

**JOSEY AIMES' EFFORTS TO FIGHT WOMEN
SEXUAL DISCRIMINATION IN THE WORKPLACE
AS REFLECTED IN 'NORTH COUNTRY'
A FILM BY NIKI CARO**



THESIS

**Submitted as a Partial Fulfillment for the Sarjana Sastra Degree
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Sebelas Maret University**

By:

**Caecilia Sri Widyaningsih
C1304011**

**ENGLISH DEPARTMENT
FACULTY OF LETTERS AND FINE ARTS
SEBELAS MARET UNIVERSITY
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APPROVAL OF THE THESIS SUPERVISOR

Approved to be examined before the Board of Examiners

Faculty of Letters and Fine Arts

Sebelas Maret University

Thesis Consultant:

Dra. Zita Rarastesa, M. A

()

Thesis Consultant

NIP 132 206 593

Head of Non Regular Program

Drs. Mugijatna, M. si.

NIP. 131 569 256

APPROVAL OF THE BOARD OF EXAMINERS

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By

Caecilia Sri Widyaningsih

NIM C1304011

Has been examined by the Board of Examiners Faculty of Letters and Fine Arts
Sebelas Maret University on July, 24th 2007

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Sebelas Maret University

Drs. Sudarno, M.A
NIP. 131 472 202

PRONOUNCEMENT

I declared truthfully that this thesis entitled **JOSEY AIMES' EFFORTS TO FIGHT WOMEN SEXUAL DISCRIMINATION IN THE WORKPLACE AS REFLECTED IN *NORTH COUNTRY* A FILM BY NIKI CARO** is not plagiarism or anyone's piece of work. The terms belonging to others work are shown by quoting mark and shown in the bibliography.

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Surakarta.....

2007

Caecilia Sri Widyaningsih

C1304011

MOTTO

*Sebab Itu Janganlah Kamu Kuatir Akan Hari Besok,
Karena Hari Besok Memiliki Kesusahannya Sendiri.
Kesusahan Sehari Cukuplah Untuk Sehari”
(Matius 6:34)*

*Mintalah Hati Yang Jernih
Walau Apapun Yang Terjadi Dalam Hidupmu
(Petrus Widiasongko)*

*Segala Sesuatu Yang Kamu Kehendaki
Supaya Orang Lain Perbuat kepadamu
Perbuatlah Demikian Juga Kepada Mereka
(Matius 7:12)*

*Let Us Always Meet Each Other With Smile
For Smile is the Beginning of Love
(Mother Teresa)*

*Don't Walk Behind Me, I May Not Lead
Don't Walk In Front of Me, I May Not Follow
Just Walk There, Right Beside Me
(Anonymous)*

...Wear my shoes. Tell me tough...

(Niki Caro)

I gratefully dedicated this thesis to:

*My Jesus Christ for being my savior, for blessing me,
for Your never ending love, and for brightening my days.*

Mom and Dad for giving me chances to finish my everlasting study.

A very big hug and thank to you. You are the best I ever had.

I really love both of you.

My Sisters and Brothers who are always loving me... I love you all.

My beloved someone who'll be mine in my future...

And myself. It's been a long and difficult days in my priceless life.

Be tough, don't ever give up and be yourself because

"it's not easy to be you..."

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TABLE OF CONTENT

| | |
|---|-----|
| TITLE | |
| .i | |
| THE APPROVAL OF CONSULTANT | ii |
| THE APPROVAL OF THE BOARD OF EXAMINERS | iii |
| PRONOUNCEMENT | |
| .iv | |
| MOTTO | |
| ..v | |
| DEDICATION | |
| .vi | |
| ACKNOWLEDGEMENT | |
| vii | |
| TABLE OF CONTENTS | x |
| ABSTRACT | |
| xii | |

CHAPTER I: INTRODUCTION

| | |
|---|----|
| A. Background of Choosing the Subject..... | 1 |
| B. Research Questions..... | 7 |
| C. Scope of the Study..... | 8 |
| D. Objectives of the Study..... | 8 |
| E. Benefits of the Study | 8 |
| F. Methodology..... | 9 |
| G. Theoretical Approach | 10 |
| H. Thesis Organization | 13 |

CHAPTER II: LITERATURE REVIEW

| | |
|--|----|
| A. Socio-Historical Background of <i>North</i> <i>Country</i> | 15 |
| B. Women Stereotype Theory..... 16 | |
| C. Semiotic Film Theory | 24 |

CHAPTER III: ANALYSIS

A. How women stereotypes lead to women sexual discrimination in *North Country*..... 37

B. Josey Aimes' efforts to fight the discriminative attitude of the male workers in *North Country*.....64

CHAPTER IV: CONCLUSION AND RECOMMENDATION

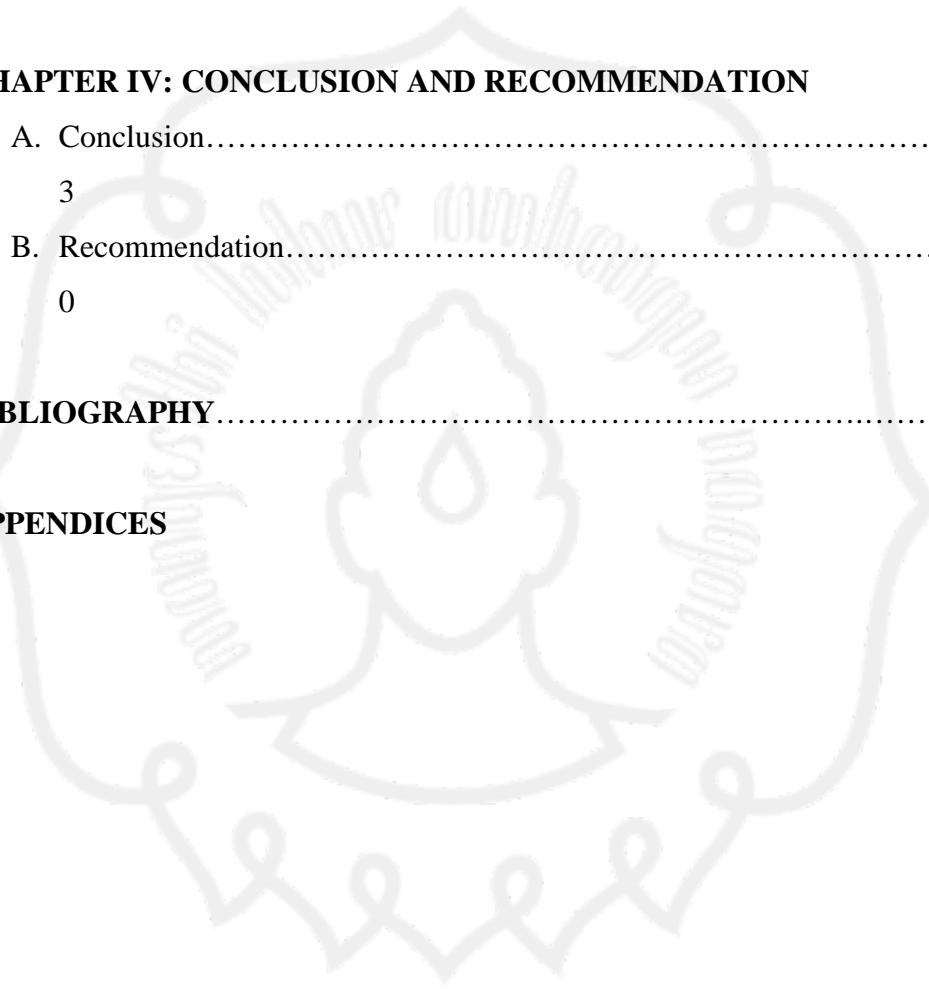
A. Conclusion.....8
3

B. Recommendation.....9
0

BIBLIOGRAPHY.....9

1

APPENDICES



ABSTRACT

Caecilia Sri Widyaningsih. C1304011. Title: JOSEY AIMES' EFFORTS TO FIGHT WOMEN SEXUAL DISCRIMINATION IN THE WORKPLACE AS REFLECTED IN *NORTH COUNTRY*, A FILM BY NIKI CARO. English Department Faculty of Letters and Fine Arts Sebelas Maret University.

This research focused on the patriarchy that causes stereotype which leads to the sexual discrimination and then the efforts of women to fight the male discriminative attitudes. The researcher formulated two research questions: "How does women stereotypes lead to women sexual discrimination in *North Country*?" and "What are Josey Aimes' efforts to fight the discriminative attitude of the male workers in *North Country*?" The purposes of this research were to explain how *North Country* film reflects the stereotypes that lead to women discrimination and how this film reflects Josey Aimes' struggles and efforts to fight against the discriminative attitudes of the male workers.

This research was conducted within the boundaries of American studies. The main source of data in this research was *North Country*, a film by Niki Caro that was produced in 2005 by Warner Bros Pictures that was associated with Participant Production. The main data of this research were the dialogues, characters' facial expression, characters' attitudes and beliefs, and cinematographic elements of *North Country* that were related to the research questions in this research. The supporting data of this research were taken from *North Country* film script, books, articles, and the Internet's sources that were related to the research questions.

From the analysis, the researcher draws two conclusions. First, *North Country* shows the patriarchal system was the main cause of the stereotype of women that directly lead to women sexual discrimination both in society, especially in the workplace. The stereotype of women as the pretty sex, sexual object and weaker power than the men caused the women sexual discrimination in every aspect. For example; women are restricted to work outside, often beaten by their husbands and in the workplace women also have to accept male workers discriminative attitudes such as being sexually harassed, they were seduced to make love with the male workers, being mocked in vulgar words, and being intimidated whenever they want to get free from the harassment. Secondly, the efforts of an ordinary woman, Josey Aimes as the main character in *North Country* to fight the discrimination attitude of the male workers. She went to the owner and employers office in order to report and to get the solution of the

discriminative attitude, she hired a lawyer to sue the mine and she tried to get female workers to be her plaintiffs to make a class action. In her efforts, she found a lot of difficulties but she was never giving up. This film also aimed to gain other women to fight and struggle for their rights.

CHAPTER I

INTRODUCTION

A. Background of Choosing the Subject

American Study is a study that focuses on American experiences. The United States was built based on ideas and all people know that America is a country that is also named as “city on a hill”. “City on a hill” means that America is the best country compared to the other countries; a superior country and it has power to make an expansion to other areas as the reflection of the puritan spirit to move to the west. In the beginning of America, people came from other areas and countries in order to find a new world in America. It was caused by many reasons, such as inequalities in their life done by their previous countries’ rules. Unfortunately, their struggles have not finished because the different cultures, languages and others among them, they have to compete with each other to get everything they want.

We know that in America, there were a lot of American heroes in the past who gave so many contributions to the American development for example Martin Luther King who had tried to get equality for colored people and Lucretia Mott, a woman that is known as the “mother” of the feminist movements. Usually heroes have some special characteristics in physical and psychological

performances. The eight characteristics of hero are humanitarian, persistent, responsible, courageous and brave, intelligent, selfless and humble-puts others first, has a sense of humor, mentally strong and self confident (http://online2.sd8.bc.ca/schools/erickson/heroes/survey_hero_ch.html).

People were born with the two kinds of sex, male and female. According to Eshlemen, Cashion & Basilico, actually the term male and female rose in society because of the different biological organs, so they treat male and female in different way since they were young or even since they were in their mother's womb. People have basic trust that male have to be strong, powerful, and think rationally while female is powerless, emotional, and weaker than male. Its differences and also the patriarchal line that held in societies are automatically make the different treatments to the two sexes.

Sexual harassment is closely related to stereotype; especially women's stereotype that places women as a beautiful thing and a sex object. A stereotype is standardized conception or image of a specific group of people or objects that is held by the group members. It is the force a simple pattern upon a complex mass and assigns a limited number of characteristics to all members of a group (Nachbar and Lause, 1992: 236). In popular culture there are many types of stereotypes where people stereotyped around of characteristics of age, sex, race, religion, vacation, and nationality. Women images are stereotyped as "Pretty sex". It means that they become "different" because their sex. Since 19th century, they used to taking care of their bodies from their feet up to their heads. People and women itself regard themselves as works of art, sculpt their bodies and paint their

face as aesthetic expression. So that “beauty businesses” grows fast until this period. They help women to release the fats from their body, treat it and it makes them being much more beautiful even actually “beauty” also can be seen from their brains quality. As the impact of the stereotype of beauty, women become sex object for both male and female. The relation of sexual harassments with stereotype (that cause women as sex objects, especially male’s sexual objects) is because women placed only to satisfy male’s sexual desire, so they often find many unfair treatments from men, both physical or oral which are included as sexual harassment.

Sexual harassment is a form of sex discrimination. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual’s employment, unreasonably interferes with an individual’s work performance, or creates an intimidating, hostile, or offensive work environment. It can occur in a variety circumstances. The victim as well the harasser may be a woman or a man and it does not have to be of the opposite sex, the harasser can be the victim’s supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee. (http://www.eeoc.gov/types/sexual_harassment.html).

Women development cannot be separated from the influence of feminists’ movement. The meaning of feminism is a belief in the social, political and economic equality of the sexes, and a movement organized around the conviction that biological sex should not be the pre-determinant factor shaping a person's

social identity or socio-political or economic rights (<http://en.wikipedia.org/wiki/Feminism>). Feminism has a specific purpose to maintain women's power to get women's right. Elizabeth Cady Stanton, Lucy Stone, and Susan B. Anthony were the great feminists. They have an action to make the kinds of changes women and they reveal a great deal about the 19th century women's right movements (<http://www.legacy98.org/timeline.html>).

To commemorate, to celebrate and to understand about American history, its movements, and people who have big roles upon its development, we can read a lot of books and articles that consist about it. It can be used to raise the American nationality. There are also many films, as one of the popular culture products show about the reality of American history in the past and its development until the present time.

“Popular culture reflects both change and stability. In other word, it tells us what we are now, what we have been in the past and where the two overlap to define what we may always be”. (Nachbar and Lause, 1992: 5)

From the phenomena of women's problem in sex discrimination in the form of sexual harassments, the researcher is interested in this research because *North Country* is very interesting film, especially its story which obviously describes the success of women's struggle to find equal sexual treatments from male co-workers and the employers at the work place and also the chance to work normally as the men that is related to feminism.

North Country is a film that was made in 2005, directed by Niki Caro, produced in 2005 by Nana Greenwald, released by Warner Bros Pictures that was

associated with Participant Production. It casted Charlize Theron as the main character, Josey Aimes, Frances McDormand as Glory, Sissy Spacek as Alice Aimes, Woody Harrelson as Bill White, Jeremy Renner as Booby Sharp and so on. The film script was written by Michael Seitzman and inspired by a book entitled by Clara Bingham and Laura Leedy Gansler entitled *Class Action: The Story of Lois Jenson and the Landmark Case That Changed Sexual Harassment Law*. *North Country* was nominated for 2 Oscars.

