

The Role of Women of Great Indonesia (Pira) In Recruitment of Women Cadres at The Gerindra Party (Study of The Gerindra Party Board of Regional Representatives of West Sumatera)

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Abstract. Through political parties, women can actually fight for their interests in all fields, especially in the political field, so that political parties become one of the important factors that can determine women's political participation and political representation. Those who know women's needs are women themselves, so the party should give women a more significant role in the internal party as an effort to increase women's participation, one of which is by providing space for women cadres to take part in the recruitment of new women cadres to join the internal organization. party. This study aims to examine the role of the Greater Indonesia Women (PIRA) in carrying out political recruitment of women in the Great Indonesia Movement Party (Gerindra). This research is limited to the 2019 election area. The method used is a qualitative method with a case study type used to answer this research question. The results of the study found that the role of PIRA is very dependent on the placement of roles that have been determined by the Gerindra party.

Keywords: Recruitment, Women, Gerindra, PIRA

1 Background

One of the phenomena that continues to be hotly discussed in the public and in politics is the issue of gender or gender equality which still appears to be a gap. The term gender refers to the social characteristics and traits associated with men and women. The associated characteristics and traits are not only based on biological differences, but also on social and cultural interpretations of what it means to be male or female (Rahmawati, 2004: 19). Ann Oakley defines that gender is a social construction or attribute imposed on humans that is built by human culture and Mansour Fakih revealed that gender is an inherent trait of both men and women that is socially and culturally constructed, but in fact the differences in nature between men and women can change or be exchanged.

Therefore, it is a big mistake to interpret gender as God's nature as well as sex. It is not that there are no gentle men and strong women, because these things can be changed according to the case and the place. However, what is often a fundamental problem is interpreting sex and gender as the same thing. That women are natured as weak creatures who need protection from men, so that men act as someone who is strong as a protector of women, so that they are

'above' women. This distinction between men and women unconsciously places women in the second class, which is under men. On the other hand, the interpretation of religion is only fragmentary which distinguishes between the positions of men and women, which in fact God never distinguishes his people but from the level of piety. This piecemeal understanding also makes women increasingly subordinated.

Likewise in the world of politics, the world of politics which is considered a dirty world is defined as the world of men. Men are considered strong enough to be in the dirty world of politics, while women are not. This is one of the things that encourage the lack of women in the world of politics and coupled with the wrong understanding of gender. When we talk about politics, we are also talking about policy making and enactment. What will happen if there are no or very few women who participate in policy making or enactment? It is conceivable that the policies made are paternalistic policies that do not really consider women as implementers of these policies. So that since the first there have been many women's movements that voiced the differences experienced by women, so that women's representation is needed in making and ratifying policies.

A growing reality, both in developed countries and in developing countries, the world of politics is always dominated by men, both in terms of representation and interests. Thus, making a space for women comfortable to be involved in the world of politics becomes difficult. In Indonesia itself, the gender gap in public and political life is still a challenge that continues to be faced today because the number of women's involvement in every public and political activity is still not able to be fulfilled. Indonesian women lag behind in public life to politics, Indonesia itself is at number 80 out of 156 countries listed in the Gender Development Index (GDI) in 2007. In 2009, this figure fell to 90, meaning women in Indonesia still does not enjoy the same rights and standards as men (Barri, 2010: 1).

Women and politics are indeed an interesting thing to talk about, because the existence of women to take part in the political sphere has been regulated in the legislation. In Indonesia, one of which was the birth of the affirmative action movement, a special action taken by the state to provide opportunities, opportunities and encouragement for women to get involved and participate in politics. Affirmative action can also be understood as state compensation for women who have been marginalized by development policies that are not gender-oriented.

The affirmative action quota of 30% on women's representation is constantly being updated in order to achieve perfection in increasing women's representation in decision-making institutions. In the 2014 election, Law No. 8 of 2012 concerning Elections has been enacted. This policy requires political parties to nominate at least 30% women from the total candidates at the central, provincial, and district/city levels.

In the 2014 election, affirmative action was emphasized by KPU Regulation No. 7 of 2013 concerning procedures for nominating DPRD members, which instructs political parties to be required to fulfill the 30% quota requirement for female legislative candidates (calegers) in each electoral district (dapil). Parties that do not meet these requirements, then the candidates in the electoral district who do not meet the requirements will be crossed out as election participants. This provision places women in an advantageous position, because with this regulation women have a greater opportunity to sit as members of the legislature (Kerati, 2014).

