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## Preface

The 20<sup>th</sup> International Conference on Contemporary issues in Science, Engineering & Management (ICCI-SEM 2019) was held in Singapore on 06 – 07 April 2019.

The conference, which was organized by IIRAJ Technical Research Forum (ITRF), Bhubaneswar in association with **Institute of Research and Publication (IRP) & International Institute of Research and Journals (IIRAJ)** one of the fastest growing prestigious networks and an independent non-profit professional association registered under "Worldwide People Empowerment Trust" under section-25, Companies Act; 1956 meant for and aiming to promote the development of scientific and research activities in science, engineering and technology in Singapore and abroad. IIRAJ Researchers forum constitutes of professional experts and overseas technical leaders who have left no stones unturned to reinforce the field of science, engineering and technology.

The topics that are covered in the conference include electronics and instrumentation, material science and engineering, computer science and information technology, electrical engineering, mechanical engineering, civil engineering, basic science, management, agriculture & environmental science and animal science.

Reviewing process of the 20<sup>th</sup> ICCI-SEM 2019 was a challenging process that relies on the goodwill of those people involved in the field. We would like to thank all the reviewers for their time and effort in reviewing the documents. The published papers have passed the process of improvement accommodating the discussion during the conference as well as the reviewer's comments who have guided any necessary improvement.

Finally, we would like to thanks to all the proceeding team who have dedicated their constant support and countless time to bring these scratches into a book. The 20<sup>th</sup> ICCI-SEM 2019 proceeding is a credit to a large group of people, and everyone should be proud of this outcome.

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## EDITORIAL

It is my proud privilege to welcome you all to the 20<sup>th</sup> ICCI-SEM International Conference at Singapore. This platform is intended to provide a platform for researchers, educators and professionals to present their discoveries and innovative practice and to explore future trends and applications in the field of Science and Engineering. However, this conference will also provide a forum for dissemination of knowledge on both theoretical and applied research on the above said area with an ultimate aim to bridge the gap between these coherent disciplines of knowledge. Thus the forum accelerates the trend of development of technology for next generation.

We on behalf of **International Institute of Research and Journals (IIRAJ) & IRP**, India express our deep gratitude to the Keynote speakers without whom this International Conference cannot be a great success. Here, we would like to acknowledge the support of the sponsors. It will be a great privilege to offer our sincere thanks to our esteemed Chairman and we are also thankful to all those who are directly and indirectly involved in bringing out this souvenir.

Just as the sunflower turns towards the sun for survival, growth and enlightenment, knowledge turns towards the world of science and innovation. So, we wish all should contribute their commitment, sincerity, and hard work for the well-being of the society.

I once again give thanks to the International Institute of Research and Journals (IIRAJ), IRP & The IIRAJ Technical Researchers Forum (ITRF) for organizing this event in Singapore. I am sure the contributions by the authors shall add value to the research community. I also thank all the International Advisory members and Reviewers for making this event a Successful one.

**Editor-In-Chief**  
**Dr. Teena Bagga**  
Amity University,  
Noida, India.



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# SEXUAL HARASSMENT IN WORKING ENVIRONMENT OF YOGYAKARTA: ANTECEDENTS AND COPING

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## 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 interviewed in semi-structured questions. The results are unequal power relations and gender stereotyping being the antecedents of SH. One of approach to coping with the issues is to held 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 workplace can't be predicted yet especially in Yogyakarta, since the case is like a tip of an iceberg.

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Keywords - Sexual Harassment, Work Environment, Qualitative Study

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# Sexual Harassment in Working Environment of Yogyakarta: Antecedents and Coping

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*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 interviewed in semi-structured questions. The results are unequal power relations and gender stereotyping being the antecedents of SH. One of approach to coping with the issues is to held 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 workplace can't be predicted yet especially in Yogyakarta, since the case is like a tip of an iceberg.*

