

The Effectiveness of Women Empowerment Model in Harmony Women Crisis Center Jombang Regency

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Abstract

The present study aimed to determine the effectiveness of the women empowerment program implemented by Harmony Women Crisis Center (HWCC) Jombang Regency. Regarding the effectiveness of women empowerment of victims of domestic violence implemented by HWCC, a community named Sekar Arum was established. Consisting of 20 members at the beginning, there were only ten members left. A range of factors accounts for this decrease, despite its importance in developing financially autonomous women in order to prevent domestic violence due to economic factors. The organization optimally put all efforts and resources, such as competent, experienced resources, to assist the victim. Organizations related to the handling of domestic violence are expected to recruit competent employees with linear educational backgrounds. It is necessary to have employees with skills to provide psychological and legal assistance. It is also recommended to improve the collaboration and activity performance by involving village cadres in order to spread the movement in a more sustainable fashion in more villages. It is also necessary for HWCC to allocate special funds for women empowerment activities. Such funds can be proposed to the Department of Women and Children Protection of PPKB PPPA budget. The government should improve its collaboration with HWCC to provide psychological support and recover victims' social function. Thus, the women victim of violence can be freed from public stigmatization. The regional government of Jombang Regency should take issues on women empowerment as its program focus.

Keywords

effectiveness; women empowerment; domestic violence



I. Introduction

Article 27 of the 1945 Constitution of The Republic of Indonesia reads, “All citizens shall have equal status before the law and the government and hold without exemption the law and the government in esteem,” meaning that gender equality is constitutionally protected in Indonesia. However, facts show that violence against women due to gender inequality between men and women continues to increase. Women often become the losing parties and are discredited through Stereotypes, subordination, marginalization, work overload, and violence (Utaminingsih, 2020, 12).

Violence against women still emerges as one of the cases that continue to increase every year in Indonesia because women hold weak social status in a patriarchal society. Data published by National Commission on Violence against Women (Komnas Perempuan) shows

that violence against women increases more than sevenfold, from 54,425 cases in 2008 to 431,471 cases in 2019. This alarming increase requires immediate attention from the government because law enforcement on violence, particularly against women, is pivotal.

This condition is accounted for by women's weak status in Indonesia's patriarchal society. Any form of violence equals crime and human rights violation. In a patriarchal society where women are viewed as subordinate, they are prone to be the victim of violence. Hence, Komnas Perempuan calls for ending violence against women in many national and international conferences. Violence occurs in human relationships, either at the individual or group level, which harms one party.

According to Stephan & Stephan, anger is the most dominant emotional factor leading to violence. Violent behavior, according to Gurr mostly emerges in the form of political violence that consists mainly of threatening others and power abuse. Since violent behavior harms others physically and psychologically, it is forbidden by law and social norms.

Violence is a threat for every individual regardless of gender, age, occupation, or educational background. However, women and children often become the victim of violence in a patriarchal society. In a patriarchal society, women and children are viewed as weak parties (marginalized), putting them in a position that is prone to be violence victims. This condition becomes the foundation of the establishment of the human rights organization, particularly the National Commission on Violence against Women (Komnas Perempuan).

