



## **Implementation of Policies for the Prevention and Handling of Sexual Harassment Against Women in Sidenreng Rappang Regency**

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# Implementation of Policies for the Prevention and Handling of Sexual Harassment Against Women in Sidenreng Rappang Regency

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## Abstract

Sexual harassment remains a significant issue in Indonesia, necessitating effective policies at the local government level. This study examines the implementation of policies aimed at preventing and addressing sexual harassment against women in Sidenreng Rappang Regency, specifically focusing on the role of the Office of Community Empowerment, Villages, Women's Empowerment, and Child Protection (DPMDPPA). Using a qualitative descriptive approach, data were collected through in-depth interviews, non-participatory observations, and document analysis, involving snowball sampling. The study employed George C. Edwards III's policy implementation framework, analyzing communication, resources, executive disposition, and bureaucratic structure. The findings reveal that while prevention programs, such as socialization and education, and victim assistance mechanisms are in place, challenges such as limited resources, inadequate facilities, and social stigma hinder effective implementation. This research contributes to the literature on public policy implementation, offering practical recommendations to strengthen institutional capacity, improve resource allocation, and enhance public awareness, ensuring more effective and sustainable policy execution.

**Keywords:** Policy Implementation; Sexual Harassment; Protection of Women; Local Government.

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## INTRODUCTION

Sexual harassment is an act of sexual nuance that is unwanted and causes a sense of Sexual harassment is an act of sexual nuance that is unwanted and causes a sense of harassment, humiliation, or threat to the victim, especially women. Forms of sexual harassment include physical and non-physical acts that violate the dignity, integrity of the body, and human rights of the victim [1]. The impact of sexual harassment is not only direct, but also long-term, such as psychological trauma, disruption of social relations, obstacles in educational and employment activities, and economic losses [2]. These impacts show that sexual harassment cannot be separated from the problem of gender inequality. These inequalities create unbalanced power relations that place women in a more vulnerable position to various forms of violence and discrimination. These impacts also have implications for society, such as increasing social inequality and inhibiting inclusive development. This condition shows that sexual harassment is not just an individual problem, but a structural problem that hinders the fulfillment of women's rights and gender equality.

The 2024 Komnas Perempuan Annual Record recorded more than 30,000 cases of violence against women in Indonesia, with sexual harassment as one form of violence showing an increasing trend [3]. The data confirms that sexual harassment still occurs widely and systematically, so it requires effective, integrated, and victim-perspective policy interventions. The high rate of violence also indicates that the system of prevention, handling, and recovery of victims has not been fully optimal.

Sidenreng Rappang Regency still faces the problem of sexual abuse against women and children as part of gender-based violence that occurs every year. Data from the Gender and Child Information System (SIGA) of the Ministry of Women's Empowerment and Child Protection (*KemenPPA*) shows that cases of violence against women, including sexual harassment, fluctuated during the 2020-2024 period with an average of eight cases per year [4]. Although the number of cases appears to be relatively small, the data shows that sexual harassment occurs consistently and has not been optimally handled. Fluctuations in the number of cases also reflect the unstable reporting system, assistance services, and public awareness level in efforts to prevent and handle it in a sustainable way.

The Government of Indonesia stipulates Law Number 12 of 2022 concerning the Crime of Sexual Violence (TPKS Law) as the main legal basis for the prevention, handling, and recovery of victims. The TPKS Law regulates the victim protection mechanism comprehensively and affirms the state's obligation to ensure the fulfillment of victims' rights. In addition, the government also enacted Law Number 23 of 2002 concerning Child Protection and its amendments to ensure legal protection for children who experience violence, including sexual abuse. These two regulations are the foundation for the central and regional governments in formulating policies that are integrated, gender-responsive, and victim-perspectived.

The implementation of policies to prevent and handle sexual harassment at the regional level still faces various structural and technical obstacles. Research by Noor and Magriasti [5] shows that coordination between agencies has not been running optimally, while the availability of human resources and budget support is still limited. These findings are in line with a study by Rahmania et al. [6] which confirms that in many developing countries, weak

institutional capacity and lack of budget allocation are the main obstacles to the implementation of gender-based policies at the local level. This condition has an impact on the slow handling of cases that require a fast, precise, and gender-sensitive response. This condition has an impact on the slow handling of cases that require a fast, precise, and gender-sensitive response. In addition, research by Tushabe et al. [7] also shows that limited training for implementing officials and inconsistencies in standard operating procedures hinder the effectiveness of the implementation of women's protection policies in various countries.

