SUMMARY OF THESIS

AN ANALYSIS OF JOSEY AIMES’S STRUGGLE AGAINST SEXUAL HARASSMENT IN THE MINING WORKPLACE IN NORTH COUNTRY FILM BY USING LIBERAL FEMINISM APPROACH

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CHAPTER I

INTRODUCTION

A. Background of the Study

Subordination of women to men is prevalent in large parts of the world. We come across experiences where women are not only treated as subordinate to men but are also subject to discriminations, humiliations, exploitations, oppressions, control and violence. Women experience discrimination and unequal treatment in terms of basic right to food, health care, education, employment and control over productive resources, decision-making and livelihood not because of their biological differences or sex, which is natural but because of their gender differences which is a social construct\(^1\).

In 1800s, women began fought their identity through women movement. It was called feminist movement. Feminism itself was an awareness of patriarchal control, exploitation and oppression at the material and ideological levels of women’s labor, fertility, and sexuality, in the family, at work place and in society in general and conscious action by women and men the present situation\(^2\). In this period of times, Rosemarie Tong who was a feminist called as *first wave feminism*. Women identity often became an issue to be discussed since the *first

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wave feminism³. Then, second wave feminism was begun in the beginning 1960s. In this second wave feminism appeared the reflection about women issues and also the birth of women equality theories⁴.

The issue of women identity is also elevated in Hollywood films, for instance in the film North Country (2005). This film is based on true story in the book of “ClassAction: The Landmark case that changed sexual Harassment Law” by Clara Bingham and Laura Leedy Gansler. This book tells about the first of class action lawsuit in USA -even in the world- for Sexual Harassment case in 1989⁵.

The story of sexual harassment was experienced by women miner in the mining company at North Minnesota. Since 1975, the mining company at North Minnesota started to hire women, however in 1989, the comparison between male and female worker in there still showed a big gap: 30:1. This condition was susceptible for the women miner to get an unfair treatment in the work place. Louis Jenson was one of the women miners who got sexual harassment during 9 years. She and some of her friends instituted a suit for class action lawsuit. Finally, the women miner in the iron mining range won an equitable financial compensation. This victory was adopted in composing sexual harassment law in USA and its reverberation to the world.⁶

⁴ Gadis Arivia, Filsafat Berspektif Feminis (Jakarta: Yayasan Jurnal Perempuan, 2003), p. 84.
⁶ Ibid, p. 4.
This film depicts the struggle of Josey Aimes (a main character in this film) to get justice for women miners which is included herself in the mining company. All women miners there got sexual harassment from men miners because all women worked in men’s job area, in the mining company. This film also tells about her personal life as a single mother who has to support two children and make them happy. Josey Aimes makes a decision to work in a mining company because of her position as a single parent who has to raise her two children. She does not get enough money in her job as an assistant in beauty shop before she works in the mining company. Although, her father, Hank has to get more ashamed with her decision because the society in Minnesota was described as old-fashioned in 1989, which is she has to get a job traditionally held by men.

The struggle of Josey Aimes against the sexual harassment in the mining workplace and her way changes women identity to have equality in the workplace are things that makes the writer interested to analyze the film. Moreover, the writer will analyze this film by using liberal feminism approach.

B. Focus of the Research

Based on the background of the study above, this research is focused on the extrinsic element of the film North Country. The extrinsic element is liberal feminism values that showed by Josey Aimes in her fighting against sexual harassment in the mining workplace.
C. Question of the Research

Based on focus the research above, question of the research is formulated as follow: How does Josey Aimes show liberal feminism values in her fighting against sexual harassment in the mining workplace in 1989?

D. Objective of the Research

Objective of the research is to know about how Josey Aimes shows liberal feminism values which these values can be looked at when she fights against sexual harassment in the mining workplace.

E. Significance of the Research

Significances of the research are to give advantages through the result of the analysis for readers and the writer herself, the writer also expects this result of the research to be useful in understanding literature especially in analyzing movie through the liberal feminism approach.

F. Methodology of the Research

In this methodology of the research, there are some important aspects such as method of research, data analysis, instruments of the research, unit of analysis and place and time of the research as follows:

1. Method of the Research

This research uses qualitative method. In qualitative research, the writer exploits the relevant approach, which is feminism, especially liberal feminism approach. This approach is to analyze the question research. As qualitative-descriptive method, the writer utilizes verbal data which relates to the question
research, that it contains of the description of sexual harassments in the workplace, in which are fought by the main character, Josey Aimes.

2. Data Analysis

The writer uses the descriptive analysis to analyze the liberal feminism values in *North Country* movie by using Liberal Feminism Approach. First, the writer chooses *North Country* film as an object. Then, the writer watches while analyzing problem in the film. Third, the writer crops some pictures of the film that related by the problem of the research. Finally, the writer analyzes the problem of the research by using liberal feminism approach.

3. Instrument of the Research

The instrument of the research is the writer herself. She analyzes the film carefully through the dialogues and the figures that correlate with relevant approach that is Liberal Feminism Approach.

4. Unit of Analysis

The unit analysis of the research is the *North Country* film which is directed by a woman director, Niki Caro. This film is produced by Warner Bros and Participant Productions in 2005. The duration of this film is 120 minutes.

5. Place and Time

This research was begun on the eight semester of academic year 2008-2011 at English Department Letter, State Islamic University Syarif Hidayatullah Jakarta. The research was conducted at the main library of UIN, the library of women’s studies center of UIN, the Jurnal Perempuan library, and the library of University of Indonesia at women’s studies.
CHAPTER II
THEORETICAL FRAMEWORK

A. Feminism

1. History of Feminism

Feminism is an awareness of patriarchal control, exploitation, and oppression at the material and ideological levels of women’s labor, fertility, and sexuality, in the family, at the place work and in society in general and conscious action by women and men the present situation.\(^7\) As a modern movement, feminism was born at the beginning of 20\(^{th}\) centuries which Virginia Woolf was the pioneer in this movement in her writing “A Room of one’s own” in 1929\(^8\).

In the writing of feminist history, it is the broad view which predominates: feminism is usually defined as an active desire to change women’s position to society\(^9\). Linked to this, the view of feminism is par excellence a social movement for change in the position of women. Its privileged form is taken to the political movement, the self organization of a women’s politics. So, unquestioningly is feminism and women movements assumed to be co-terminus that theories of feminism are often written by histories of the women movement, and times of appearance quiescence of feminism. This identity between feminism and women movement is, moreover, part of the self image of contemporary feminism.

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\(^7\) Suranjita Ray, op. cit. p. 4.
On the other hand, Rosemarie Putnam Tong divided feminism became three wave feminism. First wave feminism was begun in 1880s. It was the first basis of women movements. Then, second feminism was begun at the beginning 1960s. In this wave, there were questions about the representation of women figures, and what was the meaning of “feminine”. Besides, in this second wave feminism appeared the reflection about women issues and also the birth of women equality theories. Lastly, third wave feminism, in this period of time appeared some feminist theory related to contemporary thoughts for instance postmodern feminist, multicultural feminist, postcolonial feminist, etc.

2. Feminist Theory

According to Goefe, feminism is a theory about an equality between men and women in politic, economy, and social or an activity of organization which fights women rights and women interests. Feminist theory is as women’s tool to fight their rights which relates to class and race conflict, especially gender conflict. Specifically, feminist theory is a tool to refuse unjustness because of patriarchal society, refusing history and philosophy as sciences that centered by men, refusing a statement which men are subject of “ego-centric” while women as “hetero-centric”.

3. Liberal Feminism

Liberal Feminism has been called the mainstream form of feminism out of all the sub types. It is said that liberal feminism is an individualistic form,

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10 Gadis Arivia, *op. cit.* p. 84.
12 Ibid.
concentrating on women having the ability to maintain their equality through being responsible for their own actions and choices. The ideology of the liberal feminist is that women will transform society, through their own personal interactions with the opposite sex\textsuperscript{13}. Liberal feminists have championed equal legal and political rights for women to enable them to compete with men in the public realm on equal terms. They also campaigned for all individuals to participate in public and political life\textsuperscript{14}.

Lucy Brookes said that some issues of liberal feminism include reproductive and abortions rights, sexual harassment, voting rights, education, affordable childcare and affordable health care. The liberals feminist also believe that the equality of men and women can only be achieved by changes being brought through political and legal form. They want the eradication of institutional bias and implementations of fairer laws towards women\textsuperscript{15}. From the statement above we know that sexual harassment which is a problem of the research, is liberal feminism issues, so there is relation between the problem of the research and the theories.

