

Implementation of Gender Equality Policy at Village Community Empowerment Office, Population Control, Family Planning, Women's Empowerment and Child Protection (PMDPPKBPPPA) in Barru Regency

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ABSTRAK

Ketidakadilan gender telah lama menjadi isu nasional yang penanganannya memerlukan kesadaran dari berbagai pihak sehingga pemerintah mengeluarkan kebijakan kesetaraan gender yang tertuang dalam program Sustainable Development Goals (SDGs) dengan kebijakan Undang-Undang Nomor 1 Tahun 2017 tentang Kesetaraan Gender. Namun, kesetaraan gender pada Dinas PMDPPKBPPPA sebelum diimplementasikan kebijakan tersebut masih sangat rendah sebagaimana dalam keterlibatan organisasi lokal perempuan yaitu PKK hanya berkisar 27,6% dalam pembangunan berkelanjutan. Metode yang digunakan yaitu pendekatan kualitatif dengan tipe penelitian studi kasus. Hasil penelitian menunjukkan bahwa implementasi kebijakan kesetaraan gender telah terimplementasi dengan baik ditunjang teori George Edward III dengan indikator Komunikasi, Sumber Daya, Disposisi dan Struktur Birokrasi. Komunikasi para pelakasa kebijakan terjalin dengan baik, kesiapan sumber daya yang memadai, disposisi pelakasa yang memiliki dedikasi tinggi serta struktur birokrasi tidak tumpang tindih. Sehingga dapat disimpulkan bahwa implementasi kebijakan kesetaraan gender pada Dinas PMDPPKBPPPA Kabupaten Barru sudah terimplementasi dengan baik walaupun masih ada indikator yang perlu ditingkatkan oleh pelaksana kebijakan terletak pada indikator komunikasi dimana sosialisasi yang belum optimal.

ABSTRACT

Gender inequality has long been a national issue whose handling requires awareness from various parties so that the government issued a gender equality policy contained in the Sustainable Development Goals (SDGs) program with the policy of Law Number 1 of 2017 concerning Gender Mainstreaming. With these problems, researchers will analyze the implementation of gender equality policies at the PMDPPKBPPPA Office of Barru Regency so that gender injustice can be minimized. The method used is a qualitative approach with a case study research type. The results showed that the implementation of gender equality policies has been well implemented supported by George Edward III's theory with indicators of Communication, Resources, Disposition and Bureaucratic Structure. Communication of policy implementers is well established, adequate resource readiness, highly dedicated disposition of implementers and non-overlapping bureaucratic structures. So it can be concluded that the implementation of gender equality policies at the PMDPPKBPPPA Office of Barru Regency has been well implemented even though there are still indicators that need to be improved by policy implementers located on communication indicators where socialization is not optimal.

INTRODUCTION

Gender inequality has long been a national issue whose handling requires awareness from various parties ranging from families, communities, to the government. Likewise in Indonesia, which until now can still be seen that the role of women in Indonesia is becoming increasingly vulnerable cases and results in gender equality who are entitled to occupy positions of office continuing to thin on women (Yazidi et al., 2023).

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This will affect the national development process which is a priority, so the government is making various efforts to overcome it. One of them is contained in the Sustainable Development Goals (SDGs) program, which has achievements for the welfare of society while preserving nature. The main focus of the SDGs consists of 18 sustainable goals with measurable objectives as a world development agenda covering social, economic, environmental, legal and governance and other relevant fields.

SDGs (Sustainable Development Goals) is one of the United Nations (UN) programs which was later also adopted by Indonesia as stipulated in Presidential Regulation Number 59 of 2017 concerning the Implementation of Achieving Sustainable Development Goals. The SDGs have several programs, one of which is on Gender Equality with the aim of achieving the elimination of violence against women, and it also applies to Barru Regency to implement policies related to women's empowerment and gender equality as stipulated in Regional Regulation Number 5 of 2020 concerning Gender Equality (Judiasih, 2022).

The direction of development that continues in the Village SDGs program refers to the reference in Presidential Regulation Number 59 of 2017 concerning the Implementation of Achieving Sustainable Development Goals. In order for development to take place effectively and efficiently, it is necessary to have a participatory plan that can be used as a guide or direction in achieving the desired goals. In terms of development, women's participation is expected to be optimally involved. Because it can be defined as the pillar of civilization that starts from the family. Therefore, no exception to the community environment places women as a milestone in village development towards sustainable development (Noviyanti et al., 2023).

