998; Fitzgerald, Hulin & Drasgow, 1994; O'Connell & Korabik, 2000; Ragins & Scandura, 1995)



## CHAPTER V

### CONCLUSIONS AND RECOMMENDATIONS

#### 5.1. CONCLUSIONS

Based on the research, it is concluded that SH is complex and multifaceted phenomenon, since the increasing prevalence on SH can have two meanings: (1) whether there are more victims in SH cases, or (2) there are positive trends on SH awareness so the victims are more eager to report the SH that already happened.

The researcher started this research by asking what the definition of SH is. All of the interviewees shared the same opinion that SH is an unwanted act that contains sexual connotations. Surprisingly, the terms “sexual harassment” or “pelecehan seksual” are not stated in Indonesian’s law book (KUHP). It is only familiar with the term “obscene act” or “perbuatan cabul”, which is not relevant to many of today’s SH type. As the researcher already wrote in the Benefit of the Research, the government supposedly response these results by hastening the recently-built SH eradication draft bills namely *RUU PK-S (Rancangan Undang-Undang Penghapusan Kekerasan Seksual)* to lex specialist (Special conditioned-provisions) of *KUHP (Kitab Undang-Undang Hukum Pidana)*.

The antecedents of SH are also presented. Many of the SH victims are prejudiced and blamed by several people because of the victim’s clothes, although the main reason for SH is not that. One of the main causes of SH is because of power inequality and gender stereotyping. Also, it is not having a special pattern (it may happen everywhere), as long as the perpetrator’s mindset is not straightly set that one’s excessive power in a work environment was dangerous and can be

misused. Responding to this, companies can start to raise the SH awareness in their workplace, start from delivering the consequences for the harasser. By promoting this, each individual in the workplace will have more SH awareness.

Also, the research suggests a mechanism to solve SH issues in Yogyakarta. This mechanism is based on the experience of RAWCC in handling SH cases, and several additional approaches to it, divided into two parts: prevention and advocacy.

Prevention programs are vital since the main cause of SH because of gender stereotyping and unequal power relations, which comes from the harasser's mind. Constructing basic logic that women are not lesser or more than men is the most basic logic to prevent SH. This is done by RAWCC by creating Village Children Forum (*Forum Anak Desa*) since gender knowledge is easier to be absorbed during childhood.

In the working environment context, a company should have stringent regulations against the harasser and this must be supported by the country itself. In Indonesia, recent provisions are lack of update and it cannot cover the most recent SH cases that become more complex.

Advocacy program includes mentally and physically. RAWCC helps recover mental health until the victims are fully recovered. Whilst physically, the victims are brought to the hospital to be assessed. RAWCC provides broad options of solutions that possible to be done including and not limited to law enforcement. All of the advocacy processes were done if the victim already gets a sense of justice.

## 5.2. RECOMMENDATIONS AND LIMITATIONS

The limited data and research about SH in Indonesia especially Yogyakarta made this type of explorative-narrative research a vital role that more research is still needed regarding SH in Yogyakarta. As the researcher mentioned above, SH is a multifaceted and complicated phenomenon that must be handled seriously, since there are many findings discovered that SH consequences are serious and not limited to decreased job performance until the prevalence of having Bulimia Nervosa (eating disorder) (see Willness, C.R., Steel, P. and Lee, K., 2007; Dansky et al., 1997).

However, the current research has a few limitations – the respondents are three counselors and the research area is only limited to Yogyakarta. So, it is recommended that further research extend perspectives by conducting research on different NGOs or government organizations since there are possibilities that each of NGOs is having a different mechanism regarding SH cases. In addition, this research at first intended to have victims of SH as the source, but the counselors and RAWCC disagreed because it may affect the mental health of the victims. So, it is recommended that further research investigate SH from the victim's perspective, not to mention that researchers also have to have certain knowledge and good explanatory in step-by-step guides to talk and recover SH victims.

## REFERENCES

- Amick, N. J., & Sorenson, R. C. (2004). Factors influencing women's perceptions of a sexually hostile workplace. *Journal of Emotional Abuse: Interventions, Research & Theories of Psychological Mistreatment, Trauma & Nonphysical Aggression*, 4: 49-69.
- Badan Pusat Statistik. (2017). *Prevalensi kekerasan terhadap perempuan di Indonesia, hasil SPHPN (Survei Pengalaman Hidup Perempuan Nasional)* [The prevalence of harassment towards women in Indonesia, from SPHPN]. 2016. *Berita Resmi Statistik No.29/03/Th. XX, March 30, 2017*.
- BBC Indonesia. (2016). *Mengapa kita tak membicarakan Yuyun, remaja yang mati diperkosa 14 pemuda?* (Why we are not discussing about Yuyun, a teenager who died being raped by other 14 teenagers?). Retrieved from [https://www.bbc.com/indonesia/majalah/2016/05/160502\\_trensosial\\_yuyun](https://www.bbc.com/indonesia/majalah/2016/05/160502_trensosial_yuyun)
- Begany, J. J., & Milburn, M. A. (2002). Psychological predictors of sexual harassment: Authoritarianism, hostile sexism, and rape myths. *Psychology of Men and Masculinity*, 3: 119-126.
- Berdahl, J. L. (2007a). Harassment based on sex: Protecting social status in the context of gender hierarchy. *Academy of Management Review*, 32: 641-658.
- Bowes-Sperry, L., & Tata, J. (1999). A multiperspective framework of sexual harassment: Reviewing two decades of research. In G. N. Powell (Ed.), *Handbook of gender and work*: 263-280. Thousand Oaks, CA: Sage.
- Bowling, N.A., Beehr, T.A. (2006). Workplace harassment from the victim's perspective: a theoretical model and meta-analysis. *Journal of Applied Psychology*, 91(5):998-1012. Central Michigan University.
- Chan, D.K., Chow, S.Y., Lam, C.B., Cheung, S.F. (2008). Examining the job-related, psychological, and physical outcomes of workplace sexual harassment: a meta-analytic review. *Psychology of Women Quarterly*, 32:362-376. Wiley Periodicals, Inc. USA.
- Cortina, L.M., Wasti, S.A. (2005). Profiles in coping: responses to sexual harassment across persons, organizations, and cultures. *Journal of Applied Psychology*, (90)1:182-19.



