

The Role of Social Workers in Intervention with Women Victims of Sexual Harassments

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Abstract

This article discusses about the problem of sexual harassment of women and the role of social workers in intervention with the victims. This theme was chosen because sexual harassment cases is still reported by various media and organizations. There are many kinds of sexual harassment problems experienced by women. In Indonesia, the victims are various, ranging from minors, teenagers and adults. Regardless of the patriarchal culture that exists in Indonesian society, women are entitled to protection from sexual acts. The impact of sexual harassment to women is not only physical but also psychological. The role of social workers is important in helping the victims to recover and fully functioning. This article was written based on literature studies from journals, books, and other documents related to sexual issues against women. The aim is to describe the role of social workers in dealing with women victims of sexual violence in accordance with the values, principles and the code of ethics of social workers.

Keywords: role of social worker, sexual harassment, women.

Abstrak

Artikel ini membahas masalah pelecehan seksual kepada perempuan dan peranan pekerja sosial dalam penanganan korban. Tema ini diambil karena kasus-kasus pelecehan seksual masih banyak dilaporkan di pemberitaan media dan banyak organisasi. Bentuk pelecehan seksual yang sering dialami perempuan banyak ragamnya. Di Indonesia korban pelecehan seksual terdiri dari berbagai tingkatan usia mulai dari anak-anak dibawah umur, remaja dan perempuan dewasa. Terlepas dari budaya patriarki yang ada di masyarakat Indonesia, perempuan berhak untuk mendapat perlindungan dari tindak pelecehan seksual. Dampak yang ditimbulkan apabila seorang perempuan mengalami pelecehan seksual bukan hanya pada fisik namun juga pada kondisi psikisnya. Oleh sebab itu peranan pekerja sosial sangat penting dalam membantu korban agar kembali pulih dan dapat berfungsi sosial sepenuhnya. Artikel ini ditulis berdasarkan studi literatur dari jurnal, buku, maupun dokumen terkait dengan isu pelecehan seksual terhadap perempuan. Tujuan dari kajian ini adalah untuk mengetahui peran pekerja sosial dalam menangani perempuan korban pelecehan ataupun kekerasan seksual sesuai dengan nilai, prinsip serta kode etik pekerja sosial.

Kata Kunci: peran pekerja sosial, pelecehan seksual, perempuan.

INTRODUCTION

Indonesia is a country with a strong patriarchal culture and this culture is seen as a legacy from the colonial nation brought by Europeans—especially the Netherlands (Afkar Aristoteles Mukhaer in grid.id). In some Indonesian societies, the patriarchal culture is still quite strong, which they believe in the sole control of men over things. It is not uncommon for women to get unfair treatment in society, since the past, the culture of society in the world has placed men at the top of the hierarchy, while women are often seen as second-class citizens and also as objects of various changes in society. It can be seen that this thinking refers to assumptions in favor of men (Hastuti, 2005, as quoted in Apriliandra & Krisna, 2021). In the analysis of gender issues, it is always found that some women experience subordination, marginalization,

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domination, and even violence. The results of research in four provinces in Indonesia show that around 90 percent of women have experienced violence in public areas (Wattie, 2002 in Kurniangsih, 2003). It was further stated that women still do not have peace from violence even though they are in their own homes. One form of violence against women is sexual violence. Sexual violence is often equated with sexual harassment.

In cases of sexual harassment, most of the victims are women and the perpetrators are almost certainly men. However, this does not mean that there are no men who have experienced sexual harassment, but that the number and proportion are relatively small (Offerman & Malamut, 2002). Perpetrators of sexual harassment in an organization or in an environment, the majority of their position is in an equal position or higher than the position of women. Examples of positions are male bosses who have economic power over women, educators (teachers, lecturers, Ustadz, etc.) who have authority over the value of subjects, they can even come from their own families. The perpetrators do not always have to be strangers, but also those who have close relationships with the victim, be it lovers, teachers, older brothers, and even fathers. They are the people who should be a refuge. Wise and Stanley (1987) mention three characteristics of male sexual abusers, namely (1) lack of social skills and experience social confusion, (2) are people who have problems, who drink too much, and are too close to their mothers, and (3) generally people who are nervous and childish.

In cases of sexual harassment, it is usually the woman who is blamed, either wrongly because it can be seen from the way how women dress, the behavior of women that seems to provoke the attraction of the opposite sex, the time of the harassment incident, or other things that put the problem on women which according to public opinion, they can't be a good woman. The victims were finally labeled by the social environment with a contemptible label. It can be concluded that sexual harassment often occurs because of the patriarchal system that has been entrenched and has been deeply embedded in society. Sexual harassment cannot be said to be a common problem but has become a problem of sexual violence and crime. Sexual harassment can happen to anyone and anywhere. Perpetrators of sexual harassment are the closest people or people who are in the same environment. The Equal Employment Opportunity Commission defines sexual harassment as follows:

“Unwelcome sexual advances, requests for sexual favors, and other verbal and physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment”

KH Marzuki Wahid, MA. said that sexual violence was a crime against humanity. In Islam, sexual violence is a major sin (*min al-kaba'ir*), the most heinous and worst act, which is born from sick souls and low animal desires beyond human logic. The savagery of sexual violence outweighs the damage caused by corruption. If corruption destroys the life system and the future of the nation, then sexual violence destroys the future of victims, their families, and damages the dignity of humanity which cannot be restored (Yunike Purnama in Kabarsiger.com).