The government, in this case the Ministry of Villages, Development of Disadvantaged Regions and Transmigration together with the Ministry of Women's Empowerment and Child Protection (KemenPPPA) officially declared the establishment of the policy of Law Number 1 of 2017 on Gender Equality. Existing policies and regulations also require all regional and municipal governments to mainstream gender equality. Regional and Municipal governments to mainstream gender equality (Puspaningrum et al., 2017). (Puspaningrum et al., 2023).

In implementing this gender equality policy, it leads more to the to Edward III's theory, namely indicators of Communication, Resources, Disposition and Bureaucratic Structure. In terms of empowering women, it will increase women's power to develop their potential so as to increase women's role in sustainable development. Therefore, communication between policy implementers and the community must be well established so that women do not feel excluded in society. Communication is an important indicator and has a fatal role in implementing a policy. Law No. 1/2017 on Gender Equality is a policy made by the government. is a policy made by the government, seen from the elements in communication theory communication theory is a message or information that will be conveyed to the policy target to the policy target.

In accordance with Ambika Putri Swakartika Sari's research, communication in community empowerment, especially women, needs to be socialized. in community empowerment, especially women, need to do socialization socialization or counseling to women about the importance of women's role in development, by implementing effective communication with them because In essence, women are the strongest milestone in decision-making because they are more concerned with humanity. decision-making because they are more concerned with humanity (Putri et al., 2020). However, especially in Barru Regency, there has not been optimal socialization between policy implementers and women related to empowerment.

Policy implementers with related women's parties about empowering women to support gender equality. Furthermore, gender equality policies require resources both human resources and

budget resources so that policies can be implemented well. implemented properly. One of the human resources that plays a role in in implementing this policy, namely local governments with their respective authorities and prepare human resources and budget resources so that the policy can be implemented well. and prepare human resources and budgets in implementing the policies of Law Number 1 of 2017.

This is in accordance with Laila Kholid Alfirdaus's research that with human resources and non-human resources in implementing this policy, the local government has the authority to do so. Human resources and non-human resources in this case the budget is an important aspect in implementing a policy, because important aspect in implementing a policy, because human resources are policy implementers and the budget is a facility for the implementation of the policy (Alfirdaus, 2018). However, indicators related to resources in this case employees at the PMDPPKBPPPA Office have been provided with training and technical guidance and have also prepared a budget related to gender equality, but the bank has not maximized socialization to women related to gender equality.

Implementing a policy depends on the disposition or attitude of the policy implementer. Therefore, in this case, gender equality policy makers must show a good attitude to the community. This has a strategic definition where women are both subjects and objects in the development of a region. Policy implementers must be responsible for the optimal involvement of women in development. This is in line with the research of I Putu Adi Permana Putra that the attitude of policy implementers to the community is also a determinant in the successful implementation of a policy, one aspect of which is the attitude of responsibility and commitment of policy implementers. Therefore, the government of the Barru Regency PMDPPKBPPPA Office must provide an attitude that shows the community that the role of women in the development process is very important. The reality of gender roles that are increasingly dynamic. At the global level, it is important to create women-friendly village development to achieve gender equality (Putra, 2023).

In implementing gender equality policies that have been regulated in Law Number 1 of 2017 where the bureaucratic structure will influence the implementation process, namely the division of tasks and authority for organizational members. In this case, policy implementers must understand the concept of a good division of tasks and duties in achieving organizational goals. The main characteristic of the bureaucratic structure according to Edward is work procedures or commonly called Standard Operating Procedure (SOP). An organizational structure that is too long will tend to weaken supervision and create red-tape, namely complicated and complex bureaucratic procedures, which make organizational activities inflexible. The Standard Operating Procedure implemented by the government of the Barru Regency PMDPPKBPPPA Office in implementing gender equality policies already refers to existing regulations enshrined in Law Number 1 of 2017.

This is in line with Antasari and Hadi's research that the Standard Operating Procedure (SOP) in implementing a policy is very important, so that it becomes a guideline that has been regulated in the policy regulation (Antasari & Hadi, 2017). The Standard Operating Procedure (SOP) in implementing gender equality policies is based on reference to Law Number 1 of 2017.

