

# Measuring the Ideal Number of Election Supervisory Personnel

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**Abstract.** The researcher chose the topic of measuring the ideal number of Election Supervisory personnel because in the 2019 Election and the 2020 Regional Head Election there were quite a number of dynamic problems in the implementation of the duties, principals, and functions of the Election Supervisory Board at the Regency/City, District, and Village levels caused by the misalignment of the number of Supervisory personnel. Inter-level elections. This study aims to identify, understand, analyze, and measure the ideal number of Election Supervisory personnel so that the implementation of the General Election as a democratic party can take place in a democratic manner, with integrity, and with quality. Researchers use qualitative research methods in carrying out research in accordance with the research topic. Basically, many cases of the 2019 General Elections were caused by the low integrity of the election organizers and the problematic personality of the organizers, in this case the KPU and Bawaslu ranks. If you are going to submit a Judicial Review to the Constitutional Court regarding the addition of Election Supervisory Members at the Regency/City, District, and Village levels, the RI Bawaslu will be more qualified.

**Keywords :** Election Supervisory Personnel.

## 1 Introduction

The General Elections Supervisory Body (Bawaslu) is a General Election Organizing Agency (Pemilu) in charge of supervising the implementation of the General Election (President and Vice President, DPR, DPD, Provincial DPRD, and Regency/City DPRD) and the Election of Regional Heads (Governor and Deputy Governor, Regent), and Deputy Regent, as well as Mayor and Deputy Mayor). Election organizers in Indonesia consist of 3 institutions, namely the Election Supervisory Body (Bawaslu), the General Election Commission (KPU) and the Election Organizing Honorary Council (DKPP). Bawaslu is an election management agency tasked with overseeing the implementation of general elections and elections throughout Indonesia.

In Law Number 7 of 2017 concerning General Elections article 1 paragraph (17) Election Supervisory Body, hereinafter referred to as Bawaslu, is an Election Organizing Institution that oversees the implementation of elections throughout the territory of the Unitary State of the Republic of Indonesia, paragraph (18) Provincial Election Supervisory Body, hereinafter referred to as Provincial Bawaslu is the Agency for supervising the Implementation of Elections in the province, and paragraph (19) the Regency/Municipal Election Supervisory Body, hereinafter referred to as Regency/City Bawaslu, is the Agency for supervising the Implementation of Elections in the Regency/City area. Bawaslu is a vertical institution consisting of the Republic of Indonesia Bawaslu, Provincial Bawaslu, Regency/City Bawaslu, Sub-district Panwaslu, Village Panwaslu, and TPS Supervisors.

In the implementation of the duties and authorities carried out by the Regency/City Bawaslu, there is an unbalanced performance burden between division members because of the 3 personnel members. There is an excessive divisional burden that is not in line with the divisions at the RI and Provincial Bawaslu levels. One of the divisions that are quite heavy is the Legal Division, Handling Violations, and Dispute Resolution (HPP). The HPP division coincides with 3 divisions in the RI and Provincial Bawaslu, which is quite difficult in carrying out the main tasks and targets for optimal performance.

The same thing happened to the Adhoc Election Supervisor. First, the Sub-district Panwaslu which consists of 3 people, there is an inconsistency between the division and the Regency/City Bawaslu above which there are 5 members. In addition, when monitoring the recapitulation of vote acquisition in the 2024 General Election, in accordance with the KPU Regulation that the recapitulation of vote acquisition at the sub-district level can be carried out in parallel with a maximum number of 4 parallels because the District Election Committee (PPK) as the KPU ranks at the sub-district level consists of 5 personnel. If the recapitulation is carried out in 4 parallels, the Sub-district Panwaslu which consists of 3 people will not be able to carry out maximum supervision because the number of personnel between the number of PPK and District Panwaslu is not balanced/unequal. Second, the ranks of the Village Panwaslu which in Article 92 Paragraph (4) numbered 1 person, this also resulted in an imbalance in performance in each village. With the number of 1 personnel from the Village Panwaslu, it is felt that it is very lacking because each village has a very diverse number of TPS, for example in Bantul Regency the number is between 10-100 TPS per village. For a village with a small number of TPS, such as Jagalan Village with 9 (nine) TPS, the Village Panwaslu can carry out its duties and authorities more optimally, on the contrary for a village with a large number of TPS, such as in Banguntapan Village with

