

**THE EFFECTIVENESS OF THE DEPARTMENT OF WOMEN
EMPOWERMENT AND CHILD PROTECTION, FAMILY PLANNING
SIDOARJO DISTRICT IN PRESSING VIOLENCE OF WOMEN AND
CHILDREN IN SIDOARJO DISTRICT**

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ABSTRACT

The Office of Women's Empowerment, Child Protection, Family Planning is an organization in the administration of government affairs in the field of women's empowerment and child protection, in the field of population control and family planning (DP3AKB). as well as co-administration tasks. The research objective was to describe and analyze the effectiveness of DP3AKB Sidoarjo Regency in reducing the number of violence against women and children in Sidoarjo Regency which is still a lot. Effectiveness was assessed by the 7 dimensions of Gibson using a descriptive qualitative method. The technique of collecting data by interview, observation, and documentation, while the technique of interactive data analysis. The results showed that the DP3AKB Sidoarjo Regency has been effective in dealing with the number of violence in Sidoarjo Regency. However, this effort still lacks support from the people of Sidoarjo. Many reports of violence against women and children have come in. This reflects the lack of public awareness of the meaning of gender equality which is the goal of the Sidoarjo DP3AKB itself. In addition, in implementing the program, there are still many obstacles ranging from time and budget constraints from Covid handling orders which resulted in the suboptimal implementation of activities.

Keywords: *Effectiveness, Organizational Management, Violence of Women and Children*

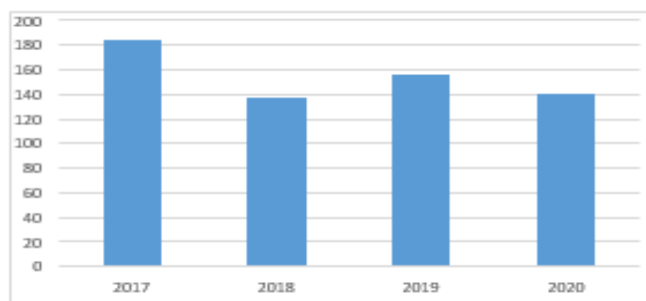
A. PRELIMINARY

Nowadays sexual harassment and all forms of violence against women have become non-existent. This is because the value system places women as weak and inferior to men, women are still placed in a subordinated position which is still seen as citizen second class. Concerning gender equality where everyone should be entitled to equal opportunities and treatment without discrimination in social functions. Gender equality itself is a particular concern for many countries, such as the United Nations which seeks to create equality through the Universal Declaration of Human Rights on December 10, 1948. This declaration supports the Indonesian people with the ratification of the Undang-Undang Nomor 7 Tahun

1984 concerning the ratification of the convention on the elimination of all forms of discrimination against women on 24 July 1984.

Based on data from the Annual Records on Violence Against Women issued in 2020, it shows that, within 12 years, the number of violence has increased relatively. This proves that over the years violence against women is increasingly rampant and uncontrollable, which means that the condition of Indonesian women is experiencing an unsafe life. Meanwhile, the violence that most often occurs is violence in the personal realm, which means that it is committed by people around it or in family relationships. Meanwhile, the Data Online Information System for Mother and Child Violence (Symphony) until November 2, 2020, there were 1,358 cases, which increased from 900 cases previously. Special attention for the East Java Government to immediately reduce the number of violence, especially during this pandemic which triggered an increase, especially in cases of violence against children, because children spend more time at home and on the other hand many family members have problems with economic problems that cause increased stress. and there was violence against children. One of the cities that contributed the largest number of child violence in East Java in the online media Liputan6.com, (2019) is Sidoarjo Regency which is in the third place along with the Mojokerto area. Based on data from the Office of Women's Empowerment and Child Protection, Family Planning (DP3AKB) Sidoarjo Regency for four years as follows:

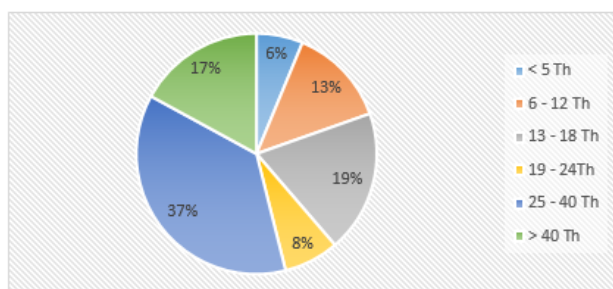
Diagram of the number of women's violence in 2017-2020



Source: Office of Women Empowerment and Child Protection, Family Planning (DP3AKB) Sidoarjo Regency.

