

## Country overview

# Indonesia

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# Sexual Harassment in the Media

This research is the product of a collaboration between WAN-IFRA Women in News, BBC Media Action and City St George's, University of London. It was produced thanks to support from the Swedish International Development Agency (SIDA), the Norwegian Agency for Development Cooperation (NORAD), and the UK Foreign, Commonwealth and Development Office (UK FCDO) under the Public Interest Media and Healthy Information Environments (PIMHIE) programme.

We are grateful to our colleagues and partners in the 21 countries of the study for their support in disseminating the survey to respondents.

**Women in News** is a media development programme of the World Association of News Publishers (WAN-IFRA). Its mission is to close the gender gap in news media. It works with 80 media organisations from 17 countries in Africa, the Middle East and South East Asia.

**BBC Media Action** is the BBC's international charity. With our partners, we reach more than 100 million people in need around the world, in more than 30 countries and 50 languages. We work to provide impartial, impactful, trustworthy media to people in need so that they can make informed choices to transform their lives.

**City St George's, University of London** has a mission to generate world-leading research on global social justice and inclusivity in journalism that brings lasting benefits to the industry through its Department of Journalism. We partner with journalists, think tanks, NGOs, and policymakers to explore how ethical, public interest journalism can be reimagined and protected for future generations.

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# Indonesia

This report is part of a 2025 international study on sexual harassment in media workplaces<sup>1</sup>, examining experiences of sexual harassment among women, men and gender non-conforming media professionals across 21 countries in Sub-Saharan Africa, the Arab region, South East Asia and Ukraine.

Conducted by the World Association of News Publishers (WAN-IFRA) Women in News (WIN) in partnership with City St George's, University of London and BBC Media Action, this is the largest study of its kind. It builds on research conducted in 2020 that identified persistent gaps in evidence on sexual harassment in media workplaces.

Although the Indonesian sample for the 2025 study was very small, the survey across newsrooms suggests that the country's overall prevalence of sexual harassment in media workplaces has more than doubled from 15% to 32% since 2020.<sup>2</sup>

Survey responses also suggest that verbal harassment is more common than other forms of sexual harassment in the country.

<sup>1</sup>This study defines sexual harassment as "unwanted and offensive behaviour of a sexual nature that violates a person's dignity and makes them feel degraded, humiliated, intimidated or threatened". For definitions for specific types of sexual harassment, see the [methodology page](#).

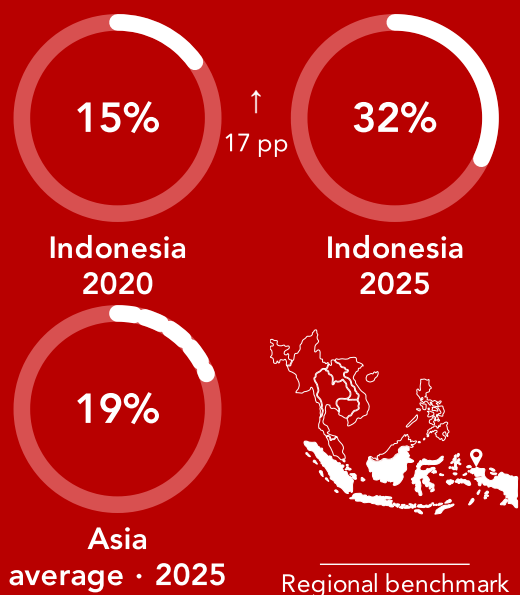
<sup>2</sup>The prevalence of sexual harassment for a given country/region is calculated as the mean average of the percentage of respondents from that location who reported having ever experienced verbal harassment, online harassment, physical harassment and/or rape while at work.

