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Explaining Role of Cadre Understanding and Values of Political Parties towards Women's Legislative Candidacy in Jambi

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Abstract

Cadre formation is essential in a political party. The current phenomenon is that many political parties have not been able to carry out the selection and regeneration process as expected, especially for women legislative candidates. In comparison, the quality of cadres in a political party determines the selling power of the social party. This study is essential to do considering that the legislative members who sit as people's representatives in the DPR must carry out their functions as people's representatives in conveying their aspirations and ideas to the government. The Legislature who is elected as the people's representatives in communicating aspirations must be people or cadres who have capability and acceptability. The purpose of this study was to determine the role of regeneration in understanding party values. The results of this study can provide recommendations to political parties in selecting and nominating their members. The qualitative research method with a phenomenological study approach and systems theory in organizational communication is considered relevant for analyzing existing cases. Data was collected through interviews with party officials, women legislative members, female legislative candidates in Jambi city, political observers or academics. The results showed that the higher the quality of the cadre system carried out by a political party, the better the quality of the party's cadres when occupying political positions both internally and externally.

Keywords: *Women, Regeneration; Political, Legislative, System*

Abstrak

Kaderisasi merupakan hal penting dalam sebuah partai politik. Fenomena saat ini masih banyak partai politik yang belum mampu menjalankan proses penjangkaran dan kaderisasi seperti yang diharapkan, terutama untuk calon legislatif perempuan. Padahal kualitas kader dalam suatu partai politik menentukan daya jual partai di masyarakat. Kajian ini penting dilakukan mengingat, anggota legislatif yang terpilih sebagai wakil rakyat di parlemen, harus mampu

menjalankan fungsinya sebagai representasi rakyat dalam menyampaikan aspirasi dan gagasan terhadap pemerintah. Sehingga sudah seharusnya orang atau kader yang terpilih merupakan orang yang memiliki kapabilitas dan akseptabilitas. Tujuan dari penelitian ini adalah untuk mengetahui peran kaderisasi dalam pemahaman nilai-nilai partai serta diharapkan hasil dari penelitian ini dapat memberikan rekomendasi kepada partai politik dalam hal penjurian dan pencalonan anggotanya. Adapun metode penelitian kualitatif dengan pendekatan studi fenomenologi dan teori sistem dalam komunikasi organisasi dianggap relevan sebagai pijakan dalam menganalisis kasus yang ada, dimana pengumpulan datanya melalui wawancara calon legislatif perempuan Kota Jambi, pengurus partai politik, dan anggota parlemen. Proses kaderisasi, pada dasarnya dapat mempengaruhi kualitas kandidat yang diusung oleh partai politik. Semakin tinggi kualitas sistem pengkaderan yang dilakukan oleh partai politik, maka semakin baik pula kualitas kader partai saat menduduki jabatan politik di internal partai maupun di eksternal partai.

Kata kunci: Perempuan, Kaderisasi, Politik, Legislatif, Sistem

INTRODUCTION

The phenomenon of the elimination of candidates from other places is one of the party's failures, especially in its internal cadres. This can be seen in the process of nominating women legislative in Jambi City in 2019; there was a transfer of legislative candidates to other parties (JPNN, 2018). The representation of Indonesian women in parliament is still low. There are three groups that are under-represented in the parliament, namely women, youth, and residents outside Java. Moreover, the elected women members of parliament still do not represent the majority of women in Indonesia, especially from different socioeconomic classes and political relations (Prihatini, 2019). Gender quotas that are supported and designed to maximize the impact of quotas on women's representation are still insufficient. There are three types of gender quotas, namely reserved seats, voluntary party quotas, and candidate quotas. A valid candidate quota requires political parties to nominate a minimum number of candidates in order to be eligible to run for elections (Hillman, 2017). The women's political movement is part of political participation. The political participation movement is a moral driver by pursuing women's representation in parliament, including paying attention to the agenda (Junaidi, 2021). Legislative candidates (Bacaleg) who are willing to change parties This is one of the reasons why 30% of women's representation in parliament has not been achieved. Female incumbency can improve female candidate placement and electability by demonstrating female capacity and capability (Shair-Rosenfield, 2012).

The failure of political communication in the regeneration of internal parties is considered to be one of the reasons why political parties withdraw the Legislative Council under them to be careless or playful in order to meet the qualification requirements. The majority of political parties have not carried out the proper pattern of recruitment and regeneration because political parties are still influenced by kinship politics, agency regeneration. As a result, many party cadres who become national leaders are unable to carry out their duties and obligations (Harahap, 2017a).