According to (WHO “World Health Organization”, 2012), defines sexual violence as: 'Any sexual act, attempt to obtain a sexual act, unwanted sexual comments or approaches, or acts that lead to the sexuality of a person who uses coercion, by anyone regardless of their relationship with the victim, in any form, including but not limited to home and office. National Commission of Woman noted that there were 2,500 cases of violence against women along period of January-July 2021. This figure surpassed the 2020 record of 2,400 cases. In just six months in 2021, cases have exceeded the total cases of the previous year and the total cases in 2020 increased to 68 percent compared to 2019 (cnnindonesia.com). We can conclude that

cases of sexual harassment from 2019 to July 2021 increase very significant. In addition, after July 2021 until the end of 2021, cases of sexual harassment are still rampant.

In August 2021, a case of alleged sexual harassment was carried out by a lecturer at the State Islamic Institute (IAIN) Kediri to his student. Taken from Sindonews, the rector of IAIN Kediri confirmed the incident. After receiving the report, the Chancellor immediately reacted and gave the lecturer a structural dismissal. The sexual harassment occurred when a student was conducting thesis guidance at the reported house. The victim is currently under the protection of the Center for Gender and Child Studies at IAIN Kediri (MPI Research and Development Team, MNC Portal in okezone.com). Another hot case at this time is the case of harassment against a student (with the initials L) class 2018 at one of the universities in Indonesia which was carried out by one of the lecturers while conducting thesis guidance. The chronology will occur on October 27, 2021, Wednesday at around 12.30 WIB. The University Student Executive Board (BEM) strongly condemns acts of sexual harassment on campus. The following is a chronology of sexual harassment narrated by the victim through a 13 minute 26 second video uploaded (I was alone in the dean's room. Mr. S. H started his question about me personally, about life and work. He also said I love you to me. I so uncomfortable. After finishing the thesis guidance, the victim was about to leave the room. However, the victim admitted that her shoulder was squeezed and the suspect brought her body closer to the victim. "After that he held my head with both hands, kept kissing my left cheek and forehead. scared and bowed his head. But Mr. S. H looked up at me while saying where is your lips, where is your lips, made me feel humiliated and shocked. The victim admitted that his body was weak and scared. He then pushed the suspect's body. if you don't want to. I immediately leave the dean's room and leave the campus in a state of fear. I feel very harassed by Mr S. H. I feel very traumatized (Siregar, R.A. in news.detik.com).

Furthermore, the case of sexual harassment occurred in Bekasi City. The Child Protection Commission (KPAD) of Bekasi city, has received 26 reports related to sexual harassment cases throughout 2021. The reports are from January 1, 2021 to October 25, 2021 related to intercourse, sexual harassment. Of the 26 reports, 12 of them were sexual harassment, two cases of obscenity, three cases of rape, and nine cases of sexual intercourse. (Djati Waluyo in Kompas.com). Another fresh case occurred on November 9, 2021, namely the case of a father with the initials S (48) who is suspected of having impregnated his child in Bandung Regency. The case also triggered residents to expel the father and his second wife. In addition to sexual abuse of children, there are also reports from local resident regarding the abuse carried out by the father to the child of his first wife in Cilengkrang District, Bandung Regency a few months ago. Prior to the eviction, residents often heard women screaming from the house of S. Resident Oneng Hayati (42), said that S lived with his second wife and one son. He often heard screams and cries from inside S's house. Then, a few months ago, S brought a woman who was known to be the child of his first wife who lived in Banten. Since his son's arrival, angry voices and screams have become more frequent. There was a loud scream, the officers went to S's house. Only then was the alleged act of S revealed (cnnindonesia.com).

A well-known case of sexual harassment at the end of 2021 was the case of sexual violence by HW (36) against female students. At least 13 female students became victims of cases of alleged sexual violence by HW (the owner and teacher of the Tahfiz Madani Boarding School in Bandung, West Java, from 2016 to 2021). The students who were victims of sexual violence were on average 13-16 years old, with some of them having given birth to babies. In fact, one of the victims has given birth to two children. He is accused of violating Article of law 81 verses 1 and 3 about Child Protection Law and faces a maximum sentence of 15 years in prison. The lack of public attention on cases of sexual violence in Islamic boarding schools has sparked questions about supervision in closed Islamic boarding schools. This case has been going on since 2016, but only came to light after many years. Not only sexually exploited, the students' energy is also

exploited to build Islamic boarding schools. The discovery of this case stems from the findings of a neighbor of one of the victims, who a few months ago returned to his home in Garut, West Java, after being "located" at a boarding school in Bandung. The neighbor who was one of the witnesses of the sexual violence - found the victim who was around 16 years old buying pregnancy test kits at a shop. The victim's parents who received a report from the neighbor immediately asked the victim directly, who later admitted that she had to take a pregnancy test because she had had sex with the caretaker of her Islamic boarding school. On May 18, 2021, the parents of the victims finally reported sexual violence by HW to the police. He was then detained on June 1, 2021 and is currently on trial (Ayomi Amindoni in [bbc.com](#)). Based on data on Violence against Women in Bandung City in 2020, sexual violence was the most reported. A total of 250 cases of violence against women were reported and handled by the Bandung City DP3A and the majority were cases of sexual violence or sexual harassment. See table 1.

