CAPACITY DEVELOPMENT OF THE WOMEN'S EMPOWERMENT AND CHILD PROTECTION OFFICE IN IMPLEMENTING CHILDREN'S APPROPRIATE PROGRAMS AND ACTIVITIES IN BENGKALIS DISTRICT

Khairul Rahman [1], Yeni Yuliana [2] & Pitri Wati [3]
[1] Master of Government Science, [2,3] Postgraduate Program, Universitas Islam Riau, Indonesia
Correspondence Author: khairul.ip@soc.uir.ac.id

ABSTRACT

This research examines the capacity building of the Office of Women's Empowerment and Child Protection in implementing child-friendly programs and activities. Regional government capacity development always contains an understanding of various efforts to improve service performance to the community (Dwi Ratnasari dkk., 2019) This study aims to analyze the capacity building of the Office of Women's Empowerment and Child Protection in implementing child-friendly programs and activities in Bengkalis Regency. This type of research is descriptive with a qualitative method, namely research that seeks to describe the object or subject under study as it is, and to explain variables and indicators. The results of research regarding the capacity building of the Office of Women's Empowerment and Child Protection in implementing child- friendly programs and activities were analyzed through four indicators. First, individual indicators are not in a good enough category because not all employees work according to their fields. Second, the organizational indicators in compiling a vision, strategy and structure that can support the development of Bengkalis Regency to become a Child-friendly District are appropriate, it's just that the work culture created has not contributed to the implementation of child-friendly programs and activities. Third, the infrastructure indicators with the facilities and infrastructure built are in accordance with the needs of each cluster that supports the development of Child-Friendly Districts, it's just that not all regions in Bengkalis Regency can feel this. Fourth, the networking indicators carried out by the Office of Women's Empowerment and Child Protection are quite good with coordination involving various cross-sectors and comparisons with regions that have achieved the title of Child-Friendly Regency/City even though they have not been implemented optimally for the development of Child-Friendly Districts and supervision carried out in child-friendly programs and activities is still minimal.

Keyword: Capacity building Child-friendly activities.

INTRODUCTION

Child Friendly Districts/Cities are districts/cities with a development system that guarantees the provision of children's rights and special protection for children in a planned, comprehensive and sustainable manner. Child Friendly Regency/City (KLA) can also be interpreted as a regency/city development system that integrates the commitment and resources of government, society and the business world in a comprehensive and sustainable manner in policies, programs and activities to cover children's rights. (Mahmud & Suandi, 2020). To help develop child-friendly districts/cities in Indonesia, the government, through the Minister of Women's Empowerment and Child Protection, has established several ministerial regulations (Permen), one of which is the Minister of Women's Empowerment and Child Protection Regulation Number 12 of 2022, which contains an article explaining that a Province or Regency /Cities are obliged to implement the Child Friendly City policy, namely Article 5 Paragraphs 2 and 3, where Paragraph 2 states that the Governor is responsible for the realization of KLA in the

province and Paragraph 3 states that the Regent/Mayor is responsible for implementing KLA in the Regency/City.

Child-Friendly Regency/City is a system for preparing administrative areas that integrates the obligations and resources of government, society and the business world in an integrated whole and is consistent with regulations, strategies and actions to fulfill children's rights. Child Friendly Cities from the UNICEF Innocenti Research Center are cities that support the rights of every child as a city citizen. KLA has a program, namely a system with the aim of broadening the attention and actual actions of Regency/City government officials or in Villages, Subdistricts, families, communities and the business world in carrying out regional development that supports the fulfillment of children's rights. Child-friendly infrastructure and facilities apply to child-friendly transportation, child-friendly health facilities and child-friendly educational facilities. (Gonibala et al., 2019)

Children are the hope of every parent and family. In a broader scope, children are the hope of the nation and country and even the world in the future. Therefore, there is a need for cooperation to provide and fulfill children's rights by creating a decent world for them (Saputri & Erowati, 2020). The implementation of the KLA aims to increase efforts to fulfill children's rights and special protection for children and increase the synergy and collaboration of all parties, society, the business world, mass media and children in organizing the KLA. The implementation of the KLA includes stages, namely KLA Planning, Pre-KLA, KLA Implementation, KLA Evaluation and Determination of KLA Ranking. Meanwhile, the contents of the Child Friendly Regency/City indicators are based on Minister of Women's Empowerment and Child Protection Regulation Number 12 of 2022 concerning the Implementation of Child Friendly Regency/City, namely:

1. Institutional strengthening consists of:

    a. Existence of laws and policies to fulfill children's rights;

    b. Percentage of budget for fulfilling children's rights, including budget for institutional strengthening;

    c. Number of laws, policies, programs and activities that received input from the Children's Forum and other children's groups;

    d. Availability of human resources (HR) trained in KHA and capable of implementing children's rights into policies, programs and activities;

    e. Available data on children disaggregated by gender, age and sub-district;

    f. Involvement of community institutions in fulfilling children's rights; And

    g. Involvement of the business world in fulfilling children's rights.

2. Child rights cluster
    a. Civil rights and liberties
    b. Family environment and alternative care c. Basic health and wellbeing
    c. Education, use of free time, and cultural activities
    d. Special protection.

Bengkalis Regency's implementation of the KLA officially began and was marked by the launch of the Bengkalis Declaration Towards a Child Friendly City in 2014. The declaration was signed by the Regent. Since then, the Bengkalis Regency Government has shown its commitment to realizing Bengkalis as a Child Friendly City. Until now, Bengkalis Regency does not have its own Regional Regulation to regulate its Child Friendly City Policy, and it is still in the form of a Draft Regional Regulation (RAPERDA). The development

of KLA in Bengkalis Regency has involved sub-districts. Of the several sub-districts, according to the Bengkalis Regency Women's Empowerment and Child Protection Service, one of the sub-districts with positive KLA development is Bengkalis Sub-district. Meanwhile, at the Village/Subdistrict level government, the development of Child Friendly Districts/Cities (KLA) is based on the Regulation of the Minister of Women's Empowerment and Child Protection of the Republic of Indonesia Number 13 of 2010 concerning Technical Guidelines for Child Friendly Districts/Cities in Villages/Subdistricts.

Even though it was launched in 2014, Bengkalis only managed to win the Child Friendly Regency/City (KLA) award at the Primary level in 2015 at the Bogor Palace for the first time. And in the evaluation of the awarding of Child Friendly Districts/Cities (KLA) which is carried out every year, namely 2016-2019, Bengkalis Regency has always won awards at the Primary level for 5 consecutive years and has not experienced improvements or improvements in place, even until 2022 Bengkalis Regency remains at the primary level. This is because the achievement of the KLA indicators in 2022 is not optimal and in fulfilling the KLA indicators there are no sanctions given if the KLA indicators are not achieved, so there is minimal motivation for stakeholders to continue to synergize and collaborate so that the fulfillment of the KLA indicators can be realized and implemented well.

Apart from that, the lack of infrastructure also causes delays in fulfilling KLA indicators. In order to fulfill the KLA indicators, several infrastructures are needed, such as child-friendly schools, child-friendly playrooms and child-friendly health centers. Meanwhile, in Bengkalis Regency, not all schools are child-friendly and have complete facilities and infrastructure. There are currently child-friendly schools in Bengkalis Regency that have been designated as child-friendly schools by issuing a decree through the Education Department, but there are still some, while other child-friendly schools are only designated through a decree by the Women's Empowerment and Child Protection Service. However, facts on the ground show that only two or three schools are designated as child-friendly schools, whereas all schools should be considered child-friendly. Bengkalis Regency also does not have a child-friendly playroom. This shows that the existing infrastructure in Bengkalis Regency is still minimal in fulfilling the KLA indicators.

Based on the description above, problem phenomena found in the field are as follows:

1. Strategy/efforts within the organization to achieve targets according to KLA indicators are not yet optimal

2. Task Force collaboration in implementing child-friendly programs and activities is still minimal

3. KLA supporting infrastructure that meets standards has not yet been met

4. Minimal development of knowledge among resources/individuals who are authorized to carry out tasks to achieve the targets and objectives of the KLA.

