



RESEARCH REPORT

Sexual Violence against Indonesian Female Journalists





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PR2Media & AJI Indonesia Collaboration
International Media Support (IMS) Indonesia

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Stop Violence Sexuality in the Journalist World of Work

Many of us may have heard about cases of sexual violence in press companies or the journalists' world of work. However, the case only became a rumor in the press community. Not many victims of sexual violence dare to speak out. Even if they dare to speak out, sometimes the cases stop halfway because there are no specific regulations in the press company to handle cases of sexual violence.

Not to mention, if the perpetrator has a higher position such as a senior at work to a resource person who has a position such as an official or minister. These cases are sometimes normalized for various reasons. Starting from the press companies do not want to lose relations to advertising matters.

As a result, it is not surprising that cases of sexual violence in press companies and the journalists' world of work do not surface. If left untreated, this condition will get worse. There must be an appropriate space for victims to have the courage to speak up so we can all understand the problems and work together to find solutions.

For this reason, AJI Indonesia, in collaboration with PR2Media, conducted research on "Sexual Violence against Indonesian Female Journalists". This research is expected to be a safe space for female journalists to speak out because confidentiality is guaranteed. The results can be our joint evaluation to prevent cases of sexual violence from occurring in the journalists' world of work and to handle them better.

And the results of this research were quite surprising, as much as 82.6 percent of the 852 respondents admitted that they had experienced sexual violence throughout their journalistic careers. This is certainly a very large number that needs our attention. Although we must agree, this issue is not just a number. Regardless of the percentage of cases of sexual violence, the press community must have a good commitment to solving the cases.

AJI Indonesia hopes that this research can encourage press companies and press organizations (journalist organizations and media company organizations) to make regulations for the prevention and handling of cases of sexual violence within their respective bodies. These rules can be in the form of SOPs, company regulations, or Collective Labor Agreements (PKB).

Clear rules in the world of work regarding the prevention and handling of cases of sexual violence can at least provide guarantees for victims to report their cases. This is because this regulation can provide certainty that the press company or the organization where the victim belongs.



On the other hand, handling cases of sexual violence does require a lot of resources. Starting from the safe room for the victim to the recovery of the victim. Therefore, the government needs to contribute to or support the handling of cases of sexual violence in the press world of work. At least by providing a safe place for victims of sexual violence or providing free psychological services for victims.

The series of work on handling cases of sexual violence in the world of work must be a shared responsibility, starting from the company to the government. This is because a healthy press workplace will be able to create a reliable Indonesian press, which can produce quality information for a better democracy.

Finally, AJI Indonesia would like to thank International Media Support (IMS) Indonesia for supporting this research to completion. We hope that the good cooperation with IMS will continue for a free Indonesian press and a better democracy.

Sasmito

Chief of AJI Indonesia



Foreword by the Research Team

Sexual violence in the work environment is a global problem that occurs in various industries and the number continues to grow, including in the journalistic work environment. In a work culture that is still patriarchal and feudalistic, women are the ones who suffer the most. Similar problems also occur in the work environment in Indonesia. In early 2022, for example, the Minister of Manpower Ida Fauziyah stated that sexual violence was one of the biggest threats to women in the work environment and her party was preparing a ministerial decree to protect women and men workers from acts of sexual violence (Ministry of Manpower, 2022).

The media industry in the world and Indonesia is facing serious problems due to an increase in cases of violence with female journalists as the most affected party. However, until now there is no national data that shows the number of sexual violence against female journalists. So far, the only issues that have arisen are in the form of individual stories in many places about the incident. Therefore, this research report attempts to provide figures and analysis on sexual violence based on the experiences of 852 female journalists from 34 provinces in Indonesia.

Furthermore, given that many press companies do not yet have a standard operating procedure (SOP) to address sexual violence against female journalists, this research intends to provide sufficiently comprehensive data to serve as a driving force and basis for developing SOPs in the media environment.

This research found that sexual violence was common, even prevalent, which could have a major impact on journalists and press companies. This research also shows that this can be prevented through awareness and policy production in the media. Understanding sexual violence against female journalists and the context that surrounds it enables press companies to prevent and deal with it appropriately.

Researchers realize that sexual violence has a wide spectrum with various terms and categorizations that sometimes overlap with one another. Therefore, to provide a clear scope regarding the operation of this research, the report will begin with a description of the definition and types of sexual violence reviewed.



We thank International Media Support (IMS) for providing financial support for this research, and AJI Indonesia for entrusting PR2Media to conduct the research. Our great appreciation goes to the respondents and informants for their willingness to participate in this research.

Yogyakarta, December 2022.

PR2Media Research Team



Executive Summary

Research conducted by PR2Media and AJI Indonesia of 852 female journalists from 34 provinces in Indonesia showed that 82.6% (704) of respondents had experienced sexual violence throughout their journalistic careers.

The research, which was conducted from September to October 2022, asked female journalists' experiences regarding various types of sexual violence, which occurred online and offline, in the office and outside the office, and when carrying out journalistic work.

The types of sexual violence that were asked of the respondents in this research included sexual harassment and sexual assault. Sexual harassment (occurring offline and online) consists of sexually offensive or derogatory comments, body shaming (ridicule/negative comments about body shape), sexual and explicit text messages and audio-visuals, as well as catcalling (sexual harassment through verbal expressions in public places). Meanwhile, sexual assault (occurring only offline) consists of experiencing unwanted sexual physical touch, being forced to touch or serve the perpetrator's sexual desires, and being forced to have sexual intercourse.

Of the 10 types of violence asked about, the types most experienced by female journalists were (1) body shaming offline (58.9% of the total respondents), (2) catcalling offline (51.4%), (3) body shaming online (48.6%), (4) receiving sexual and explicit text messages and audio-visuals online (37.2%), (5) unwanted sexual physical touch offline (36.3%), (6) sexually offensive or derogatory comments offline (36%), (7) sexually abusive or derogatory comments online (35.1%), (8) shown sexually explicit text messages and audio-visual offline (27.2%), (9) forced to touch or serve the perpetrator's sexual desires offline (4.8%), and (10) forced to have sexual intercourse offline (2.6%).

Meanwhile, regarding online and offline, most journalists experience violence both online and offline (37% of the total respondents), then only online (26.8%), and only offline (18.2%). Only 17.4% (148) of the respondents had never experienced any form of sexual violence in their journalistic careers.

Of the 852 respondents, 57.2% of respondents stated that their office did not yet have a standard operating procedure (SOP) to deal with sexual violence against female journalists. Meanwhile, 42.8% of respondents stated that their offices already had SOPs.



These SOPs can be in the form of special SOPs for handling sexual violence or general SOP, such as an SOP for the protection of journalists, which contains aspects of handling sexual violence.

Apart from surveys, this research was also enriched by interviews with female journalists and press companies to find out their opinions on SOPs to address sexual violence against female journalists. All 15 informants stated that the SOP was urgently needed, and press companies that did not have one stated that they needed guidance in drafting it, so that the preparation and implementation of the SOP could be precise and efficient.



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CHAPTER I

INTRODUCTION

1. Definition

Sexual violence is a broad term and is often used by many parties to cover various acts of sexual violence, both physical and non-physical, verbal and non-verbal, as well as online and offline.

The types of acts of violence vary widely and sometimes overlap. Without intending to introduce a new categorization that could potentially confuse the reader, to facilitate the mapping of types of violence, the research uses two broad categories that are quite commonly used, namely sexual harassment and sexual assault (Herlihy et al., 2017). Sexual harassment refers to harassment without physical touching or contact. Meanwhile, sexual assault refers to an act of attack accompanied by sexual touch or physical contact.

Based on these two broad categories, the researcher identified all types of sexual violence that have been mentioned and reviewed by various sources, such as according to the World Health Organization (2012), International Labor Organization (2019), Pulih Foundation (2017), Komnas Perempuan, RAINN (2022), Article 19 (2020), academics (Cook et al., 2018; Slaughter et al., 2018; Royal, 2019; Lewis et al., 2020), and Law No. 12 of 2022 on Crimes of Sexual Violence.

Based on the literature review above, including looking at its relationship with journalistic work, the researchers identified 10 types of sexual violence against female journalists as follows:

A. Sexual harassment (online and offline):

1. Sexually abusive or derogatory comments online
2. Sexually abusive or derogatory comments offline
3. Body shaming (ridicule/negative comments about body shape) online
4. Body shaming (ridicule/negative comments about body shape) offline
5. Receiving sexually explicit text or audio-visual messages online
6. Shown sexually explicit text messages and audio-visual offline
7. Catcalling (sexual harassment through verbal expression in public places) offline

B. Sexual assault (all offline):

1. Experiencing unwanted sexual physical touch
2. Forced to touch or serve the perpetrator's sexual desires
3. Forced to have sexual intercourse

Furthermore, this research refers to sexual violence that occurs only when female journalists do journalistic work. Or in other words, sexual violence that occurs at work, both inside and outside the office, online or offline.

Based on Law no. 1 of 1970 concerning Occupational Safety, the workplace is "every room or field, closed or open, moving or fixed, where the workforce works, or which is often entered by the workforce for the purposes of a business ... whether on land; in the ground; water level; in water; and air."

According to this understanding, the workplace also includes locations related to the implementation of work due to responsibilities in work relations, such as work-related social events, conferences, training, business trips, business dinners, or telephone conversations and communications via electronic media. Therefore, the workplace covers all working hours other than eight hours of work outside the physical office space (Ministry of Manpower and Transmigration, 2011). Thus, sexual violence in this research refers to all types of sexual violence that occur when female journalists carry out their journalistic work or are related to their journalistic work.