- Coster, S.D., Estes, S.B., Mueller, C.W. (1999). Routine activities and sexual harassment in the workplace. *Work and Occupations*, 26(1) pp. 21-4.
- Creswell, J.W. (2009). *Research design: qualitative, quantitative, and mixed methods approaches* (3<sup>rd</sup> ed.). USA.
- Edison Research (2018, June). Sexual harassment in the workplace: a marketplace survey.
- Equal Employment Opportunity Commission. (2004a). Sexual harassment. Retrieved February 26, 2019, from [https://www.eeoc.gov/laws/types/sexual\\_harassment.cfm](https://www.eeoc.gov/laws/types/sexual_harassment.cfm).
- Fitzgerald et al. (1997). Antecedents and consequences of sexual harassment in organizations: a test of an integrated model. *Journal of Applied Psychology*, 82(4):578-589. American Psychological Association, Inc.
- Glomb et al. (1997). Ambient Sexual Harassment: An Integrated Model of Antecedents and Consequences. *Organizational Behavior and Human Decision Processes*. 71(3):309–328.
- Glomb et al. (1999). Structural equation models of sexual harassment: longitudinal explorations and cross-sectional generalizations. *Journal of Applied Psychology* 84, 14–28.
- Harned, M. S., Ormerod, A. J., Palmieri, P. A., Collinsworth, L. L., & Reed, M. (2002). Sexual assault and other types of sexual harassment by workplace personnel: A comparison of antecedents and consequences. *Journal of Occupational Health Psychology*, 7: 174-188.
- Herscovis, M.S., Parker, S.K., Reich, T.C. (2010). The Moderating Effect of Equal Opportunity Support and Confidence in Grievance Procedures on Sexual Harassment from Different Perpetrators. *Journal of Business Ethics* 92:415–432
- Kitab Undang-undang Hukum Perdata (KUHP) Buku Kesatu
- Komisi Nasional Anti Kekerasan Terhadap Perempuan. (2018). Tergerusnya ruang aman perempuan dalam pusaran politik populisme.
- Kurnianingsih, S. (2003). Pelecehan seksual terhadap perempuan di tempat kerja. *Buletin Psikologi*, Tahun XI, No. 2.
- Lengnick-Hall, M. L. (1995). Sexual harassment research: A methodological critique. *Personnel Psychology*, 48: 841-864.

- Madera, J.M., Guchait, P. and Dawson, M. (2018), Managers' reactions to customer vs coworker sexual harassment. *International Journal of Contemporary Hospitality Management*, 30(2).
- Magley, V. J. (2002). Coping with sexual harassment: Reconceptualizing women's resistance. *Journal of Personality and Social Psychology*, 83, 930–946.
- McLaughlin, H. Uggan, C. Blackstone, A. (2012). Sexual harassment, workplace authority, and the paradox of power. *American Sociological Review*. 77(4) 625–647
- O'Leary-Kelly et al. (2009). Sexual harassment at work: a decade (plus) of progress. *Journal of Management*, 35(3):503-536 pp. 1211-1227.
- Priyambodo, U. & Kusumadewi, A. (2017). Rencana Undang-undang Penghapusan Kekerasan Seksual dan Nasib Perempuan Indonesia. Kumparan. Retrieved from <https://kumparan.com/@kumparannews/ruu-penghapusan-kekerasan-seksual-dan-nasib-perempuan-indonesia>
- Rahadian, L. (2017). Buruh Wanita Bersuara soal Pelecehan Seksual di Tempat Kerja. CNN Indonesia. Retrieved from <https://www.cnnindonesia.com/hiburan/20170429174957-220-211140/buruh-wanita-bersuara-soal-pelecehan-seksual-di-tempat-kerja?>
- Ridwan, M. (2016). Perlindungan hukum terhadap anak dari kejahatan pelecehan seksual di pekanbaru tahun 2014. *Masalah - Masalah Hukum*, 45(4) halaman 276-284.
- Samuels, H. (2003). Sexual harassment in the workplace: a feminist analysis of recent developments in the UK, *Women's Studies International Forum*, 26(5), pp. 467 – 482.
- Snell, S. & Bohlander, G. (2013). *Managing Human Resources* (16<sup>th</sup> ed.). Cengage Learning.
- Stockdale, M.S., Logan, T.K., Weston, R. (2009). Sexual harassment and posttraumatic stress disorder: damages beyond prior abuse. *Law Hum Behav* 33:405–418.
- Trisnawibawa, A. (2017). Rifka annisa women's crisis center's role in handling sexual violence case in Yogyakarta.

Willness, C.R., Steel, P. and Lee, K. (2007), A Meta-analysis of the antecedents and consequences of workplace sexual harassment. *Personnel Psychology*, 60(1), pp. 127-162.

## APPENDIX 1

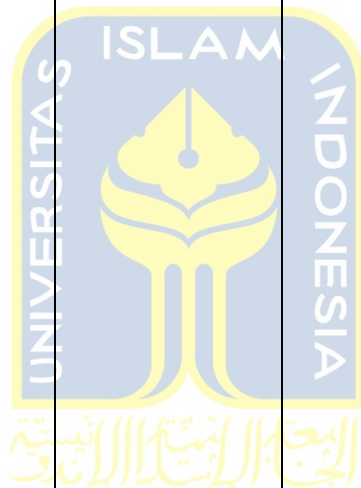
### DATA SIMPLIFICATION TABLE

Interviewees	Research Questions			
	SH Definition	Antecedents	Special Pattern	RAWCC Mechanism
Mr. Trianto no	<p>“Sexual harassment which in popular translation Indonesia is interpreted as “Pelecehan seksual” is one form of the type of violence that is sexual violence. So sexual violence can be rape or sexual abuse. This sexual abuse often occurs with victims as women and girls. Sexual harassment can be in the form of verbal and physical but not until sexual intercourse occurs.”</p> <p>(07/02/2019, 10.27 IWT)</p>	<p>“Sexual harassment occurs not only because of the sexual urges of an offender, more than that the sexual urges are caused because of the perspective of the perpetrators who see that women are weak subjects that can be used as objects of sexual violence. This cannot be separated from the construction of gender in society that places women and men in different functions and positions. Men always get privileges and women always get restrictions,</p>	<p>“In some cases there is no specific pattern of sexual abuse at work with other places. The one that differentiates it is usually the relation of the power of attorney, if the one who becomes the perpetrator is the boss from where he works. Because there is an unequal power relationship, it will provide more severe dynamics for the victims. Because there are fears that the risk of being excluded from work places etc. It is not easy for women victims</p>	<p>“Rifka Annisa provides assistance in both legal and psychological assistance. The main principle in psychological counseling of victims of sexual violence is through empowering approaches. With this approach, the victim is expected to recover from trauma and be able to make decisions about what will be done in the future.”</p> <p>(07/02/2019, 10.27 IWT)</p>

