

GENDER-BASED E-COUNSELING AS A RECOVERY MEANS FOR WOMEN VICTIMS OF SEXUAL HARASSMENT AT THE WORKPLACE

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ABSTRACT: *The objective of this research is to explain how recovery process for women who are victims of sexual abuse at work. Recovery is done using gender-based e-counseling. This is because the criminal system is only to punish the perpetrators, but has not provided an effort to recover the victim's psychological condition. This research is a literature study based on library materials. This research used a conceptual approach because the researcher formulated a gender-based e-counseling model. The results of the research show that a workplace is a potential place for sexual harassment. The dominant factor is due to unbalanced relations between women and men, then triggering sexual harassment in the workplace. Recovery of victims with e-counseling is intended so that women as victims can fulfill the principles of gender equality that positively impact their lives. E-counseling can use certain applications or other electronic tools provided with the cooperation of various stakeholders.*

Keywords: Gender-Based, E-Counseling, Sexual Harassment, Workplace.

I. INTRODUCTION

The workplace is one of the most potential places for sexual harassment. [1] The phenomenon of sexual harassment in the workplace has existed since the first time women entered the labor market or at least since capitalism developed in the community. Lin Farrey said that "sexual harassment is a new method developed by capitalism in controlling female labor". [2] The tendency of cases shows that sexual harassment often occurs in the workplace which places women as a minority.

Indonesia is a country that has not yet emerged from the issue of sexual violence in the workplace. According to Indonesian National Commission on Violence Against Women (Komnas Perempuan) data, out of a total of 259,150 cases in 2016, 2,290 cases of sexual violence occurred in communities and workplaces. Most of the violence in the workplace is caused by the still open gender discrimination, the uneven regulation of both the government and companies with a gender perspective and gender bias which is still rooted in society.

In many cases, women who are victims of sexual harassment are brave to report to legal institutions to obtain justice. Sexual harassment is illegal according to law because it violates and injures victims' rights. However, even though this case is resolved through a court ruling, the psychological impact of the victim will still be there, so that the recovery process is carried out regularly and optimally.

The recovery process can be done through counseling. Counseling aims to build feelings of security, confidence, and self-esteem. In this case, counseling is not only done face to face but also can be done indirectly through electronic use (e-counseling). Through e-counseling, victims can easily interact with their counselors. With the implementation of gender-based, e-counseling is formulated as a concept that can increase women's equality in carrying out their activities after recovery.

II. RESEARCH METHODS

The method of this research used was the study of literature which consists of a series of activities relating to the method of collecting library data, reading and recording, and

processing research materials. The researcher did not need a field study because there is a limited amount of research on library materials which are limited to the problems studied. The researcher collected material from various sources regarding sexual harassment experienced by women in the workplace. This research used a conceptual approach because the researcher tried to formulate an e-counseling model in an effort to recover the psychological condition of women who are victims of sexual harassment.

III. RESULTS

The Criminal Code only knows the term obscene conduct [3]. While in general, people are more familiar with violence against women. International standards recognize violence against women as a form of discrimination and require States to exercise due diligence to prevent, investigate and punish all acts of violence against women perpetrated by any actor, including both State and non-State actors.

Gender-based violence is a term that refers to violence involving men and women, usually, the victims are women, as a result of the unequal distribution of power between men and women. However, it does not mean that there are no men who are sexually abused, but the number and proportion are small [4]. This sexual violence occurs in the family area (domestic violence), in public areas (public domain), and violence committed by the state (state).

The form of violence against women that often occurs in public areas is sexual harassment. Sexual harassment often occurs due to the collective unconsciousness of men as a result of the root of the gender structure that has been embedded in the community. There is a kind of social conditioning that causes women to subordinate to men. Since childhood, for example, women are accustomed to being feminine and men are masculine. These cultural characteristics that encourage sexual abuse, as is widely reported, are occurring in the workplace.

Sexual harassment only gained public attention when the USA compiled the Civil Rights Act of 1964, which stated that sexual harassment constitutes illegal sex discrimination. [5] Equal Employment Opportunities Commission (EEOC)

defines sexual violence as "any unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual interferes constitutes" ... However, this must be proven by actions that cause unreasonably interfering with an individual's work performance or creates an intimidating, hostile or offensive work environment. [6]

When women begin to enter employment, the manifestation of male domination of power increasingly shifts to more tangible forms. [7] Harassers are usually men with high positions (for example, supervisors, managers) or fellow colleagues. At work, there is an intense relationship between men and women, which can lead to the proliferation of practices of sexual abuse. If it continues, it will encourage sexual harassers to repeat their actions again as long as they want them. [8]

Article 86 paragraph (1) Law No. 13/2003 concerning Labor, stated that a worker has the right to protection from morality and decency. However, there have been no regulations governing the prosecution of sexual harassment that occurs in the workplace. The government's focus is only on preventing sexual harassment in the workplace by setting up preventive guidelines through the Ministry of Manpower and Transmigration [9]. While the aspect of prosecution, some cases only use Article 294 paragraph (2) of the Criminal Code, which is limited to only those officials who commit sexual harassment.

