

**ACCEPTANCE OF DKI JAKARTA PROVINCIAL GOVERNMENT
CIVIL SERVANTS ON POLYGAMY REGULATIONS FROM THE
PERSPECTIVE OF PUBLIC PARTICIPATION**

*(A Study on the Governor Regulation of DKI Jakarta Number 2 of 2025
Concerning Procedures for Granting Marriage and Divorce Permits)*

THESIS

BY: ZAHRA NADHIFA

SIN 220201110023



ISLAMIC FAMILY LAW DEPARTMENT

SHARIA FACULTY

STATE ISLAMIC UNIVERSITY MAULANA MALIK IBRAHIM

MALANG

2025

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2025

STATEMENT OF THE AUNTENTICITY

In the name of Allah, With consciousness and responsibility toward the development of science, the writer declares that thesis entitled:

ACCEPTANCE OF DKI JAKARTA PROVINCIAL GOVERNMENT CIVIL SERVANTS ON POLYGAMY REGULATIONS FROM THE PERSPECTIVE OF PUBLIC PARTICIPATION

(A Study on the Governor Regulation of DKI Jakarta Number 2 of 2025

Concerning Procedures for Granting Marriage and Divorce Permits)

Is truly writer's original work which can be legally justified. If this thesis is proven result of duplication or plagiarism from another scientific work, it as precondition of degree will be stated legally invalid.

Malang, Desember 8th 2025
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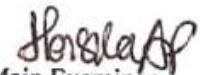
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MOTTO

... فَأَنْكِحُوا مَا طَابَ لَكُمْ مِنَ النِّسَاءِ مَثْنَى وَثُلَاثَ وَرُبَاعَ ۖ فَإِنْ خِفْتُمْ أَلَّا تَعْدِلُوا فَوَاحِدَةً...

“then marry those that please you of [other] women, two or three or four. But if you fear that you will not be just, then [marry only] one.”

(QS An-Nisa:3).

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All praise is due to Allah, the Most Gracious, the Most Merciful, whose infinite guidance and blessings have enabled the author to complete this thesis entitled “Acceptance of DKI Jakarta Provincial Government Civil Servants’ on Polygamy Regulations From the Perspective of Public Participation (*A Study on the Governor Regulation of DKI Jakarta Number 2 of 2025 Concerning Procedures for Granting Marriage and Divorce Permits*)”. May peace and blessings be upon the Prophet Muhammad (peace be upon him), the messenger of truth and justice, whose life exemplified wisdom, compassion, and unwavering commitment to the pursuit of knowledge and virtue.

With the guidance, support, and assistance, both materially and morally, granted to the author. I wish to express my deepest and most sincere gratitude to:

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3. Erik Sabti Rahmawati, M.A. M.Ag. Head of the Islamic Family Law Study Program, Faculty of Sharia, State Islamic University Maulana Malik Ibrahim Malang.
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14. All other individuals who have directly or indirectly contributed to the completion of this thesis.

The author is fully aware that this thesis still contains shortcomings. Therefore, constructive criticism and suggestions are sincerely welcomed for the improvement of future works. It is earnestly hoped that this thesis will provide meaningful contribution to the development of knowledge.

Malang, November 19th, 2025
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TRANSLITERATION GUIDANCE

Transliteration is the transfer of Arabic writing into Indonesian writing (Latin), not the translation of Arabic into Indonesian. Included in this category are Arabic names of Arabs, while Arabic names of non-Arab nations follow the spelling of their respective national languages, or as written in the book being referred to. The writing of book titles in footnotes and bibliographies, still uses this transliteration provision.

A. Consonants

The list of Arabic letters and their transliteration into Latin letters can be seen in the following table:

Arabic	Indonesian	Arabic	Indonesian
أ	`	ط	T
ب	B	ظ	Z
ت	T	ع	`
ث	Th	غ	Gh
ج	J	ف	F
ح	H	ق	Q
خ	Kh	ك	K
د	D	ل	L
ذ	Dh	م	M
ر	R	ن	N
ز	Z	و	W

س	S	هـ	H
ش	Sh	ء	'
ص	Ṣ	ي	Y
ض	Ḍ		

Hamzah (ء) at the beginning of a word follows its vowel without any sign. If the hamzah (ء) is located in the middle or at the end, it is written with a sign (').

B. Vowel

Arabic vowels, like Indonesian vowels, consist of single vowels or monophthongs and double vowels or diphthongs. Single vowels in Arabic, whose symbols are signs or harakat, are transliterated as follows:

Arabic Letters	Name	Latin Letters	Name
أ	Faṭḥah	A	A
إ	Kasrah	I	I
أ	Ḍammah	U	U

Arabic double vowels, whose symbols are a combination of harakat and letters, are transliterated as a combination of letters, namely:

Sign	Name	Latin Letters	Name
أَي	Faṭḥah and ya	Ai	A and I
أَوْ	Faṭḥah and wau	Au	A and U

Example:

كَيْفَ : *kaifa*

هَوْل : *haula*

C. Maddah

Long vowels or *maddah* are in the form of harakat and letters, transliterated in the form of letters and signs, namely:

Harakat and Letters	Name	Letters and Sign	Name
آ اِ	Fatḥah and alif or ya	ā	a and the line above
يِ	Kasrah and ya	ī	i and the line above
و-	Ḍammaḥ and wau	ū	u and the line above

Example:

مَات : *māta*

رَمَى : *ramā*

قِيلَ : *qīla*

يَمُوت : *yamūtu*

D. Ta Marbūṭah

There are two transliterations for *ta marbūṭah*, namely *ta marbūṭah* which is alive or gets *fatḥah*, *kasrah*, and *ḍammaḥ* the transliteration is [t]. While *ta marbūṭah* which is dead or gets the letter *sukun* is transliterated as [h]. If the last word with *ta marbūṭah* is followed by a word that uses the

article al- and the reading of the two words is separated, then *ta marbūṭah* is transliterated with ha (h), for example:

رَوْضَةُ الْاَطْفَال : *rauḍah al-atfāl*

الْحِكْمَةُ : *al-ḥikmah*

E. Syaddah (Tasydid)

Syaddah or *tasydīd* which in the Arabic writing system is symbolized by a *tasydīd* sign (◌ْ) in this transliteration is symbolized by a repetition of letters (double consonants) marked with a *syaddah* sign. For example:

رَبَّنَا	: <i>rabbanā</i>
رَجَّيْنَا	: <i>rajjaīnā</i>
الْحَقِّ	: <i>al-hāqq</i>
نُعِمْ	: <i>nu'ima</i>
عَدُو	: <i>aduwwu</i>

If the letter ى is *tasydīd* at the end of a word and is preceded by a letter with the letter *kasrah* (◌ِ) then it is transliterated as *maddah* (ī). For example:

عَلِي	: <i>Alī</i> (not <i>Aliyy</i> or <i>Aly</i>)
عَرَبِي	: <i>Arabī</i> (not <i>Arabiyy</i> or <i>Araby</i>)

F. Sandang Letters

The article in the Arabic writing system is symbolized by a letter (*alif lam ma'rifah*). In this transliteration guideline, the article of faith is transliterated as usual, al-, both when it is followed by a *syamsiah* letter and a *qamariah* letter. The article does not follow the sound of the letter directly

following it. The article is written separately from the word that follows it and is connected with a horizontal line (-). For example:

الشَّمْسُ : *al-syamsu* (not *asy-syamsu*),

الْبِلَادُ : *al-bilādu*

G. Hamzah

The letter hamzah when transliterated into apostrophe (') only applies to hamzahs located in the middle and end of words. However, if the hamzah is located.

At the beginning of the word, it is not symbolised because in Arabic writing it is an alif. For example:

النَّوْءُ : *al-nau'*,

نَيْءٌ : *syai'un*

H. Writing Arabic Words Commonly Used in the Indonesian Language

Arabic words, terms or sentences that are transliterated are words, terms or sentences that have not been standardized in the Indonesian language. Words, terms or sentences that are already common and part of the Indonesian language treasury, or are often written in Indonesian writing, are no longer written according to the above transliteration method. For example, the words Quran (from al-Qur'ān), sunnah, hadith, special and general. However, when these words are part of a series of Arabic texts, they must be transliterated as a whole. Example:

Fī ṣilāl al-Qur'ān

Al-Sunnah qabl al-tadwīn

Al- 'Ibārāt Fī 'Umūm al-Lafẓ lā bi khuṣūṣ al-sabab

I. Lafẓ Al-Jalālah

The word “Allah” which is preceded by particles such as *jarr* and other letters or acts as a *mudāf ilaih* (nominal phrase), is transliterated without the letter hamzah. Example:

دِينُ اللَّهِ : *dīnullāh*

As for the *ta marbūṭah* at the end of a word that is based on *lafẓ al-jalālah*, it is transliterated with the letter [t]. Example:

لَهُ : *hum fī raḥmatillāh*

J. Capital Letters

Although the Arabic writing system does not recognize capital letters (All Caps), in transliteration these letters are subject to the provisions on the use of capital letters based on the applicable Indonesian spelling guidelines (EYD). Capital letters, for example, are used to write the initial letters of proper names (person, place, month) and the first letter at the beginning of a sentence. When a proper name is preceded by the *sandang* word (al-), the initial letter of the proper name is written in capital letters, not the initial letter of the article. If it is at the beginning of a sentence, then the letter A of the article is capitalised (Al-). The same provision also applies to the initial letter of the title of the reference preceded by the article al-, both when it is written in the text and in the reference notes (CK, DP,

CDK, and DR). Example:

Wa mā Muḥammadun illā rasūl, Abū Naṣr al-Farābī

Syahru Ramaḍān al-lazī unzila fīh al-Qur'ān

Naṣīr al-Dīn al-Ṭūs

Abū Naṣr al-Farābī

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ABSTRAK

Zahra Nadhifa, 220201110023, **Penerimaan ASN Pemprov DKI Jakarta Atas Regulasi Poligami Perspektif Partisipasi Publik (Studi Terhadap Peraturan Gubernur DKI Jakarta Nomor 2 Tahun 2025 Tentang Tatacara Pemberian Izin Perkawinan dan Perceraian)**. Skripsi Jurusan Hukum Keluarga Islam, Fakultas Sharia Universitas Islam Negeri Maulana Malik Ibrahim Malang.

Pembimbing: Faridatus Suhadak, M.HI

Kata Kunci: ASN, Peraturan Gubernur, Poligami, Partisipasi Publik

Peraturan Gubernur DKI Jakarta No. 2 Tahun 2025 tentang Tatacara Pemberian Izin Perkawinan dan Perceraian bagi ASN merupakan kebijakan baru yang diresmikan pada tanggal 6 Januari 2025. Aturan ini mengatur secara lebih ketat proses perizinan perkawinan, termasuk poligami, serta perceraian di lingkungan aparatur sipil negara. Sebagai regulasi baru, Pergub ini tentu membutuhkan penerimaan yang baik dari ASN agar dapat dijalankan secara efektif. Namun, di sisi lain, kebijakan ini juga menimbulkan perdebatan karena dianggap menyentuh ranah pribadi pegawai.

Penelitian ini bertujuan untuk menganalisis bagaimana penerimaan ASN di lingkungan Pemerintah Provinsi DKI Jakarta terhadap Peraturan Gubernur DKI Jakarta No.2 Tahun 2025 tentang Tatacara Pemberian Izin Perkawinan dan Perceraian, serta menilai kesesuaiannya dengan partisipasi publik. Penelitian ini menggunakan jenis penelitian empiris dengan pendekatan kualitatif dan uraian deksriptif analitis. Data diperoleh melalui wawancara semi terstruktur dan penyebaran kuesioner kepada 16 ASN dari berbagai instansi di lingkungan Pemerintah Provinsi DKI Jakarta, yang dipilih menggunakan teknik *snowball sampling*.

Hasil penelitian menunjukkan bahwa mayoritas ASN memiliki sikap menerima terhadap keberadaan Pergub tersebut, yakni 13 ASN menyatakan menerima, 2 menolak, dan 1 bersikap netral. ASN yang menerima menilai bahwa regulasi ini penting sebagai pedoman hukum dan moral dalam menjaga profesionalitas aparatur serta ketertiban birokrasi. Sementara ASN yang menolak beranggapan bahwa aturan ini terlalu masuk ke ranah pribadi dan berpotensi menimbulkan persepsi negatif terhadap kebijakan berisitri lebih dari satu orang. Ditinjau dari perspektif partisipasi publik Cohen dan Uphoff, penerimaa ASN terhadap pergub ini telah mencerminkan beberapa dimensi partisipasi, terutama pada tahap pelaksanaan, pemanfaatan hasil, dan evaluasi, melalui kepatuhan terhadap aturan, pemanfaatan hukum dan moral, serta pemberian masukan terhadap efektivitas kebijakan. Namun, partisipasi pada tahap pengambilan keputusan masih terbatas karena ASN tidak dilibatkan secara langsung dalam proses perumusan aturan tersebut. Dari hasil analisis tersebut dapat ditarik kesimpulan bahwa penerimaan ASN terhadap Pergub ini dapat dikatakan positif, meskipun belum sepenuhnya mencerminkan partisipasi publik yang ideal.

ABSTRACT

Zahra Nadhifa, 220201110023, **Acceptance of DKI Jakarta Provincial Government Civil Servants' on Polygamy Regulations From the Perspective of Public Participation (*A Study on the Governor Regulation of DKI Jakarta Number 2 of 2025 Concerning Procedures for Granting Marriage and Divorce Permits*)**. Thesis, Department of Islamic Family Law, Faculty of Sharia, State Islamic University Maulana Malik Ibrahim Malang.

Supervisor: Faridatus Suhadak, M.HI

Keywords: Civil Servants, Governor Regulation, Polygamy, Public Participation

The Governor Regulation of DKI Jakarta No. 2 of 2025 concerning Procedures for Granting Marriage and Divorce Permits for Civil Servants is a new policy enacted on January 6, 2025. This regulation provides stricter control over the process of obtaining marriage permits, including polygamy, as well as divorce among civil servants. As a newly established regulation, this Governor Regulation requires a good level of acceptance from civil servants in order to be implemented effectively. However, on the other hand, this policy also sparks debate as it is perceived to intervene in the private sphere of employees.

This research aims to analyze how civil servants within the Provincial Government of DKI Jakarta perceive the Governor Regulation No. 2 of 2025 concerning Procedures for Granting Marriage and Divorce Permits, and to evaluate its alignment with public participation. This study employs an empirical research type using a qualitative approach with descriptive-analytical elaboration. Data were obtained through semi-structured interviews and questionnaires distributed to 16 civil servants from various agencies within the DKI Jakarta Provincial Government, selected using the snowball sampling technique.

The findings indicate that the majority of civil servants tend to accept the existence of the regulation, with 13 respondents expressing acceptance, 2 rejecting, and 1 remaining neutral. Those who accept the regulation view it as an important legal and moral guideline to maintain professionalism and bureaucratic order among civil servants. Meanwhile, those who reject it argue that the regulation intrudes too deeply into personal matters and may create a negative perception of policies allowing multiple marriages. From the perspective of public participation theory by Cohen and Uphoff, the acceptance of civil servants toward this regulation reflects several dimensions of participation, particularly in the stages of implementation, utilization of results, and evaluation, demonstrated through adherence to the law, application of moral and legal norms, and providing feedback on policy effectiveness. However, participation at the decision-making stage remains limited since civil servants were not directly involved in the formulation process. Based on these findings, it can be concluded that the acceptance of civil servants toward this Governor Regulation is generally positive, although it does not yet fully represent the ideal form of public participation.

مستخلص البحث

زهرة نديفة، 220201110023، قبول موظفي الخدمة المدنية في حكومة مقاطعة جاكارتا الكبرى للوائح المتعلقة بتعدد الزوجات من منظور المشاركة العامة (دراسة حول لائحة حاكم مقاطعة جاكارتا الكبرى رقم 2 لعام 2025 بشأن إجراءات الزواج والطلاق). أطروحة قسم الأحوال الشخصية، كلية الشريعة، جامعة مولانا مالك إبراهيم الإسلامية الحكومية مالانغ.

المشرفة: فريدة سُهْدَك، ماجستير في الدراسات الإسلامية

الكلمات المفتاحية: موظفو الخدمة المدنية، لائحة الحاكم، تعدد الزوجات، المشاركة العامة

إن لائحة حاكم جاكارتا رقم 2 لعام 2025 بشأن إجراءات منح تصاريح الزواج والطلاق لموظفي الخدمة المدنية تُعد سياسة جديدة تم إقرارها في 6 يناير 2025. تنظم هذه اللائحة بشكل أكثر صرامة عملية منح تصاريح الزواج، بما في ذلك تعدد الزوجات، وكذلك قضايا الطلاق في بيئة موظفي الخدمة المدنية. وباعتبارها تنظيمًا جديدًا، فإن هذه اللائحة تتطلب قبولاً جيداً من قبل موظفي الخدمة المدنية من أجل تنفيذها بفعالية. ومع ذلك، أثارت هذه السياسة في الوقت نفسه جدلاً لأنها تُعتبر تدخلاً في المجال الشخصي للموظفين.

تهدف هذه الدراسة إلى تحليل كيفية تقبل موظفي الخدمة المدنية في حكومة مقاطعة جاكارتا العاصمة للائحة الحاكم رقم 2 لعام 2025 بشأن إجراءات منح تصاريح الزواج والطلاق، وكذلك تقييم مدى توافقها مع مفهوم المشاركة العامة. استخدمت هذه الدراسة منهجاً بحثياً تجريبياً بنهج نوعي وتحليل وصفي تحليلي. تم جمع البيانات من خلال مقابلات شبه منظمة وتوزيع استبيانات على 16 موظفاً من مختلف المؤسسات داخل حكومة مقاطعة جاكارتا العاصمة، باستخدام تقنية أخذ العينات بطريقة كرة الثلج.

أظهرت نتائج البحث أن غالبية موظفي الخدمة المدنية لديهم موقف متقبل تجاه وجود هذه اللائحة، حيث أبدى 13 موظفاً قبولهم، ورفض اثنان، بينما بقي واحد على الحياد. يرى الموظفون الذين قبلوا اللائحة أنها تشكل دليلاً قانونياً وأخلاقياً مهماً للحفاظ على مهنية الجهاز الإداري وانضباط البيروقراطية. بينما يرى المعارضون أن هذه اللائحة تتدخل كثيراً في الحياة الشخصية وقد تثير تصورات سلبية تجاه سياسة تعدد الزوجات. ومن منظور نظرية المشاركة العامة لكوهين وأبحوف، فإن تقبل موظفي الخدمة المدنية لهذه اللائحة يعكس عدة أبعاد من المشاركة، لا سيما في مراحل التنفيذ، والاستفادة من النتائج، والتقييم، من خلال الالتزام بالقوانين وتطبيق القيم الأخلاقية والقانونية، وتقديم الملاحظات بشأن فعالية السياسة. ومع ذلك، تبقى المشاركة في مرحلة اتخاذ القرار محدودة لأن موظفي الخدمة المدنية لم يُشركوا بشكل مباشر في عملية صياغة هذه اللائحة. وبناءً على هذه النتائج، يمكن الاستنتاج أن تقبل موظفي الخدمة المدنية لهذه اللائحة إيجابي بشكل عام، وإن كان لا يعكس بعداً المشاركة العامة المثالية.

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CHAPTER I

INTRODUCTION

A. Background

Polygamous marriage has consistently been a topic that provokes controversy across various circles, ranging from Qur'anic exegetes (*mufasssirun*) to feminist scholars, who continually strive to reinterpret and reformulate the concept of polygamy. According to Nasaruddin Umar, the practice of polygamy tends to favor men, as the moral and ethical standard of justice is often unattainable for husbands in fulfilling their responsibilities toward multiple wives.¹ This observation is supported by data from the Central Statistics Agency (*Badan Pusat Statistika*, BPS), which recorded a total of 849 divorce cases in Indonesia in 2024 attributable to polygamous marriages. The province of Jakarta ranks fourth among regions with the highest number of divorces caused by polygamy, following West Java, East Java, and South Sulawesi. This position indicates that Jakarta represents a region with a relatively high prevalence of divorce cases resulting from polygamous practices compared to other provinces in Indonesia.²

The issue of polygamy is neither prohibited by religion nor forbidden by the state. While the state permits the practice, it remains subject to specific conditions and legal requirements. The legal provisions governing polygamy are codified in several legislative instruments, including Law Number 1 of 1974 on Marriage, Government Regulation Number 9 of 1975, as well as special regulations such as Government Regulation Number 10 of 1983 and Government Regulation Number 45 of 1990, in addition to the Compilation of Islamic Law (*Kompilasi Hukum Islam*). These legal

¹ Nur Afni Khafsoh, Rukmaniyah Rukmaniyah, and Karina Rahmi Siti Farhani, "Praktik Poligami Di Indonesia Dalam Perspektif M. Quraish Shihab, Hussein Muhammad, Dan Nasaruddin Umar," *Jurnal Sosiologi Reflektif* 16, no. 2 (2022): 475.

² Badan Pusat Statistika

frameworks serve as formal guidelines containing rules and requirements for a husband who intends to engage in a polygamous marriage.³

In general, family law regulations in Indonesia apply to all citizens. However, certain specific provisions such as Government Regulation No. 10 of 1983 in conjunction with Government Regulation Number 45 of 1990 specifically regulate marriage and divorce permissions for Civil Servants and government officials.⁴ The issuance of polygamy permits for civil servants must take into account that these individuals are not only state apparatuses but also public servants who bear the moral responsibility of serving as role models in all aspects of life. This responsibility extends to the manner in which they conduct their family life, which should be managed with full accountability to prevent adverse social and moral implications for the wider community.⁵

The Provincial Government of DKI Jakarta enacted Governor Regulation Number 2 of 2025 on January 6, 2025, which officially came into force on January 14, 2025. This regulation serves as a derivative instrument of Government Regulation Number 10 of 1983 concerning marriage and divorce permits for Civil Servants.⁶ In the hierarchy of laws, a governor regulation occupies a position below that of a regional regulation (*Peraturan Daerah*), in accordance with the theory of the hierarchy of legal norms proposed by Hans Kelsen and later developed by Hans Nawiasky through the

³ Nurulia Shalehatun Nisa, Maulana Umar Inamul Hasan, and Arum Al Fakhri, "Menyoroti Poligami Bagi PNS Dalam Kajian Perundang-undangan Hukum Keluarga Islam," *Tahkim XVIII*, no. Juni (2022): 173. <https://jurnal.iainambon.ac.id/index.php/THK/article/view/3193/0>

⁴ S Aminah and R Z Mushthofa, "Izin Poligami Bagi Pegawai Negeri Sipil (Perspektif Hukum Islam Dan Hak Asasi Manusia)" *HOKI: Journal of Islamic Family ...* no. 2 (2024), 38. <https://jurnal.unismuhpalu.ac.id/index.php/JKS/article/view/7964>

⁵ Siska Putriana, Ujang Wardi, and Elfia Elfia, "Kontrol Negara Terhadap Pegawai Negeri Sipil (Studi Atas Peraturan Pemerintah No.10 Tahun 1983 Jo No.45 Tahun 1990 Tentang Perkawinan)," *Indonesian Journal of Religion and Society* 3, no. 2 (2021): 83 <https://doi.org/10.36256/ijrs.v3i2.242>.
<https://doi.org/10.36256/ijrs.v3i2.242>.

⁶ Pergub DKI Jakarta No.2 Tahun 2025 Tentang Tatacara Pemberian Izin Perkawinan dan Perceraian

Stufenbau des Rechts (hierarchy of norms) theory.⁷ Juridically, a governor regulation is established through delegation or devolution of authority from a higher legal norm. In contrast, regional regulations, as stipulated in Article 14 of Law No. 12 of 2011, are enacted to implement regional autonomy, delegated functions, or to accommodate regional specificities and further elaborate upon higher-level regulations.

Substantively, however, many provisions contained in Jakarta Governor Regulation No. 2 of 2025 are not substantially different from its parent regulation Government Regulation No. 10 of 1983 and its amendment Government Regulation No. 45 of 1990. The Jakarta Governor Regulation primarily re-adopts key provisions of those earlier instruments, such as the procedures for applying for polygamy permits, administrative requirements, and the obligations imposed upon civil servants who wish to practice polygamy.

Within this regulatory framework, several provisions of Governor Regulation No. 2 of 2025 introduce more specific adjustments, particularly regarding the conditions for polygamy as outlined in Article 5, Paragraph (1). For instance, the previous provision merely stated that a wife's inability to bear children constitutes grounds for polygamy; the new regulation now refines this by stipulating a marital period of at least ten years before such a condition may be invoked. Nevertheless, the author identified that certain provisions have yet to be harmonized with Jakarta's contemporary social realities. One such example is Article 5, Paragraph 1c, which requires that a husband possess "sufficient income" to support multiple families. As an implementing regulation, Governor Regulation No. 2 of 2025 ideally should contextualize such provisions by considering Jakarta's status as a metropolitan region with the highest provincial minimum wage

⁷ M Suhenriko, "Implementasi Teori Hierarki Hans Kelsen Terhadap Perumusan Kebijakan Di Indonesia," *Jurnal Ilmiah Multidisiplin*, no. 2 (2023): 66, <https://ejournal.lumbungpare.org/index.php/jim/article/view/191>

(UMR) in Indonesia Rp 5,396,760⁸. Given the city's high cost of living, residents inevitably face complex economic pressures, compounded by urban societal stigma against polygamous practices particularly among civil servants, who are viewed as direct representatives of the state.