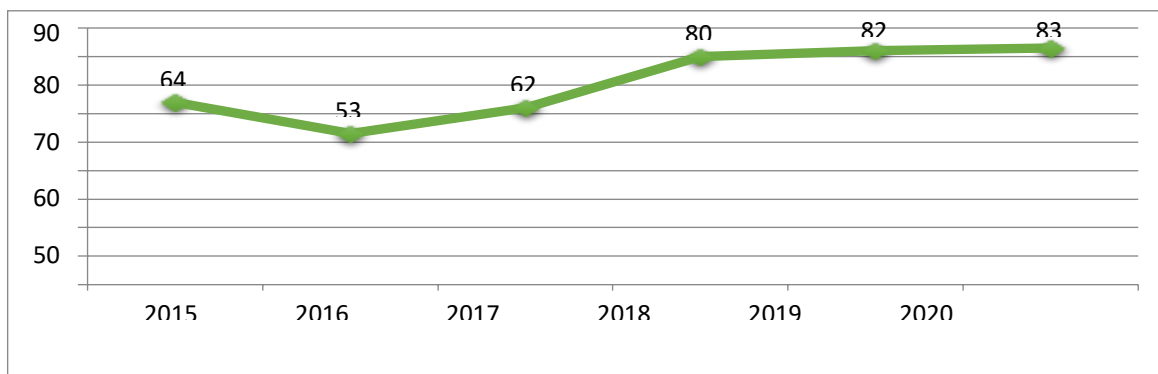
The high level of violence in society mostly occurs against women. Efforts that have been made by the government in overcoming the violence that occurred are the establishment of service units in solving problems until the issuance of regulations. However, various government efforts have not been able to reduce the occurrence of acts of violence against women. (Fadhliyah, et al. 2020)

Komnas Perempuan stands as an independent public institution aiming to enforce Indonesian women's rights. Article 2 of Presidential decree no. 65 of 2005 on National Commission on Violence against Women states that the purpose of this commission are:

- a) To develop a conducive environment for eradication of any form of violence against women and enforcement of women's basic rights in Indonesia;
- b) To improve the prevention and countermeasure of any form of violence against women and protection of women's basic rights.

Violence against women mostly occurs in the private or domestic domain, i.e., family domain, due to family conflicts resulting in domestic violence. Law no. 23 of 2004 defines domestic violence as any action against individuals, especially women, which result in physical, sexual, and psychological misery, and/or abandonment of women and children in the family, including unlawful coercion and deprivation of freedom in a domestic environment"

The domestic environment described in the law includes a husband, wife, children, and individuals who permanently reside in the house. This type of violence occurs in individuals' personal domains. Domestic violence is an irony as it is committed by an individual's intimate partner that supposed to provide caring and protection. Jombang Regency that is known as a religious city, is, surprisingly, not free from issues on violence against women. Chart 1 displays the data on violence against women in Jombang Regency.



Source: Data published in HWCC website (2021)

Figure 1. Domestic violence cases in Jombang Regency from 2015 to 2020

Domestic violence cases in Jombang decreased in 2016 but increased again in 2017 until 2020. It was reported that there were 83 domestic violence cases at the end of 2020.

This alarming increase should immediately receive serious and sustainable attention. In addressing violence against women, Jombang regional government issues regional regulation no. 14 of 2008 on Protection of Women and Children as Victims of Violence. The government accompanies the violence victims through its Social Affairs Office, Women Empowerment and Children Protection Office, Women and Children Protection Office, which are integrated with the Center for Integrated Service of Women and Children Protection (P2TP2A).

Violence against women can also be reported to the Women and Children Protection Unit of Jombang Resort Police. Jombang General Hospital and public health centers in Jombang regency also handle victims of domestic violence. In addition to public institutions mentioned before, some social organizations also focus on this issue, including Harmony Women Crisis Center (HWCC).

Harmony Women's Crisis Center is a social organization established on 23 May 1999. This organization was established due to concerns among academics in Universitas Darul Ulum Jombang related to increasing violence against women. Located in Jalan Pattimura Selatan no. 7 Blok B, Jombang Regency, this social organization receives public reports on the violence they experience through various media, including phone and Whatsapp. This organization has several purposes as follows:

- a. To provide counseling service for women and children victims of violence;
- b. To organize the society to overcome violence against women found in their surroundings.
- c. To perform the strategic move to create policy changes at national and regional levels.
- d. To strengthen the network by providing other services for women and children victims of violence and public organizations.
- e. To strengthen the organization's internal and external capacity.
- f. To economically empower women victims of violence.

Various parties are involved in the effort to overcome issues on violence against women in Jombang Regency. Moreover, an integrated regulation has also been issued to alleviate poverty while addressing violence against women and empowering them. Still, these efforts have not brought the expected results, i.e., a decrease in violence against women cases.

