

## Research Article

# Toward Sustainable Development and Gender Inclusion: Sexual Harassment and Gender Based Bias

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This study aimed to provide an understanding of appropriate prevention strategies for sexual harassment and gender-based bias. Gender issues hindering women's career development and work safety have been widely discussed worldwide. The research method used was a qualitative descriptive approach and a cross-sectional population-based study to examine the risk variables associated with sexual harassment and gender-based bias. Through a snowball sampling technique, where the researcher selected several informants who had experienced gender bias and sexual harassment while working at a company. As a result of extensive discrimination, to mark the entering of the ILO Convention No. 190 on Violence and harassment in the world of work on June 25th, the UN Indonesia and the ILO, in collaboration with the Alliance to Stop Violence and Harassment at the Workplace in Indonesia, conducted an interactive discussion to promote the ratification of the Convention by Indonesia. The Convention provides the first international definition of violence and harassment in the world of work, including gender-based violence and harassment. It ensures safer, more productive workplaces by protecting the most vulnerable. However, it is necessary to increase knowledge about what prevention efforts are used in different settings.

**Keywords:** Sustainable Development Goals; Gender issues; Sexual Harassment; Workplace.

## 1. Introduction

Recently, the issue of gender equality has been increasingly campaigned by various parties from various backgrounds. Starting from government agencies to activists and gender advocates, they are competing to promote gender justice, both through online media and directly in public spaces. Gender Mainstreaming (PUG) has become a popular theme or even a program that is part of the implementation of the duties and functions of an agency [1].

More broadly, the commitment to realizing gender equality is proven by the intensive discussion of gender justice issues at various world conferences, including the World Conference on Women in Mexico, Copenhagen, Nairobi and Beijing [2]. The 1995 World

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Conference in Beijing was a turning point in the world's struggle and seriousness in achieving global gender equality. At the Conference, a declaration and framework for action was agreed on, called the Beijing Platform for Action (BPfA), which was later adopted by 189 countries, including Indonesia. The implementation of BPfA by each country on a global scale is reviewed and evaluated routinely every 5 years.

Several researchers focus on glimpses of sexual harassment and gender-based bias. No researchers care about how hard the awareness of this should be for every individual human being. Therefore, this research focuses on how important it is that awareness of sexual harassment and gender based bias must be instilled. Therefore, this research aims to review how important this awareness is.

## 2. Research Method

This research was prepared using document study, which is a data collection method that is not aimed directly at the research subjects. Document study is a type of data collection that examines various kinds of documents that are useful for analysis. Furthermore, this research was the result of analysis of the materials that had been found. Which will clearly show the details of how bad sexual harassment and gender based bias are so that there must be awareness of the dangerous impact of sexual harassment and gender-based bias.

## 3. Result

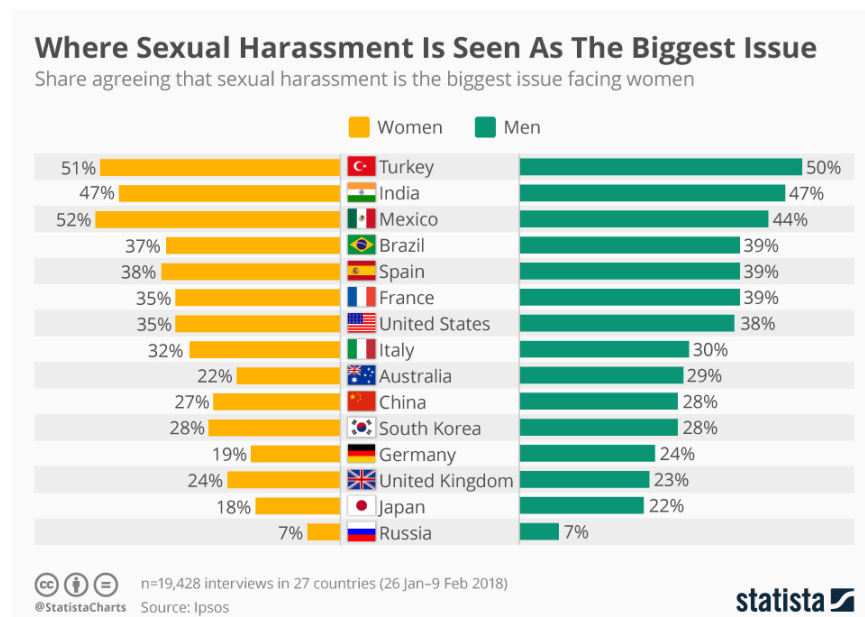
Gender-based harassment is a type of sexual harassment. Gender-based harassment is "any behavior that regulates and reinforces traditional heterosexual gender norms [3]. This is often used to get people to conform to traditional sexual stereotypes (men are dominant, women are submissive). It is also used as an intimidation tactic, often between members of the same gender [4, 5].

The month of August in South Africa is a month that should be a celebration of the courage of the 20,000 women who took to the streets in protest against apartheid laws in 1956 [6]. Instead, this month is the right time to mourn the loss of women in South Africa. the murder of women and the murder of future leaders such as students Uyinene Mretwanya and Nosicelo Mtebeni.

