

THE ROLE OF GOLKAR PARTY WOMEN UNITS (KPPG) IN THE POLITICAL RECRUITMENT OF WOMEN LEGISLATIVE CANDIDATES

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ABSTRACT

This research aims to describe the role of the Golkar Party Women's Unity (KPPG) in the recruitment of women legislative candidate political candidates, and what are the obstacles faced by KPPG in the political recruitment of female legislative candidates. The research background was a form of female legislative candidate political recruitment. This research uses a quasi qualitative design. The method that researchers use in this study is the simple research design (SRD) method. Test of validity from data using the technique by source triangulation. The techniques for data analysis use three processes, namely data reduction, data presentation, and making conclusions (verification). The research results show that the form of political recruitment conducted by the Golkar Party KPPG is using a semi-open procedure, which means prioritizing its cadres first as the party's internal strength. In addition, someone who has close ties to the elite party and often comes from that elite family or is called based on political patronage. Meanwhile, the obstacle to female legislative candidate political recruitment is the internal obstacle they face, namely not all party officials and KPPG members want to nominate themselves to become candidates for DPRD, and external constraints are influenced by socio-cultural aspects, level of education and political experience, and family environment.

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INTRODUCTION

In defending and supporting democracy, elections are something that is very much needed by all citizens. Without elections, the political system cannot be said to be democratic, and through elections the people are able to support and trust that the government can carry out its functions responsibly (Aurel Croissant et.al in Lince Magriasti, 2005).

The strategic position of elections cannot be separated from the people's need for democracy which demands regular leadership changes. Elections are the arena for political parties (political parties) that compete in a healthy manner to get the people's vote and are the initial legitimacy for the establishment of a government. The democratic process takes place every five years, which is carried out by the people in selecting leaders who are felt capable of fighting for their interests in the political field. Elections are a vehicle for establishing people's sovereignty, directly electing leaders who carry out supervisory duties, fulfilling the aspirations and expectations of the people, formulating the state revenue and expenditure budget and enacting laws.

The implementation of the 2019 general election attracted the attention of all Indonesian people. Elections are carried out by combining legislative elections with executive elections. Executive election is the process of choosing the President and Vice President, but the legislative election is choosing the DPD RI, DPR RI, Provincial DPRD and Regency/City DPRD). In Article 22E paragraph 2 of the 1945 Constitution, an explanation is given whereby the election of the DPR and DPRD aims to convey the political aspirations of the people, as well as members of the DPD are meant to convey the aspirations of regional pluralism.

In legislative elections, women's involvement in politics has been guaranteed since the implementation of the 2004 elections as regulated in Law no. 12 of 2003 concerning Elections for the DPR, DPD and DPRD article 65 paragraph (1) which provides an expression that reads, all Election Contesting Political Parties can become candidates for Members of the DPR, Provincial DPRD and Regency/City DPRD for all regions with a record of at least female representation 30%.

Political parties have the right to recruit female cadres as part of party cadres. In addition, with the existence of affirmative policies that have protected women's rights by 30% to participate and contest in politics, political parties in Indonesia have developed their internal parties by forming party wing organizations. One of the political parties that formed a party wing organization, especially in filtering female cadres, namely the Golkar party by forming the Golkar Party Women's Unity (KPPG).

In the Statutes and Bylaws of the 2019 National Congress of the Golongan Karya Party Number: VIII/MUSNAS-X/GOLKAR/2019 concerning changes to the Golkar party's AD/ART, CHAPTER XVII article 35 paragraph (1), KPPG is a Policy Implementation Struggle Forum Parties created to fulfill strategic needs in efforts to increase the strength of the party's constituent base. In addition, KPPG is also a wing organization formed with the aim of overcoming the lack of women's political participation and placing women at the forefront of the success of the organization's programs.

In achieving this goal, KPPG plays a role in efforts to absorb, accommodate, channel and struggle for people's aspirations as government policy and also support people's sense of political awareness and prepare candidates through a record of gender balance in all aspects of life in society, nation and society. country, and conducting political recruitment through democratic and open rules through a record of gender balance and justice. After the formation of the wing organization of the Golkar party, women have a great opportunity to join political parties and become party women cadres to sit in the legislature.