\textbf{B. Cinematography}

Cinematography in John M. Echols’s dictionary means making films. Cinematography in film makes a picture life and move.


\textsuperscript{14} Suranjita Ray, \textit{op. cit.} p. 6.

\textsuperscript{15} Lucy Brookes, \textit{loc. cit.} p. 1.
1. Setting

Setting is place in which something is fixed (Oxford Learner’s Dictionary). Setting can show when a film takes place, for instance: the film is happened in the past, today, in the future or in unspecified time. Setting plays a more active role in cinema than in most theatrical styles.

2. Costume

Like setting, costumes can have specific functions in the total film, and the range of possibilities in huge\(^\text{16}\). It means costumes can identify a certain setting automatically it can also identify a specific character. Besides that, costumes be quite stylized, calling attention to their purely graphic qualities\(^\text{17}\).

3. Make-up

Make-up was originally necessary because actor’s faces would not register well on early film stocks. And, up to the present, it has been used in various ways to enhance the appearance of actors on the screen\(^\text{18}\). Make-up can aim at complete realism\(^\text{19}\). In recent years the craft of make-up has developed in response to the popularity of fantasy, horror, and science-fiction genres.


\(^\text{17}\) Ibid.

\(^\text{18}\) Ibid.

\(^\text{19}\) Realism is as a standard of value in film.
CHAPTER III
RESEARCH FINDING

A. Sexual Harassment in the Mining Workplace in North Country Film

According to Michael Rubenstein, sexual harassment is unwanted characteristic of sexual attitude that is directed to sex which offends the receiver (sexual harassment’s victim). The writer finds two kinds of sexual harassment in this film. They are verbal sexual harassment and non-verbal sexual harassment.

1. Verbal sexual harassment

It is sexual harassment which is done verbally. Verbal sexual harassment is divided by verbal request and verbal comment.

a. Verbal comment

Verbal comment contains insulting sexual remarks or jokes, sexual teasing, sexual jokes, sexual remarks that women do not like, it is also men openly making offensive comments about the bodies, sexuality, or personal lives of other women. The women miners in the workplace always got some insulting remarks. For instance: they were called by cunts, bitches, whores and other worse. In the first day Josey begun to work in the workplace area, a man miner called her cunts unexpectedly (Scene 00:17:22,280-00:17:24,032).

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22 Ibid.
b. Verbal request

Verbal request is like sexual bribery and relational advances. Sexual bribery is happened when a man hinted a woman that she could lose her job (or could have better job) if she did not (or did) have a sexual relationship with him. Relational advances is when a man repeatedly asking for a date or relationship.23

The writer finds a dialogue that represent verbal requests in this film bellow:

Bobby : *I mean, we’re totally fucking alone.*
      *So, what do you say, Josey, you wanna, I don’t know…*
      *…kiss and make-up? Come on, just one kiss.*
Josey : *I’m going back.*
Bobby : *Hey, come on, what’s the matter with you, Josey?*
      *It’s not like…Am I hurting you? I ain’t hurting you, am i?*
      *All right, fine then. Go on.*

The dialogue above is relational advances. This dialogue is one of Bobby’s efforts for having relationship with Josey but it is always failed.

2. Non-verbal sexual harassments

Non-verbal sexual harassment contains sexual assault, sexual touching, sexual posturing, and sexual material.24 The writer finds some non-verbal sexual harassments in this film bellow:

a. Sexual material

Sexual material is when a man does sexual harassment to a woman by using sexual material. Here, the writer found some sexual materials as can be seen in figures bellow:

23 Ibid.
24 Ibid.
This figure was happened when all of miners had lunch. One of men put a sex toy, men sexual material into Sherry’s meal box where, there were some foods inside the box. So, the writer can conclude that sexual material in this figure is a sex toy.

b. Sexual touching

Sexual touching is when a man touches a woman private’s body. The writer also found sexual touching in this film. It is experienced by Sherry. It can be seen in the figure bellow:
c. Sexual assault

In the powder room Bobby attacked Josey by grabbing her genitals physically. Bobby was very angry because she complained about sexual harassments in the mining workplace to the boss, then he called Josey as rats. The writer concludes that Bobby’s action is included sexual assault. Here the figure:

B. Liberal Feminism values in Josey Aimes’s struggle against sexual harassment in North Country film

The setting of North Country film which was in 1989, it is in second wave feminism period. The period of second wave feminism was where feminist movement grew. So, this theory is suitable with the topic of this film. That is why this film is analyzed by liberal feminism approach. Here, the writer found some liberal feminism values in Josey Aimes’s struggle against sexual harassment in the mining workplace after watching this film as follows: gender equality in the workplace and gender equality in law.
1. Gender equality in the workplace

Gender equality in the workplace means that each of men and women workers has equal rights in the workplace. For instance: between men and women get equal pay and getting compensation for health, saving, etc., both of men and women worker have to give the respect each other in the workplace, etc. gender equality in the workplace clarify that there is no different treatment between men and women workers, although the woman enter male-dominated jobs.\(^2^5\)

One of the liberal feminism values of Josey Aimes’s struggle against sexual harassment in the mining workplace is gender equality in the workplace. To get gender equality in the workplace, Josey met her supervisor, Arlen. This is the first step for Josey to get gender equality in the workplace. Josey hopes her supervisor do something or making some rules which save all male and female worker members. But, in the fact, Josey does not get a good response from the supervisor. Even, the supervisor threatens Josey to out from the job. Here the quotation:

Arlen : These boys aren’t your friends. I’m not your friend. How about work hard, keep your mouth shut and take it like a man. (Scene : 00:28:43,880- 00:29:01,113)

The second step of Josey’s effort to get gender equality in the workplace is begun when she threatened Arlen that she wanted to go to the owner of the company, Mr. Pearson:

Josey : Maybe I’ll go see Mr. Pearson. He said come to him if I had a problem. (Scene : 00:29:06,720- 00:29:09,996)

She persuaded her female workmates to meet Mr. Pearson, the owner of Pearson Taconite Company where she worked. But, Josey’s female workmates were afraid to lose their job if they join to go to Mr. Pearson. Here, some Josey’s dialogue to her female workmates:

Josey : *What I was saying was I think we should go to Pearson.*  
- *You know? Tell him what’s going on.*  
Actually, it’s all of our business.  
It’s happening to all of us.  
Union oath says, “Respect fellow members.” Where’s our respect?  
Come on, who’s coming with me?  
(Scene : 00:55:38,600- 00:56:46,231)

Finally, Josey went alone to Mr. Pearson telling what was happened in the mining company.

Next, in the third step is when Josey met Mr. Pearson. Josey hopes the owner of the company will help her doing some just rules or rights in the company. She said to Mr. Pearson that she had written some notes of her complaining about sexual harassments:

Josey : *I didn’t to forget anything, so I wrote a couple of things down...*  
...on a peace of paper here. (Scene : 01:00:07,400- 01:00:12,836)

But, before Josey finished her sentence, Mr. Pearson said that he knew what would Josey talked about, if Josey did not comfort working in the mining, she could quit, and everything would be nice to her. But, Josey said that she needed the job, so she did not want to resign. Josey felt that her struggle would not succeed. She could only keep her mouth silent hearing Mr. Pearson spoke to her.

Mr. Pearson said:

Mr. Pearson : *Well, then I suggest you spend less time stirring up your female co-workers.*
....and more time trying to find ways to improve your job performance
(Scene 1:01:01:16, 440-01:01:29,593)

The writer concludes that some of Josey’s efforts in those dialogues above showed liberal feminism values. It is gender equality in the workplace. In this case, Josey wants all women miners get respect from men miners. Josey does not want all women miners there get sexual harassment from men miners, because they are not oppression object of men in the workplace. Women miners are like men miners; need to be respected, although they work in male job’s area.

2. Gender equality in law

Gender equality in law means that women have same rights and treatment in law. If in nineteenth centuries the feminist fought the women suffrage\(^\text{26}\). At the time, the women have got the protecting law as men legally. The women could sit in the court telling unjustness that they received.

After Josey met Mr. Pearson, she got sexual harassment from Bobby in the workplace. Bobby attacked her in powder room. Then, Josey made a decision to quit from the job. She promised to herself to bring this case to the court. Finally, Josey and her lawyer, Bill brought this case to the court. Bill asked Josey to get the other women doing class action about sexual harassment, because it was tough for the company to argue that the problem was true experienced all of women miners there. Then, they had to work hard to believe her female workmates joining this class action lawsuit. Here the quotation:

\[\text{Bill (a lawyer) : Can you get the other women?} \]
\[\text{You know what class action is?}\]

\(^{26}\) Rosemarie Putnam Tong, op. cit. p. 16-17.
It’s when a bunch of plaintiffs have the same issue
File a claim on behalf of the whole group, the class
It’s tough for the company to argue that you’re all lying.