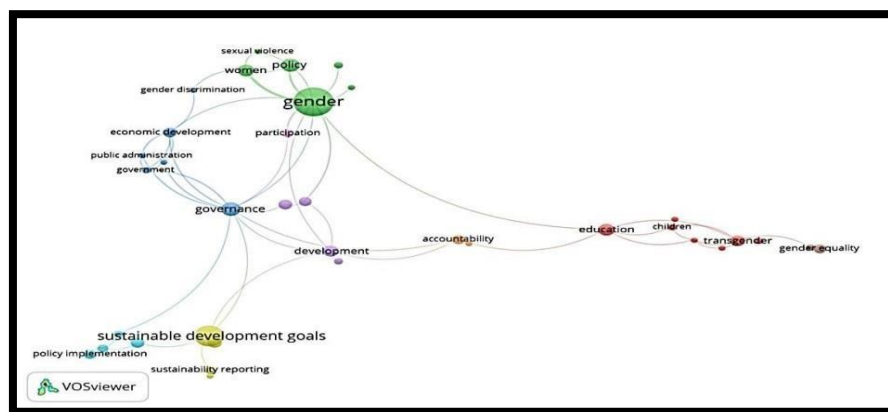
Especially in Barru Regency at the PMDPPKBPPPA Office, it can be seen from the involvement of local women's organizations as one of the actors in accelerating sustainable development such as the PKK which was only around 27.6% before the implementation of the gender equality policy and the unavailability of violence complaint services for women and children. Based on the background of the problem, the author is interested in conducting research on "Implementation of Gender Equality Policy at the Office of Community and Village

Empowerment, Population Control and Family Planning, Women's Empowerment and Child Protection (PMDPPKBPPPA) Barru Regency”.

Literature Review

Research on Gender Equality Policy Implementation has been conducted several times with various perspectives. Starting from the point of view of Public Administration to Social Science. Therefore, to start this research, it is important to observe some literature reviews that are relevant to the theme of this research. This is important to take the entry point of the research, decide on the research situation and differences with previous research. The following are the results of the VOS (Viewer of Science) Analysis.

Figure 1.
Vosviewer Analysis Data



Source: (Vosviewer Analysis Results, 2024)

In Figure 1. VOS (Viewer of Science) analysis data with the keywords 'Policy Implementation, Sustainable Development Goals and Responsive Gender' then produces several research themes that often appear, namely Policy, Governance, and Women. It can be analyzed based on Vos viewer that gender equality has a relationship to sustainable development but is still not optimally implemented.

Therefore, to start this research, it is important to observe several literature reviews that are relevant to the research theme related to the focus of gender equality research. This is important to take the entry point of the research, to see the research situation and decide the differences with previous research. Some previous studies can be seen in the research table as follows:

Table 1.
Previous Research

No	Author & year	Title	Research results	Research gap
1	Eko Handrian Hendry Andy (2020).	Sustainable Development Goals: A Review of Accelerating Development Achievement in Riau Province.	The integration of RPJMD and RAD Riau Province is the focus of acceleration in achieving SDGs goals by re-synchronizing SDGs goals with Riau RPJMD goals. The priority of SDGs is based on how big the problems are in the Region. In addition, synchronization and acceleration of SDGs implementation needs to be built institutionally including structure, mechanism, coordination, and communication of information sharing, and monitoring. (Handrian, 2020).	Research conducted by Eko Handrian and Hendry Andy discusses the ability of human resources to carry out tasks in order to accelerate development and priority development programs in Riau Province which had not previously been achieved in the MDGs program. Meanwhile, in this study, researchers discussed the implementation of policies to achieve goal number 5 of the SDGs, namely gender equality and women's empowerment at the Office of Community and Village Empowerment, Population Control, Family Planning, Empowerment. Women and Child Protection Barru Regency.
2	Indra Kusumawardhana (2018)	Social Legal Analysis of the Condition of Gender Equality and Justice in Supporting Indonesia's Sustainable Development.	This study is woven within the framework of the urgency of gender equality and justice in Indonesia's development where standard operating procedure are very comprehensive for the implementation of gender equality and justice.	Indra Kusumawardhana's research focuses on analyzing Standard Operating Procedures in supporting sustainable development in Indonesia where implementing policies must be based on existing SOPs so that policies can be Optimized for implementation. In this study, researchers analyzed the role of the implementing apparatus in implementing gender mainstreaming in supporting sustainable development at the Office of Community and Village Empowerment, Population Control, Family Planning, Women's Empowerment and Child Protection of Barru Regency.

