WOMENS ROLE REPOSITIONING IN SECURITY SECTOR

Helmy Suryo Dewanto1*, Margarethana Hanita2, Stepi Anriani3,4

1,2,3 School of Strategic and Global Studies, Universitas Indonesia, Central Jakarta, DKI Jakarta
4 School of Intelligence Studies, Bogor, West Java, Indonesia

1 helmy.suryo@ui.ac.id 2 margarethana.hanita@ui.ac.id 3 stepianrianiindonesia@gmail.com

Background: The world of intelligence and security is still seen as the realm of men, due to the strong patriarchal culture and existing stigma, the world of intelligence and security is seen as a world that requires physical abilities, mental resilience, aggressiveness, which are considered to be more owned by men.

Aim: This research is intended to describe the role of women in the intelligence and security sector, the obstacles and constraints for female officers to be more involved in intelligence and national security activities, and the importance of repositioning the role of women in fields that are still often seen as a male world.

Method: This study used a qualitative research method by conducting literature studies, observing in the field, and collecting data related to this research.

Findings: Awareness about the role of women in the security sector such as intelligence, law enforcement, military, needs to be continuously disseminated to all parties, not only to policy makers, organizational leaders, men, or the community, but also to women themselves so that they are not skeptical of their ability to assume a more strategic role in the sector.

KEYWORDS intelligence, national security, patriarchy, masculinity

© The author(s). This work is distributed under the terms of the Creative Commons Attribution-ShareAlike 4.0 International License (CC BY-SA 4.0)

INTRODUCTION

Discussing the relationship between women's equality and the world of intelligence and national security seems endless. When talking about intelligence and national security, people always have a picture of a hard world, full of intrigue, full of danger, and only contains men as the main actors and the victims in the conflicts that occur are women, children and the elderly. Morgenthau, with his realist view, describes the state in its position as a man, in a masculine view, who has the obligation to protect the weak, namely women and children (Sjoberg, 2009). As a result, the military world, which is a tool for a country to provide protection to the weak groups, becomes a priority of state policy, and is only held by men and does not provide enough space for women to take a bigger role (Ardener, 2021; Tickner, 1992). Men are depicted as warriors who must play the role of patriots to protect women who are portrayed as weak, and gave birth to the concept of warrior-patriot in the concept of national security which many realists believe in. In the end, war between countries, according to Tickner (1992), is essentially a war between men with the absence of a woman's role in this case, or is only described as a victim or sometimes described as the cause of war to cover up the original cause as happened in the Trojan war. In the concept of modern national security, the obligation to protect national interests is not the responsibility of only one party,
but is the responsibility of all citizens by exerting all the efforts that the state has to deal with threats that could endanger a country (Mengko et al., 2016; Özpek, 2019).

The view of women as a weak group and must be protected by the state as in the warrior-patriotic concept, becomes irrelevant and realists need to change their views regarding national security and resilience to become citizens-defend. That is, all citizens must actively participate in efforts countermeasures against threats to the country (Tickner, 1992).

National resilience is defined as a dynamic condition of a nation, filled with tenacity and toughness that contains the ability to develop national strength, in facing and overcoming all challenges, threats, obstacles and disturbances both coming from outside and within which directly and indirectly endanger integrity, identity, the survival of the nation and the state and the struggle to pursue its national goals (Lembaga Ketahanan Nasional, 2013).

Fox and Buzan (1985) divides the threats that exist against a country's national security into three, the first is threats that are against the ideas or goals of the country (The Idea of the State), or the basic philosophy of the country, how it will implement and achieve goals agreed upon by the people. The second threat is to the institutional structure of the state (The Institutions of The State), both in the executive, legislative and judicial branches. This threat can come from the structure of the state institutions themselves when the existing state institutions are corrupt, causing conditions that are unstable and weak so that they cannot guarantee the achievement of the national ideas and goals that have been set. The third threat, according to Fox and Buzan (1985), is “the physical base of the state” component which is the most visible threat factor, which can be in the form of a physical attack on the sovereign territory of a country, or other forms aimed at seizing power. Threats from outside can be in the form of attacks from outsiders trying to seize power and/or state territory (Paine, 2021), including the possibility of military attacks or infiltration from outsiders into the territory of a country, then using certain groups to make threats from within the country as the initial stage to seize power. The development of the conflict in the North Natuna Sea region as a result of the claims of the People's Republic of China in the Nine Dash Line scheme on the region which is rich in resources, heated up the condition of this region which prompted countries in this region who felt threatened by China's actions to increase their military capabilities to face the worst.

