

DAFTAR PUSTAKA

Buku

- Abney, Lia. 2010. "Minority Women and Public Administration". *Women in Public Administration Theory and Practice*. Maria J. D'Agostino and Helisse Levine. United States of America: Jones & Bartlett Learning. Page 125- 139.
- Alkadry, M. G. and Tower, L. E. 2014. *Women and Public Service: Barriers, Challenges, and Opportunities*. Armonk, NY: M.E. Sharpe.
- Creswell, John W. 2016. *Research Design (Pendekatan Metode Penelitian Kualitatif, Kuantitatif, dan Campuran) Edisi 4*. Yogyakarta: Pustaka Pelajar.
- Fakih, Mansour. 2016. *Analisis Gender dan Transformasi Sosial*. Insist Press: Yogyakarta.
- Handayani, Trisakti & Sugiarti. 2008. *Konsep dan Teknik Penelitian Gender*. UMM Press: Malang.
- Hanum, Farida. 2018. *Kajian dan Dinamika Gender*. Malang: Intrans Publishing
- Hasibuan, Malayu S.P. 2006. *Manajemen Dasar, Pengertian, dan Masalah Edisi Revisi*. Bumi Aksara: Jakarta.
- Leuenberger, Denis Zeynep. 2010. "Women in Public Administration: Sustainable Development and Social Justice". *Women in Public Administration Theory and Practice*. Maria J. D'Agostino and Helisse Levine. United States of America: Jones & Bartlett Learning. Page 141- 147.
- Nainggolan, H. 1983. *Pembinaan Aparatur sipil negara*. Jakarta: Gunung Agung.
- Nugroho, Riant. 2008. *Gender dan Administrasi Publik*. Yogyakarta: Pustaka Pelajar.
- _____. 2008. *Gender dan Strategi Pengarusutamaan di Indonesia*. Pustaka Pelajar: Yogyakarta.
- Noerdin, Edriana. 2006. *Potret Kemiskinan Perempuan*. Jakarta: Women Institut Research.
- Oakley, Ann. 2016. *Sex, Gender, and Society*. New York: Routledge.
- Patricia, Caplan. 1987. *The Cultural Construction of Sexuality*. Routledge: London & Newyork.
- R. Jahan. 1995. *The Elusive Agenda: Mainstreaming Women In Development*. London: Zed Books.
- Rokhmansyah, Alfian. 2016. *Pengantar Gender dan Feminisme Pemahaman Awal Kritik Sastra Feminisme*. Yogyakarta: Garudhawaca.
- Saldana, Johnny, Matthews B. Miles, and A. Michael Huberman. 2014. *Qualitative Data Analysis A Methods Sourcebook Edition 3*. SAGE Publication
- Simamora, Henry. 2004. *Manajemen Sumber Daya Manusia Edisi Ketiga*. STIE YKPN, Yogyakarta.

Artikel Jurnal

- Alonso, Alba. 2016. Who Learns What From Whom? Implementing Gender Mainstreaming in Multi-level Settings. *European Journal of Women's Studies*. Vol. 24(2) 174-188.

