

WHISTLEBLOWER SYSTEM IN PREVENTING AND HANDLING OF SEXUAL VIOLENCE IN THE WORKPLACE IN INDONESIA: A CROSS-SECTIONAL STUDY

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Abstract

Sexual violence in the workplace is a significant issue, with over 30% of Indonesian workers experiencing or witnessing incidents, primarily affecting women. The Minister of Manpower's Decree 88/2023 is a crucial governmental measure designed to prevent and combat sexual violence in the workplace. This regulation requires organizations to formulate clear strategies for the preventing and handling of sexual violence in the workplace. By conducting qualitative research in 15 private companies, this study shows why it is important for companies to have a whistleblower system to prevent and address sexual violence in the workplace. This study investigates the implementation of whistleblower strategies by corporations, focusing on the strategic function of whistleblowers in mitigating and confronting sexual violence in the workplace and the impact of this system on fostering a secure work culture. Research shows that the repercussions of sexual violence on victims are significant, resulting in psychological suffer, physical health complications, and heightened stress levels. It also impacts the workplace environment, resulting in distrust, discontent, and increased employee turnover rates. Whistleblowers play a crucial role in preventing workplace sexual violence by providing a secure reporting method for employees. They ensure anonymity, allowing them to disclose their experiences without fear of repercussions. This approach fosters transparency, allowing offenders to reveal their actions at any time, changing power dynamics and preventing financial losses and reduced productivity. The effectiveness of a whistleblower system depends on the company's design and execution, which must be easily accessible to all employees. At the same time, whistleblower system also helps mitigate reputational risks and legal costs, especially with workplace sexual violence incidents.

Keywords: Whistleblower, sexual violence, workplace, prevention, handling mechanism

INTRODUCTION

Sexual violence in the workplace is an urgent issue that can undermine the stability and efficiency of the work environment (Al-Araishi, 2023; Bhusal et al., 2023; Hardies, 2023; Wieten et al., 2022). Data from the Komnas Perempuan indicates a considerable rise in workplace sexual violence incidents in Indonesia over the past five years (NCVAW, 2021, 2022). The 2023 survey conducted by the International Labor Organization indicated that more than 30% of Indonesian workers have either encountered or observed occurrences of sexual violence in the workplace (ILO, 2019; Quintana, 2019; Yenealem et al., 2019). The majority of victims are women, although a significant number of men are also affected. These statistics illustrate the gravity of sexual violence due to its significant impact on psychological, societal, and economic dimensions.

The Minister of Manpower's Decree 88/2023 is a significant governmental initiative aimed at preventing and addressing sexual violence in the workplace. This rule mandates companies create explicit strategies to address the prevention and management of sexual violence in the workplace. Companies must give employee training, implement a secure reporting procedure, and guarantee protection for victims and witnesses. This action constitutes a definitive measure towards establishing a secure and inclusive workplace for all stakeholders.

The impacts of sexual violence on victims are substantial. Victims frequently endure major psychological trauma, including fear, anxiety, and depression (El-Zoghby et al., 2022; Lawn et al., 2022; Pang et al., 2023; Yi & Feng, 2022). Even subsequent to the perpetrator's sanction, these impacts may last for a lengthy duration. Conversely, sexual violence directly affects the victim's physical health, resulting in ongoing stress, sleep disorders, and decreased immunity. Victims frequently experience isolation owing to the associated stigma, leading them to refrain from reporting the incident to authorities. The victim's psychological distress escalates due to this circumstance.

Sexual violence impacts both the individual victim and the workplace atmosphere. The work environment becomes tense, characterized by distrust, and can negatively impact the morale of other employees. Sexual violence in the workplace often generates discord among teams, undermines cohesion, and results in elevated employee turnover rates. This is destructive not only to individuals but also to the organization as a whole (Ali & Khan, 2022; Brzank, 2019; Christmas, 2007; Habibzadeh et al., 2022; Huh et al., 2020). The public scrutiny of this matter may damage the company's reputation. Consumers and business partners may scrutinize the company's dedication to ethical practices and social responsibility.

The effect on the company's productivity is considerable. Employees who are victims or working in a dangerous workplace typically exhibit poor focus, reduced performance, and higher absenteeism. The expenses spent by companies to address the repercussions of sexual violence, including legal actions, additional training, or the replacement of departing personnel, can be substantial. This circumstance can ultimately limit the growth of the company and impair its competitiveness in the market (Agbaje et al., 2021; Chadha et al., 2022; Peterson et al., 2018; Quintana, 2019).

Organizations have a substantial obligation to prioritize the prevention and management of sexual violence in the workplace. Companies must utilize rules such as Law 12/2022 against Criminal Acts of Sexual Violence and Ministerial Decree 88/2023 as the key principles for formulating internal policies and procedures. This action transcends basic legal compliance and signifies a long-term investment for the organization. Establishing a secure work environment enables organizations to retain skilled personnel, enhance loyalty, and foster a favorable public reputation.

The Decree of the Minister of Manpower 88/2023 establishes a firm legal foundation for corporations to execute this program. Its implementation necessitates collaboration among multiple stakeholders, including management, staff, and other entities. Companies must consistently provide education and training on sexual violence prevention to enhance awareness among all staff. In addition, companies need to develop an inclusive and open work culture, where every individual feels safe to speak up and report sexual violence without fear or shame. In this context, the whistleblower mechanism serves as a fundamental approach to the prevention and management of sexual violence.