The principle of winning a war taught by Sun Tsu is to know one’s and their opponent’s abilities. In the modern world, this principle remains relevant for use in the security sector, especially national security in protecting its territory, resources and people, in the face of every possible threat from within or outside the country. One of the components that greatly influences the country's ability to deal with threats is how the strength and capability of its intelligence organization effectively detects, prevents and counteracts every threat (Dovhan et al., 2022). Shulsky and Schmitt (2002) argue that intelligence is how to collect, analyze, and present information according to the needs of the government in formulating and implementing government policies in relation to national security interests, threats that are actual in nature, and potentials that may arise from actions taken by the government (Jemadu, 2005).

The activities in intelligence are varied, including information gathering, analysis, infiltration, raising, counterintelligence, presentation, and so on. An intelligent agent is required to be able to collect information and detect threats to a country or an organization
(Hakim & Sukabdi, 2023) which will later be analyzed and used by elements of the leadership in determining what actions to use to counteract threats that arise, create strategies, or gain advantage from existing conditions in accordance with the goals set by the organization. Hence, it is not surprising that many parties will blame intelligence when there is a strategic suddenness experienced by a country, as in the case of a terrorist attack some time ago in our country.

When the Bali bombings 1 and 2 occurred, the Jakarta Stock Exchange bombing, the Marriott bombing, and other terrorist attacks, many people then blamed intelligence performance in detecting and preventing these attacks. The incident of wiretapping of President Sosilo Bambang Yudhoyono in 2009 also became one of the highlights of the state's intelligence organization which was considered weak so that the communications of the president, ministers and several other influential people could be intercepted by Australia. The community also questioned the role of our intelligence because it was considered slow in releasing the abducted New Zealand pilot Susi Air in Papua. The world of intelligence is described as full of secrecy, challenges, danger, intrigue, cunning, rude, requires mental and physical endurance, requires shrewdness in reading situations, traits that are often described as possessed only by men, and far from those possessed by women.

Women's role in security has been a topic of discussion for many years. Women have been underrepresented in security positions and have faced many challenges in their roles. According to the United Nations, women's rights have been regressing globally, and violence against women human rights defenders has increased (UN Women, 2022). In 2000, the Security Council adopted resolution 1325 on Women, Peace and Security, which calls for the increased participation of women and the incorporation of gender perspectives in all UN peace and security efforts (Caso & Zimmerman, 2021). Despite this resolution, women are still underrepresented in security positions. In Australia, for example, only 40% of overall appointments are women (United Nations & OHCHR, 2022).

Based on the things mentioned above, in facing threats to our country's sovereignty, security, and order, it is not possible to only use the abilities of one gender, namely men. Based on data from the Central Statistics Agency (BPS), Indonesia's population in mid-2022 will be 276 million people, of which 139 million people (are men) and 137 million people (49.6%) are women. From these data, it would be a shame if those 49.6% resources were not given the same opportunity to ward off threats that might occur to our country. Therefore, the researchers were interested in discussing women’s role in security. This research is intended to describe the role of women in the intelligence and security sector, the obstacles and constraints for female officers to be more involved in intelligence and national security activities, and the importance of repositioning the role of women in fields that are still often seen as a male world. The research is expected to contribute to widening the perspective of women in mostly men-based fields, especially security, and finding a new perspective to change the old one.

**METHODS**

In discussing this phenomenon, a critical paradigm was used by emphasizing the critical interpretation of the researcher on the object of his research. This research was carried out qualitatively because this research was primarily aimed at observing human behavior,
institutions, and the relationship between humans and these institutions in an effort to gain a better understanding of events, phenomena, or behavior (Mohamed et al., 2010). The reason for using this method was also because the research was also aimed at understanding how the perspective of organizations and the people within them in dealing with the issue of gender equality which continues to be controversial. Research is mainly carried out using literacy studies in which existing problems are explained using literacy from books, journals, articles, previous studies, as well as data from related parties and fields.

The presenting stage involved putting the scientific claims based on the data into a credible textual form. The analysis was then carried out using the procedures Miles and Huberman (2014) employed, which involved three activity lines running concurrently, namely data reduction, display, and conclusion.