Table 1. Type of Violence

<i>Type of Violence</i>	<i>Number</i>
physical	26
Psychological	72
Sexual	100
Neglect	13
Trafficking	12
Child Custody	8
Economy	7
Other	12
Total	250

Source. Badan Pusat Statistik Kota Bandung (2021)

The Bandung City Central Statistics Agency (BPS) noted that throughout 2020 there were 250 cases reported to be handled by the Bandung City Women and Children Empowerment Service (DP3A). Of these, 100 cases were in the form of sexual violence against women. This type of violence is the most common at the same time. Referring to the website of the National Commission on Violence against Women (Komnas Perempuan), there are at least 15 types of sexual violence, namely rape, sexual intimidation or attempted rape, sexual harassment in the form of verbal or physical, sexual exploitation, trafficking in women for sexual purposes, forced prostitution, slavery sexual intercourse, forced marriage, pregnancy, abortion, forced sterilization, sexual torture and punishment, traditional practices of sexual nuance that harm or discriminate against women, and sexual control through discriminatory regulations based on morality and religion (Sarah Ashilah in [bandungbergerak.id](#)).

Cases of sexual harassment in Indonesia are increasing every time and have become a regular issue that often occurs. The case examples presented are only a few of many cases of sexual harassment. There are still many cases of sexual harassment/external sexual violence that are not reported or resolved outside the law due to various considerations. This can be caused by many things, one of which is the Indonesian people who still live in a patriarchal culture. What is feared is that it is easy to stigmatize victims of sexual violence, so that the victim's reluctance to report is because the regulation has not been very supportive for the victim and so on. Sexual harassment of women that occurs in the community tends to be hidden or kept secret because the victim feels embarrassed if it is known by the surrounding community and there is an assumption that it is a disgrace to the family, which must be hidden and should not be known by others. Especially if the victim or perpetrator of sexual violence is important people or

community leaders. Sexual harassment has various adverse effects on victims such as trauma, nightmares, suspicion of the opposite sex, phobias, depression and so on, both physically and psychologically.

The impact of sexual harassment on women consists of physical and psychological impacts. These impacts cause women as victims to have difficulty returning to their social functions, so that it will have an impact on the difficulty in fulfilling their needs or rights. The negative impact of sexual violence against women has been widely studied, which explains that women experience losses. As a result of the violence they experience, victims of sexual violence have a high risk of experiencing various direct and indirect impacts that are experienced in a short or long time. These impacts lead to various behavioral problems, reproductive health, mental health, functioning and welfare of victims (Campbell, 2008; WHO, 2010 in Rusyidi, 2018). The state is still ignorant of cases of sexual violence that occur in Indonesia today. This can be seen from the increasing number of cases of sexual harassment every year. Indonesia does not yet have a strong legal umbrella, so what should be done is to provide a safe and comfortable space for survivors by providing a support system such as listening to victims, providing protection, providing peace, meeting practical needs, connecting with social resources, and providing assistance information.

A social worker is someone who works in a government or private institution who has competence in social work profession and care. They work based on knowledge, skills, and values obtained through education, training, and experience in social work practice to carry out service tasks in personal and social problems. Social work as a profession encourages social change, solves problems in human relations, empowers people, and liberate people to improve their welfare (Huda, 2009). Social work is one of the professions related to the prevention of sexual violence and services to victims. In many developed countries, social workers play an important role in the functions of education, advocacy, case management, as well as psychosocial interventions and/or social services for victims. Together with other professions such as psychologists, nurses, doctors and police, social workers are involved in systems that provide protection, treatment and rehabilitation for victims (Danis, 2004; Messing 2014; Faller 2017 in Rusyidi 2018).

Some results from previous studies related to the role of social workers in the services area of sexual violence, stated in Al Ashzim's research (2018), that The Family Welfare Consultation (LK3) "Melati" conducted by social worker, provides assistance through consulting client cases and then referring to the relevant institutions. The process of assistance implement case management stage. The methods applied by the LK3 social worker are casework and case management methods. Of the seven roles of social workers according to Zastrow, social workers at LK3 "Melati" prefer to use the role of case manager in providing psychosocial assistance to children who are victims of sexual violence. Another study by Nursyamsi, Syamsuddin and Syakhrudin (2020) show that the role of Social Workers determines the success of recovery or the delivery of services goes well. With the role of social workers, children who are victims of violent sexual violence can return to functioning socially. The roles of social workers include as a companion, as a liaison or broker (broker), as an advocate, as a protector.