This critical analysis, with all its specificities, reveals that certain articles of the Governor Regulation No. 2 of 2025 demonstrate greater specificity compared to Article 10 of its parent regulation—especially regarding the ten-year childlessness condition and financial capacity requirements. However, the regulation fails to specify the exact monetary threshold necessary to satisfy the financial criterion, leaving ambiguity that invites legal and interpretive questions. Therefore, considering these complexities and the fact that this regulation remains relatively new, this research seeks to examine the level of acceptance among civil servants within the Provincial Government of DKI Jakarta toward Governor Regulation No. 2 of 2025 on Procedures for Granting Marriage and Divorce Permits.

B. Problem Limitation

This research limits its scope to a focused examination of Chapter III, Articles 5 through 9 of the Jakarta Governor Regulation Number 2 of 2025, Which specifically address the regulation of polygamy. The analysis centers on assessing the perception and acceptance of civil servants) within the Provincial Government of DKI Jakarta toward these provisions, interpreted through the framework of public participation.

^{8 8} <https://www.bfi.co.id/id/blog/umr-2025> di akses pada tanggal 10 Sep. 25

C. Statement of Problem

1. How do Civil Servants of the Provincial Government of DKI Jakarta perceive and respond to the implementation of Jakarta Governor Regulation Number 2 of 2025 concerning Procedures for Granting Marriage and Divorce Permits?
2. How do civil servants perceive Governor Regulation No. 2 of 2025 from the perspective of public participation?

D. Objective of Research

Based on the research questions outlined above, this study aims to achieve several key objectives that will contribute to a deeper understanding of the regulation governing marriage and divorce permits for Civil Servants, as follows:

1. To examine the implementation of Jakarta Governor Regulation Number 2 of 2025 on Procedures for Granting Marriage and Divorce Permits, specifically concerning civil servants (ASN) who intend to have more than one wife.
2. To analyze the level of acceptance among civil servants in DKI Jakarta toward Governor Regulation Number 2 of 2025 on the procedures for granting marriage and divorce permits, evaluated through the lens of public participation theory.

E. Benefit of Research

This research is written with the intention that it may provide meaningful benefits to its readers. The author categorizes the significance of this study into two dimensions on theoretical significance and practical significance, as outlined below:

1. Theoretical Significance

The theoretical significance of this study lies in its potential contribution as a reference within the body of literature that may serve as a basis or comparative framework for subsequent research. This study offers a new perspective on the role of the state—not merely as a regulatory authority but also as a guarantor of the economic rights and welfare of civil servants' families, particularly in cases involving polygamous marriages.

2. Practical Significance

a. For the Researcher

This study is conducted as one of the requirements for the author to obtain a Bachelor's degree in Islamic Family Law. Moreover, it provides the author with the opportunity to gain deeper insight into the process of socializing legal regulations among the intended stakeholders and to understand the response and acceptance of civil servants (ASN) toward the governor's regulation.

b. For Civil Servants

Through this research, it is expected that civil servants will develop a more comprehensive understanding of the prevailing regulations concerning marriage and divorce permits, while maintaining their integrity and public

reputation as state officials. As public servants, civil servants are expected to set a moral and professional example in both personal and professional spheres, thereby contributing to the establishment of orderly and ethical governance.

c. For Authorized Institutions

This study aims to provide relevant institutions with a better understanding of the social implications of polygamous practices among civil servants, thereby serving as a basis for formulating more equitable and responsive policies. Furthermore, the research is expected to encourage the optimization of legal supervision and educational efforts to ensure that civil servants uphold family life consistent with applicable regulations and the ethical values expected of public servants.

F. Operational Definition

1. Governor Regulation

A Governor Regulation is a legislative instrument enacted by the governor in their capacity as the head of a provincial government. It functions as an implementing regulation whose formation is based on the mandate or delegation of a higher-level legal instrument, such as a Regional Regulation (Peraturan Daerah/Perda), a Government Regulation (Peraturan Pemerintah/PP), or an Act of Parliament (Undang-Undang). The existence of governor regulations is legally recognized and possesses binding authority, provided that they are established under a clear delegation of power or statutory mandate from superior legislation. Their primary function is to regulate technical or administrative

matters that are not comprehensively detailed in higher-order regulations.⁹

2. Polygamy

Etymologically, the term polygamy derives from the Greek words *polus* (meaning “many”) and *gamos* (meaning “marriage”). Operationally, polygamy refers to a form of marriage in which a man has more than one wife simultaneously. Within the context of Islamic law, polygamy denotes the permissibility for a husband to marry up to four wives concurrently, provided that he is able to exercise justice and fairness among them in accordance with the ethical and legal principles of the Sharia.¹⁰

3. Civil Servants

The State Civil Apparatus (ASN), constitutes a professional corps comprising Civil Servants and Government Employees under Work Agreements (*Pegawai Pemerintah dengan Perjanjian Kerja*) who serve within government institutions. ASN employees are appointed by authorized personnel management officials to perform duties within governmental positions or other state functions. They are entitled to receive remuneration and benefits in accordance with statutory provisions governing civil service employment.¹¹

4. Public Participation

Public participation represents one of the essential elements in the

⁹ Muhammad Fakhry, “Kedudukan Dan Fungsi Peraturan Pelaksana Dalam Pembentukan Peraturan Perundang-Undangan di Indonesia (Kajian Terhadap Peraturan Gubernur Nusa Tenggara Barat),” 2019: 9. <https://journal.unram.ac.id/index.php/index/en>

¹⁰ Imanuddin, “Poligami Antara Teks Dan Konteks Dan Kaitannya Dengan Nikah Siri,” *Takammul: Jurnal Studi Gender Dan Islam Serta Perlindungan Anak*, no. 1 (2022): 62, <https://jurnal.ar-raniry.ac.id/index.php/takammul/article/view/7386>.

¹¹ Presiden Republik Indonesia, “Undang-Undang Republik Indonesia Nomor 20 Tahun 2023 Tentang Aparatur Sipil Negara,” no. 202875 (2023): 1–44, <https://peraturan.bpk.go.id/Details/269470/uu-no-20-tahun-2023>.

process of public policy formulation and implementation, wherein members of society or relevant stakeholders are actively involved at every stage of policymaking. Participation is not merely defined as presence or passive support, but rather as a form of substantive engagement in both the decision-making process and the actions associated with public policy.¹²

¹² Simon Sumanjoyo Hutagalung, *Partisipasi dan Pemberdayaan di Sektor Publik*, (Malang: Literasi Nusantara Abadi, 2022), 10.

CHAPTER II

LITERATURE REVIEW

A. Previous Research

This subchapter presents a number of prior studies relevant to the topic under discussion, aimed at identifying both similarities and differences in approach. Such a review is essential to determine the novelty and academic positioning of the present research within the broader body of scholarship.

The first study is an article authored by Muhammad Gathan Indrajaya and Arman Tjoneng, entitled “*Juridical Analysis of Jakarta Governor Regulation No. 2 of 2025 in Relation to the Principle of Legal Certainty Concerning Polygamy for Civil Servants.*” The study analyzes the aforementioned regulation to assess the extent to which it aligns with the principles of legal certainty, employing a normative juridical method and library research that examine relevant regulations, legal doctrines, and theoretical frameworks concerning the rule of law.¹³ The novelty of the present research lies in its integration of an empirical approach, wherein the author explores the views and lived experiences of civil servants (ASN) within the Provincial Government of DKI Jakarta through in-depth interviews. Thus, this study does not limit itself to a textual or doctrinal examination of legal norms, but extends to analyzing how the regulation is perceived, interpreted, and implemented by the civil servants who act as its direct

¹³ Muhammad Gathanrizqi et al., “Morality: Jurnal Ilmu Hukum Analisis Yuridis Peraturan Gubernur Daerah Khusus Ibukota Jakarta No . 2 Tahun 2025 Dalam Asas Kepastian Hukum Terkait Poligami Bagi ASN (Aparatur Sipil Negara),” *Morality Jurnal Ilmu Hukum*, no. 2 (2025): 103. <https://jurnal.upgriplk.ac.id/index.php/morality/article/view/974>

executors in the field.

The second study is a thesis written by Intan Nur'aini (2025) entitled *“Legal Implications of the Polygamy Practice of Coach Hafidin.”* This thesis discusses the case of Coach Hafidin's polygamous marriage, examining the various ideas and controversies surrounding polygamy that have emerged within public discourse, and analyzing them through the perspectives of positive law and Islamic law.¹⁴ The distinction between that study and the present research lies in both its methodological approach and institutional focus. While Intan Nur'aini's study centers on an individual case analysis, the current research adopts an empirical approach aimed at exploring the perceptions, acceptance, and lived experiences of Civil Servants within the Provincial Government of DKI Jakarta toward the policy on polygamy, using in-depth interviews as the primary method of data collection.

The third study is an article written by Yuli Yani (2022) entitled *“Analysis of the Reasons for Polygamy among Civil Servants.”*¹⁵ The study employs a library research method and discusses the requirements for obtaining permission to practice polygamy among Civil Servants (PNS), accompanied by an examination of the justifications for such applications. Unlike previous studies that focused primarily on normative reasons or legal prerequisites, the novelty of the present research lies in its emphasis on the specific technical regulation governing marriage and divorce procedures for Civil Servants (ASN) within the

¹⁴ Intan Nur'aini, “Implikasi Hukum Terhadap Praktik Poligami Coach Hafidin” (Universitas Islam Negeri Maulana Malik Ibrahim Malang, 2025) <http://etheses.uin-malang.ac.id/73366/>

¹⁵ Yuli Yani, “Analisis Alasan Poligami Bagi Pegawai Negeri Sipil,” *Jurnal Tana Mana* 3, no. 1 (2022): 12. <https://doi.org/10.33648/jtm.v3i1.220>.

Provincial Government of DKI Jakarta.

The fourth study is an article by Nurulia Shalehatun Nisa, Maulana Umar Inamul Hasan, and Arum Al Fakh (2022), entitled “*Examining Polygamy among Civil Servants from the Perspective of Islamic Family Law Legislation.*” This study contextualizes the practice of polygamy among civil servants in relation to existing legal frameworks and draws upon Emile Durkheim’s structural-functional theory to analyze its sociological implications.¹⁶ In contrast, the novelty of the present study lies in its focused examination of the acceptance of Jakarta Governor Regulation Number 2 of 2025 on Procedures for Granting Marriage and Divorce Permits within the institutional context of the Provincial Government of DKI Jakarta’s civil servant (ASN).

Table 2.1
Previous Research

No.	Researcher(s)	Title of Study	Similarities	Differences / Novelty
1.	Muhammad Gathan Indraja & Arman Tjoneng (2025)	Juridical Analysis of Jakarta Governor Regulation No. 2 of 2025 in Relation to the Principle of Legal Certainty Concerning Polygamy for Civil	Both studies discuss Jakarta Governor Regulation No. 2 of 2025 concerning polygamy among Civil Servants (Aparatur Sipil Negara / ASN)	The foundation of the previous study is general legal principles, particularly the principle of legal certainty, whereas the present research is grounded in the concept of public participation.

¹⁶ Shalehatun Nisa, Umar Inamul Hasan, and Al Fakh, “Menyoroti Poligami Bagi PNS Dalam Kajian Perundang-undangan Hukum Keluarga Islam.” *Tahkim Jurnal Hukum dan Sharia*, no. 1 (2022): 178 <https://jurnal.iainambon.ac.id/index.php/THK/article/view/3193/0>

		Servants (ASN)		
2.	Intan Nur'aini (2025)	Legal Implications of the Polygamy Practice of Coach Hafidin	It discusses the practice of polygamy and the realities observed in the field.	The previous study adopts an individual case study approach, while the current research focuses on the regulatory and policy framework governing polygamy.
3.	Yuli Yani (2022)	Analysis of the Reasons for Polygamy among Civil Servants	The study analyzes the same issue, namely polygamy among civil servants (ASN).	The research discusses the requirements for obtaining permission to practice polygamy among civil servants (PNS) along with the application of the underlying justifications, whereas the present study focuses on the regulation governing such permissions.
4.	Nurulia Shalehatun Nisa, Maulana Umar Inamul Hasan, & Arum Al Fakh (2022)	Examining Polygamy among Civil Servants from the Perspective of Islamic Family Law Legislation	Both studies discuss the practice of polygamy among Civil Servants and its relevance to the prevailing legal frameworks..	The previous research employs Émile Durkheim's structural-functional analysis theory as its theoretical foundation, whereas the present study is based on the theory of public participation.

Based on the similarities and differences outlined above, it can be concluded that the novelty of this research lies in both the object of study and the analytical perspective employed. In some instances, previous studies examined similar objects but from different theoretical perspectives, while others adopted similar perspectives yet focused on different objects of analysis. The distinctive

contribution of the present study is its examination of the acceptance of Civil Servants toward the Jakarta Governor Regulation No. 2 of 2025, analyzed through the lens of public acceptance theory.

B. Conceptual Framework

1. Governor Regulation

Public policy is a term frequently used within the context of a nation's political life. Etymologically, the term *public policy* consists of two words: *policy*, which refers to a guideline for taking or implementing an action, and *public*, which pertains to matters related to the interests of society at large. In essence, public policy can be defined as a set of guidelines, rules, or decisions formulated to regulate and serve the collective interests of the public.¹⁷ Public policy plays a crucial role in promoting the improvement of public service quality, as society constitutes the primary target and beneficiary of every policy enacted by the government. The effective implementation of governmental functions and responsibilities in administering public policy is therefore essential to meet the needs and expectations of the populace.

Public policy refers to decisions and actions formulated by state administrators or public administrators; thus, it encompasses everything that the government chooses to do or not to do in pursuit of public objectives. In Indonesia's hierarchy of laws and regulations, as stipulated in Article 7, Paragraph

¹⁷ Priyo Handoko, dkk, *Dasar-Dasar Pemerintahan Partisipatif di Indoensia Pasca Amandemen UUD 1945*, (Sidoarjo: Zifatama Jawara, 2025), 90.

(1) of Law Number 12 of 2011 on the Formation of Laws and Regulations, the legal order is structured as follows¹⁸:

- a. The Constitution of the Republic of Indonesia (*UUD 1945*) and its amendments
- b. Decrees of the People's Consultative Assembly (MPR/S)
- c. Acts of Parliament (*Undang-Undang / UU*)
- d. Government Regulations in Lieu of Law (*Peraturan Pemerintah Pengganti Undang-Undang / PERPU*)
- e. Government Regulations (*Peraturan Pemerintah / PP*)
- f. Presidential Decrees (*Keputusan Presiden*)
- g. Regional Regulations (*Peraturan Daerah / Perda*)

These regulations represent the primary form of public policy, namely statutory instruments that are formally and legally codified. Every regulation from the national to the village level constitutes a form of public policy.¹⁹ The fundamental purpose of public policy is to allocate and distribute state resources, as well as to regulate the utilization of those resources for the benefit of society. It is important to note that the legal authority of a regulation operates in accordance with its position within the hierarchical structure of laws, wherein lower-level

¹⁸ Jimly Asshiddiqie, *Konstitusi dan Konstitusionalisme Indonesia*, (Sinar Grafika: Jakarta, 2018), 251.

¹⁹ Riant Nugroho, *Kebijakan Publik untuk Negara-Negara Berkembang*.37

regulations must not conflict with higher-level legislation.²⁰ Article 8, Paragraph (2) of Law Number 12 of 2011 on the Formation of Laws and Regulations stipulates that a Governor Regulation is recognized as having legal force and binding authority, provided that it is mandated by a higher-level law or established under a legitimate delegation of authority.²¹

A Governor Regulation serves as an implementing instrument of Provincial Regional Regulations (*Peraturan Daerah Provinsi*), which are legislative products established by the regional legislative body. The relationship between a Governor Regulation and a Provincial Regional Regulation, when viewed in terms of hierarchy and scope of authority, may be analogized to that between a Presidential Regulation and an Act (*Undang-Undang*), or between a Regency/Municipal Regulation (*Peraturan Daerah Kabupaten/Kota*) and a Regent/Mayor Regulation (*Peraturan Bupati/Walikota*).²² The Jakarta Governor Regulation Number 2 of 2025 on Procedures for Granting Marriage and Divorce Permits constitutes a derivative of Government Regulation Number 10 of 1983 on Marriage and Divorce Permits for Civil Servants, which was later amended by Government Regulation Number 45 of 1990.

The Jakarta Governor Regulation Number 2 of 2025 is not an entirely new legal instrument. Rather, it elaborates and specifies the procedural and

²⁰ Karisna Mega Pasha, S.H., “Hierarki Peraturan Perundang-undangan di Indonesia”, *Hukum Online*, 23 Mei 2025, diakses 24 Juli 2025, https://www.hukumonline.com/klinik/a/hierarkiperaturan-perundang-undangan-di-indonesia-cl4012/#_ftn3

²¹ Sulaiman, *Dasar Pembentukan Peraturan Gubernur*, di akses 31 Juli 2025, <https://jdih.babelprov.go.id/dasar-pembentukan-peraturan-gubernur>

²² Jimly Asshiddiqie, *Konstitusi dan Konstitusionalisme Indonesia...*, 288.

administrative provisions concerning applications for marriage and divorce permits. The regulation also serves as a preventive measure, reminding Civil Servants to adhere strictly to legal provisions governing marriage and divorce, while deterring unregistered or unofficial marriages (*nikah siri*) conducted without authorization. Consequently, this regulation seeks to ensure that no civil servant enters into a marriage or divorce without formal permission or certification from their superior, and that no ASN engages in polygamy contrary to the prevailing laws and regulations.²³

Given the large number of civil servants (ASN) under its administration, the Provincial Government of DKI Jakarta issued Jakarta Governor Regulation Number 2 of 2025 on Procedures for Granting Marriage and Divorce Permits as a technical regulation designed to strengthen supervision, clarify licensing authority, and ensure the enforcement of sanctions concerning marriage and divorce matters among civil servants. Its primary focus is to prevent unauthorized polygamous practices by establishing strict requirements, such as obtaining the consent of the first wife, providing proof of financial capability, and guaranteeing fair treatment among spouses.²⁴ The regulation seeks to restrict the ability of civil servants to have more than one wife by requiring them to fulfill a series of legal and administrative conditions before obtaining permission from their superiors.

²³ Admin, "Pergub No. 2 Tahun 2025 Melindungi Keluarga ASN dengan Memperketat Aturan Perceraian dan Perkawinan bagi ASN", *BeritaJakarta.id* 22 Januari 2025, Diakses 24 Juli 2025, <https://bpkd.jakarta.go.id/artikel/detail/735>

²⁴ Gathanrizqi et al., "Analisis Yuridis Peraturan Gubernur Daerah Khusus Ibukota Jakarta No . 2 Tahun 2025...", *Morality: Jurnal Ilmu Hukum* no. 2 (2025): 103, <https://jurnal.upgriplk.ac.id/index.php/morality/article/view/974>

One of the main reasons the author highlights Jakarta Governor Regulation Number 2 of 2025 on Procedures for Granting Marriage and Divorce Permits is to examine the extent of knowledge, understanding, and acceptance among Civil Servants under the Provincial Government of DKI Jakarta toward this regulation. This focus is particularly significant because the regulation is relatively new, and therefore may not yet be fully understood, internalized, or consistently implemented by civil servants across all administrative levels in DKI Jakarta.

2. Polygamy

In the history of Islam, polygamy was essentially a common practice during that era, reflecting the prevailing social and cultural norms in which men could marry an unlimited number of women. However, such practices were not an Islamic tradition per se. Islam did not initiate or introduce polygamy; rather, the practice had existed long before the advent of Islam as part of patriarchal societal structures of earlier civilizations. Prior to the emergence of Islam, women's lives were often regarded merely as objects serving the interests of men, leaving them powerless and unable to resist the oppressive and exploitative realities imposed upon them.

There are several hadiths indicating that polygamy had already existed prior to the arrival of Prophet Muhammad (peace be upon him), who was sent

with a divine message to reform social and cultural realities and to limit and regulate the practice of polygamy.²⁵

Among these is a hadith narrated by Ibn ‘Umar (may Allah be pleased with him):

عَنِ ابْنِ عُمَرَ، قَالَ: أَسْلَمَ غَيْلَانُ بْنُ سَلَمَةَ وَتَحْتَهُ عَشْرُ نِسْوَةٍ، فَقَالَ لَهُ النَّبِيُّ صَلَّى اللَّهُ عَلَيْهِ

وَسَلَّمَ: خُذْ مِنْهُنَّ أَرْبَعًا

*“From Ibn ‘Umar (may Allah be pleased with him), it is reported that Ghilan bin Salamah al-Thaqafi, upon embracing Islam, had ten wives, all of whom also embraced Islam with him. The Prophet Muhammad (peace be upon him) then advised him to keep only four.”*²⁶ (Narrated by al-Tirmidhi, Ahmad, and Ibn Majah).

Although the Prophet was aware that such practices were frequent and often detrimental to women, the Qur’an did not abolish polygamy in a radical or abrupt manner. Instead, both the Qur’an and Prophet Muhammad saw sought to bring about cultural transformation in response to this dehumanizing social custom. The revelation of the Qur’an served to critique and restrict the previously unlimited practice by limiting the number of wives to four, thereby establishing a more ethical and regulated framework for polygamy that demands justice and fairness toward all wives.

²⁵ Muhammad Husein. *Poligami: Sebuah Kajian Kritis Kontemporer Seorang Kiai*, . (Yogyakarta: IRCiSoD,2020), 99.

²⁶ <https://shamela.ws/book/1198/2595>, di akses 7 Agustus 2025

Allah, Exalted and Glorified be He, declares in Surah An-Nisa (4:3):

وَإِنْ خِفْتُمْ أَلَّا تُقْسِطُوا فِي الْيَتَامَىٰ فَانكِحُوا مَا طَابَ لَكُمْ مِنَ النِّسَاءِ مَثْنَىٰ وَثُلَّةَ ۖ وَرُبْعَ ۚ فَإِنْ

خِفْتُمْ أَلَّا تَعْدِلُوا فَوَاحِدَةً أَوْ مَا مَلَكَتْ أَيْمَانُكُمْ ۚ ذَٰلِكَ أَدْنَىٰ ۖ أَلَّا تَعُولُوا²⁷

“Then marry those that please you of [other] women, two, three, or four; but if you fear that you will not be just, then [marry only] one.”²⁷

With the rapid progression of time, numerous interpretations of Islam have emerged, employing diverse methodological and hermeneutical approaches. However, polygamy, from the perspective of Islamic law (sharia), is considered *qaṭʿī*, that is, definitive and absolute in its legitimacy, as it is explicitly mentioned in the Qurʾan and elaborated upon in the Sunnah. Nevertheless, the plurality of interpretations that continue to develop often overshadows the certainty of the revealed texts, thereby giving rise to differences of opinion among scholars.²⁸ Islam fundamentally upholds the principle of monogamy in marriage, as the practice of polygamy is generally understood to bring more harm (*maḍarat*) than benefit (*maṣlahah*).²⁹ The majority of Islamic jurists (*fuqahāʾ*) agree that the legal status (*ḥukm*) of polygamy falls under the category of *mubāḥ* or *khilāf al-awlā*—

²⁷ <https://quran.kemenag.go.id/>, di akses 6 Agustus 2025

²⁸ S Fajar, *Poligami Madrasah Tauhid Keluarga*, (Penerbit Adab: Indramayu, 2023), 4.

²⁹ Nurʾaini, “*Implikasi Hukum Terhadap...*” 75.

the former meaning *permissible*, and the latter meaning *legally allowed but preferably avoided*.³⁰

The principle of marriage in Indonesia also adheres to the monogamous system, meaning that a husband is permitted to marry only one woman. This provision is explicitly stated in Article 3, Paragraph (1) of Law Number 1 of 1974 on Marriage. Under Indonesian positive law, the practice of polygamy is strictly limited. Nevertheless, the law allows a husband to marry more than one wife under specific and justified circumstances. To engage in a polygamous marriage, a husband must first obtain permission from the Religious Court within his domicile. Such permission is granted only when cumulative legal conditions are fulfilled, including: the consent of the existing wife or wives, assurance of the husband's financial capability to support all wives and children, and a guarantee of fair and equitable treatment among them. These provisions are regulated in Articles 4 and 5 of the Marriage Law, further elaborated in Government Regulation Number 9 of 1975, and reaffirmed in the Compilation of Islamic Law.³¹

Beyond legal considerations, polygamy carries complex social and psychological implications for the families involved. While in some cases it may provide women with greater economic or social participation, it also risks perpetuating gender inequality when wives are not treated equitably. Conversely,

³⁰ *Tafsir Ahkam: QS. An-Nisa': 3 (Poligami)* (ISB Atma Luhur: 2020): 15.

³¹ Abdul Hajar Anwar, "Pelaksanaan Poligami Dalam Hukum Perkawinan Sebagai Hukum Positif Di Indonesia," *Ensiklopedia Education Review* no. 2 (2022): 86. <https://jurnal.ensiklopediaku.org/ojs-2.4.8-3/index.php/education/article/view/1584>

the practice can serve as a catalyst for heightened awareness of women's rights and the importance of education for wives regarding marital responsibilities. Nevertheless, understanding of rights and obligations within polygamous marriages remains an area that requires continuous improvement and broader social awareness.³²

3. Civil Servants

The status and role of Civil Servants are fundamentally distinct from those of ordinary citizens, as civil service is a profession inherently tied to state duties and bound by stricter legal and ethical regulations, particularly regarding conduct, integrity, and accountability to public interests. Civil servants serve as implementers of public policy; they are responsible for executing government programs and ensuring that public services are delivered professionally and with high quality, as stipulated in Article 11 of Law of the Republic of Indonesia Number 20 of 2020 on the State Civil Apparatus.³³ Neutrality and non-discrimination are core obligations of civil servants, requiring them to maintain political impartiality, avoid aligning with particular interests, and provide fair and equitable services to all members of society without discrimination.³⁴ Moreover, civil servants are governed by a code of ethics as stipulated in Government Regulation Number 42 of 2004, along with various disciplinary rules, distinguishing them from ordinary citizens, who are generally bound only by

³² Syaiful Anwar and Rama Wijaya Kesuma Wardani, "Poligami Dalam Hukum Kontemporer Implikasi Sosial Dan Legal," *Hutanasyah : Jurnal Hukum Tata Negara* 3, no. 1 (2024): 5-6

³³ Presiden Republik Indonesia, "Undang-Undang Republik Indonesia Nomor 20 Tahun 2023 Tentang Aparatur Sipil Negara."