		<p>even when they are victims of sexual abuse. The social construction that places women in subordinate positions has an impact on labeling (stereotyping) and injustice. If there are women who experience victims of sexual abuse, the tendency of the response from the community even blames the victim on the pretext of leaving "whose fault comes out at night ..." because the clothes are tight "etc. Rarely do responses then blame the offender." (07/02/2019, 10.27 IWT)</p>	<p>of sexual violence in this case sexual abuse to report what is experienced. This is usually because of women victims tend not to get a good support system from the environment around it. For example, the closest family and community will blame, law enforcement officials who are not responsive even blame, and those around them who see that sexual harassment is not something serious and a disgrace if known by others. Along with the conditions of psychological dynamics such that the perpetrator is free to look for the next target." (07/02/2019, 10.27 IWT)</p>	
Mrs. Indiah	<p>"Sexual harassment is all acts that have sexual connotation and make someone uncomfortable with the action,</p>	<p>"A person's thinking pattern. How someone looks at other people. In this case, if someone holds more power than</p>	<p>"If I see it is vulnerable when there are informal situations. For example the case I mentioned</p>	<p>"Clearly the first we do is assessment and counseling. Immediately we bring it to the hospital, for anticipatory</p>

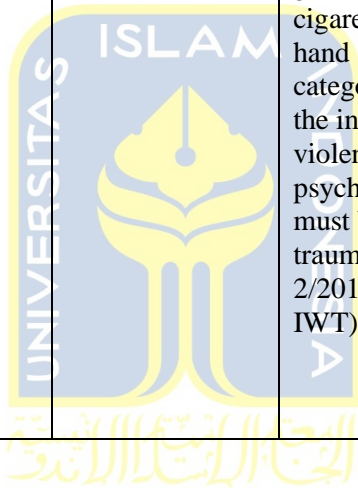
	<p>and the action can vary. Can it be physical action (e.g. touching, feeling, etc.), can verbally with words that have sexual connotations, seduce or comment on certain body parts. It could also be an uncomfortable look. Then it could also be by indirect actions such as installing images in cyberspace, videos which essentially attack someone sexually. Including acts of sexual assault including rape. Sexual harassment essentially does not contain penetration.” (14/02/2019, 16.01 IWT)</p>	<p>others, it will be more vulnerable to harassing people that he recognize as having a lower position. This higher strength can be obtained from various places, for example he is more senior, or his social status is higher, his economic status is higher, or his position is higher. The second is presumption / stereotype of potential victims. This gender assumption, if we see, the victims of sexual abuse are women / children, yes men also exist, but the total number is higher in women. If we look at it from gender analysis, if we see women sometimes having negative stereotypes that are attached to women, for example women are social objects, women may be touched, or perhaps stereotypes that</p>	<p>before (hotel and guest employees) is an informal situation, right, it's not at the desk, and it's interacting in the hallway. What often happens is that many of the stories we get from many schools (but not many we accompany) during the Vocational School while the Field Work Practice was also a vulnerable period for the students. Because generally the powerless apprentices (children of high school), far from the family, the situation after being finished working informally, it is even vulnerable to sexual harassment and rape, until the pregnancy also occurs.” (14/02/2019, 16.01 IWT)</p>	<p>measures if there is a physical impact, it can be immediately treated. (2) Securing evidence, if the client wants a legal process in the future, because it will disappear if there is a mark. Although most cases of sexual abuse are difficult to carry out post mortem because the form (violence) is touched, grab, held it does not cause scars, especially verbal ones, even though we do it (to the hospital). Then counseling is clear (we did) because victims of sexual abuse are almost certainly psychologically affected, (...) Such things that we provide counseling. Next, provide information to clients on alternative problem solving, which depends on the expectations and desires of the client. Suppose the client wants to settle legally, we provide the widest</p>
--	--	--	---	---

		<p>are stored. The point is that the assumptions that interact undermine the social object.”  (14/02/2019, 16.01 IWT)</p>	<p>possible legal information, including the opportunity of the case - because there are cases that have a large legal opportunity (because the evidence and witnesses are sufficient), but there are also those with small legal opportunities. Not because there were no events, but because the evidence and witnesses were minimal, for example, when there were no witnesses, it was difficult. Or suppose that when there is a case of touching / nipping her breasts, when there are no physical witnesses / injuries, only the victim's story, it is difficult to be legally processed, because of the limitations of our current law. But the victim has the right to be restored. We look for alternatives, for example when he feels unfair, what can be done to give a sense of justice to the victim. It is</p>
--	--	---	--

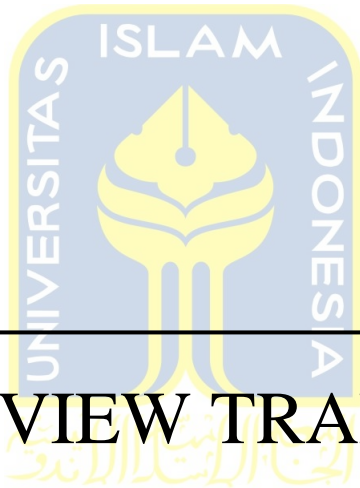


				<p>enough to treat the victim's sense of justice. (...)</p> <p>The existence of clear rules also makes the event less. It would be better if the company has its own problem-solving mechanism, so that staff / employees know the consequences.”</p> <p>(14/02/2019, 16.01 IWT)</p>
Mr. Rohim	<p>“Unpleasant actions performed by others, which make someone uncomfortable, that having sexual connotations.”</p> <p>(28/02/2019, 10.34 IWT)</p>	<p>“the cause of sexual harassment is the inequality of power relations between men and women usually ... the stereotype that men are strong, they should be able to do anything about women ... that is all existing culture from the past..“</p> <p>(28/02/2019, 10.34 IWT)</p>	<p>“There is no, not only subordinates to superiors ... there are also customers to employees, for example midwives or medical officers.. I have heard that then it is not recommended to the village itself ... there must be a partner to accompany ... continue to the education sector, banking ... often happen in retail shops like supermarkets, usually the case was not in the shop, but more of outside the shop ... he is the salesperson right, the story</p>	<p>“For men who have to be aware of (the power). We inviting men to realize the risks of the privileges that culture gives to men about being strong, about having to do anything with their girlfriends, etc. Those things are not true if the traditional concept man is "Wow, I'm more", but he does not realize it turns out that the value is like that, it's at risk of violence whether it's someone else, boyfriend, partner ... that's what then we do, transform masculinity, there are sociological studies, how men and women can build good</p>

			<p>is that his girlfriend once bought it there, then attracted, then sprinkled, then it turned out there was intimidation about money (asking for a loan) and at that time the victim had no money, then his girlfriend got angry, his girlfriend lit a cigarette in his hand ... categorized as the incidents of violence and psychologically must be traumatic.“(28/02/2019, 10.34 IWT)</p>	<p>relationships (equal, without being harassed and violence) and start from simple things such as sexist jokes, then give labels like " Ah, you guys do not dare, "Ah, you girls do not have courage," starting from the basics, then continue to lead to behavior, how do you build healthy relationships, for example with coworkers, partners, boyfriend or parent ... how to share the role if he later has a family ... that's what we do at Rifka.” (28/02/2019, 10.34 IWT)</p>
--	--	--	---	--