In *North Country* film, there is a main character; named Josey Aimes that reflects an American feminist. This main character is played by Charlize Theron. The main character is a beautiful mother of two children who runaway from her husband because her husband had beaten her. Then she went to her parents' house and tried to earn money by working at a barbershop and after she met her old friend, Glory who offered a job at Pearson's Taconite and Steel, she worked at that big iron mines company. Here she had to work with other workers with the biggest number were men. Before the mine hires her, she had to fill a form and examined by a doctor to check whether pregnant or not. At the mine, she finds some inhuman treatments to the female workers such as sexual harassments that were done by men. For example when they entered the lunchroom, there was an artificial of male genital organ in her friend's food container that put by one of the male employees, then another day she saw Earl, a male co-worker harassed her female co-worker, Sherry by touching her breast in the pit, and so on. Based on those facts, she tried to maintain all of female workers to get equality as the male workers to work at the mining corporation, to get the fair sexual treatments, and to

be respected by male workers. Unfortunately, all of her female friends refuse to join her because they were afraid for the risks that will be accepted as its consequence. They accused Josey as the one who just increase the problem. The harassments were getting larger because of Josey's act. One day, she came to Mr. Pavich's room, the mining employer to report that problems but he did not want to hear and he said that Josey had to accept the conditions and work hard because male workers were not her friends and no one cared about someone's problems, even if it is a sexual harassment. Then her fight was continued by going to Pearson's office in the town and here she met Mr. Pearson as the company's leader and other employers, for example Mr. Pavich. In that meeting, all of employers refused to make further actions toward the female co-workers' problems and they judged Josey as a bitch who often sleep with other people's husbands. They also asked her to sign out from the company but Josey said that she did not want to quit because she really needed the job. After that meeting, she met Bill White and proposed him as her lawyer to sue the company. In front of the mine's workers, at the Union Meeting, Josey spoke loudly about women's problems and their rights to get equal treatment for example to speak out their feeling in the company as the male workers did. Here she saw that all of them were against her, include her own female co-worker, Peg. The only one who supported her was her father. At the end of the story, the situation changed after they heard the reasons and Aimes' raping story that happened to her and done by her own teacher, Lattavansky when she was sixteen years old that made her pregnant and also made her relationship with her father became worse. Local

society also had a negative thinking about her because she did not tell who her son's father and she had a daughter with different father so they thought that she's a whore. After there were many testimonies from Josey and Pearson's side, the Judge decided that she won the court and she gets a modest financial settlement and the women's sexual harassment policy for women.

North Country reflects women's struggle in order to find the equal treatments in work and sexual treatments. The researcher sees it as the reflection of women's movements in the second wave feminism that is refer to a period of feminist activity began in the late of 1960s and 1970s. According to http://en.wikipedia.org/wiki/Second-wave_feminism, second wave feminism concerned with independence and greater political action to improve women's rights and concerned with the issue of economic equality (including the ability to have careers in addition to motherhood, or the rights to have children) between the genders and addressed the rights of female minorities.

B. Research Questions

The researcher formulates the problem statements as follows:

1. How do women stereotypes lead to women sexual discrimination in *North Country*?
2. What are Josey Aimes' efforts to fight the discriminative attitude of the male workers in *North Country*?

C. Objective of Study

The main objectives of this study are to find the solution to the problems as arranged on the problem statements. The objectives are:

1. To explain how women stereotypes lead to women sexual discrimination in *North Country*.
2. To explain what are Josey Aimes' efforts to fight the discriminative attitude of the male workers in *North Country*.

D. Scope of Study

To limit the discussion in order to avoid deviation and rambling analysis, the research focuses or objected only on the protagonist character's life, especially at the mine, Josey Aimes (Charlize Theron) that is related to the research questions.

E. Benefits of the Study

This research is expected to have the benefits for the readers and contributions for other researchers who are interested in the same field. The significances are:

1. To give additional information about the struggle of women that lead to sexual discrimination in the workplace as the impact of patriarchy line.
2. To give contribution for other researchers, especially for Sebelas Maret University students who take American Study and interested in the same object, about sexual harassment in the workplace.

F. Methodology

1. Type of Research

The type of this research was library research. For most of the activities are done by library orientation by reading and watching the film. The form of this research is descriptive qualitative. In qualitative research, the data are gathered in the term of words or sentences or pictures. To support the presentation, the researcher needs to use the notes which describe the real situation.

“Data yang dikumpulkan terutama berupa kata-kata, kalimat atau gambar yang memiliki arti lebih dari sekedar angka atau frekuensi. Peneliti menekankan catatan yang menggambarkan situasi sebenarnya guna mendukung penyajian data”. (Sutopo, 2002: 35)

2. Data

The main source data of this research was the *North Country* film VCD (Video Compact Disc), which was directed by Niki Caro, produced in 2005 by Nana Greenwald, released by Warner Bros Pictures that was associated with Participant Production. It casted Charlize Theron as the main character, Josey Aimes, Frances McDormand as Glory, Sissy Spacek as Alice Aimes, Woody Harrelson as Bill White, Jeremy Renner as Bobby Sharp and so on. The film script was written by Michael Seitzman based on a true story and inspired titled *Class Action* by Clara Bingham and Laura Leedy Ga

- a. The main data of this research were the dialogues, characters' facial expression, characters' attitudes, and camera angles of *North Country* that are related with the problem statements.
- b. The supporting data are taken from other sources such as film's script, articles, websites and other source that are related to the research.

G. Theoretical Approach

The researcher used sociological approach, feminist approach, and semiotic film theory for the discussion to answer and to analyze its problem statements. These approaches and theory were expected to help the researcher in this analysis because it is important to know the filmmakers purposes by seeing

the elements of a film and the background or the meaning of the story related to its sociology.

a. Sociological Approach

The sociological approach that was used hopefully helped the researcher find out the social background of the story, the main character's background, and its environment based on the setting of time and place. Besides, it helped the researcher find the answers to the above problem statements.

In order to have a deep understanding upon the social condition as the background of the story, the researcher took a theory of sociology.

“Sociology is the study of social relationship, social institutions, and society. The term itself, originated to Auguste Comte (1798-1857), the founder of sociology, is derived from two root words: socius, which means “companion” or “associate” and logos which means “words”. As its most basic, then it means “words about human association or society.” (Eshlemen, Cashion & Basilico, 1993:5-6)

b. Feminist Approach

As the above explanation that feminist movement raised because of women oppression, in order to relate the issue of the analysis, about women's struggle because of sexual harassment at the work place and its feminism, the researcher used the feminist theory. This approach lead the analysis to the feminists thought that can be taken from their theories which are talking about women's problem on sexual harassment at the work place.

c. Historical Approach

To support the analysis, this research used historical background in America based on the film's setting of time and the true story which inspired the film. It supports the analysis in order to understand the situation in America, especially Minnesota during that period.

d. Semiotic Film Theory

To find the meaning of the signs in the story, beyond its signs and codes, the researcher uses semiotic approach. The semiotic film theory was taken from Christian Metz, Ferdinand De Saussure, and Peirce in Monaco, O' Brien et al and also Stam, Burgoyne, and Lewis books. The other reasons why the researcher takes this theory are to understand the film's elements, such as camera angles and the lighting.

“Film theory has sought to explain how meaning is embodied in a film and how that meaning is communicated to the audiences.” (Allen and Gomery, 2005: 8)

“The approach of semiotics is to study the arts and media as languages or language system-technical structures with inherent laws governing not only what it is “said” but also how its “said”. Semiotics attempt to describe the codes and structural system that operates in cultural phenomena.” (Monaco, 2000: 34)

e. Popular Culture Theory

To find the relation between women stereotypes with sexual harassment which is usually faced by women in the world which is contained in *North Country* film as one of the popular products, Cultural Approach was utilized. The researcher took the theory of popular culture from Nachbar and Lause book while the stereotype theory was taken from Jane Caputi and Susan Nance theory in *Popular Culture: An Introductory Text* by Nachbar and Lause.

H. Th zation

This thesis consists of four chapters and each of them is subdivided into subsequent divisions. The first chapter is Introduction, which consists of background the subject, research questions, scope of study, objectives of study, benefits of the study, theoretical approach and thesis organization. Sub-chapter theoretical approach contains sociological approach, feminist approach, historical approach, semiotic film theory and popular culture theory.

The second chapter is literature review. There are some discussions about American social condition in 1989 and the historical background of *North Country*, women stereotype theory, semiotic film theory, and popular culture theory.

The third chapter is analysis. In this chapter, the analysis is divided into two subchapters. The first is the analysis of how women stereotypes lead to women sexual discrimination in *North Country* and the second is the analysis of what are Josey Aimes' efforts to fight the discriminative attitude of the male workers in *North Country*. In this analysis, the researcher provides the American social condition in 1989 and historical background of the film, women stereotype theory, semiotic film theory, and the popular culture theory.

Then the last chapter is the conclusion and recommendation. The conclusion in this chapter is made based on the analysis in chapter three and is also researcher's recommendation about this thesis based on the whole content of the thesis.

CHAPTER II

LITERATURE

REVIEW

A. Socio-Historical Background and of *North Country*

In order to understand the social condition in America during the time that is used in the *North Country* film's background which is made inspired by a true story that happened in America, especially the story that contributed to the American women development, the sociological approach is utilized. According to Eslemen, Cashion & Basilico, sociology is the study of social relationship, social institutions, and society. The term itself, often credited to Auguste Comte

(1798-1857), the founder of sociology, is derived from two root words: socius, which means “companion” or “associate” and logos which means “words”. As its most basic, then it means “words about human association or society”.

“Throughout Western History women have been subjected to the indignities of a patriarchal system that has pervaded every aspect of their lives. Beginning the ancient world, the rule of fathers confirmed the supremacy of men within the home as well as their dominance throughout the whole of the social and political world” (Murphy, 1995: x)

Patriarchy system has been held by societies since a long time ago and it became basic thinking of an understanding upon women. As the impact of patriarchy or the rule of father, women are usually being stereotyped in many aspects by men and even by women itself. They are stereotyped in education and occupation. The general assumption is that women is weaker at all compared to men, so they have to be men’s ‘servants’ and do what men said. During the period of time, since women realized the different treatment between them and men and then they tried to get equality, the negative understanding upon women has been changed day by day. Men have more respects to them even there are still many women stereotyping in every part of the world.

In this modern era, where a lot of women have bigger chances in education, occupation, and freedom of speech, their struggle has not finished yet. Women’s struggle to get equality can be seen in many forms. For example it can be seen from the discovery movies and others. There are also many films which made to respect women which use women as the main characters that have higher status than men even though these films are still in small numbers. The numbers

are contrast compared to the films that use women to attract much more male audiences and their sexual desires.

“Sociology is interested in the measurement of the effect of the various types of mass communication. It studies what happens when facts are distorted through stereotyping, ethnocentrism, or propaganda. It is also concerned with the relationship between mass communication media and personality. The studies here in chapter IV deal with the five major forms of mass communication: the newspapers (comic), magazines, the radio, movies, and television”. (O’ Brien, et al, 1957: 255)

It means that film is one of great entertainments for people in the world, especially in America. It can be used to represent the real condition of a certain place. It gives an understanding about society, social conditions, social relationship, and also beliefs and values. *North Country* film is able to describe the condition of a society with the problem such as the social relationship and society in Northern Minnesota. The story of Lois Jenson which inspired this film is one of sexual harassment case that successfully brought a sexual harassment law in America. It has close relation with *North Country* film because this film also tells a story of sexual harassment case and social condition and interaction through the problem that faced by most women during that period of time and also its solution which obviously show the changing of women role.

Niki Caro is a female director who is also known as a feminist. She produced a lot of films and the last two films are *Whale Rider* and *North Country*. *Whale Rider* is a film which was made before *North Country*. Each film’s objects are women and their problems. The setting of place of *North Country* is taken at Minnesota, the 32nd state of America in 1989. Minnesota is the biggest state based

on Midwest area. This state is the main area that produces food and has few natural resources which have been exploited since the last two centuries.

North Country is a film which shows women oppression because of sexual harassment in the workplace and their struggle to get the equal treatments. It is a fictionalized version of the first true sexual harassment suit that was brought under the Title VII of the Civil Rights Act of 1964 and the Minnesota Human Rights Act by Lois Jenson. She was a woman who worked in Eveleth Taconite Mine in Mesabi Iron Range of northern Minnesota. At this mine, she found sex discrimination which was befall female workers. Based on those facts, she filed a sex discrimination charge with the Minnesota Department of Human Rights and the Equal Employment Opportunity Commission on 26 October 1984. During four years after that, there was no solution upon the problem, so Jenson and her friend filed their class action complaint on August 1988, adding Anderson as a plaintiff. This case made the court produce a new legal standard applicable to class action. The story of Jenson vs. Eveleth Taconite co was published in the book with the title *Class Action: The Story of Lois Jenson and the Landmark Case That Changed Sexual Harassment Law*, a book by Clara Bingham and Laura Leedy Gansler.

B. Women Stereotype Theory

In modern society, people are differentiated based on gender, gender roles, and the concept of masculinity and femininity:

Sex refers to biological characteristics, the genetics, hormonal, and anatomical differences between males and females. Gender, on the other hand, is a social status. It refers to social differences between the sexes, specifically to the cultural concepts of masculinity and femininity. Our culture traditionally defines masculinity to mean strong, competent, rational, unemotional, and competitive. It defines femininity to mean nurturant, caring, and able to deal with emotional side of relationship. Gender roles refer to the behaviors that are expected of men and women... in other words are behaviors assigned on the basis of the assumed characteristics of masculinity and femininity. (Eshlemen, Cashion & Basilico, 1993: 255)

It means that gender is about the social status, the characteristics, and behaviors that are expected based on the differential of sexes, male and female. There are a lot of different treatments based on the sexes. The different treatments based on sexes are the effect of patriarchal system held by society. Male have larger chances to develop themselves in many sectors, such as social and economic while women were given less opportunity to reach the better condition. For example in the beginning of America most of American women did not get education as male did, they had to stay at home and they were prohibited to work outside. Even there were a little amount of women worked in certain places, they could not stand in front of men, in other words, they could not be leaders, and they only became listeners, followers and do what men said. Jaffe in Eshlemen, Cashion & Basilico said "Women have less authority and less autonomy in their work than do men" (Jaffe in Eshlemen, Cashion & Basilico, 1993: 263).

The patriarchal system is held by the society since it contained in the Bible, as the source of their thought, their basic rules to regulate their behaviors:

Patriarchy, the rule of fathers, is the basic cause of women's oppression. Its roots lie deep in Western history. Under the Hebrew patriarchs, female deities were overthrown and the reverence attributed to them was replaced by the worship of a male Father-god, Yahweh. In the book of Genesis, the patriarchal system can be seen from its story that woman being created from man, so the woman is subordinated to man. (Murphy, 1995: 1)

The social condition, especially women condition in 1989, at Minnesota was obviously described in *North Country* film. Women were placed under men and they found many inequalities in their life. Women had to stay at home and taking care of their husbands and children, they were also often beaten by their own husbands, and they cannot work outside, especially at the men's job such as miner works. In the workplace, women only played the second role after men. They were paid low even they worked for the same hours; they became male's sexual object then sexually harassed.

Feminism is idealism in which movement or action rose as the effect of women oppression in a male-centered society. Sex and gender were the fundamental move in feminism. According to <http://www.answers.com/topic/sex>, sex is the property or quality by which organisms are classified as female or male on the basis of their reproductive organs and function. Each of them are considered as a group. The condition or character of being female or male; the physiological, functional, and psychological differences that distinguish the female and the male.

According to *Oxford Advanced Learner's Dictionary*, male is the sex that does not give birth to babies, it is the sex that does not give birth while female can

give birth to children and femininity is quality of being feminine while masculinity is quality of being masculine (Hornby, 1995:428,710).