Whistleblowers are crucial in fostering a secure and healthy workplace. They are generally the first to dare to expose incidences of sexual harassment that occur in the workplace. Whistleblowers, by disclosing seen or experienced situations, aid organizations in recognizing problems that may have been overlooked or deliberately hidden. Their involvement is crucial not only in ensuring justice for victims but also in mitigating future incidents (Noer et al., 2022, 2024). Whistleblowers can foster cultural transformation in the workplace by empowering others to voice their concerns, thus promoting accountability and transparency.

Nonetheless, serving as a whistleblower is challenging (Ali & Khan, 2022; Huh et al., 2020; Iskandar, 2021). Numerous individuals hesitate to disclose sexual violence owing to the possible adverse effects on their job prospects, including termination or marginalization. Moreover, social shame and the potential for reprisal from the perpetrator or other individuals inside the organization frequently serve as obstacles. Therefore, companies must establish a robust whistleblower system that ensures confidentiality, legal safeguards, and psychological assistance for the informant. Work environment pressure can readily diminish a whistleblower's resolve in the absence of this protection.

A whistleblower process is essential for fostering trust among employees. By offering a secure and reliable channel for employees to report violations, including sexual violence, companies express their dedication to the principles of integrity and equity. This enhances employees' sense of security and reinforces their loyalty to the organization. A workplace that promotes whistleblowers fosters a climate in which each individual feels esteemed and safeguarded, resulting in fostering productivity and collaboration.

Ensuring anonymous reporting is a critical component of a whistleblower approach. Protecting their identities allows many victims or witnesses feel more comfortable reporting incidents. Moreover, reporting mechanisms should be readily accessible, such as via hotlines, digital platforms, or independent third-party organizations. Companies have to develop a method that fosters a sense of security in the reporter, ensuring they view disclosing the violation as less risky than remaining silent.

Protection for whistleblowers must be prioritized in corporate policies. This encompasses legal safeguards that prohibit retaliation, including termination, diminution of duties, or discriminatory practices. Moreover, organizations must to offer emotional and psychological assistance to whistleblowers, particularly if they are direct victims of sexual violence. By offering counseling or recovery programs, organizations demonstrate compassion and guarantee that they can pursue their chosen occupation without fears.

An efficient whistleblower procedure enables companies to discover and resolve concerns prior to their escalation into a significant crisis. Unresolved sexual violence frequently undermines a company's brand, especially in the swiftly evolving landscape of social media. In the absence of effective internal reporting mechanisms, victims or witnesses frequently pursue external assistance, potentially damaging the company's reputation. By establishing trustworthy reporting channels, firms may address concerns internally more swiftly and efficiently.

The #MeToo movement has demonstrated the powerful impact of a collective voice when individuals articulate their experiences of sexual violence (Duquaine-Watson, 2022; Engdahl et al., 2021; Kenny, 2024; Nath, 2023; Werner, 2023). This movement illustrates that a protective system must bolster individual bravery. At this point, corporations assume a pivotal role. Implementing a robust whistleblower framework enables organizations to fulfill legal requirements while also showcasing their ethical duty to employees. This method

fosters an environment in which the person reporting the incident feels acknowledged and valued, so contributing to the prevention of future instances of sexual violence.

The whistleblower process additionally functions as a preventive instrument. When employees recognize a robust reporting mechanism and severe punishments for perpetrators, they are more inclined to reassess their behavior prior to engaging in a violation. This process not only upholds justice but also modifies behavior and work culture. Prevention is superior to remedy, and whistleblowers are integral to this preventive strategy.

Companies committed to addressing sexual violence not only establish reporting mechanisms but also engage all employees in training and education regarding the significance of whistleblowers. This training educates employees on the correct procedures for reporting sexual violence and emphasizes the significance of their involvement in fostering a secure workplace. This education lessens the stigma associated with reporting, so encouraging more individuals to voice their concerns.

Numerous nations have instituted rules requiring firms to implement a whistleblower mechanism inside their anti-harassment policies. Nonetheless, just adherence to regulations is insufficient (Addis & Snowdon, 2023; Al-Araishi, 2023; Bhusal et al., 2023; Hearn et al., 2023; Wang et al., 2022; Yusoff et al., 2023). Companies must deliberately develop a work culture that fosters reporting and protects whistleblowers. Establishing a secure work environment enables firms to attract and retain top staff, enhance their reputation, and reduce legal liabilities.

Recognize that whistleblowers are allies in promoting company integrity and sustainability, rather than adversaries. By offering a venue for them to speak up, companies demonstrate their commitment to the values of transparency and accountability. In the contemporary day, where social issues are paramount, organizations that neglect to safeguard whistleblowers jeopardize the trust of employees, business partners, and the community. A whistleblower mechanism is essential for establishing a secure and healthy work environment. It pertains to adhering to legal regulations and fostering a workplace that honors the rights of all individuals. By safeguarding whistleblowers, organizations advance towards equity, sustainability, and enduring success.

