Effectiveness of Empowerment Department Work Program Women and Child Protection In preventing Violence in the Home Stairs in Tolitoli District

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ABSTRACT

The aim of the study was to ascertain whether the Tolitoli Regime Work Program for Women's Empowerment and Child Protection at Work prevented abusive behavior at home. Perception, encounter, and documentation are the information-sorting strategies used in this review, which employ subjective descriptive techniques. The four indicators used in this research are program target accuracy, program outreach, program objectives, and program monitoring. work program effectiveness theory (Budiani 2007:53). The results of this study indicate that the Effectiveness of the Work Program of the Office of Women's Empowerment and Child Protection in Preventing Acts of Domestic Violence in Tolitoli Regency has not been fully maximized, of the four indicators there are three that have not been fulfilled 1). figures who understand and are critical, 2). Socialization of the program has not been fulfilled due to the lack of implementation of the program which is carried out every year due to limited budgets, 3). Household every year, 4). Program monitoring has not been fulfilled because the provision of information is constrained in the formed task force not participating in the tasks and responsibilities given.
INTRODUCTION

In accordance with Article 1 of Law Number 23 of 2004 concerning the End of Aggressive Behavior in the Household, any demonstration against a person, especially a woman, that causes despair or physical or profound determination, as well as neglect of the family, includes the danger of demonstrating intimidation or violence freedom of regulation within the family sphere, is considered as aggressive behavior at home.

Article 1 point 3 and Article 3 point 3 explain that the law prohibits segregation based on sex. Other legal guidelines should eliminate division in every area of life, social, political, financial, social and legal. This law always applies to all, regardless of race, gender, or ethnicity.

The government is responsible for preventing domestic violence, as stated in article 11 of Law Number 23 of 2004 concerning the Elimination of Domestic Violence in Indonesia. Prevention of violence against women and children is the responsibility of an organization known as the Office for Women's Empowerment and Child Protection. It also has a program to reduce the number of incidents of violence, especially in families.

Several programs from the Women's Empowerment and Child Protection Service, especially women's insurance, special child safety, and satisfaction of child privileges (PHA) that are the focus of the creators are the Ladies' Assurance Program with the topic of action, namely special socialization about the risk of brutality against women in the region. Tolitoli which is carried out once a year.

The problem is related to the mistreatment of women, there have been acts of domestic violence where based on the results of interviews conducted by the author with the Head of Women's Division said that in the last 2 years there have been 53 reported cases, namely acts of domestic violence in Tolitoli District. (Source: Interview 20 may 2022)

From the data obtained in 2021 there were 18 cases including: ten cases of child custody, four cases of psychological violence, two cases of extramarital affairs and two cases of child abuse which were each resolved through mediation at the Office of the Empowerment and Protection of Women and Children, due to law the Tolitoli police station, and the Tolitoli religious court. And in 2022 there were 35 cases including: twelve cases of psychological violence, fourteen cases of child abuse, five cases of child custody and four cases of infidelity which were resolved respectively through mediation at the Office of the Office of the Empowerment for the Protection of Women and Children, because of the police law Tolitoli, and the Tolitoli religious court. In the last 2 years, there have been 53 cases of domestic violence that occurred in Tolitoli Regency.
LITERATURE REVIEW

Previous Research

This past inspection is planned to lead different investigative surveys related to the subject of exploration to be carried out. New research that will be carried out by researchers in this section must be distinguished from its differences and similarities.

Erma, Ulul Jannah (2018), With the research title "The Role of the Social Service for Women's Empowerment and Child Protection in Ponorogo Regency in Preventing Acts of Violence Against Women and Children in Ponorogo Regency". This kind of subjective test uses strategies such as meetings, observation, and documentation to gather information. The information checking technique uses three streams of action without delay: data reduction, data presentation, and drawing conclusions. The findings show that preventing violence against women and children is the main goal of the Social Service for Women's Empowerment and Child Protection in Ponorogo Regency. In addition, it also has other goals. namely, with the assistance of the Ponorogo Women and Children Protection Committee providing services and assistance to victims of violence against women and children in the Ponorogo area.