No	Author & year	Title	Research results	Research gap
3	Askarmin Harun (2017)	Implementation of Gender Mainstreaming in Tanjungpinang City.	Analyzing the suitability between the implementation of gender mainstreaming implemented with Regional Regulation No. 7 of 2011. The result is that gender mainstreaming is not accompanied by budget allocations so that gender mainstreaming is not in accordance with Regional Regulation No. 7 of 2011 concerning Gender Mainstreaming passed by the government (Harun, 2017).	If Askarmin Harun's research adjusts the gender mainstreaming of PerDa No. 7/2011 policy. Where the availability of the necessary information regarding the implementation of gender equality policies, the policy will be implemented properly, the availability of Standard Operating Procedures (SOP) for implementers, the clarity of agencies involved in policy implementation, the indicators are good. Meanwhile, in this study, researchers looked at the implementation of Law No. 1/2017 policy on gender mainstreaming in Regional Development.
4	Rina Hap Sari, Dewi Amanatun Suryani (2023)	Implementation of Gender Mainstreaming Policy in the Local Government of Yogyakarta Special Region.	The research was conducted to find out the implementation of PUG policies in the Yogyakarta Regional Government by using indicators of 7 (seven) PUG prerequisites, such as Policy, Commitment, Institutionalization, Resources, Data,	Research conducted by Rina Hap Sari to find out the implementation of PUG policies in the DIY Regional Government using indicators of 7 (seven) PUG prerequisites, such as Commitment, Official Appointment Policies,
			Gender Analysis, and Community Participation (Hap Sari Rina, 2023).	Institutions, Resources, Data, Gender Analysis, and Community Participation. Whereas in this study, researchers analyzed the Implementation of Gender Equality Policy using Edward III Theory, such as Communication, Resources, Disposition and Bureaucratic Structure.

Source: (Researcher Analysis, 2024)

1. Definition of Policy Implementation

Implementation can be said to be a process of application or implementation. Implementation is usually related to a policy set by a particular institution or agency to achieve a set goal. related to implementing it should be related to policy (Mansur, 2021).

Implementation or implementation of public policy is a series of activities after a policy is formulated. Without an implementation, a policy that has been formulated will be in vain. Therefore, policy implementation has a very important position in public policy (Suadi, 2016).

2. Sustainable Development Goals (SDGs)

Figure 2.
Sustainable Development Goals



Source: (SDGs document, 2024)

SDGs according to (Wahyuningsih, 2018: 390-399) is an abbreviation of the word Sustainable Development Goals which means sustainable development goals which means a reference or source of reference which is also commonly called a guide in connection with the development and negotiations of countries in the world.

The indicators in the Sustainable Development Goals (SDGs) according to (Alisjahbana & Murniningtyas, 2018) are as follows:

- Prosperity and the ability to achieve sustainable development goals.
- Measuring the level of poverty within a country and the ability to reduce social and economic inequality.
- Availability and access to clean water which is the ability of a country to provide hygienic water and proper sanitation for its citizens.
- Clean energy consumption is the tendency of a country to use renewable resources in a way that reduces environmental impact.
- Gender equality and women's empowerment, also known as women-friendly villages, is part of the indicators that measure progress towards gender equality across all domains by including women in development.

3. Gender Equality

Gender equality is a strategy built to integrate gender issues into an integral dimension starting from planning, preparation, implementation, monitoring, and evaluation in national development policies and programs. Gender equality is aimed at achieving gender justice and equality, which is an effort to uphold the rights of women and men to equal opportunities, equal recognition and equal respect in the state, nation and society. The implementation of gender equality in development is a strategy to ensure that women and men have equal access to resources, can participate in the decision-making process, have equal opportunities and opportunities to exercise control, and obtain equal benefits from development (Nurhamdah, 2016).

4. Women's Role in Sustainable Development

Sustainable Development is development that meets the needs of the present without reducing the ability of future generations to meet their own needs is a strategy that will become a benchmark to see the correlation of women's roles in groups and sustainable development that occurs (Dumalang & Setiawan, 2022). In the context of public services, transformation has a significant impact on the implementation of public policy implementation. The government must provide services that are more effective, efficient, and responsive to meet the needs of the community. This must be supported by the readiness of human resources who will implement the policy. The willingness and capacity of government human resources affect the success of a policy within the scope of government (Khaeromah et al., 2023). Developing sustainability standards plays an important aspect in organizational accountability and transparency. Sustainable development based on environmental, social, and governance variables determines the evaluation process (Purwanti, 2024).

RESEARCH METHODS

This research uses a type of qualitative research in accordance with the research objectives, namely obtaining a factual picture of the Implementation of Gender Equality Policy at the Office of Village Community Empowerment, Population Control and Family Planning, Women's Empowerment and Child Protection (PMDPPKBPPPA) of Barru Regency. The type of research used is a case study type. The data sources in this study are divided into two, namely: primary data and secondary data. Data collection is obtained from observation, interviews, documentation. The method of data analysis includes data reduction, data presentation, and conclusion drawing and verification.