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*“Verbal sexual harassment often occurs during editorial meetings, in forums and in groups. Many people don't recognise it as harassment because it's considered a joke... If someone warns someone, they're seen as being stern and not being able to joke around.”*

Female senior digital media executive aged 35–44

## Overall rates of sexual harassment in newsrooms



# Context

**Between 2020 and 2025, Indonesia introduced significant legal and policy measures to address sexual harassment, including in workplaces, against a backdrop of increasing violence towards, and harassment of, media professionals in the region.**

In 2022 Indonesia's Parliament [enacted Law No. 12/2022 on Sexual Violence Crime](#), which established a broad legal framework to tackle the issue, including sexual harassment. The following year the Minister of Manpower issued [guidelines to prevent workplace sexual harassment](#), providing technical guidance for employers. Updated [guidelines issued later that year](#) require all employers to establish mechanisms to address and prevent sexual harassment at work.

Research conducted since 2020 has highlighted the prevalence of sexual violence within the Indonesian media sector. [A 2022 study](#) by the Indonesian Alliance of Independent Journalists (AJI) and PR2Media that surveyed female journalists from 34 provinces found that 83% had experienced sexual harassment or sexual violence during their careers. This number is particularly striking, as [AJI estimates](#) only 22% of the country's journalists are women.

Media freedom organisations and international media have also documented shocking cases of violence against women journalists in Indonesia. In a 2025 letter calling for public and police action, [AJI](#) highlighted incidents including an alleged femicide, and [multiple threats against a woman reporter](#) who was sent animal carcasses by mail and was also doxxed (had private information about her published online).

In response, media bodies have launched initiatives to tackle sexual harassment and violence against women working in the sector. AJI developed a [guide for newsrooms](#) on case management and support mechanisms. In 2025, the Press Council of Indonesia, the National Commission on Violence Against Women (Komnas Perempuan) and the Witness and Victim Protection Agency (LPSK) launched a [National Press Safety Mechanism](#), to help journalists do their work without having to face harassment or violence.

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*“Every time I meet my colleagues, they always touch my backside, thighs, and sometimes call me by my nickname even though I am married.”*

**Female digital media journalist aged 35–44**

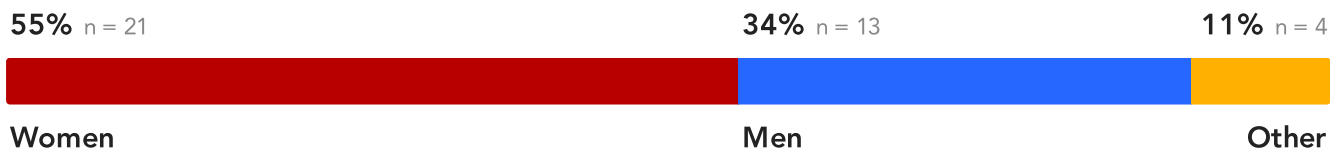
# The survey

The sample from Indonesia was small, with a total of 38 media professionals taking part in the survey<sup>3</sup> through an online questionnaire distributed among WAN-IFRA WIN and BBC Media Action networks. Respondents comprised 21 women, 13 men and 4 gender non-conforming individuals (see Figure 1).<sup>4</sup>

## Figure 1: Respondent demographics

All percentages rounded to the nearest whole number

### By gender identity



### By job level



<sup>3</sup>This study employed an online survey instrument comprising 33 closed questions and one open-ended question. The latter allowed respondents to provide additional comments, and was the source of the quotes included in this report. Respondents could skip any question if they wanted.

WIN and BBC Media Action regional media networks distributed the surveys. Each network aimed for a balance of respondents by gender, role and media organisation type. Response rates and sample sizes vary by country.

Given the sensitivity of the subject, the research team gave respondents access to relevant support resources in their country. Data was handled in accordance with City St George's, University of London's privacy policy and international data protection standards. For further details, see the [methodology page](#).

<sup>4</sup>Totals include gender non-conforming individuals and those who prefer to self-describe their gender identity. Data is not disaggregated for these people at country level. To explore trends for these groups, please refer to the relevant regional or global report.