Then, Ulung Ilham (2019), with the research title: "The Effectiveness of the Role of the Office of Women's Empowerment and Child Protection in Preventing Acts of Violence Against Women and Children in Mataram City, West Nusa Tenggara Province" This research is expected to determine the continuity of the work of the Child Development and Security Service in preventing demonstrations of brutality against young men and women in the City of Mataram, West Nusa Tenggara Region, effectively implementing a guarantee and stabilization program for children. However, based on perceptions there are several problems related to child safety, namely the existence of various types of violence in the city of Mataram. This kind of examination is subjective with a graphical methodology. This study relies on primary and secondary data sources for its data. Information collected by researchers through interviews with various sources is referred to as primary data. Information closely related to the exam can be in the form of books, chronicles, archives, and other types of optional information. 68 cases of violence against women and children were found in the study between July 2016 to date. With ins and outs against women as much as 63% and young people as much as 25%. Physical, sexual and domestic violence dominate this violence. There are various reasons, one of which is the unhealthy family financial order. The role of the Women's Empowerment and Child Protection Service in preventing acts of violence against women and children in the city of Mataram has not been running effectively due to several ongoing issues.
Ajeng Resi Krisdyawati, Dr. AP. Tri Yuniningsih, M.Si (2019) With the research title: "Effectiveness of the Semarang City Women's Empowerment and Child Protection (DPPPA) Office in Handling Cases of Violence Against Children in the City of Semarang". This study aims to find out how effective the Semarang City Women's Empowerment and Child Protection Service (DPPPA) is in handling cases of violence against children. This type of research includes qualitative descriptive research. Meeting, perception, and documentation are strategies used to gather information. Analysis of the data obtained is then reduced, presented, and written using the Miles and Huberman analysis model. The findings of this study indicate that, although not perfect, the response of the city of Semarang to incidents of youth violence is quite effective. This is because the city of Semarang still has survivors of the brutality that still frequently occurs there. The main objective of tackling violence against children is to make children feel safe and to reduce and eliminate violence against children in the city of Semarang. However, these things are not always possible. This is because one of the factors causing the spread of barbarism against young people in the city of Semarang is not only the absence of experts but also the efforts made by society as a whole to prevent it.

**Work Program**

A work program is a coordinated collection of action plans of a group, put together and efficiently made to stay in the air by an association. Organizational routines will be carried out in accordance with the work program. Work programs are also used to achieve organizational goals. Santosa (Susanto 2011:17). Meanwhile, Hans Hochholzer (E Hetzer, 2012: 11) A program is a collection of actual, coordinated and integrated activities carried out by one or several government agencies in relation to the private and public sectors to achieve goals. A work program describes how programs this is put together. (E Hetzer, 2012: 25) The activities to be carried out in the work program can be described as follows after the targets and objectives of the program have been set:

a. **Infrastructure**

The condition of the capabilities of each existing office and foundation, the point is to see whether the office and framework are suitable for activities or not, if they are still feasible for activities, what improvements and improvements should be made, to run the program for the next 1 year.

b. **Method**

Each strategy is used and cycles are carried out to complete the program exercises.

c. **Resource Capabilities**

Human The ability of organizational leaders to fulfill the extent to which their members are able to carry out their work is the goal of human resource capabilities.

d. **Spirit at work**

A leader must be aware of the condition of administrators and the nature of their subordinates to arouse management's enthusiasm about imbalances in policies and systems, such as intensive value and performance evaluation.
Women Empowerment

The transformation of power dynamics between men and women at four different levels is called empowerment. The status of women only rises when they are independent and responsible for their own destiny (Zakiyah, 2010). In Indonesia, the women's empowerment strategy is carried out in stages. The Family Planning (KB) program demonstrates this by increasing opportunities for mothers and families in general to manage their pregnancies and births and reducing their impact on the family environment. Women can take part in development in this way. More than that, mothers can participate in building a family, climate and foster the nature and spirit of pioneering by participating in the development of strengthening family finances.

From this understanding arises a belief that improving the human image of women in cooperation with men, especially in perfecting character, both in the realm of the state and in the realm of family society is a reality that does not deserve a place in a changing Indonesia. In addition, if women's empowerment and quality of life improvement are truly realized, they will undoubtedly be able to overcome the problems that have plunged these women into the abyss of misery. According to Sulistiyani (2004), the stages or steps towards an empowered woman are as follows:

a. The stage of awareness and behavior formation towards conscious and caring behavior so that you feel the need to increase your own capacity;
b. The capability transformation stage is in the form of knowledge insight, skills to be open-minded and provide basic skills so that they can play a role in development;
c. The stage of intellectual ability, skill skills so that innovative initiatives and abilities are formed towards independence.

Domestic Violence

Caregiver, parent, or partner violence is considered domestic violence. Abusive behavior in the home can manifest itself in many structures, including: the use of force, or physical violence; coercion, all forms of sexual violence, emotional abuse, such as threatening, criticizing, and being constantly intimidated; and commands Earn money and take advantage.