---

# INTERVIEW TRANSCRIPT

### **Interview with Mrs. Indiah (PC 1)**

- *Apa itu sexual harassment?*

Sexual harassment itu segala tindakan yang berkonotasi seksual dan membuat seseorang itu tidak nyaman dengan tindakan tersebut, dan tindakan tersebut bisa bermacam-macam ya. Bisa itu tindakan fisik (misalkan menyentuh, meraba, dsb), bisa secara verbal dengan kata-kata yang berkonotasi seksual, merayu atau mengomentari bagian tubuh tertentu. Bisa juga dengan tatapan yang tidak nyaman. Lalu bisa juga dengan tindakan tidak langsung misalkan memasang gambar di dunia maya, video-video yang intinya menyerang seseorang secara seksual. Termasuk tindakan serangan secara seksual diantaranya perkosaan. Pelecehan seksual intinya tidak mengandung penetrasi.

- *Apa akar masalah dari sexual harassment?*

Yang jelas pertama adalah pola berpikir seseorang. Bagaimana seseorang itu memandang orang lain. Dalam hal ini biasanya relasi kuasa sangat bermain. Jika seseorang merasa powernya lebih dari yang lain, akan lebih rentan melakukan harassment kepada orang yang dipandangnya memiliki kedudukan lebih rendah. Power yang lebih tinggi ini bisa didapat dari berbagai situasi, misalnya dia lebih senior secara umur, atau status sosialnya lebih tinggi, status ekonominya lebih tinggi, atau kedudukan jabatan yang lebih tinggi, begitu juga bisa. Atau mungkin dia secara fisik juga lebih sehat dari korbannya, atau gabungan dari berbagai hal yang pada intinya membuat dia memiliki power yang lebih tinggi daripada seseorang. Itu yang pertama.

Yang kedua (2) anggapan/stereotype terhadap calon korban.

Biasanya ini terkait anggapan gender. Kalau kita lihat, korban sexual harassment ini kan perempuan/anak-anak, walaupun laki-laki juga ada, tapi secara jumlah kan lebih banyak perempuan. Kalau kita lihat dari analisis gender, kalau kita melihat perempuan kan kadang-kadang memiliki stereotype negative yang dilekatkan pada perempuan, misalkan perempuan objek sosial, perempuan itu boleh dipegang, atau mungkin stereotype yang lain misalkan dia pernah berhubungan seksual jadi boleh dipegang. Intinya anggapan yang bersifat

merendahkan si objek sosial. Termasuk sebenarnya banyak korban anak-anak karena ada stereotipe dari pelaku misalnya "ah, anak-anak itu kan nggak mungkin ngomong sama orang dewasa", "anak-anak itu kan nggak bisa apa-apa, sehingga diperlakukan seenaknya. Jadi tadi ada 2; yang pertama relasi kuasa, yang kedua adalah konstruksi gender yang diakui oleh pelaku.

- *Tadi mbak menyebutkan lebih ke anak-anak, ya. Kalau kasusnya di Rifka Annisa sendiri memang kebanyakan kasus anak-anak atau bagaimana?*

Sebenarnya kalau kasus di kita hampir semua umur, tapi memang untuk kasus kekerasan seksual mayoritas yang menjadi korban itu anak dan remaja. Ada juga sih yang dewasa. Tapi kalau kasus secara umum yang dewasa juga banyak.

- *Untuk kasus sexual harassment di tempat pekerjaan, pernahkah Rifka Annisa menanganinya?*

Pernah beberapa kasus. Dan bervariasi. Ada tempat kerja informal dan formal, ada kerja di lapangan dan ada yang di kantor. Mungkin beberapa contoh yang kasus pernah kami dampingi misalnya yang pertama yaitu warung pecel lele.

Ada owner dan pegawainya, karyawan-karyawannya, agak besar, sih. Di tempat kerja dia mendapatkan pelecehan seksual dari pemiliknya. Si pemilik ini laki-laki dan sudah berkeluarga, awalnya dia merasa aneh karena ketika di tempat kerja panggilannya seperti "sayang", "manis", dan kemudian merangkul-merangkul, terus dia sempat komplain ke teman kerjanya, tetapi temannya bilang "udah, biasa aja". Sampai suatu ketika saat situasi sepi, dia dipeluk dari belakang dan si bossnya ini berusaha untuk (waktu itu korban merasa) ingin menyetubuhi dia. Tapi dia bisa berontak dan kemudian lari. Nah cuman ketika korban coba mempersoalkan hal ini, (karena tempat kerja seperti ini informal) malah dia yang disalahkan, dan mendapat cap negatif. Dan ini menjadi tantangan tersendiri bagi perempuan yang mengalami harassment di tempat kerja.

Kalau di tempat yang formal; ada juga yang di perhotelan, dia mendapat harassment dari pengunjung hotel. Jadi korban seorang pegawai hotel, lalu mendapat catcalling, dalam hal ini dia mengadu ke atasannya dan akhirnya tamu

ini ditegur, meskipun tamunya marah, tetapi setidaknya ada respon dari tempat kerja. Formal lebih mudah (walapun relatif) jenjangnya mudah (aku harus mengadu kemana jelas). Dibandingkan yang informal tadi.

- *Ada pola khusus sexual harassment di tempat kerja? (Industri bagian mana yang rentan terkena pelecehan seksual)*

Kalau saya lihat yang rentan ketika ada situasi-situasi informal. Misal kasus tadi (pegawai hotel dan tamu) kan situasi informal ya, kan tidak sedang di meja permeja, itu kan sedang berinteraksi di lorong. Yang sering terjadi banyak cerita yang kami dapat dari banyak sekolah (tapi tidak banyak kami dampingi) itu pada saat SMK saat sedang Praktik Kerja Lapangan itu juga masa-masa yang rentan bagi si siswa. Karena umumnya anak magang (anak SMA) powerless, jauh dari keluarga, situasi setelah selesai kerjapun informal, itu bahkan rentan terjadi pelecehan seksual maupun perkosaan, hingga terjadi kehamilan juga ada.

- *Berarti tidak menutup kemungkinan pelecehan seksual terjadi dimana saja?*

Iya, termasuk (saya lihat polanya) korban yang dianggap powernya lebih rendah, lemah, tidak bisa apa-apa. Pernah ada pelayan klub malam dilecehkan oleh pengunjungnya. Sebenarnya bila pelaku tidak memiliki stereotype tersebut, atau minimal mempunyai sikap menghargai dengan power yang timpang (yang sulit dihindari), tetapi kalau disadari kan lebih mudah, seperti "oh, posisiku lebih tinggi dari dia, sehingga aku nggak bisa semena-mena sama dia" Nah dengan kesadaran itu kan meski ada kesempatan-kesempatan (untuk melakukan sexual harassment), dia nggak akan melakukan.