If we look at the representation of women in the DPRD of West Sumatra Province since the implementation of the affirmative policy, in the 2009 to 2019 elections it is known that there have been fluctuations in the quantity of women. In 2009 the number of female Alegs was quite high, namely 7 people, but in the 2014 election there were 6 people and 3 in 2019. Even though there are fluctuations in the representation of women in the West Sumatra DPRD, it is interesting to see the political phenomenon of women in the Golkar Party. From the 2009 election to the 2019

election, the female cadre of legislative candidates for the Golkar party has continued to increase. This can be seen in the following table:

Table 1. 1
 List of Permanent Candidates for DPRD members of West Sumatra
 Golkar Party from the 2009 Election 9 to 2019 election

No	Election	LK	homework	Total
1	2009 election	43	22	65
2	2014 election	41	24	65
3	2019 election	40	25	65

Source: KPU Province of West Sumatra.

Based on table 1.1 above, it is evident that since the KPPG was formed the level of women's participation in politics and the number of permanent lists of female candidates for the Golkar party in the DPRD of West Sumatra Province has always increased in each legislative election period. Even though there was an increase in the number of the Golkar party women's permanent candidate list in the DPRD of West Sumatra Province, it turned out that the KPPG had various obstacles encountered during the women's political recruitment process, not all Golkar party cadres were willing to be nominated, so the Golkar party KPPG recruited female candidates from outside parties, the decline of women's enthusiasm to join in politics. Having difficulty finding qualified female candidates, people realized that without the 30% quota being met, political parties would not be able to pass in elections and finally political parties must find female candidates to be able to join as a permanent list of candidates by offering and inviting women to join the party without administrative costs and medical test costs. Based on the explanation above, in this study, researchers focused on the role of the Golkar Party Women's Unity (KPPG) in the political recruitment of women legislative candidates.

In this study, to see the role of the KPPG in political recruitment, the author uses role theory according to Mintzberg. In this theory, role indicators consist of: a) Interpersonal Roles, b) Roles related to information, and c) Roles in making decisions. Meanwhile, in terms of political constraints, the authors use the theory of constraints according to Hansen and Mowen. According to Hansen and Mowen, constraints are divided according to origin and nature. Constraints based on their origin are grouped into two types, namely internal constraints and external constraints. While the constraints based on the nature of binding constraints and constraints are not binding or slack. Based on the research that the author has done at the West Sumatra Golkar Party KPPG, it is known that the obstacles faced by KPPG in the recruitment process are obstacles based on original constraints which include internal and external constraints.

RESEARCH METHODS

Jenis Penelitian

This research uses quasi-qualitative research. According to Bungin (2020: 183) this type of quasi-qualitative research is very suitable for explaining information that you want to express descriptively. The location where the research took place was the West Sumatra Golkar Party DPD. The informants in this study were determined through a purposive sampling technique. The types and sources of data used in this study are primary data which is data obtained directly from the results of interviews with research informants, as well as secondary data which is data that provides support for what is achieved through books, journals, and laws and regulations. This study uses techniques

in collecting data in the form of interviews and documentation. Test the validity of the research data carried out through the technique of triangulation of sources. In this study, data analysis techniques were carried out through three paths, namely reducing data, presenting data, and making conclusions.

RESULTS AND DISCUSSION

The role of the Golkar Party Women's Unity (KPPG) in the Political Recruitment of Women's Legislative Candidates

Mintzberg (in Lutfi Tyas Candra Widyaningrum, 2020) explains the role indicators as follows:

Interpersonal Role (Interpersonal Role)

In this role, the leader must act as a figure, as a leader and as a liaison so that the organization he leads runs smoothly. Mintzberg divides into three further roles from this interpersonal role, namely: a) The role of being a character, b) The role of being a leader, and c) The role of being an intermediary official.

