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# Women's Protection Program Implementation in Donggala Regency

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## ABSTRACT

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The goal of this research is to offer an overview of the Quality of Life and Women's Protection Program implementation in Donggala Regency. A qualitative research approach was employed. Secondary and primary data were employed, including descriptive qualitative data analysis. The findings of this study indicate that the Women's Protection Program was not properly implemented due to aspects of communication, resources, disposition, and bureaucratic structures that were not fully implemented due to insufficient human resources and infrastructure as a supporter in implementing the program, as well as poor coordination. Internal coordination (Coordination amongst Sectors in the Donggala Regency Family Planning and Women's Empowerment Agency) and external coordination (Relevant Regional Apparatus Work Units).

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## INTRODUCTION

With the enactment of Law No. 32 of 2004 concerning Regional Government, local governments are required to constantly improve their performance in order to provide excellent service to the community, including to women, because it is very clear in the 1945 Constitution, which states equal rights and obligations for women. Women's roles are recognized in Law No. 7 of 1984 concerning the Ratification of the Convention on the Elimination of All Forms of Discrimination Against Women, and are supported by Law No. 39 of 1999 concerning Human Rights, one of which recognizes the existence of women's rights (Anon n.d.).

This demonstrates that any development policy, program, or activity that leads to discriminatory, exploitative, or repressive treatment of humans, including women, is in violation of Human Rights (HR) and the 1945 Constitution. Even though the legal strengthening of women's existence has been recognized, this is not a guarantee that women will be free from discrimination and violence, and the phenomenon of women experiencing discrimination and violence is increasing, and it is the State's obligation to protect its citizens. When compared to their male counterparts, women continue to feel left behind and unlucky in all aspects of life, including education, employment, government, politics, law, health, and the economy (Anon n.d.).

The Government issued a Development Policy for Women's Empowerment, which was outlined in the National Medium-Term Development Plan 2004-2009 (RPJPMN 2004-2009), set forth in the Strategic Plan of the Ministry of Women's Empowerment, and ratified in Decree of the Minister of State for Women's Empowerment Number 27/Kep/Men/IV/2005 (Anon n.d.). The Women's Empowerment Development Policy aims to improve women's quality of life and protection by improving women's status, position, and condition in development and government (Dessler 2006).

Women's empowerment and protection policies are not only viewed from an economic standpoint, but they also cover several aspects of life and are integrated, such as women's awareness of their rights as women and women's capacity in development to achieve community welfare through gender equality (Mansor 2006). Women's empowerment, as it relates to issues of quality of life and women's protection, has long been a concern of various parties at both the national and international levels. After being discussed at the Cairo Population Conference, this issue became increasingly important (International Conference on Population and Development 1994). The fight for human rights, as embodied in the 1948 United Nations Declaration of Human Rights (HR), cannot be separated from the issue of justice and gender equality. The Convention on the Elimination of Discrimination Against Women (CEDAW), which was ratified by Law No. 7 of 1984, requires the state and government to protect all citizens from any discriminatory practice, and the Indonesian government has a strong commitment to achieving quality of life and justice for all Indonesians (Bina 2012).

Furthermore, Indonesia has agreed on the Beijing Platform for Action (BPFA, 1995) and is one of the 189 United Nations (UN) member states that have agreed on the Millennium Development Goals (MDGs). The goal of this millennium development, among other things, is to protect and improve the quality of life of women by lowering the maternal mortality rate (MMR), encouraging education programs for women, and encouraging the realization of gender equality and improving the quality of life of women in all aspects of development (Darachim 2015).

Women's empowerment appears to play an important role in family survival, both in terms of moral development of children and meeting the family's economic needs as one of the main pillars of family life continuity. In this regard, it demonstrates that many women have actively participated in assisting the fulfillment of the family economy. One of them is the rise of rural female entrepreneurs. From a gender standpoint, this implies that men and women have equal positions and opportunities in rural areas for entrepreneurship (Wahyu Tjiptaningsih 2017).

The existence of women nowadays is rarely noticed (Putri and Darwis 2015). In its current state, the issue of sexual violence is not personal and independent, but rather a social problem with numerous aspects and factors surrounding it (Fitriani et al. 2021). Although women's empowerment and child protection are the province's and district/city governments' concerns, the village government still has an obligation to support these concerns without waiting for the district/city governments to delegate these concerns to the village



government. This is due to the Act's and the 1945 Constitution's mandate to empower and protect children (Engel 2018).

## METHOD

This study employs a qualitative research design. The qualitative design was chosen because the research aims to reveal what happens in empirical reality, and this research is more about observing and exploring the behavior of the object under study, so drawing a causal relationship from the results of this study is impossible. There are two types of data sources: primary data and secondary data. The following techniques will be used to collect information for this study: As follows, there was a free interview (non-structured), observation (observation), and document review based on written sources (documents), as well as field notes. The qualitative data analysis was used in the data analysis (Garna 2002).