# Experience of Sexual Harassment

In the 2025 sample, more women than men reported having experienced workplace sexual harassment in Indonesia (see Figure 2). However, the small number of respondents in this sample (especially men) means that any gender-based differences require cautious interpretation.

A total of 12 women respondents said they have experienced **verbal sexual harassment** at work at least once, and four of these women have experienced five or more incidents of this type. In comparison, only one man said he had experienced verbal harassment on one occasion.

Other types of workplace sexual harassment are less frequent, according to the data. Seven

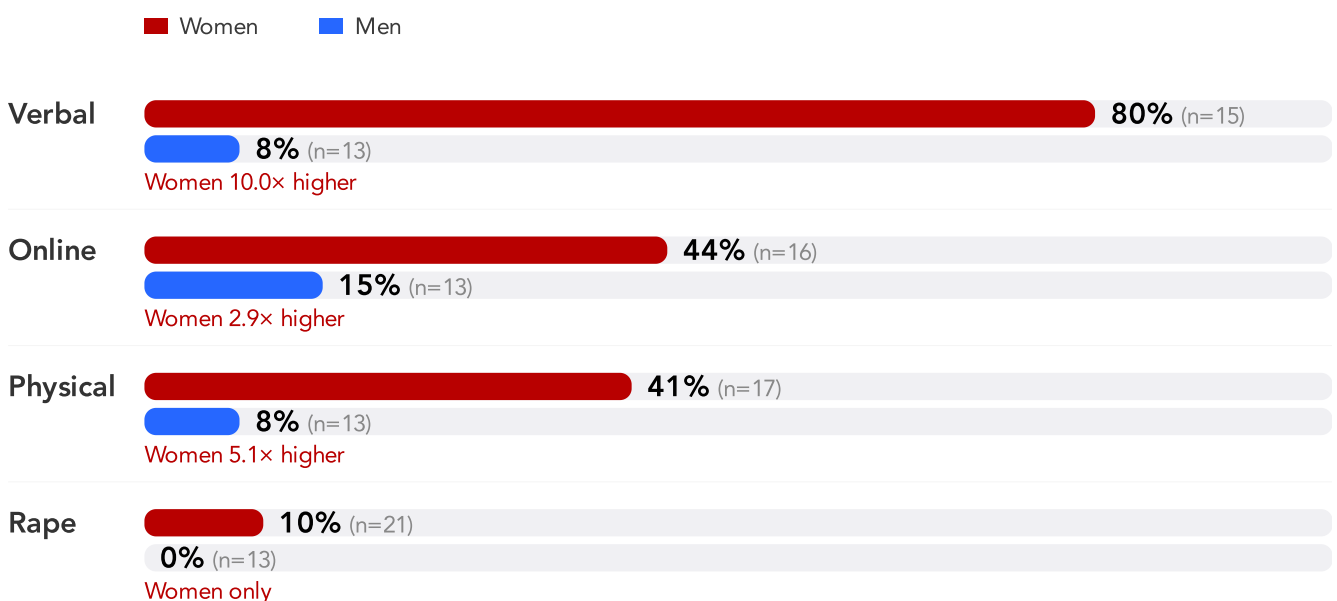
women and two men said they had experienced **online sexual harassment** in the course of their work.

The numbers for **physical sexual harassment** are similar – seven women and one man in the sample have experienced this.

**Rape** appears to be rare in Indonesian workplaces – only two women respondents and no men said they had experienced this.

## Figure 2: Experience by type of sexual harassment and gender

Base: all respondents, excluding "I can't remember". All percentages rounded to the nearest whole number.



# Reporting and Action

The survey asked respondents who indicated they had experienced sexual harassment at work whether they reported the incident to their organisation. In such cases, the survey asked follow-up questions to assess whether their employers had taken any action as a result.