Based on the results of a literature review by Kurniawan, Nurwati and Krisnani (2019) on the role of social workers in dealing with child victims of sexual violence, shows that the role of social workers is very important in overcoming these problems. Handling by social workers is carried out to overcome the negative impacts caused by sexual violence that afflicts children. Social workers strive to restore the social functioning of children victims of violence and protect their human rights. The role of social workers in dealing with the problems of child victims of sexual violence, includes as a broker, advocate, mediator, counselor, educator, and motivator. By implementing this role, social workers also have the opportunity to show the importance of the role of the social work profession in handling sexual violence. Next study by

Tintin, Krisnani and Nurwati (2016), show that social workers can provide various services to victims, such as counseling, psychotherapy, and support groups. In addition, there are several roles that social workers can play in dealing with this case, including social workers acting as companions for victims and perpetrators, social workers acting as counselors for victims and their families, social workers acting as mediators for the closest family, schools, and protection agencies. as well as the courts, social workers act as brokers to connect victims with the required source system, social workers must be able to develop and maintain networks with various parties/other professionals such as psychologists, psychiatrists, doctors, prosecutors, police, and so on for victims, social workers acting as a support system for victims, social workers acting as educators for victims and their families, and social workers acting as advocates in providing advocacy services for children.

The results of several previous studies showed that the role of social workers in dealing with child victims of sexual violence was discussed more than the role of social workers in dealing with women victims of sexual violence. In this article, the author describes the role of social workers in dealing with women who are victims of sexual harassment. Thus, this article is expected to fill the knowledge gap regarding the role of social work in dealing with women victims of sexual violence. This theme is considered important because there is still a lack of attention from various parties towards women who are victims of sexual violence. Based on the results of Rusyidi's research (2018), the attitude of social workers towards women victims of rape cannot be said to be consistent, as evidenced by the variety of positive, negative and/or ambiguous responses to rape victims. Therefore, it is important to increase the professional attitude of social workers, especially in viewing women victims of sexual violence.

RESEARCH METHOD

In compiling this article, the author uses (literature study) or literature. Library research is research that carried out only based on written works, including research results, both published and unpublished (Embun, 2012). The data collected is secondary data because the data do not come from parties directly involved in the research but from people who also conduct research related to the issues discussed by the author. In this method, the author compiles a paper by collecting supporting data or documents from the literature that is books, news, and articles with a reputation of Sinta related to the role of social workers in intervention with a victims of sexual harassment.

The results of various literature reviews will be used to identify the role of social workers in dealing with women victims of sexual harassment. The search process is carried out using a search engine (Google Scholar) with the site addresses <https://scholar.google.co.id/> and <http://google.com> as secondary data. The following search keywords were used: (role of social workers and sexual harassment). From the results of articles published in the period 2000-2021, the author found 76 (seventy-six) articles discussing the role of social workers in dealing with women victims of sexual violence. Next, the writer separates the inclusion and exclusion criteria. The stages of boundary and entry criteria are carried out in order to identify whether or not the data is appropriate for systematic literature review (SLR) research. It is stated whether or not a data is appropriate in a research, if it meets the following criteria: the data used is from the timeframe in 2000-2021, the data obtained through the website addresses <https://scholar.google.co.id/> and <http://google.com>, the data used is data related to the role of social workers in dealing with victims of sexual violence. In addition, sources are also taken from books, news, and other articles, both those with the reputation of Sinta & Scopus index or those that have not.

RESULT AND DISCUSSION

Sexual Harassment

Sexual harassment has become recognized as a form of sex discrimination. Most of the victims are women; men rarely are the objects of unwanted sexual advances (Zastrow, 2017). Sexual harassment is different from flirting, flattery, dating requests, and other acceptable behavior that occurs in the workplace or classroom. Sexual harassment is a type of sexual coercion that relies on the power of the perpetrator to influence the economic or academic status of the victim and does not necessarily involve physical force. Sexual harassment is defined as:

“Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when 1.) submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment; 2.) submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such an individual; or 3.) such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive working environment”.

Horton, Leslie, and Larson identify some of the victims of sexual harassment:

“Sexual harassment is an ancient practice. Attractive female slaves were routinely bought as sex playthings, and domestic servants were often exploited. If the Victorian housemaid denied her bed to a lecherous master, he dismissed her; if she admitted him, she soon became pregnant and disgraced, and his wife dismissed her. Either way, she lost! Sexual harassment can be found anywhere, but is likely to be a problem only where men have supervisory or gatekeeper power over women. The “casting couch” is a well-known feature of show business, and women in many occupations can escape unwelcome attentions only by quitting their jobs, often at a sacrifice. Sexual harassment on the campus has also surfaced, with many female graduate students claiming that senior professors claimed sexual privileges as the price for grades, degrees, and recommendations” (Zastrow, 2017)

Mooney, Knox, and Schacht indicate that sexual harassment can take two different forms:

1. *quid pro quo*, in which an employer requires sexual favors in exchange for a promotion, salary increase, or any other employee benefit,
2. The existence of a hostile environment that unreasonably interferes with job performance, as in the case of sexually explicit comments or insults being made to an employee. Common examples of sexual harassment include unwanted touching, the invasion of personal space, making sexual comments about a person’s body or attire, and sexual joke telling.