Although researchers are aware that sexual violence also occurs to male journalists, the scope of this research is limited to female journalists, bearing in mind that, as indicated by various references, women are the most vulnerable to experiencing it. Likewise with non-journalist media workers. We are aware that many media workers who are women and non-journalists (such as employees in advertising, marketing, and administration) also experience sexual violence and need attention, but the work of journalists and non-journalists is different, so both require different research instruments. Due to these considerations, this research focuses on female journalists only.

In 2011, the Ministry of Manpower and Transmigration (currently known as the Ministry of Manpower) issued Guidelines for the Prevention of Sexual Harassment in the Workplace which is non-binding but is expected to provide guidance or reference for employers and workers to prevent and deal with sexual harassment effectively. After that, several public bodies and private parties also issued similar guidelines, such as the Minister of Finance who issued Circular Letter No. SE-36/MK.1/2020 on Prevention and Support for Handling Sexual Harassment in the

Work Environment (2020) and the Indonesian Employers Association (APINDO) which published Prevention and Handling of Sexual Harassment in the Workplace (2012).

After the ratification of the Sexual Violence Act in 2022, employers are increasingly encouraged to protect their workers from sexual violence, one of which is through guidelines or SOPs related to sexual violence.

Press companies also have the responsibility to protect all of their employees from sexual violence. Sexual violence against journalists not only harms victims or survivors and their journalistic work but also directly or indirectly harms the journalism produced by these media, which can have an impact on the public they serve. As a company that oversees a lot of public policies and services, press companies should also have adequate standards regarding efforts to protect their workers from sexual violence.

Recognizing the importance of guidelines or SOPs for handling sexual violence, this research will be followed up with the preparation of "steps for creating SOP for handling sexual violence" for press companies. These guidelines or steps are intended as a reference, to make it easier for press companies to develop (or supplement) and implement the SOP in their work environment.

Researchers understand that press companies are very diverse in terms of size, legal entity, and work environment. Because of this, the guide or steps for creating SOPs that will be made by PR2Media and AJI Indonesia try to be used contextually, so that they can be adapted and tailored to the needs and resources of press companies.

2. Research Purpose

Based on the description above, this research aims to:

1. Identifying the experience of Indonesian female journalists facing sexual violence related to their profession.
2. Recognizing the experiences and views of female journalists and press companies regarding the standard operating procedure (SOP) for handling sexual violence against female journalists.

3. Research Methods

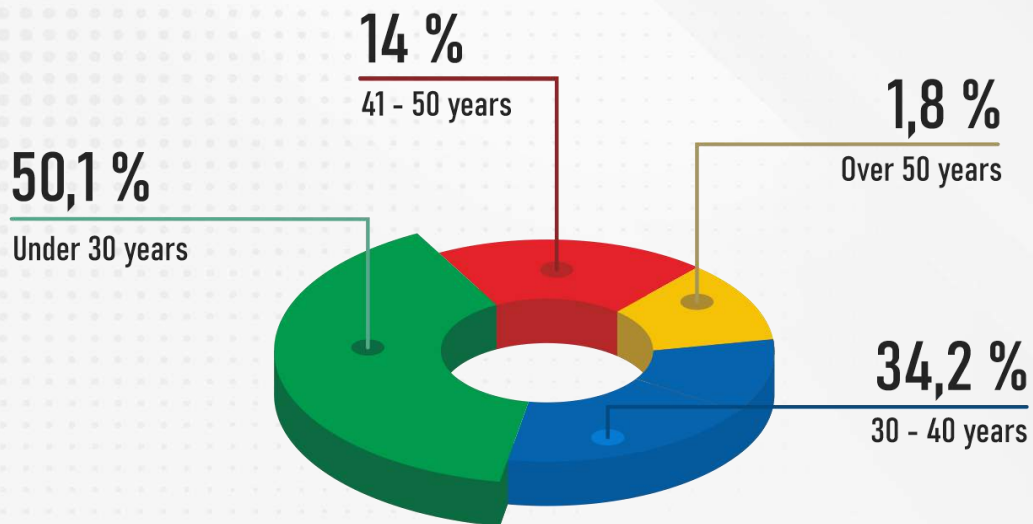
This research used a mixed method, namely quantitative (survey) and qualitative (interview), all of which were conducted online. The survey was conducted to find out the experiences of the respondents regarding the 10 types of sexual violence described above. The sample was 852 female journalists, with a 3.4% margin of error and a 95% confidence level. Samples were taken using the snowball sampling method and represented 34 provinces in Indonesia.

Meanwhile, interviews were conducted to find out the experiences and views of the informants regarding various aspects related to SOPs for handling sexual violence against female journalists, such as whether the SOPs existed in the press companies where they worked, the importance of the SOPs, and challenges to implementing or compiling the SOPs.

The informants consisted of five female journalists and 10 press company representatives. Five female journalists were selected from survey respondents who had experienced various types of sexual violence, worked in various types of media, and had indicated their willingness on the questionnaire to be interviewed. The selected press companies are two public media (RRI and TVRI) and eight commercial media as well as "alternative" or non-profit media consisting of online, print, television, and radio media, located in Java and outside Java, both networked and non-networked.

4. Profile of Respondents and Informants

Survey data collection was carried out in September 2022 and resulted in responses from 852 female journalists located in 34 provinces.



Age

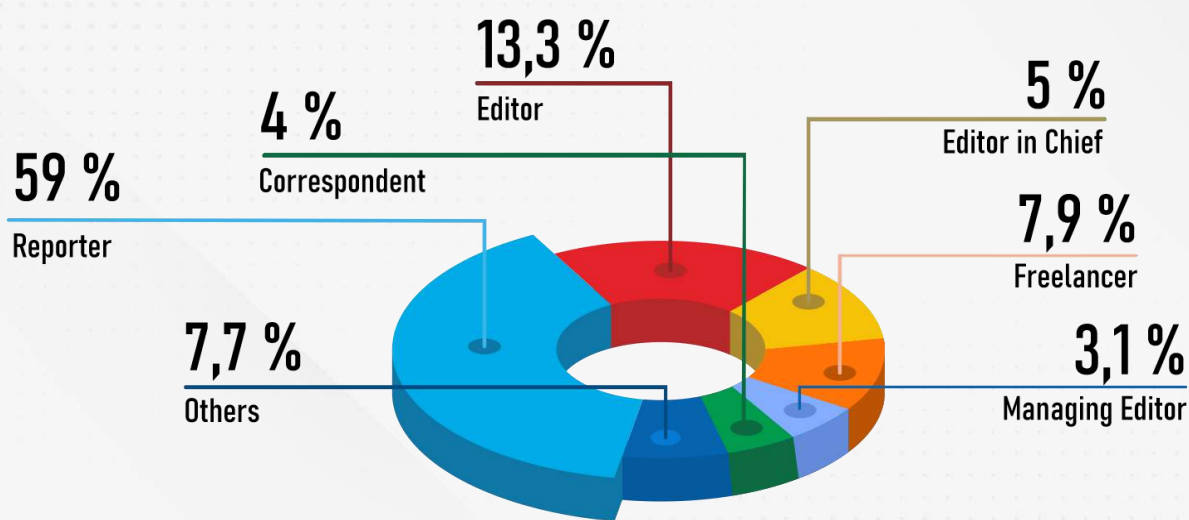
	Frequency	Percentage
Under 30 years	427	50.1%
30 - 40 years	291	34.2%
41 - 50 years	119	14%
Over 50 years	15	1.8%
Total	852	100%

Province of Residence

	Frequency	Percentage
Bali	23	2.7%
Bangka Belitung	26	3.1%
Banten	13	1.5%
Bengkulu	25	2.9%
DI Yogyakarta	13	1.5%
DKI Jakarta	72	8.5%
Gorontalo	10	1.2%

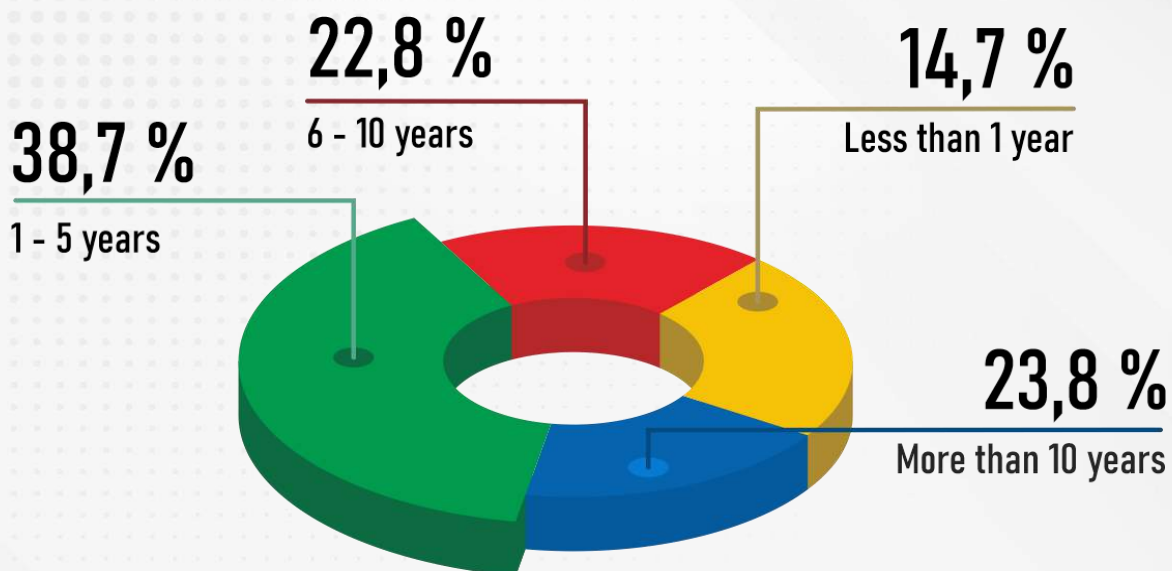
Jambi	14	1.6%
West Java	66	7.7%
Central Java	54	6.3%
East Java	83	9.7%
West Kalimantan	20	2.3%
South Kalimantan	10	1.2%
Central Kalimantan	5	0.6%
East Kalimantan	28	3.3%
North Kalimantan	7	0.8%
Riau Islands	33	3.9%
Lampung	21	2.5%
Maluku	10	1.2%
North Maluku	12	1.4%
Nanggroe Aceh Darussalam	43	5.0%
West Nusa Tenggara	22	2.6%
East Nusa Tenggara	28	3.3%
Papua	14	1.6%
West Papua	8	0.9%
Riau	26	3.1%
West Sulawesi	10	1.2%
South Sulawesi	55	6.5%
Central Sulawesi	16	1.9%
Southeast Sulawesi	12	1.4%
North Sulawesi	13	1.5%