Based on Law Number 23 of 2004 concerning the End of Harsh Acts at Home Article 1 point 1, Rough Acts at Home are any acts committed against a person, especially women, which result in misery or misery or misery physically, sexually, mentally, or potentially waive. family including the danger of committing acts, pressure, or unlawful deprivation of freedom within the family environment. Protection includes any and all actions taken by the family, advocates, social institutions, police, prosecutors, courts, or other parties to temporarily provide a sense of security to victim in response to a court order. According to Ihromi (1995) the occurrence of acts of domestic violence include:
a. Communication If there is poor communication in the family, chances are that there will be fights which will eventually end
b. Domestic violence is almost certain to result in victims.
c. Irregularities In a marriage between husband and wife, the presence of a third party is a major problem. This often results in divorce or incidents of domestic violence.
d. Low self-image and frustration
   This element usually appears with the assumption that the partner feels that he cannot be redeemed by problems at work, then the wife continues to force the husband to complete his obligations to meet the family's financial needs. Under these circumstances, frustration will eventually lead to acts of domestic violence
d. Change in social status
   In a metropolitan family with middle to upper financial life is a problem of way of life that is well known in the family. Problems would arise if there was a decrease in income, the term of office closed, then caused every relative to feel ashamed of the people around him.
e. Violence as a source of problem solving
   Since being raised in a harsh setting and continuously being taught values related to violence, the culture of domestic violence is closely related to the problem of violence. As a result, when he has a family, he will use violence because that is the right and wisest way to resolve conflict. a challenge.

METHODS

Different exploratory and subjective methodologies are used to plan inspections. Presentation of data that is systematic, accurate, and factual regarding field facts is a determining factor in the selection of this study. In 2009, Moleong: 6) The purpose of qualitative research is to understand phenomena such as behavior, perception, motivation, and action. through the use of descriptive language in the context of what is experienced by the subject in the study as a whole, specifically and by making use of various natural ways. The main motivation behind subjective examination is to understand a situation or peculiarity in more depth by gathering information and breaking down the information and hypotheses being explored.

Types and Data Collection Techniques

Data Type

In this study the types of data collected are primary data and secondary data.

a. Primary data
   Data derived from direct field observations of research subjects are considered as primary data. The primary data for this research comes from observations and conversations with people who are qualified to provide information about the research.

b. Secondary data
   Data that comes from a second source is called secondary data. In this study secondary data came from books, articles from websites related to research, data from other people, and books obtained directly.
Data Collection Technique
In this study, data collection was carried out using the following techniques:

a. **Observation**

Researchers can directly collect data through observation. According to Bungin (Ibrahim, 2018: 81) The ability of individuals to use their five senses and work on the senses of the eye to make observations is called observation. Direct perception is carried out by planned analysts to see and pay attention directly to Women's Empowerment and Child Protection in Preventing Domestic Violence in Tolitoli Regency.

b. **Interview**

Claim Moleong (Ibrahim, 2018: 88) is a discussion with certain reasons that affect two individuals, the questioner who clarifies the urgent problem and the interviewee who answers. The Office of Women's Empowerment and Child Protection of Tolitoli Regency provided observational data for this study which were supplemented and reviewed through interviews. In this study, interviews were conducted by visiting the interviewee directly and asking a series of related questions and responses according to interview rules. It is not ruled out that additional questions may be asked.

c. **Documentation**

According to Sugiyono (Ibrahim, 2018: 94) documentation is a record of events that can be through writing, pictures, or other people's extraordinary works. In other words, documents are non-human sources of information. Regarding the documentation method used in this research which includes collecting written data, archives, and pictures related to the archives, Women's Empowerment and Child Protection in Preventing Domestic Violence in Tolitoli District.

Research Instruments
In qualitative research, researchers use interview guides, media recorders, stationery, and other tools as research instruments. Researchers are instruments for field data collection and data accuracy assurance. In terms of collecting, analyzing, and drawing conclusions on data and information, researchers specialize in their respective fields. Sugiyono, (2010:15)

Data Analysis Technique
The procedure for checking subjective information used in this research is information obtained through information gathering which is then described based on the stated exploratory objectives. The data obtained from the results of the meeting will be given an emotional examination in an interesting way. The creator involves checking information in the field with the Miles and Huberman model, (2009:20), which is a way of collecting data that must be repeated until it is finished and the data obtained must be considered reliable. The research data analysis process consists of the following steps:

a. **Data collection**

If the data has been collected as described in the previous section, data analysis can be carried out. Data collection aims to obtain the information needed in research.
b. Data reduction

Summarizing, selecting what is important, focusing on what is important, finding patterns and themes, and discarding irrelevant data are all aspects of data reduction. As a result, experts can complete the collection of additional data more easily thanks to the clearer data provided by the reduced data.

c. Presentation of information

After the information is reduced, the next stage is the introduction of information. The goal is to make meaning easier to understand by simplifying complex information into simpler information.

d. Conclusion drawing

Subjective exploration is another revelation and has never been known. If the data supports this conclusion, it can be considered a theory.