(Scene: 01:16:32,880- 01:16:49,600)

Meanwhile, in the court, Bill asked to the judge to give him the class action lawsuit, because one of reasons the case was brought to the court was to protect all women at Pearson Taconite and every one of them deserved protection under the law.

Bill : It’s just not my client who needs relief from this court, Your Honor.
      We are asking for an injunction to protect all the women.
      Further, we ask the court to certify a class.
      A class made up of every woman working at Pearson...
      ...because every one of them deserves protection under the law.
      (Scene: 01:18:28,800- 01:18:43,876)

Looking at this view, Leslie Conlin, Pearson’s lawyer said that this complaint was filed on behalf of one, Josey Aimes. Answering this statement, the judge said to Bill as the writer quoted bellow:

The Judge  : If you find three plaintiffs with similar grievances, I’ll give you your class action.
Bill        : Thank you, Your Honor. (Scene: 01:19:43,560- 01:19:53,312)

Next, Bill made effort to approach Glory, persuaded her to join the class action lawsuit, while Josey persuade Sherry to join class action lawsuit. But, there was no positive response from Glory and Josey.

The struggle of Josey in the court almost failed after her private life was disclosed that she got first pregnant because she was assaulted by her senior high school teacher. And now, someone who raped her became witness in her case, class action lawsuit against her. Then, when the situation in the court was very hard to Bill and Josey because Bobby did not tell the true, suddenly there was a
voice of something knocked on the back. It was Glory came together her husband, Kyle. Then Kyle read Glory’s notes in a paper as follows:

Kyle: *My name is Glory Dodge... I am stand here with Josey.*
(Scene: 01:51:05,920-01:51:15,150)

Seeing the occasion, Bill and Josey were very happy, although, they had to find one person more for getting class action. They looked at around the court if there was one more who wanted to join the class action. It made the situation was very tense. Then, slowly Sherry stood up joining the class action. It meant the class action lawsuit was completed to be gotten. After this, one by one the people in the court stood up giving support. And Bill was very happy, because he had helped his client to win this case.

Finally, Josey and her female workmates got a victory and some financial compensation. This statement is looked at in Bill and Josey, as follow:

Bill: *Hey, your son was telling me how rich you guys are now.*
(Scene: 01:53:38,280-01:53:40,794)

And of course, based on the true story, this case was adopted in composing sexual harassment law in USA as the writer explained in chapter I above. Josey’s struggle in the court as the writer explained above shows liberal feminism values. It is gender equality in law because she had proved that at the time women could sit in the court to get justice.
A. Conclusion

*North Country* is a film that tells about the feminist issues, this film is produced by Warner Bross and Participant in 2005. Specifically, this film tells about the sexual harassment in the mining workplace who experienced by the women miners. At the time, the comparison between men and women miners shows big gap, it was 30 men miners: 1 woman miners. This condition puts the women miners into marginal position that makes them often get sexual harassment by the men miners. Moreover, the mining job is considered to be a men’s job, so they feel that they can do anything in their place.

Meanwhile, the women miners can do nothing to protect themselves because they need their job, if they fight the men miners, they can lose their job. There was only one woman miner who cares to protect all of women miners in the mining workplace. She is Josey Aimes, a main character in this film who works in the mining company because she has to live her children, since she is a single parent. As a breadwinner, she has top get money more so, she also does not lose her job but she does not also get sexual harassment from the men miners. Then, Josey fights to protect other women from any kind of sexual harassment, even there is no one of her female workmates helps her. Finally, Josey Aimes brings the sexual harassment more and more happened to women miners.
Josey Aimes struggle against sexual harassments in the mining company shows feminism values, especially liberal feminism values. The writer finds two liberal feminism values in her struggle: gender equality in workplace and gender equality in law. These values also depicted liberal feminism movement at the time which had grown to economy, politics, and other side. So, the writer can conclude that this film is depicted liberal feminism values in second wave feminism, although in the fact, this film shows just a little argumentative law struggle, or even nothing.

B. Suggestion

It is very interesting for the writer to research this film because it has many lessons and morality message can be taken, also it can improve her knowledge after watching it. From the analysis and the conclusion above the writer would like to propose the following suggestions:

1. For the students who want to analyze a film. They should relate the extrinsic theory such as representative theory, cultural studies, feminism, etc. with the facts within. They have to observe more seriously, in order to get it as good as possible.

2. The writer also suggests that those who are interested in doing the same research particularly concerning about feminism, they have to read more various reverences about feminism and its kinds deeply in order to set wider knowledge and deep analysis.


Websites:

Crown, Ali P. *Women Identity in Monalisa Smile and North Country Film*. 

Lucy Brookes, *What is Liberal Feminism?*. 

www.du.ac.in/course/material/vg/ba/hrge/ob.pdf

AN ANALYSIS OF JOSEY AIMES’S STRUGGLE AGAINST SEXUAL HARASSMENT IN THE MINING WORKPLACE IN NORTH COUNTRY FILM BY USING LIBERAL FEMINISM APPROACH

A Thesis
Submitted to Letters and Humanities Faculty
In Partial Fulfillment of the Requirements
For the Strata Degree (S1)

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ABSTRACT


In this research, the writer analyzed a film entitled North Country which tells about personal character of Josey Aimes, is a woman who fights to get justice and free women miners from gender oppression roles in the mining workplace. This research is aimed to find out what are liberal feminism values in this film. This film is analyzed by using feminist theory, especially by using liberal feminism approach, as a response to the research problem. The method used in this research is the qualitative method.

This research is only focused on extrinsic elements. From the data analysis, the writer finds two liberal feminism values represented in this film, they are: gender equality in the workplace and gender equality in law.

Although, in the fact this film is so few argumentative law struggle. But, personal character of Josey Aimes can fight alone to get justness in the mining workplace. And in the court she and her friends win the class action law suit of sexual harassments case. The setting of North Country film in 1989 which shows second wave feminism especially liberal feminism shows that women can fight to get truly freedom, women needed economic opportunity and civil freedom.
APPROVEMENT

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The thesis has been defended before the Faculty Letters and Humanities’ Examination Committee on August 02, 2011. It has been accepted as a partial fulfillment of the requirements for the degree of strata one.

Jakarta, August 02, 2011

The Examination Committee

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DECLARATION

I hereby declare that this submission is my own work and that, to the best of my knowledge and belief, it contains no material previously published or written by another person nor material which to a substantial extent has been accepted for the award of any other degree or diploma of the university or other institute of higher learning, except where due acknowledgement has been made in the text.

Jakarta, June 2011

Bety wijayanti
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Jakarta, June 2011

The writer
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CHAPTER I

INTRODUCTION

A. Background of the Study

Women are often considered as weak person both physically and intellectually. This opinion makes women identity to be inferior. They do not have a position in society, law, and even in the family. They can not decide all things their own desire. All things they do are based on men’s decision.

This condition means that women identity as repression object from patriarchal culture. Their position is a result of construction from social interaction, which is patriarchal culture and it is not biologically differences\(^1\). Patriarchy itself literally means rule of the father in a male-dominated family. It is a social and ideological construction which considers men (who are the patriarchs) as supervisor to women. Sylvia Walby as quoted by Suranjita Ray, in “Theorising Patriarchy” calls it “a system of social structures and practices, in which men dominate, oppress and exploit women”\(^2\).

Subordination of women to men is prevalent in large parts of the world. We come across experiences where women are not only treated as subordinate to men but are also subject to discriminations, humiliations, exploitations, oppressions, control and violence. Women experience discrimination and unequal treatment in terms of basic right to food, health care, education, employment and

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control over productive resources, decision-making and livelihood not because of their biological differences or sex, which is natural but because of their gender differences which is a social construct. In 1550-1700, women began aware about their position in society. Meanwhile, in 1759-1799, Marry Wollstonecraft wrote “A Vindication of the Right of women” when the condition of social and economy in Europe went down. She completed her first major work on January 3, 1792. She wanted that women had to be personhood, she argued that women were not an instrument for happiness or completeness for other people (especially, men). In the contrary, women were a “purpose”, an agent of logical thinking; they had self respect in their ability to determine their own fate.