Based on the description above, it can be seen that there has been no significant change in the development of a Child Friendly Regency/City in Bengkalis Regency. So capacity development is needed both in the capacity of the organization itself, networking and also infrastructure as support for fulfilling KLA indicators. With this capacity development, it is hoped that organizations will improve their ability to carry out their functions by strengthening networking and infrastructure which are included as indicators in implementing the KLA.

The main problems in this research are: First, how is the capacity development of the women's empowerment and child protection service in implementing child-friendly programs and activities in Bengkalis Regency, second, what are the inhibiting factors in developing the capacity of the women's

empowerment and child protection service in implementing child-friendly programs and activities in Bengkalis Regency.

The aim of this research is to determine the capacity development of the women's empowerment and child protection service in implementing child-friendly programs and activities as well as the factors inhibiting the development of the capacity of the women's empowerment and child protection service in implementing child-friendly programs and activities in Bengkalis Regency.

RESEARCH METHODS

The method used in this research is a qualitative method with a descriptive approach, namely research that attempts to describe the object or subject being studied as it is, as well as explaining the variables being studied. Qualitative method for testing hypotheses/theories. (Creswell, 2014: 8) mendefenisikan penelitian kualitatif adalah sebagai sebuah proses penyelidikan untuk memahami masalah sosial atau masalah manusia, berdasarkan pada penciptaan gambaran holistic lengkap yang dibentuk dengan kata-kata, melaporkan pandangan informan secara terperinci, dan disusun dalam sebuah latar alamiah.

The informants in this research are important figures involved in implementing child-friendly programs and activities in Bengkalis Regency. The informant complied (Martono, 2016: 120) is a person who provides detailed explanations or information in the research process. Informants are people who provide complete information about various things that researchers want to know. To determine the informants in this research, the researcher used a purposive technique, namely selecting informants based on certain characteristics or traits based on research needs. Data collection techniques consist of observation, interviews, documentation. Furthermore, the analysis technique used by researchers in this research is a qualitative data analysis technique, therefore the data collected is qualitative data obtained from the results of case studies. The data is processed using descriptive analysis, namely by describing and presenting data based on reality in the field.

DISCUSSION

Results of Research on Capacity Building for the Women's Empowerment and Child Protection Service in Implementing Child-Friendly Programs and Activities in Bengkalis Regency

In general, the concept of capacity building can be interpreted as a process of building the capacity of individuals, groups or organizations. Capacity building can also be interpreted as an effort to strengthen the capacity of individuals, groups or organizations which is reflected through developing abilities, skills, potential and talents as well as mastering competencies so that individuals, groups or organizations can survive and be able to overcome the challenges of changes that occur quickly and unexpectedly. Capacity building can also be interpreted as a creative process in building capacity that is not yet visible. (Pratama et al., 2014)

Capacity development needs to be carried out in every organization to see to what extent they can carry out their assigned tasks and functions properly, whether it is the individual who runs the organization itself or other supporting factors such as the availability of facilities and infrastructure. Capacity development is an important part in various aspects of life, one of which is in government agencies, capacity development is important to improve capabilities or improve the performance of

officials in carrying out their duties as state servants which can disrupt the organization's performance in providing public services. (Sari, 2015)

The understanding of the characteristics of capacity development is that capacity development is of course a process of continuous (ongoing) improvement of individuals, organizations or institutions, not just happening once. This is an internal process that can only be enabled and accelerated with help from outside, for example donors. (Millen, 2004: 12) provides the understanding that capacity development is a process in which individuals, groups, organizations, institutions and communities increase their ability to produce performance in carrying out main tasks and functions (core functions), solve problems, formulate and realize the achievement of predetermined goals, and understand and meet development needs in a broader context in a sustainable way.