In South Africa, between 25% and 40% of women have experienced sexual or physical gender-based violence in their lifetime, and nearly 50% of women have experienced emotional or economic abuse at the hands of intimate partners [7]. The spread of GBV

(Gender Based Violence) has a direct impact on women activists. This limits their ability to move and speak freely, occupy space safely, and realize their activism potential. This also limits their ability to take on leadership roles. CER recognizes the prevalence of GBV in South Africa and is responsible for challenging the culture of abuse of power and gender-based discrimination that is rampant in society [8].

Now, 18 months after its implementation, a review of the policy has begun to assess its effectiveness, and update it if necessary. This reflects a commitment as an environmental public interest organization to take an intersectional perspective on the issue of GBV and sexual harassment in South Africa and to acknowledge the deep-rooted patriarchy that enables this abuse to occur [7].



**Figure 1:** Sexual Harassment Is Seen as the Biggest Issue. Source: Statista by McCarthy, 2018 [9].

The theme for International Women’s Day this year is a push for global gender parity which is being called Press for Progress. To mark the occasion, Ipsos MORI released a major survey focusing on levels of concern about equality across 27 countries. One key question concerned whether sexual harassment is the biggest issue facing women today. In Turkey and India, people are most likely to say that it is the biggest issue facing women while in the UK, the share is far less.

Sex-based harassment is defined as unwelcome conduct of a seriously demeaning nature by reason of the person’s sex in circumstances in which a reasonable person that may offended, humiliate or intimidate. Some examples of sex-based harassment could include: Asking intrusive personal questions based on a person’s sex. Online

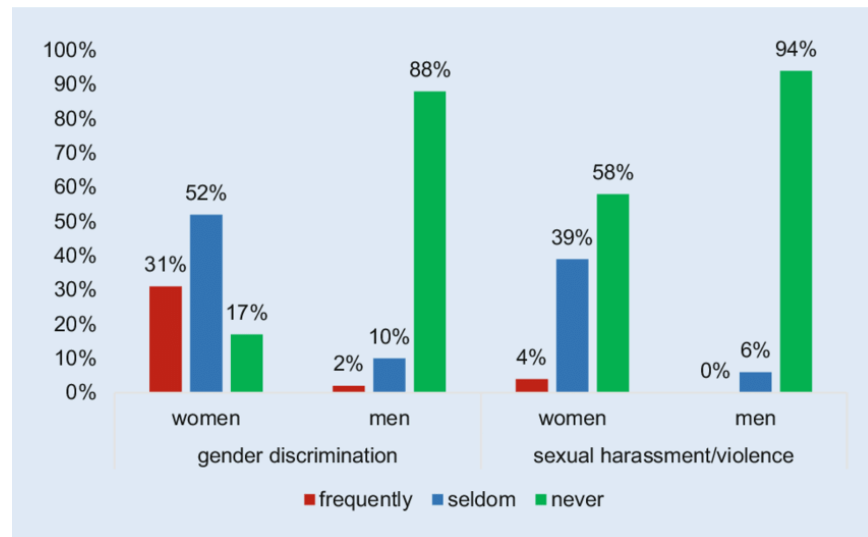


Figure 2: Gender Discrimination and Sexual Harassment Based on Person's Sex.

access from <https://www.statista.com/chart/13170/where-sexual-harassment-is-seen-as-the-biggest-issue/>

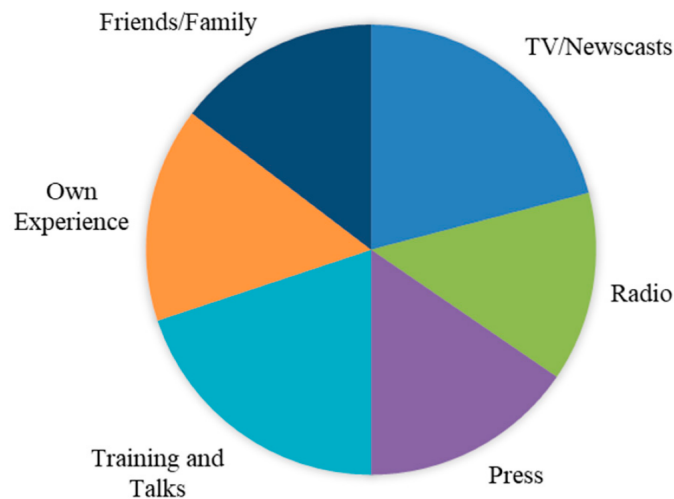


Figure 3: Knowledge of situations of violence as a function of sources of information. TV = TV news/Television.

The purpose of this study is to break down the level of knowledge of gender-based violence and/or sexual stalking, the sources of information most widely used for developing this knowledge, and beliefs about situations of risk in relationships among a sample of 268 Science and Social Science students at the University of Córdoba (Spain).