From the diagram above, it is known that the number of cases of violence against women and children in Sidoarjo Regency still occurs every year, although there is a decrease in cases, the decline is not too significant and the increase is still happening. In terms of age, the most victims of violence in Sidoarjo are adults aged 25-40 years, followed by adolescents, namely 13-18 years, and in the third position are the elderly. Here's the data:

Diagram of Victims of Violence by Age 2017-October 2020



Source: Office of Women Empowerment and Child Protection, Family Planning (DP3AKB) Sidoarjo Regency.

Meanwhile, cases that often occur are Domestic Violence (KDRT) and sexual immorality. Fornication itself is any act that violates morals or heinous acts related to sexual lust, which directly or indirectly is an act that violates morals and can be punished (R. S. Putra, 2016). In addition, the current pandemic mass phenomenon focuses more on cases of violence against children even though in Sidoarjo itself, cases of violence against children are not in the top ranks, but Sidoarjo Regency also contributes to the largest number of child violence in East Java. every parent should protect their children, but there is still a lot of violence that occurs from families which are expected to provide a sense of security and comfort. So, the family can no longer be the main guarantee for children's safety. Often when parents are upset, children are targeted by blaming, yelling, scolding, and hitting. Many parents think that this treatment is a way to discipline their children, without realizing that the abuse they receive will have an impact on their future. In Kurniasari, (2019) experiences of violence that children receive during their life can be traumatic in the child's life in the long term. Sometimes persistent and difficult to repair, if the severity is high and done at an early age. In addition, it can expose children to unstable personalities, a tendency to experience stress, depression, or even attempt suicide.

Children are the stewards of the nation, and an important asset that a country will have in the future because the quality of human resources is the most important thing in National Development. Child protection is also part of the effort to develop quality human resources by Article 28b of the 1945 Constitution, which suggests that every child has the right to live, grow and develop and is entitled to protection from violence and discrimination. To guarantee the rights of children, a legal basis is made, namely the Undang-Undang Nomor 35 Tahun 2014 concerning Child Protection, amended from the Undang-Undang Nomor 23 Tahun 2002 concerning Child Protection. Despite the many efforts that have been made by the government to eliminate violence against women and children through various policies that have been published, however, as we know, the number of violence against women and children in Sidoarjo Regency still occurs a lot. So that the purpose of this research is to see to what extent is the actual level of success of the efforts of the Sidoarjo Regency Women Empowerment and Child Protection, Family Planning (DP3AKB) organization in carrying out its role as one of the government organizations that function in the implementation of

affairs of women's empowerment and protection of children from violence. in suppressing the number of violence, whether the steps that have been selected have been effective or not.

B. LITERATURE REVIEW

Public Sector Organizations

Public sector organizations are organizations formed by the government which aim to serve the public interest to achieve common welfare. According to Fitriyani, (2014) Public sector organizations as an activity that provide services in the form of products or services to the public (society) have different goals from private sector organizations (business). Public trust in public sector organizations is very important because trust generates public legitimacy which can create social capital for the government which is used as an instrument to gain political and social support in government activities. (M. A. R. Putra, 2017).

Public Management

Public management or known as government management is part of the government's efforts to meet public needs with the available infrastructure, generally leading to real policy problems with the aim of improving public services. Public Management focuses on the organization's efforts to regulate the management of existing resources in the organization in order to have an effective and efficient performance in achieving the vision, mission, and goals of the organization that have been set. In line with this (Sudarmanto, Mawati, Nugraha, & at all, 2020: 70) which states public management is government management, which means that public management also intends to plan, organize, control services to the community.