The different characteristics of male which have superior physical power and authorities and has larger chances in every aspect, such as work, education, and positions compared to women which is held by society is based on patriarchy. According to Eshlemen, Cashion & Basilico, women are subjected to a great deal of violence, such as being harassed at work, treated violently at home, and raped by acquaintances and strangers. It also happened in the workplace in which the workers dominated by male, female workers were paid low in the work force, sexually harassed, and did not have equal positions as men.

The different treatments that befell women in the workplace can be concluded in stereotyping. According to Nachbar and Lause, stereotype is standardized conception or image that held in common by of a specific group of people or object and it is the direct expression of beliefs and values (Nachbar and Lause, 1992: 236-237). People stereotyped around of characteristics of age, sex, race, religion, vacation, and nationality. The stereotypes can be seen whether it is spoken, written, or even using other media. Stereotyping is a natural function of the human/cultural mind and it so comr casionally functions in useful way. It can be used to analyze popular culture because it provides an important and revealing expression of hidden beliefs and values.

Upward mobility for women is limited first by the inability to move from the secondary work force to the primary work force, and then by the inability to move above the glass ceiling to executive positions. Women are not given positions that provide experience in authority and autonomy and therefore are not

eligible for promotion. (Eshlemen, Cashion & Basilico, 1993: 274)

The stereotype of female slenderness is a sub-set of a much larger stereotype of women and beauty. The simple set of images effectively conveys some basic of sexism and racism as they are intertwined with the larger cultural stereotyping of beauty.

a. *Women are the pretty sex*

According to Caputi and Nance, women are expected to relinquish their claims to vast fields of human endeavor. The first fields are intelligent and creativity where they are expected to regard themselves as works of art, sculpt their bodies, develop their breast, and paint their face as aesthetic expression; the second field is worldly power whereas women's sexual charm is centrally located in their physically, men's chief allure emanates from their work, achievement, wealth and social station; then the third field is that stereotype of feminine beauty designates women as sex objects, not only in the eyes of the men who behold them, but also in their own eyes.

In America, some evidence supports the idea that many women have low self-esteem regarding their personal appearance. They are expected to be thin and beautiful, and as a result, women spend more time, energy, and money than men do on cosmetics, diet, and exercise products. (Cashion, and Basilico, 1993: 268)

It means that women are usually seen from the physical appearance; men give much more attention to "beautiful" women. It means that women's

physical appearance is the main interesting thing which emerges men's sexual desires compared to women's brain quality. It makes women became men's sexual objects. They will never stop trying to make themselves much more beautiful than before so they will be appreciated by the men.

b. Submission is a beautiful feminine beauty is Submissive

A component of feminine prettiness and desirability is a willingness to submit. Such principles are then coded into stereotypes that say men must be older, taller, larger, stronger, more experienced than women and it is contrast with women.

c. The image of beautiful woman functions as an icon or symbols for the beliefs and values of the core culture.

It means that beautiful woman is usually used as an icon or symbol of beliefs and values, such as heroines. For example beautiful heroine in a film is used to express the beautiful mind, a nice woman, an honest and straight forward heart woman who tries to save the victim/s.

The physical incarnation of the hero and the heroine is beauty of a kind which exactly expresses the ideologies and aspirations of those who admire this. We must learn to read beauty as we have learned to read the face. (Balazs in Caputi and Nance in Nachbar and Lause, 1992:298)

Based on women oppression that in every aspect of life and in every place they belong to, such as in the workplace and at their own home as the effect of sex discrimination which is considered a patriarchal system, some brave women began to stand up to reach and prevent their rights. The rights are religious freedom, having a voice in the government and living free. According to

<http://www.legacy98.org/timeline.html>, the women rights movement began at 13 July 1848 with Elizabeth Cady Stanton as the main feminist. Women struggles had not finished yet; it was followed by other struggles with other new feminists. The second wave of feminism occurred in 1960 which was fueled by several seemingly independent events of that turbulent decade that each of them brought a different segment of the population into movement. In 1964, Civil Rights Act which prohibiting employment discrimination on the basis of sex as well as race, religion, and national origin was passed. Betty Friedan, the chairs of various state commissions on the status of women and other feminists formed a civil rights organization for women. In 1966, the National Organization for women was organized, soon to be followed by an array of other mass-membership organizations addressing the needs of specific group of women (Blacks, Latinas, Asian-American, Lesbians, Welfare, recipients, business owners, aspiring politicians, and tradeswomen and professional women of every sort).

Radical feminists were a group of women who also gained women's right, especially in sex. Based on women experiences in sex discrimination, these women claimed that the social systems which held patriarchal system were the basic reason and cause of men domination upon women. They concluded that the way to end the oppression toward a firm society is by eliminating patriarchy:

From the point of view of radical feminism, the impalpable power of man derives from a social hierarchy whose influence precedes the elaboration of social and political relation. This understructure can be overcome only by reaching its roots in family. Patriarchy is not based upon maleness as such, but rather upon the social position held by the male as head of a household (Murphy, 1995: 17).

Working women often found the kinds of stereotypes done by their male co-workers, leaders, or even their female co-workers. As mentioned in the previous pages, one kind of stereotypes is sexual harassment. Sexual harassment also became the theme or the main problem in *North Country* film. This harassment was done by the male co-workers and the leaders to a group of female workers in Pearson's Taconite & Steel.

Sexual harassment is a form of sex discrimination. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment. It can occur in a variety of circumstances. The victim as well as the harasser may be a woman or a man and it does not have to be of the opposite sex, the harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee (http://www.eeoc.gov/types/sexual_harassment.html).

Actually, men and women are equal. They can work together even though they have physical differences. Men need to be respected and appreciated, so do the women. Their relation will be much better if they are accepting their differences and they complete their both lacks each other. When women get the freedom or their rights and the both can work together, there will be any good relation between them and women will respect men.

Sexual reconciliation will not be easy; it will require much good will on both sides. Men and women must be also willing to know more about each other. And the way of knowing will be a way of questioning, of asking why, and how, we are different. (Murphy, 1995: 43)

Man is unsettled by woman and woman by man. There is always this unsettlement by the opposite sex where there is the

encounter of man and woman. Each is asked by the opposite sex “Why, *quo iure*, are you *de facto* so utterly different from myself? Can and will you guarantee that your mode of life which disconcerts me is also human? Can you show me this in such a way that I can understand it? (Barth in Murphy, 1995: 43)

Once the oppression of women was ended, the relations between the sexes would improve. When women became a man’s equal, she would understand him more completely (Murphy, 1995: 41).

C. Semiotic Approach

Ferdinand de Saussure and Charles Sanders Peirce were the two contemporary semiotics’ thinkers. The word ‘semiology’ or semiotics is derived from the Greek *semeion* means ‘sign’. It is the study of signs, symbols, and signification. Saussure coined the term ‘semiology’. The definition of ‘semic’ can be founded in Saussure’s book, *Course in General Linguistics* that compiled by his students and based on notes drawn from the three Saussure’s lectures.


A science that studies the life of signs within society is conceivable...I shall call it semiology (from the Greek *semeion* ‘sign). Semiology would show what constitutes signs, what laws govern them. Since the science does not yet exist, no one can say what it would be; but it has a right to existence, a place staked out in advance. (Saussure in Peirce, Burgoyne, and Lewis, 1992: 4)

According to Saussure, semiology is the study of how meaning is created not what it is. He argues that meaning derives from the system within which particular utterances are articulated (Lapsey and Westlake, 1998: 33). Saussure

distinguished language and parole, signifier which is made up from the sounds that is used by particular language and signified which consists the concept or meaning assigned to any organization of signifiers. Signifier and signified comprises the linguistic sign.

Charles Sanders Peirce, an American philosopher used the term semiotics for the first time in the end of 19th century. According to Peirce, the two words 'semiology' and 'semiotics' shows the thinker. People who join Pierce use 'semiotics' while people who use 'semiology' means that they prefer to join Saussure. Peirce involved a triad of three entities in the process of semiotics: the sign as something which stands to somebody for something in some respect or capacity, its object for which the sign stands, and its interpretant the 'mental effect' generated by the relation between sign and object.

According to Stam, Burgoyne, and Lewis, Peirce also contributes his tripartite classifications of the kinds of signs which are available to human consciousness into icons, indices and symbols. He defined the iconic sign as a sign which is determined by its dynamic object by virtue of its internal nature. It represents its object by means of similarity or resemblance; the relation between sign and interpretant is mainly one of likeness. He defined indexical sign as a sign which is determined by its dynamic object by virtue of being in a real relation to it. A symbolic sign involves an entirely conventional link between sign and interpretant.

Film is a series of motionless  projected onto a screen so fast to create in the mind of anyone watching the screen an impression of continuous

motion, such image being projected by a light shining through to a corresponding series of images arranged on continuous band of flexible material (McAnany and William in Meitasari). It consists of thousand images that are recorded on a celluloid tape in order to create 'movement illusion' which causes the images of the film that are projected onto a screen seem to move. In a minute film needs 1440 images because in a second, there are 24 images.

It is not an easy thing for people who rarely watch some films to see the visual images and the hidden messages and meaning in a film. They will find a lot of difficulties to understand the film. It is different from people who often watch films and the skilled people. They will be easier to understand the story, the hidden meaning in films:

....we must learn to read before we can attempt to enjoy or understand literature, but we tend to believe, mistakenly, that anyone can read a film. Anyone can *see* a film, it's true. But some people have learned to comprehend visual images-physiologically, ethnographically, and psychologically-with far more sophistication than have others. (Monaco, 2000:157)

Semiotic film theory is a branch of film theory. According to Allen and Gomery, semiotic film has sought to explain how meaning is embodied in a film and how that film is communicated to an audience. Christian Metz, the pioneer of film semiotic has a conclusion that the cinema was not a language system but it was a language. In Monaco, Metz pointed out that we understand a film not because we have a knowledge of its system, rather, we achieve an understanding of its system because we understand the system. In another way, we understand a

film not because the cinema is language that it can tell such fine stories (Monaco, 2000:157).

The movie technique and terminology are utilized in order to understand the meaning in a film. The idioms in the film theories are:

1. Sign

- a. Denotative and Connotative Meanings

According to Monaco, film manages to communicate meaning. In film, there are two different manners: denotatively and connotatively. A film image or sound also has a denotative meaning like written language but there is a substantial difference between a description in word (or even in still photographs) of a person or event, and a cinematic record of the same. By borrowing a “trichotomy” from Peirce, Peter Wollen in Monaco suggested that cinematic signs are of three orders:

- 1). The Icon

The icon is a sign in which the signifiers represents the signified mainly by its similarity, its likeness.

- 2). The Index

The index measures a quality not because it is identical to it but because it has an inherent relationship to it.

- 3). The Symbol

The symbol is an arbitrary sign in which the signifier has neither a direct nor an indexical relationship to the signified, but rather represents it through convention.

b. Codes

The most important artistic codes in cinema that are shared with the other arts are the unique codes that form the specific syntax of film.

c. *Mise-en-scene*

It is a French term that means 'placing on stage'. It refers to all the visual elements of the set, set dressing, costumes, make-up, lighting, and even physical body posture that are arranged and placed by the camera lens. *Mise-en-scene* is often regarded as static montage as dynamic. According to Monaco, it is usually used to denote that part of the cinematic process, such as the lenses, etc. The shot is a large unit of meanings that the explanation is divided into:

1). The Frame Image

The specific readings which are produced depend on the way to frame the subjects and objects. For example are the angles of the shots. It can be used to show the character's power or position, face expressions, and so on. The lighting plays the important role in every scene. It is the way frames look, the pattern of light and dark in a scene by camera and film projector. It is used to determine the

mood of the movie. For example is dark lighting which is used in a horror film, dim lighting can be used to show the 'dark' situation and gloomy expression, and the bright lighting that usually used in comedy film.

The two kinds of light in the frame image are:

- Key light.

It is the main light on a subject. High key lighting provides all or most light in the scene that is predominantly lighter than medium gray (used in comedy, musicals, and lighthearted drama). Low-key lighting provides less light or darker than medium gray (used in mystery, horror, and serious drama).

- Fill light.

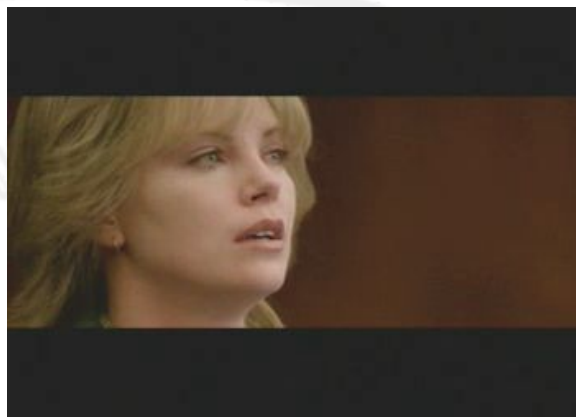
It is an auxiliary light. It lights from the subject's light which is soften the shadows and illuminate areas which are not covered by the key lightness of the total illumination.

2). The Diachronic Shot

The 7 types of shots are: extreme close-up, close-up, medium close-up, medium shot, medium long shot, long shot, and extreme long shot or distance shot.

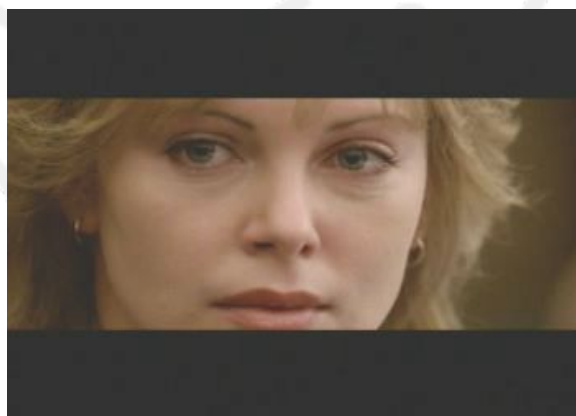
a) Close Up/extreme close-up (CU/ECU)

Close Up/ Extreme Close Up shows a part of the objects or subjects. For example is the character(s) face. It shows the expression of the character(s) upon a certain scene or the condition on it.



Picture 1: an example of Close Up

(North Country, 2005, 0:56:45)

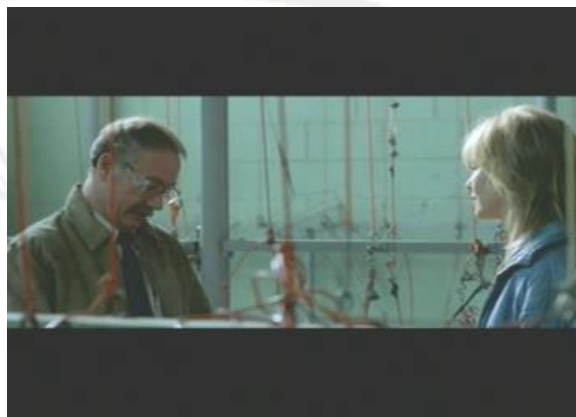


Picture 2: an example of Extreme Close Up

(North Country, 2005, 0:55:40)

b) Medium Close-up (MCU)

It only shows the upper part of the character(s) body. The character(s) part is generally taken from shoulders to head or from waist up or down.



Picture 3: an example of Medium Close Up

(*North Country*, 2005, 0:18:04)

c) Medium Shot (MS)

Medium shot frames character (s) from the hips, waist, and knees up or knees down. During the shot, the camera is sufficiently distanced from the body of the character to show the relation between the character and its surroundings.