RESEARCH RESULTS AND DISCUSSION

Description of Research Locations

Overview of Research Locations

The Office for Women's Empowerment and Child Protection is an agency assigned to prevent demonstrations of barbarity against women and youth and has a project to reduce the occurrence of demonstrations of brutality, especially within the family. According to article 11 of Law no. 1, the government is responsible for preventing domestic violence. on Prevention of Domestic Violence in Indonesia, Law no. 23 of 2004. "Women's Protection" refers to efforts to protect women and provide a sense of security in exercising their rights while taking into account gender equality. 74 of 2016 concerning Position, Organizational Structure, Duties, Functions, and Work Procedures of the Women's Empowerment and Child Protection Service, stipulated by the Tolitoli Regency Women's Empowerment and Child Protection Office.

Interview Result

The results of interviews that have been conducted by the author with several informants regarding the Effectiveness of the Work Program of the Office of Women's Empowerment and Child Protection in Preventing Acts of Domestic Violence in Tolitoli Regency are as follows:

Program Target Accuracy

Target accuracy, or the extent to which program participants meet predetermined goals.

a. Target subject

Why was the socialization of the program only attended by several representatives from each village?

Informants' responses regarding the reason for the socialization of the program were only attended by a number of delegates from each village?

The Head of the Protection of Women and Children Rahmiati, SP said that:

"Because we saw from the budget provided for this socialization activity, we decided only a few figures in each village/kelurahan for us to participate in the socialization and then we formed a task force that would help us with our work in the village."

(Source: Interview 29 December 2022)

The head of the women's violence protection section, Ms. Puspita, S.Sos, said that:
"Because we saw from people who understand, people who are critical, from certain communities who want to work, so we formed a task force in each village, from which we received information on violence that occurred in the village/kelurahan" (Source: Interview Date 04 January 2023)

Head of Sub-Division of Finance and Assets Ms. Suriati, SH said that:
"For more details, you can ask directly at the women's and children's protection section which is carrying out the outreach." (Source: Interview on December 29, 2022)

Head of General and Program Subdivision Mr. Novriyanto, S.Sos said that:
"In my opinion, the women's empowerment and child protection division carried out socialization, only inviting certain community leaders because they adjusted to the budget provided." (Source: Interview on December 30, 2022)

One of the Ogodeide task force officers, Ibu Darmini, said that:
"Because most people in the village are very difficult to contact when they want to hold various kinds of counseling." (Source: Interview April 16, 2023)

One of the Tambun people, Ibu Nevami, said that:
"I don't know, because I have never heard of this socialization either" (Source: Interview on 07 January 2023)

b. Commitment

What is the form of employee commitment in carrying out program socialization, assigned duties and responsibilities?
Informants' responses regarding the reasons for employee commitment in carrying out program socialization, duties and responsibilities that have been determined

The Head of the Protection of Women and Children Rahmiati, SP said that:
"We provide sources from outside who really understand material related to women and children." (Source: Interview on 29 December 2022)

The head of the women's violence protection section, Ms. Puspita, S.Sos, said that:
"As for sources from outside us, namely Mrs. Nelly as a campus lecturer who understands women and children, and a member of the central social worker assigned to the Social Service in Tolitoli Regency." (Source: Interview on 04 January 2023)

Head of Sub-Division of Finance and Assets Ms. Suriati, SH said that:
"Assisting in the running of activities by bringing in speakers from outside is our shared responsibility." (Source: Interview on December 29, 2022)

Head of General and Program Subdivision Mr. Novriyanto, S.Sos said that:
"They provided external sources so they could work together with the Women's Empowerment and Child Protection Service" (Source: Interview on 30 December 2022)

One of the Ogodeide task force officers, Ibu Darmini, said that:
"They carry out socialization by bringing in resource persons who are very familiar with cases of domestic violence so that people really understand what actions they should take if a problem occurs" (Source: Interview on 16 April 2023)
One of the Tambun people, Ibu Nevami, said that:
One form of commitment is to be responsible for their duties" (Source: Interview on 07 January 2023)

**Program Outreach**

Socialization is the ability of program organizers to carry out program socialization in order to convey information on program implementation to program targets and the wider community.

*a. Set a budget*

What action to take if there is a problem in the budget?

Informants' responses regarding the reasons for setting the budget and if there is a problem in the budget section?