This study examines the implementation of whistleblower strategies by companies. This study specifically addresses two primary questions: What is the strategic role of whistleblowers in preventing and addressing sexual violence in the workplace, and how does this system influence the establishment of a safe work culture for all individuals. Secondly, what is the efficacy of the whistleblower system, particularly regarding the legal and psychological protections afforded to whistleblowers, and its influence on alleviating reputational risks and legal expenses associated with addressing cases of sexual violence.

RESEARCH METHOD

This research took place in 15 private companies located in the Jabodetabek area with the aim of understanding the whistleblower mechanism in preventing and handling sexual violence in the workplace. This region was chosen due to the significant concentration of businesses, which reflects the complex and diverse dynamics of organizations. This study employed a qualitative methodology utilizing multiple data gathering techniques to achieve a thorough understanding. The companies that were the subjects of the study spanned diverse industrial sectors, allowing for in-depth comparison and analysis of variations in the application of whistleblower mechanisms in the workplace.

This study primarily employed in-depth interviews with 28 Human Resources Development specialists from 15 participating companies. The informants were picked based on their responsibilities and direct involvement in managing whistle bower reports and treating incidences of violence in the organization. The interviews aimed to investigate their experiences with the efficacy of current processes, challenges in implementation, and their perspectives on possible enhancements to the system. The data acquired from these interviews constituted the basis for understanding how corporations create and implement policies relating to whistleblowers.

This study employed direct observation methods alongside interviews in the relevant companies. This observation aimed to assess the implementation of the whistleblower mechanism in routine practice, encompassing the reporting process, reporter protection, and subsequent actions taken. In addition, a document analysis was undertaken by analyzing internal regulations, Standard Operating Procedures, and report follow-up records available in each organization. This document research offers further insight into the policy

framework governing the whistleblower process and the degree of consistency in its execution. The integration of interviews, observations, and document analyses provides a robust and credible foundation for comprehending the intricacies of the whistleblower mechanism in mitigating and addressing violence within organizations.

Types and impacts of sexual violence in the workplace

Sexual violence in the workplace is a complex issue with several manifestations and consequences that are very detrimental to the victim, the work environment, and the business overall (Heidari & Moreno, 2016; Herrmann et al., 2022; Jo, 2023; Kuswardani, 2019; Monahan & Cuklanz, 2001; Noer et al., 2024; Shukla et al., 2023). All informants agreed that verbal harassment is a common manifestation of sexual violence in their companies. This includes sexually provocative comments, inappropriate humor, or continual and unwanted teasing. Despite being perceived as trivial by others, verbal harassment can exert a major psychological effect on the victim, resulting in feelings of embarrassment, unease, and diminished self-esteem. When an individual in a position of authority, such as a superior, uses their power to frighten the victim, it intensifies the problem.

Alongside verbal sexual violence, non-verbal sexual violence also commonly arises in the workplace. Instances of non-verbal sexual violence in the workplace encompass the employment of sexually suggestive gestures or facial expressions, the dissemination of obscene texts, images, or videos, and participation in distressing behaviors such as prolonged gazing. Non-verbal harassment frequently proves challenging to substantiate, notwithstanding its equally harmful effects. In their professional environment, victims may experience surveillance, intimidation, or a lack of security. This could substantially impact their work performance.

Physical violence is the most visible evidence of sexual violence and often leads to both physical and psychological suffering (Janet Yuen-Ha et al., 2017; Kim, 2022; Konovalova, 2023; Szusecki et al., 2023). It includes unwanted physical contact, grabbing, or even attempted sexual abuse. Physical sexual violence is severely detrimental to victims, affecting their physical and psychological health. Victims often endure trauma, experience intense anxiety, and lose trust with the people around them. In the workplace, physical

violence can severely impact victims' careers, especially if they feel pressured to leave their jobs due to unbearable conditions.

In the age of digital technology, online sexual harassment constitutes an unparalleled menace that has spread throughout the workplace. This form of harassment entails transmitting sexually suggestive communications through email, social media, or instant messaging platforms. Offenders often employ anonymous accounts to harass or coerce victims. Regulating online sexual violence is frequently more challenging because it can happen outside of work hours, while it is nonetheless intimately linked to the victim's professional setting. Consequently, victims never experience complete security, even when they are away from the office (Martínez-Bacaicoa, Real-Brioso, et al., 2024; Martínez-Bacaicoa, Sorrel, et al., 2024; Thulin et al., 2024).

The repercussions of sexual violence on victims are extensive and diverse, particularly on mental health. Numerous victims experience anxiety disorders, depression, or post-traumatic stress disorder (Janet Yuen-Ha et al., 2017; Kim, 2022; Konovalova, 2023; Macleod & du Plessis, 2024; Szusecki et al., 2023). This condition affects both their personal lives and their ability to work effectively. Some victims may choose to quit from their roles due to an inability to withstand an environment that triggers their trauma.

Individuals frequently exhibit hesitancy when making this decision due to its direct impact on their financial security. The physical and mental well-being of sufferers may deteriorate. Chronic stress resulting from sexual violence can lead to physiological complications, such as sleep disturbances, elevated blood pressure, and compromised immunological function. This syndrome puts persons to various illnesses, thereby affecting their work productivity. Certain victims may experience direct bodily harm as a result of sexual violence, requiring a lengthy recovery period (Rahmi & Siregar, 2020; Ridho, 2022; Rosjayani et al., 2023; Saefudin et al., 2023; Suprobowati et al., 2020).

