



## Analysis of Women's Quota in DPRD Province of DKI Jakarta ( Period 2014-2024 )

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**Abstract** . This research aims to analyze the implementation and effectiveness of the women's quota in the Regional House of Representatives (DPRD) of DKI Jakarta Province during the 2014-2024 period. The women's quota is an affirmative policy designed to increase women's representation in the legislature, regulated by Indonesia's electoral law. Although this policy has been implemented, there are still various challenges that hinder women's participation in politics, including cultural, social, and structural barriers. This research uses a qualitative approach with a case study method. Data was collected through in-depth interviews with Deputy Chairman of DPRD , Legislative Candidate, Academics , Sociologist and Law/ Political observers, as well as analysis of official documents and related reports. The results show that despite an increase in the number of women in the Regional House of Representatives (DPRD ) of DKI Jakarta Province , the women's quota has not fully achieved its goals. Some of the factors that affect the effectiveness of this quota include the lack of support from political parties, strong gender stereotypes, and obstacles in the recruitment and selection process of female candidates. This research also found that the existence of women's quotas alone is not enough to increase women's participation in politics. Further efforts are needed, including political education for women, capacity building for female legislator candidates, and reforms in the political party system to support greater involvement of women. In conclusion, the women's quota in the Regional House of Representatives (DPRD) of DKI Jakarta Province still faces various challenges in its implementation, and additional strategies are needed to overcome these obstacles in order to achieve more equitable and inclusive representation.

**Keywords** : Women's Quota, DPRD, Women's Representatives

### 1. BACKGROUND

The researcher based on five previous studies, conducted research on the Implementation of Law No. 7 of 2017 concerning General Elections which is government support for women to be involved in politics.

First, the research was conducted by Irma Latifah Sihite with the title Implementation of Affirmative Action as an Effort to Increase Women's Representation in Parliament, 2011. The author is a student of the Faculty of Law, University of Indonesia. In her research, she discusses the position of women's political rights in law in Indonesia, how Affirmative Action with a quota system is implemented and the urgency of implementing affirmative action with a quota system for women towards democratic life in Indonesia in the future.

Second, the research was conducted by Hairul Anwar with the title Women and Politics, Women's Political Representation in Legislative Institutions in Carrying Out the Functions of the Regional People's Representative Council of Sumenep Regency for the

2014-2019 Period, 2018. The author is a student of the Faculty of Social and Political Sciences, Wijaya Kusuma University, Surabaya. In his research, he discussed How is Women's Political Representation in Legislative Institutions in Carrying Out the Functions of the Regional People's Representative Council of Sumenep Regency for the 2014-2019 Period? and Obstacles to Women's Political Representation in Legislative Institutions in Carrying Out the Functions of the Regional People's Representative Council of Sumenep Regency for the 2014-2019 Period?

Third, Ati Mawarti with the title Women's Perceptions of Women in Parliament, 2019. The author is a student from Sahid University Jakarta. In her research, she discusses women's perceptions of women in Parliament.

Fourth, Juniar Laraswanda with the title Women's Representation in Parliament as a Result of the 2019 Election, Challenges and Opportunities, 2019. The author is a member of the Indonesian House of Representatives. In her research, she discusses what policies are taken regarding women's issues and how they see the role of their representation in helping to negotiate policies that are pro-women.

The five studies were conducted by Shinta Kartika Sari with the title Women's Representation in the 2019 Legislative Elections in the DKI Jakarta DPRD, 2022. The author is a cadre of the Indonesian Democratic Party of Struggle and an Alumni of the Postgraduate Program in Government Science at the Abdi Negara Government Science College, Jakarta. In her research, she discusses the role of women in the Indonesian Democratic Party showing women's representation in PDIP.

Based on the five previous studies in Table 1.1, the researcher intends to examine the study of Women's Quota in the DKI Jakarta Provincial DPRD. The theme of Affirmative Action has indeed been widely written by previous researchers, but the study entitled Analysis of Women's Quota in the DKI Jakarta Provincial DPRD with a case study of women's representation in the DKI Jakarta Provincial DPRD complements previous studies. There are additional research studies from female informants from various circles, namely academics, political observers, organizational experts, sociologists, deputy chairmen of the DPRD, political parties who provide views and opinions from various perspectives. Informants from the Democratic Political Party who are deputy chairmen of the DKI Jakarta Provincial DPRD also provide clear information regarding the implementation and implementation of women's quotas in the DKI Jakarta Provincial DPRD. The researcher found that in the implementation of the application, recruitment, nomination to election, there are still several obstacles. The interest,

readiness, skills and mentality of women are still not qualified, besides that the implementation has not been carried out properly and in accordance with applicable provisions.