Picture 4: an example of Medium shot

(*North Country*, 2005, 0:24:55)

d) Long Shot (LS)

The shot is taken with camera placed in a distance to show the full body of the character(s) and the surrounding environment.

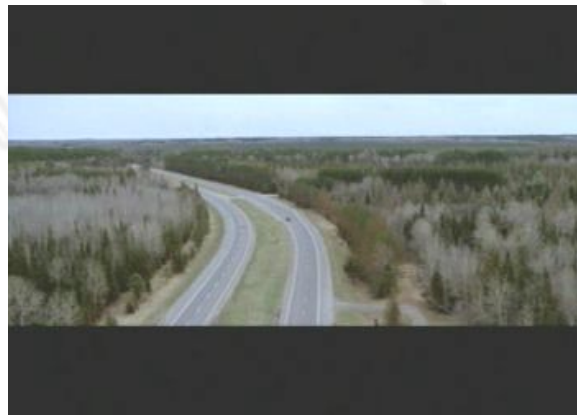


Picture 5: an example of Long Shot

(*North Country*, 2005, 0:05:50)

e) Extreme Long Shot

In this shot, the camera moves further away from the main subject or character and shows it in a very far distance with the large environment surround it.



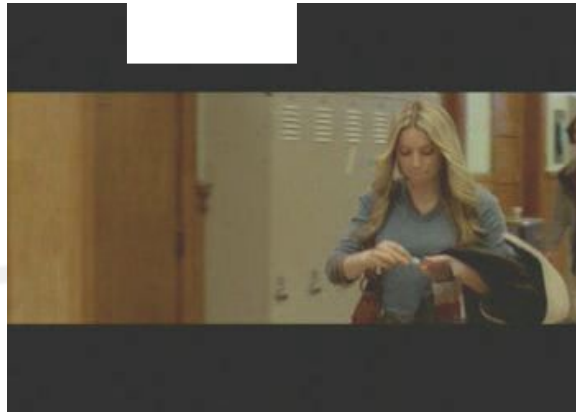
Picture 6: an example of Extreme Long Shot

(*North Country*, 2005, 0:00:02)

d. Angle

It refers to how far and how high, and the way to place the camera in relation to the subject. There are normal angle or usually called eye-level angle, low angle and high angle.

- o Normal angle or usually called eye-level angle is the angle technique that places the camera in the same position which shows the equal authority and status of objects or subjects



Picture 7: an example of Normal Angle

(*North Country*, 2005, 0:07:00)

- Low angle is the camera angle technique that places camera below the eye level, usually around the chin or chest or even slightly lower. This angle shows the obvious 'high' position of the objects or subjects compared to the seer or the opposite character (when the scene shows a dialogue between one or more characters). The word 'high' is not only mean real position but also the objects or subjects authority and status.



Picture 8: an example of Low Angle
(*North Country*, 2005, 0:44:35)

- High angle is the camera angle technique that places camera above the subject or character's eye level. It shows the lower position and authority of the objects or subjects.



Picture 9: an example of High Angle
(*North Country*, 2005, 0:17:41)

e. Sound

Sound has a significant part in the movie. According to Metz, there are five channels of information in film: (1) the visual image; (2) print and other graphics; (3) speech; (4) music; and (5) sound or noise (Metz in Monaco, 2000: 212). Print and other graphics, speech, and music are intermittent channels while the visual image and sound or noise are the two channels which are continuous. When the sound or noise or a soundtrack is added in a film, it will make an image (s) more alive.

f. Montage

This term was used in Europe but 'editing' or 'cutting' were usually used in U.S. There are 8 (eight) types of montage

- Autonomous shot or sequence shot
- Parallel syntagma, the well-known phenomenon of parallel editing. It offers two sequences that do not have a narrative connection.
- The bracket syntagma, Metz in Monaco defines it as ' a series of very brief scenes representing occurrences that the film gives as typical example of a same order or reality, without in any way chronologically locating them in relation to each other" (Metz in Monaco, 2000: 221)
- The descriptive syntagma

- The alternate syntagma. It is the same as the parallel syntagma but it offers parallel or alternating elements.
- The scene
- Episodic sequences
- Ordinary sequence.

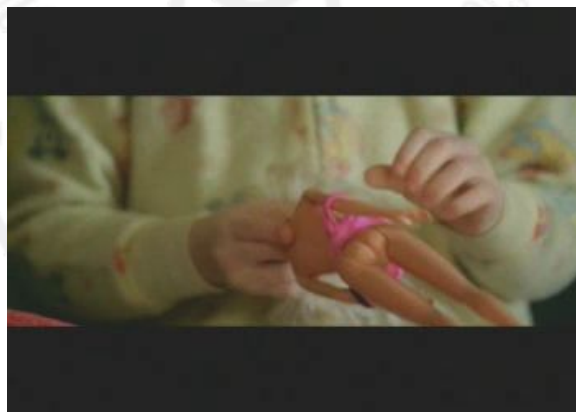
CHAI III

ANA S

This chapter consists of the analysis as answer to the problem statements in this research. The analysis is divided into two sub chapters in order to have a deep discussion in each question. The first sub chapter deals with the first problem statement, “how does women stereotype lead to women sexual discrimination in *North Country* film?” In this sub chapter, the researcher digs out the information about women sexual discrimination as the subject matter of this research which are obviously shown in the film whether verbally or physically. The next sub chapter answers the second problem statement that is, “what are Josey Aimes’ efforts to fight the discriminative attitude of the male workers in *North Country*” Both problem statements are answered by using the approaches and theories mentioned in chapter one.

A. How Women Stereotypes Lead to Women Sexual Discrimination in *North Country*.

As mentioned in the previous chapter, patriarchy is a system which places women as the inferior than men. Societies accustomed to make the different proportion between women and men. As Nachbar and Lause said women are expected to relinquish their claims to vast fields of human endeavor. They are expected to regard themselves as works of art, sculpt their bodies, develop their breast, and paint their face as aesthetic expression; women's sexual charm is centrally located in their physically, then the third field is that stereotype of feminine beauty designates women as sex objects, not only in the eyes of the men who behold them, but also in their own eyes (Caputi and Nance in Nachbar and Lause, 1992:297). There are also many pop culture products that are made by using women as the object or the source of the idea, for example Barbie. It is a beautiful doll with a blonde hair and well-shaped body.



(Caro, 2005:0:08:27)

In the film, there is a scene which is show a Barbie that is played by Karen, Josey's daughter. The doll used pink dress which had been released by

Karen. This scene is a reflection of the patriarchal system in society, it describes that women also have the same destiny as the doll and they can be played by as the little girl did. The scene uses low-key lighting to provide less light to show gloomy expression because the motion shows how painful the doll (that symbolizes women) was that the dress was released by Karen. The eye level camera angle and close up shot technique which are used to give clear pictures of Karen's hands' motion which played a half naked doll by taking off the doll's dress. It can be seen that the scene shows the doll's bottom. The scene shows that Barbie as one of the popular products has been thoroughly inculcated in American society. It reflects the stereotyping of beauty. The Barbie shows how women are expected to be physically beautiful as the doll. Women who have a beauty appearance, with the painted face and well-shaped body (thin) will get much more attention. To achieve the beauty, women will do anything such as paint their faces, release their fat by diet and they will spend their time and money to make up their body.

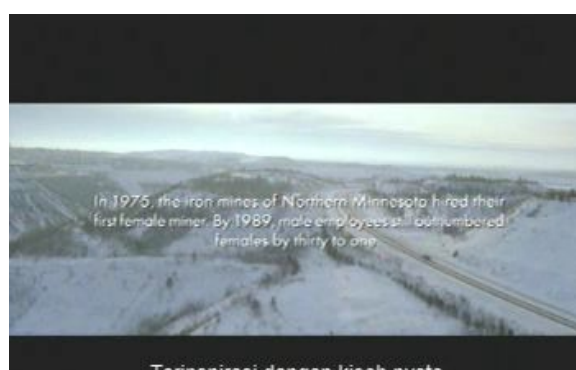
“In America, thinness is a socially recognized sign, for class status, sexuality, grace, discipline and “being good” whereas *fat* is now a categorical derogative for those stigmatized as stupid, sick, self-indulgent, neurotic, lazy, sad, bad, and invariably ugly.” (Balazs in Caputi and Nance in Nachbar and Lause, 1992:297)

North Country was made in America with setting of place in Northern Minnesota in 1989. It has non-linear narrative. According to Cowgill, non linear film deconstructs a character, complicated event, situation, or a combination of these elements by reordering the time sequence and creating a new arrangement of

time, dramatic, and thematic, purposes (http://www.plotsinc.com/sitenew/column_art_02.html). The title *North Country* is taken based on the setting of place of this film, in Minnesota, a country that lies in Midwest America and the specific place is in Northern Minnesota. *North Country* was inspired by the true story of Lois Jenson. This film tells the story which had happened in the past but it shows at the present time or is usually called as flashback. At the beginning of the film, there were many scenes that show the areas of Northern Minnesota which full with snow. Most of the scenes were taken from the air and there is a voice over narration in the beginning of the film. The voice over narration leads the audiences to know the object of the film, a film that was made to gain women power and leave the basic destiny of women so women will be tough.

Lady you sit in your nice house....
 ...clean floors, your bottled water, your flowers on Valentine's
 Day....
 ...and you think you're tough?
 (The script, 2005: 1)

The above sentences in the voice over narration are also used to explain the condition of general women as housewife in 1989, especially Josey Aimes or the main character's condition before she got up to move to prevent her rights. This voice over narration technique raises the curiosity of the audiences to know the ending of the story, how the story flows, how it shows the problem and also its solution.



(Caro, 2005:0:05:05)

From the above sentence in the scene, we can see that at 1975 was the first time when female join the mine and in 1989, male employees eliminated female workers. This scene uses high level camera angle to show the area where Josey and her children were on the way to go to Northern Minnesota by using a car. The extreme long shot technique used to show the subject in a very far distance with the large environment surround it. The environment around the car was the mountain area in which covered by the snow everywhere which give the impression that it was in a snowy climate. The barren land with less trees shows the atmosphere of the area where Josey did not find happiness.



(Caro, 2005:0:03:37)

In Josey's way home to her parents' house at Northern Minnesota and she arrived at the gas station and after she filled the gas to her car, Josey stood in a cold and misty night, she saw a truck which brought two deers at the vessel which passed her. She saw that view silently and sadly because it reminded her to her own condition, her unhappy life and marriage. There is snow on the truck vessel, on the wheel and covered the deer's skin. At a glance it means nothing, but actually the deers symbolize women indicates the condition of women at that time which were powerless, the freedom to express their mind because they were tied by the rule of the culture in an unfriendly atmosphere. The scene uses medium close up shot technique. In order to give the information that the animals have the equal degree as Josey, it used eye level camera angle.

While there was voice over narration, the story moves forward started with the scenes which show the day when Josey tried to escape from her husband and then brought her two children to her parents' house, at Northern Minnesota. These scenes are followed by another scene that shows the court, where Josey Aimes was placed as the defendant then the whole story started. At that court, all of the audiences listened to her testimonies, the story that happened before she left her husband as the reason why she went back to Northern Minnesota as her hometown, then her daily work in the iron mine with a lot of sexual harassments, the intimidations upon female co-workers, and her past story when she was raped

by her high school teacher which were compared with other witnesses' testimonies.



(Caro, 2005:0:02:15)

The shot composition of this scene is a medium shot technique with eye-level camera angle. It shows the whole scene from waist up to their heads. The setting is in a court with Josey on the witness stand. It also shows the judge and his secretaries. The judge's seat is placed in front of the courtroom and it lies higher than others seats. It means that he has the highest authority to decide whether the defendant is guilty or not and the punishment upon it. Beside him, there is an American flag showing that it happened in a country that is included as a part of the United States and under its authority and there is an institution's flag. On the wall, there is a sign of the court that consists of a picture of a pair of scales that symbolizes justice.

At Northern Minnesota in 1989, there was a mine company named Pearson Taconite & Steel Inc. It was the company where the Josey Aimes, worked. She was a woman who had two children with the different men. Her first son was born because of a rape incident that befell her when she was in high

school. Then her second daughter was born in her unhappy marriage because her husband often beat her. She ran away from her husband and worked at a bakery shop and then at a mine company in order to earn money to feed her children by herself. Unfortunately she became male's sexual object again at the mine. Josey and other female workers got bad treatments and they were sexually being harassed at the mine. Actually, before she joined the company, Glory, the first woman driver had reminded her not to fight against men because actually men did not want female workers at the mine.

Glory : "You know they don't want us up there. Right?"

Josey : "Yeah, I got that."

(The script, 2005: 13)

Male workers did not want the females to work at the mine and have the same position as theirs because most societies still hold the beliefs as the patriarchal line's effect, 'the rule of father' that places men higher than women in job opportunity, status in work, and in their daily life where women have to obey men's rules. It is also included as one kind of stereotypes. Women will be appreciated by men if they have 'beautiful appearances'. As its impact, women were accustomed to take care of their appearances, to be beautiful, well-shaped, have good attitudes, polite, submissive and show their sexual desire which make male feel pleasant. Josey's sexual history, when she gave birth to Sammy before marriage and her broken marriage made bad impressions about her. People always saw her as if she was a sinner.

The bad impressions can be seen when her father went home after he worked and asked her why her husband beaten her. It was also happened Josey sat as a defendant at the court and the lawyer asked Josey

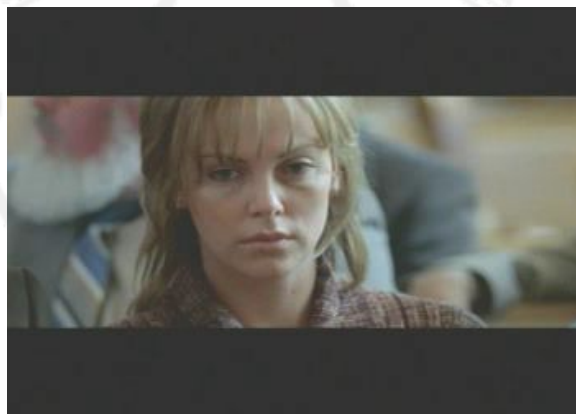
Hank : “So...he catches you with another man? Is that why he laid hands on you?”

(The script, 2005: 3)

Collin : “Is that because you’ve had so many sexual partners?”

(The script, 2005: 3)

At the church, there was a scene which shows Josey’s desperation for her unhappy marriage and her bad destiny. There were also a scene which was used to show how the society’s perception to Josey because she went home to live with her folks without her husband and it s ith another reason, Josey’s sexual history.



(Caro, 2005:0:08:27)

This scene uses medium close up shot that only shows a half of the character's body from the shoulders up to head and uses eye level camera angle. It obviously shows character regretful facial expression, with a black circle around Josey's left eye and a small wound on her lip. This black circle was the effect of Wayne's beat. Her face is rather dirty because at that time, Josey did not put make up on her face and she had an empty gaze.



(Caro, 2005:0:08:40)

In addition, this scene is using medium close up shot technique with eye-level camera angle. It shows the whole subjects from shoulders up to their heads. The camera angle was used to give the impression that the characters in this scene were equal. The setting is in a church. It shows the ambience of a mass and a

woman's facial expression. The woman who sat beside the man swung round her head and gazed Josey from a long distance with a mysterious sharp glance. Her side long glance was at the same time as when the priest who said two words, 'The Body of Christ' while he gave the communion to the girls in front of the Altar. Her motion obviously describes that she compared Josey to Christ. It shows that she regarded Josey as a sinner. In a party after the Mass, some women still insulted Josey for her broken marriage and said that her past story with the different men in her life is a disgusting thing.