Women also fought their identity by means of movement. It was called feminism movement. Feminism itself was an awareness of patriarchal control, exploitation and oppression at the material and ideological levels of women’s labor, fertility, and sexuality, in the family, at work place and in society in general and conscious action by women and men the present situation. This movement was happened in 1800s. In this period of times, Rosemarie Tong who was a feminist called as first wave feminism. Women identity often became an issue to be discussed since the first wave feminism. Then, second wave feminism was

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3 Ibid.
6 Ibid, p. 22.
7 Rosemarie Tong, op. cit. p. 4.
begun in the beginning 1960s. In this second wave feminism appeared the reflection about women issues and also the birth of women equality theories.\footnote{Gadis Arivia, \textit{Filsafat Berspektif Feminis} (Jakarta: Yayasan Jurnal Perempuan, 2003), p. 84.}

The issue of women identity is also elevated in Hollywood films, for instance in the film \textit{North Country} (2005). This film is based on true story in the book of \textit{``ClassAction: The Landmark case that changed sexual Harassment Law''} by Clara Bingham and Laura Leedy Gansler. This book tells about the first of \textit{class action lawsuit} in USA -even in the world- for Sexual Harassment case in 1989.\footnote{Yacob Yahya, \textit{Resensi Film North Country: Film tentang Hukum dengan Pendekatan Emosional}, accessed on August 12, 2009, \url{www.yacobyahya.wordpress.com}, p. 3.}

The story of sexual harassment was experienced by women miner in the mining company at North Minnesota. Since 1975, the mining company at North Minnesota started to hire women, however in 1989, the comparison between male and female worker in there still showed a big gap: 30:1. This condition was susceptible for the women miner to get an unfair treatment in the work place. Louis Jenson was one of the women miners who got sexual harassment during 9 years. She and some of her friends instituted a suit for class action lawsuit. Finally, the women miner in the iron mining range won an equitable financial compensation. This victory was adopted in composing sexual harassment law in USA and its reverberation to the world.\footnote{Ibid, p. 4.}

This film depicts the struggle of Josey Aimes (a main character in this film) to get justice for women miners which is included herself in the mining
company. Charlize Theron (Josey Aimes) said “the resource people were so kind to share their experiences. As far as my career, I coveted this extraordinary character”. This film also tells about her personal life as a single mother who has to support two children and make them happy. Josey Aimes makes a decision to work in a mining company because of her position as a single parent who has to raise her two children. She does not get enough money in her job as an assistant in beauty shop before she works in the mining company. But, her father, Hank has to get more ashamed with her decision because the society in Minnesota was described as old-fashion in 1989, which is she has to get a job traditionally held by men. The society at the time also had a bad perspective about a woman that had pregnant outside the wedlock and when a wife left her husband, although he did cruel treatment to his wife. Unfortunately, these cases are experienced by Josey which has bad relationship with her father since she has got pregnant when she was in senior high school because being raped by her teacher, and she did not tell the reason why she has got pregnant. Then, she got married with another person who often did a cruel treatment to her.

Josey Aimes’s bravery is looked at in her struggle against sexual harassment that experienced by women miners. This sexual harassment is not only verbal harassment but also non-verbal sexual harassment. This sexual harassment is happened continuously to women miners; it makes a reason of her to carry this problem to her boss. She asks their female workmates to accompany her to meet the boss. But, none of Josey’s female workmates support her because they are

frightened to lose her job. This statement is strengthened by woman Film Director, Niki Caro that “women worker were susceptible to get sexual harassment both physically and in mind. Unfortunately, many of colleagues knew it but they could not –even- did not want to help the women miner”\textsuperscript{13}. Finally, she goes to the boss’s office by herself, and tells about sexual harassment done by men miners to women miners. But, the boss does not help anything, he asks Josey to give up working if she can not accept the mining workplace’s condition.

The sexual harassment more and more after Josey’s meeting with the boss. Even, a male worker attacks Josey because of her action “opening the mouth” to the boss. After the case, she decides to find a lawyer. She can not keep silent about the men miners’s treatment. Then, Josey’s lawyer asks her to bring the case using a class action lawsuit. A class action is when a bunch of plaintiffs have the same issue; they file a claim on behalf of the whole group, the class. Because, it is tough for the company to argue that the plaintiffs are lying. So, Josey has to ask her female workmates to join in class action. But, more and more, no one her female workmates help to join in this class action because if they are loss, they will be loss the job. In optimist, Josey brings the case to the court by herself. Looking at Josey’s struggle in the court one by one of her workmates want to join in class action lawsuit.

The struggle of Josey Aimes against the sexual harassment in the mining workplace, her way arises her children, and her way changes women identity to have equality in the workplace are things that makes the writer interested to

\textsuperscript{13} Yacob Yahya, \textit{loc. cit.} p. 3.
analyze the film. Moreover, the writer will analyze this film by using liberal feminism approach.

B. Focus of the Research

Based on the background of the study above, this research is focused on the extrinsic element of the film North Country. The extrinsic element is liberal feminism values that showed by Josey Aimes in her fighting against sexual harassment in the mining workplace.

C. Question of the Research

Based on focus the research above, question of the research is formulated as follow: How does Josey Aimes show liberal feminism values in her fighting against sexual harassment in the mining workplace in 1989?

D. Objective of the Research

Objective of the research is to know about how Josey Aimes shows liberal feminism values which these values can be looked at when she fights against sexual harassment in the mining workplace.

E. Significance of the Research

Significances of the research are to give advantages through the result of the analysis for readers and the writer herself, the writer also expects this result of the research to be useful in understanding literature especially in analyzing movie through the liberal feminism approach.
F. Methodology of the Research

In this methodology of the research, there are some important aspects such as method of research, data analysis, instruments of the research, unit of analysis and place and time of the research as follows:

1. Method of the Research

This research uses qualitative method. In qualitative research, the writer exploits the relevant approach, which is feminism, especially liberal feminism approach. This approach is to analyze the question research. As qualitative-descriptive method, the writer utilizes verbal data which relates to the question research, that it contains of the description of sexual harassments in the workplace, in which are fought by the main character, Josey Aimes.

2. Data Analysis

The writer uses the descriptive analysis to analyze the liberal feminism values in North Country movie by using Liberal Feminism Approach. First, the writer chooses North Country film as an object. Then, the writer watches while analyzing problem in the film. Third, the writer crops some pictures of the film that related by the problem of the research. Finally, the writer analyzes the problem of the research by using liberal feminism approach.

3. Instrument of the Research

The instrument of the research is the writer herself. She analyzes the film carefully through the dialogues and the figures that correlate with relevant approach that is Liberal Feminism Approach.
4. Unit of Analysis

The unit analysis of the research is the *North Country* film which is directed by a woman director, Niki Caro. This film is produced by Warner Bros and Participant Productions in 2005. The duration of this film is 120 minutes.

5. Place and Time

This research was begun on the eighth semester of academic year 2008-2011 at English Department Letter, State Islamic University Syarif Hidayatullah Jakarta. The research was conducted at the main library of UIN, the library of women’s studies center of UIN, the Jurnal Perempuan library, and the library of University of Indonesia at woman’s studies.
CHAPTER II
THEORETICAL FRAMEWORK

A. Feminism

1. History of Feminism

Feminism is an awareness of patriarchal control, exploitation, and oppression at the material and ideological levels of women’s labor, fertility, and sexuality, in the family, at the workplace and in society in general and conscious action by women and men the present situation.\(^{14}\) The word “feminism” began to appear in western literature in 1880s\(^ {15}\). According to Miller, in social view, feminism appeared because people, especially women do not get a satisfaction of patriarchal system in the society (Selden, 1996:139)\(^ {16}\). As we know that patriarchy makes women position to be inferior. And, as modern movement, feminism was born at the beginning of 20\(^{th}\) centuries which Virginia Woolf was the pioneer in this movement in her writing “A Room of one’s own” in 1929\(^ {17}\).

In the writing of feminist history, it is the broad view which predominates: feminism is usually defined as an active desire to change women’s position to society\(^ {18}\). Linked to this, the view of feminism is par excellence a social movement for change in the position of women. Its privileged form is taken to the

\(^{14}\) Suranjita Ray, \textit{op. cit.}, p. 4.
\(^{16}\) Adib Sofia and Sugiantihastuti, \textit{Feminisme and Sastra} (Bandung: Katarsis, 2003), p. 23.
political movement, the self organization of a women’s politics. So, unquestioningly is feminism and women movements assumed to be co-terminus that theories of feminism are often written by histories of the women movement, and times of appearance quiescence of feminism. This identity between feminism and women movement is, moreover, part of the self image of contemporary feminism.