Incidents of sexual violence in the workplace often compromise victims' career paths. In addition to opting to quit, victims may encounter barriers to promotions or new opportunities due to the stigma attached to them as "the problematic party." Victims frequently encounter reprisals from the perpetrator or affiliated individuals who perceive

their disclosures as a threat to the organization. As a result, individuals sacrifice opportunities for progression in a work environment that should be supportive.

Sexual violence impacts not just the individual victim but also the overall workplace environment (Agbaje et al., 2021; Peterson et al., 2018). Incidents often induce a tense workplace culture, marked by distrust and reduced productivity. Coworkers who witness or learn of the incident may feel unease and anxiety about the potential of becoming victims themselves. This friction impedes collaboration and team cohesion, which are essential elements of a company's success.

A lawsuit about sexual violence can adversely affect a company's reputation. In an era of swift information distribution, especially through social media, institutions that fail to effectively respond to incidences of sexual violence jeopardize public trust (Dijkmans et al., 2015; Jatmiko et al., 2020; Sagapova et al., 2022; Suárez et al., 2020; Syarifuddin et al., 2019). Consumers, business partners, and potential workers may hesitate to engage with a company perceived as dismissive toward employee safety. This reputational damage is sometimes challenging to overcome and can adversely affect organizational performance over the long term.

Legal costs are a substantial consequence of sexual violence in the workplace. When a case proceeds to court, the firm must allocate substantial resources to engage legal counsel, manage the litigation, or compensate the victim. Furthermore, protracted and costly legal actions may distract management from core commercial goals, so hindering the company's growth. Companies may incur penalties or sanctions from authorities if they do not establish adequate security measures to prevent sexual violence.

Financial losses stem not only from legal costs but also from the increased employee turnover rate resulting from sexual violence. Employees who sense insufficient safety are inclined to leave the business, compelling management to invest additional costs for recruiting and training of replacements. This creates a harmful loop in which sexual violence sustains the organization's instability.

These impacts highlight the imperative for companies to establish stringent protocols to avert and address sexual violence in the workplace. By establishing explicit standards and offering secure reporting channels, organizations can mitigate the probability

of sexual violence and its repercussions. This measure protects victims while maintaining the company's productivity and reputation.

Prevention must include regular education and training for all staff. These programs can enhance understanding of various forms of sexual violence and their consequences, while fostering more respectful conduct in the workplace. By teaching employees, organizations fulfill their ethical obligations while promoting an inclusive and non-violent working culture. Furthermore, enforcing rigorous sanctions against perpetrators of sexual violence is an essential aspect of this strategy. Organizations that adopt a zero-tolerance policy for sexual violence convey a robust message to all personnel that such conduct will not be accepted. This action additionally demonstrates a sense of justice to victims, who often feel neglected by the system.

Despite the substantial challenges in tackling sexual violence in the workplace, the benefits of a safe work environment are considerably greater. By proactively addressing this issue, firms may foster a more harmonious, productive, and attractive workplace for talented individuals. Ultimately, tackling sexual violence constitutes a long-term investment that will bolster the company's growth and sustainability.

WHISTLEBLOWERS IN PREVENTING SEXUAL VIOLENCE

Whistleblowers play a crucial role in mitigating sexual violence in the workplace (Inge Nurtjahyo & Arief Wicaksono, 2022; Nurtjahyo, 2022). Sexual violence frequently occurs in closed settings, complicating the reporting process for victims or witnesses owing to apprehensions regarding possible adverse repercussions, including retaliation, employment termination, or social exclusion. The whistleblower system serves as a secure and safe reporting mechanism for employees. This approach provides employees a secure platform to articulate their experiences or observations without fear of adverse repercussions.

A primary benefit of a whistleblower system is its capacity to ensure the confidentiality of the reporter's identity. This protection is essential in cases of sexual violence, as it enables victims or witnesses to report without the fear of immediate consequences. This confidentially safeguards the reporter while enabling the organization to acquire precise and comprehensive information regarding the reported incident (Noer et al.,

2021, 2023). Consequently, this approach fosters a sense of security vital for employees to engage in initiatives aimed at preventing and addressing sexual violence.

The presence of a whistleblower promotes transparency inside the workplace. When organizations offer readily accessible and reliable reporting mechanisms, they demonstrate a dedication to truth and fairness. This transparency conveys a robust message to all employees that the organization does not condone sexual violence in any capacity. Perpetrators, who once felt secure due to little oversight, are now aware that they can disclose their conduct at any moment, altering the power dynamics inside the workplace. The presence of a whistleblower system generates a considerable deterrent influence.