Women :” Poor Alice. That girl has been nothing but trouble for her since day one. Got two kids with two different fathers already? Heck of a shame.”

(The script, 2005: 4)

Josey's father disagreed with her decision to work at that mine because most of miner's workers were men. He would be ashamed if her daughter worked in that inappropriate place. Pearson Taconite & Steel Inc. was the best paying company in the area compared to other occupations such as in a barbershop like Josey did before. She believed if she worked there, she would be able to afford a place for her and her children.



(Caro, 2005: 0:12:55)

This scene uses eye-level medium shot where the characters are shown waist up to their heads and the lighting is blur because there was only one lamp. It means that it happened at night and at a dining room, the family had a dinner and little conversation about Josey's plan to work at the mine. This scene uses dim lighting to determine the gloomy situation at that time. The key light or the main light of this scene is low-key lighting that is usually used in serious drama in order to provide less light or darker than medium gray.

At that round table, Josey sat between Karen and her mother. Josey's seat which is opposite to her father means they have different opinions, the way of thinking about miner occupation and a pointment that they felt about each other. Hank's statement means that since the mine hired women, there are a lot of problems in the mine. At the different time, Alice Aimes explained to Josey that everyone needed a purpose and as a mother, Josey's purpose was her children, she had to take care of them while Hank's purpose was the mine. He was a man and a miner so he had to go to the mine, a place where he used to work. Alice also encouraged Josey not to work at the mine because it would embarrass her father.

Josey : "...but the mine pays six times what I'm making now."

Hank : "do you have any idea of many accidents there've been since these started? Somebody will be killed because of them women."

Josey : "I can't afford a place by washing hair."

(The script, 2005: 8)

Alice : “I’m just saying, everyone needs a purpose. Your purpose is those kids. Your father’s is that mine. And if you take a job there.... Well, it’ll shame him, you should think about that.”

(The script, 2005: 11)

The film also describes Josey’s sexual history, her mysterious son’s father that made her parents embarrassed and the society always have a negative thinking on her. They did not know the real fact that she had been raped by her own teacher when she was sixteen years old when she was a high school student. She hidden Sammy’s father because she wanted to forget the raping story. Her teacher, Lattavansky misused his responsibility and authority as a teacher to teach his student. He was raping Josey. Bobby Sharp, her classmate saw the incident but he did not do anything to help her; l way and left her.



(Caro, 2005, 0:40:51)

This scene uses close up shot technique for the shot destination and eye-level angle (shot composition) because it shows the upper parts of the subject. It is clear enough to see the Josey’s facial expression that was scared, in pain. She

cried and she screamed loudly asking for a help. It also shows Lattavansky's facial expression that was full of sexual desire and he was more powerful than Josey. He held Josey's left hand and pushed Josey's body to the door so it was impossible for Josey to open the door and runaway. The class door with a little part made from iron wire gives the impression that it gave a little chance to breathe and it shows as if she were in prison which limited Josey's acts from running away.

Based on historical background, women in the past did not work outside their house. Most of them only worked for their own houses as taking care of her family and cleaning their houses as their responsibility as housewife or mother. They did not accept wages for this job. Even there were few women worked, they only worked at the common women's occupations such as a lawyer, in a textile factory but not as miner because it was men's job.

Patriarchy is a system of male authority which oppresses women through its social, political, and economic institutions. In any of the historical forms that patriarchal society takes, whether is feudal, capitalist, or socialist, a sex-gender system and a system of economic discrimination operate simultaneously. Patriarchy has power from men's greater access to, and mediation of, the resources and rewards of authority structures inside and outside the home (Humm, 1989: 200)

North Country shows that the patriarchy line also worked in the society at Northern Minnesota in 1989. From the film, the researcher saw that women, especially wives and mother in that year were not allowed to work outside the house. They used to cook, clean and take care of their family so it was uncommon thing when a woman did a hard work, for example mining. There is a little

conversation between Josey and her son that shows common wives and mother occupation.

Sammy : “Nothing, just most people’s mothers cook and clean. They don’t work at the mine.”
(The script, 2005: 56)

The different women’s status at Minnesota can be seen by the costumes between women who worked as wives and mothers compared with female miners’. There were women guests who were attending party used beautiful gowns, good hair, and made up their face even in that party they were just preparing foods for the other. It is in contrast with Josey and other female miners which used jeans trousers, checkered shirts and did not take care of their hair. When they worked, they used working costumes, helmet, handkerchief to cover their hair, and also glasses to protect themselves from the dust.

(Caro, 2005: 0:09:41)

(Caro, 2005:0:21:47)

Continuously, women’s movements began because of their oppression. They wanted to get equality on politic, society, and economy. They wanted to get

the same chance to work and earn money as the men. Women began to work outside the house by joining textile companies. In those places, there were still lots of unfairness. They got a low payment that was different from the men got even they were working with the same duration and they also found many sexual harassments that were done by their male co-workers and their employers.

The conversation that shows how female got smaller chance compared to men to choose occupations in Minnesota and how societies were used to grouped in which men's works or women's works can be seen in the scene where Pearson and Collin met in Pearson's office to discuss about the three plaintiffs Josey should maintain to get the class action.

Pearson : "Something are for men something are for women". Mining is
 Collin : "like lawyering."
 Pearson : "see, a man would never say something like that. Women take everything too personally."
 (The script, 2005: 75-76)

One example of the sex discriminations befell female workers at the work place that can be seen in a scene. It happened at the first day when Josey came to the mine and met with one of the employers, named Arlen Pavich and other new female employees. Arlen explained the job that would be done by the female employees such as working hard to clean the pit.



(Caro, 2005: 0:17:41)

This scene uses high angle and wide shots where it shows whole women's dry room with all the things inside. There are lockers, and several racks that are hung to place female workers dirty clothes, and many long benches to sit. In this scene, Pavich introduced the mine to the new female workers. He stood in front of them which sat at the benches. It shows the different status and Pavich's position that is higher and he has the power and them everything. At that time Pavich said that the mine is an inappropriate place for women and miner is men's job. At that time, Pavich also described that the Supreme Court which decided to give the same opportunity to women to work at the mine did not consider the risks for women itself. Pavich's statement is one of verbal sex discriminations that placed women as weak people.

Pavich : "The mine is a shit pit. Dirt everywhere. Loud as all get-out. You'll be hauling, lifting...driving and all of sort of other things a woman shouldn't be doing, if you ask me...but the Supreme Court didn't ask me, did they?."

(The script, 2005: 13)

The next conversation shows how male sexual desires appeared when they saw something which is interesting such as beautiful ladies that are seen as their

sexual object. They would be more attracted to get the woman's attention that was interesting them. It also happened when Bobby, a Powder Room's supervisor and her school mate saw the new female workers. He said that he preferred to choose beautiful lady with the well-shape body to be his subordinates.

Bobby : "So. So, Arlen which one of these girls gonna be my bitch."

Arlen : "Ladies, meet Bobby Sharp. He runs the Powder Room, where they're short one body."

Bobby : "And we want a nice body. No fatties. Give me the one on the right."

(The script, 2005: 15-16)

Common women in Minnesota usually take care their performance that is different from female miners. Most of female miners were fat and ugly but it is an exception for Josey. She is beautiful, has a nice body with the blonde hair and sometimes she made up her face. A were interested in her. It can be seen in some scenes, for example when Josey and Glory entered the lunchroom to have lunch, male co-workers were starring at her. She became the male's center of attention. They saw Josey as if it were their first time seeing a beautiful woman. One man pointed at Josey when she walked in front of them. It uses eye-level camera angle and close up shot, so it obviously shows one of male co-workers' facial expressions when he saw Josey walking with Glory. He was so excited, pointed at Josey and his mouth was opened as if Josey was the only beautiful woman he had ever seen at the mine.



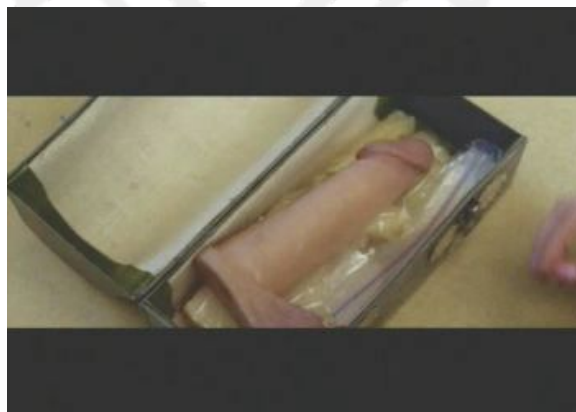
(Caro, 2005: 0:24:29)

At the same time, one of the men put an artificial male genital organ in Sherry's food container. It can be considered as a sexual harassment. They bothered the female workers and it means that the male workers did not respect the female workers. Furthermore when Sherry and her female co-workers found that thing, the male workers also mocked them that it was not the time to make love with a man. Josey perceived it that the artificial might be better than the real one or even than a man that would not cause a fuss for women.

Male worker: "Hey! No getting off in the lunchroom, Ladies."

Josey : "Well, it won't leave the toilet seat up. It won't fart in bed. I might just marry it. Right."

(The script, 2005: 18)



(Caro, 2005, 0:24:59)

Close up shot and eye-level were used in this scene to show the full shape of the artificial male genital organ which was put in Sherry's food container. The thing lied on Sherry's foods. It means that male co-workers mocked Sherry as if she were a prostitute who praised male's genital organ.

Another sexual harassment happened when Josey and Sherry were cleaning the pit. Three men were staring at them and mocking them. Then one of them, Earl, continued with a real sexual harassment by touching Sherry's breast even he said that he wanted to take a full pack of cigarette in Sherry's pocket by his own hand.

Earl : "Nice, she can put her hands on the hose. Come on, ladies!"

Bobby : "Gotta appreciate t's a pretty good likeness, I'd say."

(The script, 2005: 22)

The sentence "Nice, she can put her hands on the hose. Come on, ladies!" means that male co-workers were mocking them because it was impossible for women to work at the mine where they had to do hard things such as cleaning the pit using a big hose. Their 'joke' was continued with a physical sexual harassment by touching Sherry's breast. In this scene, the cameraman uses close up shot that shows how Earl's right hand entered Sherry's pocket and moved inside to grope Sherry's breast while her left hand held Sherry's hand tightly. It also uses blur

lighting because it happened in the pit. The lighting also shows that it happened in intense situation where the victim could not protect herself from male co-workers attack.



(Caro, 2005:0:29:47)

Based on the mine incidents where men bothered her and most of female workers at the mine, for example was the pit incident when Earl touched Sherry's breast, Josey wanted to report the problem to the employers with an expectation to be solved, unfortunately Josey got a bad response from the employer. He did not trust Josey's explanation but he blamed and forced Josey to keep her mouth shut, work hard, and took its risks as a man because it was her own choice when she decided to join the company.



(Caro, 2005:0:30:37)

It is the scene when Josey was in Pavich's office. Josey sat opposite to Pavich. The place where she sat is lower than Pavich. It shows her lower position than Pavich's. The seat lied between a desk which full of book on it and a book container. The books on the table obviously describes that Pavich was an educated man. Beside the table and the book container, there was a wall decoration, a painting between Josey's head, and also a jacket hung on the wall. These things fulfilled the room and it made Josey could not move freely. It means that Josey did not have a chance to move to get what she wanted. She had to accept everything such as the sexual haras: : mine.

Pavich : "Are you hearing a word of what I'm saying?
You're taking jobs where they aren't to take. These
boy aren't your friends. I'm not your friend. You got
no business being there and you damn well know it.
But you're not hearing that, are you? So let's try
something new. How about: Work hard, keep your
mouth shut and take it like a man."

(The script, 2005: 24)

After Josey met Pavich, there were sexual harassments that strike down her. One of them was when Bobby asked Josey to get up to the conveyors and then he commanded another male miner to turn on the machine. Josey felt

shocked and afraid so she walked faster to calm down her mind and to get fresh air. At the top of the building, Bobby seduced her to have a kiss and made love to her.



(Caro, 2005: 0:44:57)

The setting of this scene was at the conveyors top, where no one would find them. The conveyor's top was very high and there was a machine that lifted many tons of rocks per minute and then t down. There Bobby seduced her to kiss and make out with him. The scene uses low angle and wide shot that show how Josey held on iron fence while Bobby came to her. It shows how scared Josey was and could not imagine how she was if she fell down and tons of rocks buried her. The corner of the scene shows rocks that were poured down.

Peg, one of Josey's female co-workers also became a victim; she was harassed by the male workers. They seduced Peg to make love with them. Peg was different from Josey. She had a big body, black hair and ugly so the male

workers humiliated her and their words indicates that they saw Peg as a priceless thing so she can be bought with low payment.

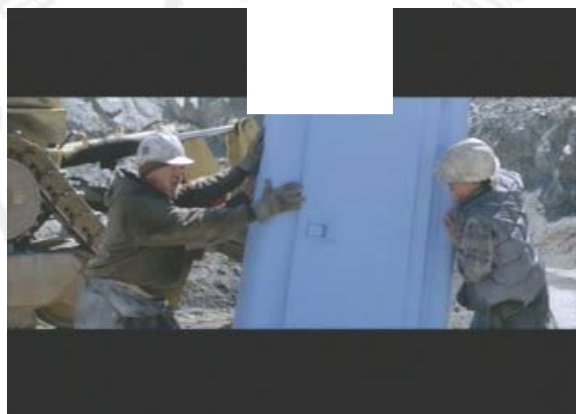
Male workers: “Hey Peg! Three for a dollar. Got change for a dollar?”

(The script, 2005: 50)

One day, when Sherry wanted to wash her hand in the crapper, few male co-workers bothered and shook her after she entered it that made her fell down and the whole water from the closet poured her.

Male worker: “Sherry, sherry, quite contrary. Kiss my ass, it’s really hairy.”

(The script, 2005: 50)



(Caro, 2005, 1:00:51)

The scene uses eye-level angle to the impression that the two men were equal with Sherry who was in the crapper. They were strong that can be seen from their big bodies and they used their big power to shake the crapper. This scene also uses the wide shot composition. It shows the crapper that was shaken by two male-co workers and its backgrounds were mounds of rocks and a little part of yellow crusher machine behind the crapper. The men still used helmet, jacket, and gloves. It means that the incident happened in a yard at the working time.

Because of a lot of sexual harassments happened to the female workers, Josey was standing and she went to the town to see the company's owner, Donald Pearson to get the solutions. When she arrived and entered the room, there were Pearson's colleagues included Pavich. They already had a briefing before Josey came and whenever Josey wanted to tell her mind, Pearson denied it. He blamed Josey, asked her to resign, to stop stirring her female co-workers, and go away from her married male co-workers. It means that Pavich had washed his mind and told him the different story so he thought Josey was lying.

Pearson :“Well, the current situation requires... that an employee provide us with two weeks notice...before leaving his position....However, given how obviously emotional this has been for you...we're willing to do something special in this case. We've decided to waive the two-week requirement...and allow you to tender your resignation effective immediately...”

“Well, then I suggest you spend less time stirring up your female co-workers...and less time in the beds of your married male co workers...”