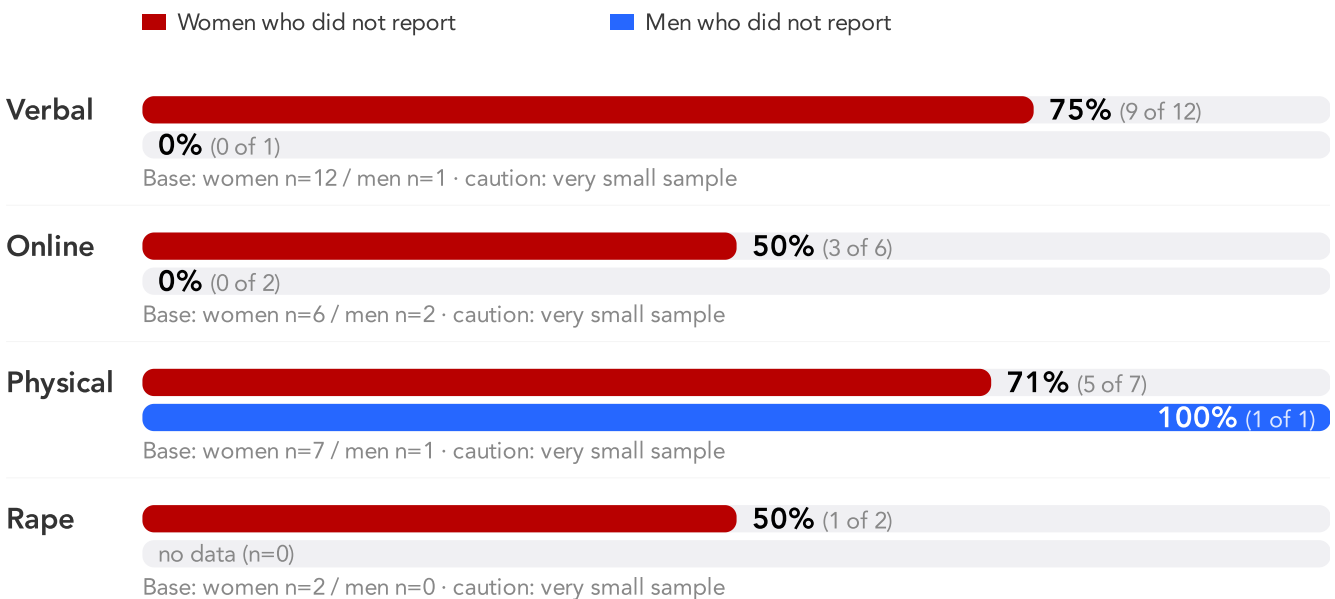
The majority of respondents exposed to workplace **verbal sexual harassment** did not report to their employer (see Figure 3). This corresponds to nine out of the 13 men and women who experienced it – though given these small

numbers, interpretations based on these figures must be cautious.

Women's reasons for not speaking up ranged from fear of retaliation by the perpetrator and concerns about the impact on their job, to a lack of workplace reporting mechanisms.

## Figure 3: Reporting rates by type of sexual harassment

Base: those who experienced each type and answered the reporting question. All percentages rounded.



Just half of the women surveyed who had experienced **online sexual harassment** said they reported this at work (three out of six), while both men respondents did so. In these cases, employers took action (see Figure 4). These actions included issuing warnings to perpetrators, providing staff training and transferring the perpetrator to another job or area.