(Mutiarin, 2014: 182) by adopting Eade's theory, he formulated that institutional strengthening can be seen as an effort to develop the capacity of public organizations to improve bureaucratic performance as depicted in the following chart :
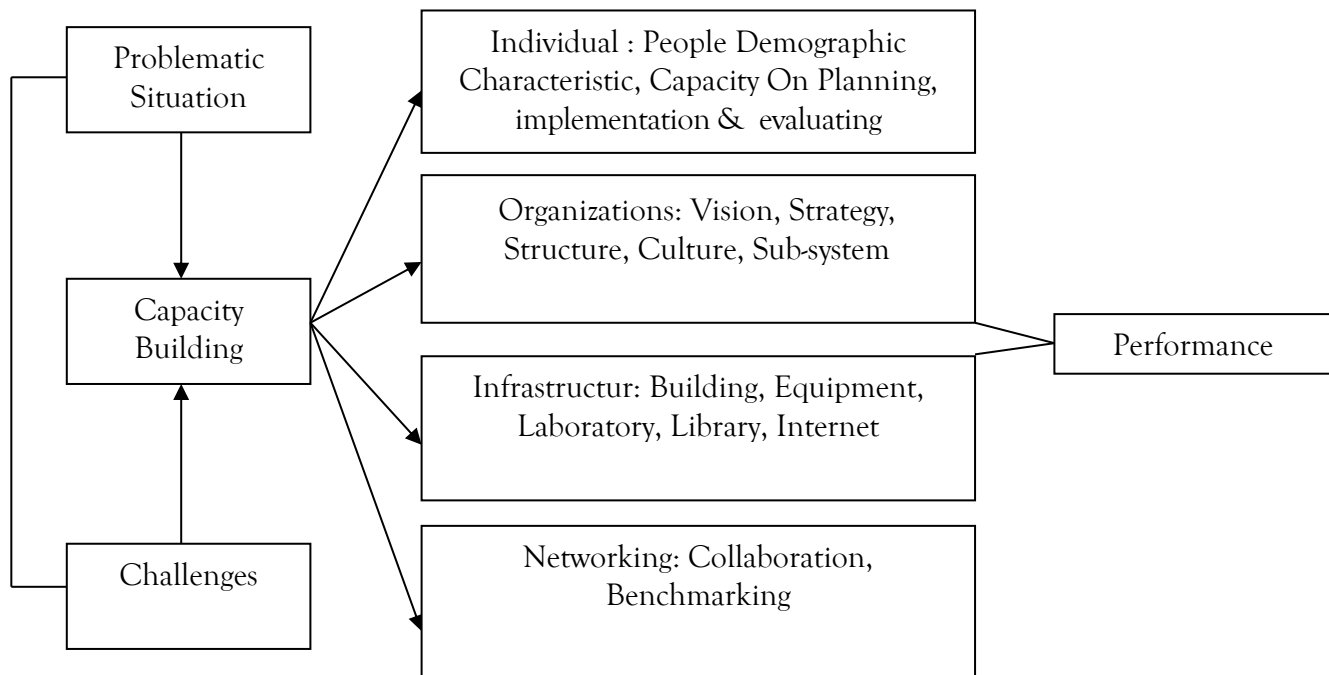

Image: Capacity Building Concept

The assessment regarding capacity development in this research was carried out at the Bengkalis Regency Women's Empowerment and Child Protection Service to find out what efforts have been made to develop a strategy to increase the efficiency, effectiveness and responsiveness of government performance in achieving a Child Friendly City in Bengkalis Regency. This capacity development is analyzed using several indicators which are considered capable of answering and explaining existing problems, including individuals, organizations, infrastructure and networks.

1. **Individual**

Capacity development at the individual level refers to how efforts are made to improve the abilities of individuals in an organization so that they are able to utilize all the potential and abilities that exist in themselves so that they can be used to achieve the goals that have been set in accordance with the workload that has been given. Efforts to develop individual capacity can be seen from learning efforts both in the realm of knowledge, attitudes or critical awareness and skills. The most important resources in an organization are human resources, people who provide their energy, talent, creativity and effort to the organization so that an organization can continue to exist. Every human being has individual characteristics that differ from one another. (Kesumawati & Rusmana, 2019)