Organizational Effectiveness

In essence, performance in the organization is the answer to whether or not the organizational goals have been achieved. Performance effectiveness is the ability to carry out tasks well, both from the technical side and from the side of the skills of the human resources, and carried out by the stipulated provisions From good performance it will support the achievement of organizational effectiveness. The effectiveness itself according to Robbins (1990: 49) defines organizational effectiveness as a level where an organization can realize its goals in (Armia, 2002) According to Gibson in Tangkilisan, (2005: 141) which says that organizational effectiveness can be assessed by several dimensions, including others:

1. Clarity of goals to be achieved
2. Clarity of strategy for achieving goals
3. The process of analysis and formulation of appropriate policies
4. Careful planning
5. Appropriate programming
6. Availability of facilities and infrastructure
7. Educational Supervision and Control System

Protection of Women and Children

The government has provided legal protection that contains the content of protecting women's human rights through several laws and regulations including the Undang-Undang Nomor 39 Tahun 1999 concerning Human Rights, the Undang-Undang Nomor 23 Tahun 2004 concerning the Abolition of Domestic

Violence, the Undang-Undang Nomor 12 Tahun 2006 concerning Citizenship, the Undang-Undang Nomor 21 Tahun 2007 concerning Eradication of the Crime of Trafficking in Persons, and Political Law (the Undang-Undang Nomor 2 Tahun 2008 and the Undang-Undang Nomor 42 Tahun 2008). But the fact remains that until now, there are still a lot of violence and discrimination that are still felt by Indonesian women.

In addition, one of the government's efforts to safeguard state assets as the nation's successor is by protecting children. Child protection is all activities to guarantee and protect their rights so that they can live, grow, develop and participate, optimally by human dignity, and receive protection from violence without discrimination by the Undang-Undang Nomor 35 Tahun 2014 About Child Protection.

C. METHODS

This research uses descriptive research using a qualitative approach. Focusing on the effectiveness of DP3AKB Sidoarjo Regency in reducing the number of violence in Sidoarjo Regency. This research is located at the Office of Women Empowerment and Child Protection, Family Planning, Sidoarjo Regency on Jl. Wadengan Barat, Lemahputro, Kec. Sidoarjo, Sidoarjo Regency, East Java. To find out the extent of the effectiveness of the Sidoarjo Regency DP3AKB in trying to reduce violence with Gibson's theory in Tangkilisan, (2005), among others, the clarity of the objectives to be achieved, the clarity of the strategy for achieving goals, the analysis process and the formulation of appropriate policies, careful planning, a compilation of programs appropriate, the availability of facilities and infrastructure and a system of supervision and control of an educational nature.

The data analysis method uses several stages starting from data collection, data reduction, data presentation, to concluding (J. Moleong, 2017). The purpose of this study is to describe and analyze the effectiveness of the Office of Women Empowerment and Child Protection, Family Planning (DP3AKB) Sidoarjo Regency in reducing the number of violence against women and children in Sidoarjo Regency. Sources of data used are primary data and secondary data that can support research. Primary data sources were obtained through interviews and observations which were carried out directly at the DP3AKB office in Sidoarjo Regency. Meanwhile, secondary data is obtained through documents, archives, reports, and photographs on social media and mass media and in the same location as the primary data. Furthermore, to obtain the validity of the data, three techniques of credibility were used, namely the extension of participation, the persistence of observation, and triangulation which has the function of conducting investigations so that the level of confidence in the results is found (J. Moleong, 2017).

D. EXPLANATION

The results of the study are a description of the findings at the research location based on the author's observations relating to events and events in accordance with the focus of the study. The Office of Women's Empowerment,

Child Protection, and Family Planning are one of the regional apparatus organizations whose task is to assist regional government affairs, known as regional autonomy. DP3AKB Sidoarjo Regency is located on Jl. Wadengan Barat, Lemahputro, Kec. Sidoarjo, Sidoarjo Regency, East Java. His duties as executor of government affairs in the field of women's empowerment and child protection, in the field of population control and family planning as well as assistance tasks given to districts which are then followed up by Regent Regulation Number 95 of 2019 concerning regional apparatus.