The Head of the Protection of Women and Children Rahmiati, SP said that:
"What we are doing is holding meetings between section heads and organizing activities together so that we can manipulate the budget evenly in each activity that will be carried out later." (Source: Interview on 29 December 2022)

The head of the women's violence protection section, Ms. Puspita, S.Sos, said that:
"immediately report to the head of the field and formulate a solution to the problem together with existing staff." (Source: Interview on 04 January 2023)

Head of Sub-Division of Finance and Assets Ms. Suriati, SH said that:
"If there is a problem in their respective fields, they must be able to solve the problem by making wise decisions to get the best results." (Source: Interview on December 29, 2022)

Head of General and Program Subdivision Mr. Novriyanto, S.Sos said that:
"If there is a problem in the internal sphere, they must be able to solve it together within the internal scope, but if a problem occurs in the external sphere, we can help solve the problem." (Source: Interview on December 30, 2022)

One of the Ogodeide task force officers, Ibu Darmini, said that:
"If a problem occurs in an agency, what is done is a meeting with all members and then solving the problem together and uniting opinions so that the result is the best decision." (Source: Interview April 16, 2023)

One of the Tambun people, Ibu Nevami, said that:
"Maybe they have a meeting to solve the problem." (Source: Interview on 07 January 2023)

*b. Time period*

Why is the socialization of the program only carried out once a year?

Informants' responses regarding the reason for program socialization is only carried out once a year?

The Head of the Protection of Women and Children Rahmiati, SP said that:
"Because we see from the condition of the budget, socialization can be carried out 2 to 3 times a year, it's just that if it is enforced, the other programs are not implemented because the budget has swelled in the socialization." (Source: Interview December 29, 2022)

The head of the women's violence protection section, Ms. Puspita, S.Sos, said that:
"We do this socialization according to the budget that has been provided." (Source: Interview 04 January 2023)
Head of Sub-Division of Finance and Assets Ms. Suriati, SH said that: "I don't know about this directly because the tasks in the asset and finance department are only to ACC the budget they want to use." (Source: Interview 29 December 2022)

Head of General and Program Subdivision Novriyanto, S.Sos said that: "In my opinion, the women's empowerment and child protection division conducts socialization once a year because they adjust it to the budget provided." (Source: Interview on 30 December 2022)

One of the Ogodeide task force officers, Ibu Darmini, said that: "In my opinion they hold a socialization once a year due to budgetary constraints because since the socialization until now we have never been sworn in and have not made a sagtas decree" (Source: Interview April 16, 2023)

One of the Tambun people, Ibu Nevami, said that: "Surely they have some reason, I don't know because I don't work in the Service" (Source: Interview on 07 January 2023)

**Program Objectives**

The term "achievement of program objectives" refers to the extent to which results are consistent with the originally planned program objectives.

*a. Method*

What was done to achieve the goals set?

Informants' responses regarding the reasons for what was done if there were problems in achieving the goals set

The Head of the Protection of Women and Children Rahmiati, SP said that: "For now, what we are doing is forming a task force (task force) that will assist our work in each Dea/Kelurahan. By 2022, only 3 task force sub-districts have been formed, namely, Lampasio, Ogodeide, and North Tolitoli." (Source: Interview 29 December 2022)

The head of the women's violence protection section, Ms. Puspita, S.Sos, said that: "Currently what we are doing is forming a task force (task force). The function of the task force is to provide us with information about the problem of violence that occurs in each of these Villages/Kelurahan." (Source: Interview on 04 January 2023)

Head of Sub-Division of Finance and Assets Ms. Suriati, SH said that: "It is very clear that in 2022 they will form a task force (task force) that will assist them with their tasks in each Village/Kelurahan." (Source: Interview on 29 December 2022)

Head of General and Program Subdivision Mr. Novriyanto, S.Sos said that: "forming a task force (task force) is a very good step for achieving targets in each of these Villages/Kelurahan." (Source: Interview on December 30, 2022)

One of the Ogodeide task force officers, Ibu Darmini, said that: "certainly they have various ways to achieve the goals they have set" (Source: Interview on 16 April 2023)

One of the Tambun people, Ibu Nevami, said that: "Of course they have the best way to achieve the targets they have set" (Source: Interview on 07 January 2023)
b. Spirit at work
What does a superior do to motivate his subordinates to work in order to achieve the target objectives of the program?
The informant's response is related to the reasons for a superior so that his subordinates are enthusiastic about working in order to achieve the target objectives of the program.
The Head of the Protection of Women and Children Rahmiati, SP said that:
"A leader must know the condition of the management and the nature of his subordinates so that a leader is able to give enthusiasm to work according to the nature of each individual and give appreciation for work evaluation". (Source: Interview 29 December 2022)
The head of the women's violence protection section, Ms. Puspita, S.Sos, said that:
"As a boss, to foster the morale of his employees by providing support and setting a good example for his employees." (Source: Interview on 04 January 2023)
Head of Sub-Division of Finance and Assets Ms. Suriati, SH said that:
"As a boss what I do is give directions, instructions, and guidance to my employees, and also provide support." (Source: Interview on December 29, 2022)
Head of General and Program Subdivision Mr. Novriyanto, S.Sos said that:
"As a boss, you must be able to understand each employee and provide positive encouragement." (Source: Interview on December 30, 2022)
One of the Ogodeide task force officers, Ibu Darmini, said that:
"A good boss can encourage employees by appreciating everything their employees do so they can work well together" (Source: Interview on 16 April 2023