RESULTS AND DISCUSSION
The Position of Women in the Security Sector and Their Current Role, as Well as the Stigma Hinder Their Progress

Women in activities related to the security sector such as intelligence, military or law enforcement, are more placed in supporting activities or even in some cases women are placed as victims, weak, passive, who must be protected. In the world of law enforcement, women are considered weak, unable to defend themselves, and often become victims, both in cases of domestic violence, rape, harassment, theft, robbery, and others. The question is, is this view completely correct? Is it not possible for a woman to become the perpetrator in a crime? This gender stereotype results in the proportion of women as perpetrators of crimes and the prosecution of crimes against women tends to be low because it is considered that women are unlikely or rarely commit crimes, while several comparative studies show that crimes committed by women are the same as those committed by men, especially in crimes light category (van der Heijden, 2017). In the world of terrorism, currently women have actively participated in several incidents as perpetrators of terrorist attacks, such as what was carried out in the 2016 “Pan Bombing” case committed by Dian Yulia Novi, then the arrest of Ika Puspita Sari who was about to carry out a terror bomb attack suicide, as well as the active role of Umi Delima, the wife of the suspected Santoso in Poso, and several names of other women who actively participated in the terrorist movement. If previously the perpetrators of terrorism were men and used a patriarchal system in carrying out their actions, now they are shifted to being carried out by women and using a feminine approach in their actions (Mulia, 2019).

Data on several other law enforcement sectors also show a trend of increasing involvement of women in crimes and violations. From the data obtained from the Directorate General of Customs and Excise, during 2018 - 2022 the number of perpetrators, inspectors, attorneys, owners of goods who are being prosecuted tends to increase. In 2018 there were 605 women involved, and it increased in the following years to 836 (eight hundred thirty six) people, 915 (nine hundred and fifteen people), and the highest in 2021 was 2069 (two thousand sixty nine) people, before finally decreasing in 2022 to 1,483 (one thousand four hundred and eighty three) people. Research by van der Heijden (2017) also states that in Europe crimes committed by or involving women have continued to increase since 1900 compared to the previous year.
The data shows that female law enforcement officers are needed to handle this matter. Of course, female offenders need female officers, at least to conduct a body examination on them to avoid sexual harassment or discomfort during the examination. In fact, law enforcement organizations such as the police have been aware of this for a long time, and in fact this was one of the reasons for the establishment of a women's police force by the Police of the Republic of Indonesia in 1946. However, in its development, women continued to carry out administrative, public relations, and even if dealing with criminal acts, mostly limited to cases of domestic violence (KDRT, Kekerasan dalam Rumah Tangga).

These conditions are in contrast to the number of female law enforcers. In 2019 – 2021, based on data from the Human Resources Division of the Indonesian National Police Headquarters, out of a total number of Polri members of around 450,000 (four hundred and fifty thousand) people, Female Police (Polwan, Polisi Wanita) number around 24,722 (twenty four thousand seven hundred and twenty two) people or only 5.5% of the total number of officers in the National Police. At the Directorate General of Customs and Excise (DJBC) in 2020 the number of employees is 16,375 (sixteen thousand three hundred seventy five) with 2,914 (two thousand nine hundred and fourteen) female employees. In the official publication of the Ministry of Women's Empowerment and Child Protection (PPA) it is stated that based on the recapitulation carried out by the Headquarters of the Indonesian National Armed Forces (TNI), in 2022 there will be 444,133 (four hundred forty four thousand one hundred thirty three) members of the TNI with the number of employees only 8,850 (eight thousand eight hundred and fifty) women, or only 2%. Of these, it shows that in the security sector, women still fill a small space and often only carry out tasks that are administrative, supporting, public relations, and protocol in nature. For example, in the Customs and Excise agency which also carries out law enforcement activities and is part of national security, especially at the border, from the data above, the percentage of female officers is the highest compared to the TNI and Polri, namely 17%. However, in reality most of them work outside the fields of law enforcement or intelligence (supervision). From DGCE Secretariat data, data was obtained that of the 2,914 (two thousand nine hundred and fourteen) female employees who were in charge of supervision in all of their work units, there were only 124 (one hundred and twenty four) people or 4.47%. only 26 (twenty six) people or 0.94% are assigned to the intelligence unit, with the highest position at Echelon IV level in the field of supervision. Most of this amount is limited to carrying out administrative staff activities, except for those who serve as handlers for Narcotics Tracking Dogs (APN) or supervision at international airports.