(The script, 2005: 53-54)



(Caro, 2005, 01:42)

The eye level camera angle shows that whole of the attendants have equal position. The scene was taken behind Josey in order to show that the men in front of her were staring at her. It also made to show that Josey was the one who made a fault and she was judged by the men. Here Josey, as the main character explained the sexual harassment while she sat behind the triangle table, her seat was at the corner side, and all employers starred at her. The medium shot technique shows the subjects from p. It also uses backlighting that can be seen from the scene, the source light put behind the subjects (characters, table, etc), silhouetting it, and directing the light toward the camera. This scene was made to show the different status between Josey and other characters. Most of the men use western-style shirts, working suits, and completed with collars. It shows that they are an executive or people who have high position in a company. The other things that were located on the little table behind the man are the paintings

on the wall and bottles of wine on the little table. Paintings and wine are the expensive things so these things also show the high status of the employers (men).

According to Eshlemen, Cashion, and Basilico, women in all types of jobs suffer from sexual harassment, unwelcome sexual advances made by coworkers or superior at work. Women who reject sexual advances maybe denied a job, intimidated, given poor work evaluations, denied raises of promotions, or fired. It also happened to Josey, male co-workers began to intimidate Josey and other female co-workers. Because of Josey's brave action to see the highest company leader, female workers should accept other intimidations as the male workers' reaction. The form of that intimidation was written such as words cunts and rats on the women's dry room wall. Then one of the men asked Josey about it as if they were satisfied for one of the employers, Bobby, who was supposed to protect his employees attacked her at the pit.

Male worker: "Hey, Josey, how you like your new scratch and sniff wallpaper?"

Josey : "Was it him? Was it? I give a piece of my check to that union, like everyone else."

Ricky : "You fucked off. What do you want me to say?."

Bobby : "Hey, lovebirds, want a job? Or should I dim the lights for you and let you ass down here. I got a job for you in the dry room. You're one crazy bitch, you know that?"

Josey : "You said you had a job for me."

Bobby : "You're one crazy bitch, you know that?"

"You like that, don't you? You like that? To grab your pussy like that, don't you? Forgot you like it a little rough. You're gonna learn the goddamn rules. If I have to beat them into you myself. Damn you Josey."

(The script, 2005: 61-62)



(Caro, 2005, 10:40)

The camera angle of this scene uses eye-level angle and medium shot technique. It is closer to the subject and it shows about waist up to heads even the objects were lay down. It is a blur lighting because the setting of place is at the iron mine's pit where the light was so minimal (Powder Room) and it used to show intense situation. Bobby Sharp threatened Josey and beat her because he was angry for Josey's report to Pavich about the harassment in the pit which was done to Sherry by Earl.

B. Josey Aimes' efforts to fight t inative attitude of the male workers in *North Country*

According to Nachbar and Lause, the definition of countertype is positive stereotype which evolves as an attempt to replace or counter a negative stereotype which has been applied previously to a specific group pf people (Nachbar and Lause, 1992: 238). *North Country* presents the countertype and the basic

understanding as the impact of patriarchy line that always places women as weak creatures, which were depended, stood under men and weak creatures. The countertype in this film is the changing role of an ordinary mother and wife who becomes an independent woman and her struggles for her fellows to get equality.

North Country is a film that was made to reveal the facts of sexual harassments in a male domination works and society. This film shows the beginning of a woman's awakening of her consciousness toward the unfairness that happened on her. Her struggles began because of her experiences as a victim of two men, her husband and her teacher and are also strengthened by the real conditions at the mine where male workers and employers saw female co-workers as "useless" people because male thought that women were used only to make them feel sexually satisfied. Women have to give them some services at home and they did not want female to become their co-workers.

Josey Aimes is a woman whose father has been working at the Pearson's Taconite and Steel for many years. Based on the setting of time, in that society, women have to stay at home, cooking, taking of their family, and other to show their faithfulness to their family. It is one of many proofs of male domination and rejection through women participat
tioned in sub chapter A, there a lot of women's problems such as sexual harassments which were befall most of all female workers.

Josey's awakening can be seen from her statement at the court in the beginning of the film that she decided to start to be a tough woman and ready to accept any risks because of her decision. She would get up from her failed

marriage and then tried to be strong enough to endure her new life without her husband. Her optimistic feeling can be seen from her statement she said, **there is no Mrs here.**

- Josey : “Wear my shoes. Tell me tough. Work a day in the pit, tell me tough.”
 Collin : “I’m sure we’re all sufficiently impressed, Mrs. Aimes.”
 Josey : “There There is no "Mrs." here. No. I didn't go to the police.”
 Collin : “What did you do?”
 Josey : “What I had to.
 (The script, 2005: 11)

In order to feed her children by herself, Josey was working in a barbershop. It gave her low payment. One day, she met her old friend and a female miner, Glory when she rinsed her hair. Glory asked Josey about her marriage and gave her information that the mine was hiring women so she suggested Josey to work at the mine as her father did. It is the time when she heard that woman could work at the men’s work even as a truck driver like Glory did.

- Glory : The mine's hiring, you know.
 (The script, 2005: 6)

Glory was the first woman who worked at the mine. She was Josey’s old friend. They have never seen each other for a long time. Glory was the only female co workers who became her truly friend in her struggle. She represented and struggled for the rights of the fema at the union. Their gathering at the barber shop was the melting point for Josey. It made Josey switched her mind from her old understanding that working at the mine is a weird thing. At the living

room when Josey and her family had a dinner, she said that the mine would pay her six times compared to the barbershop and if she worked at the mine, she would be able to have a house. Unfortunately, her father disputed her argument. He started to blame women workers and judged them as the causal factor of the accidents at the mine. Meanwhile Josey's decision couldn't be argued anymore. In the morning after the intense dinner, she brought her children and left her parents' house and slept at Glory's house for a moment. She signed the application form and then followed the pregnancy examination before she joined the company. It is the requirement that must be done by the female applicants before the company hires them. The examination held to know whether she was pregnant or not.



(Caro, 2005:0:13:08)

Medium shot technique and the eye level camera are used in this scene. This scene shows the atmosphere of a room where Josey was examined by a doctor in a room. The things at that room are a desk in the corner which was full with books, a lamp to help the doctor to see Josey's inside. Josey's feet were opened while she lied down on the bed because the doctor examined her by looking at her genital organ.

Josey's abilities to hold out her life by her own hands, without anyone's help or even her husband or a man while she had to feed her two children were doubted by her father. Josey's perfect characteristics and physical appearances also made Kyle, Glory's husband mocked Josey when Josey arrived at Glory's house.

Hank : "You wanna be a lesbian now?"
(The script, 2005: 8)

Kyle : "She's kind of girlie to be a miner."
(The script, 2005: 12)

Glory was providing Josey to keep working at the mine by talking to Hank when she was in a yard driving a truck to pull the coverall.

Glory : "Hank, I need a f break."
Hank : "You took a coff hour ago."
Glory : "That's the point, HANK. SHE'S BEEN DRINKING COFFEE"

like everyone else.”

Hank :”Hey, Glory, are you talking as a union rep...or just butting into anybody's business as usual?.”

Glory :”All I'm saying is that you can whip it out anytime, Hank. We gotta pull the coveralls all the way down, you know? We start peeing in our seats...I don't think the next shift's gonna be too happy about it.”

Hank :”You got another load to get. So pull them up and go get it.”

(The script, 2005: 14-15)

Above conversation has a meaning that at first Glory wanted to asked Hank to take a break but Hank did not permit her. After Glory heard Hank's response, she said “That's the point, Hank. She's been drinking coffee like everyone else”. Her statement was intended to switch their conversation to discuss about Josey. Glory wanted to make Hank understand and accept Josey's decision to work at that mine. The sentence ‘She's been drinking like anyone else’ means that now Josey was the part of the miners and as a female worker she had the same rights like the others.

Josey's struggles started when she moved and left her husband to live with her parents. It can be seen from the scenes in the beginning of the story when Josey was beaten by her husband and made her nose full with blood then she took her children and left her house. Whenever she decided to leave her house was the time which was the beginning of her new life. She had already gave all of her strength to defend her life with her children by herself. It reflects an awakening of a woman power. After she arrived at Northern Minnessotta and lived with her parents, she worked at a barber shop. She washed the customers' hair. She worked hard even the barber shop paid her a little money. Fortunately she met Glory. She

was the one who had remind Josey to work at the mine. Knowing male co-workers' bad treatments upon female co-workers, she stood up and tried to report it to Pavich, one of the official. The official did not give the solution upon the problems but he blamed Josey.

“Women in all types of jobs suffer from sexual harassment, unwelcome sexual advances made by coworkers and superior at work. Women who reject sexual advances may be denied a job, intimidated, given poor work evaluations, denied raises or promotions, or fired” (Eshlemen, Cashion & Basilico, 1993: 70).

Her efforts to go to the officials made difficulties for her and other female co-workers. Because of her acts, male co-workers began to intimidate and did the bad things such beaten most of female workers everyday. She had been beaten in the pit and threatened by Bobby Sharp. He was Josey's high school mate and also the one who have responsible to the Powder Room. Other male workers humiliated female workers with verbal abuse by writing the mocking words at the women restroom's wall but they denied it at the court. The verbal abuses can be seen from many scenes. The mocking words were written on the walls in the female washroom.



(Caro, 2005: 0:08:51)



(Caro, 2005: 0:08:56)

These two scenes use medium shot technique and eye level camera angles. The words CUNTS and RATS were in big size. The word RATS was written used medium shot techniques and eye evel camera angle. The words were written by using human waste on the walls under the warning board to command the workers

to keep the washroom clean. It was written to mock female co-workers because male co-workers thought that Josey's acts would threaten their position.



(Caro, 2005: 0:37:11)

It is one of the intimidations which were done by the male workers. They put a disgusting thing in Sherry's locker. Male workers ejaculated on Sherry's shirt. This scene was using close up shot technique in order to show the male worker's sperm on Sherry's pink shirt that was held by Sherry's right hand and also showed Sherry's right shoulder.

Because of the intimidations upon them, female workers began to oppose Josey and they forced Josey to stop her struggle and they said that Josey was useless so they did not need her help. They did not support Josey but they just blamed Josey for the intimidations. Even there was a notice on the board that said 'GOOD HOUSEKEEPING IS EVERYONES RESPONSIBILITY'; female workers forced Josey to clean the washroom by herself when there were overflowed toilet and the human waste writings on the walls.



(Caro, 2005: 0:08:29)

The scene uses low key angle camera because the main object is the notice on the wall. Long shot technique of the scene is utilized because the scene round up the entire wall. The wall was filled with other notices. One of them was a notice in a board completed with the lamp. There was a worker's head in the right framed scene. He shut his nose after he went out from female washroom.

The employers also did not give protection to the female workers from the harassments and the intimidation as their responsibility and promise. It was inappropriate with their responsibilities for the sexual harassment that happened at their company as the protection for the workers. Their responsibility was concluded in the part LABOR COMMISSION PART 1604-GUIDELINES ON DISCRIMINATION BECAUSE SEX-Table of Contents, point (b).

“...with the respect to conduct between fellow employees, an employer is responsible for acts of sexual harassment in the workplace where the employer (or its agent or supervisory

employees) knows or should have known of the conduct, unless it can show that it took immediate and appropriate corrective action)" (<http://frwebgate.access.gpo.gov/cgi-bin/get-cfr.cgi?TITLE=29PART=1604&SECTION=11&YEAR=2001&TYPE=TEXT>).

Donald Pearson: "Pardon me, I'm Donald Pearson. I believe you work for me. If you have any problems, you make sure you come and see me"

(The script, 2005:21)

Because of her efforts did not find any solutions and none cared about it, Josey started to find a lawyer. She wanted to sue the mine. She met Bill White, a lawyer at the hockey hall. They knew each other after Glory confronted them. At that hockey hall, Josey asked White to be her lawyer. At first, White refused it and he said that there were other lawyers Josey could see. He said that even Josey and he tried hard; Josey would not win the court. He also suggested Josey to quit and found another job but Josey defended her decision by saying that she would take care of her and her children by herself. She told White that the problems happened to all women but White did not care of it. Her statement made White thought it and then he talked about it with Kyle at the bar.

Josey : "I need a lawyer. I wanna sue the mine. The company. All of them."
White : "Well, good luck with that."
Josey : "I'm saying I wanna hire you."
White : "Sorry don't do that anymore."
Josey : "That sucks, because you're the only lawyer I ever met."
White : "Well, the good news is, all roads lead you to lawyers. Tell you what. I will buy you a beer, though."
White : "Look, Josey, the illusion is that all your problems are solved in a courtroom. The reality is that even when you win, you don't win.....I'm sure you are, but right has nothing to do with the real world. Look at

Anita Hill. Because she's you. You think you're outgunned at the mine, wait till you get to a courtroom. It's called the "nuts and sluts defense." You're either nuts and you imagined it, or a slut and you asked for it. Either way, it's not pleasant. Take my advice. Find another lawyer to fight over."

Josey : "I don't have any star..."

White : "Look, you're a beautiful girl..."

Josey : "Yeah, I'm a beautiful girl. I could find a guy to take care of me. I'm done looking to be taken care of. I wanna take care of myself. Take care of my kids. You know it's happening to all of us. Every woman up there. But you don't give a shit, do you?"

(The script, 2005: 64-66)

After Josey came to White to ask him to be her lawyer then White argued and refused her, finally White granted it by giving a reason that sexual harassment class action never done before. In one day, White met Josey at her house and told her that if Josey got the other women that had the same cases to be the plaintiffs, she could convince the court and got the class action. Based on White's explanation, Josey started to gain other female workers to get their consciences to sue the mine together. She went to Glory's house and told about her plan to sue the mine but Glory refused it and also chased away Josey. This scene followed by another scene that shows court which discussed about Josey and White request to the court to certify a class because every women in the mine deserve protection under law. At first Collin disagreed with White's request by saying that a class need more than one plaintiffs and the only plaintiffs in that case was Josey. She also said that there were no abuse incidents and Pearson's side had the affidavits from the other women. Fortunately, the judge said that White had to give him three plaintiffs to get the class action.

In order to get other affidavits, Collin met Glory at the hospital to ask Glory to sign it. White also went to Glory to ask her to be the second plaintiffs but Glory refused it while Josey went to Sherry's house but Sherry said that she would not join Josey because she needed a job and she was afraid of the risk upon it if they failed.

On the other hand, the Pearson's side tried to find a way to destroy Josey's opinion. He hired Leslie Collin, a smart woman lawyer. At the court room, she forced Josey to admit the man who had been Sammy's father and how old was Josey when she gave birth to Sammy. This way was taken to make the audiences give a bad point to Josey. She also asked Josey how she knew that the mine was hiring women. Then the story leaned back to the time when Josey met Glory at the barbershop, the time when Josey was examined by the doctor.

Pearson and his lawyer used a new method. They gained Josey's enemies, Bobby Sharp to give his testimony about Josey's sexual history. They also gathered Pavich, Lattavansky and also Peg, Josey female co-worker who disagreed with Josey's acts.

When there was Pavich's turn to give his testimony, he lied and forced Josey into corner.

Pavich: "No, that was pretty typical behavior, you wanna know the truth."

Collin : "What do you mean, "typical"?"

Pavich : "Josey made a lot of mountains from Molehills. Always misconstruing things, you know, paranoid stuff. She was pretty emotional."

Collin : "When she told you what happened out in the number four conveyor, what did you do?"

Pavich : "I yanked Bobby into my office for a sit down. He said she..."