Whistleblowers not only promote transparency but also serve as an efficient early detection mechanism (Kandukuri, 2024; Volosova & Zhurkina, 2018). If not addressed swiftly, sexual violence can evolve into a more significant issue and undermine the whole workplace atmosphere. Whistleblower reports enable firms to discern harmful behavioral patterns or specific work areas susceptible to violations. This information enables management to promptly implement corrective measures, such as offering supplementary training, reinforcing policies, or dismissing personnel who endanger other employees. Early detection of violations enables firms to avert broader adverse effects, such as financial losses, diminished productivity, and reputational harm. Inadequate management of sexual violence cases frequently undermines employee morale, creating a workplace atmosphere characterized by stress and distrust. Utilizing the whistleblower method, organizations can preserve stability and cohesion in the workplace by promptly resolving issues before they escalate or disintegrate.

The whistleblower system offers a platform for victims and witnesses to pursue justice without encountering direct intimidation (Noer et al., 2022). Victims of sexual violence often perceive that addressing their superiors or pertinent departments may entail heightened risks, particularly when the offender wields significant power or influence. The whistleblower system eliminates this obstacle by providing an independent mechanism for reporting, free from the influence of possibly biased parties. Furthermore, the existence of whistleblowers fosters a more inclusive and respectful workplace culture. When employees see the company's commitment to addressing accusations of sexual violence, they feel more esteemed and safeguarded. This work culture enhances a sense of security and promotes

employees' active contributions without fear or concern. Ultimately, this might enhance employee loyalty and happiness with the organization.

Whistleblowers assist organizations in adhering to relevant legal rules. In numerous nations, organizations are mandated to establish explicit policies and procedures for the prevention and management of sexual violence in the workplace. By implementing a whistleblower system, firms exhibit adherence to legal and ethical norms, thereby mitigating the danger of lawsuit or legal penalties. This compliance enhances the company's reputation as a responsible entity that prioritizes the welfare of its personnel.

The whistleblower system has an accumulating effect that influences not just the immediate victims but also the entire organization. The effective prevention or appropriate management of sexual violence improves the workplace, promoting innovation and production. Employees are empowered to concentrate on their tasks without interruptions or apprehension of harassment. In this setting, the organization can attain superior performance and establish a reputation as an exemplary workplace.

The efficacy of the whistleblower system is contingent upon the company's design and implementation. This method must be readily accessible to all employees via a hotline, an internet platform, or an impartial third-party entity. Furthermore, the organization must expeditiously and publicly address each submitted report. This approach necessitates a robust commitment from management to comply with, investigate, and act upon the information received.

Organization must educate employees regarding the existence and functionality of the whistleblower mechanism. A considerable number of employees are either uninformed about this procedure or reluctant to utilize it due to apprehensions regarding the outcomes. Organizations can guarantee the proper utilization of the whistleblower system as designed by enhancing awareness through training or internal communication. Organizations that effectively implement the whistleblower system will reap enduring advantages. They not only safeguard employees against sexual violence but also establish the groundwork for a safer, healthier, and more peaceful workplace. In a progressively competitive corporate environment, this element is a substantial advantage for organizations in attracting and maintaining top talent.

Whistleblowers serve a pivotal function in mitigating sexual violence in the workplace. They serve as a potent instrument for fostering cultural transformation, promoting accountability, and guaranteeing that each employee feels valued and safeguarded. By endorsing whistleblowers and addressing their allegations with gravity, organizations are making a significant advancement towards a workplace devoid of sexual violence and rich in opportunities for development.

THE INFLUENCE OF A WHISTLEBLOWER SYSTEM ON A SECURE WORKPLACE CULTURE

A whistleblower mechanism profoundly influences the establishment of a secure workplace culture within an organization. By implementing a system that enables employees to report misconduct, including sexual violence, without fear of punishment, firms foster a more inclusive and supportive atmosphere. Employees perceive that their voices are acknowledged and their rights safeguarded, establishing a crucial basis for a secure work environment. The perception of safety is crucial not just for victims or witnesses of violence but also for all employees desiring a workplace devoid of threats and intimidation.

This mechanism fosters organizational transparency, especially when employees are more inclined to trust the company's integrity when they observe a just mechanism for addressing misconduct. This transparency enhances the relationship between employees and management, fostering a culture of openness that facilitates productive discourse on various topics, including unethical workplace behavior. Consequently, whistleblowers serve as a crucial mechanism in dismantling the culture of quiet, or the "code of silence," that frequently obstructs the reporting of crimes within several institutions.

All informants agreed that a whistleblower system enhances trust among employees. The effective execution of this mechanism fosters in employees a perception of the company's authentic commitment to their welfare and its preparedness to protect them from unethical or abusive behavior. This trust is essential for fostering employee loyalty to the organization, hence enhancing retention and job satisfaction. Ultimately, the existence of a whistleblower can foster a more emotionally conducive workplace. Employees regard a system as equitable when they can report problems securely and transparently. This diminishes the levels of stress and anxiety frequently encountered in workplaces lacking

efficient reporting systems (Kim, 2022; Szusecki et al., 2023). Reduced stress enables employees to concentrate more effectively on their jobs, hence enhancing productivity and creativity.

A secure work environment fosters enhanced collaboration among employees. When the organization perceives reporting infractions as advantageous, it promotes employee collaboration and cultivates a culture of mutual respect. This collaboration enhances efficiency and fortifies the interpersonal bonds that underpin effective teams. A whistleblower mechanism mitigates the danger of retaliation, which frequently constitutes a significant obstacle to exposing fraudulent behavior. By safeguarding the whistleblower's confidentiality and offering legal protection, firms exhibit their dedication to shielding employees from the adverse consequences of their bravery in reporting misconduct. This fosters a crucial sense of security for individuals to express themselves without apprehension of negative repercussions, such as employment termination or social exclusion.

