

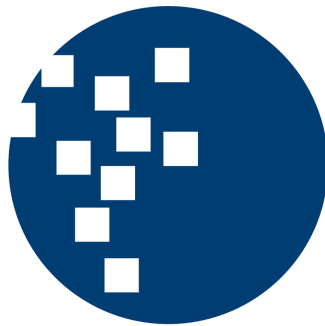
STUDENT CREATIVITY PROJECT (PKM)

STUDI HUMANIORA

Analysis of Sexual Violence on Female Workers in One of Gading

Serpong's Taxation Offices

ODD SEMESTER 2022/2023



UMN
UNIVERSITAS
MULTIMEDIA
NUSANTARA

MAJOR OF INFORMATICS

FACULTY OF INFORMATION AND TECHNOLOGY

UNIVERSITY OF MULTIMEDIA NUSANTARA

2022

RESULT OF RESEARCH APPROVAL SHEET

Group's member :

Jackson Lawrence / Leader (00000070612)	Julius Evan Sidarto (00000070624)
You Ya Lim (00000070306)	Christopher Mesaya (00000070524)
Willsen Fiderick (00000070412)	Ignatius Steven (00000070642)
Sinatrya Aria Putra (00000070427)	Devin Kurnia (00000070649)

TANGERANG, 25 November 2022

Approved by,

Drs. Ignasius Joko Suyanto, M.Hum.
(Leader)

L00714 / Religion

Approved by,



Christiana Sidupa, S.Pd., M.Hum.

L00466 / English 1

Approved by,



Gregorius Duli Langobelen, S.Fil.
M.Th.

L01029 / Pancasila

Approved by,

Desiana Endah Pramesti, M.Si.,
M.I.Kom.

L00630 / Civics

TABLE OF CONTENTS

CHAPTER 1. INTRODUCTION	1
1.1. Background	1
1.2. Problem Formulation	3
1.3. Research Objectives / Targets	3
1.4. Benefits of Research	4
1.4.1. For Author of This Research	4
1.4.2. For the Community as the Readers of This Research	4
1.4.3. For the Country	4
1.5. Research Outcome	5
CHAPTER 2. LITERATURE REVIEW	6
2.1. Definition of Sexual Violence	6
2.2. Forms Of Sexual Violence	8
2.3. Prevention of Sexual Violence	9
CHAPTER 3. RESEARCH METHOD	13
3.1. Research Methods Conducted	13
3.2. Nature of Research	13
3.3. Data Type	13
3.4. Data Collection Technique	14
3.5. Time and Location of Research	14
3.5.1. Research Time	14
3.5.2. Research Location	14
3.6. Data Analysis	14
CHAPTER 4. RESEARCH OUTCOME	16
CHAPTER 5. CLOSING	19
5.1. Conclusion	19
5.2. Recommendation	20
CHAPTER 6. BIBLIOGRAPHY	21
ENCLOSURE	23

CHAPTER 1

INTRODUCTION

1.1. Background

Nowadays, sexual violence will undoubtedly result in several things, especially in the field of labor or a person's performance in carrying out his duties as a worker. Implementing this work by a female worker will undoubtedly affect the economic sector of that woman or the company run by herself and whether the work carried out by this person can still be declared a proper job after being exposed to cases of sexual violence. In addition, the level of sexual violence cases over time recorded that sexual violence against children and women reached the highest number in 2020, which was around 7,191 cases. According to Komnas Perempuan's press release on the 2022 Annual Record (CATAHU), there were 338,496 cases of sexual violence reported in 2021. According to Komnas Perempuan's CATAHU 2021 data, in ten years from 2010 to 2020, the number of sexual violence against women increased, from 105,103 cases in 2010 to 299,911 cases in 2020. If those data are average, the increase in cases is 19.6% per year. Based on the results of a survey conducted by the Never Okay Project (NOP) and the International Labor Organization (ILO), 852 out of 1173 female respondents (70.93 percent) have experienced one form of violence and harassment in the world of work. These actual data show that sexual violence occurs in women, which is very concerning. From the data that has been given, it can be seen that the problem of sexual violence every year is not always extinct, and the change in the number from year to year is constantly fluctuating, which affects the majority of female workers. (LM Psychology, 2022)

