

ABSTRACT

Political parties have the function of carrying out political recruitment. Political recruitment can be interpreted as a mechanism for filling political positions through democratic mechanisms with attention to gender equality and justice. The stipulation for women's representation of 30 percent in the 2019 Election Law means that parties in carrying out the recruitment of legislative candidate members must provide opportunities for women to enter the political arena to become female legislative candidates proposed by the party.

The problem studied in this research is the United Development Party's Recruitment Pattern for Female Legislative Candidates in Fulfilling the Affirmative Action Policy in the 2019 Election in Tasikmalaya City. The approach used is a qualitative approach. The location of this research was carried out at DPC PPP Tasikmalaya City. The methods used in data collection are interviews, documentation and observation. Test the validity of the data using triangulation techniques. The data analysis technique uses the Miles and Huberman model data analysis technique which includes four steps, namely data collection, data reduction, data presentation, and drawing conclusions. By using Pippa Norris' political recruitment theory, and supported by gender and political theory to analyze the problems that have been formulated.

The results of this research are that in carrying out political recruitment for legislative candidates, the PPP DPC uses a certification and nomination model in accordance with the Pippa Norris recruitment model, although there are several differences. In the legislative candidate recruitment process, the Tasikmalaya City PPP DPC formed an independent team or called Election Winners Laznah (LP2) whose task was to carry out political recruitment using an open and closed recruitment system. Recruitment of legislative candidates carried out by the Tasikmalaya City PPP DPC consists of 3 important stages, namely selecting legislative candidates, screening legislative candidates and determining legislative candidates. The process of determining or nominating legislative candidates is carried out by the Candidate Determination Institution which is chaired by the Chair of the Tasikmalaya City PPP DPC with the approval of the DPP (Central Leadership Council). To attract or recruit women, the Tasikmalaya City PPP DPC has a recruitment pattern for female legislative candidates by maximizing the 30% female requirement, by recruiting party cadres or sympathizers who have the potential to become legislative candidates and have the potential to win the election. Female cadres are recruited from recommendations from autonomous bodies owned by the PPP, including WPP, Srikandi AMK, Srikandi GPK by looking at the background and quality of legislative candidates..

keywords: *political recruitment, female candidates, political parties, affirmative action*