- *Bagaimana mekanisme Rifka Annisa dalam menangani kasus sexual harassment?*

Yang jelas yang pertama kita lakukan assessment dan konseling. Langsung kita bawa ke rumah sakit, untuk langkah antisipasi untuk kalau ada dampak fisik bisa langsung segera diobati. 2- Mengamankan barang bukti, jika klien menghendaki

proses hukum dikemudian hari, karena keburu hilang bila ada bekasnya. Meski kebanyakan untuk kasus pelecehan seksual sulit dilakukan visum karena bentuk (kekerasannya) diraba, disentuh, dipegang itu kan tidak menimbulkan bekas, apalagi yang verbal, walau tetap kami lakukan (ke rumah sakit). Kemudian konseling, jelas (kami lakukan) karena korban pelecehan seksual hampir pasti terdampak secara psikologis, yang umum kami dapatkan dari korban pelecehan seksual itu adalah bentuk minder, tidak percaya diri, malu, merasa bersalah atas peristiwa yang telah dialami. Hal-hal seperti itu yang kita berikan konseling.

Berikutnya, memberikan informasi-informasi kepada klien atas alternatif penyelesaian masalah, yang tergantung dari harapan dan keinginan klien. Misalkan klien ingin menyelesaikan secara hukum, kita berikan informasi hukum seluas-luasnya, termasuk peluang-kasus - karena ada kasus-kasus yang mempunyai peluang hukum yang besar (karena bukti dan saksinya mencukupi), tapi ada juga yang peluang hukumnya kecil. Bukan karena tidak ada peristiwa, tetapi karena bukti dan saksinya minim, contohnya tadi catcalling bila tidak ada saksi, sulit. Atau misalkan ketika ada kasus disentuh/diraba payudaranya, ketika tidak ada saksi/luka secara fisik, hanya cerita si korban saja, ya sulit diproses secara hukum, karena ya keterbatasan undang-undang kita yang ada saat ini.

Tetapi korban punya hak utk dipulihkan. Kita carikan alternatif, misalkan ketika dia merasa tidak adil, apa yang bisa dilakukan untuk memberikan rasa keadilan korban. Itu cukup mengobati rasa keadilan korban. Misal bila di perusahaan formal, ketika ada tindakan tegas dari institusi/perusahaan tersebut, bisa menjadi pembelajaran bagi staff/karyawan yang kerja di tempat tersebut. Adanya aturan yang jelas juga membuat kejadian jadi lebih sedikit. Akan lebih enak bila perusahaan memiliki mekanisme pemecahan masalah sendiri, agar staff/karyawan tahu konsekuensinya.

- *Rifka Annisa jelas memihak korban dalam hal ini. Bagaimana dengan nasib pelaku sexual harassment?*

Kita memang sebenarnya memiliki layanan untuk laki-laki, tetapi awalnya supporting untuk kasus KDRT, jadi konseling untuk pelaku KDRT (dalam relasi

intim seperti pacaran karena ada dinamika tersendiri disana), untuk pelakunya, Rifka sendiri memang pernah mendampingi, tetapi konteksnya adalah preventif, agar tidak melakukan lagi di masa yang akan datang, tetapi ada kelemahannya, yaitu kesulitan di melakukan pengawasan/controlling, apalagi bila pelaku tidak memiliki pasangan (akan sulit memantaunya). Sehingga kami tidak lagi melakukan hal tersebut. Kecuali bila pelaku masih usia anak, karena konteksnya anak adalah korban (pelaku maupun korban, korban dari lingkungannya), mungkin ada pengaruh tidak baik dari lingkungannya. Tujuannya agar tidak melakukan kejahatan di masa depannya.

- *Dalam mengatasi sexual harassment, adakah perasaan kurang puas terhadap hasilnya?*

Untuk program penanganan sulit ditangani secara hukum. Langkah hukum menjadi tidak dilakukan karena percuma (karena kurang saksi). Ketika tidak ada langkah hukum, situasinya juga tidak jelas. Yang kita lakukan pendekatan terhadap institusi korban. Ada bagus yang menyelesaikan institusi karena mereka punya wewenang, karena terkadang punya peraturan internal.

Keamanan korban jadi isu, karena selama kasusnya diproses, ada terjadi. Justru menjadi bukti juga bahwa memang benar-benar terjadi masalah.

Yang kasus pecel lele tadi dilaporkan ke polisi. Tapi dari keluarga korban dan pelaku masing-masing sudah bertemu, menyelesaikan masalah sendiri dengan memberikan sejumlah uang agar mau meminta maaf. Nah, hal-hal seperti itu juga menjadi hmm apa ya.. karena layanan kami di Rifka adalah semua keputusan kami kembalikan ke klien. Meski pendamping berharap seperti ini tetapi klien memutuskan yang lain, ya sudah.. cuman ya konsekuensi-konsekuensinya kita sampaikan, karena kadang-kadang ketika penyelesaian masalah dengan uang itu seringkali dampak kebelakangnya buruk.

Ada klien ketika ada kasus lalu pemecahannya 50 juta dibayarkan, akhirnya mendapat stigma negatif dari masyarakat sekitar, seperti "hei, jangan dipegang, 50 juta lho, 50 juta.." jadi ada tekanan baru yang muncul disitu.

- *Kalau dilihat dari sisi psikologi? Bagaimana Rifka tahu bahwa mental korban sudah lebih baik?*

Dari sesi konseling. Tapi biasanya sangat berelasi antara penyelesaian masalah dengan psikologi. Ketika penyelesaian masalah jelas, terutama bahwa kemudian orang mengakui kalau si pelaku ini salah, dan dia korban. Terus pelaku yang salah mendapatkan sanksi. Itu bagi korban sudah cukup mendapatkan rasa keadilan. Entah sanksi itu secara hukum, institusi, bahkan dari masyarakatpun mempengaruhi perkembangan psikologi korban. Tapi ketika itu sulit dilakukan, entah malah menyalahkan dia, institusi juga sulit, itu juga berpengaruh. Dia menjadi semakin depresi.

Selain konseling, pemeriksaan psikologi juga ada ketika dibutuhkan. Pemulihan tidak hanya singular, tapi saling berkaitan antara dukungan sosial, dari institusi. Uang tidak terlalu menyumbang dalam pemenuhan sisi psikologi.