By regulation, women have been given ample space, but in reality the affirmation of the 30% quota does not seem to have placed women in the expected position. This can be seen from the acquisition of women's seats in the West Sumatra DPRD. In the 2004 elections, only 5 of the 55 seats available for women in the West Sumatra DPRD were available. In the 2009 election, 7 of the 55 seats were elected by women. While in the 2014 election the number of

women in the West Sumatra DPRD decreased to 6 people, even though the number of seats in the West Sumatra DPRD increased to 65 seats. In the 2019 election, based on data obtained from the West Sumatra KPU, the number of women who will sit in the West Sumatra DPRD for the 2019-2024 period is only 4 people based on the results of the recapitulation of the West Sumatra KPU calculation (West Sumatra Provincial KPU, 2020).

The problem of the low representation of women in the legislature has become a matter that has been widely studied, because through this realm women can represent their aspirations. We know that currently there are many women who already have concerns about issues of gender, welfare, education, and anti-violence. Even from year to year the women's movement continues to grow but unconsciously that many things that are the problem have not changed significantly.

Like the right to vote, indeed at this time women already have the right to vote, but not so with the right to be elected. The wrong understanding of gender makes women not someone who is prioritized to be chosen as the maker and ratifier of a policy in order to realize a gender responsive policy. Meanwhile, in realizing this, women must be in the public sphere. However, women will not be able to walk alone in channeling their aspirations without a proper forum. The container referred to in this context is a political party.

Through political parties, women can actually fight for their interests in all fields, especially in the political field, so that political parties become one of the important factors that can determine women's political participation and political representation. So it can be understood that this is where the definition of a political party is considered as a very important forum in fighting for women's rights. The number of political parties that have sprung up does not guarantee a high number of women's representation in the political sphere, so that it has an impact on political parties which are generally used as vehicles in following a series of general elections.

This indicates that political parties in Indonesia are still not ready to empower women cadres in internal parties. In fact, it is women who know the needs of women themselves, so the party should give a more significant role to women in the internal party as an effort to empower women, one of which is by providing space for women cadres to take a role in recruiting new women cadres to join the group. party internals.

Based on the explanation above, the author will examine the role of women in Indonesia Raya (pira) in the recruitment of women cadres in the Gerindra party. Of the various political parties in West Sumatra, the author only focuses his research on the Gerindra party, because Gerindra is the only major party in West Sumatra that has succeeded in bringing 2 female cadres to get seats in the Regional People's Representative Council of West Sumatra Province. Gerindra's success is certainly inseparable from the activeness of the Gerindra party wing organization named Perempuan Indonesia Raya (PIRA) in selecting quality female cadres who will serve as party members and will also be nominated as legislative members in the province of West Sumatra.

2 Literature Review

2.1 Role

Definition

Role means something that is played or carried out. Role is defined as an activity that is played or played by someone who has a position or social status in the organization. The role

according to terminology is a set of behaviors that are expected to be possessed by those who are domiciled in society. In English, the role is called "role" whose definition is "person's task or duty in undertaking". It means "a person's duty or obligation in a business or job". The role is defined as a set of behaviors that are expected to be possessed by people who are domiciled in society. While the role is an action taken by a person in an event.

A role is an activity carried out by a person or an institution/organization. The role that must be carried out by an institution/organization is usually regulated in a stipulation which is a function of the institution. There are two kinds of roles, namely the expected role and the actual role. In carrying out its role, there are supporting and inhibiting factors.

Role also means the behavior of individuals who decide a certain position, thus the concept of the role refers to the expected behavior pattern of someone who has a certain status/position in the organization or system. According to Abu Ahmadi, role is a complex of human expectations for the way individuals must behave and act in certain situations based on their social status and function. Role is a dynamic aspect of position (status), if a person carries out his rights and obligations according to his position, then he carries out a role.

Soekanto explained, the role shows more on function, adjustment, and as a process. Precisely is that a person occupies a position or place in society and performs a role. And if a person carries out his rights and obligations according to his position, then he carries out a role (Soekanto, 2002).

Meanwhile, according to Poerwodarminta (1995) "role is an action taken by a person or group of people in an event". Based on Poerwadarminta's opinion, the purpose of the actions taken by a person or group of people in an event is a set of expected behaviors owned by a person or person domiciled in the community. According to the Big Indonesian Dictionary, "Role is a set of levels that are expected to be possessed by people who are domiciled in society". According to Bryant and White, a role is defined as a job description for a person or individuals that contains certain expectations that do not care who occupies the position. This definition can explain that the role is a description of a person's job or task in which it contains the expectations of the people who occupy the position.

Based on the above theory, the role can be concluded as an action that is both a right and an obligation carried out in a social condition. If understood in the context of the role of women in political parties, the role in question is a status in the form of actions that can be carried out in order to maintain the internal balance of the party and carry out the expectations of political parties.