- Astuti, Puji. 2012. Peluang PNS Perempuan dalam Memperoleh Jabatan Struktural: Studi Kualitas Kesetaraan Gender di Pemerintah Kota Semarang. *Jurnal Politika Undip*. Vol. 3 No. 2. ejournal.undip.ac.id.
- Azeez, N. P. V., & Priyadarshini, R. G. 2018. Glass Ceiling Factors Affecting Women Career Advancement In IT Industry In India. *OP Conference Series: Materials Science and Engineering*. 390, 1–8.
- Baxter, J and Wright EO. 2000. The Glass Ceiling Hypothesis: A Comparative Study Of The United States, Sweden And Australia. *Gender And Society*. Vol 14(2):275-294.
- Bimba and Kaliyamoorthy. 2017. Barriers Of Glass Ceiling On Women Employees In IT Sector. *Jnanavardhini-Online Multi Disciplinary Research Journal*. Vol 1(1): 58-64.
- Brody, Alyson. 2009. Gender and Governance Overview Report. UK: Bridge Publications.
- Caceres-Rodriguez, R. 2013. The Glass Ceiling Revisited: Moving Beyond Discrimination In The Study Of Gender In Public Organizations. *Administration & Society*. Vol 45(6): 674–709.
- Cotter DA, Hermsen JM, Ovadia S and Vanneman R. 2001. The Glass Ceiling Effect. *Social Forces*. Vol 80(2): 655–682
- D’Agostino Maria J. 2017. Changing The Narrative: The Difference Women Make In Public Administration. *Administration & Society*. Vol. 49 (I) 9-19.
- Donaghy, Tahnya Barnett. 2004. Applications of Mainstreaming in Australia and Northern Ireland. *Sage Journal: International Political Science Review*.
- Guy, M. E. 2000. The Amazing Miss Burchfield. *Public Administration Review*, 60,6-19.
- Guy, ME and Schumacher K. 2009. A Retrospective Analysis Of Scholarship On Gender And Diversity In Public Administration. In: Annual Meeting Of The American Political Science Association
- Holman, Mirya R. 2015. Women in Politics in the American City. Philadelphia, PA: Temple University Press
- _____. 2017. Women in Local Government: What We Know and Where We Go from Here. *State and Local Government Review*. Vol. 49(4) 285-296.
- Kenneth J. Meier and Kendall D.Funk. 2017. Women and Public Administration in a Comparative Perspective: The Case of Representation in Brazilian Local Governments. *Administration & Society*. Vol. 49(1) 121-142
- Hymowitz, C and Schellhardt TD.1986. The Glass Ceiling: Why Women Can’t Seem To Break The Invisible Barrier That Blocks Them From The Top Jobs. *Wall Street Journal*.
- Kaur, N., & Jindal, D. 2009. Female Executives and The Glass Ceiling In Service Sector. *PCMA Journal of Business*. Vol 1(2): 172–187.
- Kiaye, R. E., & Singh, A. M. 2013. The Glass Ceiling: A Perspective Of Women Working In Durban. *Gender In Management: An International Journal*. Vol 28(1): 28–42.
- Jasielska, A. 2014. Women Career Success In A Man Work’s Place: A Cross National Study. *Romanian Journal Of Experimental Applied Psychology*. Vol 5(1): 23–35
- Jordan, A. H., & Zitek, E. M. 2012. Marital Status Bias In Perceptions Of Employees. *Basic And Applied Social Psycholog*. Vol 34(5): 474–481.
- Meerambika Mahaputro. 2014. Mainstreaming Gender: Shift From Advocacy to Policy. *Vision*. 18 (4) 309-315, hal.313.
- Meier, Petra and Emanuela Lombardo. 2013. Gender Quotas, Gender Mainstreaming, and Gender Relations In Politics. *Sage Journal: Political Sciences*. Vol. 65 (1) 46-62.

- Morgan, M. S. 2015. Glass Ceilings and Sticky Floors: Drawing New Ontologies (Working Paper No. 228). London, UK: London School Of Economics And Political Science, Department Of Economic History.
- Musoke, HD. 2005. Shattering The Glass Ceiling: What Women In Uganda Need To Make It To The Top. In: Bond J (Ed) *Voices Of African Women: Women's Rights In Ghana, Uganda And Tanzania*. Durham, NC: Carolina Academic Press.
- Omeheng, Frank L.Kwaku and Agustina AK. 2014. Breaking Through the Glass Ceiling: Strategies to Enhance the Advancement of Women in Ghana's Public Service. *Journal of Asian and African Studies*. Sage Publications
- Otzelberger, Agnesz. 2011. Gender-Responsive Strategies on Climate Change: Recent Progress and Ways Forward for Donors.
- Puspitawati, H. 2012. Gender dan Keluarga: Konsep dan Realita di Indonesia. PT IPB Press: Bogor.
- Rawluszko, Marta. 2018. Gender Mainstreaming Revisited: Lesson From Poland. *European Journal of Women's Studies*. I-5
- Saraswati, Dina. 2016. Studi Tentang Representasi Gender Dalam Jabatan Struktural Pada Pemerintah Kota Balikpapan. *eJournal Ilmu Pemerintahan*. Volume 4, Nomor 1,177-188. ejournal.ip.fisip.unmul.org.
- Schachter, H. L. 2008. Lillian Borrone: Weaving A Web To Revitalize Port Commerce In New York And New Jersey. *Public Administration Review*, 68, 61-67.
- Sever, H. 2016. The Comparison Of Glass Ceiling Perception Of Employees Working In Public And Private Enterprises. *American Journal Of Industrial And Business Management*. 6: 577-588.
- Sharma, Sakshi and Rajvir Kaur. 2019. Glass Ceiling for Women and Work Engagement: The Moderating Effect of Marital Status. *FIIB Bussiness Review*. Sage Publications. Vol 8(2): 132-146.
- Silver, Isabel Dale. 1998. Doctoral Disertation: In the Shadow: Women, Gender, And Public Administration In Indonesia. Virginia Commenwealth University.
- Smith P, Caputi P and Crittenden. 2012. A Maze Of Metaphors Around Glass Ceilings. *Gender In Management*. Vol 27(7): 436-448.
- Stivers, C. 2000. Bureau Men, Settlement Women: Constructing Public Administration In The Progressive Era. Lawrence: University Press Of Kansas.
- Widianingrum, Ambar. 1999. Dilema Gender Dalam Administrasi Publik. *Jurnal Kebijakan dan Administrasi Publik*. Volume 3, Nomor 1.