**Index Terms—** Sexual Harassment, Work Environment, Qualitative Study.

## I. INTRODUCTION

In recent years, SH becomes famous issue in media. Research by Singaporean organization AWARE (2008) stated that 272 (54.4%) of the 500 respondents surveyed indicated having experienced some form of SH. 215 (58.3%) women respondents and 52 (42%) men respondents indicated having been sexually harassed at the workplace. 5 out of the 7 respondents who did not indicate their sex reported experiencing SH.[1]

In Indonesia, the case is even worse. The victims are mainly women. There are 348.446 case of violence in 2017 (CATAHU Komnas Perempuan 2018) [2]. Research also shows that 1 of 3 women aged 15-64 years old had 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, 2016) [3]. The last-year booming case of Yuyun, a teenager that died because of being raped by 14 men in Bengkulu, does not even touched the heart of Indonesian people, especially the government to do a favor. Social media like tight-lipped, means that SH is still least considered than any matter. [4]

SH also happened in the workplace. Although there is no supporting empirical research yet, mass media of Indonesia often found that the victim is astonishingly become much higher than before. Federasi Buruh Lintas Pabrik (FBLP) claimed that in Kawasan Berikat Nusantara (KBN) Cakung, as much as 25 women labor in 15 factories reported to

FBLP that they are have been sexually harassed. Sadly, some of the harasser is their own bosses [5]. In the urban/city living that offer more civilized culture, it is not a guarantee that women will not have less SH case. Sexual/physical harassment tends to be happening in women who live in the city (36.3%) than who lived in rural area (29.8%) (BPS, 2016) [6]. It is also been very shocking data that SH tends to be happening in women who have a 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 is 30.6% (3 of 10 women) (BPS, 2016).[7]

Patriarchal culture in Indonesia can be one of the factors, since SH happen more on women than men. SH in Indonesia only becomes temporary issues and not to be held a lawsuit. Many of women admitted that SH occur disregard of what they wear. Victim blaming also can be one of the factor that SH not become the main consideration in the government regulation planning. Indonesian blame the victim when there are SH, then may made other victims are reluctant to share their experiences to others of what they have been experienced. Moreover, SH law still becomes Rancangan Undang-Undang (RUU). Thus, the presence of Non-Governmental Organizations (NGOs) plays a substantial role to the SH victim and also the harasser.[8]

One of the most-known NGO on coping with SH in Jogjakarta is RAWCC. Established on 26th of August 1993, it has a big commitment on SH eradication, especially for women. Specifically, they start the activity by accompanying women victims of violence by husbands, victims of rape, sexual abuse, violence in relationship, and family violence. They then built a broader coalition from 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 few references about how one NGOs solving the SH problems, especially in Yogyakarta area. Although previous researches already explain how RAWCC's role in solving SH cases (see Trisnawibawa, 2017), [9] it still can't explain deeply, mainly in the context of Work Environment (WE). It is also inherits many factor behind (see O'Leary-Kelly et al. 2009, for a review) [10]. Thus, the research focus will be: (1) how SH in WE context

are solved by RAWCC? And (2) in Indonesian context, what is the antecedents?

### 1.1. Aim

This research will be focused on how SH issues can be solved by RAWCC's point of view. Preceded by what are the factors behind SH phenomenon, ended with options of solutions. Through the counselors of RAWCC, researcher will directly interview them. Also, the researcher aims to answer the following questions:

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

Also, the researcher already assuming some of alternative question related to the research:

- What kinds of employees (gender, age, position) that almost likely to be harassed?
- What kinds of jobs and work environment that most likely contributing SH practice?
- What kinds of solution provided that most likely to be successful?
- How does RAWCC's role in managing the victim and the harasser?
- How to mediating SH cases?

At this stage in the research, Sexual Harassment will be generally defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature (United States Equal Employment Opportunity Commission) [11].

## II. RESEARCH METHOD

### A. Approach to Research

The researcher used an explorative qualitative narrative approach based on face-to-face interviews following a semi-structured interview. This aims to know deeper about SH based on RAWCC's perspective.

### B. Procedures

The researcher contacted managers directly to RAWCC's office at Jambon Street IV, Jatimulyo Indah Block. At first, we would like to interview directly the victims of SH, so we can gain more insights. However, the managers rejected the proposal since it requires special skills to interview them. Hence, we propose three interviewees from the counselors from two different counselors which are two psychology counselors and one law counselor (PC and LC) of RAWCC and the managers approved. Each of three counselors has different place and day, so none interfere the interviews.