The formulation of the problem in this research is:

1. How is the Implementation Process of the Affirmative Quota (30%) for Women in the DKI Jakarta Provincial DPRD (2014-2024 Period)?
2. What are the factors that influence the implementation of the affirmative quota (30%) for women in the DKI Jakarta Provincial DPRD for the period (2014–2024)?

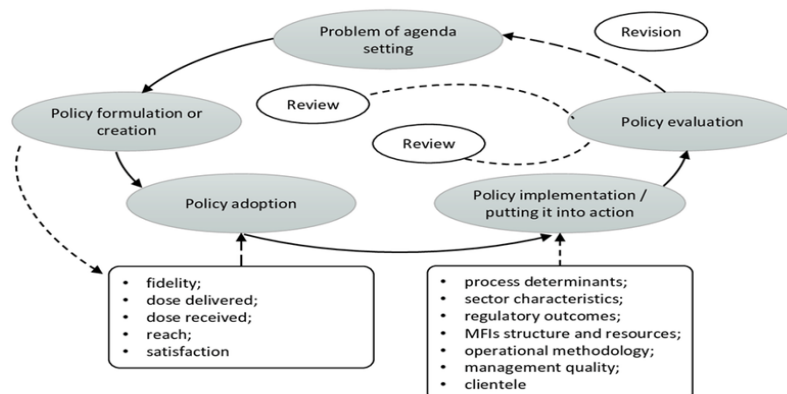
So the research objectives are as follows:

1. Analyzing the Women's Quota in the DKI Jakarta Provincial DPRD (2014-2024 Period)
2. Analyze the factors that are obstacles and supporters for women in the DKI Jakarta Provincial DPRD (2014-2024 period)

## 2. THEORETICAL STUDY

Management is a separate process involving the actions of planning, organizing, actuating, and controlling to achieve predetermined goals using human resources and other resources (GR. Terry). Management involves planning, organizing, coordinating, and supervising resources to achieve goals efficiently, (Henry Fayol). Management is the process of planning, organizing, directing, and supervising the efforts of members of an organization and the use of other organizational resources in order to achieve predetermined organizational goals, (Handoko).

**Table 1**



Processed by Yourself

Based on researches previous previously in Table 1, researchers do study about Implementation Implementation Law No, 7 of 2017 concerning General Election which is support government to Women to do politics .

Context Diagram Framework

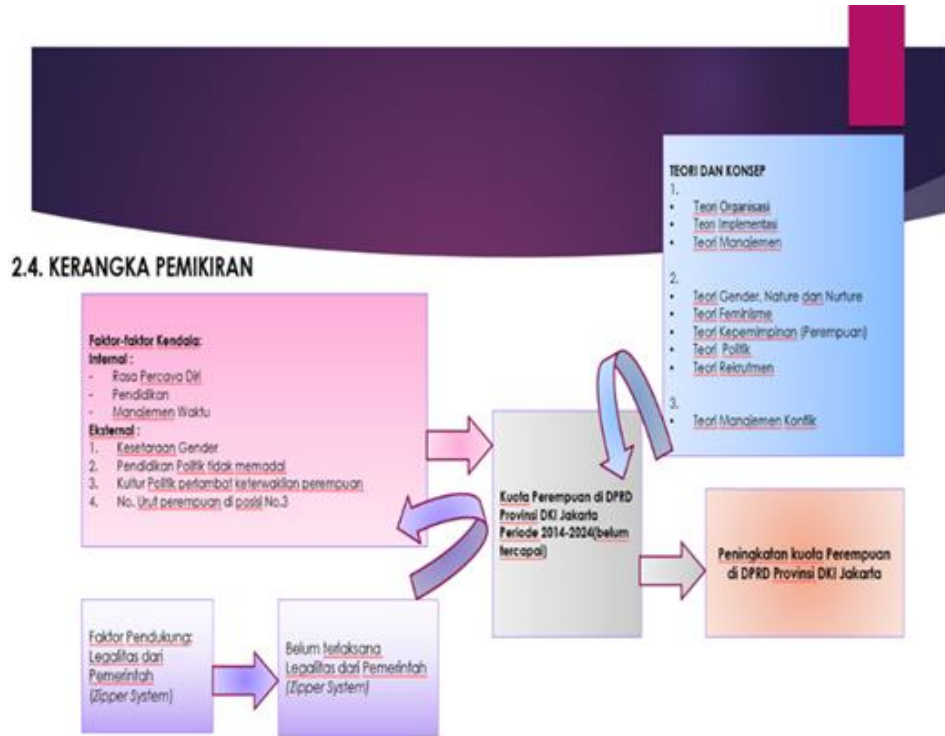


Figure 1.