On Liputan6.com, (2019) Sidoarjo is declared as one of the districts in East Java that has the third-highest number of child violence cases, besides that based on reports of violence against women and children who have entered the UPTD DP3AKB Sidoarjo Regency in the last 5 years, there are still many, counting since 2016-2020 cases of violence against women and children have increased and decreased insignificantly. So to what extent is the actual role of the DP3AKB in efforts to reduce violence against women and children in the Sidoarjo Regency, which can be seen from the level of effectiveness of the Sidoarjo Regency DP3AKB organization. This can be assessed by several dimensions, including:

1. Clarity of goals to be achieved

What is meant by the clarity of objectives are the objectives set by the DP3AKB in accordance with the vision and mission of the establishment of the agency. In this case, the main objective of the formation of the DP3AKB is to assist the Regent in the implementation of government affairs submitted to the Region based on the Peraturan Pemerintah Nomor 18 Tahun 2016. Regional apparatus will support the achievement of the goals and objectives of the Sidoarjo Regency Medium Term Development Plan (RPJMD) for the period 2016-2021.

From the RPJMD, DP3AKB carries out assisting the regent in accordance with their main duties and functions in the Prosperity Vision section which is then broken down into Increasing the Order of Cultured and Enduring Community Life, Based on Faith in God Almighty, and can maintain harmony, Peace, and Order ". On the basis of this vision and mission, the Sidoarjo Regency DP3AKB adopted it with the aim of "Realizing an equitable Gender Mainstreaming" with the goal of "Increasing gender equality and protecting women and children". This objective is conveyed repeatedly by the head of the department and the secretary to other members of the organization starting from the head of the field, the head of the section, and other staff so that every activity and planning that will be carried out must be based on achieving these goals.

2. Clarity of strategy for achieving goals

In realizing the goals that have been set, it is necessary to formulate a planning strategy to determine what tactics will be selected. In this case, the strategy will be the path to be followed to achieve the specified goals so that implementers do not get lost in achieving organizational goals. DP3AKB Sidoarjo Regency has compiled a strategic plan to achieve the goal of "Realizing just Gender Mainstreaming", namely by fighting for gender equality and empowering women and secondly carrying out child protection. The two strategies use target indicators consisting of the Gender Empowerment Index (IPG) and the percentage of cases of violence and trafficking against women and children that are resolved.

This strategy was chosen by the Sidoarjo Regency DP3AKB because it was considered to show the relevance and consistency between the regent's vision and mission statement and the agency itself as a supporting tool for regional government affairs.

In its formulation, the Head of Service also involves all internal members starting from the head of the service, the secretary, the head of the field, the head of the section, and other staff. This involvement starts from the work planning process, work meetings to the SWOT analysis. So that all staff knows the strategy that has been chosen which will later be used as a path to be followed in making various efforts to achieve goals so that implementers do not get lost in achieving organizational goals.

3. The process of analysis and formulation of appropriate policies

The organization is a system that is connected, to connect the system requires good coordination between parts to create an order. To coordinate each part of this system, a link, boundary, or path is needed that allows each part of the system to work or function according to its needs and objectives. These liaisons, boundaries or channels, within an organization, are manifested in the form of organizational policies.

In the process of implementing the strategy that has been compiled in the Strategic Plan of the Sidoarjo Regency DP3AKB, policies have been formulated that serve as guidelines for the operationalization of the 2016-2021 Strategic Plan five-year program for the Office of Women's Empowerment, Child Protection, and Family Planning in Sidoarjo Regency. Particularly in efforts to reduce the number of violence in Sidoarjo Regency, the policies are policies on gender equality, women's empowerment, and child protection. In making these policies, he considers eight policy perspectives made by the head of the department, namely the Institutional Perspective, Community / Service Perspective, Internal Process Perspective, Financial Perspective, Institutional Perspective, Community / Service Perspective, Internal Process Perspective, Financial Perspective. In the process of policymaking, the head of the office, Mrs. Ainun Amalia, will directly coordinate with the head of the field who deals with this, namely the field of women's empowerment and child protection, namely Mrs. Evi Puspitasri and the Head of the field, Mrs. Ritz Noor Widiyastutik. This coordination will later determine what policies will be decided in support of the Renstra that has been prepared.

