

STUDENT CREATIVITY PROJECT (PKM)

STUDI HUMANIORA

Analysis of Sexual Violence on Female Workers in One of Gading

Serpong's Taxation Offices

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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 out 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 also public awareness of sexual violence that occurs in the midst of society. Moreover, the public also gets information about sexual violence that occurred in 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 was 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

SCHEDULE OF ACTIVITIES

In the research that will be examined, the author will carry out the data that have been accumulated related to the problems following the title of this proposal, namely as follows.

No.	Type of activity	Implementation date	Description
1.	Discussion of material and guidance from lecturers	28 October 2022	-
2.	Making proposals	31 October 2022	-
3.	Interview preparation and determining the location of interview	14 November 2022	-
4.	Interview activities	18 November 2022	Office Golden 8 Serpong
5.	Data processing and preparation of reports	23 November 2022	-
6.	Presentation of report data results	25 November 2022	-

CHAPTER 5

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