Processed by Yourself

Gender issues that continue to be such intense issues in realizing the principle of equal rights for men and women. Various views and analyses have been developed by researchers and the government. One of the analyses that has investigated, analyzed and discussed gender issues is Kun Budiarto. Based on Kun Budiarto's gender theory, women have competent abilities in three basic things, namely:

1. That Islam recognizes the existence of humans as fully and completely as men.
2. Islam makes it easy for women to seek knowledge and gives them an honorable position in the social field at various levels of life, from childhood to adulthood.
3. Islam bequeaths women perfect rights of ownership in all matters of its use, because they reach adulthood and are not even allowed to be forced, either by their husbands or other people (Budiarto, 2019, p. 42).

3. RESEARCH METHODS

Types of research

Qualitative research methods are research that uses methods, steps, and procedures that involve more data and information obtained through respondents as subjects who can express their own answers and feelings to obtain a holistic overview of

a matter being studied. The definition above is based on Creswell's opinion (in Djam'an satori & Aan komariah, 2017, p. 24) which states that the definition of qualitative research methods is a process of inquiry (questions/investigations) regarding the understanding of something to obtain data, information, texts of respondents' views using various methodologies in a social or humanitarian problem or phenomenon.

### **Research Object**

The object of research in this study is members of the DKI Jakarta Provincial DPRD (2014-2024 period).

### **Research Subject**

In this study, the informant criteria are people from several circles. The determination of informant characteristics includes academics (lecturers), unelected legislative candidates, and several experts, as many as 7 (seven) people.

**Table 2**

Daftar Nama Subjek Penelitian

No.	Nama	Jabatan	Keterangan
1	H. Mizan Samsuri, S.E	Wakil Ketua DPRD Provinsi DKI Jakarta/ Demokrat	
2	Ellis Fina Anggraeni S.E., M.M	Caleg PAN	
3	Drs. Zuraila	DPRD Bangka/PAN	
4	Alwiyah Ahman, S.H., M.H,	DPD Independen	
5	Dr. Ikhlasiah Dalimoenthe, M.Si.	Akademisi (Sosiolog)	
6	Syahnan Phalipi, M.M., M.B.A,	Akademisi (Pakar Organisasi)	
7	Muara Karta, S.H., M.M	Praktisi Hukum dan Politik	

Processed by Yourself

### **Research Instruments**

The instruments used in this study are:

1. Stationery
2. Recording Device
3. Research

### **Data Research Procedure**

#### **Primary Data**

Primary data is data obtained or collected directly in the field by the person conducting the research or the person concerned who needs it. This primary data is also called original data or new data. The primary data from this study are in the form of interview results with a number of sources at the DKI Jakarta Provincial DPRD and participation in seminar events.

#### **Secondary Data**

Secondary data is data obtained or collected by people conducting research from existing sources. This data is usually obtained from libraries or from previous research reports. Secondary data is also called available data. Secondary data in this study are in the form of: books, journals, theses, theses and previous research related to women's leadership in politics.

### **Method of collecting data**

The data collection methods used in this study are as follows:

#### Observation

Observation is making observations of things related to certain events. Observation is a method of collecting data by directly examining the environmental conditions of the object. The observation method is the process of collecting data and information by observing people or research places, observations are carried out by collecting data directly from the research object, not only limited to observations but also recording in order to obtain data that is concrete and clear. By using the method of collecting data through observation, the data sought will be obtained from going into the field, neighbors, organizations or communities that will be studied. Observations carried out by researchers are types of overt and covert observations, because researchers conduct observations with the consent of the parties to be studied so that they know that they are being observed. Overt and covert observations (overt observation and covert observation) are data collection methods, where data sources (informants) are aware that they are being observed. This method is used to explore data related to the process of implementing women's quotas in the DKI Jakarta Provincial DPRD (2014-2024 period).

