Case Study 8.1
Indonesian Employers' Association – Guidelines for employers on sexual harassment

This example shows the important role played by employers' organizations in preventing and eliminating gender-based violence.

Research by the Indonesian Employers' Association (APINDO) showed that Indonesian workplaces in which harassment is permitted tend to have sharply falling productivity. Sexual harassment leads to increased absenteeism, high turnover of staff and loss of valuable employees and to a poor public image of the company. (ILO-APINDO, 2012)

The findings of this research led the employers' association to produce new guidelines on sexual harassment.

"The ILO greatly welcomes this initiative of APINDO to prevent and manage sexual harassment at the workplace. As the main voice of employers on labour and social issues, APINDO plays an important role in creating a safe working environment for both workers and employers to ensure productivity, competitiveness and peacefulness of the business." (Peter van Rooij, Country Director of the ILO in Indonesia)

APINDO stated that harassment at the workplace is:

"quite difficult to handle when no grievance procedure at the enterprise related to harassment has been established and understood by workers and employers and when the victims are hesitant to discuss their case. Therefore, these guidelines play an important role in encouraging prevention and action to avoid discriminative treatment at the enterprise and workplace levels. The guidelines have shown the seriousness of APINDO in tackling this issue by providing practical prevention and resolution to its members at the enterprise level." (Sofyan Wanandi, Chair of APINDO, 2012)

An interactive discussion on Preventing Sexual Harassment at the Workplace was held by APINDO in order to disseminate the guidelines widely to the enterprises as well as to the public at large.

Source: ILO-APINO Press release | Jakarta, Indonesia | 08 March 2012 http://www.ilo.org/jakarta/info/public/pr/WCMS_175093/lang--en/index.htm