

## **ABSTRACT**

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### **PROTECTION AGAINST VICTIMS OF SEXUAL VIOLENCE IN THE WORKPLACE**

(xi + 66 pages, 2 attachments)

Sexual violence is nothing new in the world of work. Acts of sexual violence are acts in which the perpetrator of the violence snatches and deprives the victim of human rights. Violence is a criminal act that occurs in social life. Sexual violence in the workplace occurs due to the existence of power relations between superiors and subordinates. Where subordinates feel pressured and threatened to follow the perpetrator's request. Sexual violence in the workplace is not limited to offices or workplaces, but places where work activities occur, be it meetings outside the office, office dinners, lunches, or even conversations via electronic media. Employers have an obligation to provide a prosperous work environment for their workers. So if there is sexual violence in the workplace, the employer should protect the victim who is the worker. In Indonesia, there are laws and regulations that regulate the protection of victims of sexual violence, namely Law no. 12 of 2022 concerning Crimes of Sexual Violence. There is also Law No. 13 of 2003 concerning Manpower which regulates workers' rights. However, this protection is not sufficient to protect workers who are victims of sexual violence. Many solutions to sexual violence in the workplace end up in mediation, so that victims may not necessarily get their rights, especially their right to recovery. This is because there is still no solution to sexual violence in the workplace. So, it is important to have separate laws and regulations to provide protection for victims of sexual violence in the workplace.

References: 15 books

Keywords: sexual violence, sexual harassment, workplace harassment.