RESULTS AND DISCUSSIONS

Implementation is an activity that is carried out with planning and refers to certain rules to achieve the objectives of an activity. Implementation can be done if there is already a plan or concept to be carried out. The success of policy implementation is determined by many variables or factors, and each of these variables is interconnected with each other. So that to see whether it is going well or not, a way is needed to find out the implementation process. The research discussion after conducting interviews with sources based on the results of the research above by referring to George Edward III's research indicators related to the Implementation of Gender Equality Policies at the Office of Community and Village Empowerment, Population Control and Family Planning, Women's Empowerment and Child Protection (PMDPPKBPPPA) Barru Regency, namely as follows:

Communication of Implementors in Implementing Gender Equality Policy

This concept is an important concept and variable in the process of socializing and providing education to the community regarding the prevention of violence against women and children by conducting complaint services in the containers and facilities provided by the Barru Regency PMDPPKBPPPA Office as well as in the SIGA system in order to realize optimal gender equality policies Where local women's organizations are also directly involved in the sustainable development process. The policy implementation team in the implementation process requires good communication transmission. Based on the research results where the communication transmission sub-indicator. implemented by forming a discussion forum, so that it can carry out coordination meetings properly. Information known to the management team can only be obtained through good communication, so the concept of communication determines the success of achieving the goals of the implementation process. In this study, communication

between the Barru Regency PMDPPKBPPPA Office as the policy implementer and the parties in the SKPD took place effectively. This is done so that information can be channeled properly and also the direction of the policy can run as expected, with the implementation of communication forums so that input from the community can be conveyed properly.

In addition to clear communication transmission, policy implementers also need high consistency in the program to be implemented, based on the results of the research, the consistency of the Village Community Empowerment Office, Population Control and Family Planning, Women's Empowerment and Child Protection (PMDPPKBPPPA) of Barru Regency has been well implemented by seeing their consistency to continue to open discussion forums with regional apparatus organizations that are focal points in implementing the gender equality policy. The same thing was stated by (Harun, 2017), in carrying out communication consistently where the communication dimension is an indicator of the implementation of socialization to the community has been implemented. This is evidenced by the implementation of clear socialization to the community carried out openly and transparently to the community, but the research results obtained by researchers at the PMDPPKBPPPA Office of Barru Regency are still not optimally implemented because there are still people who do not know about this gender equality policy because the socialization has not been maximized, this is influenced by road access to remote areas in Barru Regency.

This is in accordance with the results of observations made by researchers that the transmission focus determines whether or not a policy implementation process is carried out depending on the delivery of clear information between the policy implementer and the target recipient of the policy in this case the wider community, where the Barru Regency PMDPPKBPPPA Office and also other regional apparatus organizations that act as focal points or implementers of gender equality policies form groups on social media such as whatsapp and telegram as a medium for discussion and communication between policy implementers. In addition, the results of observations that the consistency sub- focus is also very influential on the process of implementing a policy in this case sustainable and structured socialization for the community is very influential for the community, especially women in playing a role and participating in the development process seen from the increasingly active local women's organizations in Barru this is part of the duties and functions of the Barru Regency PMDPPKBPPPA Office to the community even though this socialization still needs to be improved by providing socialization to people in remote villages so that the women-friendly village program in remote villages so that the women-friendly village program which is a program in empowering women can also be optimized.

Resource Readiness in Implementing Gender Equality Policies

Resources in the implementation of gender equality policies refer to all elements and factors needed to realize and support the policy objectives of a region.

Table 2.
Human Resources for Implementing Gender Equality Policy at the PMDPPKBPPPA Office of Barru Regency.

No	Name	Job Title	Description
1.	Jamaluddin, S.Sos., MH	Head of PMD Office	Director
2.	Milawaty, S.Sos., MM	Secretary Office	Coordinator
3.	Muhiddin, S.Sos	Head of Field PPPA	Chair
4.	Ardi, S.Sos., M.Si	Head of Program Section	Secretary
5.	Multazam Jamal, S.Sos	Head of UPTD PPPA	Functional Planner
6.	Sri Deviana	UPTD PPPA General Administration	Functional Planner
7.	Sriyanti Sahrir, SE	PPPA Staff	Functional Planner

Source: (Barru District PMDPPKBPPPA Office, 2024)

Based on the results of the research, especially human resources in this case employees who act as a policy implementation team within the scope of government of the Office of Community and Village Empowerment, Population Control and Family Planning, Women's Empowerment and Child Protection (PMDPPKBPPPA) of Barru Regency, the readiness of competent human resources in their respective fields, especially in the field of Women's empowerment and Child Protection, marked by conducting technical guidance to employees with the aim of increasing the capacity and skills and knowledge of employees who handle the program in order to be able to carry out good education to the community as evidenced by them getting awards, one of the influencing factors is the decrease in the number of crime cases and also cases of violence thanks to the support of the containers that have been facilitated by the PMDPPKBPPPA Office of Barru Regency. The consistency of employees and regional apparatus organizations that are focal points in the implementation of this policy has paid off as evidenced by the fact that they received the Parahita Ekapraya Award in 2023 where Barru District became one of the 237 districts / cities that received this award from the Ministry of Women's Empowerment and Child Protection of the Republic of Indonesia.