Therefore, this research was done in order to analyze the problem of sexual violence that fluctuates in form and affects female workers, especially in their performance. Furthermore, the author focuses on this case in the office sector, namely in one of the taxation offices in Gading Serpong, regarding the existence of the case and the economic sector of that office that has been influenced by sexual violence, which connects to the SDGs topics number 8 about “Decent Work and Economic Growth.” The author conducted research in the taxation office because the author is interested in analyzing issues of sexual violence that occur in the office sector that not many people know about, especially in taxation offices. Suppose researchers focus on research on female online motorcycle taxi drivers. In that case, this is undoubtedly vulnerable to experiencing issues of sexual violence, in contrast to the office sector, which few people know about. In addition, students as a society must be more aware and understand about sexual violence, what impact is felt by victims of sexual violence, and how to prevent it against the female workforce who dominate their work performance. Therefore, as a researcher, the author hopes this research can help readers when exposed to sexual violence and always help others who are victims of sexual violence. This circumstance also reflects one of the 5C values of Kompas Gramedia, namely the value of Caring because it has expanded its efforts to help others. Based on the description above, the authors are interested in conducting research entitled “Analysis of Sexual Violence on Female Workers in One of Taxation Offices Gading Serpong” involving students and students of Multimedia Nusantara University from the Informatics study program class of 2022.

1.2. Problem Formulation

Based on the above description of the background to the author's title, "Analysis of Sexual Violence on Female Workers in One of Gading Serpong's Taxation Offices," then the problem formulations in this study are as follows.

1. What is meant by sexual violence?
2. How can sexual violence affect the performance of female workers in one of the Gading Serpong taxation offices?
3. What is the impact felt by female workers in one of the Gading Serpong taxation offices due to sexual violence and the effect in general?
4. How to overcome the existing problems of sexual violence in general, as well as ways to increase awareness of the issue of sexual violence?
5. Can sexual violence affect the economic sector of female workers in one of the Gading Serpong tax offices and the office where the woman works?

1.3. Research Objectives / Targets

Based on the background and problem formulation listed above, the author puts forward several objectives or targets of writing this research, namely as follows.

1. Explaining in detail the meaning of sexual violence.
2. Elaborating the effect of sexual violence on the performance of female workers in one of the Gading Serpong tax offices in a precise and detailed manner.
3. Elucidating the impact felt by female workers in one of the Gading Serpong tax offices due to sexual violence and the effect in general.
4. Explaining and providing solutions and countermeasures to the existing problems of sexual violence in general, as well as ways to increase awareness of the sexual violence issue.
5. Knowing the effect of sexual violence on the economy of female workers as victims of sexual violence cases and the companies where these women work, which links to the topic of SDGs.

1.4. Benefits of Research

The author also suggests several benefits from writing this research entitled "Analysis of Sexual Violence Against Female Workers in One of the Ivory Serpong Taxation Offices," as follows.

1.4.1. For Author of This Research

The benefits obtained by the author of the research are to develop and add to the author's insight or mindset towards sexual violence that occurs in society and to the author's experience in conducting complex and convincing research. In addition, this research is expected to become quality research to straighten the study by bringing satisfactory grades.

1.4.2. For the Community as the Readers of This Research

The benefits obtained by the community as readers of the research are to raise awareness and public awareness of sexual violence in society. Moreover, the public also gets information about sexual violence from one of the taxation offices in Gading Serpong.

1.4.3. For the Country

Indonesia's benefits are that it can produce a quality society because it is aware of sexual violence that is likely to occur among the people obtained from this research. Therefore, the country will feel more peaceful and safe with the knowledge gained by the community as readers of this research.

1.5. Research Outcome

The results of this research from the author provide knowledge and solutions or answers to the problem formulation listed in section 1.2. In addition, the key to the problem formulation is resolved by the author by conducting social humanities research on existing actual data and conducting interview activities related to the issues discussed. The study conducted by the author focuses on qualitative methods by conducting interviews with female workers in one of the Gading Serpong tax offices. Therefore, the contribution of the research carried out by the author to the entire problem formulation is to provide new insights or knowledge to the community and also readers. As a result, these parties can understand how crucial the prevention of sexual violence can result in the economy of victims of sexual violence or the company where the person works decreasing and the impact felt by victims of sexual violence cases. Ultimately, this research will be poured into a research report in physical and digital form that all people can access.