108 (one hundred and eight) TPS. the Village Panwaslu will find it difficult to carry out its duties and authorities to the fullest. This can occur at the stages of the General Election such as verification of political party supporters, updating of voter data, voting and counting votes,

Bawaslu has challenges that are not easy in its duties so that Bawaslu needs to formulate policies so that personnel are adequate in capacity in terms of the number of personnel in order to oversee the implementation of elections with integrity and quality. In the 2019 Election and the 2020 Simultaneous Election, there were quite a number of dynamic issues in the implementation of the performance of the Election Supervisory Board, especially at the Regency/City, District, and Village levels from the perspective of the number of Election Supervisory personnel. The dynamics of the problems that occur include Regency/City Bawaslu with 3 personnel members feeling overwhelmed in carrying out their duties and authorities due to an unbalanced performance burden between divisions, divisional burdens that are not in line with the divisions at the Provincial Bawaslu level. Thus, it is necessary to measure the ideal number of Election Supervisors at all levels so that people's expectations of the Bawaslu ranks as election democracy supervisors can be realized by obtaining maximum results. With an optimal election supervisor, it is hoped that democracy in Indonesia can truly uphold election and election justice so that it can be carried out democratically and leaders and representatives of the people are elected with integrity, quality, dignity, and progress. Moreover, in 2024 there will be Simultaneous Elections consisting of Legislative Elections, Presidential and Vice-Presidential Elections, as well as Regional Head Elections at the Provincial and Regency/City levels. With an optimal election supervisor, it is hoped that democracy in Indonesia can truly uphold election and election justice so that it can be carried out democratically and leaders and representatives of the people are elected with integrity, quality, dignity, and progress. Moreover, in 2024 there will be Simultaneous Elections consisting of Legislative Elections, Presidential and Vice-Presidential Elections, as well as Regional Head Elections at the Provincial and Regency/City levels. With an optimal election supervisor, it is hoped that democracy in Indonesia can truly uphold election and election justice so that it can be carried out democratically and leaders and representatives of the people are elected with integrity, quality, dignity, and progress. Moreover, in 2024 there will be Simultaneous Elections consisting of Legislative Elections, Presidential and Vice-Presidential Elections, as well as Regional Head Elections at the Provincial and Regency/City levels.

This study aims to determine, understand, analyze, and measure the ideal number of Election Supervisory personnel, especially at the Regency/City, District, and Village levels.

## **2 Research methods**

Researchers use qualitative research methods in carrying out research in accordance with the topics that have been chosen by the researchers. This research involves several competent sources in the field of Election Supervisors with naturalistic or qualitative methods, namely written based on the conditions and situations of the subjects studied, including:

- a. Fritz Edward Siregar, SH. LL.M PhD. – Member of the RI Bawaslu for the 2017-2022 period
- b. Bambang Eka Cahya Widodo, SIP., MSI. – Chairman/Member of the Indonesian Election Supervisory Body for the period 2008-2012.
- c. Bagus Sarwono, S.Pd.Si., MPA – Chair of the DIY Bawaslu 2017-2022 period

## **3 Discussion**

Three resource persons gave their opinions and explanations regarding the ideal number of Election Supervisors from their respective perspectives with the aim of implementing the performance of Election Supervisors in the future more optimally in guarding the enforcement of democracy in the implementation of elections in Indonesia.

1. Fritz Edward Siregar, SH. LL.M PhD. – Member of the RI Bawaslu for the 2017-2022 period

The number of Election Supervisors in 2019 was around 910,000 from the TPS, Village, District, Regency/City, Province, and RI levels. It is not about the number needed, but how the workload of the Election Supervisors is proportional to the number of Election Supervisors. Do we only focus on the number of Election Supervisors or the workload that is not balanced with one another? Supervision of the 2024 Simultaneous Elections must be better than the 2019 Elections and in the absence of changes to the Election Law, several problems will arise in the 2024 Simultaneous Elections, for that matter whether Bawaslu is able to overcome several related matters that are less than ideal in Law 7 In 2017, one of them is the number of Election Supervisors.