## RESULTS AND DISCUSSION

Donggala Regency has a population of 282,752 people in 2020, with 145,125 male inhabitants and 137,624 female residents. The Women's Empowerment and Family Planning Agency is in charge of executing the Women's Quality of Life and Protection Program in Donggala Regency, as well as the State Minister for Women's Empowerment Regulation No. 2 of 2008 concerning Guidelines for the Implementation of Women's Protection. Article 9 of Government Regulation Number 23 of 2007 concerning the Division of Government Affairs between Provincial Governments and Regency/City Governments requires the State Minister for Women's Empowerment of the Republic of Indonesia to stipulate Guidelines for the Implementation of Women's Protection Programs.

The program on quality of life and women's protection is designed to serve as a model for province, district, and city governments in implementing integrated women's protection. (2008 Ministerial Regulation No. 2) These recommendations serve as the foundation for executing programs or activities aimed at improving women's lives and protecting their rights. Beginning at the provincial level and progressing to the Regency / City level. According to Ministerial Regulation No. 2 of 2008, the goals of the women's protection program, as stated in article 3, are as follows: (1) Ensure the systematic, comprehensive, long-term, and integrated execution of regional women's protection programs and activities; (2) increase the Provincial, Regency, and City Governments' commitment to implementing policies, programs, and activities to improve the quality of life and protect women; (3) improve the effectiveness of implementing policies, programs, and activities to improve the quality of life and protect women in the regions in a systematic, comprehensive, sustainable, and integrated manner; and (4) Encourage institutions that handle the tasks and functions of women's empowerment, both in local governments and community institutions, universities, and communities in the regions, to improve government institution performance in efforts to handle programs to improve the quality of life and protect women. The description above demonstrates that, in general, quality of life and women's protection policies aim to improve the quality of life of women by creating a sense of security, increasing the quality of self-capacity, and facilitating the fulfillment of human rights, particularly women's rights, as well as attempting to reduce the number of incidents of violence against women in the home, workplace, and community environment (Gadis 2016).

The Family Planning and Women's Empowerment Agency is currently a Regional Technical Institution that carries out the mandate of Government Regulation Number 38 of 2007 concerning the Division of Government Affairs between Provincial Governments and Regency/City Governments, as well as Government Regulation Number 41 of 2007 concerning Guidelines for Regional Apparatus Organizations and Ministerial Regulation No. 2 of 2008 concerning guidelines for implementing policies to impoverish women. The Donggala Regency Women's Family Planning and Empowerment Agency was established through Blood Regulation Number 6 of 2008 as part of the implementation of the three Government Regulations mentioned above. The agency's mission is to assist the Donggala Regency Government in implementing programs for quality of life, gender-just family resilience, welfare and protection of women and children in family, nation, and state life, as well as the



creation of a just, safe, peaceful, and physically and mentally prosperous society based on faith and piety to God Almighty (GKR 2015).

Women's Empowerment and Family Planning programs/activities are developed in response to the Donggala Regency community's circumstances, conditions, problems, potentials, and needs, as reflected in the vision and mission of the Donggala Regency Women's Empowerment and Family Planning Board, and are expected to be realized with the support of the Donggala Regency Government and community (Sahala 2004). The programs established at the Family Planning and Women's Empowerment Agency of Donggala Regency, such as the quality of life program and the protection of women, are a tool to achieve long-term goals that are detailed into the 10 work programs available at the Family Planning and Family Planning Agency Women's Empowerment (FPAWE) Donggala Regency. Women's quality of life and protection programs are divided into three categories: (1) Harmony of Policies for Quality of Life Improvement and Protection; (2) Quality of Life Improvement; and (3) Strengthening Gender Mainstreaming Institutions. There are nine activities in the three programs: (1) developing a women's protection system; (2) advocating for and assisting victims of domestic violence; (3) basic leadership training; (4) functional literacy and policies to eliminate female illiteracy; (5) home industry development; (6) facilitating the development of integrated service centers for the empowerment of women and children; (7) Gender Profile Preparation; (8) Housewife Counseling in Building a Prosperous Family; (9) Gender Profile Book Preparation, as well as Gender Literacy District Socialization (Report on the Performance Accountability of Donggala Regency Government Agencies, Women Empowerment and Child Protection, 2019).

The Donggala Regency Women's Empowerment and Child Protection (WECP) Fund increased by 35.5 percent in 2019 over the previous year (2018), from Rp. 1,614,276,025 to Rp. 2,187,616,146. Despite an increase in funds for 2019, only 10 programs will be implemented in 2019, while the existing funds can finance 11 programs in 2019. In 2019, there are four programs with ten activities dedicated to women's protection. In terms of WECP funds for women's protection programs, less than three programs with nine activities were funded in 2019. However, WECP funds for women's protection programs increased by 35% from 2018 (Report on the Performance Accountability of Donggala Regency Government Agencies Donggala Regency WECP Office, 2019).