The existence of human resources is an important factor in the implementation of child protection. Humans are the thinkers and initiators of various programs and activities related to the implementation of child protection. The success of improving performance and winning competition in an organization lies in human resources as the main actor. Human resources focuses on the quality and quantity of qualified employees in carrying out their main duties and functions. (Rahman et al., 2023)

a. **Characteristics of Individual Groups**

Individual group characteristics are needed in achieving the performance targets set, especially in implementing child-friendly programs and activities. With quality individual character, it will certainly produce good achievements in its implementation. Group behavior plays a very important role at the institutional level because basically organizational conditions are influenced by the dominance of a group. This happens because basically humans have different needs and goals from each other. Finally, various characteristics emerge which will definitely have high capabilities if they are realized in the same needs and goals so that the basis of group behavior is formed. Having groups in an organization will build a togetherness and family nature that is able to increase and achieve organizational goals. Basically, like it or not, when you are in the same organization or the same agency you must be able to mingle with the group to increase information and ability to complete tasks. -the duties of the agency. (Ferdian et al., 2022)

Based on the results of research conducted by researchers regarding the characteristics of the group of individuals in this study who do not have good individual capacity in implementing child-friendly programs and activities, it appears that the lack of education and training they receive means that employees do not know how to implement child-friendly programs and activities well.

b. **Planning Capacity**

Terry stated that planning is determining the work that must be carried out by the group to achieve the goals outlined. Planning includes decision-making activities. This requires the ability to visualize and look ahead in order to formulate a pattern of action for the future (Kurniawati, 2021). Planning capacity is one of the sub-indicators that can be used to assess the extent of the capacity of the planning that has been prepared by the Women's Empowerment and Child Protection Service in achieving a Child Friendly City. This planning is a decision and has been prepared or can be said to be a long-term strategy that has been established to achieve the goal of a Child Friendly City.

Based on the results of research conducted by researchers in terms of planning capacity carried out in preparing child-friendly programs and activities, it is quite good, although it has not been able to

show progress in achieving a Child-Friendly City Regency, this is due to the DPPPA not being able to choose activities and programs that are considered more supportive. and urgent in achieving KLA indicators.

c. Implementation

Implementation Policy implementation is a very important stage in the overall policy structure, because through this procedure the overall policy process can be influenced by the level of success or failure in achieving the objectives (Mahmud & Suandi, 2020). Planning without implementation is just discourse without action, so what has been planned must be implemented to see to what extent the planning that has been made by the DPPA can be implemented well in achieving a Child Friendly City in Bengkalis Regency.

Based on the results of research conducted by researchers regarding the implementation of planned activities that are in accordance with what is needed to support the achievement of a Child Friendly City District in Bengkalis Regency, it can be seen from the formation of child friendly schools, child friendly health centers, etc. However, the implementation of these activities was not balanced with appropriate supervision so that the evaluation carried out did not provide appropriate follow-up for the activities that had been carried out

d. Evaluation

Evaluation is an activity carried out to measure and compare the results of the implementation of activities that have been achieved with the results that should have been according to the plan, so that they are obtained. Evaluation is usually aimed at assessing the extent of the effectiveness of public policies in order to be accountable to constituents, to see the extent of the gap between expectations and reality and to see the extent to which goals have been achieved. According to Anderson, in general, policy evaluation can be said to be an activity involving the estimation or assessment of policies which includes the substance, implementation and impact of the implementation of the policy (Winarno, 2007: 165). Evaluation is an important stage in implementing child-friendly activities and programs. By conducting an evaluation, programs and activities will be measured and assessed for their success in achieving the set goals.

The evaluation results will be used as a follow-up to the activities carried out. Sudarwan Danim stated that the definition of evaluation is: "The process of measuring and comparing work results that are actually achieved with the results that should be. There are several things that are important to note in this definition, namely:

1) That assessment is an organic function because the implementation of this function also determines the survival of an organization

2) That assessment is a process, which means that assessment is an activity that is continuously carried out by administration and management

3) That the assessment shows a gap between the actual implementation results and the results that should be achieved" (Zulkarnaen et al., 2020)

Based on the results of the research that has been carried out, it can be concluded that individual indicators are not yet fully in the maximum category. Because basically individuals who are the main determinants of the success of child-friendly programs and activities carried out do not have maximum

capacity in carrying out their duties and functions, this can be seen from the lack of technical guidance carried out on individual capacity because DPPPA focuses more only on child-friendly activities while individuals who When implementing them, they are not given sufficient training to know how to carry out these activities well. Apart from that, the background of DPPPA employees, most of whom are health graduates and economics graduates, means they need more training to understand child-friendly programs and activities, while what should be needed are employees with psychology and law degrees. Therefore, the plans that have been prepared are not accompanied by good innovation at the implementation and evaluation stages.