The socio-cultural context also affects the effectiveness of policy implementation outside of institutional factors. The theory of patriarchy put forward by Mdletshe and Makhaye [8] explained that power relations that place men as the dominant group encourage women victims of sexual harassment to choose silence for fear of stigma, social pressure, and the risk of being blamed. This perspective is reinforced by Ogolsky et al. [9] research in the ecological framework of gender-based violence which shows that social and cultural norms have a significant role in shaping victim-reporting behavior. In addition, Manula et al. [10] highlights that patriarchal social and cultural stigma is the main factor in the low reporting of sexual violence cases in various countries. Thus, the existence of formal policies does not fully guarantee victim protection if it is not accompanied by changes in social norms and increased public awareness.

The local government of Sidenreng Rappang Regency established the Community, Village, and Women's Protection Office as an institution that oversees the Integrated Service Center for Women's and Children's Empowerment (P2TP2A). This institution is tasked with providing legal, psychological, and social services for victims of sexual harassment. However, various studies show that the effectiveness of similar services at the regional level still faces obstacles. Research by Widiastuti et al. [11] revealed that limited professional personnel, inadequate service facilities, and weak coordination across sectors are the main challenges in the implementation of women's protection services in Indonesia. This is also strengthened by Kumari et al. [12] which emphasizes that the integration of services across sectors (legal, health, and social) is the key to the success of handling gender-based violence at the local level. This condition shows the need to strengthen institutions so that the mechanism for handling sexual harassment can run more comprehensively and responsive to the needs of victims.

The level of public awareness about sexual harassment is still relatively low. Joleby et al. [13] shows that some people still view sexual harassment as a family disgrace, so victims are reluctant to report their cases. These findings are in line with a study which shows that many victims of sexual violence in Europe do not report their cases due to shame, fear, and distrust of the legal system [14]. In addition, Kågström et al. [15] also confirms that low reporting is a global phenomenon influenced by social stigma and lack of trust in law enforcement institutions. This view creates a social stigma that hinders victims from obtaining protection, assistance, and access to justice. The low reporting shows that efforts to address sexual harassment are not enough to rely solely on law enforcement, but also require sustained public education and a change in the social culture oriented towards victim protection.

The urgency of this research lies in the need to examine in depth the implementation of policies to prevent and handle sexual harassment against women in Sidenreng Rappang Regency. This research aims to provide an empirical overview of the implementation of Law Number 12 of 2022 concerning the Crime of Sexual Violence at the regional level, especially

through the role of the Office of Community Empowerment, Villages, Women's Empowerment and Child Protection (DPMDPPA) as the main policy implementer. In addition, this research is expected to enrich the study of public policy implementation in the field of women and child protection and produce strategic recommendations for local governments to strengthen policies that have a victim perspective, gender responsiveness, and in line with human rights principles.

Based on the analysis of the state of the art and research gaps, studies on the implementation of policies to prevent and handle sexual harassment at the local government level are still limited, especially in the context of developing countries. Most previous research has focused on national-level regulation, conceptual studies, or the phenomenon of sexual violence in educational institutions. Therefore, this research has a novelty by focusing on the implementation of policies at the local level, especially on reporting mechanisms, victim assistance services, cross-sector coordination, and prevention programs run by the DPMDPPA of Sidenreng Rappang Regency. This focus makes an empirical and practical contribution in supporting the improvement of the effectiveness of women and child protection policies at the regional level.

Based on this background, this study aims to answer the question of how the policy of prevention and handling of sexual harassment against women in Sidenreng Rappang Regency is implemented by the Office of Community Empowerment, Villages, Women and Child Protection, as well as identify factors that support and hinder the implementation of the policy. To answer this question, the research uses a qualitative descriptive approach with a focus on analyzing policy implementation at the regional level. Data were obtained through in-depth interviews, observations, and documentation studies involving relevant agencies. The findings of this study are expected to make an empirical contribution to the development of public administration studies, especially studies on the implementation of policies for the protection of women and children, as well as a consideration for local governments in formulating policies that are more effective, gender-responsive, and victim-perspectived.

## METHODS

### *Location and Time of Research*

The location of this research is located at DPMDPPA of Sidenreng Rappang Regency. As an agency that has the main authority in the implementation of policies to prevent and handle sexual harassment, DPMDPPA plays an important role in providing victim assistance services, cross-sector coordination, and the implementation of prevention programs in Sidenreng Rappang Regency. This research was carried out for two months, starting from November 24, 2025 to January 24, 2026.

### *Research Approach*

This research uses a qualitative descriptive approach with a focus on analyzing the implementation of public policies. The qualitative approach refers to an interpretive paradigm that emphasizes understanding of meaning, process, and social dynamics in a natural context [16]. This approach is used to examine in depth how policies to prevent and handle sexual harassment against women are implemented in Sidenreng Rappang Regency. The research analysis focuses on the four main dimensions of policy implementation, namely

communication, resources, implementing disposition, and bureaucratic structure. In addition, this study also examines the implementation of the DPMDPPA's operational activities, mechanisms for providing services and support to victims, as well as patterns of internal and cross-sectoral coordination in policy implementation at the local level.