Aristotle considered that in this world it is natural that women are dominated by men, because women are strange creatures, at the level of slaves, the body functions are passive, and tend to be more emotional. Women are just containers for storing seeds and nurturing these human seeds (Aristotles, 1983). Because of this thought, women in ancient Greece were marginalized from the state and not even considered part of civilized society (Purnomo, 2006).

In Jewish philosophy, which was heavily influenced by Greek thought, women were seen as the source of all evil. By using texts from the Old Testament, philosophers like Philo describe that women represented by Eve were responsible for persuading Adam to eat the forbidden fruit so that humans were expelled from heaven. In his thoughts, Philo also refers
Womens Role Repositioning In Security Sector

to women as creatures that are volatile, tend to be emotional, passionate, weak, and unstable. These thoughts then influenced subsequent philosophical thinkers who created a dichotomy and labeling of men and women in a patriarchal cultural context that strengthened male dominance over women. One that was later influenced by this philosophy was the realist view which then described that women are weak creatures, like children, who must be protected by the strength of men. This has the consequence that women's involvement in the field of law enforcement and national security is seen as inappropriate and will only hinder tasks related to this matter. Women in various cultures are considered weak creatures so that in police activities it is considered that their working hours and duties in the field cannot be equated (Munasri, 2020). In a research conducted on the Hong Kong Police, the reason women's careers are not very strategic in these institutions, especially for field activities is because institutions such as the police do not really expect much from women to always be ready to serve full time in law enforcement activities because women face special conditions such as menstruation, pregnant, giving birth, and breastfeeding, and caring for their children (Chen & Lin, 2013).

In addition to this, women also face difficult problems because they have to carry out contradictory challenges in the world, such as law enforcement. When he works as a law enforcer, he is in a world full of violence, high levels of stress, and things that are masculine, but on the other hand he has to be gentle and motherly when carrying out his domestic function taking care of the family (Munasri, 2020). Women in intelligence, law enforcement or military institutions tend to have their responsibilities as mothers questioned (Vermeij, 2020). Women will also face severe stress constraints in law enforcement and military assignments, especially because apart from having to carry out this task, they also have another important task, namely taking care of the family. It is feared that this will affect how he treats children and their families, as well as affecting his performance as an officer. This reason forces women to choose one of them, and most of what happens is that women choose to leave their careers. Women when they are in conditions in a law enforcement or national security organization also face their own challenges. Women who are professionals in the field of law enforcement or the national security sector tend to be considered too masculine and independent making it difficult for them to have a family, when they are single they are considered liberal in their sexual relations, change partners, or when they have a family they are considered neglecting their family to carry out their duties. – the task (Vermeij, 2020). Women who work hard in their careers, such as female soldiers who choose to serve as peacekeepers abroad and do not return home for a year, face conditions that are considered by society as irresponsible mothers, abandon their children, do not educate their children, and In some cases, the husband even thought that his wife had contact with other people while on duty (Vermeij, 2020).

Even though they carry out their duties in institutions such as the United Nations (UN), gender discrimination still occurs where female soldiers get limited assignment opportunities because of their gender, usually this happens because their leaders and colleagues do not believe in their abilities and have not been able to accept women in their unit (Vermeij, 2020). Even in the military world, female soldiers are still considered weak and they are present in their position in the military only because of issues of gender equality so that they receive political support. because it is more concerned with family than the military (Vermeij,
Women's Role Repositioning In Security Sector

2020). Even in leadership, decisions taken are often considered inappropriate and tend to be ignored. Women also find it difficult to convey gender discrimination, harassment, and how equipment and equipment in the military are designed to suit the needs and body shape of men so that it often does not suit them because when things like this are conveyed it will make their position difficult (Vermeij, 2020).

Apart from this, the fear of women becoming the object of sexual harassment in the workplace is also one of the reasons that hinders the role of women in this sector. Research in the Thai Police shows that female police officers face conditions where sexual harassment occurs, especially in the form of verbal and sexist words where they reason that this is their way of building social relations with female police officers. The research also shows that the public does not respect women police officers so that in the end they rarely get the task of solving criminal cases (Siriwat, 2021).