Program Monitoring
Monitoring is a method of ensuring that a program meets the needs of its users. It is an activity that is carried out after the program is implemented. The purpose of this exercise is to find out whether or not the program itself has a positive impact on the people who use it.
a. Resource facilities and infrastructure
What to do if the resources for facilities and infrastructure such as data are not provided by the officers for information purposes?
The informant's response regarding the reasons for the resources of facilities and infrastructure such as data that was not provided by officers for information purposes?
The Head of the Protection of Women and Children Rahmiati, SP said that:
“Currently each village has different complaints, such as poor network, distances that are too far and no pocket money. We also understand this, but we can't do anything because the budget we have is insufficient.” (Source: Interview December 29, 2022)
The head of the women's violence protection section, Ms. Puspita, S.Sos, said that:
"For data that was not provided by the officers, we used to monitor via social media such as WhatsApp groups, but during the formation of the task force no
one had ever reported it, most people reported it themselves." (Source: Interview 04 January 2023)

Head of Sub-Division of Finance and Assets Ms. Suriati, SH said that: "The availability of a budget is also an obstacle in every activity carried out, but what can you do if the budgeted funds have been provided in moderation." (Source: Interview on 29 December 2022)

Head of General and Program Subdivision Mr. Novriyanto, S.Sos said that: "The availability of data is indeed very important, but what can you do if in fact the task force formed does not participate in the tasks that are given." (Source: Interview 30 December 2022)

One of the Ogodeide task force officers, Ibu Darmini, said that: "For data in this village, it may be difficult to inform because of network constraints and access to some roads is still not entirely good" (Source: Interview 16 April 2023)

one of the people The Tambun people, Ms. Nevami, said that: "Maybe they will go directly to the field because the distance is not too far to reach" (Source: Interview on 07 January 2023)

**DISCUSSION**

The Office of Women's Empowerment and Child Protection is an institution assigned to prevent acts of violence against women and children and has programs to reduce the occurrence of acts of violence, especially in the household. And to find out this, the author uses the theory of program effectiveness by Budiani (2007: 53) with 4 indicators, namely: program target accuracy, program socialization, program objectives, and program monitoring, the following results of the discussion are as follows:

**Program Target Accuracy**

The extent to which program participants meet the previously set objectives is the program target. SP Siagian, as mentioned in 2002: 151) refers to achieving predetermined goals at a certain time by utilizing certain data sources that have been allocated for certain organizational activities.

The target of the program is the surrounding community represented by several figures who understand the aims and objectives of the socialization which can then handle and report these cases so that they can help reduce acts of violence that occur every year in Tolitoli Regency.

One indicator of the success of program target accuracy is the target subject and commitment. Where the target subjects themselves can be described, especially determining the subjects that are the objectives of the planned work program. Furthermore, responsibility can be interpreted as a high responsibility from implementing the program will make them generally enthusiastic in carrying out their obligations, skills, abilities and obligations in accordance with the program that has been set.

The informants revealed the reasons for the socialization of the program which was only attended by a number of delegates from each village, namely:

The following are the results of interviews conducted by researchers with the
Head of the Protection of Women and Children Rahmiati, SP said that: "Because we saw from the budget provided for this socialization activity, we decided only from a few figures in each village/kelurahan for us to participate in the socialization and then we formed a task force that would help us with our work in the village." (Source: Interview 29 December 2022)

Head of General and Program Subdivision Mr. Novriyanto, S.Sos said that: "In my opinion, the women's empowerment and child protection division carried out socialization, only inviting certain community leaders because they adjusted to the budget provided." (Source: Interview on December 30, 2022)

From the results of interviews conducted by researchers, it can be seen that the reason for the socialization of the program which was only attended by a number of delegates from each village was constrained by funds/budgets which resulted in limited participants.