In organizations that promote whistleblowers, ethical standards of conduct become more explicit and established. Employees recognize the company's dedication to maintaining elevated ethical standards and will not condone transgressions. These standards affect employee interactions, fostering a more respectful and helpful atmosphere. Explicit behavioral standards reduce interpersonal friction, hence fostering stability and harmony within the organization. An enhanced perception of safety in the workplace positively influences the total productivity of the business. When employees feel secure and valued, they are more inclined to excel in their performance. In contrast, a workplace characterized by fear or uncertainty often results in diminished employee focus, so obstructing the attainment of organizational objectives. A whistleblower system fosters an environment conducive to employee flourishing and the realization of their full potential.

A further beneficial effect is an enhanced corporate reputation. In a society where ethical concerns are paramount, individuals perceive organizations with robust whistleblower mechanisms as more accountable and credible. This reputation appeals not only to prospective employees but also to investors, business associates, and consumers. An organization with a secure work culture is more inclined to sustain favorable connections with its diverse stakeholders. Furthermore, a whistleblower process assists organizations in

recognizing and resolving problems prior to their escalation into significant crises. Early reporting enables firms to implement corrective actions to mitigate additional harm to both the individuals concerned and the organization overall. This method is both effective and demonstrates the company's commitment to employee welfare.

The efficacy of a whistleblower system is predominantly contingent upon the company's management of it. The approach risks undermining employee trust if it fails to address received reports adequately or if the whistleblower perceives neglect. Consequently, organizations must address each report expeditiously, publicly, and equitably. This approach necessitates the engagement of senior management to exhibit their dedication to the system.

Training and education regarding the significance of whistleblowers are essential to fostering a positive work culture (Hidayatullah & Noer, 2021; Putri & Noer, 2020; Rohayati et al., 2023; Seppala & Cameron, 2015). Employees must comprehend the system's functionality and its advantages for the firm collectively. Organizations can guarantee the appropriate utilization of the whistleblower system and avert its violence by enhancing awareness and understanding. The long-term consequences of a whistleblower system are also evident. Establishing a secure and transparent workplace fosters an environment conducive to innovation and creativity. Employees who perceive themselves as respected and safeguarded are more inclined to generate innovative ideas and enhance the organization's success.

Whistleblower system is a strategic investment for organizations aiming to foster a healthy and supportive workplace culture. By guaranteeing that each employee possesses a voice and safeguards, corporations are not merely safeguarding individuals but also establishing a robust foundation for the organization's growth and sustainability. The advantages of a secure and efficient work culture significantly surpass the expenses associated with establishing a whistleblower system, rendering it an essential element of contemporary organizations.

LEGAL PROTECTION FOR WHISTLEBLOWERS

Legal and psychological safeguards for whistleblowers are crucial in establishing an effective reporting system for addressing instances of sexual violence in the workplace

(Jannah et al., 2022; Špadina & Kalafatić, 2019; Wahid, 2022). Whistleblowers frequently encounter numerous hazards following the revelation of infractions, including reprisal from the offender or peers, as well as psychological effects stemming from stigma or social pressure. Consequently, extensive protection is necessary to guarantee that whistleblowers feel secure enough to disclose information and contribute to the truth. In the absence of this protection, numerous reporters may be reluctant to come forward, resulting in violations frequently remaining concealed.

Confidentiality is an essential aspect of whistleblower protection. To reduce the potential of retaliation from those adversely affected by the report, it is essential to maintain the confidentiality of the reporter's identity. In instances of workplace sexual violence, when the offender frequently holds a position of authority, this secrecy ensures that the reporter will not face intimidation, threats, or other forms of retaliation. Confidentiality must be paramount in an effectively structured reporting system, guaranteeing the use of secure anonymous reporting channels.

Legal protection constitutes a crucial foundation for the fortitude of whistleblowers (Jakubiec, 2023; Mutiara Rahayu, 2023; Špadina & Kalafatić, 2019). Numerous countries, including Indonesia, have enacted legislation to safeguard whistleblowers reporting sexual violence and other transgressions. Whistleblowers are assured that their revelations will not lead to termination, demotion, or other adverse professional repercussions. Such regulations are crucial for fostering a sense of trust that reporting infractions is a secure and legally protected action.

Nonetheless, the implementation of legal protection alone is insufficient at the policy level. Organizations must also exhibit their dedication to safeguarding whistleblowers via explicit and solid internal protocols. Implementing regulations against individuals who seek to retaliate against the whistleblower, including the imposition of punishments on those engaged in intimidation or discrimination, is integral to this process. This unwavering and clear policy conveys a robust message that the organization will not condone any retaliation against whistleblowers.

