

## ABSTRAK

Pembahasan mengenai relasi gender di lingkungan kerja perempuan sudah banyak didiskusikan di berbagai belahan dunia. Terlebih topik terkait adanya praktik ketimpangan yang dialami perempuan secara spesifik dimana mereka masih dianggap menempati posisi sub-ordinat dalam dunia kerja. Penelitian ini akan mengulas secara khusus mengenai relasi gender di lingkungan kerja kepolisian dari sudut pandang polwan. Keterlibatan polwan memberikan pengaruh besar terhadap sistem kerja kepolisian yang dikenal bersifat dominan maskulin. Meskipun hal ini sudah berangsur cukup lama, rasio keterlibatan polwan masih jauh tertinggal dibandingkan dengan polisi laki-laki dalam hal pembagian peran serta kepangkatan. Tak banyak yang mengetahui secara mendalam terkait persepsi polwan dalam menjalani karier di lingkungan kerja yang rentan adanya perlakuan diskriminatif. Penelitian ini dilakukan di dua lokasi yaitu Polres Semarang dan Polda Jawa Tengah. Memanfaatkan metode kualitatif dengan pendekatan fenomenologi, penelitian ini mencoba mengulas lebih jauh mengenai proses perjalanan karier polwan dalam menghadapi lingkungan kerja kepolisian. Metode pengambilan data dilakukan dengan observasi serta wawancara mendalam dengan informan khususnya polwan. Hasil penelitian ini menemukan adanya proses pelanggaran terhadap sistem patriarkis dalam pembuatan kebijakan khusus Polwan serta adanya proses internalisasi *glass ceiling* terhadap aturan tersebut yang mempengaruhi identitas mereka sebagai polwan. Peneliti menemukan keterkaitan ideologi konsep Ibuisme Negara dalam sistem kebijakan yang dijalankan institusi kepolisian sampai saat ini.

Kata Kunci: Gender, Kepolisian, Polwan, Kebijakan

## ABSTRACT

*The discussion upon gender relation in work environment has been widely explored around the world, specifically on the inequalities that have been experienced by women – whereas they have always been positioned as subordinate. This research in particular will cover the gender relation in the police work environment from the perspectives of the police women. The police women's involvement has been known to provide significant influence towards the masculine-dominated police working system. Despite the significant contribution, there has been a wide gap in the involvement ratio compared to their male counterpart on the division or roles and rank. There has been lack of understanding upon the police women's perception on performing a career in a discriminatory working environment. This research is done by two locations which is Polres Semarang and Polda Jawa Tengah. Utilizing the qualitative research method with phenomenological approach, this research attempts to take a further look upon the process and the journey of a police women's career in facing the police working environment. Data collection is done by observation and in-depth interview with informants, specifically police women. This research shows that there has been a legitimizing process of the patriarchal system upon the specific policy making towards police women and an internalizing process of the glass ceiling mechanism in that policy making processes that has an impact towards their identity as a police women. Researcher found out the underlying State-Ibuisism ideology has been known linking with the policy system in the police station until now.*

*Keyword: Gender, Police, Police-women, Policing*