Zastrow (2017) divides sexual harassment into three categories: verbal, nonverbal, and physical.

Verbal

1. Sexual innuendo (“So you’re majoring in packaging? I love your packaging.”)
2. Suggestive comments (“Those jeans really fit you well.”)
3. Sexual remarks about a person’s clothing, body, or sexual activities (“I noticed you lost weight. I’m glad you didn’t lose your gorgeous chest, too.”)
4. Sexist insults or jokes or remarks that are stereotypical or derogatory to members of the opposite sex (“Women should be kept barefoot, pregnant, and at the edge of town.”)

5. Implied or verbal threats concerning one's grades or job ("It's simple. If you want to pass this course, you have to be nice to me, and sex is the nicest thing I can think of.")
6. Sexual propositions, invitations, or other pressures for sex ("My office hours are too limited. Why don't you drop by my house tonight? We'll have more privacy and time to get to know each other.") Use of employment position to request dates or sexual favors

Nonverbal

1. Visual sexual displays; unwanted display of pornographic pictures, posters, cartoons, or other materials
2. Body language (such as leering at one's body or standing too close)
3. Whistling suggestively
4. Mooning or flashing
5. Obscene gestures
6. Actions that involve gender-directed favoritism or disparate treatment

Physical

1. Patting, pinching, and any other inappropriate touching or feeling
2. Bra snapping
3. Brushing against the body
4. Grabbing or groping
5. Attempted or actual kissing or fondling
6. Coerced sexual intercourse
7. Attempted or actual sexual assault

In harassment there are things that include the existence of an act related to sexuality, in general the perpetrator is male and the victim is female, the form of the act is physical and non-physical and there is no voluntary action on the part of the victim. The following are 5 forms of sexual harassment that are often experienced by women including: first, seduction that is seductive and leads to sexual directions. This form of harassment is commonly referred to as 'cat calling' which often occurs in public places. Second, forcible physical touch, such as holding hands, holding certain body parts, to forcibly hugging and fondling. Of course this is already a form of sexual harassment that is against the law and will lead to attempted rape. Sexual harassment that has involved physical touch will certainly traumatize the victim to experience mental disorders due to feeling that he has been tarnished. Third, sexual harassment can also lead to gender harassment. This form of gender harassment is when things that are female are made into mockery or jokes that are not worth hearing. Often we find joking content milling about on the internet and social media, it is a form of gender harassment that should not be done. Moreover, content that says that rape is entirely the woman's fault because of inappropriate clothing, such words will offend women and generalize that the fault lies with women even though the perpetrators are men. Fourth, threatening acts towards sexual coercion. This behavior is related to sex with the threat of punishment. That is, a person is forced to do behavior that he does not want. Otherwise, he was given the threat of certain punishments. It can be in the form of revocation of job promotions, negative job evaluations, threats to personal or family safety, to threats of terror and murder. Fifth, the act of sexual bribery. This behavior is in the form of requests for sexual activity with promises of rewards that are carried out openly (Imelda Rahma in Fimela.com).

In the Sexual Experience Questionnaire (SEQ) according to Sandra, et al (2008) in Hidayatuloh (2019) which divides it in a more systematic form: Gender Harassment is a statement or behavior that is degrading based on gender. Seductive Behavior is sexual solicitation without threats, seduction that is indecent or demeaning. Sexual Bribery is bribery to do something sexual by giving a promise of a reward. Sexual Coercion is pressure accompanied by threats to do things of a sexual nature. Sexual Assault is an attack or coercion of a sexual nature, overt or violent sexual harassment.

The high level of sexual harassment against women can be caused by the assumption that men have a greater sexual drive than women, so that men tend to take action against women. Perpetrators of sexual harassment have high desires or passions (Bahri, S. and Fajriani, 2015). In general, both men and women are attracted to each other. The expected reaction in women is the emergence of feelings of flattery, feeling happy or at least not feeling disturbed by the actions taken by men. But in reality, victims of sexual harassment feel disturbed and humiliated because they are harassed by the perpetrators of sexual harassment. The desire for sexuality can be a factor in the occurrence of sexual harassment, which then the perpetrators of sexual harassment plan various modes so that the victim, in this case women, is persuaded to perform sexual acts.

In addition, the factors that cause sexual harassment against women are the appearance of women, the existence of opportunities and so on. Sexual harassment that occurs can be motivated by the condition of women themselves who are victims of sexual harassment. Women, especially teenagers, dress too scantily, this is what triggers sexual harassment. But on the other hand, veiled women get sexual harassment. Because the incidence of sexual harassment itself is not entirely due to the condition of the woman herself, but from the perpetrator, namely the man. Then there are other factors that cause sexual harassment, namely the opportunity factor or circumstances that trigger sexual harassment (Utami, Naluria, Penny, 2018).

It has been mentioned in the previous explanation that sexual harassment is a manifestation of the patriarchal system where men are considered more powerful and the community in the environment believes and supports the system. So that the assumption has been embedded in the minds of the people. So it can be concluded that the patriarchal system can have an impact on acts of sexual harassment.