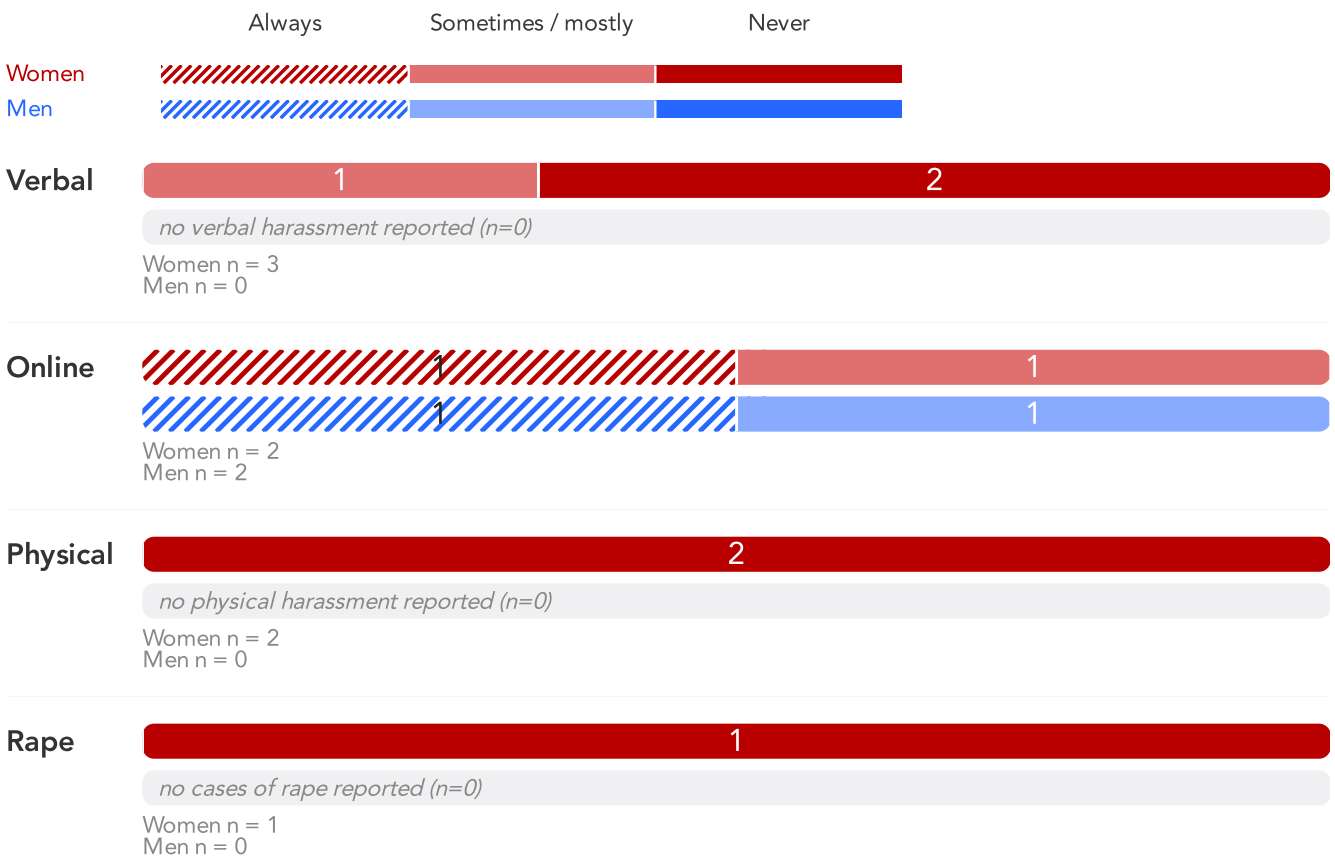
out of eight) did not tell their employer. They cited various reasons for this, particularly fears that it would negatively affect their job. No organisational action was taken in response to these cases.

In terms of the two cases of **rape** recorded in the survey, one was reported to the employer but resulted in no action.

Among the respondents who had experienced **physical sexual harassment** at work, most (six

**Figure 4: Action taken by organisations on reported sexual harassment**

Base: those who reported harassment and answered the action question (excluding "I can't remember").



*“Regarding sexual harassment, extensive training is needed, not only for women but also for men. Many men are unaware that they are committing sexual harassment, and many women are unaware that they have been harassed.”*

**Female non-editorial middle manager aged 25–34**