According to article 1 of the United Declaration on Violence Against Women, the term "violence against women" means any act of gender-based violence that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. Meanwhile, Komnas Perempuan defines violence against women as all forms of violence that harm women either physically, sexually, or psychologically.

Violence may occur due to some factors, categorized into internal and external factors (Delmiati, 2016:15; Dadi, 2021; Sidiq et al., 2021). The internal factors involve one's personal self. These factors usually are formed in family environments. In contrast, the external factors come from the outside of the perpetrator's self, including economic, jealousy, and sociocultural factors that view men as having higher status than women.

II. Review of Literature

The term effectiveness represents how far a certain goal is achieved. An organization is considered successful if it manages to attain the predetermined goal. Scholars agree that the meaning of the term effectiveness may vary, depending on the organizations' goal. However, it is difficult to scrutinize the concept of effectiveness in organizational settings, as this concept may have different definitions in individuals, depending on their standards. Some scholars in social science often view effectiveness based on a number of aspects of employees' life quality.

Program effectiveness can be operationalized as the level of target realization, that is, how far a determined target is achieved. In addition, the program participants' perceptions can also be used to measure the effectiveness of a program (Kerkpatrick, as cited in Cascio, 1995; Prawira et al., 2021).

In the present study, we focus on investigating the effectiveness of Women Empowerment, Child Protection, and Population Office in handling issues on domestic violence. To this end, some indicators proposed by Budiani were applied, including:

- Program Accuracy, describing how far the participant represents the predetermined target.
- Program Socialization, referring to the program organizers' ability to socialize the program, allowing the public and targeted participants to obtain information regarding the program.
- Goal, describing how the program result complies with the predetermined goals.
- Program Monitoring, defined as post-program activities carried out to see the participant's progress.

Domestic Violence

Domestic violence is one of the violent actions frequently found in a family environment where women often become the victim. The United Declaration on The Elimination of Violence against Women (1993) defines violence against women as any act of gender-based violence that results in or is likely to result in physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. This study focused on violence against women in the personal domain.

According to Law no. 23 of 2004, domestic violence could be divided into four types: physical violence, psychological violence, sexual violence, and abandonment. WHO (2015) WHO (2015) states that domestic violence against women results in adverse health effect, including reproduction health, physical health, and mental health problems on women.

III. Research Methods

This study investigates the effectiveness of the implementation of women empowerment and domestic violence policies done by Integrated Team for Women and Children Protection (T2-P2A) and Harmony Women Crisis Center (HWCC) in Jombang Regency. This study applied the qualitative method as it fits the purpose of this study. Qualitative method allows the researcher to witness social life, history, behavior, organizational functions, social movement, and relationships in the society.

By applying a qualitative method, researchers are allowed to explore and dive into a social phenomenon and environment that consist of actors, event, place, and time. Cresswell (1998) views qualitative approach as a process of research that is grounded on methodologies to probe social phenomena and human problems. Qualitative study is known as a study aiming to understand an organization's function and social phenomena that involves direct interaction with subjects of the study. The qualitative approach was applied because this study aimed to investigate the implementation of policies on violence against women carried out by T2-P2A in Jombang Regency.

This study focused on the implementation of policies related to violence against women, particularly domestic violence, carried out by relevant institutions, i.e., T2-P2A. Data is defined as a collectible attribute attached to an object, which acts as accountable information. This study employed primary and secondary data.

As the data directly obtained from the field is still raw, these data were processed since the data collection process by separating relevant data from those irrelevant with the purpose of the study. This study applied Miles and Huberman's interactive analysis, consisting of three stages, namely data reduction, data display, and drawing of conclusion.