Role type

Role or role according to Bruce J. Cohen, also has several types, namely:

- a. The real role (Anacted Role) is a way that is actually carried out by a person or group of people in carrying out a role.
- b. Prescribed roles are the ways that society expects us to carry out certain roles.
- c. Role conflict, which is a condition experienced by someone who occupies a status or more that demands conflicting role expectations and goals.
- d. The role gap (Role Distance) is the implementation of the role emotionally.
- e. Role failure, namely the failure of a person in carrying out certain roles.
- f. A role model is someone whose behavior we imitate, imitate, and follow.
- g. The series or scope of roles (Role Set) is the relationship of a person with other individuals when he is carrying out his role.

2.2 Recruitment

One of the functions of political parties in a democratic political system is the function of political recruitment, this function is a typical function of political parties. For political parties, the nominated candidate plays an important role in determining the characteristics of the political party concerned in public, that political recruitment shows the typology of the party. So, whether as a mass party, cadre, catch-all, cartel or business-firm, it can be seen from how political recruitment is carried out (Pamungkas, 2009:).

What is meant by political recruitment is the process by political parties in finding new members and inviting talented people to participate in the political process. Recruitment carried out by political parties is not only limited to finding new members, but also recruiting and nominating party members for public office positions. Political recruitment is also broadly interpreted, as a way of selecting, selecting, and appointing citizens to be ordained as candidates for leaders in the political system in general and in government in particular (Haryanto, 1984).

Political recruitment for elections is carried out in three stages. First, the certification stage, is the stage of defining the criteria for who can enter the nomination, which includes election rules, party rules, and social norms. Second, the nomination stage, which includes the availability (supply) of qualified candidates and the demand (demand) of the selectors when deciding who is nominated. Third, the election stage, which is the stage that determines who wins the election. The first and second stages of the political recruitment process are the full domain of political parties. After that, the third stage is the domain of voters, namely the process where voters determine who among the existing candidates is chosen as leader.

Hazan and Rahat (Hazan & Rahat, 2006) mention four important things in political recruitment by political parties, namely (1) who can be nominated as a candidate, (2) who selects candidates, (3) where candidates are selected, and (4) how the candidates are decided. Based on these four things, a party recruitment management model is produced, whether it is inclusive or exclusive, and whether it is centralized or decentralized.

2.3 The Concept of Political Parties

Already understood by first understanding the definition of a political party. There are three theories that try to explain the origin of political parties. First, the institutional theory which sees a relationship between the early parliament and the emergence of political parties, second, the historical situation theory which sees the emergence of political parties as an attempt by a political system to overcome the crisis caused by changes in society at large. Third, the theory of development that sees political parties as a product of socio-economic modernization (Ramlan Surbakti, 1992).

Political parties were born to realize an idea that the people are a factor that needs to be included in the political process. Through these political parties, the people participate in terms of fighting for and channeling their aspirations or interests. Thus, the process of articulation of interests is channeled through political parties.

According to Ramlan Surbakti (1992) states that "a political party is a group of people who are neatly organized united by a common ideology that aims to seek and maintain power in general elections in order to implement alternative policies that they have compiled". The alternative public policies that have been drawn up are the result of guiding various interests that live in society, while the way to seek and maintain power to implement public policies can be through elections and other legitimate means.

In Law No. 2 of 2008 concerning political parties article 1 paragraph 1, political parties are defined as organizations that are national in nature and are formed by a group of Indonesian

citizens voluntarily on the basis of common will and ideals to fight for and defend the political interests of members, society, nation and state, as well as maintaining the integrity of the Unitary State of the Republic of Indonesia based on Pancasila and the 1945 Constitution of the Unitary State of the Republic of Indonesia. From an institutional perspective, political parties are the link between the people and the government. Or in other words, political parties become a bridge between civil society and the government (Timothy, 1998).

From the various descriptions above, it can be concluded that a political party is an organization formed based on a collection of people who have a common goal to gain power in government and become a liaison between civil society and the government, which provides bottom up and top down information. The concept of strategy in the social sciences is primarily concerned with the way people deal with difficult situations and challenges. Although the response they can take to new forms depends on history and geographic location, the reality is that individuals can find ways to face challenges in order to survive (Treefland in Ibrahim, 2005). According to Benet (Ahimsa, 1995) household strategies are patterns formed by various adjustments planned by humans to solve problems using existing resources. Efforts are made to meet the minimum requirements for solving their problems.

This study wants to see a life survival strategy, because poor families in this research area are not only sufficient to meet the minimum level needs, but they also use social relationships to develop in their environment in addition to meeting basic needs.