CHAPTER 2

LITERATURE REVIEW

2.1. Definition of Sexual Violence

Sexual violence comes from two words, violence and sexual, which in English is called sexual hardness. The word hardness means violence, unpleasant, and not accessible—the word sexual means sex and sexuality. The meaning of the word sex is the biological difference between women and men or often referred to as gender. At the same time, sexuality involves various biological, social, psychological, and cultural dimensions. According to the natural dimension, sexual violence is seen as physical and hereditary pleasure. Then, based on the social dimension, sexuality is formed from views about sexuality which ultimately shape sexual behavior. Then, the psychological dimension explains that sexuality is closely related to the function of humans as social beings, types or roles, identities, and the dynamics of psychological aspects of sexuality. The last dimension is the cultural dimension, where sexuality means sexual behavior becomes part of the culture in society. According to the text of the Draft Law on the Elimination of Sexual Violence (RUU PKS) by Komnas Perempuan, sexual violence is defined as any demeaning, humiliating, attacking, and other action against the body related to sexual desire, a person's sexual desire, the reproductive function carried out by force, and against someone's will. (UII, 2019)

According to research by the University of Indonesia, one in ten employees report feeling sexually harassed by their boss, according to a 2010 study by Reuters and Ipsos Global Advisory in 22 countries. According to several other studies, sexual harassment accounts for 30–40% of employment-related problems in Asia Pacific countries. According to a survey conducted in Hong Kong in February 2007, one to three colleagues sexually harassed nearly 25% of the participating workers. A report published in Italy in 2004 indicated that 55 percent of women between the ages of 14 and 59 reported experiencing sexual harassment. One in three female employees is sexually harassed for career advancement, and 65 percent receive weekly anonymous letters from the same harasser, usually a colleague or supervisor. Furthermore, 55.6% of female employees who experienced sexual intimidation left their positions. Therefore, this percentage value is not negligible, and it can be seen that there are still many people who are not aware of sexual violence, so this value remains at a high standard.

Sexual violence violates the second precept in Pancasila, which reads, "Just and civilized humanity," which means that humans have the same degree, rights, and obligations. In essence, humans are civilized and cultured social beings. Acts of sexual violence are acts that impose a one-sided will and deprive others of their rights to obtain benefits related to sexuality. The treatment of revoking other rights and imposing choice is contrary to the values of justice contained in the 2nd precepts of Pancasila, and acts of sexual violence are not civilized. (Monica, 2022)

In addition, there is a view from a religious or religiosity perspective regarding sexual violence, which contains that basically all religions in Indonesia condemn and prohibit acts of sexual violence. All religions in Indonesia and even worldwide uphold the honor of a human being and prohibit acts of violence in any form. As religious and moral people who make religion a source of role models in life, we should stay away from actions that lead to sexual violence because this is contrary to religious teachings in Indonesia. (Kezia, 2022).

Views from a religious perspective or religiosity regarding sexual violence are translated into several religious perspectives. Sexual, in the standpoint of Christianity, is that God created Adam and Eve. In this togetherness, the two of them then obtained offspring whose sexual function was as an actor in the re-creation of humans at the will of God himself. Sexual, in the perspective of Hinduism, namely sex, is carried out sacredly, which must be started by cleaning the body or bathing, then praying to ask for the blessing of the gods and goddesses. Hinduism also has a text on the sexology of the Kama Sutra, in which sex is controlled by awareness and a sense of divinity which will prevent humans from having sex that is sadistic and erotic. Sexual, in the perspective of Buddhism, is contained in the third Buddhist precept, namely, not to commit immoral acts. In Buddhism, those who are not ascetics may engage in sexual intercourse in household life by observing the third precept. However, abstaining from sexual intercourse is what monks should do.

2.2. Forms Of Sexual Violence

Types of sexual violence are categorized based on the TPKS Law Chapter II Article (4), passed in the DPR session on April 12, 2022. Nine types of sexual violence crimes are written in Article (4) Paragraph (1) of the TPKS Law. The nine sexual violence are:

- a. Non-physical sexual harassment,
- b. Physical sexual harassment,
- c. Forced contraception,
- d. Forced sterilization,
- e. Forced marriage,
- f. Sexual abuse,
- g. Sexual exploitation,
- h. Sexual slavery, and
- i. Electronic-based sexual violence.

In addition to the Crime of Sexual Violence written in Article (4) Paragraph (1), there are also ten acts of sexual violence written in Article (4) Paragraph (2) of the TPKS Law, namely as follows.