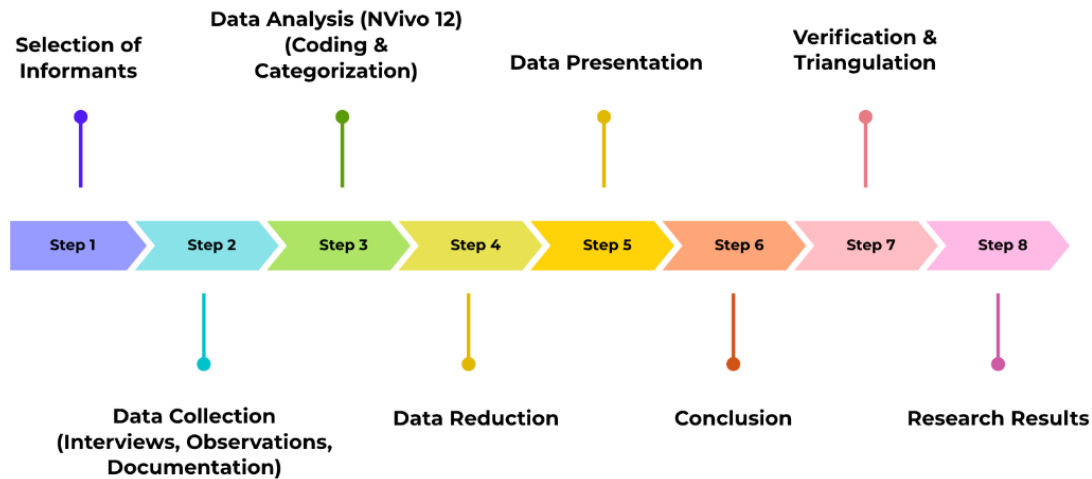
### *Subjects and Informants*

The subject of this study is DPMDPPA of Sidenreng Rappang Regency as an agency that has the main responsibility for the implementation of policies to prevent and handle sexual harassment at the regional level. The research informants were determined using the snowball sampling technique, which is the determination of informants in stages based on recommendations from previous informants who understood and were directly involved in the implementation of the policy. The initial informant consists of DPMDPPA structural officials who have knowledge of policies and service flows, then develops to accompanying staff and other related parties until the data reaches a data saturation point. This technique was chosen because the issue of sexual harassment is sensitive and requires trust in the data mining process.

### *Data Collection and Analysis Techniques*

The data collection techniques in this study were carried out through in-depth interviews, non-participatory observations, and documentation studies. In-depth interviews are used to obtain information from parties involved in policy implementation, such as DPMDPPA structural officials, victim assistance personnel, and related staff, with a semi-structured approach so that the data obtained remains directed but open [17]. Non-participatory observations are carried out to directly understand the policy implementation process, including the flow of case handling, the provision of services to victims, and coordination between institutions. Meanwhile, documentation studies are used to complement and verify data through the review of official documents, such as regulations, reports, and archives related to policy implementation. The research instruments used included interview guidelines, observation sheets, and documentation formats. The interview guidelines were prepared based on the focus of research that refers to the four dimensions of policy implementation, namely communication, resources, implementing disposition, and bureaucratic structure.

Data analysis was carried out qualitatively using the interactive model [18] which included data reduction, data presentation, and conclusion drawing and verification. In the analysis process, the researcher used the help of NVivo 12 software to carry out coding, categorization, and thematic analysis processes so that data processing becomes more systematic. The data obtained were grouped based on the research theme, then presented in the form of a narrative to identify patterns and relationships between findings. Conclusions are drawn gradually and verified to ensure the accuracy and consistency of the data.