On the other hand, Rosemarie Putnam Tong divided feminism became three wave feminism. First wave feminism was begun in 1880s. It was the first basis of women movements. Then, second feminism was begun at the beginning 1960s. In this wave, there were questions about the representation of women figures, and what was the meaning of “feminine”. Besides, in this second wave feminism appeared the reflection about women issues and also the birth of women equality theories. Lastly, third wave feminism, in this period of time appeared some feminist theory related to contemporary thoughts for instance postmodern feminist, multicultural feminist, postcolonial feminist, etc\(^{19}\).

2. Feminist Theory

According to Goefe, feminism is a theory about an equality between men and women in politic, economy, and social or an activity of organization which fights women rights and women interests\(^{20}\). In 1960s, feminism became one of aspects in contemporary cultural theory which had many types of analysis comprised social, politics, and economy aspects\(^{21}\).

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\(^{19}\) Gadis Arivia, *op. cit.* p. 84.

\(^{20}\) Adib Sofia dan Sugihastuti, *op. cit.* p. 3.

Feminist theory is as women’s tool to fight their rights which relates to class and race conflict, especially gender conflict. Specifically, feminist theory is a tool to refuse unjustness because of patriarchal society, refusing history and philosophy as sciences that centered by men, refusing a statement which men are subject of “ego-centric” while women as “hetero-centric”\textsuperscript{22}.

3. Liberal Feminism

Liberal Feminism has been called the mainstream form of feminism out of all the sub types. It is said that liberal feminism is an individualistic form, concentrating on women having the ability to maintain their equality through being responsible for their own actions and choices. The ideology of the liberal feminist is that women will transform society, through their own personal interactions with the opposite sex\textsuperscript{23}. Liberal feminists have championed equal legal and political rights for women to enable them to compete with men in the public realm on equal terms. They also campaigned for all individuals to participate in public and political life\textsuperscript{24}.

To supporting analysis, the writer uses some theories of liberal feminism. Lucy Brookes said that some issues of liberal feminism include reproductive and abortions rights, sexual harassment, voting rights, education, affordable childcare and affordable health care. The liberals feminist also believe that the equality of men and women can only be achieved by changes being brought through political and legal form. They want the eradication of institutional bias and

\textsuperscript{22} Ibid.


\textsuperscript{24} Suranjita Ray, \textit{op.cit.} p. 6.
implementations of fairer laws towards women. From the statement above we know that sexual harassment which is a problem of the research, is liberal feminism issues, so there is relation between the problem of the research and the theories.

According to Alison Jaggar in “Feminist Politics and Human Nature” said that the basis of liberals thought were each individual has ability in rationality. The liberals defined rationality in some aspects including morality and prudence aspects. Although, they agreed that an equitable society would allow an individual to show his or her autonomy and satisfy his or herself. According to them, the right has priority over that kindness. It means each individual has freedom to choose kindness based on them, but their choice should not give negative impact to other.

The feminist liberal as Betty Friedan, Elizabeth Holtzman, Bella Abzug, Eleanor Smeal, Pat Schroeder, Pasty Mink, etc., although they sometimes had differential opinion, but they did not agree that one of big aim of women liberation was gender equity. Feminist liberal wanted to free women from gender oppression role, it is roles that are used as reason to give lower position, or did not give position or place at all for women in academic, forum or in the market.

In nineteenth centuries, John Stuart Mill and Harriet Taylor Mill convinced that women had to have the franchise to be equal with men. Having the franchise, according to them, in this position women were not only expressed their

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26 Rosemarie Putnam Tong, *op. cit.* p. 15.
own political view, but also changing a system, structure, and attitude which gave contribution to other people oppression, including ourselves. Angela Davis in her book of “Women, Race, and Class” said that women movement in USA in 19th centuries was to get the franchise.29

In 1960, new generation of feminism which was called as second wave of feminism fought to get the true of freedom, women needed economy opportunity and civil freedom. In the middle of 1960, liberal feminists came together in one of feminist’s place that was called group of women right, as National Organization for Women (NOW), the National’s Women Political Caucus (NWPC), and the Women’s Equity Action of League (WEAL). Their purpose was to increase the status of women with applying legal pressure, social, etc.30 But, it was two groups-the National Woman’s Party and the National Federation of Business and professional Women’s Club (BPW)-that campaigned for the women’s rights. But, the discrimination to women was not rather end yet because the importance of women rights was not became an awareness (and lustrous) yet from most of the US citizen. In 1961, President John F. Kennedy found Commission on the Status of Women that produced establishment of Citizens Advisory Council, some of commissions of women status, and validation of Equal Pay Act.31

In 1964, the Congress released Civil Right Act that had been amended by provision of Title VII to prevent discrimination based on gender, and also race, skin color, religion, or state origin by the owner of the companies, agent of labor, and the other alliance or league. The women were very happy with this decision.

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30 Ibid, p. 34.
31 Ibid, p. 35.
But, in the fact the court did not want to validate Title VII became what was called by sex amendment. They felt that they were betrayed by “a system”, their happiness changed to anger. This anger was used by activists of feminism to mobilize women fought for the sake of their civil rights.32 

One of the feminists who reacted against the court rejection for considering Title VII was Betty Friedan, one of the founders of NOW, the first group that declared them as feminist in United State in twentieth centuries. She was elected as the president of NOW in 1966 by 300 members, including men and women. Although the first members of NOW were including radical feminists, conservatives, and liberal feminist, in short time their identity and agenda becoming clear that NOW was liberal.33 

Some of liberal feminist also considered that patriarchal society mixed together sex and gender, and considered only definite job that related to feminine personality that suitable with women. Because of that, in USA women were supported to do some jobs like nurse, teacher, babysitter, etc. And, the law that specifically prohibited women did masculine jobs as work in the mining, bartending, or forbade women worked in night shift.34 This statement is reflected in the setting of North Country film. The setting is society in North Minnesota in 1989 which is also as patriarchal society. When there is a woman who works in mining workplace, she gets a negative view in the society and gets some oppression from men in the mining workplace because mining is men’s job.

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32 Ibid, p. 36.  
33 Ibid.  
34 Ibid, p. 49.
B. Cinematography

Cinematography in John M. Echols’s dictionary means making films. Cinematography in film makes a picture life and move. Some of cinematography’s elements are setting, costume, and make-up. These elements give a big support to analyze this research. From setting we can know the time and place of the film is taken, for instance: we can know that *North Country film* is happened in 1989 at North Minnesota. From costume and make-up, we can know, for instance characters and its characteristics in the film.

1. Setting

Setting is place in which something is fixed (Oxford Learner’s Dictionary). Setting can show when a film takes place, for instance: the film is happened in the past, today, in the future or in unspecified time. Setting plays a more active role in cinema than in most theatrical styles. Andre Bazin writes, “The human being is more important in the theater. The drama on the screen can exist without actors. A banging door, a leaf in the wind, waves beating on the shore can heighten the dramatic effect. Some film masterpieces use man only an accessory, like an extra or in counterpoint to nature, which is the true leading character”\(^{35}\).

The film maker may control setting in many ways. One way is to select an already existing locale in which to stage the action, the practice stretching back to the earliest films. On the other hand, the film maker may choose to construct the setting. A caricaturist and magician, Georges Melies understood the increased

control yielded by shooting in a studio, and many subsequent film makers followed his lead.  

2. Costume

Like setting, costumes can have specific functions in the total film, and the range of possibilities in huge. It means costumes can identify a certain setting automatically it can also identify a specific character. Besides that, costumes be quite stylized, calling attention to their purely graphic qualities. Costumes may also furnish props for the film’s ongoing narrative system. In cinema, any portion of costume may become a prop, for instance: a pair of shoes (in a Stranger of a Train), a jacket (in La Million), a hat (in His girl Friday), etc.

Costume is often closely coordinated with setting. Since the filmmaker usually wants to emphasize the human figures. Setting may provide a more or less neutral background, while costume helps pick up the characters. By interesting itself with the setting, costume may function to reinforce the film’s narrative and thematic patterns.

3. Make-up

Make-up was originally necessary because actor’s faces would not register well on early film stocks. And, up to the present, it has been used in various ways to enhance the appearance of actors on the screen. Make-up can aim at complete

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36 Ibid.
38 Ibid.
40 Ibid, p. 149.
41 Ibid.
realism\textsuperscript{42}. In recent years the craft of make-up has developed in response to the popularity of fantasy, horror, and science-fiction genres. In such contexts, make-up like costume becomes important in creating character traits or motivating plot action\textsuperscript{43}.