Psychological support is a crucial element in safeguarding whistleblowers. Following the reporting of wrongdoing, numerous whistleblowers encounter significant emotional distress. They may be concerned about the repercussions of their report on their

professional relationships, personal reputation, or even their safety. To mitigate this, organizations must offer access to counseling or support services to assist whistleblowers in managing the stress, anxiety, or trauma they endure. Moreover, psychological support may validate whistleblowers' acts. In instances of sexual violence, whistleblowers may encounter suspicion or disbelief from their peers, which can intensify feelings of isolation and self-doubt. By offering emotional and psychological support, corporations affirm their endorsement of whistleblowers' bravery and acknowledge the emotional repercussions they may face following the report of a breach.

Initiatives to avert deceptive or manipulative reporting are similarly connected to the significance of legal and psychological safeguards. Carefully designed protection systems promote responsible utilization of the whistleblower mechanism by employees, ensuring that only factual violations are reported. If protection is insufficient, well-meaning employees may hesitate to complain, while others with malicious intents may take advantage of system loopholes.

Robust whistleblower protection fosters a more ethical organizational culture. When employees recognize the company's regard and safeguarding of whistleblowers, their trust in the company's integrity is enhanced. This culture not only encourages the reporting of infractions but also deters them, since employees recognize that any unethical behavior will lead to fast disclosure and subsequent action.

The educational component is crucial in facilitating whistleblower protection. Employees must comprehend the rights and safeguards available to them when opting to report infractions. Organizations can promote more employee utilization of the whistleblower system and instill confidence in their protection against retaliation or discrimination by enhancing knowledge through training or internal communication.

The involvement of government and society is essential in enhancing legal safeguards for whistleblowers. To safeguard whistleblowers from becoming casualties of the system they seek to reform, it is imperative to harmonize robust regulation with vigorous enforcement. Assistance from other entities, including non-governmental organizations or advocacy groups, can furnish whistleblowers with enhanced security and essential resources.

Whistleblower protection positively influences the organization as a whole. Establishing an environment that encourages employees to report misconduct enables firms to promptly identify and resolve concerns before they escalate into significant crises. This strategy not only mitigates financial or reputational harm but also enhances efficiency and stability in daily operations. Ultimately, whistleblower protection fosters a foundation for enhanced trust within the workplace. When employees perceive genuine support from their organization, their loyalty and involvement intensify. This ultimately fosters a stronger work culture, wherein employees feel valued and safeguarded, which is crucial for attaining the organization's overarching objectives.

Organizations that safeguard whistleblowers also exhibit their compliance with international standards that increasingly underscore the significance of transparency and accountability. In the age of globalization, where a company's reputation is frequently among its most valuable assets, a dedication to whistleblower protection can confer a competitive edge. This demonstrates the company's integrity and commitment to ethical principles.

The legal and psychological safeguarding of whistleblowers is a fundamental element of an efficient reporting system. Organizations promote a culture that honors and incentivizes courageous individuals to disclose violations by offering safety, emotional assistance, and legal safeguards. This pertains not only to safeguarding persons but also to fostering more robust, equitable, and sustainable organizations.

WHISTLEBLOWERS AND CORPORATE RISK MANAGEMENT

A whistleblower system is a crucial instrument that assists firms in reducing reputational risks and legal expenses, particularly with incidents of sexual violence in the workplace. This technology facilitates a secure avenue for employees to report transgressions, enabling firms to identify and rectify issues promptly before they escalate into significant crises. In the realm of sexual violence, where sensitivity and impact are paramount, the presence of a whistleblower serves as a strategic instrument to uphold the integrity of the organization and safeguard its personnel.

Reputational risk frequently poses the greatest threat to companies that inadequately address incidents of sexual violence. In the digital and social media age, a case

can rapidly attract public attention, adversely affecting the company's reputation in a brief period. By implementing an efficient whistleblower procedure, companies can avert this issue by promptly and transparently addressing reports. Organizations can exhibit their dedication to justice and mitigate significant reputational harm by addressing cases internally prior to their public disclosure.

Moreover, most informants agreed that a whistleblower mechanism assists in reducing the likelihood of substantial litigation costs. Neglected sexual violence cases can lead to costly litigation, initiated by victims and external entities. This litigation incurs immediate costs as well as consuming management's time and energy resources. By identifying issues promptly via whistleblower reports, firms can address them internally or through mediation, thus preventing escalation to litigation.

A primary consequence of sexual violence incidents in the workplace is diminished productivity. Unresolved infractions can compromise the work environment, resulting in a significant decline in employee morale. Insecurities, interpersonal tensions, and arising disputes will impede job efficiency (Chadha et al., 2022; Smit, 2021; Waseem, 2016). Implementing a whistleblower process enables firms to promptly identify and eradicate the cause of issues, therefore preserving a congenial and productive work environment.

The establishment of a whistleblower system in Indonesia offers a significant opportunity to foster a more transparent and secure workplace culture. The significance of disclosing infractions is increasing, alongside the strengthening of legislation that support whistleblowers. A multitude of multinational corporations in Indonesia have implemented this method as an integral component of their sustainability plans, demonstrating adherence to international standards in upholding work ethics. Local enterprises are beginning to adopt this approach, while they continue to encounter implementation obstacles.

A primary obstacle to establishing a whistleblower system in Indonesia is the dominant hierarchical workplace culture. In such a workplace, employees frequently hesitate to report infractions, particularly when the offender has a superior position. The apprehension of retribution or adverse effects on their professional trajectories constitutes a substantial obstacle. Consequently, organizations must establish a climate that genuinely

safeguards whistleblowers by guaranteeing the anonymity of the reporter's identity and offering explicit legal protection.