West Sumatra	16	1.9%
South Sumatra	13	1.5%
North Sumatra	31	3.6%
Total	852	100%



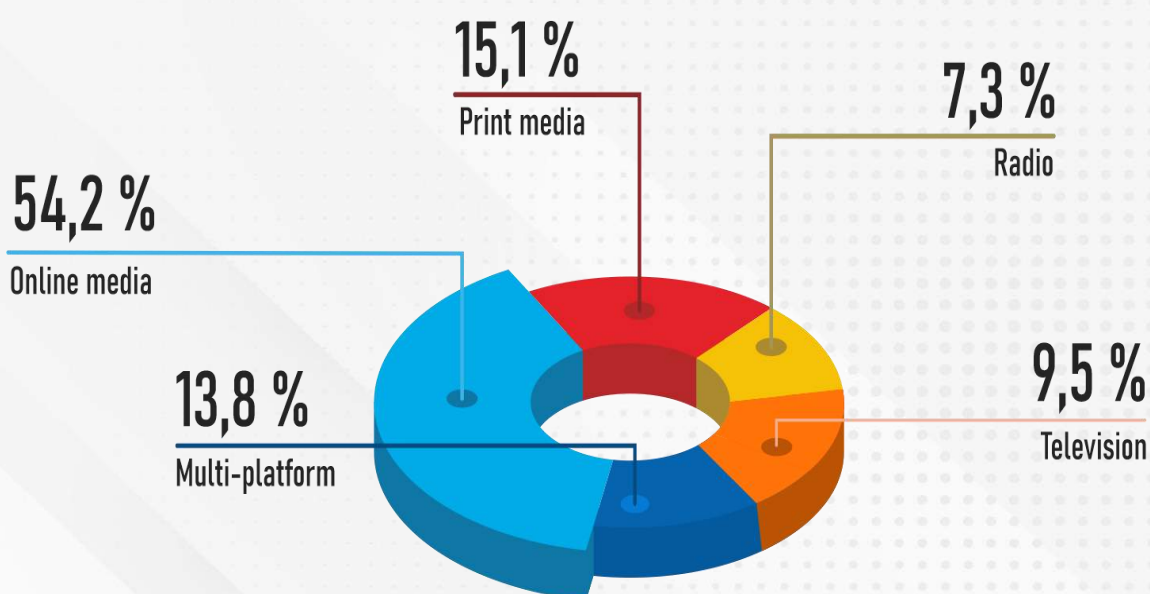
Profession

	Frequency	Percentage
Reporter	503	59%
Editor	113	13.3%
Managing Editor	26	3.1%
Editor in Chief	43	5%
Freelancer	67	7.9%
Correspondent	34	4.0%
Others (Broadcaster, Content Creator, Content Writer, Student, Producer, Presenter, etc.)	66	7.7%
Total	852	100%



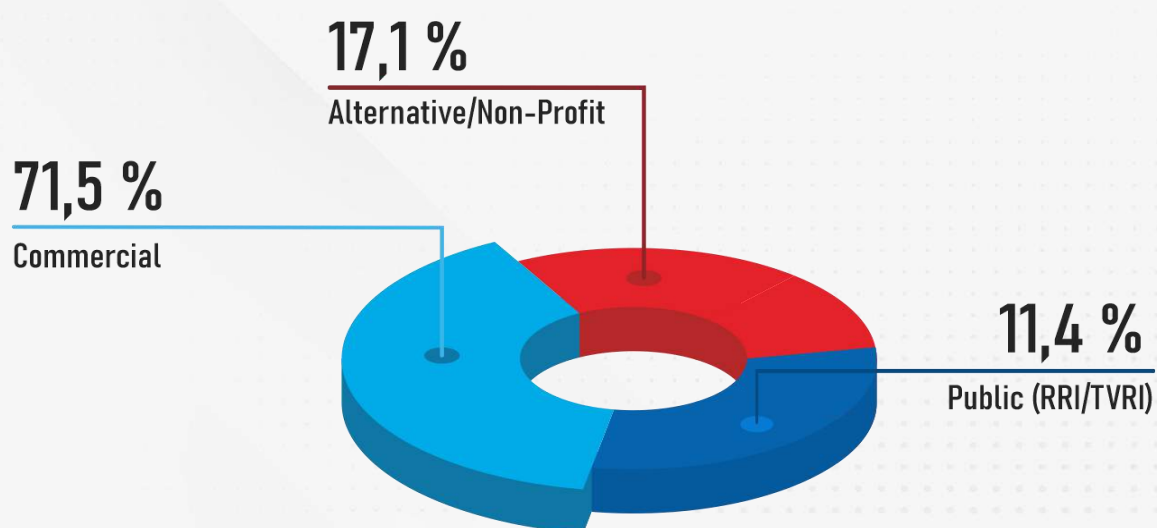
Length of work

	Frequency	Percentage
Less than 1 year	125	14.7%
1 - 5 years	330	38.7%
6 - 10 years	194	22.8%
More than 10 years	203	23.8%
Total	852	100%



Media Platform

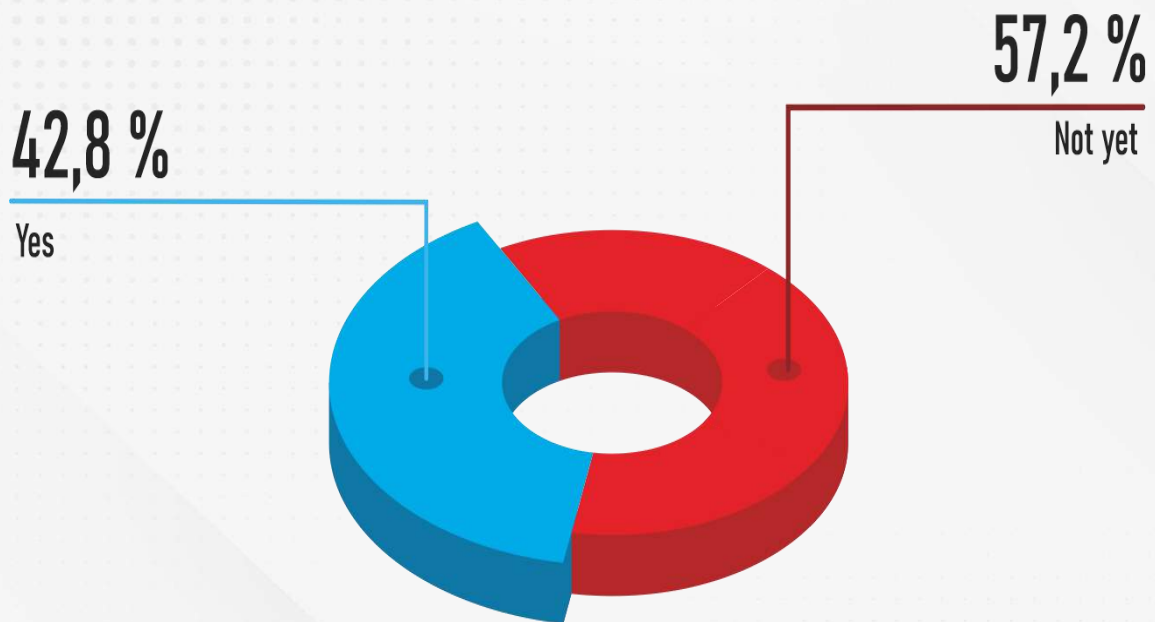
	Frequency	Percentage
Online media	462	54.2%
Print media	129	15.1%
Television	81	9.5%
Radio	62	7.3%
Multi-platform	118	13.8%
Total	852	100%



Types of Press Companies

	Frequency	Percentage
Commercial	609	71.5%
Public (RRI/TVRI)	97	11.4%
Alternative/Non-Profit (Community, Village, Student Press, etc.)	146	17.1%
Total	852	100%

This survey also asked respondents if **the press company where they worked had SOPs for handling sexual violence?**



	Frequency	Percentage
Yes	365	42.8%
Not yet	487	57.2%
Total	852	100%

Meanwhile, the 15 informants were five female journalists and 10 representatives of press companies. Five female journalists were selected from survey respondents who had experienced various types of sexual violence, worked in various types of media, and had indicated their willingness on the questionnaire to be interviewed. The selected press companies are two public media (RRI and TVRI) and eight commercial media as well as "alternative" or non-profit media consisting of online, print, television, and radio media, located in Java and outside Java, both networked and non-networked.