Following up on such matters, Permendikbud, Research and Technology Number 30 of 2021 lists 21 forms of sexual violence, both in the form of verbal and nonverbal sexual harassment. Forms of sexual violence according to Permendikbud 30/2021. Actions that fall into the category of acts of sexual violence can include:

1. Delivering utterances that discriminate against or harass the victim's physical appearance, body condition, and/or gender identity.
2. Showing genitals intentionally without the victim's consent.
3. Delivering words that contain sexual advances, jokes, or whistles to the victim.
4. Staring at the victim with sexual and/or uncomfortable feelings.
5. Sending messages, jokes, pictures, photos, audio, and/or videos with sexual nuances to victims even though they are prohibited.
6. Taking, recording, and/or distributing photos and/or audio and/or visual recordings of victims with sexual nuances without the victim's consent.
7. Upload a photo of the victim's body and/or personal information that is sexually nuanced without the victim's consent.
8. Disseminate information related to the victim's body and/or personal that has sexual nuances without the victim's consent.

9. Peeking or intentionally seeing victims who are carrying out private activities and/or in private spaces.
10. Persuade, promise, offer something, or threaten the victim to carry out a transaction or sexual activity that is not approved by the victim.
11. Giving punishments or sanctions that have a sexual nuance.
12. Touching, rubbing, touching, holding, hugging, kissing, and/or rubbing body parts on the victim's body without the victim's consent.
13. Undress the victim without the victim's consent.
14. Forcing the victim to engage in sexual transactions or activities.
15. Practicing the culture of the community of students, educators, and education staff with the nuances of sexual violence.
16. Attempted rape, but penetration did not occur.
17. Committing rape, including penetration with objects or body parts other than the genitals.
18. Force or trick the victim into having an abortion.
19. Force or trick the victim into getting pregnant.
20. Allowing the occurrence of sexual violence intentionally.
21. Committing other acts of sexual violence.

Sexual harassment or sexual violence will have an impact on the victim's psychological, emotional, and physical. Victims of sexual abuse will experience depression, experience flashbacks, where memories of past traumas feel as if they are happening in the present moment. After a traumatic event, victims usually have feelings of anxiety, stress, or fear, making it difficult to adjust or control themselves. Emotional impacts experienced such as unstable emotions that have an impact on a worsening mood. In the end, it has an impact on the victim's behavior disorder which tends to be seen leading to more negative things. In addition, there is an impact on cognitive impairment, namely a disorder that affects the victim's mindset so it is difficult to concentrate, often daydreams and has blank thoughts or other similar things and affects various things.

Psychological impact can be said as a type of post-event trauma. Where this trauma is enough to affect the victim, especially causing excessive fear and anxiety as a result of the brain accidentally flashbacks to incidents of violence that have been experienced. Some people who have experienced trauma will feel anxious, anxious and even very afraid when experiencing an event that is similar to an act of violence that has been experienced. This cannot be avoided because this is one of the psychological effects of sexual violence.

The Role of Social Worker

In working with individuals, groups, families, organizations, and communities, a social worker is expected to be knowledgeable, capable and competent in various roles. Social worker is one of the professions related to the prevention of sexual violence and services to victims. In many developed countries, social workers play an important role in the functions of education, advocacy, case management, as well as psychosocial interventions and/or social services for victims. Together with other professions such as psychologists, nurses, doctors and police, social workers are involved in systems that provide protection, treatment and rehabilitation for victims (Danis, 2004; Messing 2014; Faller 2017 in Rusyidi, 2018).

The following are some examples related to the role of social workers in dealing with women Victims of sexual harassment and violence that were obtained from several articles reading including:

First, Alfi, I. & Halwati, U., (2019) The role of Social Workers in responding to Blaming the Victim (blaming the victim), which results in the violence experienced by the victim being doubled, namely experiencing the violence itself while positioning the victim as the wrong party. One example of the media often illustrates that the cause of rape is because women are the trigger. This makes rape victims who experience acts of rape not only have experienced acts of violence, but also because of the media coverage which considers rape to occur because it was triggered by the victim (Rusyidi, 2018). Social workers have a role in providing motivation and conceptualization of clients. These interventions are carried out with the aim of, among other things, assisting clients in improving and using their abilities effectively to achieve goals.

Second, Prabowo, M.L.H, Hidayatullah, Suyoto (2019), the role of social workers in healing and recovery efforts can be concreted in the form of psychosocial assistance as a form of special protection for child victims of sexual crimes in accordance with the mandate of the Child Protection Act through educational efforts on reproductive health, religious values, and moral values; Social rehabilitation; Psychosocial assistance during treatment until recovery; Providing protection and assistance at every level of examination, from investigation, prosecution, to examination in court. As for the role of psychosocial assistants in carrying out special assistance to sexual crimes, including advocacy to protect and defend victims of sexual crimes in seeking the fulfillment of their rights; the mediator acts as a mediator of the problems that exist and are faced by victims of sexual crimes; the role of counselor, providing counseling on the problems experienced by victims of sexual crimes; The role of the facilitator is to provide facilities according to the needs of victims of sexual crimes; motivator, providing motivation to victims of sexual crimes to be positive and brokering, playing a role in connecting victims of sexual crimes with available and needed sources of information.