4. Careful Planning

Planning is part of the management function where planning is the initial stage before doing something. In an organization, planning is seen as the first step in preparing future steps. The success of an activation process to achieve its objectives effectively and efficiently is determined by careful planning. PD3AKB Sidoarjo Regency has short-range planning and medium-term planning. Medium-term in the form of Renstra (Strategic Plan) and short term, namely annual planning before the activity is carried out. In planning the Sidoarjo Regency DP3AKB, following what has been determined by the Ministry of Home Affairs, this provision can be seen through the Local Government Information System (SIPD) application.

In the preparation of planning done through top-down and bottom-up which later will be combined. The bottom-up plan originated from the community's suggestion during the MUSREMBANG Development Planning Deliberation. In this case, the planning carried out by the Sidoarjo Regency DP3AKB in 2020 is in realizing the organizational goals, namely manifested in the form of socialization programs, training, community involvement, MoU, and providing understanding to the community to increase awareness of the importance of preventing violence in the environment.

The planning process is that the Section Head makes a Regional Work Plan, then the next stage is to compile a DPA (Budget Implementation Document) containing a list of budgets needed for each activity that has been planned. Later the DPA will be handed over to the planning team in the TU DP3AKB Sidoarjo Regency to be delegated to the Regency fiscal team chaired by the regional secretaries in BAPEDA, BANWAS, BPKAB, and also Civil Service. After the DPA is approved, the program can be implemented next year. Planning for this program can be the creation of new programs and it can also be the repetition of programs that have been carried out in the previous year.

5. Appropriating programming

In line with the strategies and plans that have been made, the form of implementation is a program. In the previous planning, of course, the preparation of programs according to the needs of the community was carried out. The program here acts as a medium to achieve a goal. The preparation of programs carried out by the Office for Women's Empowerment, Child Protection, and Family Planning in Sidoarjo Regency to achieve the goal of gender equality, namely through violence prevention programs in Sidoarjo Regency through several program activities including:

- a. The BERLIAN (Bersama Lindungi Anak) Campaign in schools in Sidoarjo Regency
- b. Activities to strengthen the capacity of the task force for the protection of women and children in 18 sub-districts and 353 villages/wards
- c. Establishment of PATBM at the village and sub-district level targeting cadres, babinkabtimmas, TPKK Toma village, toga, village FA, youth organizations, and child care organizations (kampong lali gadget Wonoayu, gubug ekspresi).
- d. Strengthening the capacity of the protection network for women and children with cross-sectoral and cross-vertical targets (PA, PN, prosecutor's office, executive legislature).
- e. Training in handling cases of violence against children targeting BK teachers throughout Sidoarjo Regency.
- f. Prevention of child violence against the law targets women's organizations and LKSA
- g. Protection of women and children during a pandemic in villages and sub-districts: by distributing banners related to the prevention of Covid 19 mobile broadcasts related to the prevention of violence in a pandemic.



Figure 1 Implementation of the Berlian campaign (Protect Children Together) by DP3AKB Sidoarjo Regency in MTsN 1 Sidoarjo



Figure 2 Implementation of Community-Based Integrated Child Protection Coordination Meeting (PATBM) in Kalisogo Village, Jabon Sidoarjo

However, in program implementation, there were still many obstacles, including socialization activities, namely time, in addition, that during the pandemic, there was a PKM policy that regulated attendance at only 25%, and a lot of the budget was cut to be diverted in handling Covid so that the implementation of activities was not optimal. It is hoped that the many activities that have been carried out by the Sidoarjo Regency DP3AKB can increase public awareness of the violence that occurs in the environment, as well as preventive steps or how to report when experiencing violence.