CHAPTER II

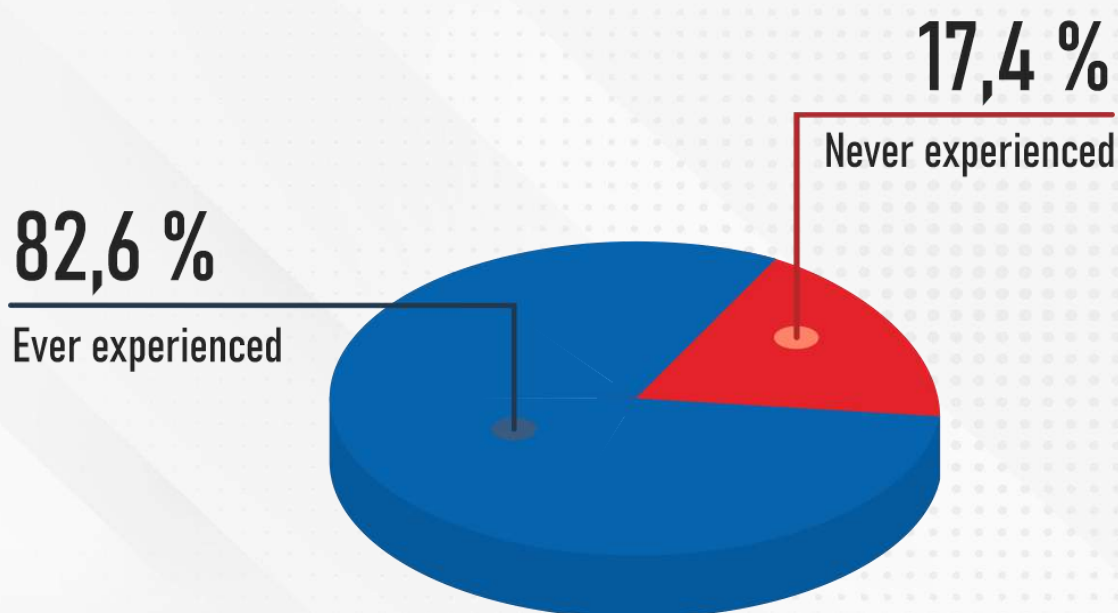
RESEARCH IMPLEMENTATION AND FINDINGS

1. Research Implementation

This research was conducted through online survey and interview methods. Survey data was collected from 852 journalists from 34 provinces in September 2022. Meanwhile, interviews with five female journalists and 10 press company representatives were conducted in October 2022. Furthermore, data analysis and research report writing were carried out from October to December 2022.

2. Survey Findings

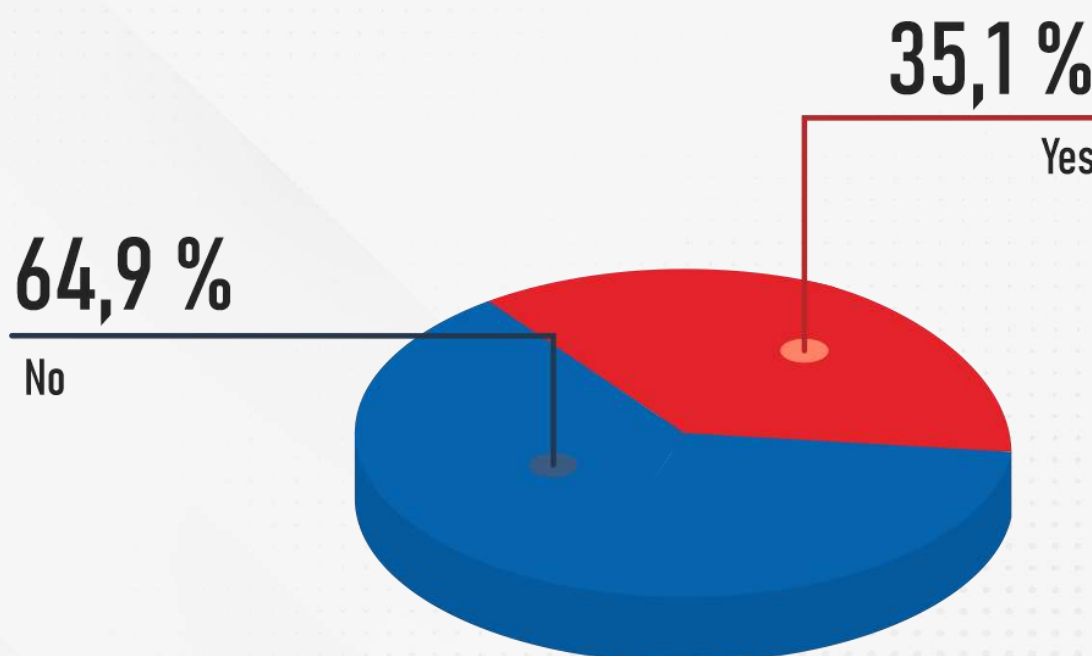
This survey found that 82.6% (704) of respondents had experienced one or more sexual violence. Meanwhile, only 17.4% (148) of respondents stated that they had never experienced sexual violence throughout their journalistic careers.



	Frequency	Percentage
Never experienced	148	17.4%
Ever experienced	704	82.6%
Total	852	100%

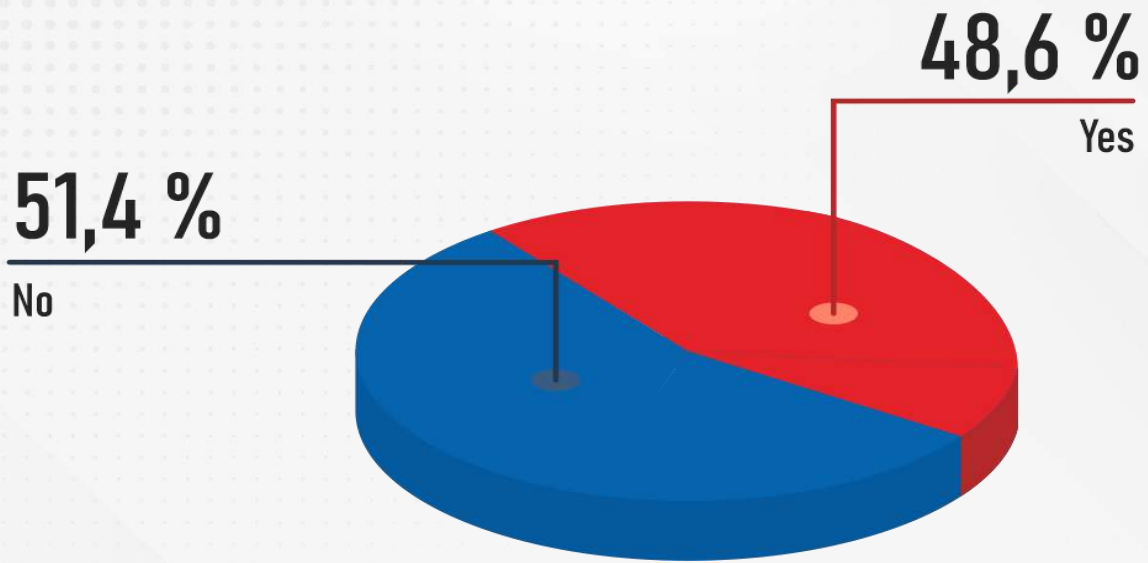
Below are respondents' answers to 10 questions that represent their experiences with the 10 types of sexual violence reviewed by this research.

1. Have you ever received sexually abusive comments online?



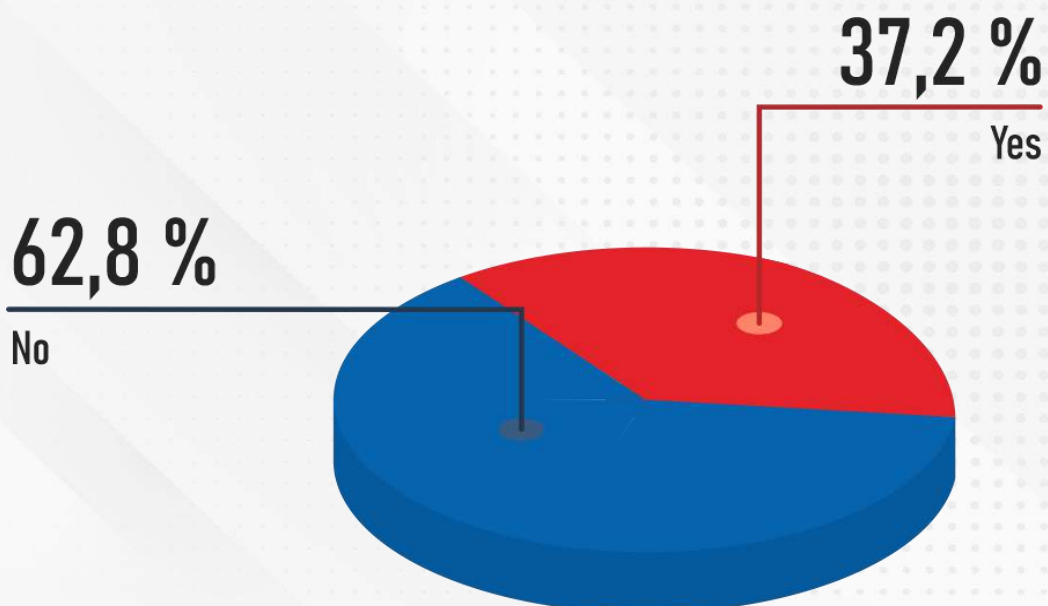
	Frequency	Percentage
Yes	299	35.1%
No	553	64.8%
Total	852	100%