### **Interview with Mr. Triantono (LC 1)**

- *Apa opini anda mengenai sexual harassment?*

Sexual harassment yang dalam terjemahan populer Indonesia diartikan sebagai pelecehan seksual merupakan salah satu bentuk dari jenis kekerasan yaitu kekerasan seksual. Jadi kekerasan seksual itu bisa perkosaan maupun pelecehan seksual. Pelecehan seksual ini banyak terjadi dengan korban adalah perempuan maupun anak perempuan. Pelecehan seksual bisa dalam bentuk verbal maupun fisik namun belum sampai terjadi hubungan seksual.

Pelecehan seksual terjadi bukan hanya disebabkan karena dorongan seksual dari seorang pelaku, lebih dari itu dorongan seksual yang muncul di sebabkan karena cara pandang (perspektif) dari pelaku yang melihat bahwa perempuan merupakan subyek lemah yang dapat dijadikan sebagai obyek kekerasan seksual. Hal ini tidak bisa dilepaskan dari adanya konstruksi gender dalam masyarakat yang menempatkan perempuan dan laki-laki dalam fungsi dan posisi yang berbeda.

Laki-laki senantiasa mendapatkan keistimewaan-keistimewaan (privilege) dan perempuan senantiasa mendapatkan pembatasan-pembatasan, bahkan ketika terjadi sudah menjadi korban pelecehan seksual.

Konstruksi sosial yang menempatkan perempuan dalam posisi subordinasi berdampak pada pelabelan (stereotyping) dan ketidakadilan. Jika ada perempuan yang mengalami korban pelecehan seksual keenderungan respon dari masyarakat bahkan menyalahkan korban dengan dalih keluar “salahnya siapa keluar malam-malam...,” “soalnya pakaiannya ketat sih” dll. Jarang sekali respon yang kemudian menyalahkan pelaku. Bahkan ada perumpamaan yang lazim muncul jika pelecehan seksual itu terjadi “lha kucing dikasih ikan asin ya pasti disambar lah, jangan salahkan kucingnya”. Jadi ada hubungan sangat erat antara kekerasan seksual dalam bentuk pelecehan seksual (sexual harassment) dengan cara pandang seseorang dan masyarakat tentang bagaimana melihat gender (fungsi dan posisi) antara laki-laki dan perempuan. Hal inilah yang menjadi akar masalah dari adanya pelecehan seksual.



Sebenarnya aturan-aturan soal SH belum terlalu komprehensif. UU yang sekarang UU lama, tidak mengakomodasi terhadap bentuk-bentuk SH yang muncul, jadi seperti pelecehan seksual yang misalnya persetubuhan, perkosaan, pencabulan, yang sifatnya ada intervensi fisik dsb. Bagaimana kalau dia tidak menggunakan intervensi fisik tapi menggunakan yang lain? dan perkosaan sendiri sebenarnya bentuknya yang ada di KUHP itu sangat primitif, bahwa dibuktikan adanya perkosaan kalau ada penetrasi kelamin dan kemudian ada jejak sperma baru dikatakan perkosaan. Itupun sebenarnya harus dibuktikan lagi ada perlawanan atau tidak, lha kalau korbannya dibius? kan tidak ada perlawanan. Kalau korban tidak sadar kan tidak ada perlawanan. Artinya kondisi pengaturan kekerasan seksual kita belum komprehensif mengatur kekerasan yang ada. Jadi banyak kekerasan terhadap perempuan yang tidak bisa dilindungi secara hukum. Pada konteks pembuktiannya susah. Yang jadi saksi sulit kalau tidak diatur mengenai aturan khusus, sulit dibuktikan.

Apalagi di tempat kerja, yang misalnya ada faktor kondisi yang tidak seimbang, misalnya yang melakukan atasannya, dia kan sulit untuk speak up tentang hal apa yang dialami. Jadi keterbatasan di konteks hukum pertama adalah regulasi, yang kedua adalah keterbatasan dalam arti perspektif aparat hukum. Jadi kalau kita cermati, aparat penegak hukum mayoritas laki-laki. Tapi perspektif mereka dalam melihat perempuan harusnya ya begini, begitu dsb. Kalau ada kekerasan seksual yang ditanyakan adalah prosesnya, dirimu merasakan apa, dsb. Kenapa dirimu tidak melawan, dsb. Pertanyaan-pertanyaan yang sifatnya menjurus ke judgment dan tidak substantif. Bagi korban menjadi satu problem karena mengungkappkan itu menjadi satu dinamika tersendiri. Kalau tidak kuat kan menjadi trauma.

- *Apakah ada pola khusus bagi para pekerja (termasuk gender, umur, posisi) yang melaporkan adanya kejadian sexual harassment?*

Dalam beberapa kasus tidak ada pola khusus pelecehan seksual ditempat kerja dengan ditempat lain. Yang sedikit membedakan biasanya adalah relasi kuasanya, jika yang menjadi pelaku adalah atasan dari tempat dia bekerja. Karena ada relasi

kuasa yang tidak setara akan memberikan dinamika dampak yang lebih berat bagi korban. Karena disitu ada kekhawatiran resiko dikeluarkan dari tempat kerja dll. Tidak mudah bagi perempuan korban kekerasan seksual dalam hal ini pelecehan seksual untuk melaporkan apa yang dialami. Hal ini biasanya karena perempuan korban cenderung tidak mendapatkan support system yang baik dari lingkungan sekitarnya. Misalnya keluarga dan masyarakat terdekat yang justru akan menyalahkan, aparat penegak hukum yang tidak responsive bahkan menyalahkan, serta orang-orang disekitarnya yang melihat bahwa pelecehan seksual bukan sesuatu yang serius dan menjadi aib jika diketahui oleh orang lain. Bersamaan dengan kondisi dinamika psikologis yang seperti itu pelaku melenggang bebas untuk mencari sasaran berikutnya

- *Bagaimana RAWCC menangani/merespon para korban dan pelaku? Bagaimana suatu mekanisme pemecahan masalah berjalan?*

Rifka Annisa memberikan pendampingan baik pendampingan hukum maupun psikologis. Prinsip utama dalam pendampingan psikologis korban kekerasan seksual adalah melalui pendekatan pemberdayaan (empowering). Dengan pendekatan ini diharapkan korban akan pulih dari trauma dan mampu mengambil keputusan apa yang akan dilakukan kedepan.

Pelecehan seksual menjadi bentuk kekerasan seksual yang paling sulit dalam pembuktian hukumnya. Hal ini disebabkan karena minimnya saksi dan riwayat fisik bekas terjadinya pelecehan seksual (shingga sulit divisum).