6. Availability of facilities and infrastructure

Facilities are related to all the necessary facilities, while infrastructure is facilities that indirectly support the activity process. In implementing the program, facilities and infrastructure are needed to support the implementation to achieve the success of the program implementation. The form of facilities and infrastructure obtained by the DP3AKB from the Sidoarjo Regency Government in implementing the program, namely cars, projectors, cameras, laptops, and financing is still feasible and quite adequate. About the community so that they want to participate in activities, namely consumption in the form of bread and drinks during socialization, another form is the provision of pamphlets, banners, banners about appeals about prohibitions, dangers, and how to report violence and broadcast directly to schools and villages. In addition to that, other forms include the distribution of pamphlets, banners, banners about appeals about prohibitions, dangers, and how to report violence and broadcast live to schools and villages.

7. Educational Supervision and Control System

Supervision and control is the last function in an organization's management. A plan that has been implemented of course must be under supervision, this is aimed at ensuring that the plan is running as it should and avoiding mistakes. In addition, supervision also functions as a control if the plan does not go according to your wishes or there are obstacles, a solution can be found immediately. Optimal supervision and control will educate members of the organization to do their job optimally as well. According to Nugroho, (2017: 9) this supervision and control include:

- a. Evaluate the success of achieving goals and targets based on the indicators of success that have been made

In this regard, the DP3AKB has conducted evaluation meetings every quarter and at the end of the year. This evaluation is carried out by each respective staff such as section heads, heads of fields, and finally heads of offices. The form of quarterly evaluation is based on the minutes that have been made by the head of the section as a measure of work achievement and accountability reports for activities and budgets that have been carried out. Then the report will be examined by the head of the field and after that it will be submitted to the head of the department.

- b. Clarify and correct any implementation that is not by the goals and targets

In the DP3AKB Sidoarjo Regency organization, corrections will be carried out internally and externally where the head of the department will re-examine the head of the field on the minutes and the LPJ that has been given to see the achievement of the program. If the program is felt to be failing, a meeting is immediately carried out and improvements are made to plans. In addition, from the external organization, Banwas also carried out corrections to the program implementation, which would come directly to the program location, to see and ensure that the program was running accordingly, and how many people were invited, whether it was by the RPD (Regional Work Plan) that was made one last year and the DPA (Budget Implementation Document) according to the use of budgets provided by the local government.

- c. Carry out various alternative solutions to the problems faced to fit the goals and targets that have been set

In this case, alternatives and solutions are made to ensure that the program runs smoothly, namely making proper planning that is unlikely to fail. Then before implementing the program, the section head as the head of the program executor will ascertain what needs need to be prepared so that if there are obstacles, the section head will be responsible for finding alternative solutions as soon as possible before the activity is carried out.

Of all the efforts that have been made by the Sidoarjo Regency DP3AKB to reduce the number of violence in Sidoarjo Regency, none other than requires the participation of all parties related to issues and problems, namely the community. because all activities also directly involve the role of the community, besides that public awareness in preventing and caring about violence in their environment plays a very big role in reducing or handling cases of violence in Sidoarjo Regency.

E. CONCLUSION

The Office of Women's Empowerment and Child Protection for Family Planning in Sidoarjo Regency has been said to be effective in dealing with the number of violence in Sidoarjo Regency, but this effort has not received support from the people of Sidoarjo, this is evidenced by the many reports of violence against women and children in Sidoarjo Regency that have entered. This reflects that the community is not aware of the meaning of gender equality which is the goal of the Sidoarjo DP3AKB, even though the Dinas has made good efforts. In addition, with the limited budget from orders for handling Covid, the implementation of activities was not optimal.

Suggestion:

1. Installation of flyers and banners and brochures about violence in public places because they are not widely found
2. Adding online socialization programs to make it more widespread given the existence of social restrictions.
3. Lack of management of the DP3AKB website so that information is not optimal.
4. Continue to increase the involvement of the community and various institutions in programs and activities to increase awareness of violence against women and children.
5. Expanding the network of cooperation with many parties in handling and affirming the prosecution of perpetrators of violations of violence against women and children

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