The Presence of Women in Activities of Strategic Value, as Well as the Relationship Between Women and Leadership in an Organization

In the field of law enforcement and security, even though there is a clear chain of command hierarchy, in reality it is still not fully acceptable for women to be in commanding or leadership positions. From an educational point of view, in institutions related to the security and law enforcement sectors, women did not get the same opportunity to obtain an academic education which is a place for officer cadre. The Police Academy (Akpol, Akademi Kepolisian), which was established in 1946, only accepted cadets from the Police Academy in 2002, the Army Military Academy only in 2013, the Naval Academy, which was founded in 1951, only in 2014 accepted female students. The need for female police officers to carry out various police duties had actually been realized since 1946 with the acceptance of six women in police education at the request of the State Police Bureau Branch in West Sumatra, especially for body examination duties, examination of suspects, victims and women witnesses. However, policewomen were only given opportunities at enlisted and non-commissioned officers levels, and it was only in 2002 that there was acceptance for officer level through the Police Academy route. The State College of Accountancy (STAN, Sekolah Tinggi Akuntansi Negara) as a place of education for prospective employees of the Ministry of Finance, for the Customs and Excise specialization from 1983 to 1993 for the Diploma III Program still accepted female students. However, since 1993 until now, they no longer accept female students. Whereas in the Customs and Excise Diploma I Program since 1994 the establishment has not accepted female candidates and only in 2013 has accepted female students. This condition can indicate that academies related to law enforcement or the national security sector are designed at the level of leaders or field officers to emphasize male officers.

Male soldiers, for various reasons such as culture, beliefs, and thoughts, view that they cannot take orders or serve under women's orders. In the UN peacekeeping force, even though the problem of non-compliance with the orders of female officers by male soldiers, especially those from Asia and Africa, it still occurs where one of the reasons is that in their culture, it is not customary for female officers to give orders (Vermeij, 2020). The condition of the majority of women being placed in administrative positions was also found in UN peacekeeping activities. In his research, Vermeij (2020) also found that female officers tend
to be noticed only for their physical appearance, not based on their achievements or hard work, so that some people consider the presence of female officers in the military world as just a "decoration on the cake" and for the sake of publicizing gender equality. Just. Women who lead in the law enforcement and security sectors are seen only as part of a tokenism system to prevent criticism and give the impression that there is equality in their organization.

In an interview with an officer at DGCE regarding her views on women leaders in her institutions, she argued that based on her experience, women leaders in her institutions mostly rose due to factors fulfilling the quota of the Ministry of Finance's gender mainstreaming program which required a quota of women in managerial positions regardless of background and ability, whether he is eligible for the position or not. Her experience when having female leaders in work units is that they tend to make decisions based on their feelings, emotions, personal desires, and intuition, not based on the facts and data presented. She further stated that in her view the female leader in her work unit thought that her position was a manifestation of the spirit of gender equality and when she received criticism or input towards it, the female leader tended to view it as a personal problem and disagreed with gender equality. The problem of tokenism in women's leadership is a very complicated problem because on the one hand, without a quota for women it will be difficult to get a leadership position, but on the other hand it reinforces the stigma that women are not worthy to lead and are in that position only to dampen issues related to gender equality. This condition also occurs because women are also not prepared beforehand in training or assignments in the field, so that when they lead they do not yet have the skills needed to lead a work unit that enforces the law.

The involvement of women in the world of intelligence is recognized or not actually gives its own color in the history of human civilization. In old literature such as The Art of War written by Sun Tzu, the behavior of female spies who collect information and carry out sabotage activities from within is termed as cursed spies (Hanita, 2019). In old literature it is described that a war strategist of Sun Tzu's caliber must be exiled and a clever Prime Minister of Wu Zixu's caliber is trapped and then commits suicide, because of the actions of a female spy agent from the Yue kingdom named Xi Shi who succeeded in influencing King Fu Chai of Wu so that in finally the kingdom of Wu along with hundreds of thousands of soldiers and people had to die in Yue's invasion. We also know how Margaretha Zelle, who we know better as Matahari, made thousands of Allied troops victims because of her shrewdness in gathering information that was put to good use by the Germans.