In the interpersonal role, KPPG is the liaison between the functionaries and the Golkar Party. This means that the KPPG as an intermediary official in conducting networking or political recruitment has been assigned by the Golkar Party which is the party where this functionary is proposed. In the process of selecting female legislative candidates, KPPG is looking for the number of female functionaries to be double the number of female seats in the DPRD. KPPG conducts a selection of women starting from the KPPG members themselves, both Provincial KPPG and Regency/City KPPG who wish to nominate themselves as functionaries. If the functionaries of the KPPG have not met the quota of 54 people, then the KPPG will conduct a screening outside the party. Networking functionaries outside the party are individuals who have a close environment to the party and often come from wealthy families or are known as *patronage*, this absorption process becomes a determining component in the candidate recruitment process.

So the recruitment pattern used by KPPG in conducting screening is a closed and open recruitment pattern. Closed recruitment is a selection carried out only for KPPG, while open recruitment is a selection outside the party.

Information-Related Roles

In this role, it places the leader in a unique position to gain information. In addition to the interpersonal roles stated earlier, Mintzberg gives expression to a second role related to this information. The role includes the following roles: a) Monitor role, b) Disminator role, and c) spokesperson role.

In this research, the KPPG acts as a source of information, spokesperson and public observer, especially women who are deemed worthy, capable and willing to serve as candidates for legislative or functionary candidates. KPPG also acts as a spokesperson in the process of offering and inviting the public, especially women, and especially to the KPPG members themselves, both at the provincial and district/city levels, to propose themselves as candidates for the legislature through the recruitment process first. Monitoring is also carried out for women outside the party to propose themselves as functionaries who have met the requirements. The requirements for functionaries have been determined by the Golkar Party DPP, referring to the Golkar Party DPP Instruction Letter Number: SI-39/DPP/GOLKAR/XI/2018 concerning the Arrangement of Golkar Party Functionaries at the Provincial and Regency/City Levels. These requirements are as follows:

1. Indonesian citizen at least 21 years old
2. Golkar party members who are given evidence through ownership of a Golkar party membership card
3. Have faith in the almighty God
4. Physically and mentally healthy
5. Have a domicile in the location of the Unitary State of the Republic of Indonesia
6. Have the lowest education high school (sma) / equivalent
7. Have participated in cadre education and training carried out by founding and established parties and/or organizations

8. Not currently having their right to vote revoked in accordance with a court decision that has obtained permanent legal force
9. Not currently serving a prison sentence in accordance with a court decision that has obtained permanent legal force, due to committing an act punishable by 5 years or more.
10. Have leadership skills and/or experience in organization
11. Have the ability to finance independently in carrying out functional assignment programs
12. Each functionary only requires one recommendation from one of the elements, party, body or institution, founding organization, established organization and wing organization.
13. Fill out the willingness to carry out the assignment from the party
14. Have participated in the functional orientation carried out by the party coordinator and/or in charge of the party leadership board at the same level
15. Attach curriculum vitae
16. The list of proposed names of functionaries mentions the assignment areas, namely provinces and districts/cities
17. The list of proposed names of functionaries as referred to in number 2 above is a maximum of 200% (two hundred percent) of the number of legislative members in each respective electoral district.

Thus, in the political recruitment process for women legislative candidates, KPPG acts as a source of information for women functionaries. Like the research that the author did, namely the KPPG is a place for information on what provisions are used as conditions that will be considered in registering Golkar Party functionaries. In these provisions, what is highly considered is educational background, organizational experience, ability in politics, high loyalty to the party, and popularity among the people. And the conditions set by the Golkar Party have been well implemented by the KPPG in the political recruitment process for female legislative candidates.

Decision Making Role

Leaders in this role must provide participation in decision-making in the organization they lead. The supervisor's interpersonal role leads to the decision role. The information and resources collected and recorded by the interpersonal enable the supervisor to perform the decision-making role or responsibility he or she is expected to perform .