2. Have you ever received body shaming comments (ridicule/negative comments about body shape) online?



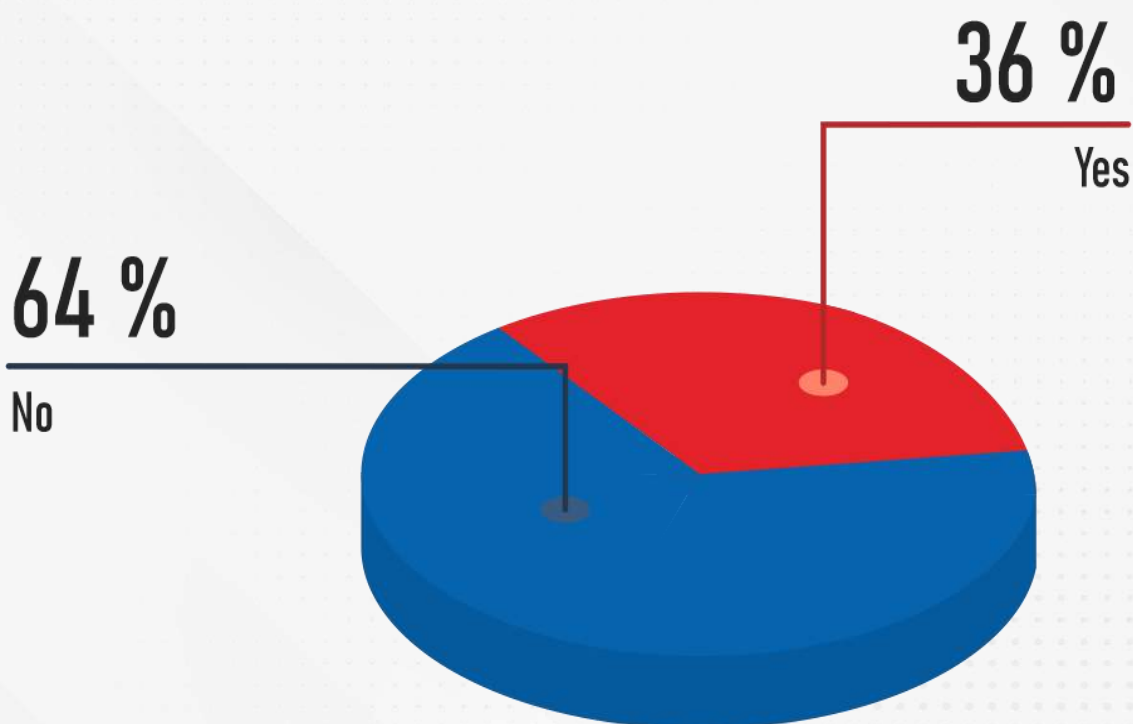
	Frequency	Percentage
Yes	414	48.6%
No	438	51.4%
Total	852	100%

3. Have you ever received sexually explicit text messages or audio-visual offline? (For example: pictures of genitals, videos of pornographic scenes, short messages inviting sexual intercourse)



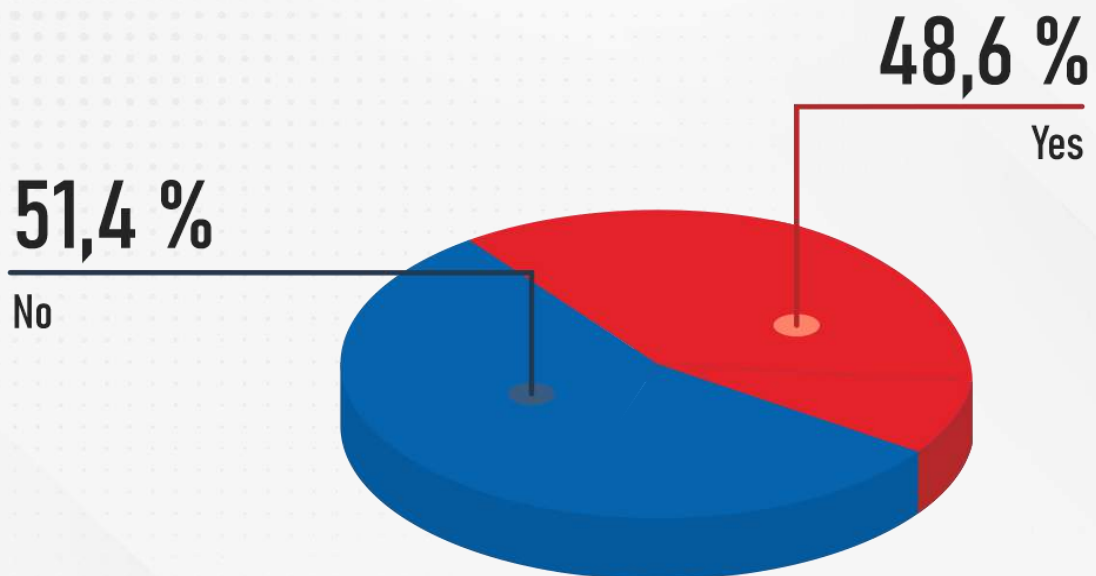
	Frequency	Percentage
Yes	317	37.2%
No	535	62.8%
Total	852	100%

4. Have you ever received sexually abusive comments offline?



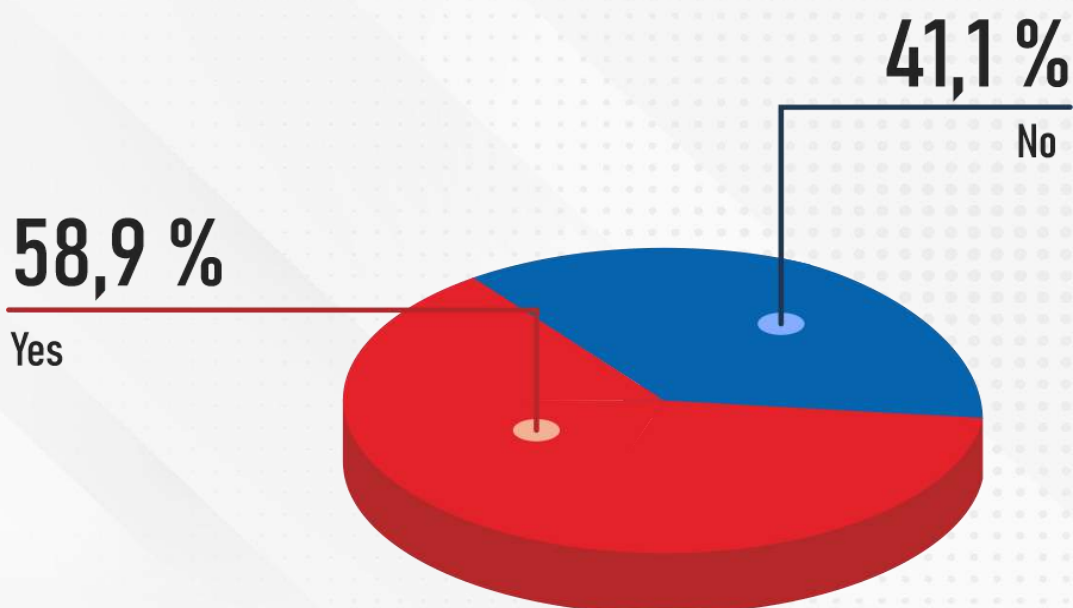
	Frequency	Percentage
Yes	307	36%
No	545	64%
Total	852	100%

5. Have you ever experienced catcalling (sexual harassment through verbal expressions in public places) offline?



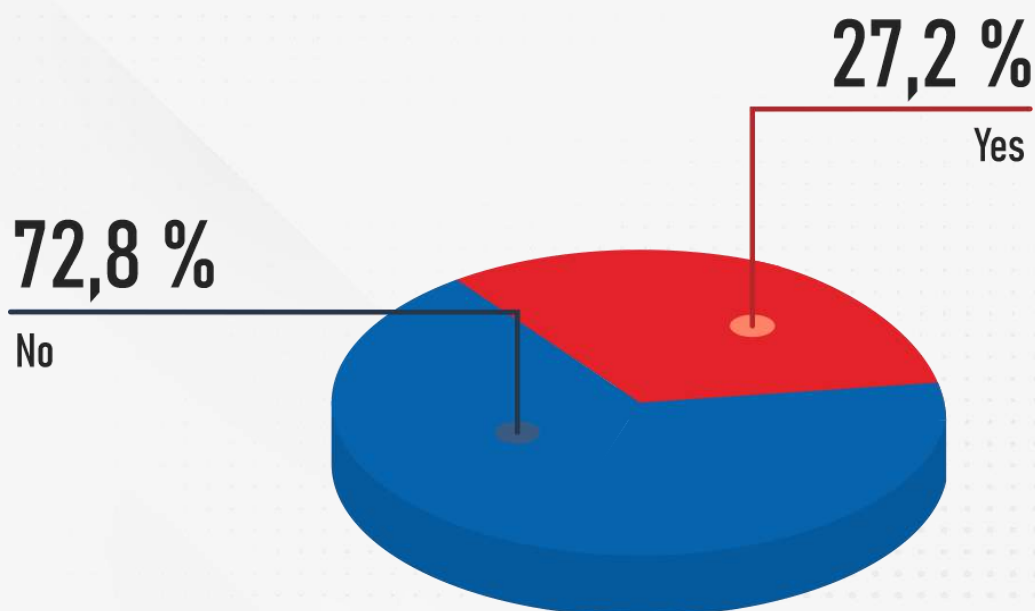
	Frequency	Percentage
Yes	438	51.4%
No	414	48.6%
Total	852	100%

6. Have you ever received body shaming comments (ridicule/negative comments about body shape) offline?



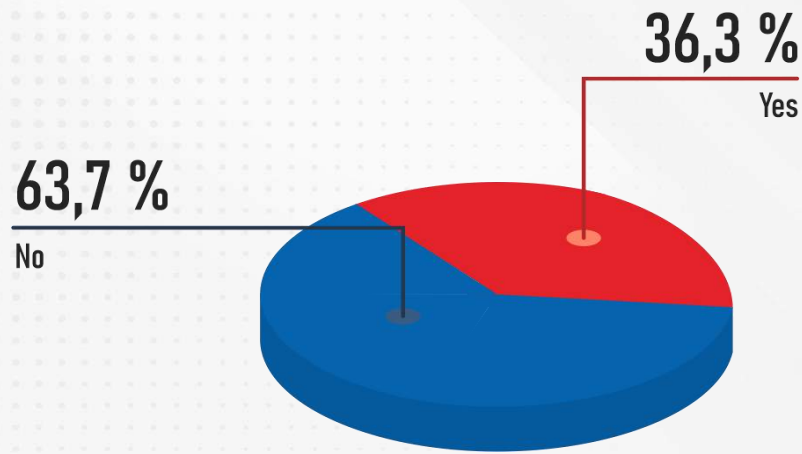
	Frequency	Percentage
Yes	502	58.9%
No	350	41.1%
Total	852	100%