### C. Participants

The researcher purposefully sampled counselors to achieve variation in answering the questions. One LC will be

have more perspective in law enforcement, whilst the other two PC will be have more perspective on psychology of the victims. All of the interviewees have different department; one LC from Research and Training Center, and the two PC each from Companion Department and Community Organizing.

### D. Interview guide

The interview format began by asking what is the counselors name 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:

1. What is sexual harassment?
2. What is the antecedent of sexual harassment?
3. Is there any special pattern (age, gender, or position) on workers that experienced sexual harassment?
4. Is there any special pattern on which industry/sector that more susceptible to sexual harassment?
5. How RAWCC responded to the victims of sexual harassment? Is there any mechanism?
6. Is there any ineffective solutions provided by RAWCC so far?

### E. Analysis

As previously noted, this study was an exploratory examination of SH cases and trying to know what are the antecedents of SH. Thus, the primary goal of this study was to describe a phenomenon rather than to test any hypotheses. To this end, six primary steps [12] were used to analyze the qualitative information from the interviews. First, the 3 audiotaped conversations from interviews were transcribed, organizing and prepare the data for analysis

The second step in the qualitative analysis was to read through all the data, followed by detailing the analysis with a coding process. However, this research only has three interviewees that no need to be coded. We hold an in-depth content analysis of the transcribed interviews. 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. We started with general topics to more specific topics; use the coding process to generate a description of the setting or people as well as categories or themes for analysis, then the final step in data analysis involves making an interpretation or meaning of the data.

## III. RESULTS AND DISCUSSION

### A. Results

Although the analysis shows that SH in working environment is complex and multifaceted phenomenon, the antecedent of SH are basically same, which is gender stereotyping and inequality of power relations between

men and women. It occurs in many different situations and often produces moral dilemmas.

### A.1. SH Definition

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

*"...sexual harassment is all acts that have sexual connotations and make someone uncomfortable with the action (...) it can be physical action (e.g. touching, feeling, etc.), verbally with words that have sexual connotations, seduce or comment on certain body parts, (...) uncomfortable gaze(...), by indirect actions such as installing images in cyberspace, videos which essentially attack someone sexually. Including (...) rape. Sexual harassment essentially does not contain penetration."* (One of the PC)

*"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 harassment. This sexual harassment often occurs with the victims as women and girls. Sexual harassment can be in the form of verbal and physical but not until sexual intercourse occurs."*(One of the LC)

### A.2. Antecedents of SH

#### A.2.1. Inequality of power relations

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

#### A.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 subordination positions 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 "whose fault is going out at night ..." "The problem is the clothes are tight" etc. Responses to blame the offender are rare."* (One of the LC)

Also, the PC confirms 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"*.

### A.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 relation of the power of relations, if the one who becomes the harasser is the boss from where the victim works. Because there is an unequal power relationship, it will make more severe dynamics for the victims, since there are fears that the risk of being excluded from work places, etc."* (One of the LC)

However, one of the PC said that SH often happen 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 are owners and employees, a little big company. At work she gets 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 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".* (One of PC)

There is another example of cases that SH mostly happen in such informal situations, however, this is happened on formal working sector, which is in hotel:

*"..there are 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 addressed. Although this guest was angry, but 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"* (One of PC)

### A.4. RAWCC Mechanism on SH Cases

Victim of SH are not merely threatened physically, but also mentally. After many years of RAWCC's operating, the experience on solving SH cases must be better. This is proofed by mechanism that RAWCC already had to solving 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 will recover from trauma and be able to make a decisions to be made in the future." (One of LC)

First, RAWCC mechanism is to do an assessment and counseling to the victim. This is to ensure that everything is safe, physically and mentally. SH victim needs to be assured that everything will be alright, and to provide prevention if anything happened. Physically injured victim will be managed by the professional directly, which is 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 doesn't 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." (One of PC)

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 consider which one is the most viable to be done, including but not limited to law enforcement. Sexual abuse victim often had some scars or physical injure that if the victim wanted law enforcement, the winning chance will be more significant.