2. Organization

Organizational capacity means the organization's ability to carry out organizational activities. Organizational capacity relates to important elements such as managerial structure, effective leadership, skills, knowledge and adequacy of staff, communication, and funding (Rahman et al., 2023). The capacity of an organization will be explored optimally if the organization has good innovation characteristics or values. So that innovation that is realized in the vision and strategy will show how the development of organizational capacity occurs which will produce a structure and culture that will support the success of the organization in achieving the goals of the programs and activities implemented. According to Marshal E. Dimock in Indrawijaya, an organization is a systematic combination of interdependent or related parts to form a unified whole through authority, coordination and supervision in an effort to achieve predetermined goals. (Pratama et al., 2014)

a. Vision

A vision is a comprehensive statement about everything an organization hopes for in the future and is created as a guideline or direction for the organization's long-term goals. Actually, the meaning of the word vision is more future-oriented. Basically, vision is used as a role model for describing the situation and characteristics regarding the direction of the next journey. (Nurlita, 2023)

Vision can also be interpreted as an idea in which there are dreams, ideals or core values of an institution or organization, including the Bengkalis Regency Women's Empowerment and Child Protection Service. This vision will determine the direction the organization will take in the future, especially in implementing child-friendly programs and activities to support the achievement of Bengkalis Regency as a Child-Friendly Regency.

Based on the results of research conducted by researchers regarding the vision set by the DPPPA, it is appropriate to support the realization of a Child Friendly District with justice and gender equality, where currently issues regarding justice and gender equality are crucial in any region. And also by providing protection for children, it will provide children with a quality family life in an era where there are many problems that occur to children, whether caused by parents or the external environment.

b. Strategy

Strategy is a carefully prepared plan regarding activities to achieve specific goals. The strategy for implementing a child-friendly city is to mainstream children's rights into policies, programs and development activities, starting from the planning, budgeting, implementation, monitoring and evaluation stages by referring to the principles of children's rights (Ratnasari, 2020). This means that in achieving the goal of a Child Friendly District, the Bengkalis Regency Women's Empowerment and

Child Protection Service must have a mature strategy in implementing child friendly programs and activities so that every required indicator can be achieved well.

Based on the results of research conducted by researchers regarding the strategies that have been carried out by the DPPPA in implementing child-friendly programs and activities in accordance with the required indicators, only the lack of budget means that not all programs and activities can be carried out optimally. And to date, the Bengkalis Regency government has not been able to issue regional regulations regarding Child Friendly Regency.

c. Structure

Structure is the arrangement and organization of interrelated elements in an organized system. Organizational dimensions theory in capacity development according to (Milen, 2006: 21) that one way of strengthening an organization is focusing on organizational processes and structures that can influence how the organization sets its goals and organizes its work intensively. So in institutions there needs to be an adequate organizational structure. This structure will determine the duties and responsibilities carried out by each member of the organization so that it can improve communication between members in the organization, where in a good structure there needs to be continuous coordination. A good structure is one that is arranged according to the abilities and fields of members within an organization, including the Bengkalis Regency Women's Empowerment and Child Protection Service.

Based on the results of the research that has been carried out, it can be concluded that the organizational indicators have been maximal in developing a vision, strategy and structure that can support the development of Bengkalis Regency into a Child Friendly Regency. This can be seen from the structure formed in the task force team in coordination with various OPD cross-sectors who collaborate with each other to develop child-friendly programs and activities. However, the structures in the Women's Empowerment and Child Protection Service are not all in accordance with their respective fields so that in carrying out their duties and its function has not been able to be carried out optimally. Meanwhile, the work culture that was created by prioritizing openness and participatory nature is not yet visible, this is because what is seen in the organization of the Women's Empowerment and Child Protection Service is that it is still a one-man show, meaning that whoever knows and is willing, only he can carry out his duties and functions so that the initiative in completing work is still minimal.