7. Have you ever been shown sexual and explicit text messages and audio-visuals offline? (For example: pictures of genitals, videos of pornographic scenes, short messages inviting sexual intercourse)



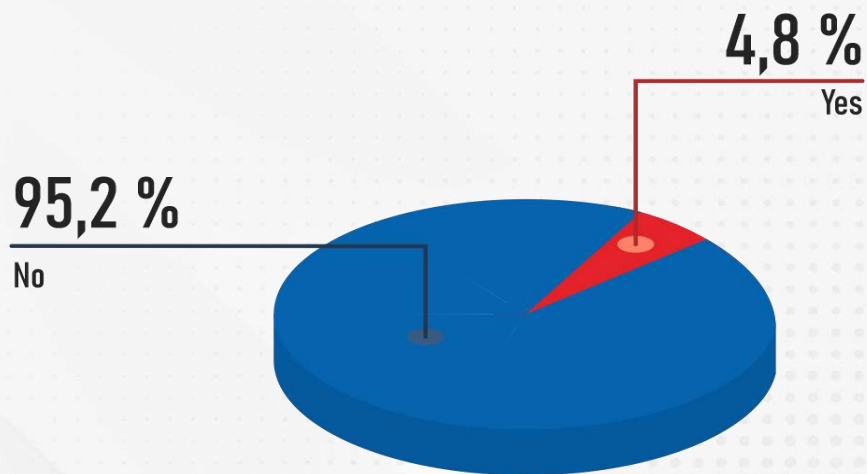
	Frequency	Percentage
Yes	232	27.2%
No	620	72.8%
Total	852	100%

8. Have you ever experienced unwanted sexual physical touch offline?



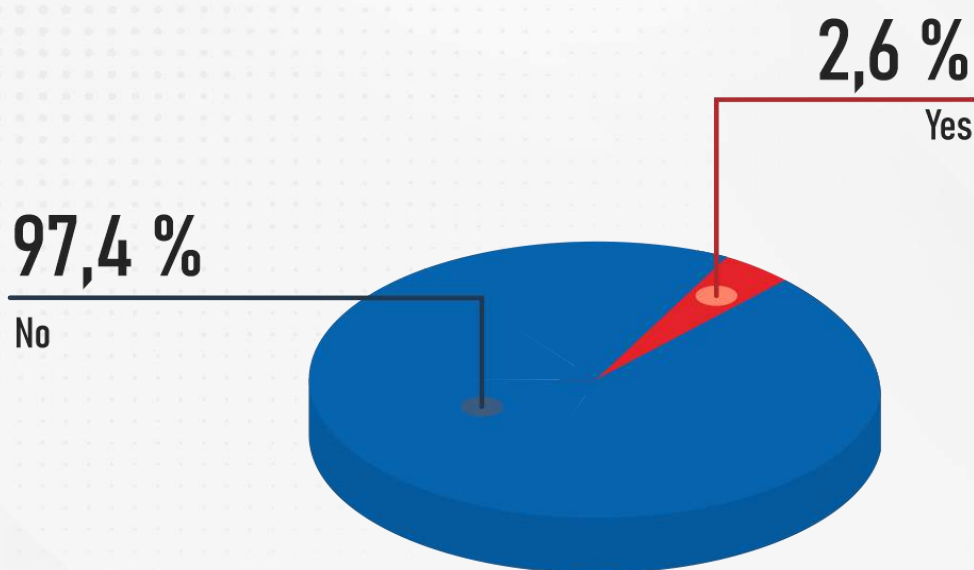
	Frequency	Percentage
Yes	309	36.3%
No	543	63.7%
Total	852	100%

9. Have you ever been forced to touch or serve the perpetrator's sexual desires offline? (For example: touching the perpetrator's sex organs, serving certain desires from the perpetrators)



	Frequency	Percentage
Yes	41	4.8%
No	811	95.2%
Total	852	100%

10. Have you ever been forced to have sexual intercourse (rape) offline?



	Frequency	Percentage
Yes	22	2.6%
No	830	97.4%
Total	852	100%

11. The order of the types of violence most frequently experienced

Of the 10 types of violence asked about, the types most experienced by female journalists were:

- (1) Body shaming offline (58,9% of the total respondents),
- (2) Catcalling offline (51,4%),
- (3) Body shaming online (48,6%),
- (4) Receiving sexual and explicit text messages and audio-visuals online (37,2%),
- (5) Unwanted sexual physical touch offline (36,3%),
- (6) Sexually offensive or derogatory comments offline (36%),
- (7) Sexually abusive or derogatory comments online (35,1%),
- (8) Shown sexually explicit text messages and audio-visual offline (27,2%),
- (9) Forced to touch or serve the perpetrator's sexual desires offline (4,8%),
- (10) Forced to have sexual intercourse offline (2,6%).

12. Sexual harassment and assault

The ten types of violence above can also be classified based on sexual harassment and assault, as shown in the figure below.

- **Sexual harassment**

	Frequency	Percentage
Have experienced sexual harassment (at least 1 type)	688	80.8%
Never experienced sexual harassment	164	19.2%
Total	852	100%

- **Sexual assault**

	Frequency	Percentage
Have experienced sexual assault (at least 1 type)	315	2.6%
Never experienced sexual assault	537	97.4%
Total	852	100%

Meanwhile, the number of respondents who had experienced sexual harassment (at least 1 type) as well as sexual assault (at least 1 type) was 299 female journalists.

13. Online and offline

The ten types of violence above can also be classified based on their domain, namely online and offline, as shown in the figure below.

	Frequency	Percentage
Never experienced	148	17.4%
Online only	228	26.8%

Offline only	155	18.2%
Online and offline	321	37.7%
Total	852	100%

14. Location of violence

Category of Locations of Sexual Violence	Frequency	Percentage
Never experienced	148	17,4%
Office	83	9,7%
Outside the office	436	51,2%
Office and outside the office	185	21,7%
Total	852	100%

15. Perpetrator

Category of Perpetrators of Violence	Frequency	Percentage
Never	148	17,4%
Senior at work	29	3,4%
Coworker	134	15,7%
News sources	109	12,8%
Anonymous	210	24,7%
Other <ul style="list-style-type: none"> Office people (Driver, Cleaning Service/Office Boy) Other people they met in the field when reporting (Members of the Police, Journalists from Other Media, Adjutant of the Resource Person, 	222	26%

etc.)		
Total	852	100%

16. How to respond to violence

Category of How to Respond to Sexual Violence	Frequency	Percentage
Never experienced	148	17,4%
Report to the association of press companies (AMSI, ATVSI, ATVLI, SPS, PRSSNI, JRKI, etc.)	44	5,2%
Report to journalist associations (AJI, PWI, IJTI, PFI, etc.)	71	8,3%
Tell a coworker or friend	255	29,9%
Tell family	59	6,9%
Publication on social media	43	5%
Report to the Press Council	-	-
Stay silent	137	16,1%
Others (directly rebuke the perpetrator, fight by shouting/hitting, run away, report to superiors/coworkers)	95	11,2%
Total	852	100%

17. Assistance

Have you received any help or support from press companies in dealing with cases of sexual violence?

Category	Frequency	Percentage
Yes	275	39.1%
No	529	60.9%
Total	704	100%

18. Type of assistance received

For the 275 respondents who stated that they received assistance from their office, below are the types of assistance received.

Category of Types of Assistance	Frequency	Percentage
Legal assistance	46	16,7%
Financial assistance	27	9,8%
Psychological assistance	113	41,1%
Others (moral support, mediation/assistance, giving warning/letter of reprimand to perpetrators, opportunity to report to superiors, transfer to coverage unit/area, etc.)	89	32,4%
Total	275	100%

3. Journalist Interview Findings

This interview was conducted by researchers with five female journalists who work on various media platforms and live in West Nusa Tenggara, North Sulawesi, East Java, South Kalimantan, and North Maluku. All interviews were conducted online via Zoom in the period 3-14 October 2022. In this report, the identities of the five informants are written as Informant 1, 2, 3, 4, and 5.

1. Experiences related to sexual harassment or assault

Five informants admitted that they had experienced sexual harassment or assault at work, both in the office and outside the office when reporting. Informant 5 experienced sexual assault in the office environment which was done by his superior.

"My boss has a friendly nature and is considered normal by people in the office. He likes to hold my shoulders and other friends in public places. We all feel uncomfortable," said Informant 5.

In addition, two female journalist informants experienced sexual assault while reporting in the field, which was carried out by news sources, fellow journalists, or other parties in the coverage area. Based on the story of Informant 2, her intimate parts (breasts) were touched by a news source without her consent.

"At that time I was covering the DPRD building. One member of the legislature came to me and suddenly squeezed my breasts," said Informant 2.

The same sexual assault also occurred to Informant 4 who was covering a demonstration against the Omnibus Law at that time.

"The situation at that time started to heat up and we journalists were prohibited from taking pictures by the security forces. They kept pushing without paying any attention to us (female journalists). A provost's hand deliberately hit my breasts. I screamed hysterically," said Informant 4.