One of the spirits that must be possessed by an election supervisor is the spirit to invite public participation in the election monitoring process. This has become an essence that Bawaslu is not able to carry out its election supervisory function optimally with the large number of TPS, Villages, Districts, and Areas if

only relying on the number of Election Supervisors. Is it true that the legislators focus on the financing process or the process of strengthening the Bawaslu ranks themselves?

Talking about the number of Election Supervisors, they will meet the requirements of the Election Supervisors themselves, this will lead to dynamics of problems, namely:

- a. If you want to increase the number of Election Supervisors, but which part needs to be increased?
- b. Requirements as Adhoc Election Supervisors (sub-district, village, and polling stations), the existence of a minimum age limit of 25 years and a minimum of high school education, in some areas this is a serious problem.

In the law, the requirements for registering as Adhoc Election Supervisors are regulated, starting from the minimum age limit and minimum education. From the Law, a priority scale can be taken, will it increase the number and then violate the law or focus on lowering the standard, then does that not violate the law? Regarding the number of election supervisors, what needs to be considered is whether we actually need the number of election supervisors or what is still not quite right, is the distribution of the burden on their performance. The concept of division should appear in the Regency/City and Sub-district Panwaslu and does the division of division reduce the burden of performance? Bawaslu's problems are regarding the division of tasks, distribution of authority, division of divisions so that the work becomes difficult. Assuming all Election Supervisors can perform HR functions, Supervision, Violation Handling, and Dispute Resolution. If each election supervisory personnel can perform all of these functions, regardless of the number of election supervisory personnel, it will not be a significant obstacle, all duties, obligations and authorities will be carried out optimally.

1. Bambang Eka Cahya Widodo, SIP., MSI. – Chairman/Member of the Indonesian Election Supervisory Body for the period 2008-2012.

When Law Number 7 of 2017 concerning General Elections was passed, there was a lawsuit regarding the Law related to the number of Election Supervisory personnel and in the end the lawsuit was rejected on the grounds that the number of Regency/City Election Supervisory personnel should not be contradicted by the constitution. When the Election Law was passed, some people already felt a serious problem regarding the number of Election Supervisors. The most basic argument is the division of workload because it is not easy to distribute the workload at the district/city level with a limited number of personnel. The argument in the Law regarding the number of 3 or 5 personnel depending on the number of residents is an interesting discussion, while election supervision has no effect on the number of people, but rather the number of problems faced by the election process and is unfounded, if an area with a small population has only 3 supervisors and other areas with a larger population, there are also more election supervisors. Even more profound problems occur at the sub-district and village levels, the complexity of the number of personnel is truly extraordinary.

The workload is extraordinary during the election cycle, and when the number of Election Supervisory personnel at the Regency/City level only consists of 3 people, it will be even more difficult. On the other hand, it is also not easy to face the quality, professionalism, integrity and availability of Election Supervisory Human Resources. It is not easy to find human resources who understand and master the duties and supervisory functions needed in the implementation of the Luber Jurdil Election, in fact most applicants or enthusiasts for Election Supervisors are quite a lot who have not entered the ideal criteria needed.

There are at least 4 different levels of Election Supervisors, namely Adhoc, Regency/City, Provincial, and National Supervisors. When this is standardized, it will be easier to prepare human resources in accordance with what is needed, such as in a year where there is no election stage, it can be prepared to choose human resources according to the required standards. This is related to the budget, organizational governance system, and how Bawaslu which has a Rapid Education Development Training Agency will become an institution that formulates the professional standards of Election Supervisors not only from a certain educational background but also builds an agreement on the minimum things that must be owned. by someone who will be recruited as an Election Supervisor, despite the fact that it is not easy.

Regarding the ideal number of Election Supervisors, whether the number will be increased or decreased, it tends to be a factor of need and shortage, especially at the lower level, especially at the District and Village levels, more to consider is the TPS Supervisor. TPS have to work extra, and can't go anywhere until the process of voting and counting votes at the TPS is complete.

2. Bagus Sarwono, S.Pd.Si., MPA – Chair of the DIY Bawaslu.

Talking about the ideal number of Election Supervisors cannot be separated from the alignment of divisions and tasks of Election Supervisors, as pThe key question is whether the current number of Election Supervisors is ideal and if not, what can be done?