The analysis was descriptive, comparative and correlative. Means and standard deviations were analyzed, and correlations were used to establish possible relations among the variables. Cluster analysis was used to distribute the sample with respect to

knowledge of violence and Student's t-test was used to identify differences between groups. The chi-squared test was used to find the association between variables such as situations of violence and places of residence.

The results show that, although the experience of gender based violence is among the least common sources of violence, there is evidence that these situations do exist, and the risk of violent acts and/or stalking is greater when couples break up. The perception of risk is higher when students have a greater knowledge of gender-based violence or sexual harassment and this perception is higher in women. As expected, greater knowledge is also associated with experience of this type of situation; however, place of residence was not linked to greater or lesser knowledge. Training in gender is considered essential and necessary in the university environment.

## 4. Discussion and Analysis

Respect and professionalism should be the norms in any industry, but the reality is many of us have seen or experienced the atrocities of offensive and unacceptable behavior in the workplace. There is absolutely no place for sexual harassment or gender based bias in the land industry not today, not ever. Such unprofessional conduct is not only harmful to the victim, company productivity and team morale, in many cases it is also illegal.

The Equal Employment Opportunity Commission defines harassment as unwelcome or inappropriate conduct based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. Sexual harassment, as defined by the EEOC, is unwelcome or inappropriate verbal or sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. It also can include offensive remarks about a person's sex, such as making disparaging or insulting comments about women in general. A less blatant form of harassment is gender bias. Subtle forms of marginalization can include suggestive or provocative screensavers, inappropriate content circulated electronically or even exclusion male dominated social events, such as golf tournaments.

Expectations for member conduct are clearly established in AAPL's Standards of Practice, Article G: Landmen must avoid "any act or conduct which causes disrespect for or lack of confidence in the member to act professionally as a land professional." In addition, Standard 15 states: "The land professional shall not participate in conduct which causes him to be convicted, adjudged or otherwise recorded as guilty by any

court of competent jurisdiction of any felony, any offense involving fraud as an essential element, or any other serious crime.”

Gender bias and sexual harassment are not clever, cute or funny. They are inappropriate, insensitive and unprofessional. They perpetuate a negative view of our profession and our industry. They're damaging to the victim, and both the harasser and his or her employer could be subject to severe civil and criminal penalties. Do not be involved in such behavior, and don't let it be tolerated in your workplace. Report inappropriate behavior to your supervisor or human resources department. If you are the victim of a crime ( sexual harassment, sexual assault or worse) report it! Contact your HR department, company management and, if appropriate, law enforcement immediately. Tell someone. Don't be a victim twice.

After an overview of sexual harassment from a global scope, let's shift a little to a slightly smaller scope, namely Indonesia. In the Indonesian context, sexual harassment and violence also occurs against female journalists. Even though the journalist profession is protected by the Press Law, this does not mean journalists are safe from harassment and violence. According to AJI records In Indonesia, in 2016 there were three cases of violence recorded and harassment of female journalists. First, the case sexual violence against four women in the office Antara news. Second, there are cases of sexual harassment happened to a female reporter who was an intern in the daily Radar Ngawi. Third, cases of sexual harassment what happened to a reporter in Medan. Two cases as mentioned at the beginning was carried out by the victim's superior, while the case in Medan was carried out by the authorities.

Sexual harassment experienced by female journalists in this research has the same form, namely harassment verbal abuse that leads to physical abuse. Verbal abuse carried out either in person or via short message by making advances/compliments with sexual connotations up to invitations to date and have sex. This harassment was caused by gender stereotypes and subordination, sexual harassment experienced by female journalists occurs both when they are running his duties as a journalist and in the office.

## 5. Conclusion

Sexual harassment is not just bad behavior it's against the law. While the law doesn't prohibit simple teasing, offhand comments or isolated minor incidents, frequent or severe harassment that creates a hostile or offensive work environment is illegal. The victim and the harasser can be either a woman or a man or they can be the same sex.

The harasser can be the victim's supervisor, another supervisor, a coworker or even nonemployees — like clients or customers. Penalties for the offender can be severe and, depending on the jurisdiction, include incarceration. Legal ramifications go beyond the harasser.

The employer is liable for harassment in the workplace including harassment by nonemployees over whom it has control such as independent contractors or customers on the premises if it knew or should have known about the harassment and failed to take prompt and appropriate corrective action. Consequences for employers who fail to stop sexual harassment can be serious, including fines and both compensatory and punitive damages.

In other words, this study aims to increase understanding of how important it is to be aware of how bad the impact of sexual harassment and gender based bias is because it not only affects a person's feelings but also the victim's physical and psychological well-being. If only the studies above also focused on the importance of raising this awareness, not only focusing on the impacts or cases that have already arisen, it is possible that the above cases could be overcome or even disappear in line with the high tolerance of every human being towards sexual harassment and gender based bias.

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## Declaration of Conflict Interest

I am Zakwan Hani Haliza hereby declare that there is no conflict of interest regarding the publication of this article, titled "Toward Sustainable Development and Gender Inclusion: Zero Tolerance for Sexual Harassment and Gender Based Bias".

## Biography

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