1. Rape,
2. Acts of sexual immorality,
3. Intercourse with a child, obscene acts against a child, and / or sexual exploitation of a child,
4. Acts of violating decency that is contrary to the will of the victim,
5. Pornography involving children or pornography that explicitly contains violence and sexual exploitation,
6. Forced prostitution,
7. Criminal acts of trafficking in persons aimed at sexual exploitation,
8. Sexual violence within the household,
9. Crime of laundering Criminal Acts of Sexual Violence, and
10. Other criminal acts that are expressly stated as Crimes of Sexual Violence as regulated in the provisions of laws and regulations.

2.3. Prevention of Sexual Violence

Regarding sexual harassment in the workplace that occurs in Indonesia, there are no specific regulations. However, as stipulated in the criminal law of Articles 281, 285, 289, 294 paragraph (2) 315 of the Criminal Code, which regulates in such a way that efforts to handle cases of sexual harassment can ultimately result in imprisonment or fines with various levels depending on the form of sexual harassment committed or conducted. Criminal imposition regulated by law is a form of the Indonesian legal system, namely the Continental European / Rechtsstaat legal system based on existing statutory regulations that become a judge's decision. Therefore, the articles currently in use as the basis for regulating and handling cases of sexual harassment are as follows.

a. Law No. 281

- 1) Whoever deliberately breaks public decency,
- 2) Whoever violates morality in front of other people is present not of his own free will.

b. Law No. 285

Any person who uses force or threats to force a woman to have intercourse with him outside of marriage shall be punished because he has committed rape with a maximum imprisonment of twelve years.

c. Law No. 289

Whoever by force or threat of force forces a person to commit or allow obscenity to be performed on themselves shall be punished for damaging decency with a maximum imprisonment of nine years.

d. Law No. 294 Section 2

An official who commits an obscene act with a person who, by virtue of his position, is his subordinate or with a person whose care is entrusted or surrendered to him is punishable by imprisonment for seven years.

e. Law No. 315

Every intentional insult that is not insulting or insulting in writing, which is done to someone either in a public place orally or in writing, or in front of the person himself orally or in writing or in action, as well as in writing sent or received against him, is punished for light insult, with a maximum imprisonment of four months and two weeks or a maximum fine of Rp. 4,500. (Four thousand five hundred rupiahs). (Rizki Pratama Kamarulah, 2021)

In preventing sexual violence, action from governments, companies, and individuals is needed. From the government side, they can make a policy so that sexual violence does not happen again, provide assistance, heal trauma, act as a motivator for victims, provide counseling services, and provide assistance for legal justice (University of Muhammadiyah Makassar, 2020). Then, the company can take several actions, including making written regulations that workers can see regarding policies regarding sexual violence and its consequences. The company also needs to carry out an orientation against sexual violence every year and emphasize the importance of maintaining a clean work environment. from all criminal acts. Then, individuals also need to prepare themselves for the dangers of sexual violence by raising their authority so others do not belittle them so they do not dare to act indecently. Then, every individual also needs to increase the courage to defend themselves from acts of sexual violence, especially those that occur to themselves. Then, individuals need to know the stages of reporting cases of sexual violence and know what is required to be able to report instances of sexual violence.

According to the Ministry of Finance of the Republic of Indonesia, there are some policies of sexual violence prevention in the workplace, which contain at least the following matters.

1. Affirms that all employees, job applicants, and third parties related to the company have the right to be treated with dignity and without distinction,
2. A detailed and complete explanation of acts constituting sexual harassment,
3. A statement that sexual harassment will not be justified or unforgivable in a company with a zero-tolerance policy,
4. Ensuring that all people who are victims of sexual harassment at work have the right to file difficulties and take appropriate action according to the provisions of the company,
5. Explanation of procedures and mechanisms for employees who are victims of sexual harassment, managers, and employees who are responsible for handling complaints,
6. Confirmation that sexual harassment is against Company policy and may result in disciplinary action in accordance with the Company Agreement, and
7. Guidelines for supervisors and managers to assume essential roles and exemplify leadership.

Furthermore, prevention of sexual harassment of an individual in the workplace can be done in various ways, namely :

1. Communication

It was done with socialization about sexual harassment through seminars, social media, and various print and electronic media.

2. Education

Education is done through an orientation and introduction program for new staff, religious lectures, or specific activities as programmed.