The institutional design of Election Supervisors as regulated in Law 7 of 2017 institutionally states that Bawaslu consists of the National, Provincial, Regency/City levels, Districts, Villages, up to the TPS level, which is a large organization. The Law also regulates the number of Election Supervisors from the national level to the polling station level. Election Supervisory Hierarchy according to Law Number 7 of 2017, the National level with 5 members, Province 5 or 7 people depending on the area and population, and Regency/City 3 or 5 people depending on the area and population, with each is facilitated by an office and a secretariat.

Steps that can be taken in order to improve the quality of supervision of the implementation of elections in terms of human resources and the number of election supervisory personnel, include:

- a. Fair and equitable distribution of the duties of Election Supervisory Members, additional personnel for Regency/City Bawaslu Members, which still number from 3 to 5 people, by submitting a Judicial Review of the Election Law through the Constitutional Court.
- b. Improving the quality of human resources for Election Supervisors by creating a database and building an HR information system.
- c. Whether or not the division at the sub-district level needs to be reviewed, because this will affect the workload. There tend to be divisions, but division representatives are added, if there is a problem they will be able to help and be known by other members.

From this study, the researcher obtained the results from the exposure of the speakers, namely the problems of the Bawaslu ranks regarding the division of tasks, distribution of authority, division of divisions so that the work becomes difficult. Assuming that all Election Supervisors can carry out HR functions, supervision, handling violations, and resolving disputes, if each Election Supervisory personnel can perform all these functions so that regardless of the number of Election Supervisory personnel there will not be a significant obstacle to all duties, obligations and authority will be implemented optimally. The workload is extraordinary during the election cycle and when the number of Election Supervisory personnel at the Regency/City level only consists of 3 people, it will be heavier.

The discussion related to the ideal number of Election Supervisors, whether the number will be increased or decreased, tends to be on the need and shortage factor, especially at the lower level, especially at the District, Village, and TPS Supervisory levels. If the technical implementation of the General Election does not change with 5 ballot boxes at the TPS, the TPS Supervisor must work extra and cannot go anywhere until the voting and vote counting process at the TPS is complete. In addition to the ideal number of Election Supervisors, whether to increase them or not, especially at the Regency/City and Village levels, they must also consider the workload which may take a very long time which does not match the ideal working hours. In addition, whether or not the division of divisions at the sub-district level needs to be reviewed, because this will affect the workload.

Talking about the ideal number of Election Supervisors cannot be separated from the alignment of divisions and tasks of Election Supervisors. Mandate of the main functions (tupoksi) of Regency/City Bawaslu and the ranks of ad hoc supervisors under it, by looking at the number of members and workload mandated by law, Regency/City Bawaslu with 3 members who have the most potential to experience high performance burden or workload that are required to do a fair and equitable distribution of the workload.

From the results of the presentation of the speakers and the discussion of this research, the researcher assessed the need for additional personnel for Regency/City Bawaslu Members, which still amounted to 3 to 5 people and additional personnel for Village Panwaslu Members, amounting to 1 to 3 people, by submitting a Judicial Review to the relevant Constitutional Court. Law Number 7 of 2017 concerning General Elections.

## **4 Conclusion**

From the results of research and discussion with 3 resource persons, several conclusions can be drawn, namely:

1. In relation to the increase in the number of election supervisory personnel at the district/city level, the addition of all 5 personnel to the district/municipality Bawaslu level, including the addition of the secretariat staff, will reduce the workload and be able to coordinate with the levels above. This is because the number of personnel has nothing to do with the population in the area because the problems that can arise are not based on the number of residents.
2. The most crucial issue for Election Supervisors at the District level is related to the number of Election Supervisors during the process of recapitulation of vote acquisition results if the number of villages is large and there are many TPS, the recapitulation process carried out by PPK with a parallel system of 4 (four) then the District Panwaslu cannot carry out its supervisory duties optimally. .
3. The Village Panwaslu will have problems related to the population, number of polling stations, area, and terrain that is difficult or not easy to reach when carrying out the task of supervising the performance of the election stages because the number of personnel is only 1 person in each village.
4. The design of the Election Supervisory Institution or Bawaslu is contained in Law Number 7 of 2017 concerning General Elections, to change it, it must go through changes to the Law which can be carried out with several alternatives, namely limited revisions or submitting a Judicial Review to the Constitutional Court, if these steps are to be taken then they must be coordinate with the RI Bawaslu because the Judicial Review submission will be more qualified through the national Bawaslu.

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