Dokumen

- Badan Kepegawaian dan Diklat Kota Surabaya. 2016. *Rencana Strategis Badan Kepegawaian dan Diklat Kota Surabaya Tahun 2016-2021*. Surabaya: Badan Kepegawaian dan Diklat Kota Surabaya.
- Badan Pusat Statistik Indonesia. 2017. *Statistik Indonesia 2017*.
- Badan Pusat Statistik Kota Surabaya. 2020. *Kota Surabaya Dalam Angka Surabaya Municipality In Figures 2020*. BPS Kota Surabaya. Hlm.44.
- Badan Perencanaan Pembangunan Nasional, CIDA, dan Women's Support Project II. 2001. *Indikator Gender Untuk Perencanaan Pembangunan*. Jakarta.
- Dinas Pengendalian Penduduk, Pemberdayaan Perempuan dan Perlindungan Anak Kota Surabaya. 2016. *Rencana Strategis Dinas Pengendalian Penduduk, Pemberdayaan Perempuan dan Perlindungan Anak Kota Surabaya Tahun 2016-2021*. Surabaya: Dinas Pengendalian Penduduk, Pemberdayaan Perempuan dan Perlindungan Anak Kota Surabaya.

- Kementerian Pemberdayaan Perempuan dan Perlindungan Anak. 2016. *Pembangunan Manusia Berbasis Gender 2016*.
- Kementerian Pemberdayaan Perempuan dan Perlindungan Anak. 2019. *Pembangunan Manusia Berbasis Gender 2019*.
- Lembaga Administrasi Negara Republik Indonesia (LANRI). 1996. *Administrasi Negara RI Edisi Ke-3*. Jakarta: Gunung Agung.
- Peraturan Pemerintah Nomor 11 tahun 2017 Tentang Manajemen Pegawai Negeri Sipil
- Peraturan Walikota Surabaya Nomor 47 Tahun 2018 Tentang Kedudukan, Susunan Organisasi, Uraian Tugas dan Fungsi serta Tata Kerja Badan Kepegawaian dan Diklat Kota Surabaya
- Peraturan Walikota Surabaya Nomor 55 Tahun 2016 Tentang Kedudukan, Susunan Organisasi, Uraian Tugas dan Fungsi serta Tata Kerja Dinas Pengendalian Penduduk, Pemberdayaan Perempuan, dan Perlindungan Anak Kota Surabaya.
- Swedish International Development Cooperation Agency. 2015. *Gender Mainstreaming: Gender Tolol Box*. Sweden: SIDA.
- United State Agency for International Development. 2012. *Gender Equality and Female Empowerment Policy*. Wahington DC: USAID.
- Undang-Undang Nomor 5 Tahun 2014 Tentang Aparatur Sipil Negara
- World Health Organization, United Nation Human Rights, and Sida. 2011. *Human Rights and Gender Equality in Health Sector Strategies: How to Assess Policy Coherence*. Switzerland: WHO Press.

Internet

- <http://m.mediaindonesia.com> (diakses pada 20 Maret 2018)
- <http://www.bps.go.id> (diakses pada 20 Juli 2020)
- <https://www.bappenas.go.id> (diakses pada 17 Maret 2018)
- <https://www.kemenpppa.go.id> (diakses pada 16 Maret 2018)
- <https://www.kemenpppa.go.id> (diakses pada 19 Mei 2020)
- <http://www.who.int> (diakses pada 18 November 2018)
- <http://www.unfpa.org> (diakses pada 27 November 2018)
- Munir, Devy. “Upaya Kota Surabaya Membangun Kesetaraan Gender Untuk Terwujudnya Kesejahteraan Masyarakat”, dalam apeksi.id (diakses pada 17 Maret 2018)
- Mufid, Juneka Subaihul. 2015. “Saat Bertugas, Kadang Lupa Kalau Perempuan”, dalam <http://www2.jawapos.com/baca/artikel/16198/Saat-Bertugas-Kadang-Lupa-kalau-Perempuan-> (diakses pada 18 Maret 2018)
- Rizky, Petrus. 2012. “Surabaya Canangkan Diri Sebagai Kota Peduli Perempuan” <https://www.voaindonesia.com/a/surabaya-canangkan-diri-sebagai-kota-peduli-perempuan-137676303/103678.html> (diakses pada 17 Maret 2018)