3. Training

Provide special training at the supervisory and managerial levels and trainers to recognize problems of harassment and prevention, training for the Sexual Harassment Response Team.

4. Company

Encouraging companies to build a commitment to implementing the prevention of sexual harassment in the work environment, including the provision of sanctions and other disciplinary actions with policies (regulations/rules/company code of ethics) and work agreements.

CHAPTER 3

RESEARCH METHOD

3.1. Research Methods Conducted

Before researching something, it would be nice to know what methods and techniques will be used to explore an experiment. In short, the research method is a systematic way of compiling knowledge of a discussed topic, such as the "Analysis of Sexual Violence Against Women Workforce in One of the Gading Serpong Tax Offices."

The research method used in this study is to use qualitative methods. The qualitative way itself is a descriptive research and tends to use analysis. The data used in qualitative research is verbal, without using variables or numbers. The main goal of this method is to get an overview through a sample of several people. Therefore, the authors use qualitative methods in the form of interviews to obtain information from several sources.

3.2. Nature of Research

Judging from its nature, this research is descriptive, namely research that aims to describe what is currently in effect. There are efforts to describe, record, analyze and interpret the conditions that occur or exist in life.

3.3. Data Type

This study uses primary data, where the data obtained by researchers from the first source, both from individuals and individuals, such as the results of interviews.

3.4. Data Collection Technique

In this study, the authors implemented data collection techniques by using data analysis through questionnaire surveys or questions in the form of interviews. In the interview method, the researcher will interview parties who have been determined and have relevance to this research topic. This method has a higher response rate and a broader target and is helpful for readers. In addition, the interview activities also documented the interview in the form of videos and scripts that will be poured into the link later on.

3.5. Time and Location of Research

3.5.1. Research Time

The preparation of this research has been carried out for approximately one month consisting of the following:

- a. November early-mid: preparation of proposals, improvement of proposals, preparation of interviews, and conducting of the interview process
- b. November mid-early December: conduct research, collect data from interview activities and make research results in the form of reports.

3.5.2. Research Location

The research location was held at SERPONG golden 8 office, which interviewed several informants related to this research.

3.6. Data Analysis

Data analysis is the process of processing data to find helpful information that will be used for problem-solving decisions. This analysis process includes grouping data based on its characteristics, cleaning data, transforming data, creating data models to find meaningful information from data.

The stages in data analysis in this study, namely:

- 1) Focusing questions on the theme of violence against women in the workplace,
- 2) Filtering the answers from sources,
- 3) Processing numbers, variables, and data that have been made into verbal and descriptive,
and
- 4) Summarize the results of the data obtained.

CHAPTER 4

RESEARCH OUTCOME

In this research, the authors carried out activities to accumulate data related to problems in accordance with the research title "Analysis of Sexual Violence Against Women Workers in One of the Gading Serpong Tax Offices" on November 18th, 2022, at the Office Golden 8 Serpong. This research produces results that certainly answer all the formulations of the problems that have been listed previously, namely as follows.

From the research schedule that the author has carried out, namely using qualitative methods by interviewing sources related to the issues discussed. The interviewees came from one of the tax offices in Gading Serpong, Office Golden 8 Serpong, which is the subject of the author's research. The results of this research are accumulated in the form of videos or scripts in the following links.

https://drive.google.com/drive/folders/1_Msi5teT-CZbftPfv3sAp4Q3KCbcWqbC

The result of this research is that there are no incidents of sexual violence that have befallen the informants who work in the taxation office. Apart from that, the resource person also put forward several arguments in the form of solutions to take preventive action when exposed to cases of sexual violence. The solution stated that they had to fight for themselves even though their psychological condition would be disrupted. However, suppose the victim remains silent without taking any action. In that case, there will definitely be further victims, so as a victim of sexual violence, as a victim, you must have the courage to take legal action, regardless of the consequences. Another solution from the informant is that we actually have to fight against treatment that leads to sexual violence because, logically, if a co-worker harasses you, even people with a higher rank have to keep fighting and don't look weak so that they are freer to harass us. In addition, another solution that can be done, according to other sources, is to tell a friend or closest co-worker so that the party concerned can follow up on it. The solutions provided will undoubtedly have a positive impact if there is a case of sexual violence that will

occur to other people. Even if there is an incident of sexual violence that happens to a person you know, of course, you have to help and provide support without blaming the victim. In addition, the most crucial thing in increasing your vigilance is to reduce quiet places because there is definitely a chance of evil intent by the perpetrator to maintain a neat dress and be polite towards the opposite sex and the same type expressed by the source.