3. Infrastructure

To achieve success in programs and activities, infrastructure is one of the supporting factors. This is because infrastructure itself has a meaning as a type of facility deliberately built by the government to support the implementation of programs and activities carried out. Development of physical resource capacity is emphasized on improving the infrastructure capacity needed by the organization to be able to develop the organization's ability to carry out its duties and functions to provide adequate services. better for society. (Alam & Prawitni, 2015)

In this case, the existence of adequate facilities and infrastructure as well as equipment will facilitate the development of child-friendly programs and activities in achieving the indicators needed to realize a Child-Friendly District.

a. Buildings

Development to realize children's rights in the form of child protection and child development in Indonesia has a constitutional basis and is also an international commitment (Duadji & Tresiana, 2018). The buildings referred to in this case are physical buildings that have been built by the government to support the implementation and development of child-friendly activity programs in order to create a Child-Friendly District in Bengkalis Regency.

The existence of child-friendly hospitals is one of the action plans that needs to be implemented. The facilities available at the children's hospital are: a place for services for victims of violence against women and children called PPKPA, children's polyclinic services, a hospital for children and mothers at the general hospital (RSU), providing counseling including children/directly visiting patients at wards, day care center (TPA), breast milk corner, library for the public, there are baby gymnastics and pregnant women's gymnastics, a medical rehabilitation place for child therapy, there is a child-friendly children's ward, as well as a playroom for children, implementation of early breastfeeding initiation/ IMD. The next facility needed is a child-friendly health center. It is hoped that there will be facilities available at child-friendly health centers, namely: special health services for mothers and children, special examination places for children, specialist pediatricians & gynecologists, nutrition parks, playgrounds, service places for victims of violence against children, counseling staff for children, corner Breast milk and child growth and development. It can be seen that the facilities that need to be provided in hospitals and health centers in the context of action plans to fulfill children's rights to health and welfare have several similarities in the facilities that need to be provided. (Arifin, 2016)

Based on the results of observations made by researchers regarding buildings to support the implementation of child-friendly programs and activities, it can be seen that there are already facilities and infrastructure built to support the implementation of child-friendly programs and activities, but not all of the facilities and infrastructure in the organization support KLA and such distribution. Child-friendly health centers and child-friendly schools are not evenly distributed throughout the Bengkalis Regency area.

b. Equipment

Equipment in this case are objects or equipment used by organizations in implementing child-friendly programs and activities. Equipment can also be defined as equipment used to carry out work, including the utilization and use of computer technology as a support to expedite or facilitate the implementation of work. The indicators used in measuring this dimension are: availability of adequate facilities and infrastructure, application or use of computers, additional facilities and infrastructure (computers), and maintenance of facilities and infrastructure. (Wardianto, 2007)

Based on the results of the research that has been carried out, it can be concluded that the infrastructure indicators of the facilities and infrastructure that have been built are in accordance with the needs of each cluster that supports the development of a Child Friendly Regency, but not all areas in Bengkalis Regency can experience this. Meanwhile, there have been developments in the information system, namely the application provided by UPT PPA which provides features for complaints about women's and children's problems, consultation features as well as data and information features related to women's and children's protection programs and activities which can be accessed online so that the reach is wider and make things easier for society.

4. Networking

Networking is the process of building connections and relationships with other people. Networks are relationships between individuals and organizations that aim to share information, ideas and resources in order to achieve individual and group goals (Odelia, 2018). In this case, of course, coordination is carried out by the Women's Empowerment and Child Protection Service with various cross-sectors that support the implementation of child-friendly programs and activities in Bengkalis Regency. Yuwono (Soeprapto, 2006: 22) In this case, of course, coordination is carried out by the Women's Empowerment and Child Protection Service with various cross-sectors that support the implementation of child-friendly programs and activities in Bengkalis Regency. (Widodo et al., 2013)

a. Coordination

Coordination is an action carried out in a complex manner so that everything can be integrated and can work together effectively and harmoniously. Syafiee defines Coordination as the adjustment of each part and the effort to move and operate the parts at the right time so that each part can contribute the most to the overall result (Makalew et al., 2021). In this case, coordination is defined as cooperation carried out by the Women's Empowerment and Child Protection Service with related agencies within the KLA task force in implementing child-friendly programs and activities.