#### Interview

Interview is a question and answer process in research that takes place verbally in which two or more people meet face to face to listen directly to information or statements. The type of interview in this thesis is a guided interview. This guided interview is also called an interview guide, controlled interview or structured interview, namely an interview that uses a guide to the main issues being studied. The author will conduct an interview regarding women's leadership in the DPRD of DKI Jakarta Province (2014-2024 Period).

#### Document Study

With this technique, researchers can obtain information not from people as sources, but they obtain information from various written sources or from documents available to informants in the form of cultural heritage, works of art and works of thought.

Documentation studies in qualitative research are a complement to the use of observation and interview methods. Researchers will look for documents in the form of archives.

## **Data analysis**

### Data Analysis

The data analysis used in this study is qualitative data analysis. Miles and Huberman (1984), stated that activities in qualitative data analysis are carried out interactively and continuously until complete, so that the data is saturated. Activities in data analysis, namely: data reduction, data display, and conclusion drawing/verification.

### Data Reduction

The first stage in data analysis according to Miles and Huberman is Data Reduction. As is well known, when researchers start conducting research, of course they get a lot of data that is relatively diverse and even very complicated. That is why, it is necessary to conduct data analysis through data reduction. Data reduction means summarizing, choosing the main points, focusing on important things, looking for themes and patterns. In the data reduction stage, the author will summarize and select data related to the women's quota in the DKI Jakarta Provincial DPRD (2014-2024 period).

### Data Display (Data Presentation)

Data presentation techniques in qualitative research can be done in various forms such as tables, graphs and the like. In addition, data presentation can be done in the form of brief descriptions, charts, relationships between categories, flow charts and the like. The function of data display in this study is to make it easier to understand how the Women's Quota in the DKI Jakarta Provincial DPRD (2014-2024 Period).

### Conclusion Drawing/ Verification (Conclusion Drawing)

The third step in qualitative data analysis according to Miles and Huberman is drawing conclusions and verification. At this stage, researchers will conclude the data from the findings in the field and relate them to the theoretical framework so that it can be understood how the Women's Quota in the DKI Jakarta Provincial DPRD (2014-2024 Period) is.

### Time and Place of Research

#### Research site

This research was conducted at the DPRD PROVINCE OF DKI JAKARTA, Jl. Kebon Sirih No. 18 RT011/RW002, Gambir, Central Jakarta 10110

**Table 3**

Jadwal Waktu Penelitian

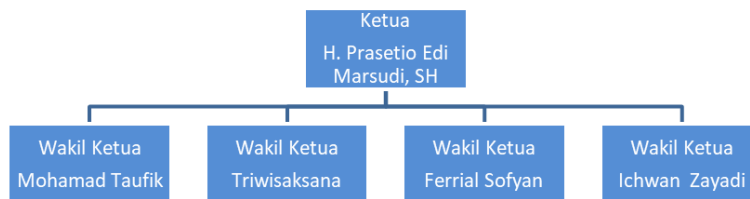
No	Kegiatan	Februari			Maret/April				Mei/Juni/Juli			
		2	3	4	1	2	3	4	1	2	3	4
1	Persiapan Penelitian											
2	Penelitian Pustaka											
3	Pembuatan Proposal											
4	Seminar Proposal											
5	Pengamatan											
6	Pengumpulan Data											
7	Pengolahan Data											
8	Penyelesaian Bab I											
9	Penyelesaian Bab II											
10	Penyelesaian Bab III											
	Kegiatan	Agustus				September						
		1	2	3	4	1	2	3	4			
11	Menyusun Daftar Pertanyaan											
12	Wawancara											
13	Analisis Data											
14	Penyelesaian Bab IV											
15	Penyelesaian Bab V											
16	Seminar Tesis											

Sumber: Diolah Sendiri, 2024

**4. RESULTS AND DISCUSSION**

The Provincial People's Representative Council is a regional people's representative institution that serves as an element of the provincial government administration. The provincial DPRD consists of members of political parties participating in the general election who are elected through general elections.

The DKI Jakarta Provincial DPRD is located at Jl, Kebon Sirih No. 18, Central Jakarta 10110. The image below is the leadership structure of the DKI Jakarta Provincial DPRD (2014-2024 period).



**Figure 2**

Source: DPRD DKI Jakarta Province Portal

The Leadership Structure consists of 5 people, with the composition, all led by men. Showing that the Leadership is dominated by men, there is not a single female



leader. The management of the Secretariat of the DKI Jakarta Provincial DPRD consists of 16 people with a composition of 13 men and 3 women. The total is 21 people with a composition of 18 men and 3 women.