- Collin : "Mr. Pavich...how do you know who to believe in a situation like that?"
- Pavich : "Look, men will always walk the line. It's when they cross over it.....is when most gals give them a slap on the hand...get them back on their side of that line. That's how men and women have been handling problems since Adam."
- (The Script, 2005: 37-38)

His statement means that he did not prevent the female workers and he also did not believe Josey and all the things she said about the harassments at the mine. He also lied and said that he had yanked Bobby into her office to hear about the incident at the number four conveyor even the fact he did not do anything. He just blamed the women. He was providing the men by saying that men always walked the line. Other witness from Pearson's side was Peg. She hated Josey for her acts that made Male worker's treatments to the female getting worse. She made some testimonies that did not support Josey. She said that Josey began to grumbling about the sexual harassments and ranting about the company that did not protect the female workers through the sexual harassments. She also gave the statement that male did not bother her.

- Peg : "After that she kind of lost it."
- Collin : "When you say "lost it"?"
- Peg : "Ranting all the time about how we shouldn't take it anymore...how the company wasn't protecting us, the union wasn't protecting us."
- Collin : "What did she think you needed protection from?"
- Peg : "Don't know."
- Collin : "Did you have any problems getting along...with the men at the mine?"
- Peg : "I didn't bother them.....they didn't bother me. She was like; it's was talking about on the news everyday, sexual harassments."
- (The Script, 2005: 47)

In a union meeting, Bobby took the gavel to explain about the class action that would be made by Josey that meant Josey would sue all of the male workers to the court and shut the mine. He stated that he did not do anything to Josey. His statements burnt the male workers' ears and made them hate Josey.

Bobby : "I never did anything to Josey. That's right. Now she wants to sue all of us. What a class action is, don't you? It means taking all of them against all of us! That's right, this is to take.....every single swinging dick in this room to court. Now, the other women have shown us something here in the past few months. Telling the truth for a change. How about you? How about that, huh? Who knew? Who knew? How about you, ladies? I just hope nobody's thinking of breaking the ranks. Okay, that's it, let's go."

(The script, 2005: 79-80)



(Caro, 2005, 0:30:12)

This scene shows the time when Bobby was going back to his seat after he took the gavel. This scene uses medium shot technique and high level camera angle in order to show whole room atmosphere which was filled by a lot of male audiences. They sat at the chair and few of them stood to greet Bobby while

Bobby walked in the center of the room. In front of the main door, Josey and White stood. There was a banner hung on the wall, right above the main door. The sentence on the banner is “AFFILIATED STEEL WORKERS LOCAL 820”. It means that the meeting held in the name of an affiliation of the steel workers. The affiliation named Local 820.

Josey : “My... My name is Josey Aimes, and...”
“Some of you here think I wanna shut down the mine.
I don't wanna shut down the mine....”
“I just wanna go to work like everyone else .Get paid
end of the week, feed my kids, and hell.....maybe now
and then have enough for a beer at Tee-Gees
Saturday night. And not a woman in that back row
don't know what I'm talking about. You all know
what's been done....”
“We need these jobs....”
“And it's not gonna stop until we say stop!...”
“It's not gonna stop until we say stop!...”
“I have a right to say...”

(The script, 2005: 81-83)

After Bobby gave provoked the audiences with his statements, there was a time for other union members to take the gavel. Josey which was accompanied by White would like to take the gavel but most of the audiences refused her. They mocked Josey with the dirt words. They said that the gavel was for the men. With her bravery, she said that she still the member of the union so she also had a chance to speak out her mind. She explained that she would not shut down the mine. She only wanted to work at the mine and feed her kids. Seeing his daughter being mocked by the audiences, Hank was providing Josey. He said to the audiences that Josey had the same chance as the men. He was disappointed by the male workers who supposed to be his brothers.

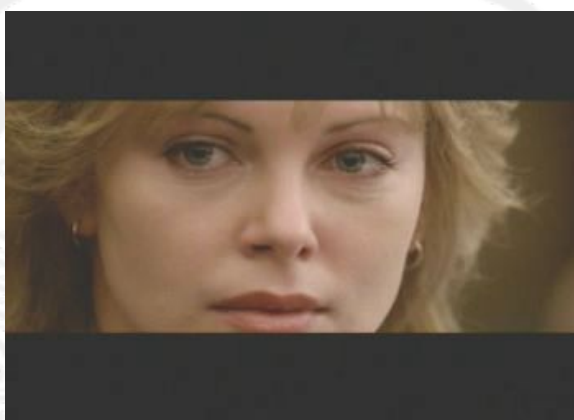
In the court when Lattavansky was being subpoenaed to the court and Josey sat as the defendant, Collin accused that Josey had a sexual relationship with her teacher at one time. Then Josey pointed out the fact that Lattavansky raped her. The most intense time in the court was the time when Bobby Sharp became the witness. He was obviously gave the different testimonies. He lied about the sexual history of Josey. He said that there was no raping incident when they were in the same grade in high school. White asked him about the difference of consensual sex and rape and what was the reason why he did not help Josey when their teacher raped her. In the beginning of his turn to give his testimonies, he refused White statements about the raping incidents. Bobby said that there was no attack that befell Josey. The situation changed after White used the theory of hockey sport and the things said by his coach that a player should give everything when he played hockey ball in a game whether it would make him win or lose. The player would be called red-ice player while yellow-ice player was a coward. White asked Bobby which player he was and why just ran and did not help Josey, his own friend when she was in danger. Knowing that Bobby seemed to be scared, White made use that time to make Bobby realize his faults. White's method by using the parable in order to make Bobby admit the raping incident worked well, finally Bobby admitted it. All of the audiences felt touched for Josey's past story. White said to Bobby that as a good man, actually he had to help Josey, he had to stand up to help other people who suffered because of someone who had power and acted cruelly. He had to stand up even he was alone like Josey did to get equality for the women.

White : "Mr. Sharp, do you know the difference between consensual sex and rape?" ...
 "Bobby? When you saw Josey being attacked, why didn't you help her?" ...
 "I asked you around about you, Bobby"
 "Are you a red-ice player, then?"
 "I had a coach used to say: "Win or lose, leave your blood on the ice" ...
 "Yeah. You're what I'd call...a yellow-ice player. The kind that wants when things get rough." ...
 "She was your friend. You watched him put his filthy hands on her, and you ran away." ...
 "What, he held her down, spread her legs...jammed himself up inside her?" ...
 "Rangers are hard as steel, huh? Not this one. This one's made of butter. You gonna keep lying about your friend, or you gonna stand up and be a man?" ...
 "Or you gonna put your guts on the ice? What's it gonna be? Yellow? Or red? Yellow or red? Yellow or red?!" ...
 "He was raping her, wasn't he?" ...
 "What are you supposed to do...when the ones with all the power are hurting those with none? Well, for starters, you stand up. You stand up and tell the truth. You stand up...for your friends." ...
 "You stand up...even when you're all alone. You stand up. All right." ...

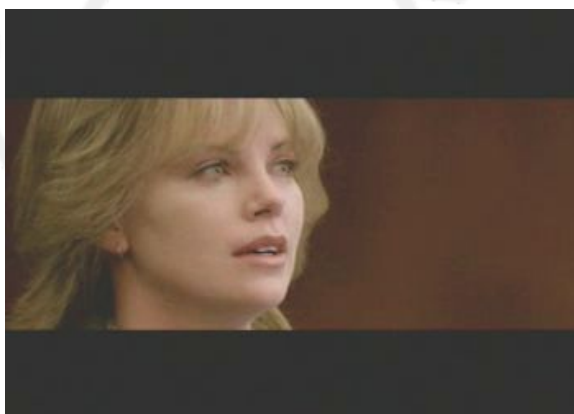
(The Script, 2005: 98-103)

White's statements were interrupted by the voice made by Glory by using her wheelchair. She wanted to give her support to Josey. She was the first plaintiff for Josey. She was represented by Kyle to say her thought. The Judge had said that Josey needed three plaintiffs to get the class action, so there must be someone else who would stand with Josey. Unpredictable, Sherry stood up to show that she became brave and then she joined Josey. Sherry's motion was followed by Josey's parents and other people. Most of the audiences supported her. They became plaintiffs to make the class action. Finally Josey won the court.

Kyle : "Excuse me."
Judge : "What is going on back there?"
Kyle : "This is Glory. She worked at Pearson's. She wants to say: "My name is Glory Dodge. And I'm not fucking dead yet. I stand with Josey."
Collin : "Your Honor?"
White : "Your Honor said ' three plaintiffs."
Collin : "It's still only two."
(The Script, 2005: 103)



(Caro, 2005, 0:55:40)



(Caro, 2005, 00:56:44)

This first scene uses an extreme close up shot with the eye-level camera angle. Josey's face was framed filled the camera. This technique was used to show Josey's facial expression when she saw most of the audiences stood one by one to support her. She felt happy and relieved. It can be seen that her eyes filled with tears. Her eyelids were wrinkled that she was tired because of her struggles and her never ending problems.

The second scene also shows Josey's facial expression but it is in a farther distance from the first scene. This scene uses close up shot technique and the eye level camera angle. The shot technique is used to show the character from her neck up to her head. Josey saw to the ceiling to show that she was thanking to God for her victory. She was smiling and crying for her relief and happiness when finally people support her and she won the court.

From the tagline of the film that says 'She Wanted Was To Make A Living. Instead She Made History' in the beginning of the story gives the explanation that Josey's struggles to find the equality for women based on sexual harassments at the iron mine were caused by her own difficulties in her life and she was try to earn money by herself to feed her two kids but finally it also benefits for all of women for the class action she made.

CHAPTER IV

CONCLUSION AND RECOMMENDATION

This chapter presents the conclusion and recommendation which are drawn from the analysis of this research. There are two sub chapters. The first is the conclusion and the second chapter is the recommendation for the readers who are interested in American studies and who will take *North Country* film or the countertype of women to fight sexual discrimination as the subject of study.

A. Conclusion

Based on the analysis of the two research questions, the researcher makes the conclusion that is divided into two points. The first point is the answer to the first problem statement about how do women stereotypes lead to women sexual discrimination in *North Country*. It can be concluded that patriarchal line that is held by societies became the main cause of the stereotype of women which gives the shallow perspective of women. The stereotypes that can be seen in *North Country* film are:

- a) Women were considered to have weaker physical appearance than men which makes women always seen powerless. They have smaller bodies and smaller strength compared to the men. As the effect of it, society places women as the second class and then the men are seen as the superior. Because of this consideration, women were sexually discriminated by the society and the men in many forms, such as:
 1. Smaller chances to work outside. In Minnesota, women only worked at home. They only served, take care of their family and obeyed what their

husbands said because the society had a belief that men were always right ('the rule of fathers').

2. Women had to defend their marriage and be faithful to their husbands even their husbands often beat them. According to Eshlemen, Cashion and Basilico, sometimes, the wife believes she deserves to be beaten, but women frequently have no money of their own and no safe place to go. Josey Aimes who ran away from her husband because of her husband's bad attitude and went back to her parents' house made the negative thoughts upon her. Her different biological fathers of her two children also played a big role in her bad impression (Sammy was the son of Josey Aimes' teacher who raped her when she was in high school but his identity was hidden by Josey).
3. The job division between men and women. Women were limited to work at the mine. The men workers would like to block women ways who wanted to work as a miner. Societies grouped common female occupation such as typist, secretary, tailor, and other jobs which did not use big power.
4. In male domination areas, such as at the mine, women found a lot of problems. Men always had priority. Most of them only worked as the employees while the men held the higher positions.

b) A society that differentiate the sexes, gives one sex a lower status than the other, and provides little opportunity for mutual respect between the sexes is likely to see continue violence against one sex by the other (Eshlemen, Cashion and Basilico, 1993:273). Societies are accustomed to educate the young and give the basic understanding that men have to be stronger than women and they have bigger authority so they treat women as their objects. Women are seen as the pretty sex and seen as sexual objects. The example of the male discriminative attitudes in *North Country* film are:

1. Women who had pretty faces and bodies usually became the most interesting objects for the men so that they will be much more appreciated than the women who had no excesses in their appearances.
2. In that working area, women also had to accept unfair treatments and discriminative attitudes by the men. There they were sexually harassed by the men as their coworkers and employers by verbal and vulgar words such as bitch and whore. The other written words that can be seen on the walls are rats, cunts, and a sentence 'Sherry eats here' with a picture of a male genital organ and a woman whose mouth was opened such as want to eat it. It was aimed to mock one of female worker, Sherry, a beautiful female worker.
3. The examples of physical harassments which are done by male workers are by seducing the female workers to make love with the male workers

parents. It was one proof of Josey's bravery to take her children out from her house.

It is likewise difficult for a woman to take her children out of her home when she has no means to support, no food, and no shelter (Eshlemen, Cashion and Basilico, 1993:272).

2. Josey Aimes' decision to hide Sammy's father shows how she wanted to forget her bad time when she was being raped. It implied that when she was pregnant out of wedlock, when she was young, she could make a big decision to take care of her son even the men who raped her was not taking responsible.
3. Her brave decision to work at the mine, a male dominated area in order to feed her children. At that time, women had less chance to work at the mine because society accustomed that miner had been men's job and there was job division between men's works and women's work so that women had to find other jobs. She did change her decision even other people prevented her, for example her father. As mentioned in previous chapter, in 1975 was the first time when mine hired women while in 1989 the amount of female miner was decreased. The female workers had less amount compared to the male workers numbers.
4. In male domination areas, such as at the mine, women found a lot of problems. Most of them only worked as the employees while the men have higher positions, higher authority and higher salaries. Josey was a brave woman. Even she had no authority or a good position at that mine; she stood up to face the male employers and workers. She fought against them

to get the fair treatments for all female workers even she found many difficulties with no one supported her.

b) Societies accustomed to educate the young and give the basic understanding that men have to be stronger than women and they have bigger authority so they treat women as their objects, and then women are seen as the pretty sex and seen as sexual objects. The efforts that were made by Josey Aimes toward the stereotypes can be seen in:

1. Even Josey had a beautiful face, with the blonde hair and well shape body and also being the male workers' center of attention since the first time she worked at that mine, she ignored it. She did not use her excesses to get male workers' attention because all she wanted was to work normally as the male workers did.
2. In that working area, women also had to accept unfair treatments and discriminative attitudes by the men. There they were sexually harassed by the men as their coworkers and employers by verbal and vulgar words such as bitch and whore and also often physically harassed by the male workers such as by seducing them to make love, by touching female workers' bodies and also beat the female workers while the employers did not give the protection to them even they knew it as if they allowed everything. Based on those facts, Josey Aimes started to try to find the solution upon it. She went to the supervisor for many times and she went to mine's owner and other employers. She also asked a lawyer to sue the

mine, tried to gain other female workers voice to get the class action. In her efforts, she found a lot of difficulties such as being intimidated by the male workers and the female workers disliked her. They did not support Josey. Her brave actions worked well. Finally she won the court and got the class action.

From the two conclusions above, the researcher saw that *North Country* is a film that is made to give the different opinion and impression of women as the inferior people. As the tagline of the film 'All She Wanted Was To Make A Living, Instead She Made A History', the film describes how an ordinary woman as wife and mother was beaten by her husband, her escape and became a worker in a mine to earn money for her kids, her working days with all the problems caused by her male coworkers and then the film also shows how she faced her day and how she became a brave woman, then her struggles to get the equal treatments such as by suing the company, and finally the success of it gave the benefits for all women. The content of *North Country* film can be used to increase women's consciousness for their abilities as the men have, and it gains women to give their power to get the equality. It also can be used to make the men respect women because both of them are equal creatures.