Based on the results of the observations made by the researcher, it can be concluded that the coordination carried out was in accordance with what was stated in the formation of the child-friendly development task force through the Bengkalis Regency task force coordination meeting involving related OPDs including the Population and Civil Registration Service, Social Service, Library Service, Education Service , Public Works and Spatial Planning Department, Transportation Department, Health Service, etc.

b. Comparison

Comparison is a method used to compare two or more objects of study to increase and deepen knowledge about the objects being studied. According to Sjachran Basah (1994:7) Comparison is a method of study or investigation by making comparisons between two or more objects of study to increase and deepen knowledge about the objects being studied. So in this comparison there are objects to be compared that are previously known, but this knowledge is not firm and clear. Comparison can also be interpreted as comparing two things/objects to find out the similarities and differences between the two things/objects through certain stages using a measuring instrument to compare them, so as to gain mutual benefits from the two/more objects being compared. (Pratiwi et al., 2020)

In this case, there is a comparison made by the Women's Empowerment and Child Protection Service in implementing child-friendly programs and activities with other regions that have succeeded in developing Child-Friendly Districts/Cities.

Based on the results of the research carried out, it can be concluded that the networking indicators carried out by the Women's Empowerment and Child Protection Service are quite good with coordination carried out in the formation of a child-friendly development task force team involving various cross-sectors. As well as comparisons with regions that have achieved the title of Child Friendly Regency/City which are used as evaluation material to develop further child friendly programs and activities. However, the supervision carried out in child-friendly programs and activities has not been optimal as seen from the development of Child-Friendly Districts which is still static in Bengkalis

Regency.

Factors Inhibiting Capacity Development of the Women's Empowerment and Child Protection Service in Implementing Child-Friendly Programs and Activities in Bengkalis Regency

Based on research conducted by researchers, it can be concluded that the inhibiting factors in developing the capacity of the Women's Empowerment and Child Protection Service in implementing child-friendly programs and activities in Bengkalis Regency are as follows:

1. Lack of professional human resources who support the implementation of child-friendly programs and activities at the Women's Empowerment and Child Protection Service, such as psychology graduates and law graduates

2. Lack of socialization carried out in implementing child-friendly programs and activities

3. Limited budget means that not all proposed activities can be realized in implementing child-friendly programs and activities

4. The commitment of all parties to realize programs and activities that support the realization of a Child Friendly District is not yet optimal.

CONCLUSION

Based on research conducted by researchers, it can be concluded that the capacity development of the Women's Empowerment and Child Protection Service in implementing child-friendly programs and activities in Bengkalis Regency has not been fully maximized. This can be seen from several indicators that are not in the not yet optimal category, namely individual indicators, because not all employees work according to their field so that the plans that have been prepared are not accompanied by good innovation at the implementation and evaluation stages. Organizational indicators in developing a vision, strategy and structure that can support the development of Bengkalis Regency into a Child Friendly Regency are appropriate, but the work culture that has been created has not provided progress towards the implementation of child friendly programs and activities. Infrastructure indicators with facilities and infrastructure built are in accordance with the needs of each cluster that supports the development of a Child Friendly Regency, but not all areas in Bengkalis Regency can experience this. Meanwhile, the networking indicators carried out by the Women's Empowerment and Child Protection Service are quite good, with coordination involving various cross-sectors and comparisons with regions that have achieved the title of Child Friendly Regency/City, although this has not been implemented optimally for the development of Child Friendly Districts and the supervision carried out in Child-friendly programs and activities are still minimal.

The inhibiting factors in this research are: 1) Lack of professional human resources who support the implementation of child-friendly programs and activities at the Women's Empowerment and Child Protection Service, such as psychology graduates and law graduates, 2) Lack of socialization carried out in implementing child-friendly programs and activities, 3) The limited budget means that not all proposed activities can be realized in implementing child-friendly programs and activities, 4) The commitment of all parties is not yet optimal in realizing programs and activities that support the realization of a Child-Friendly District.

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