

ABSTRAK

Penelitian ini mengkaji implementasi kebijakan affirmative action di Partai Golkar Kabupaten Pinrang dengan menitikberatkan pada mekanisme rekrutmen dan pencalonan serta dukungan partai dalam mendorong keterpilihan perempuan. Latar belakang penelitian didasarkan pada rendahnya keterwakilan perempuan di DPRD Pinrang yang pada Pemilu 2024 hanya mencapai 10%, jauh di bawah ambang critical mass 30%. Tujuan penelitian adalah menganalisis strategi rekrutmen, kaderisasi, dan pencalonan perempuan yang diterapkan Partai Golkar serta menilai sejauh mana kebijakan afirmasi dijalankan secara substantif.

Metode penelitian menggunakan pendekatan kualitatif dengan studi kasus, melalui wawancara mendalam dengan pengurus partai, calon legislatif perempuan, serta analisis dokumen partai dan data KPU. Analisis dilakukan dengan konsep tipologi partai dalam hal ini model partai kader oleh Maurice Duverger, tipologi rekrutmen politik yang dikembangkan oleh Barbara Geddes serta teori aksi afirmatif yang dikemukakan oleh Susan D. Clayton dan Faye J. Crosby.

Hasil penelitian menunjukkan bahwa meskipun banyak partai di Pinrang hanya memenuhi kuota 30% secara administratif, Partai Golkar menunjukkan komitmen lebih substantif melalui penguatan KPPG, pelatihan kader perempuan, dan aturan masa keanggotaan minimal sebelum pencalonan. Strategi ini memperbaiki kualitas kader perempuan dan menekan praktik nepotisme, serta terbukti dengan terpilihnya caleg perempuan dalam dua periode berturut-turut dengan perolehan suara tertinggi dibanding partai lain. Penelitian ini menyimpulkan bahwa implementasi affirmative action di Golkar tidak sekadar formalitas, melainkan didukung mekanisme kaderisasi dan struktur partai yang lebih kuat. Namun, hambatan seperti budaya patriarki, lemahnya jaringan politik perempuan, dan patronase tetap membatasi keterpilihan secara lebih luas. Temuan ini menegaskan pentingnya reformasi rekrutmen partai agar afirmasi perempuan benar-benar meningkatkan kualitas representasi politik di tingkat lokal.

Kata kunci: aksi afirmatif, rekrutmen politik, keterwakilan perempuan, Partai Golkar Pinrang

ABSTRACT

This study examines the implementation of affirmative action policies in the Golkar Party of Pinrang Regency, focusing on recruitment and candidacy mechanisms as well as party support in promoting women's electability. The research background is based on the low representation of women in the Pinrang Regional House of Representatives (DPRD), which in the 2024 election reached only 10%, far below the 30% critical mass threshold. The purpose of this study is to analyze the recruitment strategies, cadre development, and candidacy of women applied by the Golkar Party, and to assess the extent to which affirmative action policies are substantively implemented.

The research employs a qualitative case study approach, using in-depth interviews with party officials and female legislative candidates, along with document analysis of party records and electoral data from the General Election Commission (KPU). The analysis is guided by party typology concepts, particularly Maurice Duverger's cadre party model, Barbara Geddes' typology of political recruitment, and the affirmative action theory proposed by Susan D. Clayton and Faye J. Crosby.

The findings reveal that while many parties in Pinrang only fulfill the 30% quota administratively, the Golkar Party demonstrates a more substantive commitment through strengthening the Golkar Women's Union (KPPG), providing training for female cadres, and enforcing minimum membership duration requirements prior to candidacy. These strategies improve the quality of female cadres and reduce nepotism, as evidenced by the election of female candidates in two consecutive periods with the highest vote share compared to other parties. The study concludes that the implementation of affirmative action in Golkar is not merely formal compliance but is supported by stronger cadre development mechanisms and party structures. Nevertheless, challenges such as patriarchal culture, weak women's political networks, and patronage continue to limit broader electability. These findings underscore the importance of reforming party recruitment processes to ensure that affirmative action genuinely enhances the quality of women's political representation at the local level.

Keywords: affirmative action, political recruitment, women's representation, Golkar Party, Pinrang