, which is as much as 60% or double the number of female candidate seats in the DPRD, the KPPG submits a list of proposed functionaries to the synchronization team which has the authority and responsibility for making decisions in determining the 30% list of female legislative candidates for the Golkar Party in the Provincial Parliament. However, before determining the 30% of Golkar Party functionaries to be candidates, the synchronization team first assigned functionaries to go out into the community with the aim of helping and encouraging the implementation of party programs, helping to encourage the sympathetic program of the Golkar Party in solving problems faced by society, strengthening the base support for the Golkar Party and help carry out monitoring and evaluation of the organization's program implementation at the assignment location.

So it can be seen that KPPG has no role in decision making in selecting and determining 30% of the Golkar Party's legislative candidates. Only the Synchronization Team has the authority and role in determining the list of legislative candidates for the Golkar Party.

Obstacles to the Unity of Women of the Golkar Party (KPPG) in the Political Recruitment of Women Legislative Candidates

Internal Obstacles of the Golkar Party KPPG

Based on the theory of constraints that the author has explained in the introductory section, the so-called internal constraints are things that provide company boundaries that come through within companies. Through this explanation, it can be seen where the KPPG's internal constraints are those that originate from the KPPG itself.

Based on the research that the author has carried out, it can be seen where the internal obstacles faced by KPPG in the political recruitment process for women are that not all party officials and KPPG members want to run for DPRD candidates, they do not have self-confidence and even more so feel inferior in apply as a candidate for legislature. With the reason they just want to add to the association and serve as party administrators only. Another obstacle is that most of the women party administrators and KPPG members are hesitant to participate in political activities. This reluctance stems from their socio-cultural conditions which prevent them from actively voicing and expressing their political will. This may be caused by factors such as lack of educational background and self-confidence, so that political involvement is seen as inappropriate for women because of its qualities that contradict the image of women.

External Obstacles of the Golkar Party KPPG

In the theory of constraints that the author has explained in the introductory section, what are known as external constraints are things that provide boundaries for companies that come from outside the company. From this theory, the writer can conclude that external constraints are constraints that come from outside the KPPG.

Based on the research that has been carried out by the author, it can be seen where the external obstacles faced by KPPG in the political recruitment process for women are that women's interest in joining politics is very low, they think politics is the work of men, women are not suitable in the world of politics, politics is violent, cruel and ruled only by men. Apart from that, the patriarchal culture of the Minangkabau people is still strong, they think that women are not suitable for politics, women are only meant to be at home or to be housewives. The family environment is also an obstacle for women to join politics, such as not getting the blessing or permission of their husbands. And there are also those who are willing to nominate themselves as candidates, but are reluctant to incur expenses in fulfilling its requirements. And in the end, the party that finances these requirements because the party needs it female candidate.

CONCLUSION

In the political recruitment process for female legislative candidates, KPPG has carried out its role as an interpersonal role and a role related to information. While in the role of making decisions, KPPG does not have the capacity in that role because it is returned to the Synchronization Team. KPPG was only tasked with recruiting and compiling a list of functionary names. In the process of political recruitment of female legislative candidates, KPPG has carried out its role well, as evidenced by the political recruitment process carried out by KPPG which is based on the conditions set by the Golkar Party DPP in the Golkar Party DPP Instruction Letter Number: SI-39/DPP/GOLKAR/XI /2018 concerning the Organization of Golkar Party Functionaries at the Provincial and District/City Levels. And the recruitment pattern used by KPPG is semi-open recruitment which means prioritizing its cadres as the party's internal strength first. In addition, someone close to the party elite, who often comes from an elite family or is summoned on the basis of political patronage, plays an important role in the candidate recruitment process.

Obstacles in the political recruitment process for women carried out by KPPG are internal and external constraints. These obstacles are influenced by: a) The patriarchal culture of the Minangkabau people is still strong, they think that women are not suitable in the world of politics, women are only meant to be at home or to be housewives. b) Family environment, not getting the blessing or permission of her husband. c) The interest of women to join in the world of politics is very low, they think that politics is the work of men, women are not suitable in the world of politics, politics is hard, cruel and only controlled by men. d) financial, a da who are willing to nominate themselves as candidates, but are reluctant to incur expenses in fulfilling its requirements. And in the end, the party that finances these requirements because the party needs it female candidate n.

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