**Figure 1.** Flowchart for Data Collection and Analysis

### *Data Validity*

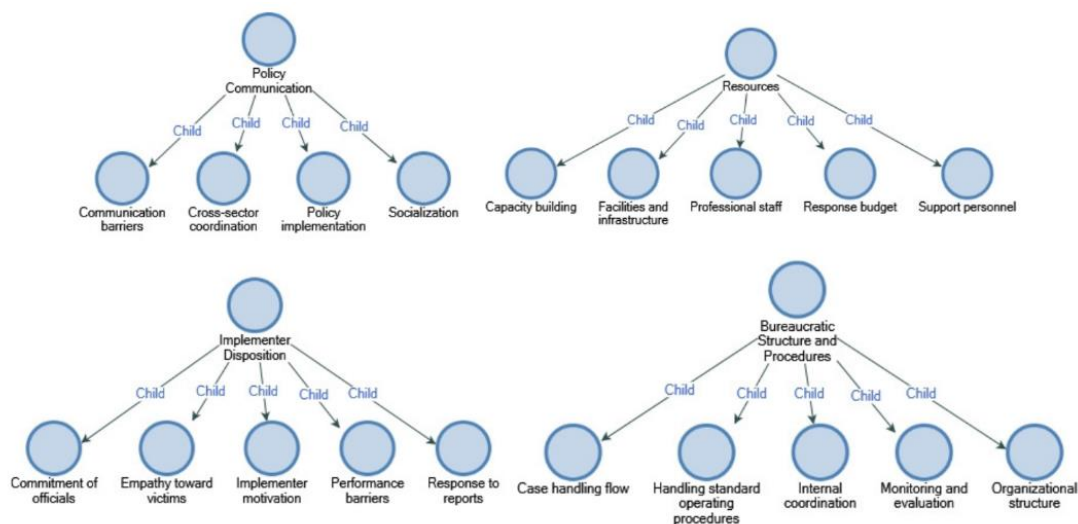
Reliability was assessed using person and item reliability indices. The person reliability index was 0. Testing the validity of the data in this study aims to ensure that the data obtained is scientific and accountable. This study uses the triangulation technique as a data validation method, which according to Tourangeau et al. [19] is a technique to check the validity of data by comparing data with other sources or methods outside the data. In this study, triangulation was carried out through source triangulation and technique triangulation. Source triangulation is carried out by comparing information obtained from various informants which is determined gradually through snowball sampling techniques until data saturation is achieved. Meanwhile, triangulation techniques were carried out by comparing in-depth interview data, non-participatory observations, and documentation studies to assess the consistency of information. The application of this triangulation technique aims to reduce informant bias and increase the validity and credibility of research findings.

## **RESULTS AND DISCUSSION**

### *Implementation of Prevention and Handling of Sexual Harassment of Women in Sidenreng Rappang Regency*

The implementation of policies to prevent and handle sexual harassment against women in Sidenreng Rappang Regency involves various government agencies and related service institutions. The implementation of the policy takes place through a cross-sectoral coordination mechanism involving the Community Empowerment, Village, Women and Child Protection Office, P2TP2A, the Social Service, the Police, and medical personnel in the process of receiving reports, assisting victims, and providing follow-up services [20].

Efforts to prevent and handle sexual harassment are carried out through policy socialization activities, receipt of reports, victim assistance, and referral services according to the needs of the victim [21]. The case handling process takes place in stages by adjusting the role and authority of each agency. This implementation pattern reflects the cooperation between agencies in the implementation of policies at the regional level [22].



**Figure 2.** Theme hierarchy model

The implementation of the policy has not taken place evenly in all aspects. Differences in the level of understanding between agencies, limited supporting resources, and variations in bureaucratic procedures affect the process of handling cases in the field. This condition has an impact on the difference in the speed of handling and services received by the victim.

The Theme Hierarchy Model image shows the structure of the research findings obtained from the results of coding interview data using Nvivo 12 software related to the implementation of policies for the prevention and handling of sexual harassment against women in Sidenreng Rappang Regency. The model features four main themes, namely policy communication, resources, implementing disposition, and bureaucratic and procedural structures, each of which consists of a number of subthemes according to issues arising from empirical data. The theme hierarchy model illustrates the linkages between the main theme and the subtheme in shaping the overall research findings. The hierarchical structure shows that every aspect of policy implementation is interconnected in implementation practices in the field.

### *Communication Policy*

Policy communication in the theory of implementation of George C. Edwards III's [23] is an important element because it functions to convey the objectives, content, and mechanism of the policy to implementers and target groups [24]. The effectiveness of policy communication is influenced by the process of delivering information that is clear, consistent, and understandable by all actors involved, thereby minimizing differences in interpretation in policy implementation. Communication that does not run well has the potential to cause misunderstandings between implementers and hinder the achievement of the policy objectives that have been set [25].

The results of the encoding of interview data using NVivo 12 software showed that communication of policies for the prevention and handling of sexual harassment against women in Sidenreng Rappang Regency was carried out through various channels and involved a number of agencies. The thematic hierarchy model shows that policy communication is the main theme supported by the subthemes of policy socialization, cross-agency coordination, and

information delivery to the public. These findings show that the process of policy delivery is not only carried out by one actor, but involves cooperation between institutions [26].

The main role in policy communication is carried out by DPMDPPA through direct socialization activities to the community and the educational environment. The socialization includes efforts to prevent sexual harassment, understanding of Law Number 12 of 2022 concerning the Crime of Sexual Violence, and the mechanism for reporting cases guided by the Sidenreng Rappang Regent Regulation Number 06 of 2014 concerning SOPs for Handling Victims of Violence. As conveyed by the Head of Women and Child Protection:

*"We conduct direct socialization to villages and schools, as well as explain the reporting mechanism and the role of P2TP2A so that the community knows where to report."*

Medical personnel also support policy communication through the delivery of information in promotive and preventive activities at first-level health facilities. Policy information is conveyed to the community and strengthened through internal socialization to health workers after participating in the training. This is explained by the medical personnel:

*"We usually do socialization during counseling at school, recitation, or community activities, as well as to the staff of the health center after participating in the training."*

The Social Service and the police also play a role in strengthening policy communication through case assistance, prevention education, and cross-agency coordination [27]. Each handling of sexual harassment cases is communicated in an integrated manner with P2TP2A to ensure that victim protection is carried out according to procedures. As stated by the police investigating PPA unit:

*"Every time there is a case, we always coordinate in advance with the relevant agencies, especially P2TP2A, so that the handling can be carried out in an integrated manner in the field."*

Policy communication has been carried out through various channels, which have made a positive contribution in expanding the reach of information dissemination to the public. The involvement of various actors in the communication process also supports increasing the scope of policy delivery and opens up greater opportunities for the public to understand the policies implemented. This shows that in general, policy communication efforts have been running and have been able to reach various levels of society.

However, the effectiveness of policy communication has not been even across the region. The difference in the intensity of socialization and limited access to information causes the level of public understanding to still vary [28]. In addition, the absence of a coordinated and adaptive communication strategy to regional conditions results in policy messages potentially being partially accepted. This condition has an impact on the difference in the level of public understanding and ultimately affects the effectiveness of policy implementation at the local

level. This view is in line with the theory of policy implementation put forward by [29], which confirms that communication is a key factor in the successful implementation of policies. Clarity, consistency, and equitable communication reach determine the extent to which policies can be understood and implemented by implementers and target groups, as also emphasized by [30]. When communication does not reach the community evenly, policy implementation tends to run partially and less optimally.

### *Resources*

Resources in Edward III's implementation theory are a determining factor for the success of policy implementation because they are directly related to the ability of implementers to translate policies into concrete actions. The availability of resources includes human resources, budget support, facilities and infrastructure, and the professional capacity of the implementing apparatus [31]. Limited resources have the potential to cause policies to stop at the normative level and not run optimally in the field.

The results of the encoding of interview data using NVivo 12 software show that resources are an important theme in the implementation of policies to prevent and handle sexual harassment against women in Sidenreng Rappang Regency. The theme hierarchy model shows that resources are supported by several main subthemes, namely the availability of human resources, budget support, facilities and infrastructure, and efforts to increase the capacity of the apparatus. These findings show that policy implementation involves various actors across sectors with a level of resource availability that is not yet completely even.

The human resource aspect in this study shows that the implementing apparatus is basically available, including social companions, health workers, PPA Unit police officers, and P2TP2A service officers. Limitations are still found in the availability of certain professionals, especially clinical psychologists at the district level. This condition has an impact on the victim's psychological recovery process because in some cases the victim must be referred outside the region. This is as conveyed by an informant from P2TP2A:

*"Accompanying staff and implementing officers actually exist, but for clinical psychologists we don't have our own yet, so this is still a limitation in handling cases."*

Budget support and supporting facilities also affect the effectiveness of policy implementation [32]. Each agency has a budget allocation according to its authority, such as the health sector which focuses on victim medical services as well as the Social Service and P2TP2A which handles assistance and case assessment. The results of the study show that the available budget is still limited, especially for field operational needs that require intensive and continuous handling. The availability of supporting facilities such as safe houses and victim-friendly examination facilities is also not optimal. This condition was revealed by an informant from the police:

*"Examination rooms are already in place, but facilities that are truly victim-friendly are still limited and need to be upgraded to make victims feel more comfortable."*

Efforts to increase the capacity of the apparatus have been carried out through various training activities. Health workers participated in training on handling victims of violence against women and children facilitated by the central government, while Social Service and P2TP2A officials received training related to case management and understanding of regulations. The results of the study show that strengthening resources is still needed, not only in the technical aspect, but also in strengthening cross-sector support so that case handling can be carried out more effectively and sustainably.

These findings are in line with research which states that the limitation of professionals and supporting facilities is the main challenge in the implementation of policies for the protection of women and children at the regional level [33]. Sectoral training is not enough if it is not accompanied by strengthening coordination between institutions and fulfilling other supporting resources. This condition is in line with George C. Edwards III's [23] theory which places resources as a key factor in policy success, where the availability of competent apparatus and cross-sectoral support determine the effectiveness of policy implementation.

#### *Implementing Disposition (Attitude and Commitment)*

The disposition of the implementer in the implementation theory of George C. Edwards III's [23] refers to the attitude, commitment, and willingness of the apparatus in carrying out policies in accordance with the goals that have been set. The disposition of the implementer reflects the extent to which the apparatus has concern, responsibility, and orientation to the interests of the policy target group [34]. A positive attitude and a victim-perspective implementation is an important factor because the success of policies is not only determined by regulations and resources, but also by the moral and professional commitment of the apparatus in policy implementation practice.

