SEXUAL HARASSMENT AT WORK:  
A STUDY OF THE MAGNITUDE, FORMS AND CONTEXTUAL FACTORS OF SEXUAL HARASSMENT AMONG INTERNATIONAL WOMEN MIGRANT WORKERS  
FROM PONOROGO, EAST JAVA, INDONESIA

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ABSTRACT

Through qualitative retrospective cross-sectional studies and support by survey this study aimed to explore the magnitude and contextual factors of sexual harassment have occurred overseas among international women migrant workers from Ponorogo, East Java, Indonesia. In order to understand the complexity of such phenomena, some qualitative approaches such as observation, Delphi studies, in-depth interview and group discussion were implemented. 16 women migrant workers were selected as key informants. With regard of the magnitude of sexual harassment, a survey using structured questionnaires was undertaken, thus, about 172 respondents were structurally interviewed.

The prevalence of sexual harassment among international women migrant workers was high. 16.28 percent of respondents experienced of sexual insult in the cramped temporary shelter before leaving for overseas. Around 55.23 percent of respondents had been subjected to sexual torture at work in the host countries. The prevalence was higher when combined with physical abuse, approximately 58.72 percent of respondents reported being assaulted whether sexually or physically. Several factors altogether were identified as logical elements contributing to the existence of sexual harassment, composed of personal factors, relationship, working environment and structural regulation. The poor mechanism of placing Indonesian women workers overseas was also perceived as an exacerbating factor to the presence of the conducts.

Several recommendations have been made in the purpose of promoting appropriate interventions. Enhancing personal resources by providing better training related to skill and language, implementing bilateral agreement between Indonesia and receiving countries, and providing the better legality procedure of migration were essential to reduce the vulnerability of women facing sexual harassment overseas.

KEY WORDS: SEXUAL HARASSMENT/AT WORK/MIGRANT WORKERS/ WOMEN/INDONESIA

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