From the informants revealed regarding the form of employee commitment in carrying out program socialization, the duties and responsibilities that have been set are:

The following are the results of interviews conducted by researchers with the Head of the Protection of Women and Children Rahmiati, SP said that: "We provide sources from outside who really understand material related to women and children." (Source: Interview on 29 December 2022)

The head of the women's violence protection section, Ms. Puspita, S.Sos, said that: "As for sources from outside us, namely Mrs. Nelly as a campus lecturer who understands women and children, and a member of the central social worker assigned to the Social Service in Tolitoli Regency." (Source: Interview on 04 January 2023)

From the results of interviews conducted by researchers, it can be seen that the reason for determining the budget and employee commitment in carrying out the duties and responsibilities that have been given is good communication carried out by the head of the field to his employees.

Based on the theory used and the results of interviews during the research, the researchers analyzed the indicators of program targeting accuracy. It can be concluded that the Office of Women's Empowerment and Child Protection has done as much as possible about this outreach by bringing in resource persons who understand material related to women and children so that socialization is effective.

**Program Outreach**

Socialization is a way of conveying information from the communicator to the communicant. Program socialization, especially the capacity of program implementers to carry out program socialization so that data on program implementation can be conveyed so that local regions can understand what they need to do so that goals and objectives can be achieved in accordance with what is anticipated in general and overall goals. Program member m overall. Program outreach is the most common way of presenting an organization's projects to the general public with the full intent of providing recognition and reward in a given climate. (Widjaja: 2000)
One indicator of the success of program socialization, namely setting a budget, can be interpreted as efficiency, namely business that requires the completion of work on time, quickly and satisfactorily. This includes productivity and effectiveness in the use of costs. And the time period is defined as a period of program implementation carried out every year. The informants revealed the actions to be taken if a problem occurred in the budget section, namely:

The following are the results of interviews conducted by researchers with the Head of the Protection of Women and Children Rahmiati, SP said that: "What we do is to hold meetings between section heads and organize activities together so that we can manipulate the budget evenly in each activity that will be carried out later." (Source: Interview 29 December 2022)

The head of the women's violence protection section, Ms. Puspita, S.Sos, said that: "immediately report to the head of the field and formulate a solution to the problem together with existing staff." (Source: Interview on 04 January 2023)

The informants revealed the reasons for the socialization of the program only once a year, namely:

The following are the results of interviews conducted by researchers with the Head of the Protection of Women and Children Rahmiati, SP said that: "Because we see from the condition of the budget, socialization can be carried out 2 to 3 times a year, it's just that if it is enforced, the other programs are not implemented because the budget has swelled in the socialization." (Source: Interview December 29, 2022)

The head of the women's violence protection section, Ms. Puspita, S.Sos, said that: "We carry out this socialization in accordance with the budget that has been provided." (Source: Interview on 04 January 2023)

From the results of interviews conducted by researchers, it can be seen that the reason for program socialization is only carried out once a year due to limited budgets.

Based on the theory used and the results of interviews during the research, the researchers analyzed the indicators of program socialization, it can be concluded that good communication is established between the heads of fields and their employees so that the goals they target can be achieved as expected, it's just socialization limited every year because it adjusts to the budget provided.

**Program Goals**

Program objectives are the extent to which the results of program implementation are in accordance with the objectives of the previous program. With strategy optimizing objectives, even if they appear to conflict with one another, their relationship to optimizing objectives effectiveness is measured by how far an organization has achieved its interrelated goals. Andilie Under, (2013: 25) the purpose of this program is to teach/gather together so that they can make/produce long enough in the hope of forming the best program with all the limitations that exist.
One indicator of the success of a program goal, namely the method, is defined as all the strategies used and the cycles carried out to achieve predetermined program goals and enthusiasm for work, especially feelings of being committed to achieving goals, a pioneer must know the state of the board and the thoughts of his subordinates, so that a leadership can energize the board about the values embodied in the evaluation of improved job performance.

From the informants revealed the methods used to achieve the goals that have been set, namely:

The following are the results of interviews conducted by researchers with the Head of the Protection of Women and Children Rahmiati, SP said that:
"For now, what we are doing is forming a task force (task force) that will assist us in our work in each Village/Kelurahan. By 2022, only 3 task force sub-districts have been formed, namely, Lampasio, Ogodeide, and North Tolitoli." (Source: Interview December 29, 2022)

The head of the women's violence protection section, Ms. Puspita, S.Sos, said that:
"Currently what we are doing is forming a task force (task force). The function of the task force is to provide us with information regarding the problems of violence that occur in each of these villages/kelurahans." (Source: Interview on 04 January 2023)

From the results of interviews conducted by researchers, it can be seen that one of the methods used by the Women's Empowerment and Child Protection Service to achieve the targets set is to form a task force (task force) in each village/kelurahan to assist them in providing information on violence that occurred in each Village/Kelurahan.