Process of Implementing Affirmative Quota (30%) for Women in the DKI Jakarta Provincial DPRD (2014-2024 Period)

The key to success or failure of policy implementation is influenced by 4 variables, namely communication, resources, disposition and organizational structure, George C Edward III.

Article 65 paragraph 1 of Law Number 12 of 2003 concerning Elections states, "Every political party participating in the election may nominate candidates for members of the DPR, Provincial DPRD, and Regency/City DPRD for each electoral district by taking into account women's representation of at least 30 percent."

As we all know that from year to year the election has been held until now the achievement of the 30% quota for women in the DKI Jakarta Provincial DPRD has not been achieved. Although regulations have been made to support the presence of women in the DKI Jakarta Provincial DPRD. Based on data from the KPU (General Election Commission) has determined 106 members of the DKI DPRD for the 2014-2024 period. In the 2014-2019 period, women's representation was at 17% while in the 2019-2024 period of all members of the DKI DPRD, the number of female members was 23 people, while men were 83 people. This means that women's representation in the DKI Jakarta Provincial DPRD for the 2019-2024 period is only 21.7 percent, not reaching 30%. Whereas women's representation in Parliament is expected to reach 30%.

Women's representation of at least 30% in nominations as members of the DPR and DPRD was first implemented in the 2004 election, after the ratification of Law Number 12 of 2003 concerning the Election of the DPR, DPD, and DPRD Article 65 paragraph (1): "Every Political Party Participating in the Election may nominate candidates for members of the DPR, provincial DPRD, and district/city DPRD for each electoral district by paying attention to women's representation of at least 30%". Affirmative action for women in the political field has a strong foundation after the previous amendment to the 1945 Constitution, namely Article 28 Paragraph (2) which states "Everyone has the right to receive facilities and special treatment to obtain the same opportunities and benefits in order to achieve equality and justice".

Affirmative action efforts to encourage women's representation in parliament through the implementation of a minimum quota of 30% for female legislative candidates

in the 2004 Election were still not optimal, because they were still far from the expectation of only 11.24% of elected female legislative members in the DPR. This was due to the marginalization of the position of female candidates at the bottom of the nomination list. For this reason, the Women's Movement encouraged the enactment of regulations to improve and complement the affirmative action efforts that had been made. So in the 2009 Election, the Zipper System rule was added in addition to the minimum quota rule for female Legislative Candidates of 30%. This affirmative action was proven by the birth of the Political Package Law used in the implementation of the 2009 Election, namely Law No. 22 of 2007 concerning Election Organizers, Law No. 2 of 2008 concerning Political Parties and Law No. 10 of 2008 concerning the Election of the DPR, DPD, and DPRD.

What is meant by the Zipper System is that every 3 (three) prospective candidates must have at least 1 (one) woman. This is further stated in Law 10 of 2008, Article 55 paragraph (2): "In the list of prospective candidates as referred to in paragraph (1), every 3 (three) prospective candidates must have at least 1 (one) female prospective candidate". Paragraph (1) stipulates that the names of candidates in the list of prospective candidates are arranged according to serial numbers. An example of the application of the zipper system is that every party that nominates prospective candidates to become members of the Indonesian House of Representatives or the Provincial DPRD and Regency/City DPRD with serial numbers 1 to 3, then one of them must be a female prospective candidate.

Based on Law 10 of 2008 Article 55 paragraph (2) is a new and more advanced breakthrough to support women's representation in parliament, because the Law regulates the zipper system which has an impact on increasing the number of female legislative members elected in the Election. Although it has not yet reached the target of women's representation of at least 30%, this percentage has increased rapidly from the 1999 Election where the percentage of women was only 9.0%. Based on data from the 2004 election results, women's representation in the DPR reached 11.24% after the enactment of Law No. 12 of 2003. then increased again by 18% In the 2009 election when the implementation of the zipper system came into effect, although in the 2014 Election there was a decrease in women's representation to 17.32%, there was an increase again in the 2019 election of 20.52% of the total 575 elected DPR members or 118 women.

In this case, there is a decrease in female participants in Parliament, indicating that women's interest in advancing as People's Representatives in Parliament is very

minimal, various obstacles and barriers for women greatly hinder women's involvement. Women's room for movement is very limited, so opportunities are very small. Similar things are felt by several legislative candidates who are trying to advance as legislative candidates. They really feel the difference, small opportunities, and lack of support from Political Parties. How is it possible that the quota can be achieved even though it is supported by Government Regulations.