Third, Advocacy for social workers. Women victims of sexual violence need social worker advocacy. Advocacy can not only reach basic issues but can also be part of the victim's recovery process. The emphasis of this advocacy lies in that women as victims of violence exist as subjects. The victim is not only a passive object, but must participate actively and be aware of all recovery efforts and legal prosecutions that he carries out. The advocacy process requires proper planning and implementation from social workers (Anisa, Santoso, M.B., 2020). Social workers can carry out social advocacy as a systematic and organized effort to push for change by providing support and defense of the weak. (Zulyadi, 2014 in Anisa, Santoso, M.B., 2020).

Furthermore, according to Huda (2009) the role of social workers is as follows : first, the role as a liaison. The social worker connects the client to the required sourcing system. Second, the role as enabler. Social workers act as counselors by trying to provide opportunities so that the interests and needs of clients are not hampered. Third, the role as a mediator. Social workers act as mediators between clients and conflict parties. Fourth, the role as an advocate. Social workers seek to protect the rights and interests of clients as well as provide needed services, and develop programs. Fifth, the role as a negotiator. This role emerges when the social worker and the client begin to work together. It is a collaboration between a client and a social worker using a problem solving approach. Sixth, the role as protector. Social workers try to protect clients from people who pose a risk to their social life. Seventh, the role as a facilitator. Social workers help clients to be able to participate, contribute, follow new skills, and conclude what the client has achieved. Eighth, role as initiator. Social workers pay attention to problems or things that have the potential to become problems. Ninth, Role as a negotiator. This role is shown to clients who experience conflict and seek a compromise solution so as to reach an agreement between both parties. A negotiator is

at one point in the conflict. Tenth, Role as educator. Social workers seek to improve the client's lack of knowledge and skills.

The role of social workers in dealing with victims of sexual violence is very important because it will have a positive impact on the victims. This is in accordance with the opinion of Jordan (2008) in Leary and Hay (2019) observing that there are positive impacts for people who experience sexual violence when professionals employ acceptance and empathy while hearing a client's story. Similarly, Thorburn (2015) points out the importance of empathy, listening skills and counselling skills when working in this field. So, Counseling and therapy skills are important to meet the emotional needs of clients.

The role of social workers is very important in handling and assisting victims of sexual violence. A social worker must be able to create good, orderly and conducive community conditions. He/she must be able to provide a sense of comfort for victims to facilitate the healing process, so that feelings of trauma, depression, loss of self-confidence can be recovered. Social workers can take advantage of the resource system and connect it with families, provide counseling sessions, reintegration and reunification, carry out advocacy to the police and hospitals, conduct monitoring, provide psychosocial support such as stress management for families. Prevention efforts to reduce sexual violence may start from oneself and from the smallest scope, after all, because it is a moral responsibility in social life.

Social workers as the companion team must continue to build closeness with the victims. They also try to provide emotional and social reinforcement to the victim. In addition, it also takes a persuasive approach with the victim's family with the aim of improving communication and emotional relations between the family and the victim, in turn, it can develop a conducive environment. No less important is giving assistance in accordance with the results of assessment, especially to reduce psychological pressure and increase victim motivation.

Feminist Perspective

In dealing with the problems that afflict women, social workers can contribute by applying a feminist perspective to therapy. Feminism is a social movement aimed at establishing, defining, and defending equal social, economic, and political rights for women. In addition, feminism seeks to establish equal opportunities for women in employment and education (Zastrow, 2017).

Barker defines "feminist social work" as "the integration of the values, skills, and knowledge of social work with a feminist orientation to help individuals and society overcome the emotional and social problems that result from sex discrimination." Barker has also defined "feminist therapy":

"A psychosocial treatment orientation in which the professional (usually a woman) helps the client (usually a woman) in individual or group settings to overcome the psychological and social problems largely encountered as a result of sex discrimination and sex role stereotyping. Feminist therapists help clients maximize potential, especially through consciousness-raising, eliminating sex stereotyping, and helping them become aware of the commonalities shared by all women" (Zastrow, 2017).

The following nine principles of feminist intervention have been identified;

1. A client's problems should be viewed within a sociopolitical framework. Feminist intervention is concerned with the inequitable power relationships between women and men and is opposed to all "power-over" relationships, regardless of gender, race, class, age, and so on. Such relationships lead to oppression and domination. Feminism seeks to change all social, economic, and political structures based on relationships between "haves" and "have-nots." Another way of stating this principle is that "personal is political."

2. Traditional sex roles are pathological, and clients need encouragement to free themselves from traditional gender-role bonds. Traditionally, women have been socialized to fill a “learned helplessness” role. Van Den Bergh describes the effects of such sex-role stereotyping:

“Sex-role stereotypes suggest that women should be submissive, docile, receptive, and dependent. The message is one of helplessness; that women cannot take care of themselves and are dependent upon others for their well being. This sets up a dynamic in which a woman’s locus of control is external to her self, preventing her from believing that she can acquire what she needs on her own in order to develop and self-actualize. In other words, oversubscription to sex-role stereotypes engenders a state of powerlessness in which a woman is likely to become involved in situations where she becomes victimized.... For example, because young girls are socialized to be helpless, when they become women they tend to have a limited repertoire of responses when under stress; e.g., they respond passively”.