Table 3.
Gender Responsive Budget of the Barru District PMDPPKBPPPA Office

No	YEAR		
	2021	2022	2023
1	3,954,851,448	6,693,260,394	6,362,867,094

Source: (Barru District PMDPPKBPPPA Office, 2024)

Budget resources in the Office of Community and Village Empowerment, Population Control and Family Planning, Women's Empowerment and Child Protection are still lacking, especially when there are programs that are not included in the work plan. The budget sources they use in implementing this policy are sourced from the Regional Budget (APBD) and also assisted by the Provincial DAK because considering this policy is included in the vision of sustainable

development is a priority for the current government. Budget resources are one of the indicators that play an important role in implementing a policy. When one of the indicators is not fulfilled, the policy implementation is not optimal. This is the same as the findings (Eko Handrian & Andry, 2020) that in accelerating development in Riau Province, human resources must be able to carry out their duties properly. This is in line with the results of research at the PMDPPKBPPPA Office of Barru Regency that employees who play a role in implementing gender equality policies are qualified in their fields but in terms of budget resources are still lacking so that there are still programs that have been planned that have not been touched.

In accordance with the results of observations that human resources have an important role in implementing a policy because they have a fatal role in implementing policies as evidenced by holding technical guidance for implementers such as sectoral strengthening guidance in women's empowerment as well as policy guidance in the development of improving the quality of life of women and their implementation mechanisms which aim to increase the knowledge of implementers so that they can educate and understand, especially women well so that they increase awareness in the sustainable development process. Policy implementers conduct briefings based on the technical guidance that has been obtained by going to the field, namely in each sub- district in Barru Regency, as for the briefing or education provided related to gender equality that is applied, namely training on family welfare empowerment movements, improving the skills of posyandu cadres and also coaching for dasawisma groups and

Mpok Darti and the urgency of developing women-friendly villages. As the results of observations on the sub-focus of budget resources are also important in the process of implementing gender equality policies because the budget is a determining factor in the success or failure of the policy, as the results of the research obtained that the PMDPPKBPPPA Office of Barru Regency has budgeted for programs that are gender responsive. The programs implemented in accordance with the existing budget include the women's empowerment program through PKK activities by providing training and assistance to women to increase capacity and skills as well as increasing women's access to education, health and employment and the Child Rights Fulfillment (PHA) program, by conducting child rights-based care and a friendly environment through the provision of child-friendly play spaces as well as coordination with all regional apparatus organizations that are focal points or policy implementers to implement programs that are in contact with gender responsiveness.

Disposition of the Implementors in implementing the Gender Equality Policy

In terms of bureaucratic appointments in this case, it has been regulated in law, but the placement of employees at the Office of Community and Village Empowerment, Population Control and Family Planning, Women's Empowerment and Child Protection of Barru Regency must be in accordance with the competence of each employee. In terms of the appointment of bureaucratic officials at the PMD Office, there are employees who have the status of State civil servants, there are also employees who have the status of honorary staff. However, in terms of employee placement in the scope of government, this Service is based on their respective competencies so that they can carry out their duties properly, especially in terms of providing understanding to the community about violence prevention complaint services and also social rehabilitation for those who get violence covered by the UPTD PPPA Division of the Barru Regency PMDPPKBPPPA Service.

In terms of receiving incentives at the Office of Community and Village Empowerment, Population Control and Family Planning, Women's Empowerment and Child Protection for employees who have the status of State civil apparatus, their incentives are regulated in the Law on salaries and allowances. Meanwhile, employees who have the status of non- civil apparatus.

In this case, honorary staff are only regulated in the Regent's regulations regarding the receipt of incentives and the distribution of these incentives is a decision of each head of the Department of each regional apparatus organization.

In accordance with research (R. H. Sari & Suryani, 2023) that the policy of appointing employees according to their expertise greatly affects performance. This is the same as the results of research conducted by researchers where employees in charge of implementing gender equality policies at the Office of Community and Village Empowerment, Population Control and Family Planning, Women's Empowerment and Child Protection (PMDPPKBPPPA) of Barru Regency have successfully carried out their performance achievement targets as evidenced by receiving the Parahita Ekapraya Award (PPE) from the Indonesian Ministry of PPPA but in providing incentives to employees who implement this policy there is no, but it has become a design for local governments with the aim of appreciating employees who carry out their duties and responsibilities well in other words their performance allowances.