Finally, Informant 3 experienced sexual assault from fellow journalists, when the perpetrator rubbed his genitals on Informant 3's back.

Not only happening face to face, but sexual violence also often occurs online through messaging applications. This phenomenon is called online sexual harassment. Of the five informants interviewed by the researcher, only



Informant 1 said that he had received messages (text) and videos with sexual nuances sent by his co-workers.

2. Support or assistance from press companies in handling sexual violence cases

In order to get support and assistance from press companies, victims of sexual violence must first be willing to talk to someone they trust at work. They must carry out this process without coercion from any party. Of course, some journalists have different experiences when they expect help from the company they work for. Bad experiences were experienced by Informants 1 and 2. After telling a story with colleagues in their office, the case experienced by Informant 1 was not processed further.

"I have never received any help from the place where I work. And this experience has been a trauma and wound for me," said Informant 1.

This incident made Informant 1 decided to find her own recovery institution to deal with her psychological problems. Meanwhile, Informant 2 said that she no longer trusted the office where she worked to resolve cases of violence.

"In the past, there was a case of violence (beating) experienced by a male journalist, which was carried out by the Mayor's driver. The victim complained to the office, but the office chose the peaceful route. This case had no resolution and was deemed never to have existed. After that, the office got a contract with the city government," said Informant 2.

This incident made Informant 2 reluctant to report the case she experienced because she no longer trusted the office.

"If I want to share, will anyone believe it? Who am I?" said Informant 2.

Several examples of these bad experiences have resulted in victims of sexual violence tending to remain silent or only tell close friends. One of them was experienced by Informant 3.

"So far, cases of harassment and assault that I experienced have never been taken seriously by the office. Until now, I can only tell/confide to close friends, most of whom are not in the same office," said Informant 3.

However, some companies try to help female journalists who experience cases of sexual violence. Informant 4 said she received direct assistance from her senior where she worked.

"At that time the direct supervisor helped. He was the one who escorted me, and also looking for a lawyer to accompany me," said Informant 4.

3. Special parties or personnel assigned to deal with sexual violence

In general, all interviewed informants said that there was no special personnel assigned to address (prevent and handle) cases of sexual violence in their office. They mentioned various reasons, such as the lack of knowledge regarding sexual violence (Informant 1), no one had ever experienced it and no one had ever told stories about cases of sexual violence (Informant 3), and never made handling sexual violence cases an important action (Informant 4).

Furthermore, regarding the company's ability to provide special personnel to deal with cases of sexual violence, there were positive and negative assessments from several informants. Informant 5 tended to believe that the company where she worked can provide special personnel.

"It is possible to create special personnel. I can see from the attention my superiors have for their subordinates," said Informant 5.

In contrast, Informant 4 gave responses that tended to be pessimistic.

"Establishing a media outlet includes many interests. SOPs and personnel can be priority number two or number five. The most important thing is that the company is known by people and gets income," said Informant 4.

4. Availability of SOPs to address sexual violence against female journalists

From interviews with five informants, the researcher found that only one media company where the informant worked had a special SOP to deal with sexual violence against female journalists. The four informants whose offices did not yet have SOPs stated that the main reasons were the lack of awareness by the company (Informant 5), a lack of human resources (Informant 2 and Informant 4), and the employee's lack of understanding of the issue of sexual violence (Informant 3).

"The lack of understanding of sexual violence is caused by a lack of curiosity by some parties. The majority of workers in my office do not show enthusiasm because they do not really take the issue of sexual violence seriously," said Informant 3.

Therefore, female journalists tend to receive assistance in handling and educating them regarding sexual violence SOPs from other forums, such as journalist organizations or associations and external institutions. Informant 1

stated that she had joined AJI Mataram and had socialized the SOP on sexual violence to female journalists in the NTB region.

"Apart from having an SOP related to sexual violence, AJI Mataram has also socialized it to female journalists in NTB. This is a direct mandate from AJI Indonesia," said Informant 1.

Informant 5 also had the same experience, namely receiving education on the topic of sexual violence from external institutions.

"I get more education about sexual violence from external parties, such as AJI and SEJUK. And most of the activities take place through seminars," said Informant 5.

Even so, there was one informant (Informant 1) who stated that the media company where she contributed had an SOP to deal with cases of sexual violence.

"The alternative media (Project Multatuli) where I contributed already has an SOP to deal with cases of sexual violence. They invite all contributors to participate in the SOP discussion. There is a special discussion time with contributors," said Informant 1.

In this way, Informant 1 said that she had also received education and socialization of SOPs to deal with sexual violence.

5. Special personnel or parties related to SOP to address sexual violence

There are several important components in the SOP to address sexual violence, including the party in charge of compiling the SOP, the party receiving reports or complaints and coordinating with external parties, as well as the party supervising the implementation of the SOP. It is hoped that this special party, whether from the HR department or another, is available at every press company so that the handling of cases of sexual violence can proceed according to existing regulations. Based on the testimony of five informants, all stated that their office did not yet have a special party to deal with (prevent and handle) cases of sexual violence.

Informant 3 said that this special party needs to be formed, especially the party whose function is to receive complaints when cases of sexual violence occur. Meanwhile, Informant 4 and Informant 5 stated that there is a need for collaboration with other parties, such as journalist associations (AJI Indonesia), lawyers or legal aid institutions (LBH APIK), rehabilitation institutions, and other

parties who can support the handling of cases of sexual violence. Informant 4, who happens to be an editor-in-chief is trying to make this special party happen.

"I have started thinking about and working on it (a special party) to make it happen. Now we are still making approaches with several networks of legal friends, such as lawyers," said Informant 4.

Informant 2, who is a founder of a media company, stated that she felt capable of forming a special party to handle cases of sexual violence in her media. This is supported by the relationships that have been formed between Informant 2 and several women's NGOs.

However, the involvement of internal parties must also be taken into account, especially the number of female journalists owned by a media company. The number of female journalists that is almost equal to that of male journalists tends to make it easier for them to form collective movements related to the interests of female journalists.

As said by Informant 3, "Specialized personnel should be more easily realized in my office, both from the HR unit and others. Because it is supported by several female employees which is almost equal to the number of male employees. Therefore, this function (special party) can be pursued," said Informant 3.

6. Main steps that must be included in the SOP to address sexual violence

The main step that was considered important by some informants was prevention. Informant 1 and Informant 5 expected this step to be implemented through the procurement of socialization.

"It must be more socialized so that more journalists know the existence of SOPs for sexual violence. Because this socialization is only intensified after the ratification of the TPKS Law," said Informant 1.

Informant 5 also added that socialization should be intended for all gender, not only women. In addition, informant 2 said that prevention was not only limited to literacy on the topic of sexual violence, but also physical or self-defense training.

"This self-defense training is important to practice the body's response when some speakers or strangers want to harass us," said informant 2.

The next important step that was suggested by several informants was victim assistance or treatment. As long as the victim was carrying out the handling

steps, Informant 5 stated that it was better for the victim to be accompanied by someone the victim trusted. According to Informant 4, psychological assistance is also an influential thing that victims must get.

"Psychological assistance is more important. Many underestimate the problems we encounter in the field. But in my opinion, it is very important. If the person is psychologically disturbed, traumatized, they might not want to work," said Informant 4.

The handling carried out can involve external parties from other fields, especially the legal field which is aimed at fighting for justice for victims.

"In the handling steps, we must cooperate with other parties, such as LBH APIK, Komnas Perempuan," said Informant 1.

The last suggestion was a recovery step. This step takes a long time and must be done gradually. Recovery can be carried out through counseling which is carried out routinely and its progress is also monitored. The negative stigma surrounding sexual violence means that victims often do not report it which can make them experience the same thing over and over again. This phenomenon also makes victims of sexual violence unable to reach the same social support as easily as survivors of other types of trauma (Pappas, 2022). Therefore, this step requires professional assistance.

"This stage is important to build cooperation with other parties, such as the Pulih Foundation, Mitra Keluarga Clinic, or other institutions. Apart from that, we can also provide free counseling for survivors who tend to have difficulty telling stories," said Informant 1.

7. Responses regarding the need for the Press Council to facilitate the preparation of sexual violence SOPs

All informants hoped that the Press Council could facilitate press companies in developing SOPs to address sexual violence against female journalists. However, there are still many doubts that arise, such as the Press Council does not fully understand the issue of sexual violence (Informant 1), and the Press Council still seems to rule out the issue of sexual violence as an urgent issue that must be addressed immediately (Informant 5).

4. Press Company Interview Findings

These interviews were conducted with management representatives from 10 press companies, which were a combination of public, commercial and non-profit (alternative) media, with online, television, radio and print platforms. They were representatives from Central RRI, RRI Bima, Central TVRI, Urban Asia, Lombok TV, KBR, Wiken.Grid, ANTARA, Konde, and Harian Jogja. All interviews were conducted online via Zoom and WhatsApp for the period of 3–18 October 2022.

1. Availability of SOPs to deal with sexual violence against female journalists

From the interviews conducted, two press companies had handled cases of sexual violence against female journalists. Konde.co admits that they have handled similar cases three times. Since its inception, Konde.co has had sexual violence SOPs and “Stop Violence and Harassment in the World of Work” rules introduced to all of its employees. Therefore, cases of sexual violence against female journalists that occurred at Konde.co were handled based on the SOP that had been formulated. Furthermore, ANTARA also stated that it had faced cases of sexual violence, which were handled by HRD.

At the moment, if there is a case of sexual violence against ANTARA employees it will be handled based on the “Policy of Mutual Respect at Work”, which was formulated in 2022.

“This rule applies to all internal employees of ANTARA, not only for journalists. In fact, this rule is a procedure for protecting employees which is a derivative of the regulation of the Minister of BUMN. If a female journalist at ANTARA experiences sexual violence, this procedure is used, this rule also has included assistance and counseling procedures,” said Gusti Nur Cahya Aryani from ANTARA.