According to the perspective of the first informant, if there had been a case of sexual violence that happened to the informant's office, this would not have occurred in the economic sector of that office. If viewed from the perspective of the victims themselves, these victims must control themselves, especially since their work is the primary job, which will affect the declining economic sector. In other words, if the victim does not report the incident that happened to her, then this situation will not affect the place where the victim works and will continue as usual. Instead, this will affect the victim with a loss of income. However, other sources contradicted the first source from the second informant from the interview activities. She said that if the victim reported the incident of sexual violence to the authorities, the company could be closed, and there would be no more company activity that would impact the company's economy.

Indeed, if sexual violence befalls a person, it will inhibit the victim's performance at work so that it is below the existing work standards. This statement agreed with the informants who were interviewed because the victim would experience trauma and fear so that she would shut herself up. However, this problem would affect not only her performance but also her social activities with other people.

Furthermore, some informant's way of helping increase the awareness of other people about sexual violence, namely by providing education, especially to young children, because many cases of sexual violence also affect small children. In this condition, the role of parents is vital to guide their children who will grow and be active in a community environment that provides education like that. Another reason that supports the previous statement is that all the general education that the community gets comes from their respective parents, which is one of their crucial roles as parents. Apart from that, not a few people think that the victim should be vigilant, even though the main problem lies with the perpetrator, as in the example of students who are covered in clothes and are still molested by the perpetrator.

CHAPTER 5

CLOSING

5.1. Conclusion

Based on research using qualitative methods and data collection methods such as observation, interviews, and verbal documentation, the data were obtained, processed, and analyzed based on the objectives and problem formulation of this study in order to discover and analyze the existence of cases of violence and sexual assault that occurred a tax office in Gading Serpong, Tangerang. The outcomes of this research analysis, the results of which are presented in Chapter 4, can be answered with the help of conducting interviews as a type of qualitative approach. Research Findings. Following are some conclusions that will be drawn from the results that are advantageous for the writer as a researcher, the community as readers, and the country, as follows.

1. According to the interview result, the informants said that no incidences of sexual violence had occurred as a result of the interviews. However, they are prepared and have a plan in place in case there are any further instances of sexual assault in the future.
2. The effects of sexual violence on victims typically have an even more significant impact on their psychological or mental health, which can result in severe stress for the victim and impair their ability to perform at work. Therefore, as a victim, you must fortify yourself or stand up for yourself to prevent isolating yourself and intensifying the suffering. This circumstance will demonstrate self-emancipation by making him appear firmer.

3. According to the findings of the informant's interview conducted by researchers, the best way to deal with situations of sexual violence was to deal with the offenders directly by fighting them and then pursuing this case legally in accordance with Indonesian laws and regulations at the time. It is equally necessary to provide education, which can begin in the home with children to increase awareness.
4. According to the informant's interview findings, cases of sexual violence that occurred to someone undoubtedly had an impact on the economic sector, such as the victim's inability to create income or loss of employment if the victim did not stand up for himself and kept himself locked up. Additionally, there were divergent views among the two informants who claimed whether sexual assault cases impacted the economy of the businesses where the victims worked. The victim's employer's business may be shut down and no longer conduct business as usual if the victim informs the parties involved and the authorities, and vice versa.

5.2. Recommendation

Based on the data research on sexual violence cases at one of the tax offices in Gading Serpong, Tangerang, the researchers make the following list of recommendations that can help in our collective efforts to lower the number of cases of sexual violence.

1. With the help of this study, the authors hope that workplaces in the Gading Serpong region will be able to protect female employees from any acts of sexual assault that can negatively impact their mental and financial well-being.
2. With the help of this study, the authors hope that it will inspire readers to be more courageous in their efforts to combat sexual violence and assist victims of sexual abuse in the ways that are detailed in the outcomes of this research.

CHAPTER 6

BIBLIOGRAPHY

LM. (2022, May 23). Kekerasan Seksual di Kampus.

<https://lm.psikologi.um.ac.id/2022/05/kekerasan-seksual-di-kampus/>

UII. (2019, December 12). TINJAUAN UMUM TENTANG KEKERASAN SEKSUAL. [05.3 bab 3.pdf \(uii.ac.id\)](#)

Isabela, M. A. C. (2022, April 27). Nilai yang Terkandung dalam Pancasila Sila Kedua. KOMPAS.com.