³⁴ Mahkamah Agung Republik Indonesia, diakses 26 Juli 2027, <https://dilmil-jakarta.go.id/kode-etik-aparatur-sipil-negara/>

criminal and civil law.

The regulation on polygamy becomes particularly significant when applied to Civil Servants, as they are state officials who represent the image and integrity of the government in the eyes of the public. Consequently, they bear a greater responsibility to perform their duties with the highest standards of ethics and professionalism. A male civil servant who intends to enter into a polygamous marriage must obtain formal permission from an authorized official before proceeding with a second marriage. Without such authorization, the civil servant may be subject to severe disciplinary sanctions, including demotion, reassignment, or dismissal from office.³⁵ The strict regulation of polygamy among civil servants aims to safeguard the integrity and reputation of the state apparatus, preventing it from being tarnished by practices that could lead to injustice or social conflict, as well as to avoid disruptions in professional performance arising from the complexities of domestic affairs.

4. Polygamy Among Civil Servants

Legally, polygamy is permissible for all Indonesian citizens, including Civil Servants. However, civil servants are subject to stricter requirements compared to the general public, as stipulated in Government Regulation No. 10 of 1983, which was later amended by Government Regulation No. 45 of 1990 concerning Marriage and Divorce Permits for Civil Servants. These additional provisions are intended to ensure that civil servants, as both servants of the state

³⁵ Nisa, dkk *"Menyoroti Poligami Bagi PNS Dalam Kajian ... Tahkim XVIII*, 178.

and the public, can serve as exemplary figures in maintaining integrity in both their personal and professional lives.

Meanwhile, the 1974 Marriage Law (Law No. 1 of 1974) generally upholds the principle of monogamy, while still allowing polygamous practices under specific circumstances and strict legal conditions. Therefore, a civil servant who intends to practice polygamy must not only comply with the provisions of the Marriage Law, but also adhere to more complex administrative and procedural requirements in accordance with civil service regulations.³⁶

Economic conditions pose a significant challenge for civil servants who wish to practice polygamy, especially in the context of the Provincial Government of DKI Jakarta. As a metropolitan city, Jakarta has a much higher cost of living compared to other regions. The daily expenses of a monogamous household already demand a substantial budget, and for those in polygamous marriages, the financial burden can double or even triple. Polygamy often gives rise to economic difficulties within the families of civil servants, such as the inability to provide adequate financial support for all members. Many cases of polygamy among civil servants have ended in divorce due to economic hardship and domestic conflicts. With limited income, the unequal distribution of financial support can lead to a decline in welfare and psychological strain for one or more family members (wives or children).³⁷ In light of Jakarta's high living costs and professional

³⁶ LRA Anugraha, Pelaksanaan Perkawinan Poligami Aparatur Sipil Negara (ASN) Tanpa Izin Pejabat (Studi Kasus Kecamatan Praya Tengah), *Jurnal Ilmiah: Universitas Mataram*, (2024), <https://eprints.unram.ac.id/46563/>

³⁷ Wiwit Syahfitri and Fahlia, "Dampak Poligami Terhadap Kesejahteraan Rumah Tangga," *Nusantara Journal of Economics (NJE)* 3, no. 1 (2021): 35. <https://www.jurnal.uts.ac.id/index.php/nje/article/view/916>

demands, the practice of polygamy among civil servants requires serious attention and careful consideration from all relevant stakeholders.

The status of civil servants (ASN) inherently carries higher moral expectations compared to ordinary citizens. When a civil servant engages in polygamy, such actions can influence public perceptions of family norms and gender equality values. Polygamy practiced by civil servants particularly in urban environments such as Jakarta, can generate negative stigma not only toward the individual civil servant but also toward their institution and family. Given that civil servants are regarded as public role models, the practice of polygamy risks normalizing behaviors that remain socially and ethically contested. It may also widen the gap of public distrust toward state officials in upholding the principles of justice, women's protection, and child welfare.

5. Public Participation

In principle, public participation serves as a guarantee for citizens to be actively involved in the governance process and to have open access to public policy formulation. Public participation reflects a system that places sovereignty in the hands of the people and constitutes a manifestation of participatory democracy in practice. The right to participate is also an integral component of the political rights of citizens within a democratic state. In contemporary governance, public involvement in the law-making process has been increasingly developed as an effort to broaden the space for civic engagement. Such participation should not be limited solely to elected representatives in legislative bodies, but must also

directly involve the public as the primary actors in these processes.³⁸

According to the Great Dictionary of the Indonesian Language (*Kamus Besar Bahasa Indonesia, KBBI*), participation is defined as the act of taking part or being involved in an activity. This definition underscores that participation embodies the active engagement of individuals in specific processes or undertakings. As explained by Cohen and Uphoff, two prominent scholars known for their contributions to the study of community participation in development, public participation involves society at four key stages: decision-making, program implementation, benefit utilization, and evaluation of the activities carried out.³⁹

- a. Decision-Making. Participation in decision-making is a crucial stage in every governance process, particularly in community life. At this stage, the public holds a fundamental role because the decisions made will directly affect collective interests and shared welfare. Forms of participation at this stage may include attendance at meetings, involvement in discussions, providing ideas or feedback, as well as expressing responses or objections to planned programs.⁴⁰
- b. Implementation. Participation in implementation represents the continuation of decisions or plans that have been previously agreed upon. According to Uphoff, public involvement at this stage can take various forms of contribution, including labor, financial support, materials, goods,

³⁸ Joko Riskiyono, *Pengaruh Partisipasi dan Pengawasan Publik*, (Jakarta: Publica Indonesia Utama, 2022) 163.

³⁹ Simon Sumanjoyo Hutagalung, *Partisipasi dan Pemberdayaan di Sektor Publik*, 11.

⁴⁰ BIR Fauzia dan D Ariefiani, "Partisipasi Masyarakat Dalam Pengelolaan Sampah (Studi Pada Bank Sampah Kota Surabaya)", *Jurnal Aplikasi Administrasi*, no.2, (2020): 53. <https://jaa.hangtuah.ac.id/index.php/jurnal/article/view/121>

or information that facilitate the effective execution of development programs.

- c. Utilization of Results. Participation in the utilization of results concerns the extent to which the public can experience and benefit from the outcomes of a given program, both in terms of quality and quantity. Qualitatively, program success can be assessed by improvements in outcomes or outputs, while quantitatively, it may be measured by the degree to which predetermined targets have been achieved. Public participation at this stage includes material, social, and personal benefits derived from the program's implementation.
- d. Evaluation. Participation in evaluation involves the engagement of the public in assessing the overall implementation of a program. The objective is to determine whether the program has been carried out in accordance with the established plans or whether deviations and obstacles have occurred that require correction or improvement in subsequent stages.⁴¹

This affirms that public participation is a crucial element in the administration of democratic governance. Through participation, citizens are not merely spectators or passive recipients of policy outcomes, but rather active contributors in determining policy direction, implementing programs, and evaluating public initiatives. Meaningful participation requires comprehensive civic engagement through ideas, effort, and a sense of shared responsibility

⁴¹ Simon Sumanjoyo Hutagalung, *Partisipasi dan Pemberdayaan di Sektor Publik*, 11.

thereby fostering harmonious cooperation between the government and its citizens in the pursuit of common goals.

CHAPTER III

RESEARCH METHODS

Research methodology refers to the approach and techniques employed by the author to collect data in order to identify and formulate solutions to a given problem.⁴² Accordingly, this study adopts the following types and methods of research.

A. Type of Research

This study employs an empirical juridical research method, which focuses on the application of legal provisions as they interact directly with society. In this research, the data were obtained directly from the target group, namely Civil Servants within the Provincial Government of DKI Jakarta, concerning their responses and acceptance of Jakarta Governor Regulation No. 2 of 2025.

B. Research Approach

The approach used in this study is sociological juridical, applying a descriptive qualitative method. This approach focuses on analyzing how legal norms are implemented within society and how social reactions and interactions emerge from their application. In the context of this study, the descriptive qualitative approach is used to examine the perceptions, understanding, and acceptance of civil servants (ASN) within the Provincial Government of DKI Jakarta toward Jakarta Governor Regulation No. 2 of 2025 on Procedures for

⁴² Marinu Waruwu, *“Pendekatan Penelitian Pendidikan: Metode Penelitian Kualitatif, Metode Penelitian Kuantitatif dan Metode Penelitian Kombinasi”* 7 (2023).

Granting Marriage and Divorce Permits.

C. Research Location

The research location refers to the area or site where the study is conducted. In this case, the research was carried out in the Province of DKI Jakarta. The selection of this location is based on the direct implementation of Jakarta Governor Regulation No. 2 of 2025, which applies specifically to civil servants (ASN) serving under the Provincial Government of DKI Jakarta. Therefore, DKI Jakarta represents a relevant and strategic location for observing firsthand the responses and acceptance of civil servants toward this new regulation.

D. Sources of Data

To gain a comprehensive understanding of the research problem, the author collected data from various sources, encompassing both primary and secondary data.

a. Primary Data Sources

Primary data sources serve as the main references in this study and possess legally binding value in juridical research. In this research, the primary data were obtained from informants, individuals or groups who provided information in response to questions posed by the researcher.⁴³ The primary data were collected through interviews conducted with 16 Civil Servants working

⁴³ Muhaimin, *Metode Penelitian Hukum*, (Mataram: Mataram University Press, 2020), 89.

within the Provincial Government of DKI Jakarta, representing 12 different administrative units.

Table 3.1
Data of Civil Servant Informants
within the Provincial Government of DKI Jakarta

No.	Name	Official Position	Institution
1.	FH	Head of PM PTSP Unit Kelurahan Pengadegan	DPM PTSP Provincial Government of DKI Jakarta
2.	HD	Head of PM PTSP Unit Kelurahan Cikoko	DPM PTSP Provincial Government of DKI
3.	RYP	Senior Instructor (Widyaiswara Ahli Madya)	BPSDM Provincial Government of DKI Jakarta
4.	MDS	Acting Head of PM PTSP Unit, Kelurahan Kalibata	UP PMPTSP Kelurahan Kalibata
5.	SIS	Head of PM PTSP Unit Kelurahan Duren Tiga	UP PMPTSP Kelurahan Duren Tiga
6.	AM	Elementary School Teacher	SDN Makassar 03
7.	FS	Functional Officer	BKD DKI Jakarta
8.	FC	Functional Officer	BPSDM DKI
9.	C	Functional Officer	Pemprov DKI Jakarta
10.	A	Officer	BKS
11.	GP	Functional Officer	BPSDM Provinsi DKI Jakarta
12.	dr. NS	Senior Official	Dinas Kesehatan DKI Jakarta
13.	M	Civil Servant Candidate (CPNS)	DCKTRP
14.	AS	Civil Servant Candidate (CPNS)	BPKD
15.	D	Officer	BPAD
16.	POA	Functional Officer	SMA Negeri 85 Jakarta

b. Secondary Data Sources

Secondary data sources refer to data that are not obtained directly from primary sources. In this study, the secondary data include several legal and regulatory documents relevant to the research topic, such as the Jakarta Governor Regulation Number 2 of 2025 on Procedures for Granting Marriage and Divorce Permits, the Marriage Law, and Government Regulation Number 10 of 1983 (as amended) concerning Marriage and Divorce Permits for Civil Servants.

c. Tertiary Data Sources

Tertiary legal materials function as supporting sources that complement and strengthen both the primary and secondary data. In this context, the author utilized various web-based and literary references to support the information collected. These include the Maktabah Syamilah digital library, the Legal Documentation and Information Network (JDIH) of the Provincial Government of DKI Jakarta, and the official website of the Jakarta Civil Service Agency (*BKD DKI Jakarta*). Additionally, several academic books were consulted, including *Buku Kebijakan Publik untuk Negara-Negara Berkembang* by Riant Nugroho, *Buku Konstitusi dan Konstitusionalisme Indonesia* by Jimly Asshiddiqie, and *Buku Partisipasi dan Pemberdayaan di Sektor Publik* by Simon Sanjoyo.

E. Data Collection Methods

Data collection methods refer to the processes and techniques used to obtain factual information relevant to the research topic. In this study, the author employed two data collection techniques: interviews and questionnaires.

The interviews were conducted in a semi-structured format with Civil Servants within the Provincial Government of DKI Jakarta. Although a list of guiding questions was prepared beforehand, the implementation remained open and flexible to allow for deeper exploration of information. Meanwhile, the questionnaires were distributed to several DKI Jakarta civil servants who also served as respondents in this study.

F. Informant Selection Technique

Techniques for Determining Informants In this study, informants were selected using purposive sampling techniques. This technique involves selecting informants with specific objectives in line with the research topic, as these individuals are considered to have relevant and necessary information. This technique was used because from the outset, the researchers knew the criteria for subjects who were considered most relevant to provide the necessary data on the implementation of Governor Regulation No. 2 of 2025.

The criteria for determining informants include:

1. Having the status of a Civil Servant (ASN); and
2. Working in the DKI Jakarta Provincial Government environment;

Based on these criteria, the researchers selected 16 informants from various work units in the Jakarta Provincial Government, such as DPMPTSP, BPSDM, BKD, BPAD, BPKD, the Health Office, DCKTRP, and public schools. The selection of informants was carried out in a targeted manner to ensure that the

data obtained truly reflected the understanding and attitudes of ASN towards the regulations being studied.

G. Data Processing Methods

Once all the required data were collected, several systematic stages were undertaken to ensure the legal materials obtained were well-organized and methodically structured. The key stages in data processing are as follows:

a. Editing

At this stage, the author examined and verified all data to ensure completeness, clarity of meaning, and relevance to the research objectives. This included cross-checking the interview transcripts and questionnaire responses collected from civil servants (ASN) within the Provincial Government of DKI Jakarta to confirm their accuracy and adequacy.

b. Classifying

In this phase, the author grouped and categorized all data obtained from interviews, questionnaires, and other sources. As the initial data gathered from civil servants and questionnaire results were not yet fully structured, classification was necessary to align the data with the thematic framework of the study.

c. Verifying

Verification involved re-examining all interview and questionnaire data to ensure that the information accurately corresponded to the object of study. This process was carried out through direct validation with the

informants, allowing the author to confirm the reliability of the data collected from the civil servants (ASN) who participated in the study.

d. Analyzing

In this stage, the author analyzed the perceptions and acceptance of DKI Jakarta civil servants toward Jakarta Governor Regulation No. 2 of 2025 and interpreted these findings through the lens of public participation theory. All legal materials and empirical data were systematically processed and discussed in depth, with detailed explanations aligned with the objectives of the research, aiming to produce a comprehensive understanding of the issue under study.

e. Conclusion

The conclusion phase represents the final stage of the data processing process. Here, the author provides a concise summary of the findings derived from the research object, specifically evaluating the acceptance of civil servants (ASN) within the Provincial Government of DKI Jakarta toward Jakarta Governor Regulation No. 2 of 2025 on Procedures for Granting Marriage and Divorce Permits, analyzed from the perspective of public participation.

CHAPTER IV

RESULT AND DISCUSSION

A. General Overview of DKI Jakarta

The Special Capital Region of Jakarta, commonly known as Jakarta, is the capital city and the largest metropolitan area in Indonesia. Jakarta was officially established in 1527, and throughout its history, it has had several names, including Sunda Kelapa, Jayakarta, and Djajakarta during the Sultanate of Banten era. The city also served as the capital of the Dutch East Indies, known as Batavia, from 1619 to 1949. Batavia was colonized by the Dutch until Indonesia was occupied by the Japanese from 1942 to 1945. In 1966, Jakarta was officially designated as the Special Capital Region (Daerah Khusus Ibukota / DKI), holding provincial status, which it maintains to this day.⁴⁴

1. Geographical Conditions

According to the official website of the Provincial Government of DKI Jakarta, the region covers a total area of 662.33 km², consisting of five administrative cities—Central Jakarta, North Jakarta, West Jakarta, South Jakarta, and East Jakarta—and one administrative regency, the *Kepulauan Seribu*. The area distribution is as follows:

- a. Central Jakarta – 48.13 km²
- b. North Jakarta – 146.66 km²
- c. West Jakarta – 129.54 km²

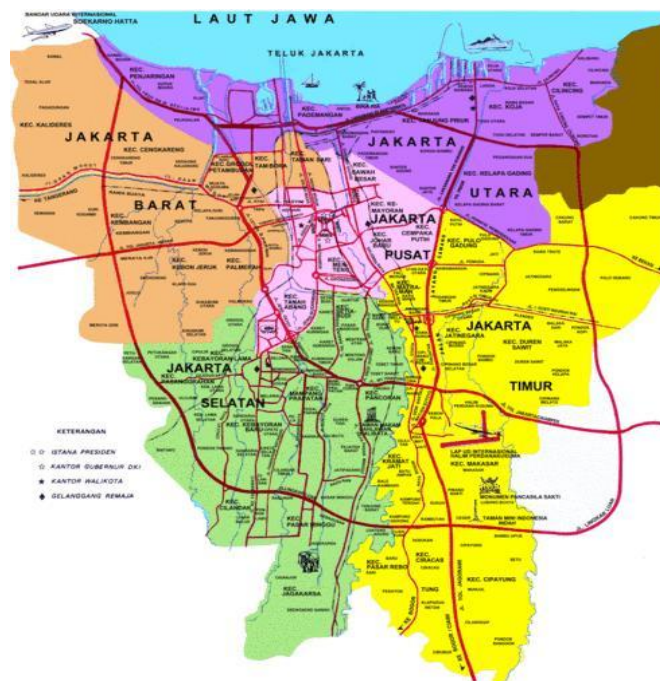
⁴⁴ Slamet Riyanto, Mahmudah Ratna Suminar, *Indahnya Pulau Jawa*, (Yogyakarta: Cahaya Harapan, 2024), 4-5.

- d. South Jakarta – 141.37 km²
- e. East Jakarta – 188.03 km²
- f. Thousand Islands – 8.70 km²

Along the northern coast of Jakarta stretches approximately 32 kilometers of shoreline, where 13 rivers, 2 canals, and 2 floodways flow into the Java Sea. To the south and east, Jakarta borders the City of Depok, Bogor Regency, City of Bekasi, and Bekasi Regency. To the west, it borders the City and Regency of Tangerang, while to the north, it is bounded by the Java Sea.

Map of the DKI Jakarta Region

Figure 4.1



Source: <https://jakarta.bpk.go.id/peta-wilayah-jakarta/>

2. Demographic Overview

As a result of its extensive geographical area, Jakarta naturally has a very large population. The Province of DKI Jakarta is recorded as the most densely populated region in Indonesia, with a population density reaching 15,978 people per square kilometer. The majority of Jakarta's population belongs to the productive age group (15–60 years), totaling 7,613,510 people or approximately 71.52% of the total population. Meanwhile, the non-productive age group (0–14 years) accounts for 2,413,151 people or 22%, and the post-productive age group (above retirement age) comprises 618,115 people or 5.80%.⁴⁵

The total population of DKI Jakarta in 2025 is recorded at 10,677,975 inhabitants. Of this number, 29,088 reside in the Thousand Islands (Kepulauan Seribu), 2,219,225 in South Jakarta, 3,085,058 in East Jakarta, 1,038,396 in Central Jakarta, 2,487,199 in West Jakarta, and 1,819,009 in North Jakarta.⁴⁶ The more than 10 million residents are distributed across 44 districts (kecamatan) and 182 sub-districts/villages (kelurahan) within the Province of DKI Jakarta.

Given its large population and the complexity of its administrative governance, the government employs thousands of Civil Servants (ASN) across various sectors to ensure the smooth operation of public administration and service delivery. The following data present the number of civil servants categorized by position and gender, reflecting the human resource structure and distribution within the regional government of DKI Jakarta Province.

⁴⁵ <https://www.jakarta.go.id/tentang-jakarta>, di akses pada 25 September 2025

⁴⁶ Nurul Hasanudin, *Provinsi DKI Jakarta Dalam Angka 2025*, 2025, 98.

Table 4.1
Distribution of Civil Servants in DKI Jakarta by Position and Gender

Office Position	Male	Female	Total
Jabatan Pimpinan Tinggi Utama	6	-	6
Jabatan Pimpinan Tinggi Madya	398	92	490
Pimpinan Tinggi Pratama	1.680	578	2.258
Administrator	3.346	1.446	4.792
Pengawas	7.182	4.161	11.343
Eselon V	259	131	390
Jabatan Fungsional Dosen	2.266	2.543	4.809
Jabatan Fungsional Guru	12.170	26.564	38.734
Jabatan Fungsional Medis	5.233	18.026	23.259
Jabatan Fungsional Teknis	45.494	36.077	81.571
Jabatan Fungsional Umum/Pelaksana	55.283	40.568	95.851
Total	133.317	130.186	263.503

Source: *Provinsi DKI Jakarta Dalam Angka 2025*.⁴⁷

The demographic data indicate that Jakarta is not only the political and economic center of Indonesia but also a region characterized by highly complex social dynamics. The high population density and the diverse socio-economic backgrounds of its residents demand that the provincial government maintain a robust administrative system. This condition directly contributes to an increasing demand for efficient and equitable public services.

In this context, the presence of the Civil Service Apparatus plays a strategic role as both policy implementers and service providers for the public.

⁴⁷ Nurul Hasanudin, *Provinsi DKI Jakarta Dalam Angka 2025*, (Jakarta:2025), 46-47.

The structure and distribution of ASN within the Provincial Government of DKI Jakarta reflect the extent to which the government is able to balance its bureaucratic capacity with the complex needs of its citizens. Therefore, the acceptance and responsiveness of civil servants toward various policies, including regulations concerning marriage and divorce, constitute a crucial aspect in achieving professional, accountable, and socially responsive governance in the nation's capital.

B. Data and Discussion Results

2. Civil Servants' (ASN) Acceptance of Jakarta Governor Regulation No. 2 of 2025 on Procedures for Granting Marriage and Divorce Permits

As a basis for discussion, it is necessary to first explain the provisions set forth in Chapter III of Jakarta Governor Regulation No. 2 of 2025, specifically Articles 5 to 9, which regulate the procedures for granting permission to civil servants to have more than one spouse. This section explains in detail the administrative requirements, justifiable reasons, obligations of civil servants applying for permission, as well as the procedures for submitting and assessing applications by immediate superiors and authorized officials. These provisions include, among others, the requirement to attach the first wife's consent document, consideration of certain conditions that allow for the submission of a polygamy application, assessment of the civil servant's ability to ensure fairness, and the mechanism for evaluating applications as outlined in Articles 5 to 9 in a gradual and systematic manner.

After understanding the regulatory data, the researchers conducted in-depth interviews with civil servants in the Jakarta Provincial Government to assess how the provisions were perceived and accepted by civil servants. The results of the interviews conducted by the researchers with civil servants in the Jakarta Provincial Government showed a variety of views regarding their acceptance of Jakarta Governor Regulation No. 2 of 2025 concerning Procedures for Granting Marriage and Divorce Permits, which specifically regulates provisions regarding permission to have more than one wife among civil servants. The views that emerged were not only related to the substance of the Governor Regulation, but also touched on various other aspects.

To provide a comprehensive understanding of the ASN's reception of this regulation, the discussion in this section is organized into several parts. First, it will examine the extent to which the socialization and dissemination of Jakarta Governor Regulation No. 2 of 2025 have been carried out and received by civil servants. Second, it will analyze civil servants' assessments of the overall content and clarity of the provisions, particularly those found in Chapter III of the Regulation, which outlines the requirements for marriage and divorce permits. Finally, this section will present feedback and evaluations from civil servants regarding the future implementation of Jakarta Governor Regulation No. 2 of 2025 on Procedures for Granting Marriage and Divorce Permits.

a. Socialization

The socialization of the governor's regulation constitutes a crucial step to ensure that the policies established by the regional government are well

understood and effectively implemented by all relevant stakeholders. Generally, socialization activities are conducted through various official forums such as departmental meetings, both offline (in-person) and online (virtual), in order to reach a broader range of participants.

The socialization process itself was carried out using common administrative methods, such as official coordination meetings or monthly routine gatherings, during which the content of the governor's regulation was presented.⁴⁸ The implementation of these socialization activities was also supported by the dissemination of digital documents uploaded via the official website of the DKI Jakarta Provincial Government, social media platforms, and internal circulars accessible to both civil servants (ASN) and the general public.

Based on the interview results, it was found that the socialization of Governor Regulation No. 2 of 2025 was conducted through several means, both online and offline. Some civil servants stated that the socialization was conducted virtually, through online media such as Zoom meetings or webinars. As expressed by informants HD, FH, and MDS, they attended the socialization sessions of Governor Regulation No. 2 of 2025 virtually via Zoom meetings organized by the Regional Personnel Agency (BKD). According to them, these sessions were quite helpful in understanding the key points regarding the procedures for marriage and divorce permits, even though the duration was relatively short and did not provide sufficient space for open discussion.