The failure to achieve women's protection in Donggala Regency was due to funds being disbursed late. Second, the funds allocated are insufficient for their intended use; as a result, aside from being late, the benefits are not felt by the beneficiaries, in this case the women who are the program's target (Ihromi 2005). For example, functional literacy programs that do not run according to the time allotted. Finally, it did not provide benefits, particularly mastery of reading and writing from the learning community, because the implementation time for this education and training was very short by accumulating two activities, reading and writing, and skills (Boserup n.d.). According to the author, this activity is very ineffective in terms of effectiveness and does not provide benefits in accordance with the activity's objectives. How can two activities be combined into one, when each activity is inappropriate based on the content of the activity? This activity, like reading and writing, necessitates a significant amount of time to teach learning participants who are unfamiliar with letters; additionally, a significant amount of time is spent on skill activities, where skill activities in functional literacy necessitate a significant amount of time in order to produce the desired product. Despite the fact that the funds provided for this activity are quite large, around Rp. 202,235,208.

If only the manager of the women's protection program at the WECP Office of Donggala Regency had the skills and understanding to develop a gender responsive program and recognized the needs of women in Donggala Regency, the available funds would be used for programs that addressed the top priorities of women in Donggala Regency. The only thing that concerns me is the program that exists at the Family Planning and Women's Empowerment Agency (FPWEA), where the program is created individually in each field and then proposed to the head of the WECP Office of Donggala Regency for approval, followed by the proposal of a program that has received approval from the head of the Donggala Regency WECP Office for approval. At the budget meeting of the Regional People's Representative Council of Donggala Regency, the budget was discussed and a budget determination was obtained. According to the findings of the field research, when proposing a



women's protection program, organizational commitment is very weak, because the implementation of responsibilities in implementing the program is carried out based on the leader's instructions, rather than wanting to carry out work on his own initiative and then discussing it with the leadership. Furthermore, the leadership lacks understanding of women's programs, creating a sense of apathy from the leadership, where what is proposed by the field is directly signed without first discussing it with other fields in the form of coordination meetings within the Service WECP Donggala Regency.

Human resource weaknesses should be addressed by the leadership element by programming human resource development through needs-based education and training. Weaknesses in the human resource management of women's protection programs can cause work quality to be underutilized. Employee work quality is still visible in terms of accuracy and speed, and the results of the work performed are not in accordance with what is expected. This demonstrates a disregard for the efficient and, of course, ineffective aspects. Recognizing this, employees must be developed or fostered on an ongoing basis so that they can consistently contribute at the expected professional level and exhibit more dependable behavior in carrying out their primary tasks.

According to Effendi (1993:13), in order to achieve work efficiency from employees, it is necessary to consider not only their health, job opportunities, and work environment. What must be considered, however, is the aspect of human resource development through education and training based on job requirements. According to Notoatmodjo (1997:28), "Formal education in an organization is a process of developing capabilities in the direction desired by the organization concerned." An appropriate placement will allow the employees of the Donggala Regency WECP Service to carry out their obligations and obtain their rights. So that the organization's and the employees' interests are met during the placement process. Employees can perform their duties more effectively if they are assigned to departments based on their fields of expertise. Employee enthusiasm may be reduced if employees are not placed based on their fields of expertise and expertise.

The data and explanation above show that the budget is not properly allocated based on activity needs, indicating a weakness in human resources in distributing budget allocation for each activity. Thus indicating the WECP's poor performance in Donggala Regency in developing pro-women activities. It is clear that when it comes to women's protection needs, the activities that are currently funded are not a top priority. What is very urgent for the needs of the women of Donggala Regency is to provide an understanding to the women of Donggala Regency on how the system and complaint mechanism when faced with violence, as well as a model facility for women's protection that is really needed. Not just on paper, but also through responsive actions. A commitment from the Donggala Regency WECP Service is required to make it happen. Starting with the development of an aspirational program planning with a focus on the needs of women in Donggala Regency and proposing a budget based on needs rather than projects. So that these activities can be utilized and run efficiently, rather than being a meaningless pseudo-activity that runs solely on physical responsibility.

## CONCLUSIONS

Employee motivation has an impact on their performance as well. Handoko (1999) defines motivation as the result of a result that a person wishes to achieve in order to achieve what he desires. As a result, the person concerned can be encouraged that his actions will undoubtedly result in the desired outcome (Danthi 2017). According to Stevens and Campion (2008:13), employee abilities such as problem solving and coordination with relevant agencies are important in the internal organization of regional apparatus (Rachmawati, Mujanah, and Retnaningsih 2018).

The Women's Protection Program has not been properly implemented due to a lack of socialization of the program, making it difficult for the community to understand, so that if women experience violence, they do not know the complaint system and cannot be protected. Furthermore, the support for human resources and infrastructure is insufficient to support program implementation, and there is a lack of coordination, both internally (Coordination between Sectors at the WECP Office of Donggala Regency) and externally (Relevant Regional Apparatus Work Units).



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