

ABSTRACT

This research stems from the gap between fulfilling the 30% quota for women's representation in legislative nominations and the low actual representation of women in the Jambi Provincial Parliament. This issue is particularly interesting to examine in the Democratic Party, which experienced a decrease in women's representation from 33.3% in 2019 to 20% in 2024, despite successfully increasing the number of female candidates from 27.27% to 30.91%. The focus is to analyze the Democratic Party's recruitment pattern for female legislative candidates in the 2024 Election in Jambi Province using Pippa Norris's political recruitment theory. The research employs a descriptive qualitative approach with data collection through in-depth interviews with party officials and female legislative candidates. Informants were determined using purposive sampling technique, including the Chairman of the Democratic Party Faction, elected and non-elected female legislative candidates, and DPC officials. Data analysis uses Miles and Huberman's interactive model with triangulation of sources, techniques, and time to ensure data validity. The results show that the Democratic Party's recruitment pattern encompasses four dimensions: (1) Candidacy: implementing a combination of formal requirements (minimum high school education, minimum age 20) and informal requirements (loyalty, mass base) with a cadre-based priority system that opens opportunities for non-cadres; (2) Selectorate: hierarchical selection teams from central BAPILU to regional BAPILUDA with 45% female representation implementing multi-level evaluation through interviews; (3) Decentralization: tiered decentralization with division of authority between central, provincial, and district levels with an open binding system at the provincial level that allows broader participation; (4) Voting/appointment systems: structural-meritocratic approach with a zipper system (multiples of three) and incumbent placement in the first ranking, as well as decision-making through consensus deliberation considering objective and subjective aspects. Despite successfully meeting the 30% quota in nominations (17 out of 55 candidates), women's electability remains low at only 1 out of 5 seats (20%). Major challenges include structural, cultural factors, and voter perceptions still influenced by gender stereotypes, as well as limited financial support and access to political networks.

Keywords : Recruitment Pattern, Democratic Party, Women's Representation

ABSTRAK

Penelitian ini berangkat dari fenomena kesenjangan antara pemenuhan kuota 30% keterwakilan perempuan dalam pencalonan legislatif dan rendahnya keterwakilan aktual perempuan di DPRD Provinsi Jambi. Permasalahan ini menarik dikaji terutama pada Partai Demokrat yang mengalami penurunan keterwakilan perempuan dari 33,3% pada 2019 menjadi 20% pada 2024, meskipun berhasil meningkatkan jumlah caleg perempuan dari 27,27% menjadi 30,91%. Fokus penelitian adalah menganalisis pola rekrutmen Partai Demokrat terhadap calon legislatif perempuan pada Pemilu 2024 di Provinsi Jambi dengan menggunakan teori rekrutmen politik Pippa Norris. Penelitian menggunakan pendekatan kualitatif deskriptif dengan teknik pengumpulan data melalui wawancara mendalam terhadap pengurus partai dan calon legislatif perempuan. Informan ditentukan dengan teknik purposive sampling, meliputi Ketua Fraksi Partai Demokrat, calon legislatif perempuan terpilih dan tidak terpilih, serta pengurus DPC. Analisis data menggunakan model interaktif Miles dan Huberman dengan triangulasi sumber, teknik, dan waktu untuk memastikan keabsahan data. Hasil penelitian menunjukkan bahwa pola rekrutmen Partai Demokrat mencakup empat dimensi: (1) Candidacy: menerapkan kombinasi persyaratan formal (pendidikan minimal SMA, usia minimum 20 tahun) dan informal (loyalitas, basis massa) dengan sistem prioritas berbasis kaderisasi yang membuka peluang bagi non-kader; (2) Selectorate: tim penyeleksi hierarkis dari BAPILU pusat hingga BAPILUDA daerah dengan keterwakilan perempuan 45% yang menerapkan evaluasi bertingkat melalui wawancara; (3) Decentralization: desentralisasi bertingkat dengan pembagian kewenangan antara DPP, DPD, dan DPC dengan sistem open binding di tingkat provinsi yang memungkinkan partisipasi lebih luas; (4) Voting/appointment systems: pendekatan struktural-meritokratis dengan sistem zipper (kelipatan tiga) dan penempatan incumbent di nomor urut 1, serta pengambilan keputusan melalui musyawarah mufakat dengan mempertimbangkan aspek objektif dan subjektif. Meski berhasil memenuhi kuota 30% dalam pencalonan (17 dari 55 caleg), keterwakilan perempuan masih rendah, yaitu hanya 1 dari 5 kursi (20%). Tantangan utama meliputi faktor struktural, kultural, dan persepsi pemilih yang masih dipengaruhi stereotip gender, serta terbatasnya dukungan finansial dan akses terhadap jaringan politik.

Kata Kunci : Pola Rekrutmen, Partai Demokrat, Keterwakilan Perempuan