“Secara kepegawaian di informasikan ya, karna kan yang handle masalah perkawinan, perceraian, nambah tunjangan istri dan tunjangan anak itu

⁴⁸ <https://bpkd.jakarta.go.id/artikel/detail/735>, di akses pada 30 September 25

kan kepegawaian. Nah kepegawaian itu dari kita dari dinas penanaman modal dan PTSP itu menginformasikan rapat rapat yang mereka adakan sebelumnya, rapat rapat sosialisasi yang udah mereka terima di informasikan ke bawah. Seperti pergub ini saya inget pernah ada zoom meeting nya bahwa di informasikan nih ada ketentuan ini. Karna biasanya tu tiap tiga bulan ada zoom meeting kepegawaian, ya isinya kaya tadi misalnya permohonan cuti, informasi pergub baru, di update terus, di sampein pas disitu.”⁴⁹

“Iya saya tau waktu itu pernah ada zoom nya saya inget. Biasa rapat berapa bulanan gitu kan sama kepegawaian, terus dikasih tau disitu. Sama ini juga sih saya liat di tiktok, karna sempet viral ya itu.”⁵⁰

“Oh iya, pernah baca tapi belum semuanya sih sekilas aja. Iya waktu itu ada zoom meetingnya memang itu rapat rutin bulanan gitu tapi di selipkan info info baru termasuk si pergub ini. Sama saya juga baca dari berita di internet, di webnya detik.”⁵¹

Meanwhile, other informants such as RYP, AC, and POA mentioned that the socialization was also conducted face-to-face through monthly official meetings at the provincial level, attended by employees from various governmental units. Informant POA explained that the socialization was implemented at the regional level, specifically at the East Jakarta Mayor’s Office, where the heads of work units elaborated on the purpose of Governor Regulation No. 2 of 2025 and the obligations of civil servants to obtain permission before proceeding with marriage or divorce. Through such forums, employees received a

⁴⁹ HD, interview, (Jakarta, September 15, 2025)

⁵⁰ FH, interview, (Jakarta, September 15, 2025)

⁵¹ MDS, interview, (Jakarta, September 18, 2025)

general explanation of the current personnel rules and administrative policies, including new regulatory updates.

“Ada sosialisasi saya inget, itu di tingkat provinsi ada, tapi saya waktu itu ga ikut karna ada kesibukan lain. Tapi sosialisasinya memang ada.”⁵²

“Sosialisasinya lewat rapat dinas, disampaikan bersamaan dengan pembahasan aturan-aturan baru yang lainnya juga. Disitu dijelaskan mengenai tujuan adanya aturan-aturan baru tersebut.”

“Sosialisasi diadakan di kantor wali kota Jakarta Timur, sosialisasi dalam bentuk rapat. Harusnya (informasinya) sampai ya ke semua pegawai di wilayah sampai ke bawah bawah.”

In addition to Zoom meetings and official department meetings, the socialization activities were also carried out in the form of seminars and webinars, aimed at ensuring that all civil servants (ASN) could fully understand the substance and objectives of Jakarta Governor Regulation No. 2 of 2025 on Procedures for Granting Marriage and Divorce Permits. According to informants C, FC, and H, these activities formed a crucial part of the government’s efforts to guarantee the consistent and comprehensive implementation of the regulation. Seminars organized by government institutions served as an important medium for disseminating policy information, allowing employees to acquire a holistic understanding of the legal framework and its practical implications. Furthermore,

⁵² HD, interview, (Jakarta, September 17, 2025)

the online format was considered highly effective because it enabled participation from various regional offices without requiring physical presence, as described by several informants below.

“Waktu itu bentuknya seminar. Pas seminar itu dijelaskan langsung bahwasannya ada keluar pergub baru, kemudian dipaparkan isinya dan tujuan penerapannya.”

“Pernah ada sosialisasi lewat webinar membahas pergub baru ini. Ini (webinar) lumayan bikin lebih efisien ya karna bisa diikuti dari mana aja.”

“Saya tau dari seminar, waktu itu dijelaskan juga kaitannya dengan aturan hukum dan tanggung jawab ASN.”

Beyond Zoom meetings, departmental meetings, and seminars, the socialization of this regulation was also implemented through public briefings involving several representatives of civil servants from various work units. According to informants FS and A, including officials from the regional personnel division responsible for managing civil service affairs, this method was perceived as an effective way to disseminate official information to a broader audience within the government structure.

“Dulu sempat ada pemaparan publik, di situ dijelaskan poin-poin pergub yang baru. Bagus sih, supaya semua ASN tau arah kebijakan.”

“Kami sudah lakukan pemaparan publik, harapannya supaya semua ASN tau dan paham isi pergubnya serta bagaimana pelaksanaannya di lapangan.”

On the other hand, informant SIS stated that, to the best of his knowledge, no formal or specific socialization event had yet been conducted concerning Governor Regulation No. 2 of 2025. However, he mentioned that he had once been invited by the Jakarta Regional Personnel Agency (*BKD DKI*) to participate in a focus group discussion (FGD) that addressed the issues faced by civil servants who have more than one wife, as regulated in the Governor's Regulation.

*“Sosialisasi setau saya belum, cuma dulu saya pernah diundang sama BKD. Waktu itu FGD topiknya ini, permasalahan yang dihadapi oleh PNS yang memiliki istri lebih dari satu. Jadi waktu itu kami bahas terkait ini.”*⁵³

Although various socialization efforts have been carried out by the regional government through Zoom meetings, departmental briefings, seminars, webinars, and FGDs a number of civil servants stated that they had never personally participated in any of these activities. Instead, they reported learning about Jakarta Governor Regulation No. 2 of 2025 only through informal channels, such as conversations among colleagues or social media posts.

Unlike the previous informants, participants dr. NS, M, AS, and D expressed that they had never received any form of official socialization regarding Governor Regulation No. 2 of 2025 on Procedures for Granting Marriage and Divorce Permits, whether through formal forums or online sessions. They argued

⁵³ SIS, interview, (Jakarta: Oktober 23, 2025)

that information concerning this regulation had not been disseminated evenly across government offices, and their awareness was limited to second-hand information obtained informally, without any official clarification from their institutions.

“Saya belum pernah dapat sosialisasi soal Pergub ini secara langsung. Cuma tau aja ada pergub baru keluar, itu pun cuma sekilas dari cerita teman.”
“Belum pernah ada sosialisasi langsung setau saya. Kalo saya sendiri belum ngerasa pernah ikut sosialisasi yang khusus bahas pergub ini, mungkin memang belum merata ya, jadi banyak yang belum tahu detail isi pergubnya.”

“Saya belum pernah ikut sosialisasi apa pun tentang Pergub ini. Taunya sekilas aja cuma dari obrolan sama teman kantor.”
“Saya belum pernah ngerasa ikut sosialisasi langsung yang resmi gitu ya. Taunya cuma dari teman yang cerita soal adanya pergub baru tentang perkawinan perceraian gitu.”

In conclusion, Governor Regulation No. 2 of 2025 has indeed been disseminated to civil servants through various socialization mechanisms implemented by the regional government—ranging from Zoom meetings to focus group discussions. However, there remains a significant number of civil servants who have not received direct exposure or official explanation regarding the regulation. Many of them were only aware of its existence through social media or informal communication within their workplace. This situation indicates that the dissemination of information has not yet been fully equitable, leading to uneven levels of understanding among civil servants regarding the content, purpose, and implications of Jakarta Governor Regulation No. 2 of 2025 on Procedures for Granting Marriage and Divorce Permits.

b. Civil Servants' Understanding of the Governor Regulation on Polygamy Regulations

With regard to perspectives on the content of Jakarta Governor Regulation No. 2 of 2025 on Procedures for Granting Marriage and Divorce Permits, particularly Chapter III, which outlines the requirements for obtaining permission to have more than one wife, civil servants (ASN) expressed diverse views. Several informants considered that the regulation already embodies a sense of fairness, as it establishes a clear and comprehensive mechanism.

Informant HD stated that the procedural requirements which oblige the husband to obtain consent from the first wife, superior officer, and official registration with the Office of Religious Affairs (KUA) ensure that polygamy cannot be practiced arbitrarily. Consequently, the rights of the first wife and the children remain protected. Informant SIS emphasized that the requirement of sufficient income is also essential, as it ensures that a male civil servant is capable of distributing his responsibilities fairly among each family, including living expenses, children's education, household needs, and regular allowances.

Similarly, informant FS observed that the regulation balances the interests of both parties. In addition, the existence of disciplinary sanctions for ASN who violate the regulation is seen as a safeguard that the policy will be implemented firmly and without bias. This approach, according to informant D, aligns with moral principles, religious norms, and the value of justice, thereby providing a sense of security for all parties involved.

“Adil apabila semua pihak sepakat dan setuju. Atau lebih lebih jika

menjalankannya tetap sesuai syariat islam atau ketentuan agamanya masing-masing. Karna kan semua juga udah diatur di keyakinan masing-masing”

“Kalo poligami itu kan syariat islam yah, jadi yang namanya syariat harus selalu kita pandang positif, bahwa itu memang perilaku yang pernah dicontohkan oleh Nabi Muhammad. Kalo dari konteksnya si pergub ini menurut saya sudah membawa keadilan ya. Karna itu tadi harus ijin dulu, ribet lagi ijinnya. Artinya ijinnya ini harus ke banyak pihak, dari pihak istri, dari atasan, apalagi sepengetahuan saya kalo mau poligaminya itu dicatatkan secara resmi, si pengadilan agamanya harus manggil istri pertama. Baru pencatatan poligaminya dapat dicatatkan di KUA. Jadi saya rasa dengan adanya mekanisme seperti ini sudah adil. Adil buat pihak istri, adil juga buat anak-anaknya,”⁵⁴

“Memiliki penghasilan yang cukup berarti ASN pria memiliki penghasilan yang sangat baik untuk dibagi ke istri pertama dan istri kedua. Prinsip keadilan juga perlu diperhatikan untuk pembagiannya, adil bukan berarti dibagi sama rata ya. Untuk kebutuhan masing-masing istri boleh sama, namun itu di luar biaya pendidikan dan kebutuhan anak. Tolak ukur yang jelas untuk menilai kecukupan penghasilan di Jakarta dapat menggunakan UMR. Adapun untuk biaya rumah tangga masing-masing istri berbeda. Sehingga biaya rumah, listrik, makan, pendidikan, kesehatan, sosial, rekreasi, dan lain-lain harus tetap ditanggung oleh suami. Suami harus bertanggung jawab untuk menjaga istri dan anaknya berperut kenyang, badan sehat dan menjamin otak anak-anaknya cerdas, maksudnya kasih hak nya mereka untuk tetep nempuh pendidikan, itu harus mampu biayain sekolahnya. Pada praktiknya pergub ini belum bisa memberikan keadilan bagi semua pihak, terutama istri pertama.”⁵⁵

“Adil, dikarenakan mengakomodir keadilan dan kepentingan kedua belah pihak. Disamping itu, apabila pegawai ASN dimaksud tidak dapat berlaku adil, maka akan diberikan hukuman disiplin sesuai Peraturan Pemerintah No. 94 Tahun 2021 tentang Disiplin Pegawai dan Peraturan Gubernur No. 8 Tahun 2024 tentang Disiplin Pegawai Negeri Sipil. Jadi semua itu sudah diatur dan tidak mementingkan pihak-pihak tertentu saja. Memiliki penghasilan yang cukup, dimaksudkan disini adalah memiliki gaji dan tunjangan yang melekat pada gaji, sama tambahan penghasilan pegawai atau tunjangan kinerja daerah, tunjangan transportasi, dan insentif yang diperoleh secara rutin setiap 1 bulan, yang diperoleh sesuai dengan dengan peraturan dan ketentuan yang berlaku. Dan perlu diketahui, penghasilan ASN di Jakarta lebih tinggi dari upah minimum Provinsi, dan termasuk 10 besar tertinggi dilingkungan instansi pemerintah pusat dan daerah. Jadi kalo dibilang harus ada nominal sekian sekian, sebenarnya dari yang tadi saya sebutkan udah bisa kebaca ya, bisa dibilang sangat cukup”

⁵⁴ HD, interview, (Jakarta: September 15, 2025)

⁵⁵ SIS, interview, (Jakarta: Oktober 23, 2025)

Informant FH noted that the provisions are fundamentally fair because they are grounded on solid reasoning.

“Adil sih adil ya, karena disini ada alasan yang mendasari, misalnya tidak dapat memiliki keturunan sampai sepuluh tahun, cacat, cuman ya adil kalo dia bisa nurutin ini. Kan yang sering kita temuin di lapangan apa, ya yang selingkuh, kalo ga selingkuh ya istri satu nya ga terima. Soalnya kalo terima kan duitnya di bagi sana sini. Jadi kalo dia memang bisa mengikuti (peraturan) ini secara mutlak, pasti adil. Tapi kalo ada yang cacat satu aja misal di poin penghasilan dia kurang, ya udah ribut, gagal adilnya. Kalo secara peraturannya sih menurut saya sudah cukup adil, tinggal bagaimana si pelaku poligami ini melaksanakan (aturan) atau nggak.”⁵⁶

Informant M stated that the regulation is fair enough because Article 5 Paragraph 1(f) already includes a mandate to act justly.

“Ya peraturan ini cukup adil sebenarnya, karna di pasal 5 ayat 1 poin f sudah ada tertulis amanat untuk sanggup berlaku adil. Tapi ini juga harus di breakdown ya, adil tuh adil yang kaya gimana. Karna ini aturan untuk asn ya otomatis harus bisa berkaca ke gaji dan tunjangan yang diterima asn.”

On the other hand, informants RYP and MDS viewed the regulation as an improvement over previous ones, as it clarifies aspects that were previously ambiguous. They highlighted provisions such as the required duration of marriage before polygamy may be permitted, the stipulation of sufficient income, and the mandatory official registration process as concrete steps to reduce harmful polygamy practices that disadvantage first families. Although they recognized that the current regulation is more assertive, these informants stressed the need for clearer quantitative indicators, such as minimum wage benchmarks (UMR) or a cost-of-living index, to avoid inconsistent implementation across agencies.

⁵⁶ FH, interview, (Jakarta: September 15, 2025)

With such clarity, they expected the licensing process to become more transparent, fair, and measurable, ensuring better protection for wives and children in civil-servant families.

“Kalo saya bilang sih terkait istri sampai sepuluh taun, maksudnya pemprov ingin mempertegas, karna kan berbeda pendapat ya, ada yang bilang lima taun. Nah disini pak gubernur ingin memperjelas berapa lama sih, kalo dia baru 5 taun ya nanti aja. Karna kan ada yang tujuh atau lapan taun baru punya keturunan. Lalu selanjutnya terkait penghasilan. Nah tadinya kan cuma penghasilan yang cukup ya, ini juga masih sumir tapi lebih jelas dibandingkan sebelumnya. Dimana disini jelas membiayai para istri dan para anaknya. Karna kita ga pengen sebetulnya dengan ASN menikah lagi, keluarga yang pertama jadi terbengkalai. Walaupun tadi, kalo dibilang harus 3x UMR misal, ya sebenenrya DKI penghasilnyannaya misal udah 5x UMR, jadi kalo dibilang gitu mungkin agak kurang pas, jadi balik lagi sih penghasilan yang cukup itu kan relatif ya, mestinya ada keterangan dia ini siapa ada sampingan apa engga gitu.”⁵⁷

“Itu yang kalo saya liat tidak diatur ya, kriteria atau tolak ukur penghasilan yang cukup. Jadi perlunya ada indikator atau peraturan turunan gitu ya, yang menyebutkan cukup itu seberapa karna cukupnya seseorang dengan lain bisa berbeda. Misalnya kalo mau dibuatkan peraturan yang berlaku sama mungkin coba berdasarkan upah minum provinsi, atau penilaian kebutuhan hidup yang layak di jakarta berapa rupiah sih, sama indeks biaya hidup di jakarta berapa sih, sehingga ketentuan-ketentuan itu bisa melindungi warga ataupun istri ke dua atau suami yang nanti mau punya istri ke dua. Sehingga semua merasa tercukupi atau adil berkehidupannya, jangan sampe dia menikah malah merugikan salah satu pihak. Jadi saya kira harus ada peraturan yang mengatur indikator kecukupan itu berapa.”⁵⁸

Nevertheless, informants C, AN, and AM remained skeptical—and even opposed—the regulation, arguing that polygamy inherently carries the potential for injustice, whether moral, social, or financial. They emphasized that the requirements listed in the regulation are abstract, difficult to assess objectively, and fail to account for the individual circumstances of each civil servant, including lifestyle, social background, health, and personal needs.

⁵⁷ RYP, interview, (Jakarta: September 17, 2025)

⁵⁸ MDS, interview, (Jakarta: September 18, 2025)

Furthermore, some informants highlighted that even though formal regulations exist, polygamy still tends to cause harm to first wives, children, and other parties, particularly when the licensing mechanisms are not properly followed. They stressed that justice does not solely depend on written law but also on awareness, responsibility, and mutual consent among all involved.

Informant FH added that such regulation might even create tension in family life, especially if not adapted to each individual's social and economic conditions. He observed that a general rule without specific indicators could lead to inequity, especially regarding the distribution of financial responsibilities and additional household burdens arising from a second marriage.

“Ya ini yang kadang jadi pemicu keributan, kalo PPSU, UMR cukup bagi dia, perbulan tuh idup. Tapi bagi pejabat ini banyak apanya ya, lets say patungannya, non budgeter, itu kan mengganggu biaya rumah tangga. Seharusnya ada indikator atau ada standar operasional nya lah ya, ini masih terlalu random mestinya diambil dari yang mau nikah ini dia staff apa dia kepala. Kalo yg tidak bisa melahirkan keturunan sampai sepuluh taun, masa tunggu ajasih, biar adil, yang laki bisa cari perempuan lagi, yang perempuan bisa cari laki lagi, adil buat keduanya.”⁵⁹

“Disini tidak ada tolak ukur kecukupan, tapi memang kalo menurut saya tidak akan ada tolak ukur yang jelas untuk menilai sebuah penghasilan, sekalipun kalo emang udah di tentuin nominalnya gitu nanti sama pergub. Karena kebutuhan seseorang kan berbeda-beda walaupun dengan gaji yang sama, tergantung pengeluaran mereka.”

“Tidak (adil), karena pasal 5 ayat 1 huruf c, d, dan e itu sesuatu yang tidak bisa diukur secara objektif ya kalo menurut saya. Tidak jelas sih, abstrak. Semua orang kan memiliki kebutuhan yang berbeda-beda, tergantung dimana daerah tinggal, terus juga latar belakang sosial, belum lagi gaya hidup, kondisi kesehatan dan faktor-faktor lainnya.”

⁵⁹ FH, interview, (Jakarta: September 15, 2025)

“Isi dari peraturan ini memiliki maksud yang baik. Tapi kalo menurut saya tidak baik bagi seorang ASN untuk berpoligami, karena poligami bagaimanapun bentuknya tidak akan adil.”

It can therefore be observed that although the polygamy provisions in Jakarta Governor Regulation No. 2 of 2025 on Procedures for Granting Marriage and Divorce Permits represent an improvement over previous frameworks, there remains a pressing need for clearer and more concrete indicators. Such clarification is essential to ensure that the regulation can be implemented equitably, without causing disadvantage to the first family or other affected parties, while also preventing potential domestic conflicts among civil-servant households engaged in polygamous marriages.

The regulation on polygamy contained in Jakarta Governor Regulation No. 2 of 2025 is therefore viewed as an effort to establish justice for all parties involved. It is considered reasonably fair because it is grounded in legitimate rationales, such as infertility or specific medical conditions. Polygamy is also regarded by some as a part of Islamic law (sharia) that deserves respect, provided it is conducted through a clear procedural mechanism and with the consent of all relevant parties. Conversely, the existence of this regulation is seen as enhancing legal protection particularly for women who were previously unprotected under unregistered marriages (*nikah siri*). It is likewise emphasized that education and counseling are essential so that the practice of polygamy is not merely driven by personal desire but undertaken with mature responsibility and a conscious understanding of its social consequences.

c. Recommendations and Evaluation

As part of a reflection on the implementation of Governor Regulation Number 2 of 2025 on Procedures for Granting Marriage and Divorce Permits for Civil Servants (ASN) within the Provincial Government of DKI Jakarta, several informants offered recommendations and evaluations based on their experiences and perspectives regarding the policy's implementation. The feedback provided reflects a range of viewpoints—from frontline staff, structural officials, and administrators involved in personnel oversight.

A number of informants emphasized the need to clarify indicators and criteria in Jakarta Governor Regulation No. 2 of 2025 so that licensing for polygamy among civil servants can be conducted objectively, transparently, and without ambiguity. Informant FH highlighted the importance of indicators related to household costs, maximum number of wives, income allocation, and a workable definition of justice, so that the regulatory mechanism can be implemented consistently and fairly. AM stressed that the regulation should be further reinforced to prevent harm arising from divergent interpretations, while POA underscored the need for clarity regarding spousal allowance rights, ensuring that implementation does not create confusion or uncertainty for the civil servants involved.

“Harus ditambahkan indikator biaya yang cukup untuk satu keluarga seperti apa, karna indikatornya gaada, terus adil gimana, mengganggu pelaksanaan tugas tu gimana. Terus ditetapkan maksimal berapa orang, lebih dari satu tuh berapa. Kriteria adil itu seperti apa, apakah jam nya harus sehari disana sehari disini, membagi jumlah penghasilan, seperlapan apa seperempat apa berapa. Sama ini sih ya saya sebagai atasan kan kalo begini sering terlibat, ya kalo bisa jangan terlalu di libatkan, karna itu bersifat pribadi, walopun kita sebagai pengendali dia ya. Secukupnya aja, kita izinin atau kita ga izinin, udah

gitu aja gak sampe liat penghasilannya berapa segala macem.”⁶⁰

“Perlu lebih ditegaskan lagi, mungkin yang masih multitafsir kayak gini kan, agar tidak ada yang menjadi korban.”

“Dari yang disosialisasikan pada saya waktu itu, dan pemahaman saya setelah ikut sosialisasi. Satu, boleh poligami kalo tidak melanggar ajaran agama dan istri, dua, yang akan mendapat tunjangan istri hanya istri pertama, sedangkan istri ke-2 tidak mendapat tunjangan. Ya harusnya lebih dijelaskan terkait tunjangan ataupun pensiunan. Yang kayak gini kan bikin bingung, diperbolehkan tapi tetep gak dikasih jaminan gitu.”

Other informants emphasized the importance of Standard Operating Procedures (SOPs) and a clearly defined licensing mechanism so that the regulation can be implemented systematically and accountably. For example, informant HD proposed SOPs to govern the application process, the assessment of sufficient income, and the deliberative work of the consideration team, so that decisions are consistent and objective. Informant M added that derivative regulations are necessary to guide implementation and prevent legal uncertainty, while informant SIS emphasized the need for thorough administrative verification, including first wife’s consent, medical certificates, and court rulings, to ensure that all procedures conform to the prevailing legal framework.

“Namanya pergub kan masih generalis ya bahasa bahasanya. Tapi kan nanti kayak ini ke 3 pasal 7 berarti kan nanti butuh SOP. Nah SOP ini yang ngatur harusnya sih BKD ya, butuh SOP bagaimana nih kalo ASN mau mengajukan. Buat atasan langsung juga ketika memberikan izin yes or no nya gimana. Cuma itu butuh SOP bagaimana sih cara mengukur penghasilan yang cukup, misal apakah nanti ada BI Checking dulu untuk tau penghasilan dia segini gitu atau gimana. Tapi takutnya, kita nih negara hukum ya tapi jangan sampai terlalu dalam ke ranah individu, khawatirnya bahasa seperti ini, takut mengganggu privasi dari si individu itu. Intinya, pergub ini perlu standar

⁶⁰ FH, interview, (Jakarta: September 15, 2025)

operasional buat pelaksanaan. Mungkin itu sih SOP yang mendesak untuk dibuat, bagaimana mau mengajukan dan bagaimana memberikan izin dan tidak memberikan izin. Tuh disini ada tim pertimbangan, nah tim pertimbangan itu gimana komposisinya, tim pertimbangan tuh ada rapatnya ngga, standarnya apa, namanya berpoligami ini apakah jadi suatu yang sifatnya rahasia atau boleh diumumkan.”⁶¹

“Saran saya terhadap regulasi Pegawai ASN pria yang akan beristri lebih dari seorang adalah memperketat persyaratannya. Perlu dilakukan pemeriksaan dengan seksama di bagian persyaratan izin tertulis dari istri pertama, surat keterangan dari dokter pemerintah yang membuktikan adanya alasan sah (misalnya istri cacat badan atau tidak dapat melahirkan keturunan), sama putusan pengadilannya. Harapannya biar ga ada yang kelewat jadi pemeriksaannya betul betul di periksa ya.”

“Diperkuat aja dengan peraturan turunannya, biar aturannya lebih jelas dan bisa dijalankan sesuai prosedur. Ya semacam dibuatkan peraturan operasionalnya.”

Several other informants—HD, RYP, and MDS—stressed the importance of education, guidance, and periodic socialization for civil servants considering polygamy, so that decisions are grounded in moral responsibility, legal awareness, and social understanding. HD highlighted the need for pre-polygamy education for male civil servants, including workplace-based counseling, to ensure that the practice is not solely driven by personal desire. RYP added that monitoring and regular socialization should be conducted to evaluate regulatory effectiveness and identify strengths and weaknesses in implementation. Meanwhile, MDS suggested that the regulation should be implemented first and then evaluated, so that improvements can be made if misalignments with field realities are identified.