3 Research Method

The research approach is a point of view used by researchers to answer research problems. The research approach is very influential on the focus and implementation of research, especially in the selection of methods. The research approach refers to the perspective of the researcher conducting his research (Afrizal, 2014: 11). To conduct research, research methods are needed, according to Taylor and Bogdan (1984: 1) and Muhadjir (2002: 3) research methods as a way used by researchers to solve problems and seek answers to research questions. Another language is research methods, how researchers deal with a research problem so that research problems are answered. Research methods have meaning as strategies carried out by researchers to collect and analyze data to answer research questions (Afrizal, 2014: 12).

This study used qualitative research methods. This method is suitable and appropriate to be used in expressing the point of view in conducting research, because this research method is a research method for Social Sciences that collects and analyzes data in the form of words (oral and written) and human actions and the researcher does not try to calculate or quantifying the qualitative data that has been obtained and thus not analyzing the numbers (Afrizal, 2014: 13). According to Anggito and Setiawan (2018: 8), the qualitative research method is an approach in a natural setting with the intention of interpreting the phenomena that occur where the researcher is the key instrument.

Qualitative research methods are useful for a deeper understanding of the meaning (subjective meaning and interpretation) and the context of behavior and the processes that occur in factors related to that behavior. This study will examine more deeply about the role of women in Indonesia Raya (pira) in the recruitment of female cadres in the Gerindra party representing West Sumatra.

Selecting informants, the researcher selects and uses an informant selection technique using a purposive sampling technique (a deliberate mechanism), namely before conducting research the researcher sets certain criteria that must be met by the person who will be the source of information. Based on the criteria that have been set, the researcher has known the identity of the people who will be used as research informants before the research is carried out (Afrizal, 2014: 140).

So, the criteria used to explore information about the process of empowering women in political parties in the scope of the province of West Sumatra include female administrators and cadres from political parties that have succeeded and those who have not succeeded in bringing female members to the legislative body of the West Sumatra DPRD.

4 Findings and Discussion

The institutional side of women in the Gerindra Party already has a forum, namely the wing organization of the Gerindra Party, namely Women Indonesia Raya (PIRA). PIRA is the women's wing organization of the Gerindra Party, established shortly after the founding of the Gerindra Party on February 6, 2008. PIRA was established in Jakarta, October 9, 2008, which aims to invite Indonesian women to participate in all aspects of life as citizens of the nation, especially in political matters. Politics in everyday life, is not foreign to women. However, politics in official channels and accredited in political parties, is still rare for women.

PIRA's vision is to improve the welfare of the Indonesian people through the Indonesian women's movement in every aspect of life. Starting from the people's economy, education, culture, and health in the context of national independence. PIRA's mission is to do so by joining the Gerindra Party. Half of Indonesia's more than 240 million people are women. Thus, the glory of Indonesia is also determined by the contribution of the women of this country. The journey towards a successful, big and dignified nation is half realized through the role of women.

The Gerindra Party is well aware of this fact. Indonesian women are potential. They must be able to play a strategic role in the midst of all conditions in society. History proves, at critical times, women often have the courage and initiative to rise up to support their families and ultimately save the community in their environment. Their steps are noted to have repeatedly succeeded in improving social, cultural and economic conditions, both at the rural and urban levels.

The role of the Greater Indonesia Women (PIRA) does not depend on the role placement determined by the Gerindra party. PIRA as the Gerindra wing organization that specifically deals with female cadres can decide for themselves about the activities to be held and policies to be made but in coordination with the internal parties of the Gerindra party. This is because the activity budget funds to be disbursed come from the Gerindra party budget.

The Gerindra party's desire to recruit as many female cadres as possible is clearly seen through the Gerindra Party principle which states that Gerindra needs cadres, not cadres who need Gerindra. In an effort to recruit female cadres, the grinding process carried out a formal acceptance process through the South East Timor selection and also informal acceptance through input from community leaders regarding who was eligible to be appointed or nominated in the election from the Gerindra party. Recruitment is open through a selection stage that must meet the requirements for capability, popularity, and accessibility. Meanwhile, closed recruitment is enough to rely on relationships and family elements. In these two

recruitment channels, PIRA is given the authority to determine which female cadres will be selected. Although it is a suggestion from the community and input from other cadres regarding the female cadres to be recruited, the Gerindra party still considers that the female cadres recruited should be qualified in 3 aspects, namely electability, financial ability and intellectual ability. This is because everyone who becomes a cadre in the Gerindra party will one day become a cadre who will be nominated to advance in the election, therefore the party must consider these 3 things.