The results of encoding interview data using NVivo 12 software show that implementing apparatus in Sidenreng Rappang Regency generally have a positive attitude and commitment in handling sexual harassment cases. This commitment is reflected in the seriousness of the apparatus in following up on reports, relatively quick responses, and efforts to maintain confidentiality and the psychological condition of the victim. The apparatus views the handling of sexual harassment as a moral and professional responsibility, not just an administrative obligation.

The commitment of the implementers is clearly seen in the PPA Unit police officers who emphasized that each report is still processed according to applicable procedures without considering certain incentives. As stated by the police:

*"We still follow up on every report that comes in according to the procedure. This has become our responsibility as law enforcement officials."*

The Social Service and DPMDPPA apparatus also showed a responsive attitude and high concern for the safety of victims, including by providing assistance outside of formal working hours if needed. However, the results of the study show that the attitude of the implementers is still faced with external obstacles, especially the social stigma and culture of silence in the community that causes victims or families to be reluctant to report [35]. This condition has an impact on delays in handling cases and limits the effectiveness of the response of the apparatus in the field. This was conveyed by the social service informant:

*"Treatment can be done at any time because the priority is the victim's condition, but often the report is late because the case is hidden."*

This condition shows that although the attitude and commitment of the apparatus are relatively good, the effectiveness of the implementation disposition is still greatly influenced by social and cultural factors in the community. The willingness of the implementer is not only determined by the individual commitment of the apparatus, but also by the social environment that is able to encourage the courage of victims to report and receive assistance on an ongoing basis [36]. This situation shows that social support is an important prerequisite for the attitude of the apparatus to function optimally in policy implementation practices.

These findings are in line with research which emphasizes that the attitude and commitment of the implementers are crucial factors in the successful implementation of public policies, especially in policies that target vulnerable groups [37]. It is also in line with the theory which places the disposition of the implementer as an important variable, where the success of the policy is highly dependent on the willingness and ability of the implementer to implement the policy consistently in a supportive social context [38].

#### *Bureaucratic Structure and Procedures*

Bureaucratic structure and procedures are important aspects in policy implementation because they determine the clarity of the workflow, the division of authority, and the speed of service to victims. According to Edward III, the clarity of organizational structure and standard operating procedures (SOPs) play a role in determining the effectiveness of policy implementation, especially in decision-making and coordination between implementers. A clear bureaucratic structure and simple procedures will make it easier for the apparatus to carry out their duties consistently and responsively, especially in policies that involve many actors and target vulnerable groups [39].

The results of the interview data coding using NVivo 12 show that the bureaucratic structure and procedures for handling sexual harassment in Sidenreng Rappang Regency involve several main agencies, namely the DPMDPPA through P2TP2A, the Social Service, the police, and health facilities. The thematic hierarchy model shows that the bureaucratic structure is an important theme supported by the subtheme of division of roles between agencies, SOPs for handling cases, and cross-sector coordination mechanisms [40]. These findings show that policy implementation is carried out through interconnected institutional systems.

The Social Service plays a role in the social rehabilitation aspect of victims with a handling flow that starts from receiving reports, internal coordination with leaders, to appointing officers or teams to conduct assessments and assistance. The flow provides clarity of internal responsibilities so that handling can be carried out in a structured manner. This is as conveyed by the informant of the Social Service:

*"The handling flow starts from community reports. After the report is received, we coordinate with the Head of Service, then the leader appoints an officer or team to conduct the assessment and handling of the case."*

DPMDPPA through P2TP2A functions as a center for coordination and assistance for victims. The organizational structure at DPMDPPA has provided a special field for the protection of women and children, so that the handling of reports can be carried out in a more focused and integrated manner. SOPs for handling cases have been prepared in relatively simple stages, starting from receiving reports, initial assessments, to referrals to legal, medical, and psychological services. Internal coordination is carried out across fields to avoid overlapping handling.

The bureaucratic structure for handling sexual harassment in the police is under the Criminal Investigation Unit and is specifically handled by the Women and Children Protection Unit. Handling procedures have been regulated in stages through SOPs starting from reporting at SPKT to handling by the PPA Unit. The police informant explained:

*"The SOP already exists and is clear. The process starts from reporting at SPKT, then delegated to Satreskrim and handled by the PPA Unit."*

This structure is considered to have supported the clarity of the flow of case handling, while the delays that occur are generally due to evidentiary constraints, not by bureaucratic complexity. In the health sector, the bureaucratic structure for handling victims is supported by the formation of service teams and networks up to the level of village midwives. SOPs for handling victims of sexual violence have been available as guidelines in the provision of medical services and referrals. However, there are procedural limitations, especially in the visum process which must wait for an official request from the police, so that in certain conditions it has the potential to slow down further medical treatment.