“Harusnya ada edukasi ya, edukasi bagi siapa siapa yang mau poligami,

⁶¹ HD, interview, (Jakarta: September 15, 2025)

terutama bagi si pihak laki-lakinya. Karna ya itu tadi kan ada konsekuensinya, ga cukup di perbolehkan atasan, sama istrinya, terus kita langsung bisa berpoligami. Mungkin bisa juga misal sebelum poligami tuh ada bimbingan dulu di tempat kerjanya. Jadi kan ga hanya nafsu atau keinginan pribadi si laki-laki. Kalo kita mau menarik ini secara kelembagaan, kita kan punya dharma wanita ya, dharma wanita kenapa nih ga ngasi bimbingan, dharma wanita ini kan kumpulan istri-istri ASN. Karna pastinya si dharma wanita bisa membawa semangat membela kewanitaannya gitu. Ya baru disitu masuk perspektif adil menurut islam, menurut keadilan normatif, yang bagi rata atau adil menurut demokrasi seperti apa.”⁶²

“Kalo saya liat sih sebetulnya sudah cukup. Terkait dengan hak ini juga kan diatur ya. Cuma kalo saya bilang, bukan hanya di DKI sebetulnya, di instansi pemerintah tu sering kali menyusun aturan tapi monitoring nya ga ada. Nah ini kan kalo udah ada aturan harusnya di monitoring, dari atasan ke bawahan langsung. Terus tadi sosialisasi misal hanya sekali, nanti bisa nih di sosialisasikan terus terusan, dan dilakukan evaluasi. Kan pasti ada feedback dari ASN sebagai yang menjalankannya gitu.”⁶³

“Karna ini pergub masih baru, biarkan berjalan dulu, namun perlu kajian sehingga kalo memang ada yang perlu diperbaiki, nanti diperbaiki dibuatkan aturan yang baru lagi. Sehingga keputusan pribadi dari seorang ASN itu bisa memberikan contoh atau dampak ya karna nanti dilihat oleh masyarakat dan nanti kalo dia memutuskan untuk poligami itu mereka tau sendiri konsekuensinya di publik. Jadi ya aturan tetap ditegakkan sesuai pergub sehingga memberikan kepastian hukum bagi semua pihak. Jadi bukan dihapus, tapi diperkuat lah peraturannya.”⁶⁴

Some informants, FS, D, and H, viewed the regulation as a guiding framework that requires civil servants to adhere to both legal provisions and religious norms. FS emphasized the regulation’s importance in preventing unlawful marriages or divorces, while demanding commitment from all parties involved. H stressed the need to align compliance with both law and religious values, and D added that implementation should be conducted prudently and ethically, grounded in Islamic legal principles, so that polygamy—if practiced—is performed justly and responsibly.

⁶² HD, interview, (Jakarta: September 15, 2025)

⁶³ RYP, interview, (Jakarta: September 17, 2025)

⁶⁴ MDS, interview, (Jakarta: September 19, 2025)

“Pergub Nomor 2 Tahun 2025 tentang Tata Cara Pemberian Izin Perkawinan dan Perceraian ini merupakan pedoman bagi Pegawai ASN di lingkungan Pemerintah Provinsi DKI Jakarta dalam hal melangsungkan perkawinan lebih dari seorang atau perceraian. Bagi Pegawai ASN laki-laki, regulasi ini tidak serta-merta memberikan keleluasaan, melainkan menuntut adanya komitmen untuk mematuhi ketentuan yang telah ditetapkan. Keberadaan Pergub ini sangat penting untuk mencegah terjadinya perkawinan maupun perceraian yang tidak sesuai dengan ketentuan peraturan perundang-undangan. Maka, seluruh pihak yang terlibat, termasuk Pegawai ASN, istri atau pasangan sah, atasan langsung, serta pejabat yang berwenang diharapkan dapat mempedomani regulasi ini dengan sebaik-baiknya sehingga proses perkawinan maupun perceraian dapat dilaksanakan sesuai prosedur dan ketentuan yang berlaku.”

“Harapannya dari adanya pergub ini semoga para ASN bisa kontribusi dalam menerapkan peraturan ini tetap dengan kehati hatian dan berpedoman pada syariat islam.”

“Dijalankan sesuai aturan yang berlaku. Berharap para ASN sebagai yang diatur disini dapat mentaati pergub ini. Sama disamping itu juga bisa mendalami dari sisi hukum agama dan permasalahan yang terjadi.”

Conversely, one civil servant, AN, argued that the regulation should not intrude excessively into employees' private affairs, including matters of household or marriage. AN emphasized that regulation should focus more on work ethics and discipline, thereby safeguarding employees' private spheres, while enabling the government to enforce policy professionally.

“Pada dasarnya, saya pribadi tidak setuju kantor terlalu mencampuri urusan pribadi stafnya, termasuk hal-hal terkait pernikahan siri, dan lain lain.. Kalau mau mengatur kode etik dan disiplin, seharusnya lebih fokus pada tindakan-tindakan etika dalam hal pekerjaan, bukan ranah pribadi.”

Among the array of constructive suggestions, there were also oppositional views rejecting the existence of a regulation that appears to create

opportunities for civil servants to practice polygamy. dr. NS asserted that such regulation should not exist at all, as polygamy among civil servants is inappropriate and inconsistent with the ethical standards expected of public officials. This indicates that, although the majority of feedback was constructive, a segment of respondents rejects the regulation's underlying principle.

“Di tiadakan seharusnya tidak boleh seharusnya ada aturan PNS boleh poligami.”

Based on the recommendations presented by the informants above, it can be concluded that Governor Regulation Number 2 of 2025 has, in essence, become an important step toward ethical and morally responsible personnel governance. Nevertheless, adjustments are still needed in several aspects, including clearer indicators for assessing income sufficiency, the formulation of SOPs for the polygamy permit process, and the strengthening of oversight and educational mechanisms for the civil servants involved.

In addition, several informants emphasized the need to balance regulatory enforcement with respect for the private sphere of civil servants, so that the policy does not create the impression of excessive intervention in employees' domestic affairs. Overall, the suggestions and evaluations offered constitute valuable inputs for the regional government in refining policy going forward, so that the implementation of Jakarta Governor Regulation No. 2 of 2025 on Procedures for Granting Marriage and Divorce Permits can proceed more effectively, humanely, and in alignment with legal norms and religious teachings.

d. Stance Towards the Governor Regulation

The following table presents a classification of interview results involving 16 civil servants from 12 work units within the Provincial Government of DKI Jakarta who served as informants in this study. This classification was conducted to obtain a general picture of the level of understanding, forms of acceptance, and feedback provided by civil servants regarding a policy that directly affects both their private and professional spheres.

Table 4.2

Classification of Interview Results OF Jakarta Provincial Government Civil Servants

1. Informants who Accepting on Jakarta Governor Regulation No. 2 of 2025 concerning Procedures for Granting Marriage and Divorce Permits

No.	Informant	Method of Socialization	StanceToward the Governor Regulation	Recommendation
1.	FH	Socialization through regular staffing Zoom meetings and dissemination via superiors during official meetings	Accepting	Encouraging the establishment of derivative regulations or Standard Operating Procedures (SOPs) to ensure clearer implementation
2.	HD	Online socialization through staffing zoom meetings	Accepting	Requires education and guidance before civil servants engage in polygamy
3.	MDS	Socialization through official meetings	Accepting	Implement the regulation first, then conduct regular evaluation

				and monitoring
4.	C	Webinar by government institutions	Accepting	Need to improve the effectiveness of socialization and legal guidance
5.	FC	Webinar and public presentation	Accepting	Socialization should be conducted regularly to ensure uniform understanding among all civil servants
6.	H	Seminar	Accepting	Civil servants need to understand the issue from the perspective of religious law and ethical responsibility
7.	FS	Public presentation and institutional meetings	Accepting	Supervision and education must be strengthened to ensure ethical implementation
8.	RYP	Official meeting	Accepted with notes, civil servants' participation in the formulation process remains passive	Regular monitoring and socialization are needed to evaluate the effectiveness of the regulation
9.	D	Did not receive official socialization	Accepting	The regulation should be implemented based on principles of religion and justice
10.	A	Inter-unit public presentation	Accepting	Socialization must reach all civil servants down to the lower levels
11.	SIS	Official meeting with	Accepting	Clear indicators

		focus group discussion (FGD)		and standard operating procedures (SOP) for polygamy permits are needed
12.	AM	Did not receive official socialization	Abstained, understands the regulation but has not studied its content in depth	The legal language needs to be simplified for better comprehension
12.	POA	Online and in-person meetings	Accepting	Regulation for social guidance programs for civil servants and their families is necessary
13.	AS	Did not receive official socialization	Accepting	A balance between enforcement and the protection of civil servants' privacy is needed

2. Informants who rejected of Jakarta Governor Regulation No. 2 of 2025 concerning Procedures for Granting Marriage and Divorce Permits

No.	Name	Method of Socialization	Stance Toward the Governor Regulation	Recommendation
1.	AN	Did not receive official socialization	Rejected, considers the regulation to interfere too much with the personal sphere of civil servants	Regulation should focus only on ethics and work discipline
2.	dr. NS	Did not receive official socialization	Rejected, views polygamy as inappropriate for civil servants	The regulation should not provide opportunities for polygamy among civil servants

**3. Informants who abstained from commenting on Jakarta Governor
Regulation No. 2 of 2025 concerning Procedures for Granting
Marriage and Divorce Permits**

No.	Name	Method of Socialization	Stance Toward the Governor Regulation	Recommendation
1.	AM	Did not receive official socialization	Abstained, understands the regulation but has not studied its content in depth	The legal language needs to be simplified for better comprehension

Overall, the results of interviews with 16 informants from 12 work units within the DKI Jakarta Provincial Government show varying attitudes towards Governor Regulation No. 2 of 2025 concerning Procedures for Granting Marriage and Divorce Permits. Quantitatively, the majority of informants, namely 81.25% or 13 informants, stated that they accepted the existence of this regulation. They considered this regulation important for maintaining administrative order and the morality of civil servants, although they emphasized the need for clearer socialization and technical guidelines (SOP). Meanwhile, 12.5% or 2 informants rejected this regulation, arguing that it overly regulates the personal lives of ASN and has the potential to legitimize the practice of polygamy. As for 6.25% or 1 informant, they were neutral because they had not thoroughly studied the contents

of the regulation. Overall, quantitative and qualitative data show that the majority of civil servants have a positive attitude towards the existence of Pergub No. 2 of 2025, but this acceptance is not absolute. There are notes that need to be considered by the government so that this regulation can be implemented effectively, proportionally, and still respects the principle of civil servant professionalism.

2. Acceptance of Civil Servants (ASN) Toward Jakarta Governor Regulation No. 2 of 2025 from the Perspective of Public Participation

Based on Cohen and Uphoff's framework of public participation, community involvement in governance encompasses four main aspects: participation in decision-making, program implementation, benefit utilization, and policy evaluation. These four dimensions serve as criteria to assess the extent to which public participation is genuinely manifested in the policy-making process. In this study, the theory is employed to examine how the principles of public participation are applied by civil servants (ASN) in the DKI Jakarta Provincial Government, both in terms of their involvement in policy formulation, rule implementation, benefit utilization, and feedback provision regarding policy effectiveness. In other words, this section elaborates on how DKI Jakarta civil servants understand, accept, and embody participatory values within the context of public policy implementation.

The findings indicate that the acceptance of civil servants toward this Governor Regulation is not solely grounded in a normative understanding of the law but is also influenced by moral, religious, and professional values as public

servants. Most civil servants acknowledged the urgency of this regulation as a form of oversight on marital and divorce matters among ASN to ensure compliance with legal norms and professional ethics. However, their degree of participation across different policy stages remains varied.

a. Participation in Decision-Making

This aspect refers to the involvement of civil servants in providing opinions, feedback, or considerations regarding Governor Regulation No. 2 of 2025 on Procedures for Granting Marriage and Divorce Permits. The participation of civil servants in decision-making can be characterized as passive. Based on interview results, ASN participation in the decision-making process concerning the issuance of this regulation remains low. Almost all informants such as FH, FC, RYP, and SIS stated that they were not directly involved in the formulation or consultation stages of the policy. Information about the Governor Regulation was mostly received after its enactment, primarily through socialization activities or communication from their superiors within their respective institutions.

Informants such as RYP and FS observed that their involvement was limited to being recipients of the policy rather than active contributors in determining its content and direction. This condition demonstrates that civil servant participation in decision-making still reflects a top-down model rather than the ideal participatory model described by Cohen and Uphoff. The policy process was largely determined by higher authorities without open participatory mechanisms for lower-level officials. Nevertheless, the perspectives and aspirations of civil servants that emerged after the regulation's enactment may

serve as valuable inputs for future policy development and participatory improvement.

b. Participation in Implementation

At the implementation stage, the findings reveal a higher degree of participation compared to the formulation stage. Civil servants generally demonstrated compliance with the execution of Governor Regulation No. 2 of 2025. They understood that the regulation aims to govern the process of marriage and divorce permits to prevent actions that contravene religious, social, and legal norms. Informants such as FH, FS, and H expressed their adherence to the rules by following the official procedures, including reporting to their supervisors and obtaining the required permissions. This behavior indicates a form of active participation, as civil servants not only understood the regulation but also applied it in practice.

Furthermore, informants such as FC and MDS stated that the regulation encouraged civil servants to be more cautious when making personal decisions that could affect their careers and public image. They perceived the enforcement of this regulation as a manifestation of moral and administrative responsibility, in which civil servants are expected to maintain integrity and adhere to professional ethics. Similarly, informants D and SIS emphasized that the implementation of this rule strengthens internal discipline and oversight, since every personal action carries clear administrative consequences.

c. Participation in Benefit Utilization

The third dimension, participation in benefit utilization was reflected in

how civil servants understood, applied, and experienced the benefits of implementing Governor Regulation No. 2 of 2025. Based on interview results, this dimension manifested through civil servants' acknowledgment that the regulation provides legal certainty and moral guidance in managing marital and divorce matters. Informants such as FH, FC, and FS noted that the existence of the regulation helps civil servants act more prudently and follow proper procedures when applying for marriage or divorce permits, thereby reducing the likelihood of violations. This indicates that civil servants have utilized the policy outcomes as a means of self-regulation and legal awareness enhancement.

Meanwhile, informants H and D emphasized that the benefits of this regulation are also reflected in its religious and ethical dimensions, as it encourages civil servants to consider religious and moral aspects before making personal decisions with social consequences. Additionally, informants RYP and SIS mentioned that the regulation enhances civil servants' understanding of their boundaries and responsibilities as public officials. This demonstrates the internalization of the regulation's values in their attitudes and behavior as policy implementers.

d. Participation in Evaluation

The fourth dimension—participation in evaluation—appears to be relatively low. Most civil servants lack formal channels to provide feedback or evaluations regarding the implementation of the regulation. Criticism and suggestions are typically conveyed informally during departmental meetings or casual discussions among colleagues. Informants such as RYP, FC, and MDS

stated that the regulation requires periodic evaluation to improve its effectiveness and prevent misunderstandings among civil servants. They also highlighted the need for detailed SOPs and clearer supervision mechanisms to ensure transparent and accountable administrative processes in marriage or divorce permits.

Additionally, informants H and FS suggested that evaluations should incorporate moral and social dimensions rather than focusing solely on administrative aspects, to cultivate ethical awareness among civil servants. SIS and A further emphasized the importance of continued socialization as part of the evaluation process to ensure comprehensive understanding across all levels of the civil service.

Overall, applying Cohen and Uphoff's theory of public participation to the acceptance of Governor Regulation No. 2 of 2025 reveals that civil servants' involvement encompasses most dimensions of participation, though at varying degrees. Participation in decision-making remains limited due to minimal involvement during the policy formulation stage. However, participation in implementation, benefit utilization, and evaluation demonstrates more tangible engagement through rule compliance, moral and legal awareness, and constructive feedback. It can thus be concluded that the participation of DKI Jakarta's civil servants in the acceptance of this regulation reflects active involvement in its execution and oversight, even though it has not yet fully achieved the ideal participatory model envisioned by Cohen and Uphoff.

CHAPTER V

CLOSING

A. Conclusion

Based on the findings and discussion regarding the analysis of civil servants' (ASN) acceptance of the Jakarta Governor Regulation No. 2 of 2025 concerning Procedures for Granting Marriage and Divorce Permits, the following conclusions can be drawn:

1. Civil servants of DKI Jakarta perceive and respond to the implementation of Jakarta Governor Regulation Number 2 of 2025 concerning Procedures for Granting Marriage and Divorce Permits in varying ways, although the overall response tends to be positive. Of the total 16 informants involved in this study, 81.25% (13 civil servants) stated that they accepted the regulation, while 12.5% (2 civil servants) expressed rejection, and 6.25% (1 civil servant) adopted a neutral position. Civil servants who perceived the regulation positively viewed it as an important legal and moral guideline for regulating personal matters that may affect professionalism and the public image of civil servants as state officials. The regulation was also perceived as a mechanism of supervision and institutional responsibility that contributes to order and discipline within the bureaucratic system. In contrast, civil servants who responded negatively perceived the regulation as excessively intruding into the private lives of civil servants, particularly in matters considered personal in nature.

Meanwhile, the respondent who adopted a neutral stance indicated a lack of sufficient understanding of the substance of the regulation, which limited their ability to provide an evaluative response. Overall, these findings indicate that civil servants of DKI Jakarta predominantly perceive and respond to the implementation of Jakarta Governor Regulation Number 2 of 2025 in a favorable manner, although this acceptance is accompanied by critical considerations regarding certain aspects of the regulation.

2. Civil servants perceive Jakarta Governor Regulation Number 2 of 2025 from the perspective of public participation as reflecting partial conformity with Cohen and Uphoff's theory of public participation. Based on the research findings, civil servants perceive their participation as most evident at the stages of implementation, benefit utilization, and evaluation. Participation at the implementation stage is reflected in their compliance with the procedural requirements stipulated in the regulation, while participation in benefit utilization is perceived through awareness and internalization of the legal and moral values embedded in the policy. In addition, civil servants perceive their involvement in the evaluation stage through the provision of feedback, suggestions, and constructive criticism aimed at improving the regulation. However, from the decision-making perspective, civil servants perceive their participation as limited, as they were not directly involved in the formulation of Governor Regulation Number 2 of 2025. Overall, these perceptions indicate that while civil

servants' acceptance has not fully aligned with the ideal model of public participation proposed by Cohen and Uphoff, it nonetheless demonstrates active engagement in the implementation and evaluation phases of the policy.

B. Recommendation

For the Provincial Government of DKI Jakarta, it is recommended to conduct continuous socialization and legal education programs to ensure that all civil servants have a comprehensive understanding of the objectives and intent of Governor Regulation No. 2 of 2025.

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APPENDIXES

1. Research permit request letter to Badan Kepegawaian Daerah (BKD) of DKI Jakarta Province

KEMENTERIAN AGAMA REPUBLIK INDONESIA
UNIVERSITAS ISLAM NEGERI MAULANA MALIK IBRAHIM MALANG
FAKULTAS SYARIAH
Jl. Gayamsari St. Malang 65141 Telp: 0341 188181 Faksimile: 0341 555339
Website: <http://www.uin-malang.ac.id> E-mail: syariah@uin-malang.ac.id

Nomor : 620-F.Sy.1/TL.01/09/2025
Hal : Permohonan Izin Penelitian
Malang, 03 September 2025

Kepada Yth,
Kepala Badan Kepegawaian Daerah Provinsi DKI Jakarta
Gedung Bulakota Lantai 20-21, Jl. Medan Merdeka Selatan No. 8-9, Gambir,
RT.11/RW.2, Gambir, Kecamatan Gambir, Kota Jakarta Pusat, Daerah Khusus Ibukota
Jakarta 10110

Assalamu'alaikum wa Rahmatullah wa Barakatuh

Dalam rangka menyelesaikan tugas skripsi mahasiswa kami:

Nama : ZAHRA NADHIFA
NIM : 22020110023
Program Studi : Hukum Keluarga Islam

Mohon diperkenankan untuk mengadakan penelitian dengan judul:
Analisis Penerapan ASN DKI Jakarta atas Regulasi Poligami (Studi Kritis Terhadap Pergub Jakarta No. 2 Tahun 2025 Tentang Tatacara Pemberian Izin Perkawinan dan Perceraian), pada instansi yang Bapak/Ibu Pimpin.

Demikian, atas perhatian dan perhatian Bapak/Ibu disampaikan terima kasih.

Rivassalamu'alaikum wa Rahmatullah wa Barakatuh

a.n. Dekan
Wakil Dekan Bidang Akademik
Sudirman

Sun Lantai Ringkasan

Tembusan :

1. Dekan
2. Ketua Prodi Hukum Keluarga Islam
3. Kabag. Tata Usaha

2. Official response letter from the Badan Kepegawaian Daerah (BKD) of DKI Jakarta Province

PEMERINTAH PROVINSI DAERAH KHUSUS IBUKOTA JAKARTA
BADAN KEPEGAWAIAN DAERAH
Jalan Medan Merdeka Selatan No. 8-9 Jakarta, Telp: 021-3823033, 3822633
Faksimile: 021-3823033, 3822633
Website: <http://bkddki.jakarta.go.id> Email: bkdprov@jakarta.go.id
JAKARTA Kode Pos : 10110

Nomor : 1417/HK/PROV
Sifat : -
Lampiran : -
Perihal : Persetujuan Izin Penelitian
Jakarta, 23 September 2025

Kepada
Yth. Wakil Dekan Bidang Akademik
Universitas Islam Negeri Maulana
Malik Ibrahim Malang
Up. Sdr. Zahra Nadhifa
di Jakarta

Menindaklanjuti Surat Wakil Dekan Bidang Akademik Universitas Islam Negeri Maulana Malik Ibrahim Malang No. 620-F.Sy.1/TL.01/09/2025 tanggal 3 September 2025 Perihal Permohonan Izin Penelitian, dengan ini disampaikan bahwa Mahasiswa berikut ini:

Nama : Zahra Nadhifa
NPM : 22020110023
Program Studi : Hukum Keluarga Islam

Telah disetujui untuk melakukan Penelitian di Badan Kepegawaian Daerah Provinsi DKI Jakarta dengan judul: **"Analisis Penerapan ASN DKI Jakarta atas Regulasi Poligami (Studi Kritis Terhadap Pergub Jakarta No. 2 Tahun 2025 Tentang Tatacara Pemberian Izin Perkawinan dan Perceraian)"** terhitung selama 3 (tiga) bulan pada bulan September 2025 s.d November 2025.

Demikian disampaikan, atas perhatian dan kerjasamanya diucapkan terima kasih.

Sekretaris Badan Kepegawaian Daerah
Provinsi DKI Jakarta,
Dissay Patmasari
NR 197726251997032002

3. Documentation of the interview with Mrs. FH, DKI Jakarta Civil Servant (ASN), on September 15, 2025



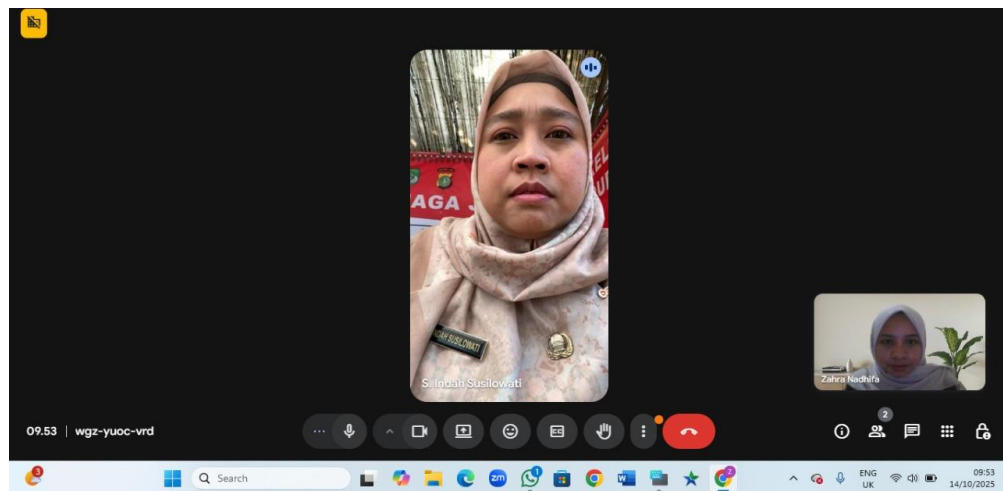
4. Documentation of the interview with Mr. HD, DKI Jakarta Civil Servant (ASN), on September 15, 2025



5. Documentation of the interview with Mr. RYP, DKI Jakarta Civil Servant (ASN), on September 17, 2025



6. Documentation of the interview with Mrs. SIS, DKI Jakarta Civil Servant (ASN), on October 14, 2025



INTERVIEW GUIDELINES

1. What is your personal view on the practice of polygamy, particularly among civil servants (ASN)?
2. Are you aware of the Jakarta Governor Regulation No. 2 of 2025 concerning the procedures for granting marriage and divorce permits?
3. In your opinion, is this regulation fair to all parties involved (husband, first wife, second wife)? Why or why not?
4. What are your thoughts on the requirements stated in the regulation? Do you think they are clear enough?
5. As a civil servant, do you think someone can still perform their public duties professionally while engaging in polygamy?
6. What suggestions would you give to the DKI Jakarta Provincial Government regarding the regulation on polygamy for civil servants?