- *Ceritakan pengalaman RAWCC kapan ketika solusi yang diusahakan dirasa tidak efektif/ gagal dalam menangani suatu kasus?*

Dalam penanganan kasus tentu banyak dinamika yang dialami oleh Rifka Annisa. Selama 25 tahun bekerja pada isu-isu penghapusan kekerasan terhadap perempuan dan anak tentu banyak catatan keberhasilan namun juga ada cerita kegagalan.

Contoh umumnya adalah dalam penanganan kasus kekerasan seksual pada saat ini

belum cukup efektif dapat memberikan perlindungan kepada perempuan korban. Hal ini disebabkan selain karena faktor konstruksi budaya seperti diatas, ada pula faktor dominan adalah terkait dengan perspektif aparat penegak hukum yang belum responsive gender. Dengan kondisi tersebut, Proses penanganan hukum justru lebih banyak memunculkan victim blaming. Dan yang lebih mendasar, yang menghambat kerja-kerja perlindungan korban kekerasan seksual sampai saat ini adalah belum adanya aturan hukum yang mengatur tentang kekerasan seksual yang komprehensif. Aturan hukum yang ada saat ini bisa dikatakan sudah tidak dapat mengakomodasi bentuk-bentuk kekerasan seksual yang semakin bervariasi. Itu sebabnya selain kerja-kerja pencegahan kekerasan seksual Rifka Annisa juga terus mendorong segera disahkannya UU Penghapusan Kekerasan Seksual.



## Interview with Mr. Rohim (PC 2)

- *Boleh diceritakan kasus-kasus pelecehan seksual yang telah ditangani oleh anda?*

Kasus pelecehan seksual tidak sedikit, namun kemudian yang muncul di pemberitaan dan proses hukum itu kan tidak banyak, bisa dihitung jari. Saya lupa datanya di komnas perempuan, bisa dilihat disitu. Misalnya aja kasus yang pernah kita (bukan secara resmi masuk kasus di Rifka ya) tapi saya mendapatkan ceritanya, curhatannya di komunitas itu terkait hmmm.. ini di kalangan pekerjaan atau pertemanan atau bagaimana?

*Lebih ke pekerjaan sih mas, kalau tidak ada ya tidak apa-apa diceritakan saja.*

Sebenarnya ada beragam ya, kalau di pekerjaan ya di organisasi kan juga masuk ya, walaupun bukan organisasi yang profit. Misalnya yang sering saya dengar adalah misalnya kasus yang lebih ke seksis candaan (candaan yang kemudian mengarah pada organ seksual) ya, misalnya teman kita perempuan waktu itu adalah .. ini langsung tak terjemahkan aja ya.. "Satu payudaramu itu laku berapa?" gitu misalnya kalau candaan di level organisasi di masyarakat ya, bukan di perusahaan atau yang kemudian katakanlah profit gitu. Itu sih sebenarnya guyon (bercanda) ya, tapi ya itulah kalau kita benar-benar paham kan agak itu ya.. menurutku itu yang paling vulgar ya.. katakanlah suit-suit (catcalling), body shaming itu juga sering terdengar, tetapi tingkatannya itu koq yang ini yang paling.. sebenarnya semuanya tadi mengarah ke pelecehan seksual, tapi koq yang ini ya yang lebih ngeri.. bahkan nek misal sampai memegang payudara ya, saya dengan temen-temen remaja misalkan yang relasinya pacaran ya.. itu sering kita dengarkan.. bukan sering maksudnya banyak ya jumlah yang terlapor, tapi adalah satu atau dua, dia tidak mau membuka itu.. itu lebih ke, kita ada forum yang mempersilahkan korban bercerita senyamannya yang kemudian kita rahasiakan, untuk mempelajari kasusnya.. itu juga terjadi di remaja.. nah kemudian yang

kasus yang di tempat kerja itu misalnya yang pernah saya.. kemudian kerjaan itu tidak hanya di Rifka ya, tapi kemudian yang, ya yang sering saya dampingi juga itu soal ini, apa namanya.. kan artinya pelecehan seksual itu tindakan tidak menyenangkan yang dilakukan oleh orang lain, yang membuat seseorang tidak nyaman, yang berkonotasi seksual.. nah ada yang temennya kemudian merangkul temen kerjanya, kemudian ngelus kepala ya, nah, mungkin bagi cowok itu ungkapan kedekatan ya, tetapi kan itu kemudian dilakukan berulang kali, tidak hanya sekali-dua kali, tapi kemudian si cewek itu merasa tidak nyaman setelah diskusi dengan pacarnya.. ya posisinya yang cewek ini muda ya, terus yang cowok itu kan ya sudah punya istri gitu, itu yang, apa namanya.. pernah saya dengar juga itu.. dan waktu itu juga sharing sama aku juga.. apa namanya ya dia merangkul ya, tapi bukan kemudian sampai memegang payudara, tapi lebih ke merangkul, terus mengusap rambut.. itu kan cewek itu berhijab.. itu juga mengarah ya.. waktu itu kan saya tanya, terus apa yang kemudian kamu lakukan untuk agar si cowok tadi sadar bahwa yang dia lakukan itu membuat dia tidak nyaman.. ternyata yang bersangkutan itu meminta tolong pada temen dekatnya si cowok itu, yang masih satu kerjaan itu, untuk menasihati agar tidak diulangi.. itu ya yang kemudian terjadi

- *Apa yang bisa dilakukan bila pelecehan seksual terjadi?*

Posisi waktu itu aku ingin tahu aja ya, ingin mengklarifikasi, tidak kemudian saya.. kan ada juga korban yang dimintai tolong koq malah mengetes lagi pada yang bersangkutan.. tapi prinsipnya kan selagi dia masih bisa berdaya kan.. masing-masing tingkat berdayaan seseorang kan bedda-beda ya, kalau sampai perkosaan itu kan down sekali.. lalu saya tanya apa yang bisa saya bantu? waktu itu kan katanya ya seperti itu, dia minta tolong untuk menasihati temennya itu.. kemudian ya itu apa saja yang telah kamu lakukan, situasi yang kamu alami.. jawabannya ya "saya udah ngomong ke temen dekat saya, ke atasan saya".. gitu sih.. saya tidak nanya yang menyudutkan korban seperti "kenapa sih baru lapor

sekarang? Kenapa nggak dari dulu?" yaa nggakpapa mungkin dia baru mau cerita sekarang..

- *Bagaimana respon atasan dalam hal pelecehan seksual?*

Respon dari atasannya adalah atasannya crosscheck lagi ke temen deketnya, terus kalau ga salah sampai kemudian atasannya juga bertemu dengan yang korban maupun dengan yang ya katakanlah pelaku ya, ini yang dilaporkan tadi diajak ketemuan tapi terpisah tidak dikonfrontasi.. ya ditanya-tanya dulu.. itusih yang sejauh itu dilakukan.. nggaktau kalau kemudian hasilnya mungkin ada peringatan atau apa.. tapi yang jelas akan diingatkan

*Jadi ada respon dari atasan ya..*

Ya karena kan itu kasus yang cukup mengganggu kerja tim ya..