B. Recommendation

North Country is one of American films that expose the women sexual discriminative attitudes by the men and the women struggle toward it that creates the countertype. The researcher hopes that this thesis will give the additional information to the other researchers who are interested in analyzing film a subject, especially the film that explores the same issues as *North Country* film.

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APPENDICES



NORTH COUNTRY

Full cast and crew for North Country ([2005](#))

Directed by[Niki Caro](#)**Writing credits**[\(WGA\)](#)[Michael Seitzman](#) (screenplay)[Clara Bingham](#) (book Class Action: The Story of Lois Jensen and the Landmark Case That Changed Sexual Harassment Law) and[Laura Leedy](#) (book Class Action: The Story of Lois Jensen and the Landmark Case That Changed Sexual Harassment Law) (as Laura Leedy Gansler)**Cast** (in credits order) complete, awaiting verification[Charlize Theron](#)[Josey Aimes](#)[Elle Peterson](#)

Karen Aimes

[Thomas Curtis](#)

Sammy Aimes

[Frances McDormand](#)[Glory](#)[Sean Bean](#)[Kyle](#)[Woody Harrelson](#)[Bill White](#)[Jeremy Renner](#)

Bobby Sharp

| | | |
|---|------------------------------------|------------------------------|
|  | Richard Jenkins | Hank Aimes |
|  | Sissy Spacek | Alice Aimes |
|  | James Cada | Don Pearson |
|  | Rusty Schwimmer | Big Betty |
|  | Linda Emond | Leslie Conlin |
|  | Michelle Monaghan | Sherry |
|  | Brad William Henke | Lattavansky |
|  | Jillian Armenante | Peg |
|  | Amber Heard | Young Josey |
|  | John Aylward | Judge Halsted |
|  | Xander Berkeley | Arlen Pavich |
|  | Corey Stoll | Ricky Sennett |

[Helen Buck Bartlett](#) [executive producer](#) (as Helen Bartlett)

[Doug Claybourne](#) [executive producer](#)

[Valerie Flueger](#) [associate producer](#)

[Nana Greenwald](#) [executive producer](#)

[Jeff Skoll](#) [executive producer](#)

[Nick Wechsler](#) [producer](#)

Original Music by

[Gustavo Santaolalla](#)

Cinematography by

[Chris Menges](#)

Film Editing by

[David Coulson](#)

Casting by

[Mali Finn](#)

<http://www.imdb.com/title/tt0395972/>

Genre: Drama

Tagline: All She Wanted Was To Make A Living. Instead She Made History.

Plot Outline: a fictionalized account of the first major successful sexual harassment case in the United States—Jenson vs. Eveleth Mines, where a woman

who endured a range of abuse while working as a miner filed and won the landmark 1984 lawsuit.

Also Known As:

Class Action (USA) (working title)

Untitled Niki Caro Project (USA) (working title)

MPAA: Rated R for sequences involving sexual harassment including violence and dialogue, and for language.

Runtime: 126 min

Country: USA

Language: English

Color: Color

Sound Mix: DTS/ Dolby Digital? SDDS

Certification: Brazil: 16/ Ireland: 16/ Netherlands: 12/ Japan: R-15/ Singapore:

NC-16/ Australia: MA/ USA: R/ UK: 15/ Switzerland: 12 (Canton of Vaud)/

Argentina: 16/ Hong Kong: IIB/ Switzerland: 12 (Canton of Geneva)

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North Country's Plot Summary

When Josey Aimes (Academy Award winner CHARLIZE THERON) returns to her hometown in Northern Minnesota after a failed marriage, she needs

a good job. A single mother with two children to support, she turns to be the predominant source of employment in the region-the iron mines.

When Josey speaks out against the treatment she and her fellow workers face she is with resistance-not only from those in power but from a community that doesn't want to hear the truth, her disapproving parents and many of her own colleagues who fear she is only making things worse. In time, even her friendship with Glory will be tested, her already difficult connection with her father, a lifelong miner, will be pushed to its limit and elements of her personal life exposed to scrutiny. The fallout from Josey's battle to make a better future for herself and her children will affect every aspect of her life, including her relationship with her young daughter and her sensitive teenage son, who must first cope with the embarrassment of his mother's sudden notoriety and then face harsh details of her past she was hoping he would never have to know.

Through these struggles Josey will find the courage to stand up for what she believes in-even if that means standing alone.

Inspired by a true story, North Country follows Josey's journey on a road that will take her farther than she never imagined, ultimately inspiring countless others, and leading to the nation's first-ever class action lawsuit for sexual harassment.

<http://www.blogger.com/email-post.g?blogID=8049018&postID=113130143903904904>

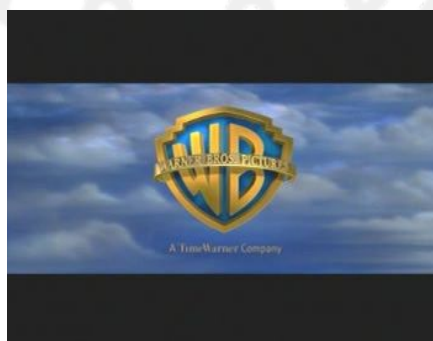
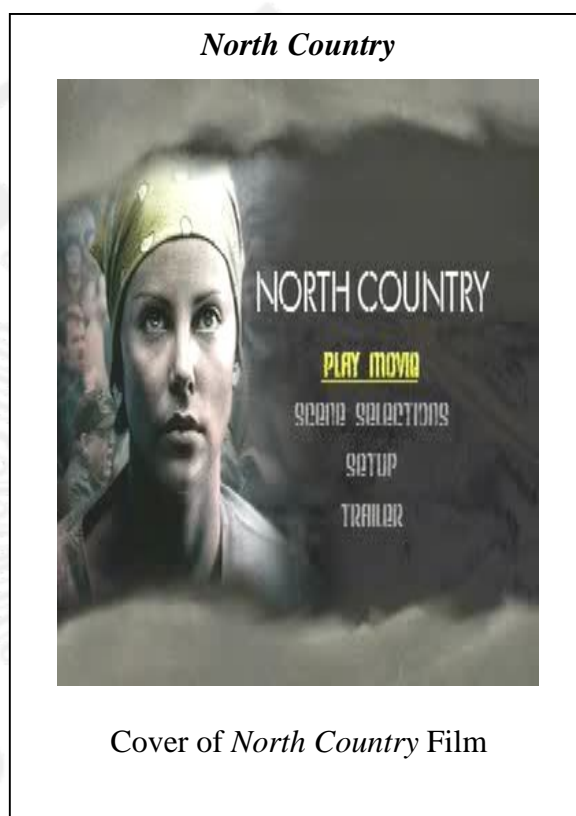
BIOGRAPHY OF ANITA HILL

Anita F. Hill, a professor of social policy, law, and women's study, was admitted to the District of Columbia Bar in 1980, and began her law career as an associate with the Washington, D.C., firm of Wald, Harkrader & Ross. In 1981 she became special counsel to the assistant secretary of the Department of Education's Office for Civil Rights. From 1982 to 1983, she served as adviser to the chairman of the Equal Employment Opportunity Commission. She began her teaching career as an assistant professor at Oral Robert University, where she taught from 1983 to 1986. In 1986, she joined the faculty at University of Oklahoma College of law. Before coming to The Heller School she visited at The University of California's Institute for the Study of Social Change and Brandeis University's Women's Studies Program. She is the author of numerous articles on international commercial law, bankruptcy, and civil rights-all areas in which she has taught. She has given numerous presentations on commercial law as well as gender equality. In addition, she has appeared on several television programs, such as Face the Nation and Meet the Press, and her commentary has been published by Newsweek, The New York Times, and The Boston Globe. She has served on numerous boards of directors for nonprofit organizations and is the author of Speaking Truth to Power, which chronicles her experience as a witness in the confirmation hearing for Supreme Court nominee Clarence Thomas.

http://www.ctforum.org/popups/bio.asp?event_bio_image_jd=2611

Picture Gallery

Picture Gallery



Logo of Warner Bros Company



The company which associated with Warner Bros (Caro,



2005: 0:0:55)



The time when Josey carried her children out of her house (Caro, 2005: 0:03:09)



An intense time when her father knew that Josey's out of wedlock pregnancy (Caro, 2005: 0:07:38)

Charlize Theron as Josey Aimes (Caro, 2005: 0:01:25)

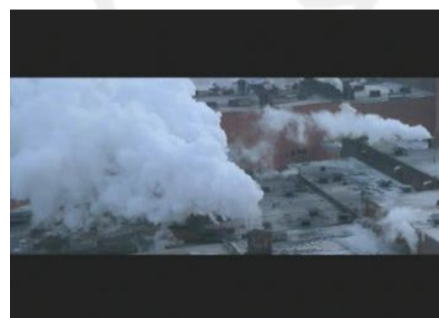


Josey and her children arrived at her parents' house (Caro, 2005: 0:05:54)

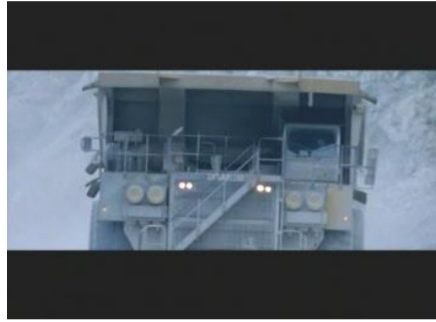
Josey's meeting with her old friend, Glory Dodge (Caro, 2005: 0:10:33)



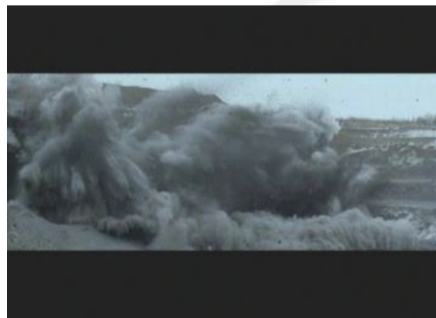
Josey and her children moved to Glory's house (Caro, 2005: 0:16:18)



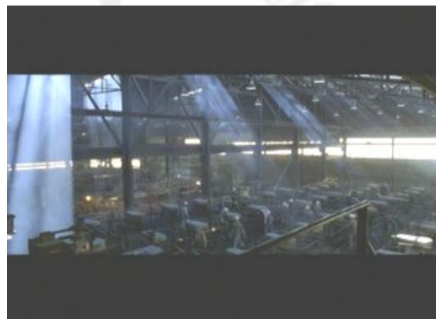
*The mine company's picture which was taken from air
(Caro, 2005: 0:19:12)*



The big truck which was driven by Glory (Caro, 2005: 0:20:31)

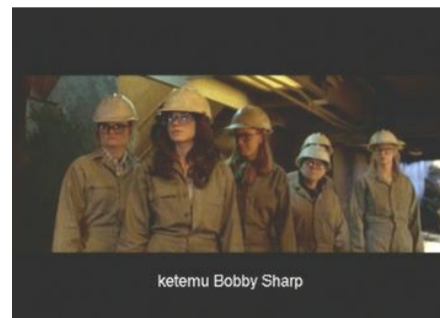


*The explosion at mine's area
(Caro, 2005: 0:17:30)*



The first tour of the new female workers (Caro, 2005: 0:19:23)

Glory in her big truck (Caro, 2005: 0:21:01)



*The
new*

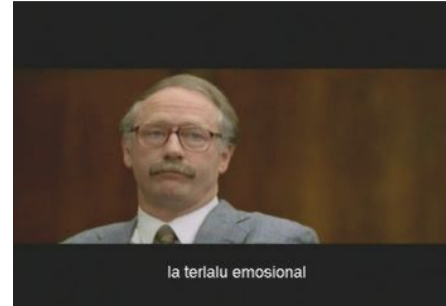
female workers were in the pit (Caro, 2005: 0:21:47)



A group of female workers at the crowd of male workers (Caro, 2005: 0:24:47)



*Glory as the only female member of union representative
(Caro, 2005: 0:26:13)*



Mocking picture on the wall in the pit area (0:29:17)



Josey's first effort to get the solution by seeing Arlen Pavich in his office (Caro, 2005: 0:30:35)

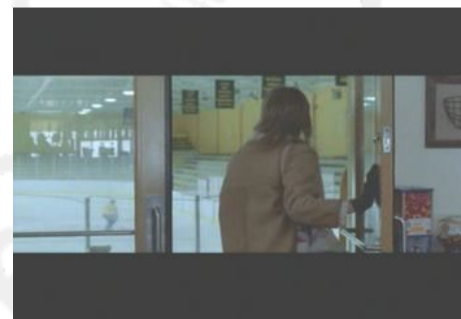
Arlen Pavich at the court
(Caro, 2005: 0:46:30)



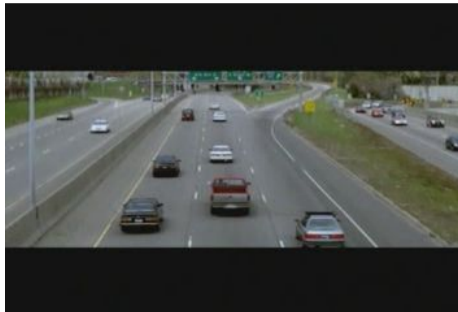
Josey was introduced to Bill White (Caro, 2005: 0:50:56)



Peg at the court
(Caro, 2005: 0:56:57)



The time when Josey tried to make her friends realize about the harassments (Caro, 2005: 0:58: 48)



Josey's way to meet Pearson and other employers at the office (Caro, 2005: 0:00:06)

Pearson's office (Caro, 2005: 0:00:41)

Josey met Bill White at the hockey hall and proposed him to be her lawyer to sue the mine (Caro, 2005: 0:14:29)



action (Caro, 2005: 0:18:45)

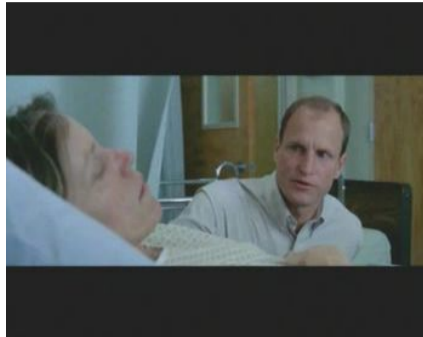
Bill white told Josey about class



the



White and Leslie Collin, the two lawyers from the opposite clients at the court (Caro, 2005: 0:21:32)

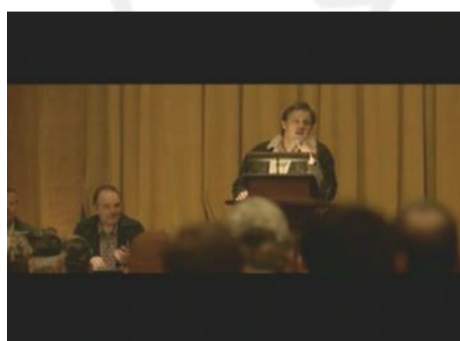


White asked Glory to be Josey's plaintiff (Caro, 2005: 0:23:05)

Josey asked Sherry to join her to be one of her plaintiffs (0:23:34)



Pearson and Collin talked about Josey's class action and how to stop Josey's effort to find the three plaintiffs (0:24:47)



Bobby was speaking in front of Union meeting (Caro, 2005: 0:29:32)