From informan revealed what a superior does so that his subordinates are enthusiastic about working in order to achieve the target objectives of the program, namely:

The following are the results of interviews conducted by researchers with the Head of the Protection of Women and Children Rahmiati, SP said that:
"A leader must know the condition of the management and the nature of his subordinates so that a leader is able to give enthusiasm to work according to the nature of each individual and give appreciation for work evaluation". (Source: Interview 29 December 2022)

One of the Ogodeide task force officers, Ibu Darmini, said that:
"A good boss can encourage employees by appreciating everything their employees do so they can work well together" (Source: Interview on 16 April 2023)

One of the Tambun people, Ibu Nevami, said that:
"As a good boss, you should set an example for your employees, not just directing and being able to accept input and suggestions from your employees, not just wanting to be heard" (Source: Interview on January 7, 2023)

From the results of interviews conducted by researchers, it can be seen that what a superior does to foster work enthusiasm for employees of the Women's Empowerment and Child Protection Service is by providing direction, input, guidance and support by appreciating the work assessment of each employee for what has been done, they do.
Based on the theory used and the results of interviews during the research, the researchers analyzed the indicators of program objectives. Based on the analysis process carried out by the researcher, it can be concluded that in order to achieve the program objectives, there must be a good method to support the best results desired and good cooperation between superiors and subordinates in order to achieve the program objectives that have been set.

**Program Monitoring**

According to Hans Hochholzer (E Hetzer 2012:11) Program is a collection of real, organized and integrated activities carried out by one or more government agencies in relation to the private and public sectors to achieve goals. A work program describes how these programs are put together. As a form of concern for program participants, program monitoring is carried out after the program is implemented.

Program monitoring is carried out by forming a task force in each village with the task of reporting incidents related to violence against women and children that can lead to Domestic Violence. One indicator of the success of a monitoring program, namely the resources of facilities and infrastructure, can be interpreted as very important in supporting every activity carried out by the Women's Empowerment and Child Protection Service in carrying out their duties.

From the informants revealed the resources of facilities and infrastructure such as data that was not provided by officers for information purposes, namely: The following are the results of interviews conducted by researchers with the Head of the Protection of Women and Children Rahmiati, SP said that: “Currently each village has different complaints, such as poor network, distances that are too far and no pocket money. We also understand that but we can't do anything because the budget we have is not sufficient.”

(Source: Interview 29 December 2022)

Head of General and Program Subdivision Mr. Novriyanto, S.Sos said that: "The availability of data is indeed very important, but what can you do if in fact the task force formed does not participate in the tasks that are given."

(Source: Interview 30 December 2022)

One of the Ogodeide task force officers, Ibu Darmini, said that: "For data in this village, it may be difficult to inform because of network constraints and access to some roads is still not entirely good"

(Source: Interview 16 April 2023)

Based on the theory used and the results of interviews during the research, the researchers analyzed the program monitoring indicators. Based on the analysis process carried out by the researcher, it can be concluded that the program monitoring indicators have not yet been met, this can be seen from the reality that occurred in the field where most of the task forces formed did not participate so that the victims reported directly to the Office of Women's Empowerment and Child Protection.
CONCLUSIONS AND RECOMMENDATIONS

Conclusion

Based on the results of the research and discussion of the Effectiveness of the Work Program of the Office of Women's Empowerment and Child Protection in Preventing Domestic Violence in Tolitoli Regency, using the theory of program effectiveness (Budiani 2007:53) with 4 indicators based on facts obtained in the field, researchers can conclude that from this theory it is not yet fully realized properly marked by 3 indicators that have not been met, namely program socialization, program objectives and program monitoring. The Tolitoli Regency Women's Empowerment and Child Protection Service needs to pay attention and evaluate that the lack of budget provided by the government is the cause of the ineffectiveness of the activities carried out which has led to an increase in the level of violence that has occurred in Tolitoli Regency and to find solutions to handle budgeting properly so that it can realize all programs that have been determined every year.

Recommendation

The recommendation is that the Women's Empowerment and Child Protection Service in Preventing Domestic Violence for indicators that are not met include:

1. Program Outreach,

   It is hoped that the Office of Women's Empowerment and Child Protection of Tolitoli Regency will budget to improve program activities every year.

2. Program Objectives

   It is hoped that the Office of Women's Empowerment and Child Protection of Tolitoli Regency will evaluate the reasons for the increase in the level of domestic violence in order to reduce acts of violence that occur in Tolitoli Regency.

3. Program Monitoring

   It is hoped that the Office of Women's Empowerment and Child Protection in Tolitoli Regency will further improve monitoring of work programs in order to reduce the level of violence in Tolitoli Regency.
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