Women actually have a separate place in the world of intelligence in various countries. Office of Strategic Service (OSS) United States intelligence agency which was formed during the second World War and later developed into Central Intelligent Agency (CIA), from the time it was formed, 35% (thirty five percent) of its employees were women. This amount was maintained until the end of the world war and the formation of the CIA. During the cold war, women still had their own place, especially in the fields of communication analysis, encryption, intelligence, and intelligence agents in the field. Not surprisingly, based on a CIA report in the Director's Advisory Group on Women in Leadership, the number of women at various levels of positions and duties in the agency is 46%. Women have also been involved in various dangerous missions carried out by the CIA in various parts of the world. In his testimony, Nada Bakos as the team leader in the hunt for Abu Musab Al Zarqawi, the leader
of Al Qaeda in Iraq, 75% percent of the team members he used to search for, map networks, funding, and operational activities were women (Windrem, 2013). In 2018 President Trump appointed Gina Haspel, the person said to be responsible for various methods of interrogation of terrorist suspects in various secret prisons, as Director of the CIA. The next President of the United States, Joe Biden also appointed Avril Haines as Director of National Intelligence. Australia also appointed a woman, Rachel Noble, as the Director General of the Australian Signals Directorate. In the Israeli Intelligence Service, Mossad, in 2022 appointed two women as directors in two vital departments within the agency's body, so that there are already four women at the senior level of managers who control the direction of how Mossad works. Conditions are different from the State Intelligence Agency (BIN) in Indonesia, which currently does not have women at the high level positions. Even at DJBC, there has never been a woman who served as Director of Enforcement and Investigation or at the Directorate of Narcotics Interdiction as a directorate overseeing intelligence and law enforcement activities at DJBC. Likewise, the National Police has never before seen a female Director of the Security Intelligence Agency (BAINTELKAM), and the only woman holding a high position is Brigadier General (Purn.) Rumiah Kartoredjo who in 2008 served as Banten Regional Police Chief (Kapolda, Kepala Kepolisian Daerah).

Equity for Organizations in the Security Sector

Even though women continue to be placed in the corners of activities in the security sector, in reality the security sector really needs the presence of women in these spaces. In law enforcement, for example, the presence of women will be able to suppress excessive use of violence or the use of firearms against the public or perpetrators because they prioritize communication and dialogue in dealing with resistance so as to reduce the occurrence of lawsuits against institutions (Starheim, 2019). Furthermore, the research found that this condition would provide advantages for women, especially when faced with budget constraints where women would reduce their budget for lawsuits that occurred due to the excessive use of violence earlier. One of the interesting things is that increasing the portion of women in a law enforcement institution will change the culture and paradigm of that institution from something as rigid as "police force" to "service to the community" (Starheim, 2019). Women tend to apply de-escalation techniques in dealing with resistance so as to avoid the use of force, which is one way to reduce the possibility of an imbalance of power between the perpetrators of crimes and officers which will actually endanger the safety of officers.

The increasing involvement of women in violations, crimes, terrorism, also needs to use the skills of female officers in handling them. Women are trapped in crime more for economic reasons such as supporting their family because their husband abandoned them or their husband is irresponsible, their income is not enough to meet their family needs, or because they do not have a job but are ashamed to ask their parents or family (Frinaldi, 2012). The same thing also happens in cases of terrorism where women are recruited as perpetrators of attacks, seekers of funds, seekers of attacks, and so on. Female officers will be able to take a more humane approach to the perpetrators, so that what they will do can be reduced to a minimum level with effective prevention by female officers. Because most victims of crime or conflict are women, the presence of women in conflict resolution and
providing protection to victims is very necessary. In cases of sexual harassment or violence against women, the victim would of course be more comfortable telling female officers than male officers who in the eyes of the victims would appear to be the same as the perpetrators. In some cases, victims of sexual crimes actually became victims of rape again by male officers at the Women's and Children's Empowerment Institute in East Lampung in 2020. In a study conducted by the University of Zurich, it was found that the reporting of violence against women or rape in an area where there are female police officers tends to increase, which shows that the confidence of victims to report tends to increase (Fritzfold, 2022).

