



International
Labour
Organization



NEVER OKAY

Survey Period:
12 August – 13 September 2022

10 Important Findings

Of the total 1175 respondents

Survey on Violence and Harassment in the World of Work in Indonesia 2022

Experience of workers in Indonesia in the last 2 years
(2020-2022)

1

70.81%

have been a victim of violence and harassment in the world of work

72.77%

have been a witness violence and harassment in the world of work

53.36%

have been victims and witnesses of violence and harassment in the world of work

2

Many victims experience more than **1 form of violence and harassment!**



69.35%

the victim experienced more than **1 form of violence and harassment**

3

Psychological violence and harassment are the most common! Followed by sexual violence and harassment

77.40%

victims experience **psychological** violence and harassment

50.48%

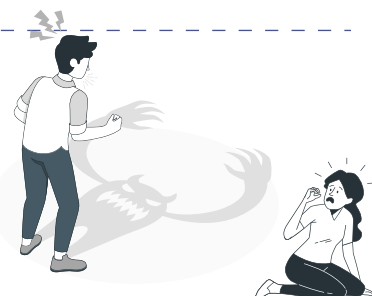
victims experience **sexual** violence and harassment

4

Supervisors/senior co-workers are the most frequent perpetrators! This confirms the **imbalance of power relations** between the perpetrator and the victim

54.81%

of the perpetrators are **supervisors/senior co-worker**



5

Violence and harassment in the world of work can occur in various workplaces, either **in person and online**

69.83%

In the office/ office room

39.06%

Happening online

21.88%

In the field and outside the office building



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The victim experienced **mental health disorder** and wants to resign

63.22%

Upset and feel uncomfortable

55.05%

Mental health disorders (depression, anxiety, stress, fear, etc.)

47.00%

Want to leave the company/institution

7

45.61%

Victims **do not report** because they feel HR/ Management will not do anything

37.79%

Worried that no one will believe

37.52%

Worried it will affect their career



8

Good news!

Many witnesses are actively helping victims

54.74%

Asking about the condition of co-workers who become victims

37.66%

Help the victim to be able to take further action for handling the case

9

Victim blaming is still a **common phenomenon!**

18.99%

victims are blamed for cases of violence and harassment they experienced

The hope

"No more cases of violence and harassment in the world of work!"

"The Government to ratify ILO Convention 190 ASAP and do socialization to the public"

"Hoping that all companies in Indonesia implement the policies to prevent and address harassment and violence in the world of work."

10

There is still **lack** of anti violence and harassment **mechanisms** in the companies/institutions

34.53%

respondents admitted that there were no mechanisms at all in their workplace