\textsuperscript{42} Realism is as a standard of value in film.
\textsuperscript{43} Ibid.
CHAPTER III

RESEARCH FINDING

A. Sexual Harassment in the Mining Workplace in North Country Film

Sexual harassment is one of issues of liberal feminism as the writer explains in chapter II before. In this term the writer wants to explain about sexual harassment in North Country film. According to Michael Rubenstein, sexual harassment is unwanted characteristic of sexual attitude that is directed to sex which offends the receiver (sexual harassment’s victim).\(^{44}\) The writer finds two kinds of sexual harassment in this film. They are verbal sexual harassment and non-verbal sexual harassment.

1. Verbal sexual harassment

It is sexual harassment which is done verbally. Verbal sexual harassment is divided by verbal request and verbal comment.\(^{45}\) It means men miners do some requests or comments to women miners.

   a. Verbal comment

   Verbal comment contains insulting sexual remarks or jokes, sexual teasing, sexual jokes, sexual remarks that women do not like, it is also men openly making offensive comments about the bodies, sexuality, or personal lives of other women.\(^{46}\) The women miners in the workplace always got some insulting

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\(^{46}\)Ibid.
remarks. They were called by *cunts, bitches, whores* and other worse. In the first day Josey begun to work in the workplace area, a man miner called her *cunts* unexpectedly (Scene 00:17:22,280-00:17:24,032).

Then, in another term, Bobby (a man miner) said to Arlen (a supervisor): *So. So, Arlen, which one of the girls is gonna be my bitch?* (Scene 00:20:12,640-00:28:18,431). It is happened when Arlen asked one of women miners to help Bobby’s job. Then, Bobby chooses Josey to help his job. Here, Bobby uses a word *bitch* to call his female workmates. However all women miners there are same with Bobby, they are workers in the same place. So, the words *cunt, bitch* is very bad call to call a friend.

The women miners also have to hear some sexual jokes. For instance, a man miner screamed: *Hey! No getting off in the lunchroom, ladies* (Scene: 00:23:34,080-00:23:37,197). This joke is happened when one of men miners put a sex toy in the Sherry’s meal box. Sherry was surprised, gasped for breath looking at inside the meal box, then showed her meal box to her female workmates. Looking at the view, a man miner said as the writer quoted above. Then, all of men miners in the canteen laughed with this joke. Dialogue above is included sexual joke, because Sherry does not know why there is a sex toy inside her meal box and who is a man who put a sex toy inside her meal box.

In another place, a man said sexual joke to Sherry again. He asked her to kiss his private with saying: *Kiss my ass, it’s really hairy* (Scene: 00:57:11,200-00:57:12,679). This sexual harassment was happened in the place near the pit which was many of men there. Sexual joke was also happened to Josey when she
wanted to speak in front of all Union members fought her struggle to get respectful attitude in the mining workplace. In this occasion, Earl screamed a sexual joke to her: *Hey Josey! Show us your tits!* (Scene: 01:28:54,920-01:28:56,797). Josey was very ashamed with this joke, moreover there was her father in that place. Beside the joke, the other men screamed to her and did not allow her to speak. But Josey did not care about them; she still had her right to tell the truth.

Next, women miners also get sexual teasing. Sexual teasing is happened if men told something bad about women privates. In this term, sexual teasing was experienced by Sherry. Earl grabbed Sherry’s breast. Then, he told that Sherry did not get a pull pack with saying: *Just trying to see if she’s got a full pack. She doesn’t* (Scene 00:28:05,120-00:28:08,669). Here, Sherry was very sad because she got two sexual harassments at once, verbal and non verbal sexual harassment. First, Sherry has to hear a bad statement about her privates. Second, sherry could not do something against Earl’s hand grabbing her breast because all of the female workers could not do something against men’s power and they did want lose their job. So, the writer concludes that some of verbal comments above shows that men in this do not place women miners as workers like them, that they must give honor each others.

b. Verbal request

Verbal request is like sexual bribery and relational advances. Sexual bribery is happened when a man hinted a woman that she could lose her job (or
could have better job) if she did not (or did) have a sexual relationship with him. Relational advances is when a man repeatedly asking for a date or relationship.47

The writer finds a dialogue that represent verbal requests in this film bellow:

Bobby : *I mean, we’re totally fucking alone. So, what do you say, Josey, you wanna, I don’t know... ...kiss and make-up? Come on, just one kiss.*
Josey : *I’m going back.*
Bobby : *Hey, come on, what’s the matter with you, Josey? It’s not like...Am I hurting you? I ain’t hurting you, am i? All right, fine then. Go on.*

The dialogue above is relational advances. This dialogue tells the incident in the number four conveyor. It was begun when Bobby asked Josey to go up the number four conveyor alone, saw if there was something clogging the works. But, before she came back from the up of number four conveyor, Bobby asked the operator to turn on the conveyor. Automatically, the machine started to work with noise. So, when some people screamed in the up of this machine, it would not be heard by other people. Then, with this situation Bobby went up the number four conveyor met Josey. In this place, Bobby asked for having a date or a relationship as having kiss or having relations. Bobby is a man miner who often asks a date or relationship with Josey, because Josey is his girlfriend in his senior high school. This dialogue is one of Bobby’s efforts for having relationship with Josey but it is always failed. Josey wanted to burn her bad experience in senior high school and focused on her children life, because she was a single parent. It can conclude that verbal request is only when men asked women for having date or relationship.

47 Ibid.
2. Non-verbal sexual harassments

Non-verbal sexual harassment contains sexual assault, sexual touching, sexual posturing, and sexual material. The writer finds some non-verbal sexual harassments in this film below:

a. Sexual material

Sexual material is when a man does sexual harassment to a woman by using sexual material. Here, the writer found sexual material as can be seen in a figure below:

This figure was happened when all of miners had lunch. One of men put a sex toy, men sexual material into Sherry’s meal box where, there were some foods inside the box. She screamed then, she showed the material to her female workmates. Looking at this case, a man miner screamed a sexual joke to them as the writer explained in verbal comment above. So, the writer can conclude that sexual material in this figure is a sex toy.

\[48\text{ Ibid.}\]
Sexual material also happened when one of men miners wrote unspeakable remarks including drew pictures of women miners using human waste. This case was happened after Josey went to the owner of the mining company to tell sexual harassment which is experienced by women miners. So, men miners were very with angry. Then, one of them wrote unspeakable words as *cunts, rats* by using human waste on the wall. Sexual material in this figure is unspeakable words which are written by using human waste. Here the figures:

Meanwhile, in the next figure, Sherry found sperm spots on her dress in her locker. She did not know a man miner who did it. She just cried getting her dress got sperm spot and showed her dress to her female workmates. They were very sad with this case. But, they could not do anything. Of course, this case is sexual harassment to women miners. But, in this case, someone who does sexual harassment using some sexual materials. So, sexual material in this figure is sperm spots. Here the figure:
b. Sexual touching

Sexual touching is when a man touches a woman private’s body. The writer also found sexual touching in this film. It is experienced by Sherry. It can be seen in the figure below:

More often, it was experienced by Sherry especially. Character of Sherry in this film is a figure which is not able against what are men did to her. Men miners did sexual touching to Sherry, for instance: touching her breast, her buttock and her other privates. She got more sexual harassments than others. Perhaps, it was also because she was the youngest female worker there. And also, why she was just
silent to accept this bad behavior is because she needed some money to help her mother’s life. But, it did not have meaning that other women miners never experienced sexual harassment. It was experienced by all of women there.

c. Sexual assault

Sexual assault was experienced by Josey Aimes. It was done by Bobby after all of worker knew that Josey had gone to Mr. Pearson, the owner of the company. Although, Josey does not have a good result going to Mr. Pearson, even Mr. Pearson asked Josey to quit from her job if she could not accept all of thing that happened in the workplace. Josey could do anything in front Mr. Pearson. When Josey came back working, Bobby asked her to go to powder room. In the powder room Bobby attacked Josey by grabbing her genitals physically. Bobby was very angry because she complained about sexual harassments in the mining workplace to the boss, then he called Josey as rats. The writer concludes that Bobby’s action is included sexual assault. Here the figure:
B. Liberal Feminism values in Josey Aimes’s struggle against sexual harassment in North Country film

As the writer told in chapter II before, the first wave feminism appeared in 1800s. This period was a time that women got their own awareness about patriarchal control. Then, the second wave feminism begun to appeared in USA in twentieth centuries, specifically in 1960. In 1960, liberal feminist showed their truly struggle. From this description, the writer finds the relation between the setting of the film and liberal feminist at the time. If we can remain that appearing liberal feminist in 1960 had impact to new generation of feminism, called second wave feminism. It shows that the setting of North Country film which was in 1989, it is in second wave feminism period.