In the military world, the presence of women, especially in the conflict resolution stage, is needed to accelerate the peace process and protect the rights of women themselves. In their report, the Special Envoy of the African Union and the United Nations Commission on Women stated that during times of conflict women tend to push for an immediate end to the conflict because they are the ones who feel the most impact from the conflict. Women tend not to be afraid to face conflict, advocate for peace, and encourage mediation and negotiation processes (Diop & Chiwara, 2017). Regarding the Ambon conflict in Indonesia, Sister Brigitta from Maluku told that when the conflict in Ambon escalated and led to divisions, the women there pushed for peace and reconciliation between the warring parties. Unfortunately, according to Sister Brigitta, women were actually left behind when peace came to the negotiating table. The same incident also occurred in the conflict between the Indonesian National Armed Forces (TNI, Tentara Nasional Indonesia) and the Free Aceh Movement in Aceh as well as in the community conflict with the Ahmadiyah congregation in West Nusa Tenggara (NTB), so that the role of women was closed from the spotlight because they were not at the official negotiating table. and signed a formal peace agreement, and in the end women's rights failed to be embodied in policies after the creation of peace (Ocktaviana et al., 2014). The next reason for the need for the presence of women in conflict resolution is because they are in conflict who feel the most negative impacts, as victims of various kinds of oppression, rape, deprivation of their rights to life, in the post-conflict process or the recovery transition process, the presence of women will influence policies and decision-making to provide more protection for women's rights. The presence of women in military and law enforcement structures will encourage policies to protect women (Diop & Chiwara, 2017).

Women have an advantage in providing a soft approach in conflict. The presence of women, for example in peacekeeping missions in conflict countries such as Lebanon, will be more acceptable to the community, especially children and women, than male soldiers, because they can provide a sense of security in the process of approaching and negotiating peace. Women are better able to understand new environmental situations, so they can choose a more appropriate approach to society. In conflict, women are often victims of sexual crimes in various forms. In some cases women were even forced to give sexual rewards in order to receive humanitarian assistance. This is one of the reasons why the United Nations continues to increase the number of female peacekeepers in various peacekeeping missions (Hasan & Kurnia Putra, 2021). In its analysis, UN Women stated that in 1,187 peace agreements during 1990-2017, there were 2% of women mediators; 5% female negotiators and 5% female witnesses and signatories of peace agreements. What is more interesting is data from the UN Women's Commission showing that statistically the presence of women in a peace agreement
process increases the quality of the peace agreements that occur by 35% and these agreements can last 15 (fifteen) years longer than agreements where there are no women in the process. The statistical data also states that since the presence of women in peace agreements, the points in the agreement contain 40% more agreements related to political reform and development. It was further stated that as of March 31 2019, in the UN peacekeeping mission there were 3,472 female military personnel and 1,423 female police personnel out of a total of 89,681 peacekeeping personnel, or 5.46%.

The presence of women is needed in the security sector, both in the intelligence, law enforcement, military and other security sectors to improve relations with the public. As previously discussed, in resolving conflicts women officers prioritize communication and dialogue to de-escalate situations so as to avoid the use of violence. Female officers, both in military and law enforcement circles, often use the approach of being a mother or female friend to gain the trust of the community so that frequent physical conflicts can be avoided. A female officer, traditionally a mother who raises children, of course she wants to raise children in a safe community environment, so she tries to create that environment in the community where she serves (Fritzfold, 2022). Women in the bureaucratic structure will represent not only women's interests, but also broader interests, namely the community that wants to create an ecosystem that is comfortable and safe for the family. Research shows that the presence of women in the law enforcement bureaucracy will give the public the perception that law enforcers will treat them well and fairly (Theobald & Haider-Markel, 2009). Their presence will also increase the level of public satisfaction with the programs provided by law enforcement agencies so that the public will be more willing to cooperate and comply with the directions of these law enforcers (Theobald & Haider-Markel, 2009).

Regarding women and leadership, McKensey in a study presented the results of a survey where the relationship between organizational performance and the number of women in senior organizational leadership positions showed that the organizational performance of companies/organizations that had a number of women in their leadership ranks tended to be of higher value than organizations that did not have ranks. female lead. The female leaders of the study practiced five of the nine habits of effective leadership that affect organizations, while the male leaders mostly practiced only three (Desveaux & Devillard, 2008). In the study it was also stated that three habits out of five that are often applied by female leaders are habits that will make the organization able to change effectively against future changes.