#### A.5. Challenge on SH Cases

The researcher adapted a semi-structured interview, since we want to know deeper everything regarding to SH in working environment of Yogyakarta, on RAWCC's perspective as a NGO. These results are based on naturally-asked questions based on main research problem stated in the previous chapter.

##### A.5.1. SH can be happen everywhere

This question was asked after one of the PC told the cases of Vocational High School (Sekolah Menengah Kejuruan – SMK) that get 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, 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 be happened everywhere?

Yes, when I looked at the pattern on the victim, it is solely on their position that they had a less power, weak, unable to do a favor. There's also a case of Bartender harassed by the customers."

##### A.5.2. Many of SH happened invisibly

The case of SH can be carried out by RAWCC since the victim reported it. Many cases are invisible, which means undetected since in the perspective of the victim, it had been so hard to tell somebody 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." (One of LC)

##### A.5.3. Often hard to get law enforcement

Strong law enforcement will be based on the strong proof. SH being the hardest occurrence, moreover if the proof itself does not exist, as the researcher had been said above.

"..sexual harassment is the most difficult form of sexual violence in its legal proof. This is due to the lack of witnesses and the former physical history of sexual harassment (so that it is difficult to visualize)." (One of LC)

In Indonesia, the case is harder since the nation did not yet provide a clear law regulation. The current law is very outdated and can't 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 doesn't 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 aren't conscious? There will be no resistance."*  
(One of LC)

## B. 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 be happened, followed by (c) problem solving offered by RAWCC.

The interview show that SH is unwanted action related to sexual connotations. However, as of 2008, there are four definition of SH. Lengnick-Hall (1995: 842) [13] noted more than a decade ago that "construct confusion" had created many problems for SH research. At the time of his work in 1995, there were only two definitions of SH, legal and psychological. The legal definition (then and now) 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 interfere with an individual's work performance" or creates "an intimidating, hostile, or offensive working environment".

The two additions are behavioral and sex-based perspectives. The psychological and sex-based perspectives define SH subjectively. In accordance with the psychological perspective, SH is "unwanted sex-related behavior at work that is appraised by the recipient as offensive, exceeding her resources, or threatening her well-being" (Fitzgerald, Swan, & Magley, 1997:15) [14]. The sex-based perspective (Berdahl, 2007a: 644) [15] defines sex-based harassment (SBH) 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 individual because of sex."

The second questions answered by the interviewee shows that SH happened because of unequal power relations. This finding are align with the broadly accepted phenomenon that one of the antecedents of SH is power-related (Cleveland & Kerst, 1993; MacKinnon, 1983; French & Raven, 1959; Russell, 1938; Bargh, Raymond, Pryor & Strack, 1995) [16-20].

It is also mentioned that RAWCC also already has their mechanism in coping SH cases. Many report depression, fear, anxiety, crying spells, reduced work productivity, missed work or classes due to illness or malaise, weight

loss, or insomnia. While there are numerous responses to sexual harassment available to student and employee victims - such as ignoring the behavior, avoiding or confronting the perpetrator, changing a job or class, reporting the harassment formally, or filing a lawsuit - fewer than 5 percent of victims attempt to report their experience to a university official or other authority. (See Fitzgerald et al.; Hippensteele, Chesney-Lind & Veniegas; and Merit Systems Protection Board) [21-23]. To minimize the effect, RAWCC have psychological treatment through counseling session held until the victim satisfied and healed from the trauma.

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) [24]. With the existence of RAWCC, the multidimensional frameworks proposed by some researchers (Gutek & Koss, 1993; Knapp, Faley, Ekeberg & Dubois, 1997) [25-26] can be realized. This is to ensure that victim can seek an advocacy assistance and social support, which is needed.

Besides advocacy expressed above, the 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 they can be called to give a company or citizen community to socialize the importance of SH issues. Also, the vital prevention program for worker 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) [27-30].

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