To prove their good electability, female cadres are asked to present evidence of support for the party and cross-checked by the South Korean team for the electability evidence. And also for the financial capacity of cadres, they must report their wealth to the party and the amount of assets they have. As a wing organization of the Gerindra Party, especially in Gerindra DPD West Sumatra, PIRA is given the authority to act as one of the selection teams in selecting cadres to be cadres or legislative candidates, especially for female cadres. Several PIRA members will be selected as the selection team. Even to register as a legislative candidate at the provincial level, every female candidate must obtain a recommendation from PIRA at the same level, as well as at the branch level taking into account electability, intellectuality and financial ability.

As a wing organization of the Gerindra party, Perempuan Indonesia Raya (PIRA) has the authority to provide recommendations to internal parties regarding the placement of women in the party's internal management. Although it is regulated in Law no. 2 of 2008 which is a change from Law number 31 of 2002 which mandates political parties to include a minimum of 30% women's representation in the establishment and management at the central level, as well as the rules contained in the party's Articles of Association (AD/ART) regarding women's representation in the internal party as administrators, but the regulation does not regulate the placement of women's positions in the internal party.

The results of the study show that the role of the Greater Indonesia Women (PIRA) does not depend on the role placement determined by the Gerindra party. PIRA as the Gerindra wing organization that specifically deals with female cadres can decide for themselves about the activities to be held and policies to be made but in coordination with the internal parties of the Gerindra party. This is because the activity budget funds to be disbursed come from the Gerindra party budget.

In general, the political recruitment process can be carried out in two ways, namely openly and privately. Recruitment is open through a selection stage that must meet the requirements for capability, popularity, and accessibility. Meanwhile, closed recruitment is enough to rely on relationships and family elements. However, these two recruitment channels must meet the element of being financially capable, this is because all cadres who enter the Gerindra party will eventually be nominated as legislative candidates. In these two recruitment channels, PIRA is given the authority to determine which female cadres will be selected.

The Gerindra Regional Board of West Sumatra has 31 women who become administrators through the recommendation of the Women of Indonesia Raya PIRA, with details of the deputy chairman being 7 women, the deputy secretary are 11 women, and the deputy treasurer is 13 women. PIRA is also given the authority to include daily PIRA administrators at the Regional Leadership Council (DPD) and Branch Leadership Councils (DPC) as daily administrators of Gerindra at that level.

To register as a legislative candidate at the provincial level, every female candidate must obtain a recommendation from the Women of Greater Indonesia (PIRA) at the same level, as well as at the branch level by taking into account electability, intellectuality and financial ability. In fact, PIRA is also given the authority as a selection committee team in selecting

female cadres who will become legislative candidates. From the several active roles of the Greater Indonesia Women (PIRA), it is proven that the Gerindra party at the Regional Leadership Council (DPD) level of West Sumatra was able to win 14 seats in the Regional People's Representative Council (DPRD) of West Sumatra province with 2 of them being female cadres in the 2019 election.

5 Closing

Conclusion

Women Indonesia Raya (PIRA) is one of the wing organizations of the Greater Indonesia Movement (Gerindra) party which specifically deals with women's affairs and is also managed by women. Born on October 9, 2008 in Jakarta. PIRA was established with the aim of inviting Indonesian women to participate in all aspects of life as citizens of the nation, especially in political affairs. Many programs are held by the Women of Greater Indonesia (PIRA) to prepare quality women such as Training of Trainers (TOT), entrepreneurship training, recitations, social services and helping to raise funds for disasters, regeneration training, and workshops for legislative candidates. women in West Sumatra. This event was also held by Women Indonesia Raya (PIRA) in the recruitment of Gerindra women in the 2019 Election.

In the 2019 election, the representation of women from the Gerindra party who sits in the Regional People's Representative Council of West Sumatra Province has achieved quite a good achievement. There were 4 women elected to sit in the West Sumatra DPRD, and 2 of them were women from the Gerindra party. The achievement of the Gerindra party is not only in the representation of women, even the Gerindra party also gets the most votes in the West Sumatra DPRD by getting 14 seats in the West Sumatra DPRD.

Suggestion

All recruitment-related activities carried out by the Gerindra party wing organization named Perempuan Indonesia Raya (PIRA) is one form of effort to improve the quality of female grinding cadres in the internal party that begins in the recruitment process. This activity is a positive thing that is able to make Gerindra female cadres become more competent female cadres in contestation in the legislative elections.

It is hoped that this recruitment activity will be further improved in order to get even better results. Because some cadres are recruited only before the general election, they take cadres who are ready to use in order to win votes without going through the existing training.

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