In feminist treatment, clients are helped to see that, by internalizing traditional sex roles, they have set themselves up to play passive, submissive roles and to experience low self-esteem and self-hatred. The feminist approach encourages clients to make their own choices and to pursue the tasks and goals they desire rather than being constrained by traditional sex roles.

1. Intervention should focus on client empowerment. Van Den Bergh describes the empowerment process:

“Helping women to acquire a sense of power, or the ability to affect outcomes in their lives, is a crucial component of feminist practice. Empowerment means acquiring knowledge, skills, and resources that enhance an individual’s ability to control her own life and to influence others. Traditionally women have used indirect, covert techniques to get what they want, such as helplessness, dependency, coyness, and demureness”.

Empowerment can be fostered in a variety of ways: (a) by helping the client to define her own needs and clarify her personal goals so that she can then derive a sense of purposefulness; (b) by providing the client with education and access to resources; (c) by helping the client to believe that the ability to change lies within herself—that alterations in her life will result only from her own undertakings; and (d) by focusing on the identification and enhancement of the client’s strengths rather than pathologies. Empowered women are ones who have learned to control their environments in order to get what they need.

1. The self-esteem of clients should be enhanced. Self-esteem and self-confidence are essential for empowerment. The worker should seek to be an encouraging person and helping clients to identify and recognize their unique qualities and strengths. Many clients with low self-esteem tend to blame themselves for everything that is wrong.
2. Clients should be encouraged to develop their identity (sense of self) based on their own strengths, attributes, interests, and achievements. It is a serious mistake for women to define themselves in terms of their husbands or boyfriends, their children, their friends, or their relatives. Women need an independent identity that is not based on their relationships with others.
3. Clients need to value other women and to develop social support systems with them. In a society that devalues women, it is all too easy for some females to view other females as insignificant. With social support systems, women can vent their concerns and share their experiences and the solutions they’ve found to similar problems. They can serve as brokers in identifying resources, and they can provide emotional support and nurturance to one another.

4. Clients need to find an effective balance between work and personal relationships. Feminist intervention encourages both women and men to share in the nurturant aspects of their lives and in providing economic resources.
5. The nature of the relationship between practitioner and client should approach equality as much as possible. Feminist practitioners view themselves not as experts in resolving clients' problems but as catalysts in helping clients empower themselves. Feminist practitioners seek to eliminate dominant- submissive relationships.
6. Clients should be helped to express themselves assertively. As indicated earlier, many women are socialized to be passive and nonassertive. Through individual and group counseling, clients can become more assertive, which will increase their self-confidence and self-esteem. They will be better able to communicate their thoughts, feelings, and opinions. Also, learning to express oneself is an important component in empowerment.

The role of Social Workers in dealing with victims of harassment or violence as follow :

1. Social workers can provide assistance for victims in carrying out the treatment process and clinical examination.
2. Workers provide social assistance for perpetrators in correctional institutions.
3. Social workers can be mediators for the closest family, schools, as well as protection agencies and the courts.
4. Social workers as counselors who provide individual counseling and family counseling.
5. Social workers provide therapy to victims. Like psychosocial therapy.
6. Social workers can act as intermediaries to connect victims with the required resource system.
7. Social workers try to develop and maintain networks with various other parties/professionals such as psychologists, psychiatrists, doctors, prosecutors, police, and so on.
8. Social workers must provide support for victims. Social workers can help and provide support while the case is progressing. And can find other support systems for victims.
9. Social workers act as educators. Social workers have a responsibility to provide advice to victims' families. Here the social worker must help the family to understand that the recovery from the impact may not be long, difficult, even difficult because of some of the symptoms that may appear later in life.
10. Social workers play a role in providing advocacy services. Social workers must be able to do advocacy in women's welfare service institutions.

The role of social workers in dealing with the problem of sexual violence or sexual harassment experienced by women is very important, especially to deal with the impact of sexual violence that can hinder their social functioning.

CONCLUSION

Sexual harassment of women came from sex discrimination. Social worker as a profession whose mission is to help vulnerable populations, fight for those people rights and base their practice on social justice. Social workers work in prevention as well as in intervention in case of sexual violence against women. In intervention with women victims of sexual harassment or violence, social workers can provide various services for the victims such as counseling or psychotherapy, support groups and others. There are several roles that social workers can play in dealing with these cases, including social workers acting as companions for victims and perpetrators, as counselors for victims and their families, as mediators for their closest family, schools, provide protection agencies, and as a broker, connect the victim to the

required source system. Social workers develop and maintain networks with various parties/other professionals including psychologists, psychiatrists, doctors, prosecutors, and police. For the victims, social workers act as a support system, as educators for victims and their families, and as advocates in providing advocacy services for the victims.

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