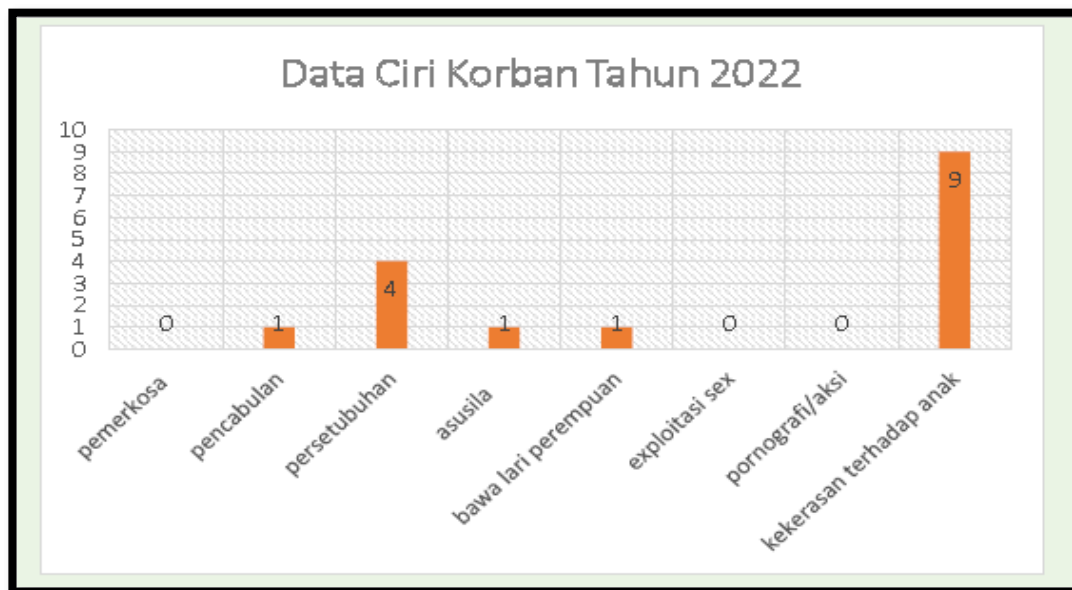
As the results of the observation that the placement of employees in accordance with their field of expertise determines the results of the employee's performance where the process of appointing bureaucratic officials of the Head of Service looks at expertise so that employees or implementers later understand their duties and responsibilities so that they can carry out their duties properly. It can be seen that there are seven focal points or core implementers of gender equality policies at the PMD Office, including four men and three women, so that it can be seen that the position and position between men and women are equal by involving them in the process of implementing the policy. Also in the results of observations at the PMDPPKBPPPA Office of Barru Regency regarding disposition indicators related to the sub-focus on incentives affecting employee performance in the process of implementing a policy, but according to the exposure of several informants as informants in this study that employees who serve as implementers of this policy do not get special incentives. However, this has been included in the work plan at the PMD Office as a form of appreciation for implementing a policy and a form of reward for employees who carry out their duties as well as possible.

Bureaucratic Structure in Implementing Gender Equality Policy

Based on the research results that the SOP is used as a basis so that every policy implementer, in this case employees at the Barru Regency Office of Community and Village Empowerment, Population Control and Family Planning, Women's Empowerment and Child Protection (PMDPPKBPPPA) can work according to the existing legal umbrella, which is subject to the rules and restrictions according to the SOP. Standard operating procedures are also made so that each implementer or employee can clearly know the role and function of each position in carrying out socialization to the community regarding violence prevention so that the number of cases of violence can decrease from before and after the implementation of gender equality policy Number 5 of 2020 concerning Gender Mainstreaming.

The results of collaboration between one party and another resulted in a proud achievement in Barru Regency by receiving the Parahita Ekapraya Award from the Ministry of PPPA of the Republic of Indonesia. This shows that the distribution of tasks and functions in the implementation of this gender equality policy in order to realize sustainable development produces results by coordinating with various regional apparatus organizations, sub-districts and villages in Barru District.