A further difficulty is the limited awareness among employees regarding the existence and function of the whistleblower mechanism. A significant number of employees, particularly in the informal sector or small enterprises, are unaware of their access to this mechanism. Consequently, education and training are essential for the efficacy of the whistleblower system. Organizations must proactively disseminate this policy to all personnel and elucidate the advantages and reporting protocols.

Indonesia frequently encounters technical obstacles in establishing a whistleblower system, with cultural impediments and insufficient education (Karna & Setiabudhi, 2023; Nurmalasari & Waluyo, 2022; Wahyuni et al., 2023). Numerous companies lack the infrastructure necessary to provide secure, anonymous reporting, including specialized digital channels or hotlines. Investing in technology and educating management teams to manage reports with sensitivity are crucial measures to surmount this obstacle. Nonetheless, companies must acknowledge the significant potential offered by the whistleblower system. When well executed, this technique can serve as a strategic instrument to enhance employee trust in the organization. This trust fosters sustainable, happy working relationships and offers organizations a competitive edge in attracting and maintaining top personnel in the job market.

Furthermore, the whistleblower system can assist organizations in fulfilling progressively rigorous legal compliance requirements. Legislation like the Sexual Violence Crime Law in Indonesia mandates that companies implement preventive and remedial measures regarding incidents of sexual violence (Faizah & Hariri, 2022; Harahap et al., 2023; Nurisman, 2022; Prayoga et al., 2023; Safitri et al., 2023). Implementing a whistleblower system allows organizations to exhibit their adherence to this rule, therefore mitigating the risk of potential sanctions or fines.

The manner in which a corporation manages reports upon receipt is vital to the efficacy of a whistleblower system. Employees may lose confidence in this system if the employer does not address reports with seriousness or transparency. Consequently, it is imperative for organizations to establish explicit protocols for examining and addressing

reports, including the engagement of independent third parties when necessary to guarantee impartiality.

Collaboration with external entities, whether non-governmental groups or legal advisors, can augment the efficacy of the whistleblower system. These institutions can offer training, coaching, or a more advanced reporting platform for organizations. This support enables firms to fortify their systems and guarantee optimal protection for whistleblowers. Both individual reporters and the corporation collectively gain advantages from a whistleblower mechanism. Establishing a culture of transparency and accountability enables organizations to cultivate a reputation as an ethical and responsible organization. This reputation is a significant advantage in an age where consumers and business partners are increasingly prioritizing ethical ideals in their selection of organizations for collaboration.

Over time, the establishment of an efficient whistleblower system can help diminish a company's operational expenses. By preemptively identifying or mitigating infractions, organizations might avert significant losses stemming from litigation, penalties, or diminished productivity. Investing in a whistleblower mechanism is both an ethical and economical decision. The success of a whistleblower system in reducing reputational risk and legal expenses hinges on the company's dedication to thorough policy implementation. Support from senior management, employee training, and the fortitude to confront cultural obstacles are essential factors that dictate success. By implementing a robust system, firms safeguard against risk while fostering a safer and more productive work environment for all stakeholders.

CONCLUSION

The whistleblower mechanism is crucial in preventing and addressing workplace sexual violence, since it offers a secure channel for employees to disclose misconduct without the fear of reprisal. In this context, whistleblowers work as informants who assist in uncovering instances of sexual violence that are frequently challenging to discern, particularly when victims are hesitant to disclose owing to shame or apprehension regarding adverse effects on their employment. This approach enables firms to proactively prevent sexual violence by conducting equitable investigations and enforcing stringent regulations based on received allegations.

A robust whistleblower process directly influences staff productivity. Employees are more likely to feel secure and at ease in the workplace when they perceive that the organization safeguards whistleblowers and is genuinely dedicated to addressing incidents of sexual violence. This conducive work environment enhances motivation, trust, and commitment to the organization. The lack of an effective reporting mechanism can foster an environment of fear or discontent, ultimately diminishing staff morale and overall productivity.

In addition to enhancing internal performance, a robust whistleblower mechanism also influences the company's public perception. In an age of transparent information, organizations that exhibit a dedication to addressing sexual violence are perceived as more socially and ethically accountable. This enhances the company's reputation among consumers, business partners, and potential workers. Conversely, inadequate management of this issue can severely tarnish the company's reputation, particularly if incidents of workplace sexual violence attract media or public scrutiny.

The role of the whistleblower is essential in fostering a secure and inclusive work environment for all individuals. This system serves both as an early detection instrument and as a testament to the company's dedication to justice and equality. When employees from diverse backgrounds perceive a workplace free from violence and discrimination, they can fully realize their potential. An inclusive workplace fosters a culture that promotes diversity, hence enhancing the company's innovation and competitiveness.

An effective whistleblower process signifies an organization's commitment to employee welfare and workplace justice. This involves not only addressing past incidents but also establishing a sustained prevention framework. Companies uphold their ethical obligations and reinforce the moral underpinnings of their operations by guaranteeing honest reporting of sexual violence and implementing appropriate follow-up measures.

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