IV. Result and Discussion

4.1. The Effectiveness of Women Empowerment Model Applied By HWCC

- WCC Jombang provides a number of services for women victim of violence, including:
- Counseling services, which could be held offline, through phone, mailing (physical or electronic), and through a home visit.
 - Legal assistance, including legal consulting and assistance during the trial process when the client decides to file a lawsuit.
 - Provision of the safe house (shelter) for the victim whose safety is threatened or receives no support from the family and community during the legal process.
 - Outreach, a proactive service provided by the counselor to provide a counseling service for women victim of violence.
 - capacity improvement for external partner, where the service is done through a number of methods, including regular and non-regular training, internship programs, and short courses (between 1 until two months).
 - Consultation service for some programs such as assessment, research, evaluation, and the improvement of domestic violence victims' capacity.

These services are provided by HWCC as an effort to assist women victims of violence, either in the form of assistance or prevention of violence against women. Figure 4.1 displays the flow of services in Jombang Harmony Women Crisis Center:

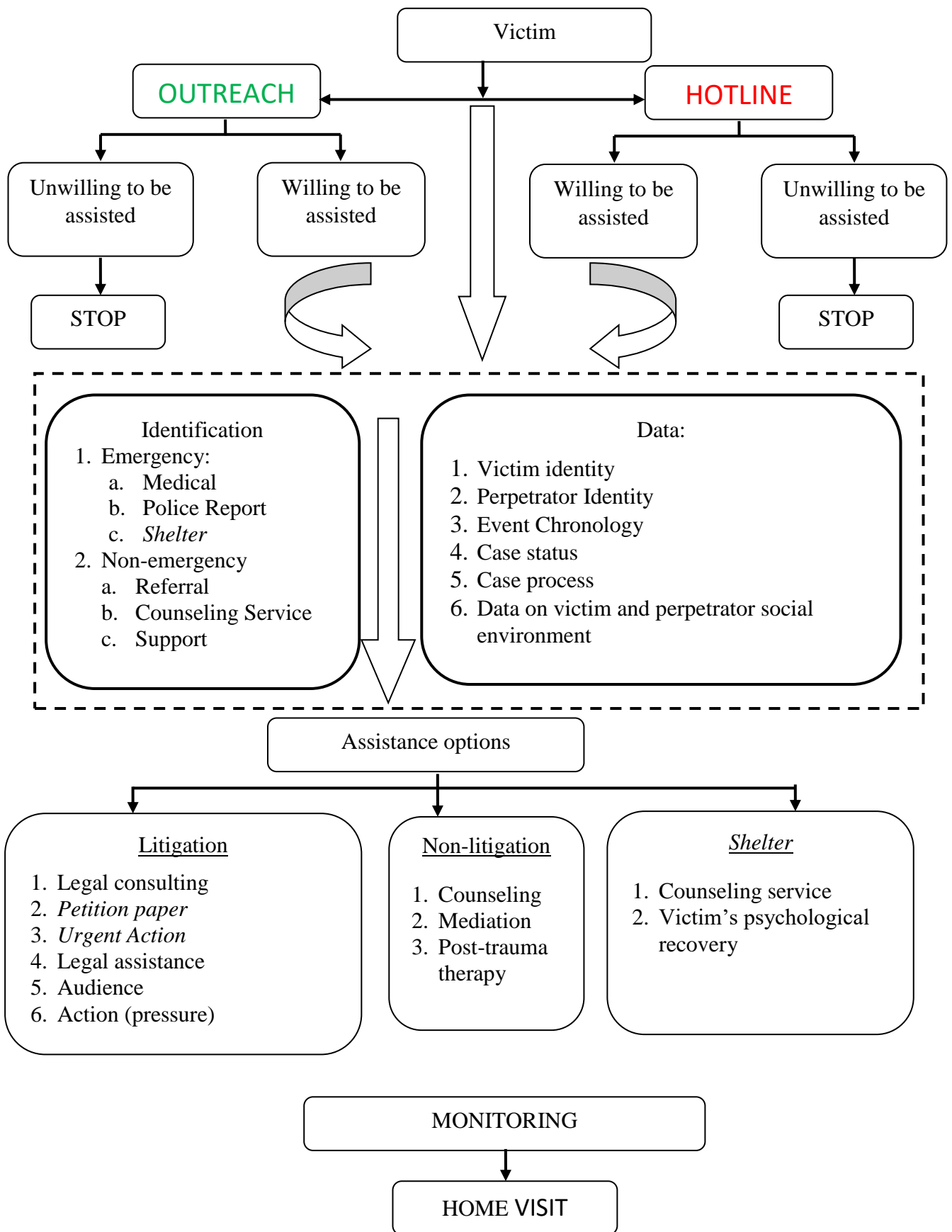


Figure 1. Flow of Services in HWCC

Executive Director of Harmony WCC, Ana Abdillah explained that the organization consists of several divisions: assistance division, advocacy division, internal affairs, and human resource development division.

- a. The assistance division's responsibility is to assist the victim during the trial, carry out monitoring functions, and perform outreach services.
- b. Advocacy division's function is to organize and advocate policies. The division is also responsible for organizing advocacy for village government and police.
- c. The last division, internal affairs, and HRD division, is responsible for managing the organization's internal affairs, coordinating with the foundation and director about the organization's management and human resources.

4.2. Women Empowerment Program by Harmony Women Crisis Center

Harmony Women Crisis Center (HWCC) performs a range of activities to attain its goal, including organizing the societies to handle violence against women in their surroundings and empowering the community, particularly women victims of violence. More women groups are expected to emerge in the future. Some factors are taken into consideration prior to establishing women groups, including the HWCC's resources, community's culture, and the village government responses, among others. Novita Sari, a staff of assistance division of HWCC during the interview stated;

“It is possible to establish more groups in other villages. However, we need to also consider the organization's power. Establishing a new group is not simple as it relates to human resources and fundings. The village government always ask, “what about the fundings?” when we propose the program, a question we should be prepared to answer.”