**GUBERNUR DAERAH KHUSUS
IBUKOTA JAKARTA**

**PERATURAN GUBERNUR DAERAH KHUSUS
IBUKOTA JAKARTA**

NOMOR 2 TAHUN 2025

TENTANG

TATA CARA PEMBERIAN IZIN PERKAWINAN DAN PERCERAIAN

DENGAN RAHMAT TUHAN YANG MAHA ESA

GUBERNUR DAERAH KHUSUS IBUKOTA JAKARTA,

- Menimbang : a. bahwa pendelegasian wewenang penolakan/pemberian izin perkawinan dan perceraian telah ditetapkan dalam Keputusan Gubernur Nomor 2799/2004 tentang Pendelegasian Wewenang Penolakan/ Pemberian Izin Perkawinan dan Perceraian bagi Pegawai Negeri Sipil di Lingkungan Pemerintah Propinsi Daerah Khusus Ibukota Jakarta;
- b. bahwa dalam rangka meningkatkan efektivitas dan tertib administrasi proses pelaporan perkawinan, pemberian izin beristri lebih dari seorang, dan pemberian izin atau keterangan melakukan perceraian, Keputusan Gubernur sebagaimana dimaksud dalam huruf a perlu diganti dan untuk selanjutnya diatur dengan peraturan gubernur;
- c. bahwa berdasarkan pertimbangan sebagaimana dimaksud dalam huruf a dan huruf b, perlu menetapkan Peraturan Gubernur tentang Tata Cara Pemberian Izin Perkawinan dan Perceraian;
- Mengingat : 1. Undang-Undang Nomor 29 Tahun 2007 tentang Pemerintahan Provinsi Daerah Khusus Ibukota Jakarta sebagai Ibukota Negara Kesatuan Republik Indonesia (Lembaran Negara Republik Indonesia Tahun 2007 Nomor 93, Tambahan Lembaran Negara Republik Indonesia Nomor 4744);
2. Undang-Undang Nomor 23 Tahun 2014 tentang Pemerintahan Daerah (Lembaran Negara Republik Indonesia Tahun 2014 Nomor 244, Tambahan Lembaran Negara Republik Indonesia Nomor 5587) sebagaimana telah beberapa kali diubah terakhir dengan Undang-Undang Nomor 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang Nomor 2 Tahun 2022 tentang Cipta Kerja Menjadi Undang-Undang (Lembaran Negara Republik Indonesia Tahun 2023 Nomor 41, Tambahan Lembaran Negara Republik Indonesia Nomor 6856);

3. Undang-Undang Nomor 30 Tahun 2014 tentang Administrasi Pemerintahan (Lembaran Negara Republik Indonesia Tahun 2014 Nomor 292, Tambahan Lembaran Negara Republik Indonesia Nomor 5601) sebagaimana telah beberapa kali diubah terakhir dengan Undang-Undang Nomor 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang Nomor 2 Tahun 2022 tentang Cipta Kerja Menjadi Undang-Undang (Lembaran Negara Republik Indonesia Tahun 2023 Nomor 41, Tambahan Lembaran Negara Republik Indonesia Nomor 6856);
4. Undang-Undang Nomor 20 Tahun 2023 tentang Aparatur Sipil Negara (Lembaran Negara Republik Indonesia Tahun 2023 Nomor 141, Tambahan Lembaran Negara Republik Indonesia Nomor 6897);
5. Peraturan Pemerintah Nomor 10 Tahun 1983 tentang Izin Perkawinan dan Perceraian Bagi Pegawai Negeri Sipil (Lembaran Negara Republik Indonesia Tahun 1983 Nomor 13, Tambahan Lembaran Negara Republik Indonesia Nomor 3250) sebagaimana telah diubah dengan Peraturan Pemerintah Nomor 45 Tahun 1990 tentang Perubahan atas Peraturan Pemerintah Nomor 10 Tahun 1983 tentang Izin Perkawinan dan Perceraian Bagi Pegawai Negeri Sipil (Lembaran Negara Republik Indonesia Tahun 1990 Nomor 61, Tambahan Lembaran Negara Republik Indonesia Nomor 3424);
6. Peraturan Pemerintah Nomor 11 Tahun 2017 tentang Manajemen Pegawai Negeri Sipil (Lembaran Negara Republik Indonesia Tahun 2017 Nomor 63, Tambahan Lembaran Negara Republik Indonesia Nomor 6037) sebagaimana telah diubah dengan Peraturan Pemerintah Nomor 17 Tahun 2020 tentang Perubahan atas Peraturan Pemerintah Nomor 11 Tahun 2017 tentang Manajemen Pegawai Negeri Sipil (Lembaran Negara Republik Indonesia Tahun 2020 Nomor 68, Tambahan Lembaran Negara Republik Indonesia Nomor 6477);
7. Peraturan Pemerintah Nomor 49 Tahun 2018 tentang Manajemen Pegawai Pemerintah dengan Perjanjian Kerja (Lembaran Negara Republik Indonesia Tahun 2018 Nomor 224, Tambahan Lembaran Negara Republik Indonesia Nomor 6264);
8. Peraturan Pemerintah Nomor 94 Tahun 2021 tentang Disiplin Pegawai Negeri Sipil (Lembaran Negara Republik Indonesia Tahun 2021 Nomor 202, Tambahan Lembaran Negara Republik Indonesia Nomor 6718);

MEMUTUSKAN:

Menetapkan : PERATURAN GUBERNUR TENTANG TATA CARA PEMBERIAN IZIN PERKAWINAN DAN PERCERAIAN

BAB I

KETENTUAN UMUM

Pasal 1

Dalam Peraturan Gubernur ini yang dimaksud dengan:

1. Provinsi Daerah Khusus Ibukota Jakarta yang selanjutnya disebut Provinsi DKI Jakarta adalah provinsi yang mempunyai kekhususan dalam penyelenggaraan pemerintahan daerah karena kedudukannya sebagai ibukota Negara Kesatuan Republik Indonesia.

2. Pemerintah Provinsi Daerah Khusus Ibukota Jakarta yang selanjutnya disebut Pemerintah Provinsi DKI Jakarta adalah Gubernur dan perangkat daerah Provinsi DKI Jakarta sebagai unsur penyelenggara pemerintahan Provinsi DKI Jakarta.
3. Pegawai Aparatur Sipil Negara yang selanjutnya disebut Pegawai ASN adalah pegawai negeri sipil dan pegawai pemerintah dengan perjanjian kerja.
4. Pegawai Negeri Sipil yang selanjutnya disingkat PNS adalah pegawai negeri sipil Pemerintah Provinsi DKI Jakarta, termasuk calon pegawai negeri sipil.
5. Pegawai Pemerintah dengan Perjanjian Kerja yang selanjutnya disingkat PPPK adalah pegawai pemerintah dengan perjanjian kerja Pemerintah Provinsi DKI Jakarta.
6. Gubernur adalah kepala daerah Provinsi DKI Jakarta yang karena jabatannya berkedudukan juga sebagai wakil pemerintah di wilayah Provinsi DKI Jakarta.
7. Sekretaris Daerah adalah Sekretaris Daerah Provinsi DKI Jakarta.
8. Perangkat Daerah yang selanjutnya disingkat PD adalah perangkat daerah Provinsi DKI Jakarta.
9. Badan Kepegawaian Daerah yang selanjutnya disingkat BKD adalah Badan Kepegawaian Daerah Provinsi DKI Jakarta.
10. Kota Administrasi adalah kota administrasi Provinsi DKI Jakarta.
11. Kabupaten Administrasi adalah kabupaten administrasi Provinsi DKI Jakarta.
12. Suku Badan Kepegawaian Daerah Kota Administrasi yang selanjutnya disingkat SBKD adalah Suku Badan Kepegawaian Daerah pada Kota Administrasi.
13. Biro Sekretariat Daerah yang selanjutnya disebut Biro adalah biro Sekretariat Daerah Provinsi DKI Jakarta.
14. Unit Kerja pada Perangkat Daerah yang selanjutnya disingkat UKPD adalah unit atau subordinat PD.
15. Unit Pelaksana Teknis yang selanjutnya disingkat UPT adalah unit organisasi yang melaksanakan kegiatan teknis operasional dan/atau kegiatan teknis penunjang tertentu pada dinas atau badan daerah.
16. Kecamatan adalah kecamatan di Provinsi DKI Jakarta.
17. Kelurahan adalah kelurahan di Provinsi DKI Jakarta.
18. Perkawinan adalah ikatan lahir batin antara seorang pria dengan seorang wanita sebagai suami istri dengan tujuan membentuk keluarga/rumah tangga yang bahagia dan kekal, berdasarkan Ketuhanan Yang Maha Esa yang dilakukan menurut hukum masing-masing agamanya/kepercayaannya terhadap Tuhan Yang Maha Esa, dan dicatat menurut ketentuan peraturan perundang-undangan.

19. Pejabat yang Berwenang adalah Gubernur atau pejabat yang diberikan delegasi dan/atau kuasa untuk memberikan izin atau keterangan perceraian dan izin Perkawinan lebih dari seorang istri.
20. Atasan Langsung adalah pejabat pimpinan tinggi, pejabat administrator, pejabat pengawas, atau pejabat fungsional yang memimpin unit pelaksana teknis/unit pengelola.
21. Penghasilan adalah gaji dan tunjangan yang melekat pada gaji, serta tambahan penghasilan pegawai/tunjangan kinerja daerah, tunjangan transportasi, dan insentif yang diperoleh secara rutin setiap 1 (satu) bulan.
22. Tim Pertimbangan adalah tim yang dibentuk untuk memberikan rekomendasi terhadap permohonan izin beristri lebih dari seorang atau permintaan izin perceraian atau keterangan melakukan perceraian.
23. Anak adalah anak kandung yang dilahirkan dari Perkawinan yang sah, anak yang disahkan, atau anak angkat.

Pasal 2

Ruang lingkup Peraturan Gubernur ini meliputi:

- a. pelaporan Perkawinan;
- b. izin beristri lebih dari seorang;
- c. izin atau keterangan perceraian;
- d. Tim Pertimbangan;
- e. hak atas Penghasilan; dan
- f. pendelegasian wewenang dan pemberian kuasa.

BAB II

PELAPORAN PERKAWINAN

Pasal 3

- (1) Pegawai ASN yang telah melangsungkan Perkawinan, wajib melaporkan Perkawinannya kepada:
 - a. Gubernur, bagi pejabat pimpinan tinggi madya;
 - b. Sekretaris Daerah, bagi pejabat pimpinan tinggi pratama;
 - c. Kepala PD, bagi Pegawai ASN yang bertugas pada PD dan UPT;
 - d. Kepala Biro, bagi Pegawai ASN yang bertugas pada Biro;
 - e. Walikota/Bupati, bagi Pegawai ASN yang bertugas pada Kota Administrasi /Kabupaten Administrasi; dan
 - f. Kepala UKPD masing-masing bagi Pegawai ASN yang bertugas pada UKPD di tingkat Kota Administrasi /Kabupaten Administrasi /Kecamatan/Kelurahan dan UKPD di bawah koordinasi suku dinas/suku badan,
 paling lama 1 (satu) tahun sejak Perkawinan dilangsungkan dengan melampirkan salinan cetak/digital buku nikah atau akta Perkawinan.

- (2) Pejabat sebagaimana dimaksud pada ayat (1) menyampaikan laporan Perkawinan sebagaimana dimaksud pada ayat (1) kepada:
 - a. Kepala BKD, bagi pejabat pimpinan tinggi madya, pejabat pimpinan tinggi pratama, dan Pegawai ASN yang bertugas pada PD, Biro, dan UPT;
 - b. Kepala SBKD, bagi Pegawai ASN yang bertugas pada Kota Administrasi dan UKPD di tingkat Kota Administrasi /Kecamatan/ Kelurahan dan UKPD di bawah koordinasi suku dinas/suku badan; dan
 - c. Kepala SBKD Jakarta Utara, bagi Pegawai ASN yang bertugas pada Sekretariat Kabupaten Administrasi, UKPD di tingkat Kabupaten Administrasi, UKPD di tingkat Kecamatan/Kelurahan di lingkungan Kabupaten Administrasi dan UKPD di bawah koordinasi suku dinas/suku badan pada Kabupaten Administrasi, paling lama 7 (tujuh) hari kerja sejak laporan Perkawinan diterima.
- (3) Pegawai ASN yang tidak melakukan kewajiban pelaporan Perkawinan sebagaimana dimaksud pada ayat (1) dijatuhi salah satu jenis hukuman disiplin berat sesuai dengan ketentuan peraturan perundang-undangan.
- (4) Dalam hal ditemukan alasan yang meringankan atau memberatkan bagi Pegawai ASN sebagaimana dimaksud pada ayat (3), hukuman disiplin dijatuhkan berdasarkan hasil pemeriksaan dengan mempertimbangkan dampak pelanggaran.
- (5) Pelaporan Perkawinan sebagaimana dimaksud pada ayat (1) dibuat sesuai format sebagaimana tercantum dalam Lampiran I yang merupakan bagian tidak terpisahkan dari Peraturan Gubernur ini.

BAB III

IZIN BERISTRI LEBIH DARI SEORANG

Bagian Kesatu

Umum

Pasal 4

- (1) Pegawai ASN pria yang akan beristri lebih dari seorang, wajib memperoleh izin dari Pejabat yang Berwenang sebelum melangsungkan Perkawinan.
- (2) Pegawai ASN yang tidak melakukan kewajiban memperoleh izin dari Pejabat yang Berwenang sebelum melangsungkan Perkawinan sebagaimana dimaksud pada ayat (1) dijatuhi salah satu jenis hukuman disiplin berat sesuai dengan ketentuan peraturan perundang-undangan.
- (3) Dalam hal ditemukan alasan yang meringankan atau memberatkan bagi Pegawai ASN sebagaimana dimaksud pada ayat (2), hukuman disiplin dijatuhkan berdasarkan hasil pemeriksaan dengan mempertimbangkan dampak pelanggaran.

- (4) Pejabat yang Berwenang sebagaimana dimaksud pada ayat (1) tercantum dalam Lampiran II yang merupakan bagian tidak terpisahkan dari Peraturan Gubernur ini.

Pasal 5

- (1) Izin beristri lebih dari seorang sebagaimana dimaksud dalam Pasal 4 ayat (1) dapat diberikan apabila memenuhi persyaratan sebagai berikut:
- a. alasan yang mendasari Perkawinan:
 1. istri tidak dapat menjalankan kewajibannya;
 2. istri mendapat cacat badan atau penyakit yang tidak dapat disembuhkan; atau
 3. istri tidak dapat melahirkan keturunan setelah 10 (sepuluh) tahun Perkawinan;
 - b. mendapat persetujuan istri atau para istri secara tertulis;
 - c. mempunyai Penghasilan yang cukup untuk membiayai para istri dan para Anak;
 - d. sanggup berlaku adil terhadap para istri dan para Anak;
 - e. tidak mengganggu tugas kedinasan; dan
 - f. memiliki putusan pengadilan mengenai izin beristri lebih dari seorang.
- (2) Izin beristri lebih dari seorang sebagaimana dimaksud dalam Pasal 4 ayat (1) tidak dapat diberikan apabila:
- a. bertentangan dengan ajaran/peraturan agama yang dianut Pegawai ASN yang bersangkutan;
 - b. tidak memenuhi persyaratan sebagaimana dimaksud pada ayat (1);
 - c. bertentangan dengan ketentuan peraturan perundang-undangan;
 - d. alasan yang dikemukakan bertentangan dengan akal sehat; dan/atau
 - e. mengganggu pelaksanaan tugas kedinasan.

Bagian Kedua

Penyampaian Permohonan Izin Beristri lebih dari Seorang

Pasal 6

- (1) Permohonan izin beristri lebih dari seorang sebagaimana dimaksud dalam Pasal 4 ayat (1) disampaikan secara tertulis kepada Atasan Langsung.
- (2) Permohonan izin beristri lebih dari seorang sebagaimana dimaksud pada ayat (1) melampirkan dokumen sebagai berikut:
- a. surat persetujuan tertulis dari istri Pegawai ASN yang bersangkutan;
 - b. salinan cetak dan/atau salinan digital keterangan pajak Penghasilan/laporan harta kekayaan Pegawai ASN pria yang bersangkutan;
 - c. surat pernyataan kesanggupan berlaku adil terhadap para istri dan para Anak;

- d. surat keterangan dari dokter pemerintah yang membuktikan alasan yang mendasari Perkawinan sebagaimana dimaksud dalam Pasal 5 ayat (1) huruf a; dan
 - e. salinan cetak dan/atau salinan digital putusan pengadilan mengenai izin beristri lebih dari seorang.
- (3) Format surat permohonan dan surat pernyataan sebagaimana dimaksud pada ayat (1) dan ayat (2) huruf c, tercantum dalam Lampiran I yang merupakan bagian tidak terpisahkan dari Peraturan Gubernur ini.

Bagian Ketiga

Tata Cara Pemberian atau Penolakan Permohonan Izin Beristri lebih dari Seorang Bagi Pegawai Negeri Sipil

Pasal 7

- (1) Atasan Langsung wajib menyampaikan permohonan sebagaimana dimaksud dalam Pasal 6 kepada Pejabat yang Berwenang secara berjenjang paling lama 3 (tiga) bulan sejak permohonan diterima.
- (2) Atasan Langsung yang tidak melaksanakan kewajiban menyampaikan permohonan dalam jangka waktu sebagaimana dimaksud pada ayat (1), dijatuhi salah satu jenis hukuman disiplin berat sesuai dengan ketentuan peraturan perundang-undangan.
- (3) Dalam hal ditemukan alasan yang meringankan atau memberatkan bagi Atasan Langsung sebagaimana dimaksud pada ayat (2), hukuman disiplin dijatuhkan berdasarkan hasil pemeriksaan dengan mempertimbangkan dampak pelanggaran.

Pasal 8

Pejabat yang Berwenang sebagaimana dimaksud dalam Pasal 7 menetapkan keputusan pemberian/penolakan izin beristri lebih dari seorang paling lama 3 (tiga) bulan sejak rekomendasi Tim Pertimbangan diterima.

Bagian Keempat

Tata Cara Pemberian atau Penolakan Permohonan Izin Beristri lebih dari Seorang Bagi Pegawai Pemerintah dengan Perjanjian Kerja

Pasal 9

- (1) Atasan Langsung yang menerima permohonan sebagaimana dimaksud dalam Pasal 6, harus:
 - a. melakukan penasihatan kepada PPPK dan calon istri yang bersangkutan, dengan maksud agar niat untuk beristri lebih dari seorang sejauh mungkin dihindarkan; dan
 - b. memperhatikan dengan seksama alasan dan syarat yang mendasari permohonan izin beristri lebih dari seorang.

- (2) Dalam hal penasihatan sebagaimana dimaksud pada ayat (1) huruf a tidak berhasil, Atasan Langsung wajib memberikan keputusan pemberian/penolakan izin beristri lebih dari seorang dengan mempertimbangkan alasan sebagaimana dimaksud dalam Pasal 5.
- (3) Atasan Langsung menetapkan keputusan pemberian/penolakan izin beristri lebih dari seorang paling lama 3 (tiga) bulan sejak permohonan diterima.

BAB IV

IZIN ATAU KETERANGAN PERCERAIAN

Bagian Kesatu

Umum

Pasal 10

- (1) Pegawai ASN yang akan melakukan perceraian sebagai penggugat wajib memperoleh izin perceraian dari Pejabat yang Berwenang.
- (2) Pegawai ASN yang akan melakukan perceraian sebagai tergugat wajib memperoleh surat keterangan melakukan perceraian dari Pejabat yang Berwenang.
- (3) Pegawai ASN sebagaimana dimaksud pada ayat (1) dilarang mendaftarkan gugatan perceraianya ke pengadilan, sebelum memperoleh keputusan pemberian izin perceraian.
- (4) Pegawai ASN yang tidak melakukan kewajiban sebagaimana dimaksud pada ayat (1) dan ayat (2) serta melakukan larangan sebagaimana dimaksud pada ayat (3), dijatuhi salah satu jenis hukuman disiplin berat berdasarkan ketentuan peraturan perundang-undangan.
- (5) Dalam hal ditemukan alasan yang meringankan atau memberatkan bagi Pegawai ASN sebagaimana dimaksud pada ayat (4), hukuman disiplin dijatuhkan berdasarkan hasil pemeriksaan dengan mempertimbangkan dampak pelanggaran.
- (6) Pejabat yang Berwenang sebagaimana dimaksud pada ayat (1) dan ayat (2) tercantum dalam Lampiran II yang merupakan bagian tidak terpisahkan dari Peraturan Gubernur ini.

Pasal 11

Alasan yang harus dipenuhi untuk mengajukan permintaan izin perceraian sebagaimana dimaksud dalam Pasal 10 ayat (1), yaitu:

- a. salah satu pihak berbuat zina;
- b. salah satu pihak menjadi pemabuk, pematik, atau penjudi yang sukar disembuhkan;
- c. salah satu pihak meninggalkan pihak lain selama 2 (dua) tahun berturut-turut tanpa izin pihak lain dan tanpa alasan yang sah atau karena hal lain di luar kemampuan/kemauannya;
- d. salah satu pihak mendapat hukuman penjara 5 (lima) tahun atau hukuman yang lebih berat secara terus-menerus setelah Perkawinan berlangsung;
- e. salah satu pihak melakukan kekejaman atau penganiayaan berat yang membahayakan pihak lain; atau

- f. antara suami dan istri terus menerus terjadi perselisihan dan pertengkaran dan tidak ada harapan untuk hidup rukun lagi dalam rumah tangga.

Pasal 12

Izin perceraian sebagaimana dimaksud dalam Pasal 10 ayat (1) dapat ditolak apabila:

- a. bertentangan dengan ajaran/peraturan agama yang dianut Pegawai ASN bersangkutan;
- b. tidak ada alasan sebagaimana dimaksud dalam Pasal 11;
- c. bertentangan dengan ketentuan peraturan perundang-undangan;
- d. alasan perceraian yang dikemukakan bertentangan dengan akal sehat; dan/atau
- e. alasan istri mendapat cacat badan atau penyakit dengan akibat tidak dapat menjalankan kewajiban sebagai istri.

Bagian Kedua

Penyampaian Permintaan Izin Perceraian dan Surat Keterangan Melakukan Perceraian

Pasal 13

Pegawai ASN menyampaikan permintaan izin perceraian atau pemberitahuan adanya gugatan perceraian secara tertulis kepada Atasan Langsung, sesuai format sebagaimana tercantum dalam Lampiran I yang merupakan bagian tidak terpisahkan dari Peraturan Gubernur ini.

Pasal 14

- (1) Penyampaian permintaan izin perceraian sebagaimana dimaksud dalam Pasal 13 dengan melampirkan dokumen sebagai berikut:
 - a. salinan cetak dan/atau salinan digital kutipan akta nikah atau kutipan akta Perkawinan;
 - b. dokumen pendukung alasan perceraian; dan
 - c. surat keterangan penasihat dari organisasi keagamaan yang memberikan layanan penasihat Perkawinan; dan/atau
 - d. surat pernyataan pembagian Penghasilan setelah perceraian bagi Pegawai ASN pria, yang ditandatangani oleh Pegawai ASN bersangkutan dan pasangan.
- (2) Dokumen pendukung alasan perceraian sebagaimana dimaksud pada ayat (1) huruf b, terdiri atas:
 - a. salah satu pihak berbuat zina, dibuktikan dengan:
 1. salinan cetak dan/atau salinan digital putusan pengadilan;
 2. surat pernyataan sekurang-kurangnya 2 (dua) orang saksi yang telah dewasa dan melihat perzinaan itu, dan diketahui oleh pejabat serendah-rendahnya Camat;
 3. laporan terjadinya perzinaan secara tangkap tangan;

4. data elektronik, di antaranya foto atau video yang merekam terjadinya perzinaan atau tindakan yang mengarah pada perbuatan zina; atau
 5. surat pengakuan suami/istri yang melakukan perzinaan.
 - b. salah satu pihak menjadi pemabuk, pemadat, atau penjudi yang sukar disembuhkan, dibuktikan dengan:
 1. surat pernyataan dari 2 (dua) orang saksi yang telah dewasa yang mengetahui perbuatan itu, yang diketahui oleh pejabat serendah-rendahnya Camat;
 2. surat keterangan dari dokter yang menerangkan bahwa menurut hasil pemeriksaan, yang bersangkutan telah menjadi pemabuk, pemadat, atau penjudi yang sukar disembuhkan; atau
 3. surat keterangan penetapan tersangka dari kepolisian terkait dugaan tindak pidana penyalahgunaan narkotika dan psikotropika dan/atau perjudian.
 - c. salah satu pihak meninggalkan pihak lain selama 2 (dua) tahun berturut-turut tanpa izin pihak lain dan tanpa alasan yang sah atau karena hal lain di luar kemampuan/kemauannya, yang dibuktikan dengan surat keterangan dari Lurah atau Kepala Desa dan disahkan oleh pejabat serendah-rendahnya Camat;
 - d. salah satu pihak mendapat hukuman penjara 5 (lima) tahun atau hukuman yang lebih berat secara terus-menerus setelah Perkawinan berlangsung, yang dibuktikan dengan putusan pengadilan yang telah berkekuatan hukum tetap;
 - e. salah satu pihak melakukan kekejaman atau penganiayaan berat yang membahayakan pihak lain, yang dibuktikan dengan:
 1. salinan cetak dan/atau salinan digital putusan pengadilan;
 2. *visum et repertum*; atau
 3. surat keterangan dokter.
 - f. antara suami dan istri terus menerus terjadi perselisihan dan pertengkaran dan tidak ada harapan untuk hidup rukun lagi dalam rumah tangga, yang dibuktikan dengan surat keterangan dari Lurah atau Kepala Desa dan disahkan oleh pejabat serendah-rendahnya Camat.
- (3) Format surat pernyataan sebagaimana dimaksud pada ayat (1) huruf d, tercantum dalam Lampiran I yang merupakan bagian tidak terpisahkan dari Peraturan Gubernur ini.

Pasal 15

- (1) Pemberitahuan adanya gugatan perceraian sebagaimana dimaksud dalam Pasal 13 dilakukan paling lama 6 (enam) hari kerja sejak diterimanya gugatan perceraian.
- (2) Permohonan surat keterangan perceraian sebagaimana dimaksud pada ayat (1) melampirkan dokumen sebagai berikut:
 - a. salinan cetak dan/atau salinan digital kutipan akta nikah atau kutipan akta Perkawinan;

- b. surat pemberitahuan adanya gugatan perceraian dari Pegawai ASN yang bersangkutan;
 - c. salinan surat panggilan sidang perceraian; dan/atau
 - d. surat pernyataan pembagian Penghasilan setelah perceraian bagi Pegawai ASN pria, yang ditandatangani oleh Pegawai ASN bersangkutan dan pasangan.
- (3) Format surat pernyataan sebagaimana dimaksud pada ayat (2) huruf d, tercantum dalam Lampiran I yang merupakan bagian tidak terpisahkan dari Peraturan Gubernur ini.