Even though the condition of gender equality in various institutions in the security sector tends to improve, several things still need to be done so that these conditions can become ideal. The first is increasing the awareness of all parties to place women in the right proportion, where women have the same rights and obligations in the security sectors. This can be achieved when the perspective of gender equality can be included at all levels of policy making. This is done to avoid gender bias and the use of gender stereotypes in making policies such as the distribution of the placement of resources within the organization. This is of course not easy because you may have to make fundamental changes related to culture, perspectives, and find common ground regarding obstacles related to norms and beliefs. And the most important thing is that sometimes the obstacles that exist are not something that comes from outside, but from the woman herself.
In research conducted by the CIA Director's Advisory Group, it was found that women tend to avoid assignments with a high risk profile or strategic assignments because of their long and unpredictable working hours. In addition to this, in many cases women themselves are of the view that equality is a mirage, they tend to be skeptical of equality and think that the existing data is incorrect and still feel comfortable with the traditional gender position that they currently feel (Danby & Ciesielska, 2021). Women also tend to perceive themselves as unfit, unqualified to carry out these high-profile tasks, when in fact these tasks are very important tasks for the organization and for their own career development (Albright, 2012). To be able to develop their careers, women must have the awareness to dare to take on high-profile tasks and various other tasks so that later they can become a provision for experience when holding strategic positions. Women need to develop their own networks in organizations that can support other women to get promoted or at least be able to replace them later, as is done by men with their sponsorship system for other male officers who will later prove useful in developing their careers (Albright, 2012). However, the opposite happened, with the reason that there were fewer opportunities to get promoted than their male counterparts, female officers tended to compete with each other and were less able to accept each other (Siriwat, 2021).

Female officers also need to be given training according to the needs of their assignment in the security sector such as intelligence, sea patrol, law enforcement, and military training, and then placed in sections that actually carry out these functions and carry out high-profile tasks. This is necessary to avoid the notion that they achieved their position because of the tokenism system. By providing various training and assignments, in time for them to get a strategic position what they get is not considered a gift from the organization in the framework of the issue of gender equality, but because it is because of their abilities and achievements. Adequate training needs to be given to officers so that they get better job performance. Officers who have adequate training perform better, have fewer accidents, have more discipline, and use violence less often in completing their tasks (Aamodt, 2015). Providing open training opportunities will increase the number of qualified female officers, widen career paths for female officers to enter, and help female officers meet the required quality standards (Vermeij, 2020).

Female officers also need to be given sufficient understanding and information about what they will face and suggestions they can use in pursuing their career as law enforcers so that they understand the risks and are ready to bear the consequences. When they are ready, they need a network of women who can support them, just like men who have a network of supporters (sponsors) who provide guidance, suggestions, and pathways to occupy a strategic position (Albright, 2012). Assignment experience and clear career paths that support the need to fulfill criteria for strategic positions must be initiated as early as possible so that in time these abilities can be used to promote women to strategic positions. Therefore, women need to be involved from the start in activities in the security sector.

The understanding of the top leadership of the organization regarding this issue will also affect the success of this program. In an organization, the role of high leadership or top management actually influences how the organization views gender mainstreaming issues and how policies related to this matter are made and implemented. In the idea of Strategic Choice Theory, it is explained that the highest leadership in an organization will decide on
strategic actions according to their values, attitudes, and beliefs which sometimes are also influenced by culture, experience, and perceptions based on the social construction of gender (Child, 1997). Therefore, the leadership of the organization must understand issues related to gender equality and its benefits for the organization, so that the policy directions made can support this program.

**CONCLUSION**

Awareness about the role of women in the security sector such as intelligence, law enforcement, military, needs to be continuously disseminated to all parties, not only to policy makers, organizational leaders, men, or the community, but also to women themselves so that they are not skeptical of their ability to assume a more strategic role in the sector. Of course, the strategic role that women want to achieve must not use the tokenism system and occupy it without going through formal and fair procedures, which in the end will only strengthen the stereotype that women are actually unable to occupy a position and they are in that position only to reduce criticism related to issues of gender equality and fulfilling women's representation. Therefore women must be given equal opportunities since recruitment, given adequate training and given appropriate assignments to occupy strategic positions or high-profile assignments so that they can prove that women can become effective leaders in running organizations, including in this case organizations in security sector. McKensey research has shown that organizations that have female leaders at top levels tend to be more high achiever and more effective than those without women at that level.

**REFERENCES**