The period of second wave feminism was where feminist movement grew. Its struggle could be seen untill legislative court. So, women could fight more easily if they got unjustness because they had a place to bring their problems with men to the court. The readers can see the next analysis, whether this occasion will be used by women miner to fight their oppression, or they did not have courage against unjustness. So, this theory is suitable with the topic of this film. That is why this film is analyzed by liberal feminism approach.

In this term, the writer will analyze the Josey Aimes’s struggle by using liberal feminism approach to reveal liberal feminism values within her struggle. Here, the writer found some liberal feminism values in Josey Aimes’s struggle against sexual harassment in the mining workplace after watching this film as follows: gender equality in the workplace and gender equality in law.
1. Gender equality in the workplace

Gender equality in the workplace means that each of men and women workers has equal rights in the workplace. For instance: between men and women get equal pay and getting compensation for health, saving, etc., both of men and women worker have to give the respect each other in the workplace, etc. gender equality in the workplace clarify that there is no different treatment between men and women workers, although the woman enter male-dominated jobs.

The women problem on entering male-dominated job is also happened in North Country film, as the writer told in chapter I before, is a film that inspired by true story in the book of Class Action: The Landmark Case that Changed Sexual Harassment Law by Clara Bingham and Laura Leedy Gansler which tells about the first class action lawsuit in US, even in the world for sexual harassment case in 1989. The story told about sexual harassments experienced by women miners in the mining company at North Minnesota which began to hire woman in 1975, but there was still big comparison between men and women, 30:1 in 1989.

Josey’s character itself is a woman figure which does not let women miners in the mining workplace to get some sexual harassment there. Josey wants all worker members in the mining workplace giving respect each other. Josey and all women miners just want to work like others and want to get pay more. But, all women miners there do not have power against what men miners do to them, except Josey. All women miner are afraid, they will be lost their job if they complain to men miners who do sexual harassment to them. But, Josey is

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different. She wants to do something for women miners getting justice in the workplace.

One of the liberal feminism values of Josey Aimes’s struggle against sexual harassment in the mining workplace is gender equality in the workplace. As the writer told before, the women miner in this film got the oppression from men miner because they felt that the mining workplace was their area, their job, so they could do everything they wanted. Even, Josey’s dad who works there said that women were casual factor of some accidents. This statement is supported by some dialogues bellow:

Glory : *You know they don’t want us up there, Right?*
Josey : *Yeah, I got that.*
(Scene : 00:16:01, 320-00:16:06,832)

Hank : *You Have any idea how many accidents there’ve been since this started? Some body’s gonna get killed because oh them women.*
(Scene : 00:11:39,880-00:11:45,310)

Because of that the women miner was very susceptible to get the oppression from men miner, such as sexual harassment.

Looking at this condition in the mining workplace, Josey could not let unjustness was happened to her and also her females workmates. For instance, although Josey was a new member in that company, she met her supervisor, Arlen bravely to tell sexual harassment which was done by men miner. But, Arlen did not care about Josey’s complaint. Even, Arlen said that he and the men miners were not Josey’s friends, so if she still wanted her job, she just had to work there without complaint.

Arlen : *These boys aren’t your friends. I’m not your friend. How about work hard, keep your mouth shut and take it like a man.* (Scene : 00:28:43,880- 00:29:01,113)
Josey’s effort meet her supervisor above is the first step for Josey to get gender equality in the workplace. Josey hopes her supervisor do something or making some rules which save all male and female worker members. But, in the fact, Josey does not get a good response from the supervisor. Even, the supervisor threatens Josey to out from the job.

The second step of Josey’s effort to get gender equality in the workplace is begun when she threatened Arlen that she wanted to go to the owner of the company, Mr. Pearson:

Josey : Maybe I’ll go see Mr. Pearson. He said come to him if I had a problem.
(Scene : 00:29:06,720- 00:29:09,996)

Josey remembered, one day, her boss, Mr. Pearson asked her to come if there were some problems in his company. So, she persuaded her female workmates to meet Mr. Pearson, the owner of Pearson Taconite Company where she worked. But, her female friends considered Josey was too brave to do her planning. And no one of them agreed her opinion, although some arguments she told to believe her friends. It was because of their anxiety that they wanted to lose their job if they told the true to Mr. Pearson. Due to the men miners would do everything to make their mouth shut. Here, some Josey’s dialogue to her female workmates:

Josey : What I was saying was I think we should go to Pearson.
- You know? Tell him what’s going on.
Actually, it’s all of our business.
It’s happening to all of us.
Union oath says, “Respect fellow members.” Where’s our respect?
Come on, who’s coming with me?
(Scene : 00:55:38,600- 00:56:46,231)
What did Josey do in this figure was asking their friend to go out from oppressive gender role, it was sexual harassment and at once to fight gender discrimination that women could be treated as men wanted. Finally, Josey went alone to Mr. Pearson telling what was happened in the mining company.

Next, in the third step is when Josey met Mr. Pearson and some of his man including Arlen, the supervisor. Josey hopes the owner of the company will help her doing some just rules or rights in the company. She said to Mr. Pearson that she had written some notes of her complaining about sexual harassments.

Josey: *I didn’t to forget anything, so I wrote a couple of things down... on a peace of paper here.* (Scene: 01:00:07,400- 01:00:12,836)

But, before Josey finished her sentence, Mr. Pearson said that he knew what would Josey talked about, if Josey did not comfort working in the mining, she could quit, and everything would be nice to her. But, Josey said that she needed the job, so she did not want to resign. Mr. Pearson said:

Mr. Pearson: *Well, then I suggest you spend less time stirring up your female co-workers. ....and more time trying to find ways to improve your job performance* (Scene 1:01:01:16, 440-01:01:29,593)

These sentences above had a meaning that Josey asked the men miners to do sexual harassment to her and the other women miners. Before this case, Mr. Pearson asked Josey to tell him if she had a problem in the workplace. It was contrary to his speaking before, so the writer has argument that he got information that was not suitable with the fact. Josey felt that her struggle would not succeed. She could only keep her mouth silent hearing Mr. Pearson spoke to her.
The writer concludes that some of Josey’s efforts in those dialogues above showed liberal feminism values. It is gender equality in the workplace. In this case, Josey wants all women miners get respect from men miners. Josey does not want all women miners there get sexual harassment from men miners, because they are not oppression object of men in the workplace. Women miners are like men miners; need to be respected, although they work in male job’s area.

2. Gender equality in law

Gender equality in law means that women have same rights and treatment in law. If in nineteenth centuries the feminist fought the women suffrage\(^5\). At the time, the women have got the protecting law as men legally. The women could sit in the court telling unjustness that they received.

The women miners get more often sexual harassments after Josey met Mr. Pearson. The men miners made unspeakable words as *cunts, rats* and drawing women pictures on the bathroom wall using human waste. This made Josey’s female workmates were very angry with Josey. Josey’s female workmates believed that this sexual harassment was happened because of Josey’s complaint to Mr. Pearson. So, they asked Josey to clean the bathroom because it was her mistake. Meanwhile, Bobby was very angry with Josey, he attacked Josey in the powder room as the writer explained before in non-verbal sexual harassment.

After the case in *powder room*, Josey made a decision to quit from the job. She promised to herself to bring this case to the court. Josey told to her friend, Bill who a lawyer, that she needed a lawyer. But Bill did not want to help Josey

\(^5\) Rosemarie Putnam Tong, *op. cit.* p. 16-17.
because according to him all problems should not bring to the court. Bill said that Josey was Anita Hill\textsuperscript{51}. He told that if Josey brought the case to the court, it was called *nuts and sluts defense* (see Scene 2: 01:13:54,720-01:13:56,517). He asked Josey to let the problem and finding another job. But, Josey answered that she could not let sexual harassment which was experienced by all women miners in the mining workplace. Josey said that if Bill did not want to help her, she would fight it by herself.

Finally, Bill changed his decision to help Josey and asked her to get the other women doing class action about sexual harassment, because it was tough for the company to argue that the problem was true experienced all of women miners there. Here the quotation:

> Bill (a lawyer) : *Can you get the other women? You know what class action is? It's when a bunch of plaintiffs have the same issue File a claim on behalf of the whole group, the class It's tough for the company to argue that you're all lying.*

(Scene: 01:16:32,880-01:16:49,600)

Then, they agreed to bring this case with class action lawsuit about sexual harassment in the mining workplace. And Josey had to work hard to believe her female workmates joining this class action lawsuit.