Bagian Ketiga

Tata Cara Pemberian atau Penolakan Permintaan Izin Perceraian dan Surat Keterangan Melakukan Perceraian bagi Pegawai Negeri Sipil

Pasal 16

- (1) Atasan Langsung yang menerima permintaan izin perceraian atau pemberitahuan adanya gugatan perceraian sebagaimana dimaksud dalam Pasal 13, harus:
 - a. melakukan penasihatian atau upaya untuk merukunkan kembali kedua belah pihak; dan
 - b. memperhatikan dengan seksama alasan dan syarat yang mendasari, serta dampak dari permohonan izin/terjadinya perceraian.
- (2) Dalam hal upaya sebagaimana dimaksud pada ayat (1) huruf a tidak berhasil, Atasan Langsung wajib meneruskan permintaan izin atau pemberitahuan adanya gugatan perceraian kepada Pejabat yang Berwenang secara berjenjang paling lama 3 (tiga) bulan sejak permintaan atau pemberitahuan diterima.
- (3) Penyampaian permintaan izin atau pemberitahuan adanya gugatan perceraian sebagaimana dimaksud pada ayat (2), dengan melampirkan:
 - a. surat keterangan telah dilakukan penasihatian atau upaya untuk merukunkan kembali oleh Atasan Langsung; dan
 - b. dokumen persyaratan sebagaimana dimaksud dalam Pasal 14 dan Pasal 15 ayat (2).
- (4) Atasan Langsung yang tidak melaksanakan kewajiban meneruskan permintaan izin atau pemberitahuan adanya gugatan perceraian dalam jangka waktu sebagaimana dimaksud pada ayat (2), dijatuhi salah satu jenis hukuman disiplin berat sesuai dengan ketentuan peraturan perundang-undangan.
- (5) Dalam hal ditemukan alasan yang meringankan atau memberatkan bagi Atasan Langsung sebagaimana dimaksud pada ayat (4), hukuman disiplin dijatuhkan berdasarkan hasil pemeriksaan dengan mempertimbangkan dampak pelanggaran.

Pasal 17

- (1) Pejabat yang Berwenang sebagaimana dimaksud dalam Pasal 16 menetapkan keputusan atas permintaan izin atau surat keterangan melakukan perceraian paling lama 3 (tiga) bulan sejak rekomendasi Tim Pertimbangan diterima.
- (2) Keputusan atas permintaan izin perceraian sebagaimana dimaksud pada ayat (1) dapat berupa pemberian izin melakukan perceraian atau penolakan permohonan izin perceraian.

Bagian Keempat

Tata Cara Pemberian atau Penolakan Permintaan Izin Perceraian
dan Surat Keterangan Melakukan Perceraian bagi Pegawai
Pemerintah dengan Perjanjian Kerja

Pasal 18

- (1) Atasan Langsung yang menerima permintaan izin perceraian atau pemberitahuan adanya gugatan perceraian sebagaimana dimaksud dalam Pasal 13, harus:
 - a. melakukan penasihatian atau upaya untuk merukunkan kembali kedua belah pihak; dan
 - b. memperhatikan dengan seksama alasan dan syarat yang mendasari permohonan izin/terjadinya perceraian.
- (2) Dalam hal upaya sebagaimana dimaksud pada ayat (1) huruf a tidak berhasil, Atasan Langsung wajib memberikan keputusan pemberian/penolakan izin perceraian atau pemberian keterangan melakukan perceraian dengan mempertimbangkan ketentuan sebagaimana dimaksud dalam Pasal 11 dan Pasal 12.
- (3) Atasan Langsung menetapkan keputusan pemberian/penolakan izin perceraian paling lama 3 (tiga) bulan sejak permintaan diterima.
- (4) Atasan Langsung menetapkan surat keterangan melakukan perceraian paling lama 1 (satu) bulan sejak permintaan diterima.

Bagian Kelima

Keputusan Pemberian/Penolakan Izin Perceraian
dan Surat Keterangan Perceraian

Pasal 19

- (1) Keputusan pemberian/penolakan izin perceraian dan surat keterangan melakukan perceraian berlaku 1 (satu) tahun sejak keputusan ditetapkan.
- (2) Dalam hal Pegawai ASN yang telah mendapatkan keputusan pemberian izin perceraian tidak mengajukan permintaan perceraian ke pengadilan dalam jangka waktu sebagaimana dimaksud pada ayat (1), maka Pegawai ASN yang bersangkutan wajib mengajukan permintaan izin perceraian kembali kepada Pejabat yang Berwenang sebelum mengajukan perceraian di pengadilan.

Pasal 20

Format keputusan pemberian/penolakan izin dan surat keterangan perceraian sebagaimana tercantum dalam Lampiran I yang merupakan bagian tidak terpisahkan dari Peraturan Gubernur ini.

Bagian Keenam

Permintaan Izin Perceraian yang Ditolak

Pasal 21

- (1) Pegawai ASN yang mendapatkan penolakan permintaan izin melakukan perceraian, dapat mengajukan permohonan izin perceraian kembali setelah 1 (satu) tahun sejak keputusan penolakan permohonan izin melakukan perceraian ditetapkan.
- (2) Dalam hal Pegawai ASN yang mendapat penolakan permohonan izin perceraian memiliki alasan perceraian yang berbeda dari alasan permohonan sebelumnya, Pegawai ASN yang bersangkutan dapat mengajukan permohonan perceraian sebelum jangka waktu sebagaimana dimaksud pada ayat (1) berakhir.

Bagian Ketujuh

Laporan Perceraian

Pasal 22

- (1) Pegawai ASN yang telah bercerai, wajib memberitahukan perceraian kepada:
 - a. Gubernur, bagi pejabat pimpinan tinggi madya;
 - b. Sekretaris Daerah, bagi pejabat pimpinan tinggi pratama;
 - c. Kepala PD, bagi Pegawai ASN yang bertugas pada PD dan UPT;
 - d. Kepala Biro, bagi Pegawai ASN yang bertugas pada Biro;
 - e. Walikota/Bupati, bagi Pegawai ASN yang bertugas pada Kota Administrasi/Kabupaten Administrasi; dan
 - f. Kepala UKPD masing-masing bagi Pegawai ASN yang bertugas pada UKPD di lingkup Kota Administrasi/Kabupaten Administrasi/Kecamatan/Kelurahan dan UKPD di bawah koordinasi suku dinas/suku badan,
 paling lama 1 (satu) bulan sejak tanggal akta perceraian.
- (2) Pemberitahuan perceraian sebagaimana dimaksud pada ayat (1) dengan melampirkan dokumen sebagai berikut:
 - a. salinan cetak atau salinan digital akta perceraian; dan
 - b. salinan cetak atau salinan digital keputusan izin perceraian atau surat keterangan melakukan perceraian.
- (3) Pejabat sebagaimana dimaksud pada ayat (1) menyampaikan laporan perceraian dengan melampirkan dokumen sebagaimana dimaksud pada ayat (2), kepada:

- a. Kepala BKD, bagi pejabat pimpinan tinggi madya, pejabat pimpinan tinggi pratama, dan Pegawai ASN yang bertugas pada PD, Biro, dan UPT;
- b. Kepala SBKD, bagi Pegawai ASN yang bertugas pada Kota Administrasi dan UKPD di lingkup Kota Administrasi/Kecamatan/Kelurahan dan UKPD di bawah koordinasi suku dinas/suku badan;
- c. Kepala SBKD Jakarta Utara, bagi Pegawai ASN yang bertugas pada Kabupaten Administrasi dan UKPD di lingkup Kabupaten Administrasi/Kecamatan/Kelurahan dan UKPD di bawah koordinasi suku dinas/suku badan,

paling lama 7 (tujuh) hari kerja sejak pemberitahuan perceraian diterima.

- (4) Pegawai ASN yang telah bercerai dan tidak melakukan kewajiban memberitahukan perceraianannya sebagaimana dimaksud pada ayat (1) dijatuhi salah satu jenis hukuman disiplin berat sesuai dengan ketentuan peraturan perundang-undangan.
- (5) Dalam hal ditemukan alasan yang meringankan atau memberatkan bagi Pegawai ASN sebagaimana dimaksud pada ayat (4), hukuman disiplin dijatuhkan berdasarkan hasil pemeriksaan dengan mempertimbangkan dampak pelanggaran.
- (6) Pemberitahuan perceraian sebagaimana dimaksud pada ayat (1) dibuat sesuai format sebagaimana tercantum dalam Lampiran I yang merupakan bagian tidak terpisahkan dari Peraturan Gubernur ini.

BAB V

TIM PERTIMBANGAN

Bagian Kesatu

Umum

Pasal 23

- (1) Sekretaris Daerah membentuk Tim Pertimbangan atas permohonan izin beristri lebih dari seorang dan izin atau keterangan perceraian yang disampaikan oleh pejabat pimpinan tinggi dan pejabat fungsional ahli utama dengan ketentuan:
 - a. diketuai oleh Sekretaris Daerah; dan
 - b. jabatan yang ditunjuk paling rendah setara dengan pemohon izin/keterangan.
- (2) Kepala PD/Biro membentuk Tim Pertimbangan atas permohonan izin beristri lebih dari seorang dan izin atau keterangan perceraian yang disampaikan oleh pejabat administrator, pejabat pengawas, pejabat pelaksana, dan pejabat fungsional selain fungsional ahli utama yang bertugas pada PD, Biro, UPT, rumah sakit umum daerah tipe A/B, dan rumah sakit khusus daerah serta Kepala UKPD tingkat Kota Administrasi/Kabupaten Administrasi yang terdiri atas:
 - a. Atasan Langsung sebagai ketua;
 - b. unsur BKD;

- c. unsur pengelola kepegawaian pada PD/Biro/UPT; dan/atau
 - d. pejabat lain yang ditunjuk.
- (3) Walikota/Bupati membentuk Tim Pertimbangan atas permohonan izin beristri lebih dari seorang dan izin atau keterangan perceraian yang disampaikan oleh pejabat administrator, pejabat pengawas, pejabat pelaksana, dan pejabat fungsional selain fungsional ahli utama yang bertugas pada Kota Administrasi/Kabupaten Administrasi, Kecamatan, dan Kelurahan, yang terdiri atas:
- a. Atasan Langsung sebagai ketua;
 - b. unsur BKD;
 - c. unsur pengelola kepegawaian pada sekretariat Kota Administrasi /Kabupaten Administrasi; dan/atau
 - d. pejabat lain yang ditunjuk.
- (4) Kepala UKPD tingkat Kota Administrasi/Kabupaten Administrasi membentuk Tim Pertimbangan atas permohonan izin beristri lebih dari seorang dan izin atau keterangan perceraian yang disampaikan oleh pejabat pengawas, pejabat pelaksana, dan pejabat fungsional selain fungsional ahli utama yang bertugas pada UKPD Tingkat Kota/Kabupaten, UKPD di lingkup Kota Administrasi/Kabupaten Administrasi dan rumah sakit umum daerah tipe C/D yang terdiri atas:
- a. Atasan Langsung sebagai ketua;
 - b. unsur BKD;
 - c. unsur pengelola kepegawaian pada UKPD; dan/atau
 - d. pejabat lain yang ditunjuk.
- (5) Dalam hal Atasan Langsung sebagaimana dimaksud pada ayat (2), ayat (3) dan ayat (4) bukan Kepala PD, Kepala Biro, atau Kepala UKPD maka tim pertimbangan diketuai oleh Kepala PD, Kepala Biro, atau Kepala UKPD yang bersangkutan.
- (6) Tim Pertimbangan dibentuk dengan ketentuan:
- a. paling lama 30 (tiga puluh) hari sejak permohonan diterima;
 - b. bersifat ad hoc; dan
 - c. berjumlah ganjil dan paling banyak 5 (lima) orang.
- (7) Tim Pertimbangan bertugas untuk:
- a. melakukan penasihat dan/atau permintaan keterangan kepada Pegawai ASN yang bersangkutan, pasangan, atau pihak lain yang terkait;
 - b. meneliti alasan dan syarat yang mendasari permohonan beristri lebih dari seorang, permohonan izin perceraian, atau keterangan melakukan perceraian; dan
 - c. melaporkan rekomendasi kepada pejabat yang membentuk.

Bagian Kedua

Tata Kerja Tim Pertimbangan

Pasal 24

- (1) Tim Pertimbangan memanggil Pegawai ASN yang mengajukan permohonan izin beristri lebih dari seorang dan izin atau keterangan perceraian untuk dimintai keterangan perihal alasan yang mendasari permohonan dan/atau dilakukan penasihatan.
- (2) Dalam hal alasan yang mendasari sebagaimana dimaksud pada ayat (1) kurang lengkap dan kurang meyakinkan, Tim Pertimbangan dapat memanggil pihak lain yang terkait.
- (3) Pemanggilan sebagaimana dimaksud pada ayat (1) dan ayat (2) dilaksanakan secara tertulis dengan ketentuan sebagai berikut:
 - a. pemanggilan dilakukan paling lama 7 (tujuh) hari kerja sebelum tanggal permintaan keterangan; dan
 - b. dalam hal Pegawai ASN, suami/istri, atau pihak lain yang terkait tidak hadir dalam permintaan keterangan sebagaimana dimaksud pada huruf a, dilakukan pemanggilan kedua paling lama 7 (tujuh) hari kerja sejak tanggal pemanggilan pertama.
- (4) Dalam hal Pegawai ASN, pasangan, atau pihak lain yang terkait tidak hadir dalam penasihatan dan/atau permintaan keterangan, Tim Pertimbangan wajib memberikan rekomendasi berdasarkan keterangan dan/atau bukti pendukung yang ada.
- (5) Tim Pertimbangan membuat laporan paling sedikit memuat tentang:
 - a. alasan perceraian atau beristri lebih dari seorang; dan
 - b. rekomendasi pemberian/penolakan izin beristri lebih dari seorang, izin perceraian, atau pemberian keterangan melakukan perceraian.
- (6) Laporan sebagaimana dimaksud pada ayat (5) disampaikan kepada pejabat yang membentuk Tim Pertimbangan paling lama 3 (tiga) bulan sejak Tim Pertimbangan dibentuk.
- (7) Pejabat yang membentuk menyampaikan rekomendasi kepada Pejabat yang Berwenang paling lama 1 (satu) bulan sejak laporan Tim Pertimbangan diterima melalui:
 - a. Kepala BKD bagi pejabat administrator, pejabat pengawas, pejabat pelaksana, dan pejabat fungsional selain fungsional ahli utama yang bertugas pada PD, Biro, dan UPT, serta Kepala UKPD tingkat Kota Administrasi/Kabupaten Administrasi;
 - b. Kepala SBKD bagi:
 1. pejabat administrator yang bertugas pada Kota Administrasi; dan

2. pejabat pengawas, pejabat pelaksana, dan pejabat fungsional selain fungsional ahli utama yang bertugas pada Kota Administrasi, UKPD tingkat Kota Administrasi dan UKPD di lingkup Kota Administrasi masing-masing.
 - c. Kepala SBKD Jakarta Utara bagi pejabat administrator, pejabat pengawas, pejabat pelaksana, dan pejabat fungsional selain fungsional ahli utama yang bertugas pada Kabupaten Administrasi, UKPD tingkat Kabupaten Administrasi dan UKPD di lingkup Kabupaten Administrasi.
- (8) Ketentuan sebagaimana dimaksud pada ayat (7) dikecualikan dalam hal pejabat yang membentuk merupakan Pejabat yang Berwenang.
 - (9) Dalam hal pejabat yang membentuk merupakan Pejabat yang Berwenang, laporan Tim Pertimbangan digunakan sebagai dasar penetapan keputusan pemberian/penolakan izin beristri lebih dari seorang izin perceraian atau pemberian keterangan melakukan perceraian.

Pasal 25

- (1) Tim Pertimbangan melakukan penasihat dan/atau permintaan keterangan secara terpisah atau bersama-sama baik secara langsung atau virtual.
- (2) Penasihat dan/atau permintaan keterangan secara virtual sebagaimana dimaksud pada ayat (1) dilakukan dengan ketentuan sebagai berikut:
 - a. pihak yang dimintai keterangan dan Tim Pertimbangan menyalakan kamera selama permintaan keterangan berlangsung;
 - b. dalam hal terdapat kendala yang mengakibatkan kamera dan audio tidak dapat berfungsi atau mengalami gangguan jaringan, Tim Pertimbangan menghentikan sementara permintaan keterangan dan dilanjutkan kembali setelah kendala/gangguan berakhir;
 - c. apabila kendala/gangguan sebagaimana dimaksud pada huruf b tidak berakhir dalam waktu 60 (enam puluh) menit, permintaan keterangan ditunda dan dilanjutkan kembali sesuai dengan tanggal panggilan yang ditentukan;
 - d. Tim Pertimbangan mendokumentasikan seluruh proses permintaan keterangan;
 - e. pihak yang dimintai keterangan tidak diperkenankan didampingi orang lain selama permintaan keterangan; dan
 - f. pihak yang dimintai keterangan mengunduh dokumen berita acara permintaan keterangan untuk ditandatangani dan dikirimkan kepada Tim Pertimbangan paling lama 3 (tiga) hari kerja sejak tanggal permintaan keterangan.

BAB VI

HAK ATAS BAGIAN PENGHASILAN

Pasal 26

- (1) Pegawai ASN pria yang melakukan perceraian wajib menyerahkan sebagian penghasilannya kepada bekas istri dan para Anak.
- (2) Penyerahan sebagian penghasilan kepada bekas istri sebagaimana dimaksud pada ayat (1) dilaksanakan dengan syarat sebagai berikut:
 - a. perceraian terjadi atas kehendak Pegawai ASN pria dan Pegawai ASN pria berkedudukan sebagai penggugat; atau
 - b. perceraian terjadi atas kehendak istri dengan alasan sebagai berikut:
 1. istri mengajukan gugatan cerai karena suami melakukan Perkawinan dengan wanita lain tanpa persetujuannya;
 2. suami terbukti melakukan zina;
 3. suami terbukti melakukan kekejaman atau penganiayaan berat baik lahir maupun batin;
 4. suami terbukti menjadi pemabuk, pemadat, dan/atau penjudi yang sukar disembuhkan;
 5. suami terbukti meninggalkan istri selama 2 (dua) tahun berturut-turut tanpa izin istri dan tanpa alasan yang sah atau karena hal lain di luar kemampuannya; atau
 6. suami terbukti melakukan tindakan asusila.
- (3) Ketentuan pembagian penghasilan kepada bekas istri dikecualikan apabila dapat dibuktikan bahwa alasan perceraianya karena:
 - a. istri terbukti telah berzina;
 - b. istri terbukti telah melakukan kekejaman atau penganiayaan berat baik lahir maupun batin;
 - c. istri terbukti pemabuk, pemadat, dan/atau penjudi yang sukar disembuhkan;
 - d. istri terbukti telah meninggalkan suami selama 2 (dua) tahun berturut-turut tanpa izin suami dan tanpa alasan yang sah atau karena hal lain di luar kemampuannya; atau
 - e. istri terbukti melakukan tindakan asusila.
- (4) Ketentuan pembagian penghasilan kepada bekas istri berakhir terhitung sejak bekas istri melangsungkan Perkawinan lagi.
- (5) Pegawai ASN pria yang melakukan perceraian dan tidak melakukan kewajiban menyerahkan sebagian penghasilannya kepada bekas istri dan para Anak sebagaimana dimaksud pada ayat (1) dijatuhi salah satu hukuman disiplin berat sesuai dengan ketentuan peraturan perundang-undangan.

- (6) Dalam hal ditemukan alasan yang meringankan atau memberatkan bagi Pegawai ASN pria sebagaimana dimaksud pada ayat (5), hukuman disiplin dijatuhkan berdasarkan hasil pemeriksaan dengan mempertimbangkan dampak pelanggaran.

Pasal 27

- (1) Pembagian Penghasilan sebagaimana dimaksud dalam Pasal 26 dilakukan dengan ketentuan sebagai berikut:
 - a. dalam hal Perkawinan tidak memiliki Anak, bagian istri adalah $\frac{1}{2}$ (setengah) dari Penghasilan; dan
 - b. dalam hal Perkawinan memiliki Anak, pembagiannya adalah:
 1. bagian bekas istri: $\frac{1}{3}$ (sepertiga) dari Penghasilan; dan
 2. bagian Anak: $\frac{1}{3}$ (sepertiga) dari Penghasilan.
- (2) Penghasilan sebagaimana dimaksud pada ayat (1) tidak terbatas pada besaran Penghasilan saat terjadinya perceraian.
- (3) Penghasilan sebagaimana dimaksud pada ayat (1) setelah memperhitungkan utang pada masa Perkawinan dan/atau iuran wajib yang harus dibayarkan oleh Pegawai ASN pria yang bersangkutan.

Pasal 28

- (1) Anak yang berada di bawah pengasuhan bekas istri berhak atas bagian Penghasilan, dengan ketentuan sebagai berikut:
 - a. dalam hal semua Anak berada di bawah pengasuhan ibunya, maka sepertiga dari Penghasilan yang menjadi hak para Anak diterima kepada bekas istri atau Anak yang telah berusia 17 (tujuh belas) tahun; atau
 - b. dalam hal sebagian Anak di bawah pengasuhan Pegawai ASN yang bersangkutan dan sebagian lagi di bawah pengasuhan ibunya, maka bagian Penghasilan yang menjadi hak Anak yang ikut ibunya diterima kepada bekas istri atau Anak yang telah berusia 17 (tujuh belas) tahun sesuai pembagian berdasarkan jumlah Anak.
- (2) Anak yang berada di bawah pengasuhan bekas istri yang telah melangsungkan Perkawinan lagi, tetap berhak atas bagian Penghasilan sebagaimana dimaksud pada ayat (1).
- (3) Ketentuan sebagaimana dimaksud pada ayat (1) dan ayat (2) berakhir apabila:
 - a. Anak telah berusia 21 (dua puluh satu) tahun dan sudah tidak sekolah, atau paling tinggi telah berusia 25 (dua puluh lima) tahun;
 - b. telah atau pernah kawin; atau
 - c. telah memiliki Penghasilan sendiri.

Pasal 29

Bagian Penghasilan bagi bekas istri dan Anak dari Pegawai ASN pria yang sudah pernah bercerai dan memiliki kewajiban pembagian Penghasilan kepada bekas istri dan para Anak yang terdahulu adalah sesuai ketentuan Pasal 27 ayat (1) dari bagian Penghasilan Pegawai ASN yang diterima.

Pasal 30

- (1) Pegawai ASN pria sebagaimana dimaksud dalam Pasal 26 ayat (1) wajib membuat pernyataan pembagian Penghasilan secara tertulis dan disampaikan sebagai salah satu persyaratan dalam permintaan izin perceraian dan surat keterangan melakukan perceraian.
- (2) PD/Biro melakukan pengawasan/pengendalian terhadap pelaksanaan pembagian Penghasilan bagi Pegawai ASN pria yang melakukan perceraian.
- (3) Format surat pernyataan sebagaimana dimaksud pada ayat (1), tercantum dalam Lampiran I yang merupakan bagian tidak terpisahkan dari Peraturan Gubernur ini

BAB VII

KETENTUAN PERALIHAN

Pasal 31

Pada saat Peraturan Gubernur ini mulai berlaku:

- a. permohonan izin perceraian, keterangan perceraian atau izin beristri lebih dari seorang bagi PNS yang disampaikan sebelum berlakunya Peraturan Gubernur ini, ditetapkan oleh pejabat sesuai Keputusan Gubernur Nomor 2799/2004 tentang Pendelegasian Wewenang Penolakan/Pemberian Izin Perkawinan dan Perceraian bagi Pegawai Negeri Sipil di Lingkungan Pemerintah Propinsi Daerah Khusus Ibukota Jakarta; dan
- b. pelaporan perceraian dan permohonan izin beristri lebih dari seorang bagi PPPK yang disampaikan sebelum berlakunya Peraturan Gubernur ini, dilaksanakan berdasarkan Keputusan Gubernur Nomor 512 Tahun 2022 tentang Pedoman Pengelolaan Kinerja dan Disiplin Pegawai Pemerintah dengan Perjanjian Kerja.

BAB VIII

KETENTUAN PENUTUP

Pasal 32

Pada saat Peraturan Gubernur ini mulai berlaku, Keputusan Gubernur Nomor 2799/2004 tentang Pendelegasian Wewenang Penolakan/Pemberian Izin Perkawinan dan Perceraian bagi Pegawai Negeri Sipil di Lingkungan Pemerintah Propinsi Daerah Khusus Ibukota Jakarta, dicabut dan dinyatakan tidak berlaku.

Pasal 33

Peraturan Gubernur ini mulai berlaku pada tanggal diundangkan.

Agar setiap orang mengetahuinya, memerintahkan pengundangan Peraturan Gubernur ini dengan penempatannya dalam Berita Daerah Provinsi Daerah Khusus Ibukota Jakarta.

Ditetapkan di Jakarta
pada tanggal 6 Januari 2025

Pj. GUBERNUR DAERAH KHUSUS
IBUKOTA JAKARTA,

ttd

TEGUH SETYABUDI

Diundangkan di Jakarta
pada tanggal 9 Januari 2025

SEKRETARIS DAERAH PROVINSI DAERAH KHUSUS
IBUKOTA JAKARTA,

ttd

MARULLAH MATALI

BERITA DAERAH PROVINSI DAERAH KHUSUS IBUKOTA JAKARTA
TAHUN 2025 NOMOR 71001

Salinan sesuai dengan aslinya
KEPALA BIRO HUKUM SEKRETARIAT DAERAH
PROVINSI DAERAH KHUSUS IBUKOTA JAKARTA,



SIGIT PRATAMA YUDHA
NIP 197612062002121009

LAMPIRAN I
PERATURAN GUBERNUR DAERAH KHUSUS
IBUKOTA JAKARTA
NOMOR 2 TAHUN 2025
TENTANG
TATA CARA PEMBERIAN IZIN PERKAWINAN
DAN PERCERAIAN

A. FORMAT SURAT PELAPORAN PERKAWINAN

Kepada
Yth.....
di
Jakarta

LAPORAN PERKAWINAN PERTAMA/KE-.....