*Boleh tau itu sektor formal/informal*

Sektor formal, di kantor, di organisasi profit gitu.. nah sebenarnya tidak banyak lembaga yang seperti itu, merespon kejadian kayak gitu.. biasanya kan malah pada menyalahkan.. "Kamu sih kegatelelen, kamu sih dari awal dideketin mau" ya kalau denger cerita-cerita, juga sering atasannya bias.. menyalahkan perempuan

- *Berarti kultur victim blaming masih banyak terjadi?*

Ada juga yang seperti itu, ada juga yang mulai menyadari, meskipun sanksinya jarang yang kemudian masuk ke ranah hukum.. penyelesaiannya kekeluargaan.. rembuk jowo.. itu yang pernah saya dengar dan pernah disampaikan.. Ada kasus pencabulan antara guru dan murid.. gurunya yang melakukan.. laki-laki ke perempuan, itu waktu itu dilaporkan ke kepolisian terus masuk ke perbuatan pidana, dan itu dimuat di koran di daerah Kulon Progo. Itu dilingkup sekolah. Kalau di budaya kita pelakunya masih mayoritas laki-laki.. data membuktikan

demikian.. dan saya selama disini belum pernah dilapori yang seperti itu.. untuk yang kasus kekerasan seksual.. kasusnya ngeri mas untuk kekerasan seksual karena tidak ada sanksi, paling cuma teguran.. idealnya tu kan pelaku harus mendapatkan.. karena kalau dibiarkan bisa menjadi pelaku pada kasus-kasus perkosaan.. naah kadang perilaku awal ini bermula dari pemakluman lalu pada akhirnya sampai pada kasus.. pasti ada riwayat dulunya sering melakukan pelecehan, lalu tidak dapat konseling.. ada dia jadi pelaku kasus-kasus yang lebih besar..

- *Apakah ada industri khusus yang sering terkena pelecehan seksual (Sektor mana)?*

Tidak ada, tidak hanya bawahan ke atasan.. ada juga customer ke karyawan, misalkan bidan atau petugas medis.. pernah dengar itu kemudian tidak disarankan ke desa sendiri.. harus ada partner untuk menemani.. terus sektor pendidikan, perbankan.. retail kaya toko-toko itu ya.. seperti swalayan gitu, biasanya bukan kasus yang ada di tokonya, tapi lebih di luar tokonya.. dia kan pramuniaga itu kan, ceritanya pacarnya dulu pernah beli disitu, lalu tertarik, lalu dibribik, diPDKT, jadian kemudian ternyata ada intimidasi soal uang (minta dipinjemin) lalu waktu itu korban tidak punya uang, lalu pacarnya marah-marah, pacarnya nyulut rokok ke tangan.. sampai kemudian mbolos satu minggu itu si korbannya.. masuknya kasus kekerasan dan psikis.. kalau misalkan bos ke bawahan ya itu, belum ada kasus yang "boom". Mungkin saja ada, tapi ya itu tadi, lebih memilih menyelesaikan secara damai dan kekeluargaan saja.. sebenarnya ada pabrik rokok, garmen.. tapi selama ini jarang ada cerita dari situ.. kalau garmen lebih ke isu kesehatan ibu dan anak, misalnya ada yang bekerja disitu terus dia hamil, lalu memiliki resiko tinggi karena cuti di sektor seperti itu kan susah.. lalu perceraian juga ada.. sebenarnya kalau di pekerjaan belum banyak, tapi kalau SH dilakukan orang terdekat ya bisa guru dan murid, orang tua dan anak, nah kalau itu banyak cerita, saya bisa cerita banyak.. tapi kalau ketenagakerjaan belum banyak yang kemudian yang sudah berani melapor ke kita, baik ke dinas maupun ke Rifka..

Kalau di ketenagakerjaan yang kita tekankan adalah pekerja menyadari hak dan kewajibannya, termasuk batasan-batasan gimana dia bertanggungjawab pada pimpinannya, dan hubungan yang nanti akan dibangun oleh mereka.. selain itu sih mereka sebenarnya kan disarankan cerita dulu sama teman dekat..

- *Apa yang dilakukan Rifka di program prevention?*

Kalau laki-laki harus dengan pendidikan penyadaran.. mengajak laki-laki untuk menyadari risiko-risiko atas privilege-privilege yang diberikan budaya kepada laki-laki soal kuat, soal kudu pernah ngapa-ngapain pacarnya, dsb. Penyebab pelecehan seksual itu adanya ketimpangan relasi kuasa antar biasanya laki-laki dan perempuan.. stereotype bahwa laki-laki kuat, harus bisa ngapa-ngapain perempuan.. itu semua budaya yang sudah ada dulu..Hal-hal itu kan kalau laki-laki berkonsep tradisional kan "Wah, aku lebih nih", nah tetapi kan dia tidak menyadari ternyata nilai kayak gitu itu kan beresiko terhadap terjadinya kekerasan entah itu pada orang lain, pacar, pasangan.. itulah yang kemudian kita lakukan, mentransformasi maskulinitas, ada kajian-kajian sosiologinya, bagaimana laki-laki dan perempuan bisa membangun hubungan yang baik (setara, tanpa ada yang dilecehkan dan kekerasan) dan dimulai dari hal yang sederhana misalkan soal candaan yang seksis, kemudian memberikan label seperti "Ah kamu sih, laki nggak beranian", "Ah kamu sih, perempuan ga beranian", nah mulai dari hal dasar gitu ya.. terus kemudian sampai mengarah pada perilaku ya, bagaimana sih cara membangun hubungan yang sehat misalkan dengan rekan kerja, pasangan, pacar atau orang tua.. bagaimana berbagi peran bila dia nanti sudah berkeluarga.. itu yang kita lakukan di Rifka.. sebenarnya mereka juga korban dari budaya yang sudah mengakar, tapi kan seakan-akan dianggap kodrat dan dianggap sebagai yang bisa dipertentangkan.. tapi kan rata-rata dia tidak menyadari nilai-nilai maskulinitas yang ujung-ujungnya dia bisa melakukan kekerasan pada siapapun, minum alkohol, narkoba, tawuran, pelaku bullying dsb. Itu yang kemudian tidak disadari risikonya.. Dan yang paling penting adalah penegakan hukum. Bagi mereka (korban) sulit diungkap, tapi bagi kita ya bisa itu diungkap, seperti body



shaming kan sebenarnya bisa dipidana.. Yang paling bahaya itu laporan balik atau kriminalisasi korban, ini dilemanya kasus-kasus kekerasan..