As a basis for carrying out the interview process, researchers need to search for data from both government portal sources and other reliable sources, so that the percentage of women's seats in the DKI Jakarta Provincial DPRD for the 2014-2024 period can be displayed accurately.

## **5. CONCLUSION AND SUGGESTIONS**

### **Conclusion**

Based on the study in Chapter IV, the results of "Analysis of Women's Quota in the DKI Jakarta Provincial DPRD (2014-2024 Period)" with a case study of women's representation in the DKI Jakarta Provincial DPRD can be concluded through the Affirmation Implementation Process. In the process of implementing the implementation in the field, the 30% Affirmation has not yet been implemented in accordance with the legislation. The facts in the field show that opportunities for women still do not get enough space to participate. The results of the study show that:

#### **1. Political Parties**

The obstacle for women to enter the world of politics is because they have not received full support from political parties that will support them to advance in Parliament. If women are given a large space, there will certainly be many competent women who will enter the world of politics. Because they feel safe and will be supported in every step they have to face. Social construction of patriarchal culture, regulations or other laws that are riders of existing laws and support women to enter the world of politics. Parties must be gender responsive, based on justice for female cadres. There are corruption, collusion and nepotism (KKN) and money politics practices in the body of the party.

#### **2. Government**

Although legal support already exists, in its implementation, it has not been carried out properly by political parties. The 30% quota for women in parties has not been implemented according to the rules. This is because the patriarchal culture in Indonesia still prioritizes that men are more competent than women in terms of leadership. Although

there are already many women who have the same competence. Party support is the main factor for the existence of women in politics. The government is expected to issue regulations or other laws that support existing regulations or laws. Supervision from the General Election Commission must also show fair and equal partisanship. So that women also feel safe in the world of politics.

### 3. Women

There are still few female leaders who want to enter the world of politics, because they still do not dare to step forward and try to enter politics. They have not yet had any work/dedication to the community. The level of popularity among the grassroots is also still very minimal. Although they have held the highest positions in other fields, there are not many in the world of politics, except for artists and public figures. Women are also expected to be able to improve their abilities through higher education, be politically literate and want to become people's representatives who will voice the voices of fellow women. Women must have high spirits, they should be motivated to fight for women's rights from a gender perspective. Because we will be able to make policies related to women when we become policy makers.

### 4. Recruitment

The requirement that Political Parties that can participate in the Election must have 30% female members is only limited to fulfilling the party quota in order to participate in the election, only quantity not quality. It should be made open to large space for movement, quality recruitment standards, strict selection and the works of cadres in society, especially women who will become legislative candidates, so that the women who are elected are strong women, who will fight tooth and nail for the progress of society in general and women in particular.

### **Suggestion**

Based on the conclusions from the research results, it is recommended:

#### 1. Political Parties

Political parties are the first spearhead in recruiting women, and are expected to provide as much space as possible for women, not just as a complement to the party's requirements for participation.

Providing socialization and political education in its cadre formation. Prioritizing the quality of the party rather than the quantity of fulfilling 30% of women in the party. If this is done, the hope for women to participate and work in the world of politics can be fulfilled.

Eliminate detrimental practices of corruption, collusion and nepotism and money politics.

## 2. Government

The government has provided support to women with the 30% Affirmative Action regulation, but the government must also create a system to evaluate whether the regulations made have been implemented properly and correctly.

Conduct a review of the legislation that has been made to see whether it has been implemented correctly and see whether the level of achievement is optimal.

Policies, Regulations and Legislation are made more gender responsive so that balance can be achieved.

## 3. Women

As a female leader, she must improve her abilities in terms of education, knowledge and skills. Qualify yourself so that you can make a beneficial contribution to society in general and women themselves in particular.

Be politically literate and dare to face all challenges so that you can become an aspiration for women.

Fighting for gender equality, women's rights and the safety of mothers and children.

## 4. Recruitment

The implementation of political party recruitment provides more space for women, the selection is tightened so that women who sit representing women in parliament are qualified and not just to fulfill quantity.

The implementation of 30% female party members was truly recruited in accordance with the provisions of the law, so that the portion of women was fulfilled.

Providing full support to women, guided and fostered from start to finish.

## 6. THANK-YOU NOTE

Thanks to all lecturers at IBM ASMI Jakarta

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