1. Yang bertanda tangan di bawah ini :

- a. Nama :
- b. NIP/NIPPPK*)/NRK :
- c. Pangkat/golongan ruang :
- d. Jabatan/pekerjaan :
- e. Satuan organisasi :
- f. Intansi :
- g. Tempat dan tanggal lahir :
- h. Jenis kelamin :
- i. Agama/Kepercayaan terhadap Tuhan Yang Maha Esa :
- j. Alamat :

dengan ini memberitahukan dengan hormat, bahwa saya :

- a. pada tanggal
- b. di

telah melaksanakan perkawinan yang pertama/ke-... dengan wanita/pria*)
sebagai tersebut di bawah ini:

- a. Nama :
- b. NIK :
- c. NIP/NIPPPK/NRK**) :
- d. Pangkat/golongan ruang :
- e. Jabatan/pekerjaan :
- f. Satuan organisasi :
- g. Tempat dan tanggal lahir :
- h. Agama/Kepercayaan terhadap Tuhan Yang Maha Esa :
- i. Alamat :

2. Sebagai tanda bukti bersama ini saya lampirkan:
 - a. Surat Permohonan/Usulan dari Kepala Unit/SKPD/UKPD
 - b. Laporan Perkawinan (diketahui oleh atasan langsungnya)
 - c. FC SK CPNS (80%*******) 1 lembar
 - d. FC SK PNS (100%)/SK PPPK^{*}) 1 lembar
 - e. FC SK pangkat terakhir^{***}) 1 lembar
 - f. FC salinan sah surat nikah/akta perkawinan 1 set
 - g. FC kartu keluarga 1 lembar
 - h. FC kartu pegawai 1 lembar
 - i. Pas foto istri/suami^{*}) saya, ukuran 3 x 4 cm sebanyak 3 (tiga) lembar.
3. Berhubung dengan itu, maka saya mengharapkan agar :
 - a. Dicatat perkawinan tersebut dalam Daftar Keluarga saya.
 - b. Diselesaikan pemberian KARIS/KARSU bagi istri/suami^{*}) saya.
4. Demikian laporan ini saya buat dengan sesungguhnya untuk dapat digunakan sebagaimana mestinya.

Jakarta,.....

Hormat Saya,

Nama Lengkap
NIP/NIPPPK^{*})

Catatan:

^{*}) Coret yang tidak perlu.

^{**}) Khusus Pegawai ASN.

^{***}) Khusus untuk Pegawai Negeri Sipil.

B. FORMAT SURAT PERMOHONAN IZIN UNTUK BERISTRI LEBIH DARI SEORANG

Kepada
Yth.....
di
Jakarta

SURAT PERMOHONAN IZIN BERISTRI LEBIH DARI SEORANG

1. Yang bertanda tangan di bawah ini :

- a. Nama :
- b. NIP/NIPPPK*)/NRK :
- c. Pangkat/Golongan Ruang :
- d. Jabatan :
- e. Perangkat Daerah/UKPD :
- f. Tempat dan tanggal lahir :
- g. Agama :
- h. Alamat :

Dengan ini mengajukan permohonan agar saya diizinkan untuk kawin dengan calon istri ke-.... tersebut dibawah ini:

- a. Nama :
- b. NIK :
- c. Tempat dan tanggal lahir :
- d. Pekerjaan :
- e. Alamat Tempat Kerja :
- f. Agama :
- g. Alamat :

2. Adapun alasan-alasan yang beristri lebih dari seorang adalah :

- a.
- b.
- c. dan seterusnya

3. Sebagai bahan pertimbangan maka bersama ini saya lampirkan :

- a. Surat persetujuan dari istri.
- b. Salinan sah surat keterangan pajak penghasilan.
- c. Surat jaminan berlaku adil.
- d. Surat keterangan atau dokumen alasan izin beristri lebih dari seorang
- e. dan seterusnya

4. Demikian surat permohonan izin ini saya buat dengan sesungguhnya dan agar dapat dipergunakan sebagaimana mestinya.

Jakarta,.....
Hormat Saya,

Nama Lengkap
NIP/NIPPPK*)

Tembusan Yth:

- 1. Kepala Badan Kepegawaian Daerah Provinsi DKI Jakarta/
Kepala Suku Badan Kepegawaian Daerah Kota
Administrasi*); dan
- 2. Pejabat yang dianggap perlu.

Catatan:

*) Coret yang tidak perlu.

C. FORMAT SURAT PERNYATAAN JAMINAN BERLAKU ADIL

SURAT JAMINAN BERLAKU ADIL

1. Yang bertanda tangan di bawah ini :
 - a. Nama :
 - b. NIP/NIPPPK*)/NRK :
 - c. Pangkat/golongan ruang :
 - d. Jabatan / Pekerjaan :
 - e. Satuan organisasi :
 - f. Agama/kepercayaan terhadap :
Tuhan Yang Maha Esa

Dengan ini menyatakan dengan sungguh-sungguh, bahwa apabila saya diizinkan untuk kawin ke dengan wanita sebagai tersebut di bawah ini :

- a. Nama :
- b. Tempat dan tanggal lahir :
- c. Agama/kepercayaan terhadap :
Tuhan Yang Maha Esa
- d. Alamat :

Saya akan berlaku adil terhadap istri-istri dan anak-anak saya.

2. Demikian surat jaminan berlaku adil ini saya buat dengan sesungguhnya dan apabila di kemudian hari ternyata saya tidak memenuhi isi surat jaminan ini maka saya bersedia menerima segala tindakan yang diambil oleh Pejabat yang Berwenang.

.....,tanggal
Yang Membuat Jaminan

(.....)
NIP/NIPPPK*)

Catatan:

*) Coret yang tidak perlu.

D. FORMAT SURAT PERMINTAAN IZIN PERCERAIAN ATAU PEMBERITAHUAN ADANYA GUGATAN PERCERAIAN

1. FORMAT SURAT PERMINTAAN IZIN PERCERAIAN

Kepada
Yth.....
di
Jakarta

SURAT PERMINTAAN IZIN UNTUK MELAKUKAN PERCERAIAN

1. Yang bertanda tangan di bawah ini :

- a. Nama :
- b. NIP/NIPPPK*)/NRK :
- c. Pangkat/Golongan Ruang :
- d. Jabatan :
- e. Perangkat Daerah/UKPD :
- f. Tempat dan tanggal lahir :
- g. Agama :
- h. Alamat :

Dengan ini mengajukan permintaan agar saya diizinkan untuk melakukan perceraian dengan istri /suami*) saya :

- a. Nama :
- b. NIK :
- c. NIP/NIPPPK/NRK**) :
- d. Tempat dan tanggal lahir :
- e. Pekerjaan :
- f. Alamat Tempat Kerja :
- g. Agama :
- h. Alamat :

2. Adapun alasan-alasan yang mendasari permintaan izin untuk melakukan perceraian adalah :

- a.
- b.
- c. dan seterusnya

3. Sebagai bahan pertimbangan maka bersama ini saya lampirkan :

- a.
- b.
- c. dan seterusnya

4. Demikian surat permintaan izin ini saya buat dengan sesungguhnya dan agar dapat dipergunakan sebagaimana mestinya.

Jakarta,.....
Hormat Saya,

Nama Lengkap
NIP/NIPPPK*)

Tembusan Yth:

- 1. Kepala Badan Kepegawaian Daerah Provinsi DKI Jakarta/
Kepala Suku Badan Kepegawaian Daerah Kota
Administrasi*); dan
- 2. Pejabat yang dianggap perlu.

Catatan:

- *) Coret yang tidak perlu.
- **) Khusus Pegawai ASN.

2. FORMAT PEMBERITAHUAN ADANYA GUGATAN PERCERAIAN

Kepada
Yth.....
di
Jakarta

SURAT PEMBERITAHUAN ADANYA GUGATAN PERCERAIAN

1. Yang bertanda tangan di bawah ini :

- a. Nama :
- b. NIP/NIPPPK*)/NRK :
- c. Pangkat/Golongan Ruang :
- d. Jabatan :
- e. Perangkat Daerah/UKPD :
- f. Tempat dan tanggal lahir :
- g. Agama :
- h. Alamat :

Dengan ini menyampaikan pemberitahuan gugatan perceraian yang diajukan oleh suami/istri*) saya :

- a. Nama :
- b. NIK :
- c. NIP/NIPPPK/NRK**) :
- d. Tempat dan tanggal lahir :
- e. Pekerjaan :
- f. Alamat Tempat Kerja :
- g. Agama :
- h. Alamat :

2. Sebagai bahan pertimbangan maka bersama ini saya lampirkan :

- a. Surat gugatan perceraian
- b.
- c. dan seterusnya

3. Demikian pemberitahuan adanya gugatan perceraian saya buat dengan sesungguhnya dan agar dapat dipergunakan sebagaimana mestinya.

Jakarta,.....
Hormat Saya,

Nama Lengkap
NIP/NIPPPK*)

Tembusan Yth:

- 1. Kepala Badan Kepegawaian Daerah Provinsi DKI Jakarta/
Kepala Suku Badan Kepegawaian Daerah Kota
Administrasi*); dan
- 2. Pejabat yang dianggap perlu.

Catatan:
*) Coret yang tidak perlu.
) Khusus Pegawai ASN.

E. FORMAT SURAT PERNYATAAN PEMBAGIAN PENGHASILAN

SURAT PERNYATAAN PEMBAGIAN PENGHASILAN

Yang bertanda tangan di bawah ini :

Nama :
 NIP/NIPPPK*)/NRK :
 Pangkat/Golongan Ruang :
 Jabatan :
 Perangkat Daerah/UKPD :

Dengan ini menyatakan bersedia menyerahkan penghasilan saya untuk bekas istri dan anak-anak saya sesuai ketentuan peraturan yang berlaku, karena saya berkedudukan sebagai penggugat/saya berkedudukan sebagai tergugat dan isteri mengajukan gugatan cerai karena saya terbukti:*)

- a. melakukan perkawinan dengan wanita lain tanpa persetujuan istri;
- b. berzina;
- c. melakukan kekejaman atau penganiayaan berat baik lahir maupun batin;
- d. menjadi pemabuk, pemadat dan/atau penjudi yang sukar disembuhkan;
- e. meninggalkan istri selama 2 (dua) tahun berturut-turut tanpa izin istri dan tanpa alasan yang sah atau karena hal lain diluar kemampuannya; atau
- f. melakukan tindakan yang mengarah pada perbuatan zina.*)

adapun ketentuan penyerahan penghasilan sebagaimana tersebut di atas adalah sebagai berikut:

1) Sepertiga ($\frac{1}{3}$) untuk anak/anak-anak*) saya yang bernama:

1. Nama :
 NIK :
 Alamat :
 Nomor Handphone :

2. Nama :
 NIK :
 Alamat :
 Nomor Handphone :

3. dst

yang akan saya serahkan kepada pihak yang mengasuh anak.

2) Pembagian penghasilan untuk anak atau anak-anak akan saya berikan sampai dengan anak saya berusia 21 (dua puluh satu) tahun atau 25 (dua puluh lima) tahun apabila anak tersebut masih bersekolah, atau yang telah menikah, atau telah mempunyai penghasilan sendiri.

3) Setengah ($\frac{1}{2}$)/Sepertiga ($\frac{1}{3}$ *) untuk bekas istri saya:

Nama :
 NIK :
 Pekerjaan :
 Alamat :
 Nomor Handphone :

- 4) Kewajiban pembagian penghasilan untuk bekas istri berakhir jika bekas istri saya menikah lagi, sesuai ketentuan peraturan yang berlaku.
- 5) Saya bersedia dijatuhi hukuman disiplin apabila saya tidak membagikan penghasilan saya kepada bekas istri dan/atau anak/anak-anak sesuai ketentuan peraturan perundang-undangan yang berlaku.

Demikian surat pernyataan ini dibuat dengan penuh kesadaran dan tanpa paksaan dari pihak manapun.

Mengetahui,
(Pasangan)

(Nama Lengkap Pasangan)

Jakarta,.....
Hormat Saya,

Nama Lengkap
NIP/NIPPPK*)

Catatan:

*) Coret yang tidak perlu.

F. FORMAT KEPUTUSAN PEMBERIAN/PENOLAKAN IZIN ATAU KETERANGAN PERCERAIAN

1. Format Keputusan Pemberian/Penolakan Izin Perceraian

KEPUTUSAN GUBERNUR*)/.....**)***)

NOMOR.....

TENTANG

PEMBERIAN IZIN/PENOLAKAN PERMINTAAN IZIN PERCERAIAN***) PEGAWAI NEGERI SIPIL/PEGAWAI PEMERINTAH DENGAN PERJANJIAN KERJA***) ATAS NAMA

DENGAN RAHMAT TUHAN YANG MAHA ESA,
GUBERNUR DAERAH KHUSUS IBUKOTA JAKARTA

- Menimbang :
- a. bahwa berdasarkan surat tanggal Nomor hal.... , dan surat penasehatan dari , Pegawai Negeri Sipil/Pegawai Pemerintah dengan Perjanjian Kerja***) atas nama NIP/NIPPPK***)/NRK /.... Pangkat/Golongan Ruang Jabatan pada mengajukan permohonan izin cerai terhadap suaminya/istrinya***) karena ;
 - b. bahwa Gubernur selaku Pejabat Pembina Kepegawaian memberikan kuasa/delegasi***) kepada**) untuk menetapkan izin perceraian Pegawai Negeri Sipil/Pegawai Pemerintah dengan Perjanjian Kerja*);
 - c. bahwa berdasarkan pertimbangan sebagaimana dimaksud dalam huruf a dan huruf b, perlu menetapkan Keputusan Gubernur tentang Izin Perceraian Pegawai Negeri Sipil/Pegawai Pemerintah dengan Perjanjian Kerja***) atas nama;

- Mengingat :
1. Undang-Undang Nomor 1 Tahun 1974 tentang Perkawinan (Lembaran Negara Republik Indonesia Tahun 1974 Nomor 1, Tambahan Lembaran Negara Republik Indonesia Nomor 3019), sebagaimana telah diubah dengan Undang-Undang Nomor 16 Tahun 2019 tentang Perubahan atas Undang-Undang Nomor 1 Tahun 1974 tentang Perkawinan (Lembaran Negara Republik Indonesia Tahun 2019 Nomor 186, Tambahan Lembaran Negara Republik Indonesia Nomor 6401);
 2. Undang-Undang Nomor 29 Tahun 2007 tentang Pemerintahan Provinsi Daerah Khusus Ibukota Jakarta sebagai Ibukota Negara Kesatuan Republik Indonesia (Lembaran Negara Republik Indonesia Tahun 2007 Nomor 93, Tambahan Lembaran Negara Republik Indonesia Nomor 4744);
 3. Undang-Undang Nomor 23 Tahun 2014 tentang Pemerintahan Daerah (Lembaran Negara Republik Indonesia Tahun 2014 Nomor 244, Tambahan Lembaran Negara Republik Indonesia Nomor 5587) sebagaimana telah beberapa kali diubah terakhir dengan Undang-Undang Nomor 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang Nomor 2 Tahun 2022 tentang Cipta Kerja Menjadi Undang-Undang (Lembaran Negara Republik Indonesia Tahun 2023 Nomor 41, Tambahan Lembaran Negara Republik Indonesia Nomor 6856);
 4. Undang-Undang Nomor 30 Tahun 2014 tentang Administrasi Pemerintahan (Lembaran Negara Republik Indonesia Tahun 2014 Nomor 292, Tambahan Lembaran Negara Republik Indonesia Nomor 5601) sebagaimana telah beberapa kali diubah terakhir dengan Undang-Undang Nomor 6 Tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang Nomor 2 Tahun 2022 tentang Cipta Kerja Menjadi Undang-Undang (Lembaran Negara Republik Indonesia Tahun 2023 Nomor 41, Tambahan Lembaran Negara Republik Indonesia Nomor 6856);

5. Undang-Undang Nomor 20 Tahun 2023 tentang Aparatur Sipil Negara (Lembaran Negara Republik Indonesia Tahun 2014 Nomor 141, Tambahan Lembaran Negara Republik Indonesia Nomor 6897);
6. Peraturan Pemerintah Nomor 10 Tahun 1983 tentang Izin Perkawinan dan Perceraian bagi Pegawai Negeri Sipil (Lembaran Negara Republik Indonesia Tahun 1983 Nomor 13, Tambahan Lembaran Negara Republik Indonesia Nomor 3250) sebagaimana telah diubah dengan Peraturan Pemerintah Nomor 45 Tahun 1990 tentang Perubahan atas Peraturan Pemerintah Nomor 10 Tahun 1983 tentang Izin Perkawinan dan Perceraian bagi Pegawai Negeri Sipil (Lembaran Negara Republik Indonesia Tahun 1990 Nomor 61, Tambahan Lembaran Negara Republik Indonesia Nomor 3424);
7. Peraturan Gubernur Nomor Tahun tentang Tata Cara Pemberian Izin Perkawinan dan Perceraian (Berita Daerah Provinsi Daerah Khusus Ibukota Jakarta Tahun Nomor);

Menetapkan : KEPUTUSAN GUBERNUR TENTANG IZIN PERCERAIAN PEGAWAI NEGERI SIPIL/PEGAWAI PEMERINTAH DENGAN PERJANJIAN KERJA***) ATAS NAMA

Nama :
 NIP/NIPPPK***)/NRK :
 Pangkat/Golongan Ruang :
 Jabatan :
 Unit Kerja :
 Agama :

dengan suami/istrinya:

Nama :
 Pekerjaan :
 Alamat terakhir :
 Agama :

KEDUA : Pegawai Negeri Sipil/Pegawai Pemerintah dengan Perjanjian Kerja***) sebagaimana dimaksud dalam diktum KESATU, wajib melaporkan paling lama 1 (satu) bulan terhitung sejak salinan putusan diterima.

KETIGA : Keputusan Gubernur*)/.....***) ini mulai berlaku pada tanggal ditetapkan.

Ditetapkan di
 pada tanggal

a.n GUBERNUR DAERAH KHUSUS
 IBUKOTA JAKARTA*)/
 **)***)

NAMA
 NIP

Tembusan Yth:

1. Kepala Badan Kepegawaian Daerah Provinsi DKI Jakarta/
 Kepala Suku Badan Kepegawaian Daerah Kota Administrasi**);
 dan
2. Pejabat lain yang dianggap perlu.

Catatan:

*) Hanya untuk pemberian/penolakan izin bagi Pegawai Negeri Sipil.

**) Tulislah nama jabatan dari Pejabat yang Berwenang.

***) Pilih salah satu

2. Format Surat Keterangan Melakukan Perceraian

SURAT KETERANGAN

NOMOR:

TENTANG

PERCERAIAN PEGAWAI NEGERI SIPIL/PEGAWAI PEMERINTAH DENGAN PERJANJIAN
KERJA*) ATAS NAMA ... NIP/NIPKKK*)/NRK...

Yang bertanda tangan di bawah ini:

Nama :
NIP :
Pangkat/Golongan Ruang :
Jabatan :

dengan ini menerangkan:

Nama :
NIP/NIPPPK*)/NRK :
Pangkat/Golongan Ruang :
Jabatan :
Unit Kerja :

bahwa saat ini yang bersangkutan sedang melakukan proses perceraian di Pengadilan Agama/Pengadilan Negeri sebagaimana Relaas Panggilan Sidang pada Register Perkara Nomor yang diajukan oleh Sdr. **) sebagai Penggugat.

Surat Keterangan ini dibuat untuk memenuhi ketentuan Peraturan Pemerintah Nomor 10 Tahun 1983 tentang Izin Perkawinan dan Perceraian bagi Pegawai Negeri Sipil sebagaimana telah diubah dengan Peraturan Pemerintah Nomor 45 Tahun 1990 tentang Perubahan atas Peraturan Pemerintah Nomor 10 Tahun 1983 tentang Izin Perkawinan dan Perceraian bagi Pegawai Negeri Sipil.

Jakarta,

a.n GUBERNUR DAERAH KHUSUS
IBUKOTA JAKARTA***)/
.....*****)*)

NAMA
NIP

Tembusan Yth:

1. Kepala Badan Kepegawaian Daerah Provinsi DKI Jakarta/
Kepala Suku Badan Kepegawaian Daerah Kota
Administrasi*); dan
2. Pejabat lain yang dianggap perlu.

Catatan:

*) Pilih salah satu.

**) Diisi nama suami/istri.

***) Hanya untuk surat keterangan bagi Pegawai Negeri Sipil.

*****) Tulislah nama jabatan dari Pejabat yang Berwenang.

G. FORMAT SURAT LAPORAN PERCERAIAN

Kepada
Yth.....
di
Jakarta

LAPORAN PERCERAIAN

1. Yang bertanda tangan di bawah ini :

- a. Nama :
- b. NIP/NIPPPK*)/NRK :
- c. Pangkat/Golongan Ruang :
- d. Jabatan :
- e. Perangkat Daerah/UKPD :
- f. Tempat dan tanggal lahir :
- g. Agama :
- h. Alamat :

Dengan ini melaporkan dengan hormat, bahwa sesuai dengan Keputusan/Surat Keterangan*) , Nomor Tanggal Tentangdan surat cerai/akta perceraian dari pengadilan agama/negeri*) Nomor Tanggal, saya telah melakukan perceraian dengan istri / suami saya :

- a. Nama :
- b. NIK :
- c. NIP/NIPPPK/NRK**) :
- d. Tempat dan tanggal lahir :
- e. Pekerjaan :
- f. Alamat Tempat Kerja :
- g. Agama :
- h. Alamat :

- 2. Bersama ini saya lampirkan salinan sah surat cerai / akta perceraian.
- 3. Demikian untuk dimaklumi dan digunakan sebagaimana mestinya.

Jakarta,.....
Hormat Saya,

Nama Lengkap
NIP

Tembusan Yth:

- 1. Kepala Badan Kepegawaian Daerah Provinsi DKI Jakarta/
Kepala Suku Badan Kepegawaian Daerah Kota
Administrasi*); dan
- 2. Pejabat lain yang dianggap perlu.

Catatan:

- *) Coret yang tidak perlu.
- **) Khusus Pegawai ASN.

Pj. GUBERNUR DAERAH KHUSUS
IBUKOTA JAKARTA,

ttd

TEGUH SETYABUDI

LAMPIRAN II

PERATURAN GUBERNUR DAERAH
KHUSUS IBUKOTA JAKARTA

NOMOR 2 TAHUN 2025

TENTANG

TATA CARA PEMBERIAN IZIN PERKAWINAN
DAN PERCERAIAN

PEJABAT YANG BERWENANG

A. Pejabat yang didelegasikan untuk menetapkan Keputusan Izin Beristri lebih dari seorang, Pemberian/Penolakan Izin Perceraian, dan Surat Keterangan Melakukan Perceraian

Pegawai	Keputusan	Jabatan PNS	Golongan Ruang	Pejabat yang Berwenang
PNS	1. Izin Beristri Lebih dari seorang 2. Izin Perceraian	1. Pejabat Pelaksana 2. Pejabat Fungsional	I dan II	Kepala PD/Biro masing-masing (delegasi)
	Surat Keterangan Melakukan Perceraian	1. Pejabat Pelaksana 2. Pejabat Fungsional	I dan II	Kepala PD/Biro masing-masing (delegasi)
PPPK	1. Izin Beristri Lebih dari seorang 2. Izin Perceraian 3. Surat Keterangan Melakukan Perceraian	-	-	Atasan Langsung

B. Pejabat yang diberikan kuasa untuk menetapkan Keputusan Izin Beristri lebih dari seorang, Izin/ Penolakan Perceraian, dan Surat Keterangan Melakukan Perceraian

Pegawai	Keputusan	Jabatan PNS	Golongan Ruang	Pejabat yang Berwenang
PNS	1. Izin Beristri Lebih dari seorang 2. Izin Perceraian	1. Pejabat Pelaksana 2. Pejabat Fungsional	III	Kepala BKD
		1. Pejabat Administrator 2. Pejabat Pengawas	-	Asisten Pemerintahan
		1. Pejabat Pelaksana 2. Pejabat Fungsional	IV	
		1. Pejabat Fungsional Ahli Utama 2. Pejabat Pimpinan Tinggi selain Walikota/Bupati	-	Sekretaris Daerah
	Surat Keterangan Melakukan Perceraian	1. Pejabat Pelaksana 2. Pejabat Fungsional	III dan IV	Kepala BKD
		1. Pejabat Administrator 2. Pejabat Pengawas	-	
		1. Pejabat Fungsional Ahli Utama	-	Asisten Pemerintahan

Pegawai	Keputusan	Jabatan PNS	Golongan Ruang	Pejabat yang Berwenang
		2. Pejabat Pimpinan Tinggi selain Walikota/Bupati		

Pj. GUBERNUR DAERAH KHUSUS
IBUKOTA JAKARTA,

ttd

TEGUH SETYABUDI

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Educational Background

2009 - 2010	RA Al-Hasanah Tangerang
2010-2016	SDN 1 Tangerang
2016-2019	SMPIT Al-Kahfi Bogor
2019-2022	MA Al-Kahfi Bogor
2022-2025	Universitas Islam Negeri Maulana Malik Ibrahim Malang