The results of the study show that the bureaucratic structure and procedures for handling sexual harassment in Sidenreng Rappang Regency have supported the implementation of the policy. However, its effectiveness is highly dependent on the speed of cross-sector coordination, the readiness of resources, and the ability of the authorities to respond to the various conditions of victims. Monitoring and evaluation are carried out through routine reports, coordination meetings, and inter-agency communication to ensure that case handling does not stop at the administrative aspect alone.

These findings are in line with Bullock et al. [41] which emphasizes that the successful implementation of public policies is greatly influenced by the clarity of the organizational structure and the simplicity of bureaucratic procedures. Lengthy procedures and lack of integration between agencies have the potential to hinder the speed and quality of services, especially in policies that target vulnerable groups such as women and children. This condition is in line with Zada et al. [42] which places the bureaucratic structure as an important factor, where the clarity of the division of tasks and simple procedures is a prerequisite for policies to be implemented effectively.

### ***Factors for the Implementation of Sexual Harassment Prevention and Handling Policies***

The implementation of policies for the prevention and handling of sexual harassment is not only determined by the existence of regulations and the division of authority between institutions, but also influenced by the internal conditions of the implementing organization and external factors that develop in society [43]. These factors can act as supporters that

strengthen policy implementation, but they can also be obstacles that limit the effectiveness of their implementation on the ground.

Based on the results of interviews with DPMDPPA, P2TP2A, Social Services, health workers, and the police, as well as the results of data coding using NVivo 12, these factors can be analyzed based on four main aspects, namely communication, resources, executive disposition, and bureaucratic structure and procedures. These four aspects can play a role as supporting and inhibiting factors in the implementation of policies in the field.

### *Supporting Factors*

#### *Communication*

In the communication aspect, the supporting factor is shown by the existence of cross-sector coordination between implementing agencies, including DPMDPPA, P2TP2A, Social Services, health workers, and the police. This coordination allows the exchange of information related to sexual harassment cases to take place more quickly, systematically, and in stages, thus supporting a more effective handling response.

In addition, policy communication is also strengthened by the involvement of external actors, such as the community, traditional leaders, religious leaders, and social institutions. This shows that communication in policy implementation does not only take place formally between agencies, but also through community social networks that contribute to information delivery and case reporting.

#### *Resources*

In terms of resources, supporting factors include the high commitment of the implementing apparatus in providing services to victims. Apparatus shows flexibility in carrying out duties, not limited to formal working hours, but adapting to the urgent needs of victims [44]. In addition, resource support also comes from non-governmental organizations, such as Lazismu and women's organizations, which contribute to the provision of social assistance and temporary shelter for victims. As conveyed by the Informant from P2TP2A:

*"External support comes from the community, community leaders, and social institutions. There is assistance from Lazismu for underprivileged victims, and the support of women's organizations in providing temporary shelter."*

These findings show that policy implementation is strengthened by collaboration between the government and non-government actors in meeting the needs of victims, both in the form of material assistance and social support. In line with research, the effectiveness of public policy implementation is influenced by the synergy of the government and non-government actors in expanding resources and services [45]. In this study, the collaboration is also seen through direct social support from the community that is responsive to the needs of victims.

#### *Implementing Disposition*

In terms of the attitude of the implementers, the main supporting factors are the high commitment, empathy, and responsiveness of the apparatus in dealing with victims of sexual harassment. This attitude reflects a victim-centered approach, so that the handling process is not only administrative, but also considers aspects of victim protection and recovery. As conveyed by an informant from the Social Service:

*"The commitment of employees in handling sexual harassment cases is very high. Treatment can be done at any time, not limited to working hours, because the priority is the condition and safety of the victim."*

This shows that the disposition of the implementer has an important role in determining the quality of service, especially in ensuring a fast, precise, and oriented response to the fulfillment of the needs and protection of victims.

#### *Bureaucratic Structure and Procedures*

In terms of bureaucratic and procedural structure, supporting factors are shown by the existence of a SOPs in handling cases. In the police environment, the existence of PPA strengthens the specialization in handling cases of sexual harassment and improves coordination between work units. As conveyed by the police informant:

*"The clear organizational structure and the existence of the PPA Unit are very helpful in handling cases of sexual harassment."*

These findings show that clarity of the bureaucratic structure plays an important role in supporting the effectiveness of policy implementation through improved coordination, task specialization, and smooth case handling procedures.

#### *Inhibiting Factors*

##### *Communication*

In terms of communication, the main obstacle lies in the uneven understanding of the public regarding the mechanism for reporting cases of sexual harassment. This condition has an impact on the low level of reporting and delay in case information received by implementing agencies.

In addition, the existence of a culture of silence strengthens these barriers, where victims and families tend to be reluctant to report cases due to social pressure and stigma. This shows that the effectiveness of policy communication is not only determined by the availability of information channels, but also influenced by the social and cultural factors that shape people's behavior. As conveyed by health workers:

*"The main inhibiting factors are the low courage of victims to report and stigma in society."*

These findings show that social norms and cultural stigma are still the main obstacles in handling sexual harassment, so prevention and handling efforts require an approach that is not only administrative, but also touches on changing people's mindsets [46].