Other press companies stated that they had never handled cases of sexual violence against female journalists. Riezka, a female journalist from Lombok TV, said that if someone experienced sexual violence at Lombok TV, they could personally report it to the chief editor or section head.

“We have been informed about this since a long time ago. Problems related to this (sexual violence) will be resolved by the editor-in-chief, through discussion with survivors and other related parties,” said Riezka.

Regarding the ownership of SOPs for sexual violence, apart from Konde.co, none of the other press companies interviewed stated that they already had specific SOPs to deal with sexual violence against female journalists. Most of the informants said that cases of sexual violence were one of the issues that were also included in the general rules of the press company. Like Urban Asia, Ken Yunita as the chief editor stated that the issue of sexual violence has been included in Urban Asia's SOP for Protection of Journalists.

"It's just that there are still no detailed steps regarding the handling of sexual violence in the existing SOP. All follow-up cases will be decided based on the urgency of the case and discussions with several related parties, especially the wishes of survivors or victims," said Ken Yunita.

In general, there are still very few press companies, both public and commercial/private media, that have specific SOPs related to sexual violence that is complete from the prevention to recovery stages.

However, several press companies stated that the availability of SOPs specifically for sexual violence against female journalists is important. Citra Dyah, Editor-in-Chief and Director of KBR, stated that they had planned to develop an SOP on sexual violence and were currently looking for several guidelines for it.

"Preparing an SOP has become part of the company's (KBR) commitment to employees. We have read several SOP references owned by other media, it is just that we still do not know where and how to start," said Citra Dyah.

2. Special parties or personnel assigned to deal with sexual violence

Konde.co already has a team that works according to the SOP they have formulated, including conducting sexual violence prevention training for all of its employees. All Konde employees are also welcome to provide suggestions or criticisms for the SOP regarding existing sexual violence.

"At Konde.co, we are very open to discussing SOPs. Anyone is free to provide suggestions and criticism of existing SOPs," said Luviana.

Although Konde is still and will always be committed to assisting and supporting victims, it still faces quite substantial challenges, such as a lack of human resources and a large amount of money.

"If there are two people who handle cases, their working hours will automatically be reduced. Therefore, there must be a party in the editorial department that

handles these deficiencies. Furthermore, the costs incurred are not small. To go to a psychologist once costs around Rp. 600 thousand," said Luviana.

Most of the informants stated that the HR division was in charge of dealing with various problems at the employee level, including reports of sexual violence. If it is deemed necessary to involve the legal or law division, the HR department will involve the legal department.

3. The main components of the SOP to address sexual violence against female journalists

The interviews also discussed the main components that need to be included in the SOP, including the party in charge of preparing the SOP, the party receiving reports or complaints and coordinating with external parties, as well as the party supervising the implementation of the SOP.

Of the ten press companies, most stated that they had not fully carried out the functions of these components because they did not yet have specific SOPs to deal with sexual violence. However, the informants stated that they were able to implement the SOP functions to address sexual violence against female journalists. Urban Asia, for example, explained that when the SOP has been prepared they will form a special team to address (prevent and deal with) cases of sexual violence against female journalists. The team is likely to involve parties from outside the press company.

"So, it is possible to work with external parties who are only involved when there are cases of sexual violence. There are still some possibilities. It will depend on the SOP for sexual violence that will be made," said Ken Yunita.

Even though it does not yet have a specific SOP to deal with sexual violence, ANTARA News Agency already has a workflow that must be followed regarding the prevention and handling of cases, which has been regulated in an official memorandum.

"The workflow has been regulated in the official memorandum, starting from socialization or mindset preparation, raising awareness, to handling, then evaluation by the directors. It is just because this is new, I have not seen any case reports, hopefully not, so I have not seen any deficiencies yet," said Gusti Nur Cahya Aryani from ANTARA.

Meanwhile, Konde also has a workflow that must be carried out by certain personnel if a case occurs.

"Konde.co does not form a permanent team. And the team is indeed formed when there is a case. But the division of tasks does already exist. For example, the board is responsible for general oversight if a case occurs. Then, as the director, I have the policy to create a case-handling team. Therefore, Konde.co does not have a special team. Issues of sexual violence cases will be handled directly by management and the board," said Luviana.

Likewise with Wiken.Grid, whose plot involves the HR division and the company's legal division.

"If there are problems or cases, please report or consult with HRD, there is also a legal unit on the HRD network, if it has not been resolved, it will proceed to the legal unit of KG Media. However, for us, what is more important is how victims or survivors can speak out, can tell what they are experiencing. The place to tell the story does not have to be HRD. Because the managing editor and editor-in-chief actually also serve HR roles, because they act as mentors as well as counselors. The key is to form a bond between the leaders and their teams. So superiors do not just give orders without exploring what their actual needs are. We also bring in a psychologist once a week, employees can arrange a meeting with him to tell anything," said Alfa Pratama, Managing Editor of Wiken.Grid, who is part of the Kompas Gramedia Group.

In general, it can be said that the functions of preventing and handling sexual violence will truly be guaranteed if the SOP contains these matters in detail and is known by all journalists so that there is already a clear workflow for preventing and dealing with sexual violence against journalists.

4. The challenge of preparing and implementing SOPs to address sexual violence against female journalists

When talking about the challenges in preparing and implementing SOPs for sexual violence, most press companies said that the budget was the biggest challenge. Press companies have a burden to survive, so they often prioritize company funds for this rather than the issue of sexual violence that befalls their journalists.

"The challenges in the implementation stage are human and financial resources. Meanwhile, there may not be any challenges in the drafting stage because I am the one who compiled the SOP. We have never discussed cost constraints in public, what is important is that the allocation of funds has been clearly defined beforehand," said Luviana.

The budget challenge was also presented by Alfa from Wiken.Grid.

"Currently, the challenges for media companies are enormous, there is a lot of work to be done with limited manpower. So if asked whether media companies are thinking about sexual violence, yes they are thinking about it, but many things must be prioritized first, which are related to the company's survival. Many media companies are currently laying off their employees, so the media business is indeed experiencing a difficult time," said Alfa.

Apart from the budget, the press companies interviewed also revealed that challenges could arise from internal companies. Many employees, even with relatively high positions, still consider the issue of sexual violence against female journalists as unimportant, therefore SOPs for handling sexual violence against female journalists are not high on the priority list.

"So to overcome this cultural challenge, there must be an order from the boss (director or editor-in-chief) that we will develop and implement SOPs to address sexual violence. This command must be firm and clear. And this needs to be overseen by HRD," said Riezka from Lombok TV.

5. There is a need for the Press Council's involvement in preparing SOPs to handle sexual violence against female journalists

All informants stated that the Press Council needs to support press companies in developing SOPs to handle violence against female journalists. The Press Council can also facilitate the preparation of SOPs to address sexual violence against female journalists. Some of the press companies interviewed saw that the SOP for addressing sexual violence could be a reference for them, especially for press companies with limited resources. In addition, it was also stated that the Press Council should not only facilitate during the drafting but also with supporting activities such as education and socialization to ensure that many people understand what is referred to as sexual violence.

According to Luviana, the Press Council can do this in many ways, such as cooperating with press companies, launching guidelines, and giving awards to press companies that already have SOPs dealing with sexual violence.

"As the country's press regulator, the Press Council should be able to do various interesting ways, such as cooperating with the media to endorse, for example, 'Technical in Making SOPs' and awarding media that already have SOPs. These things can have a proud effect on the media if they get treated like that. A gimmick needs to be created," said Luviana.

Another suggestion was given by Citra from KBR, who said that the existence of an SOP addressing sexual violence could be included as an aspect of the certification assessment carried out by the Press Council.

“For example, if a press company already has an SOP on addressing sexual violence, this could be an additional point in the Press Council's verification process. Maybe this can be a medium-term target for the Press Council,” said Citra.

CHAPTER III

CLOSING

1. Conclusion

Based on the description of the research results above, there are at least three main conclusions that we can present here.

First, research conducted by PR2Media and AJI Indonesia on 852 female journalists from 34 provinces shows that the phenomenon of violence against female journalists is high. As many as 82.6% (704) of respondents experience sexual violence during their journalistic careers. This research from September to October 2022 has explored the experiences of female journalists regarding various types of sexual violence, which occur both online and offline, in the office and outside the office when female journalists are doing journalistic work.

Second, this research finds that sexual violence occurs evenly which has a major impact on journalists and press companies in the present and the future. This research also shows that violence can be prevented through a strong media policy. However, research shows that the majority of press companies have not prioritized having standard operating procedures to deal with sexual violence against female journalists. Very concerning situation.

Third, this research found that some press companies already have SOPs, but they are still general, such as SOPs for the protection of journalists, which contain aspects of handling sexual violence but still generally refer to provisions in government personnel regulations (RRI, TVRI, Antara) and/or general company provisions that apply between employers and journalists as employees.

2. Recommendations

Based on the findings above, we recommend the need for press companies to have SOPs to address sexual violence against female journalists. In this effort, the Press Council as the regulator needs to be involved in preparing SOPs, facilitating the preparation of these SOPs, and encouraging press companies to formulate SOPs, especially for press companies with limited resources.

Apart from mapping cases of violence against female journalists, this research also provides comprehensive data and guidelines for the production of SOPs as a driving force and basis for the preparation of SOPs within press companies. For this reason, the researcher recommends that related parties discuss, in this case, researchers and civil society need to immediately meet with the Press Council to discuss the research results.

It is hoped that the collaborative research model between PR2Media and AJI Indonesia shown from this research will continue so that various advocacy activities related to violence against female journalists are based on adequate research data.

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RESEARCH REPORT

Sexual Violence against Indonesian Female Journalists



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