The interview highlights the importance of human resources readiness and fundings for the program.

Program effectiveness can be operationalized as the level of target realization, that is, how far a determined target is achieved. In addition, the program participants' perceptions can also be used to measure the effectiveness of a program (Kerkpatrick, as cited in Cascio, 1995; Kunyanti & Mujiono, 2021). The indicators to measure program effectiveness, according to Budiani, include:

a. Program Accuracy

Women Empowerment model carried out by Harmony Women Crisis Center (HWCC) by developing discourse and skills. This involves discussions with women communities in villages assisted by the organization. HWCC also establishes a group consisting of adolescents victims of sexual and domestic violence.

“Our empowerment model focuses on discourses and skills... We have discussion forum. For domestic violence survivors, we have domestic violence survivor groups.”

Regarding discussion activities, HWCC worked together with women groups in villages in Jombang Regency. Currently, there were five women groups that collaborate with HWCC, including Perempuan Pelabuhan Kreatif (P2K), Kelompok Solidaritas Perempuan Desa Keras (KSPK), Sahabat Perempuan Mojowarno, Kelompok Perempuan Mojongapit (KPM), and Kelompok Peduli Perempuan Nglaban Bendet (KP2NB). In collaboration with these groups, HWCC's role is to provide materials and informants for the activity. The groups did not only discuss women's issues but also other issues.

Suci, the coordinator of KSPK, during the interview, said:

“Materials of KSPK activities are all based on the situation when the event is held. For instance, during the rainy season, our discussion is related to anything we need and should do during the rainy season in order to increase our income.

The second program developed by HWCC is Sekar Arum community, a group specifically established for women victims of violence in Jombang. The community members HWCC but also any individual who experienced domestic violence. The materials in this program are often in the form of skill improvement to increase the family income.

b. Program Socialization

Program socialization refers to program organizers' ability to socialize the program, allowing the public and targeted participants to obtain information regarding the program. The socialization function was firstly performed by establishing a women's community in Pelabuhan village in 2002. This community was established due to low human resource quality in the village, in addition to its location that is far from the center of Jombang Regency.

Around 2005-2006, the second women group was established in Keras village. One of the activists in this group was a domestic violence victim. The group has a routine agenda named Jum'at bersih, where the members alternately clean up a member's house every Friday. This activity provides an opportunity for HWCC to present and develop the community.