Figure 3.
Data on Barru District's casualty characteristics in 2023

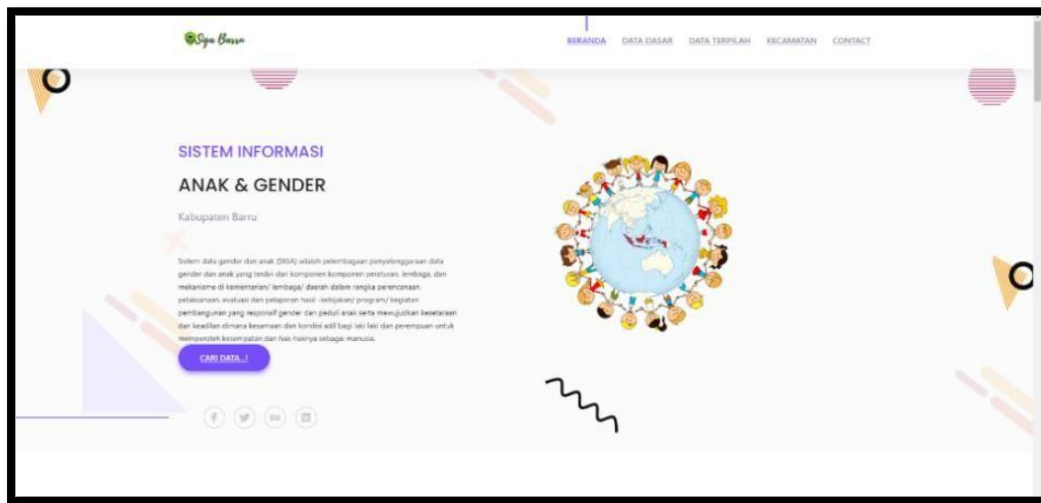


Source: (Barru District PMDPPKBPPPA Office, 2023)

Based on the table above, it can be seen that there are cases of sexual violence in the form of rape, sexual abuse and harassment, as well as physical violence with the perpetrators being the closest people and some coming from poor families. For this reason, attention is needed from both stakeholders, especially from the family environment itself, as well as supervision of the use of cell phones and the use of the internet negatively.

This is in line with the findings (Kusumawardhana, 2018), where the SOP is a reference and basis for implementing gender equality policies that contain legal rules and payings so that the direction of development carried out by employees who play a role in it is clear. This is in accordance with the results of research obtained by researchers within the scope of the Office of Community and Village Empowerment, Population Control and Family Planning, Women's Empowerment and Child Protection (PMDPPKBPPPA) of Barru Regency, it can be seen that the SOP is also a reference for implementing gender equality policies so that it produces results for implementers of these policies where after this policy forms Barru Regency for the better with the establishment of a system and also facilities and containers for people who experience violence, especially for women and children.

Figure 4.
Barru District Child and Gender Information System (SIGA)



Source: (bolata yassiberui, 2024)

The UPTD PPPA container formed by the Office of Community and Village Empowerment, Population Control and Family Planning, Women's Empowerment and Child Protection is a forum for community complaints when they get uncomfortable treatment in their environment and daily life, especially those who get physical and non-physical violence. In accordance with the observations carried out by researchers in the scope of the PMDPPKBPPPA Office of Barru Regency, the distribution of tasks and functions to several regional apparatus organizations and good mutual coordination will affect the results of employee performance. In accordance with the results of the exposure of several informants above, it can be seen that the results of coordination and cooperation between the PMDPPKBPPPA Office and all regional apparatus organizations in Barru Regency make it easier to implement a policy as evidenced by the formation of the innovative Child and Gender Information System (SIGA) which can be accessed by the community as well as the establishment of a complaint service forum for violence under the auspices of the PMD Office. violence under the auspices of the PMD Office as well as the policy implementer in this case the Barru District focal point received the ekaprya award from the Ministry of PPPA Ri this proves that the implementation of gender equality policies is in accordance with applicable regulations and is sorted based on the competence of these employees and the results of good collaboration will produce something good.

CONCLUSIONS

Based on the presentation of research results and discussions previously presented, it can be concluded that:

1. Communication between implementers in implementing gender equality policies has been well implemented based on the success indicators of Edward III's theory, seen from two sub-indicators, namely transmission and consistency of employees by opening discussion forums with the aim of good collaboration to minimize the failure of gender policy implementation.
2. Resource readiness in implementing gender equality policies has been well implemented, especially in human resources, as evidenced by the technical guidance

- to employees who are focal points in implementing policies, but in terms of budget resources, it still needs more attention for all DPOs that are the policy implementation team by strengthening and equating perceptions between policy implementers.
3. The disposition of policy implementers, in terms of bureaucratic appointments, has been well implemented, seen from the placement of employees according to their respective expertise and also for incentives for implementers have been regulated in the Law and for honorary employees refers to Regent Regulations Where the distribution is based on the Decree of each head of the relevant OPD Service.
 4. The bureaucratic structure in implementing this policy has been implemented well in terms of standard operating procedures (SOP) as contained in Regional Regulation Number 5 of 2020 concerning Gender Mainstreaming where all OPDs in Barru Regency are required to implement programs related to gender responsiveness. and also fragmentation is good from the perspective of distributing tasks and functions to all OPDs by carrying out open coordination to implement gender equality policies to realize Barru Regency's mission, one of which is sustainable development.

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