The absence of regulation causes the pattern of suppression of sexual harassment in the workplace to be hampered. The perpetrator can be subject to criminal threats, then be imprisoned. Yet the impact suffered by victims, in this case, women, cannot be guaranteed because there is no system planned by the state. In fact, women not only experience physical disruption, but also psychological problems.

In practice, an act can be called sexual harassment if the action has the effect of creating an intimidating and offensive work environment, or in a quid pro quo manner, the action is based on the labor relations process with sexual rewards, which of course the victim does not want. The victim's psychological involvement cannot be cured by punishing the perpetrator, but there must be an effort to recover the victim from the history of the act.

Recovery is carried out so that women can obtain their rights as victims in the form of fulfilling a sense of justice, truth, and non-repetition of incidents of sexual harassment. The recovery effort can be in the form of health services, victim assistance, counseling, spiritual guidance, and socialization. So far, there have been no regulations on recovery for women as victims of sexual harassment in the workplace, only recovery for women victims of domestic violence [10]. Counseling is one form of recovery that has a major influence on the psychological condition of the victim. General counseling is a process of dynamic interaction between a counselor and a victim. This interaction is intended to help victims understand themselves and their problems so that victims can solve their problems. The counseling process is different from the guidance process, because in the guidance the relationship between the counselor and the victim it is more in the same direction, while the counselor is more active in helping the victim resolve the problem.

The fact that many women who are victims of sexual harassment are no longer able to return to their original condition, due to their understanding of their limited position

as women. There is a feeling that after becoming a victim, women will find it difficult to accept themselves in the environment. This condition can be experienced by any woman who becomes a victim. So counseling is directed by a gender perspective, namely the process of creating understanding about gender equality for victims.

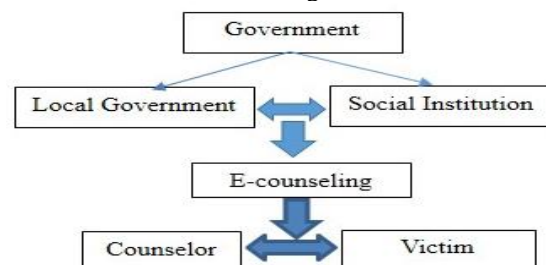
The process of gender-based counseling is not only to incorporate gender issues into the counseling process but is accompanied by a deep understanding of the concepts of gender equality, a valuable perspective on women, and seeing everyone as having the ability to determine. This step can be taken by using the cognitive behavior therapy technique, which can serve to change the bias and distortion in thinking about gender.

Gender-based counseling aims to intervene personally, with family and community that affect their mental health (female) factors caused by intrapersonal, interpersonal relationships, and institutions. While for the long term, counseling aims to build personal-social strength and resilience to the strategy of dealing with the trauma of past, present, and future sexual harassment [11].

The researcher formulates a counseling model that is carried out by utilizing the development of technology and information, namely through electronic counseling (E-Counseling). The term e-counseling means the process of organizing counseling electronically. In addition to the term e-counseling, there are also those who call the term cybercounseling, virtual counseling, internet counseling, and so on. In e-counseling, a counselor will try to establish good communication so that the victim feels comfortable. Then the counselor will gather information about the problem of sexual harassment that has been experienced by the victim. And together, the solution will be sought to solve the problem while recovering the condition of the victim.



The e-counseling organizer is a government that is implemented by attribution by the local government. The government can cooperate with social institutions that have an interest in contemporary issues around women, including sexual harassment in question. Local governments and social institutions can arrange together the recovery guidelines relating to who is the professional expert who will be used as a counselor, and how the stages if done electronically.



Since e-counseling does not directly bring together counselors and victims, it is necessary to stipulate that the e-counseling is carried out after the counseling process is explained. This is done so that the victim can truly obtain this counseling process. In other words, e-counseling only makes it easier for victims to consult without having to do it face to face.

IV. CONCLUSION

Sexual harassment in the workplace can have an impact on

the psychology of women who are victims. An offender who is subject to a criminal sentence will not be able to restore the victim's condition. Psychologically the victim must be given a basic recovery in order to restore his condition. Recovery is done by electronic counseling (e-counseling). This process is carried out based on gender through three stages, which are building rapport, exploring problems, and problem-solving. In all these stages the principles of gender equality must be contained so that victims can understand their position in the post-recovery community.

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