In 2015-2016, three women groups were established in three villages, Mojongapit, Mojowarno, and Bendet villages. Mojongapit was selected due to the high rate of extramarital pregnancy and school dropouts, unregistered marriages, and street children. Mojowarno is a village with religious diversity. The establishment of a women's group in Mojowarno was supported by the village head.

In Bendet village, the program was initiated by "Man Care" programs carried out by three organizations, KPI, HWCC, and PKBI. Once the Man Care program ended, HWCC continued the program by focusing on women in Bendet village. The term effectiveness represents how far a certain goal is achieved. An organization is considered successful if it manages to attain the predetermined goal. Scholars agree that the meaning of the term effectiveness may vary, depending on the organizations' goal.

However, it is difficult to scrutinize the concept of effectiveness in organizational settings, as this concept may have different definitions in individuals, depending on their standards. Some scholars in social science often view effectiveness based on a number of aspects of employees' life quality.

c. Monitoring of Life quality Improvement and Women Protection Programs

The monitoring was carried out to see the effect of the implemented program by asking the victims' condition or home visit, which is usually done by collaborative work of Women Empowerment, Child Protection, and Population Office and social workers.

Social workers directly come to the field when victims do not respond to their letters. When the advocacy efforts cannot resolve problems between two parties, the HWCC and Women Empowerment, Child Protection, and Population Office teams report this problem to the court. The Women Empowerment, Child Protection, and Population Office still assist both parties even after the court's decision, as stated by Anna Abdillah during the interview:

"The monitoring and protection after socialization is carried out through Whatsapp. Sometimes when they don't respond to our letter or WhatsApp, we visit their house. Regarding advocacy, couples that cannot be mediated usually choose the court to resolve the problem. We still assist the legal process until the court decision is made. However, we, Women Empowerment, Child Protection, and Population Office, cannot challenge the court decision as we are limited to only assist the mediation process"

According to Budiani, monitoring is the form of the organization's care with the participants. Interview with informant found that the monitoring of life quality improvement and women protection program is continued by DP3AK. Intensive monitoring was also done online and offline.

Interviews with informants and victims found that the program monitoring is done by contacting the victims online and visit them when they are in a difficult situation requiring immediate handling.

V. Conclusion

Program effectiveness can be operationalized as the level of target realization, that is, how far a determined target is achieved. In addition, the program participants' perceptions can also be used to measure the effectiveness of a program (Kirkpatrick, as cited in Cascio, 1995).

Regarding the effectiveness of women empowerment of victims of domestic violence implemented by HWCC, a community named Sekar Arum was established, consisting of 20 members at the beginning. There were only ten members left. A range of factors accounts for this decrease, despite its importance in developing financially autonomous women in order to prevent domestic violence due to economic factors. HWCC always encourages society to report any violence they experience and supports them to live autonomously. The organization also assist the handling of domestic violence case/ By participating in HWCC's Sekolah Perempuan (women school) program, the participant possessed a more in-depth understanding of violence against women, its prevention and handling. Participants also benefit from the establishment of Sekar Arum, which is specifically established for domestic violence victims. Participants are expected to be able to serve as peer counselors for fellow women victims of violence. The socialization and establishment of Sekolah Perempuan are proven to improve people's understanding, especially women. The organization put all efforts and resources optimally, such as competent, experienced resources for assisting victim.

Organizations related to the handling of domestic violence are expected to recruit competent employees with linear educational backgrounds. It is necessary to have employees with skills to provide psychological and legal assistance. It is also recommended to improve the collaboration and activity performance by involving village cadres in order to spread the movement in a more sustainable fashion in more villages.

It is also necessary for HWCC to allocate special funds for women empowerment activities. Such funds can be proposed to the Department of Women and Children Protection of PPKB PPPA budget. The government should improve its collaboration with HWCC to provide psychological support and recover victims' social function. Thus the women victim of violence can be freed from public stigmatization. The regional government of Jombang Regency should take issues on women empowerment as its program focus.

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