<https://nasional.kompas.com/read/2022/04/28/03000031/nilai-yang-terkandung-dalam-pancasila-sila-kedua>

Sugiwan, K. (2022, November 6). Pandangan Agama terhadap Kasus Kekerasan Seksual. <https://www.kompasiana.com/kezasugiwan5792/63670e20a4d94b3d827717c2/pandangan-agama-a-terhadap-kasus-kekerasan-seksual>

Pemerintah Pusat. (2022, May 9). Tindak Pidana Kekerasan Seksual. <https://peraturan.bpk.go.id/Home/Details/207944/uu-no-12-tahun-2022>

Eko. (2022, May 6). Kekerasan dan Pelecehan Perempuan di Lingkungan Kerja Masih Tinggi - News Schoolmedia. news.schoolmedia.id.

<https://news.schoolmedia.id/regional/Kekerasan-dan-Pelecehan-Perempuan-di-Lingkungan-Kerja-Masih-Tinggi-1732>

Siregar, E, dkk. (2020, Juni). Kekerasan Seksual Terhadap Perempuan Realitas dan Hukum.

<https://journal.ubb.ac.id/index.php/progresif/article/view/1778/1207>

Wagino. (2022, Maret 27). Kenali dan Cegah Pelecehan Seksual di Tempat Kerja.

<https://www.djkn.kemenkeu.go.id/artikel/baca/14858/Kenali-dan-Cegah-Pelecehan-Seksual-di-Tempat-Kerja.html>

Alvin, A. (2020, September). Modul Seksualitas Dlm Perkawinan Katolik.

<https://idoc.pub/documents/modul-seksualitas-dlm-perkawinan-katolik-pnxk39gv5y4v>

Fiana Dwiyanti. (2017, Maret 27). Pelecehan Seksual Pada Perempuan Di Tempat Kerja (Studi Kasus Kantor Satpol PP Provinsi DKI Jakarta). *Indonesian Journal of Criminology*, 10(1), 109623. <https://core.ac.uk/download/pdf/298620269.pdf>

Quamila, N. (2022, November 28). *Marak Kekerasan dan Pelecehan Seksual di Tempat Kerja, Apa yang Bisa Dilakukan?* Life.

[https://www.beautynesia.id/life/marak-kekerasan-dan-pelecehan-seksual-di-tempat-kerja-apa-yan
g-bisa-dilakukan/b-266434](https://www.beautynesia.id/life/marak-kekerasan-dan-pelecehan-seksual-di-tempat-kerja-apa-yang-bisa-dilakukan/b-266434).

Kamarulah, R. P. (2022, January 21). *PERLINDUNGAN HUKUM TERHADAP PEREMPUAN SEBAGAI KORBAN PELECEHAN SEKSUAL DI TEMPAT KERJA* | Kamarulah | *LEX CRIMEN*. <https://ejournal.unsrat.ac.id/index.php/lexcrimen/article/view/38575>

ENCLOSURE

GROUP LEADER :

Name : Jackson Lawrence

NIM : 00000070612

Major : Informatics

Class : D

UMN's email : jackson.lawrence@student.umn.ac.id

1.

Name : Christopher Mesaya

NIM : 00000070524

Major : Informatics

Class : D

UMN's email :

christopher.mesaya@student.umn.ac.id

2.

Name : Julius Evan Sidarto

NIM : 00000070624

Major : Informatics

Class : D

UMN's email :

julius.evan@student.umn.ac.id

3.

Name : Ignatius Steven

NIM : 00000070642

Major : Informatics

Class : D

UMN's email :

ignatius.steven@student.umn.ac.id

4.

Name : You Ya Lim

NIM : 00000070306

Major : Informatics

Class : D

UMN's email : you.ya@student.umn.ac.id

5.

Name : Willsen Fiderick

NIM : 00000070412

Major : Informatics

Class : D

UMN's email :

willsen.fiderick@student.umn.ac.id

6.

Name : Devin Kurnia

NIM : 00000070649

Major : Informatics

Class : D

UMN's email :

devin.kurnia@student.umn.ac.id

7.

Name : Sinatriya Aria Putra

NIM : 00000070427

Major : Informatics

Class : D

UMN's email :

sinatriya.aria@student.umn.ac.id