##### *Resources*

In terms of resources, the main obstacles include limited professional personnel such as psychologists, budget limitations, and the lack of permanent safe houses for victims. As conveyed by an informant from the Social Service:

*"The main obstacles are limited facilities, lack of permanent shelters, and delays in reporting victims."*

This condition shows that there is a gap between the needs of victims and the capacity of available services, thus implicating the lack of optimal case handling in the field. Therefore, it is necessary to strengthen the capacity of resources, both through increasing the number of professionals, allocating adequate budgets, and providing more feasible and sustainable protection facilities so that services to victims can run more effectively and responsively.

#### *Implementing Disposition*

In terms of the disposition of implementers, the findings of the study show that although the apparatus in general has a high commitment in handling cases of sexual harassment, there are variations in the level of sensitivity, experience, and capacity of individual implementers which have implications for differences in service quality, especially in terms of responsiveness, empathy, and accuracy in handling cases. In addition, the high workload in several agencies also has the potential to affect the optimization of task implementation because it can reduce the response speed of the apparatus in handling reports. These findings are in line with the view of Steyn et al. [47] who affirms that the disposition or attitude of policy implementers, which includes commitment, honesty, and the level of acceptance of policies, are important factors that determine the success of public policy implementation, as the attitude of implementers will affect the way policies are implemented at the field level.

#### *Bureaucratic Structure and Procedures*

In terms of bureaucratic structure and procedures, obstacles are shown by the long reporting flow and the lack of optimal integration between agencies in the case handling system. This condition causes the handling process to be less effective and has the potential to slow down the response to victims. In addition, monitoring and evaluation mechanisms that have not run optimally are also obstacles in ensuring the sustainability and consistency of policy implementation in the field. This finding is in line with the views of Dufour [48] who emphasized that weak cross-sector coordination can lead to fragmentation in policy implementation, so it is necessary to strengthen integration between agencies so that policy implementation can run more effectively and coordinated.

## **CONCLUSION**

This study shows that the implementation of policies for the prevention and handling of sexual harassment at the local government level is carried out by the DPMDPPA together with related agencies, namely P2TP2A, the Social Service, health workers, and the police through a cross-sectoral coordination mechanism in handling cases, ranging from reporting, initial handling, to victim assistance. The implementation of the policy is supported by the commitment of the implementing apparatus, the existence of a clear organizational structure, the availability of SOPs, and the role PPA which strengthens the specialization of case handling, as well as the support of non-governmental actors such as the community, social institutions, and women's organizations in helping to meet the needs of victims. However, the implementation of policies is still faced with obstacles in the form of limited human resources, especially professionals, limited facilities such as safe houses, suboptimal integration and coordination between

agencies which is reflected in the long reporting flow and monitoring and evaluation mechanisms that are not optimal, as well as social obstacles in the form of stigma and a culture of silence that affects the low courage of victims to report. Thus, the effectiveness of policy implementation is influenced by a combination of supporting and inhibiting factors that come from institutional aspects and social conditions, so it is necessary to strengthen institutional capacity, improve cross-sector coordination, and a more responsive and victim-oriented social approach so that protection for victims can run more optimally and sustainably.


## LIMITATIONS

This study has a number of limitations in understanding the results and scope of the findings. The research data came from interviews with various related agencies, namely DPMDPPA, P2TP2A, police, health workers, and social services. This research is still dominated by the perspective of policy implementers and has not directly involved victims as the main subject due to the sensitivity of the issue of sexual harassment. This study uses a qualitative approach with a focus on one region so that the findings are contextual and cannot be generalized to other regions with different characteristics. The limited research time limits researchers in observing the dynamics of policy implementation in a sustainable manner. Interview data has the potential to contain subjective bias from informants and limited access to sensitive and confidential case data. These limitations do not reduce the value of the research findings and serve as a basis for reflection for future research to involve the perspective of the victim, expand the scope of the region, and use comparative approaches or mixed methods to gain a more comprehensive understanding of the implementation of policies to prevent and handle sexual harassment.

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## AUTHOR CONTRIBUTION

F.H. is responsible for the conceptualization of the research, data collection, and preparation of the manuscript which includes introduction, methodology, results, discussion, conclusion, and recommendations. E. and M.S. contributed to the preparation of abstracts, evaluating the writing system, and refining the results and discussion sections. S.K. contributes to assisting the process of processing and analyzing research data.

## CONFLICT OF INTEREST

"The authors declare no conflict of interest."

## DECLARATION OF USE OF AI IN SCIENTIFIC WRITING

The authors used ChatGPT during the preparation of this work to design graphics and images. After utilizing the tool, the authors thoroughly reviewed and edited the content as necessary and assumed full responsibility for the publication's content.

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