The first person that Josey asked to join this class action lawsuit was Glory as vice president of the Union. Josey said to Glory: *Not too short to do something good with it.* Josey wanted to believe Glory that all women miners there could

\textsuperscript{51} Anita Hill is an attorney, educator, and author. She was a colleague of Supreme Court Justice Clarence Thomas prior to Thomas’ appointment to the Supreme Court. Hill became a public figure when she accused Thomas sexual harassment and using coarse language during his Senate confirmation hearing. \url{http://www.answer.com/topic/anita-hill}, accessed on 26 October 2009.
fight their justice. But, Glory was offended with that sentence, because at the time she was lying in the hospital because of her disease and almost her body could not be moved. Glory was attacked Lou Gehrig disease which paralyzed her part of body one by one. But, she did not get compensation for health from the mining company. Josey felt that she could not do anything else more. Finally, Josey’s effort to get a help from Glory was failed.

The next target was Sherry who most got sexual harassment from men miners because she was the youngest women there. But, as same as Glory, Sherry could not join with Josey doing class action lawsuit about sexual harassment. She was very afraid losing her job, because she had a mother who was sick, so she needed a job to take care her mother. It was impossible to Josey finding other women except them, because they were very angry with Josey since she told to Mr. Pearson.

Meanwhile, in the court, Bill asked to the judge to give him the class action lawsuit, because one of reasons the case was brought to the court was to protect all women at Pearson Taconite and every one of them deserved protection under the law.

Bill : It’s just not my client who needs relief from this court, Your Honor. We are asking for an injunction to protect all the women. Further, we ask the court to certify a class. A class made up of every woman working at Pearson... ...because every one of them deserves protection under the law.
(Scene: 01:18:28,800- 01:18:43,876)

Looking at this view, Leslie Conlin, Pearson’s lawyer said that this complaint was filed on behalf of one, Josey Aimes. Answering this statement, the judge said to Bill as the writer quoted bellow:
The Judge : *If you find three plaintiffs with similar grievances, I’ll give you your class action.*

Bill : *Thank you, Your Honor.* (Scene: 01:19:43,560- 01:19:53,312)

It means the judge would give the class action of sexual harassment if Bill and Josey find three plaintiffs with similar issues. It was good news but it was also very hard to them got the other plaintiffs, remembering the other women did not want to join with them.

Next, Bill made effort to approach Glory, persuaded her to join the class action lawsuit. Although Kyle, Glory’s husband forbade him to do it because Glory’s disease in serious condition. Bill begun to believe Glory with said:

Bill : *Glory, you know all this is not just about Josey. This affects everybody.* (Scene: 01:21:04,040- 01:21:08,113)

But in this time, Bill did not get Glory’s answer. Glory could not speak because of her disease. Meanwhile, the other women in the mining workplace got the sexual harassment more often after Josey brought the case to the court. Women miners was threatened by men miners that they would be lose the job if they supported Josey in the court.

On the other hand, Bobby, a man miner who often did sexual harassments to women miners, spoke in front of the all members of Union in the Union hall, persuaded them that Josey would demand all the members of Union to the court. Everybody there agreed with Bobby, they were influenced by him. Looking at this view, Josey went toward to speak in front of all the members of Union. As far as she walked toward in front of the hall, Josey got an insulting remark and sexual joke from a man miner: *I got your gavel right here, bitch!*. Then Josey begun to speak, suddenly Earl screamed to her: *Hey Josey! Show us your tits!*.
nervous at the first speaking, but she did not care, she had to tell the true about what she wanted. It was not as Bobby told before. She did not want to shut down the mine. She just wanted to work like others, feed her children, it was enough. There were not sexual harassment to her and the other women miner. Unfortunately, before Josey finished her sentences all Union members asked her to come down. Here, her father who always angry with her before, helping her to speak up in front of them, he said one of things that did not make him ashamed was her daughter. Josey felt her father was support her struggle.

The struggle of Josey in the court almost failed after her private life was disclosed that she got first pregnant because she was assaulted by her senior high school teacher. And now, someone who raped her became witness in her case, class action lawsuit against her. Here, her father and her family who did not know about this case were very angry, especially her father. At the time, Josey did not tell someone who raped her till now. Someone who knew that Josey was raped by her senior high school teacher was Bobby, so he was someone who brought Josey’s bad experience to lose her in the court. He said that Josey had a relation with her teacher without compulsion. It had meaning that Josey was not assaulted.

Then, when the situation in the court was very hard to Bill and Josey because Bobby did not tell the true, suddenly there was a voice of something knocked on the back. It was Glory came together her husband, Kyle. Then Kyle red Glory’s notes in a paper as follows:

Kyle : My name is Glory Dodge...
I am stand here with Josey.
(Scene: 01:51:05,920- 01:51:15,150)
Seeing the occasion, Bill and Josey were very happy, although, they had to find one person more for getting class action. They looked at around the court if there was one more who wanted to join the class action. It made the situation was very tense. Then, slowly Sherry stood up joining the class action. It meant the class action lawsuit was completed to be gotten. After this, one by one the people in the court stood up giving support. And Bill was very happy, because he had helped his client to win this case.

Finally, Josey and her female workmates struggle in the court doing class action lawsuit about sexual harassment lawsuit were succeed. They got a victory and some financial compensation. This statement is looked at in Bill and Josey, as follows:

Bill: *Hey, your son was telling me how rich you guys are now.*
(Scene: 01:53:38,280- 01:53:40,794)

And of course, based on the true story, this case was adopted in composing sexual harassment law in USA as the writer explained in chapter I above. Josey’s struggle in the court as the writer explained above shows liberal feminism values. It is gender equality in law because she had proved that at the time women could sit in the court to get justice.
CHAPTER IV

CONCLUSION AND SUGGESTION

A. Conclusion

*North Country* is a film that tells about the feminist issues, this film is produced by Warner Bross and Participant in 2005. Specifically, this film tells about the sexual harassment in the mining workplace who experienced by the women miners. At the time, the comparison between men and women miners shows big gap, it was 30 men miners: 1 women miners. This condition puts the women miners into marginal position that makes them often get sexual harassment by the men miners. Moreover, the mining job is considered to be a men’s job, so they feel that they can do anything in their place.

Meanwhile, the women miners can do nothing to protect themselves because they need their job, if they fight the men miners, they can lose their job. There was only one woman miner who cares to protect all of women miners in the mining workplace. She is Josey Aimes, a main character in this film who works in the mining company because she has to live her children, since she is a single parent. As a breadwinner, she has to get money more so, she also does not lose her job but she does not also get sexual harassment from the men miners. Then, Josey fights to protect other women from any kind of sexual harassment, even there is no one of her female workmates helps her. Finally, Josey Aimes brings the sexual harassment more and more happened to women miners.
Josey Aimes struggle against sexual harassments in the mining company shows feminism values, especially liberal feminism values. The writer finds two liberal feminism values in her struggle: gender equality in workplace and gender equality in law. These values also depicted liberal feminism movement at the time which had grown to economy, politics, and other side. So, the writer can conclude that this film is depicted liberal feminism values in second wave feminism, although in the fact, this film shows just a little argumentative law struggle, or even nothing.

B. Suggestion

It is very interesting for the writer to research this film because it has many lessons and morality message can be taken, also it can improve her knowledge after watching it. From the analysis and the conclusion above the writer would like to propose the following suggestions:

1. For the students who want to analyze a film. They should relate the extrinsic theory such as representative theory, cultural studies, feminism, etc. with the facts within. They have to observe more seriously, in order to get it as good as possible.

2. The writer also suggests that those who are interested in doing the same research particularly concerning about feminism, they have to read more various reverences about feminism and its kinds deeply in order to set wider knowledge and deep analysis.


Websites:

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http://afemaleguest.blog.co.uk/tags/north-country/, on August 12, 2009.


Lucy Brookes, What is Liberal Feminism?. 

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APPENDICES

a. The cover of *North Country* Film
b. Verbal sexual harassments

Figure 1

Figure 2

Figure 3

Figure 4

Figure 5

Figure 6
c. Non-verbal sexual harassments.
d. Josey Aimes’s struggle against sexual harassments
Aku tak mau melakukan apa pun jadi ketul ku beberapa hal.

Aku perlu pengacara.

Ajukan tuntutan atas nama kelompok massa.

Itu saat sekelompok penuntut memiliki masalah serupa.

Tuntutan masal pelecehan seks.

Sulit bagi perusahaan untuk berkata kalian semua bohong.

Tidak terlalu singkat untuk melakukan suatu kebaikan.

Kami menerima keputusan untuk melindungi semua warga.
Figure 9b

Figure 10a

Figure 10b

Figure 11

Figure 12a

Figure 12b

Figure 13a

Figure 13b
e. The cover of *North Country* Film