The specific purpose of this study is to raise the phenomenon of failure of female candidates because there is no consolidation and maturation of cadres associated with the political parties that overshadow them. Political parties that tend to be pragmatic in registering the Legislative Council, from well-known people such as artists or officials' wives, as an illustration of degrading their own quality. The legislators who are promoted are not party cadres and do not have political experience; usually, there is no ideological commitment to political parties and democracy in the future (CNN, 2018).

Further, this research can become a recommendation for political parties to consider essential aspects in the process of recruiting and regenerating members. Who will run for office? This research is useful for political parties as one of the pillars of democracy in this country which has an important role, namely finding and preparing cadres who will receive guidance to become national leaders. Political parties are required to have a good and correct process in terms of networking and regeneration during the candidacy period according to structured stages so that later the term instant leader does not appear.

Previous research in a democratic system adopted by many countries as it is today, the existence of political parties is a significant assessment of the degree of democracy through the level of growth and development of political parties. Politics has an essential influence on the development of democracy. Democracy will not run well if there is no support from political action that follows democratic principles (Samuel, 2018).

To broaden the sensitivity of political parties, they must be able to see things that are considered irrelevant and even trivial in the context of power as long-term political investments. Meanwhile, in terms of service commitment, it is hoped that political parties will get closer to the people with their various interests, making political parties something that can be held by the people at large is the main essence of this commitment (Noor, 2007).

Research by Amaliya Hidayatul Fajrina, which explains the results of his study, show that the Gerindra Party in the city of Surabaya has several strategies in recruiting young cadres, including an open system. Still, sometimes a patronage system is also found in it. The results showed that the strategy model in the recruitment of the figure system has always been a popular strategy. All of these strategies provide wide and open opportunities for all Indonesian youth who feel they have the interest and ability to join together in the Gerindra Party in Surabaya. (Fajrina, 2017). Meanwhile, the research conducted by Insan Harahap explained from the results of his study that political parties, as one of the pillars of democracy, have a crucial role, one of which is to prepare national leaders. On that basis, political parties should have a good recruitment pattern and regeneration mechanism. However, in reality, the majority of political parties are currently unable to implement proper recruitment patterns and regeneration mechanisms because political parties have a significant influence on kinship politics, as well as the instant regeneration mechanism of artists. However, they get the votes influenced because of their popularity. As a result, many party cadres who become national leaders are unable to assume the tasks and responsibilities assigned and often abuse them for personal gain and their relatives (Harahap, 2017b).

In the results of Redan Parwadi's research, namely in the organization, duties and executing personnel must be qualified in carrying out the vision and mission well. The leader will determine the progress of the organization so that a leader must prepare himself carefully through the regeneration process. Cadres can be carried out from beginning to end so that when holding the reins of leadership, they do not disappoint and do not harm the organization. It is necessary to develop the maintenance and understanding of spiritual values that can become an organizational culture, including the care and replacement of corporate leaders (Parwadi, 2006).

Several previous studies discussed how regeneration greatly influenced the progress of political parties and the credibility of their leaders. There is an excellent opportunity to examine more deeply the role of resurrection in understanding the values of political parties in the women's legislative candidacy process in the city of Jambi.

This research, phenomenology, is a science that focuses on explaining pseudo-reality. Phenomenology is how humans construct important meanings and concepts in terms of intersubjectivity (one's relationships with other people can shape our understanding of the world) (Kuswarno, 2009: 2).

Phenomenology assumes that people actively interpret their experiences and try to understand the world with their personal experiences (Littlejohn, 2009: 57). The visible phenomenon is a reflection of the reality that cannot stand alone because it has a meaning that requires further interpretation. These phenomenological figures include Edmund Husserl, Alfred Schutz and Peter. L Berger and others.

Phenomenology seeks to reveal and understand the reality of research based on the perspective of the research subject. As stated by Bogdan and Taylor (1975: 2): "The phenomenologist is concerned with understanding human behaviour from the actor's frame of reference" This requires the union of the research subject with the supporting tissues of the research object. Involvement of research subjects in the field to experience it is one of the main features of research with a phenomenological approach (Kuswarno, 2007)

System theory, according to Michael Rush and Philip Althoff (1988: 19), states that social phenomena are part of consistent, internal and regular politics of behaviour and can be seen and differentiated. Therefore we can call them: social systems, political systems and several subs-subsystems that are interdependent such as economics and politics.

Each system in society is not autonomous or closed but open, in the sense that other methods will influence a design. Each plan will receive input from other systems, and the system will process the information in the form of output for other systems. The course is a simulation concept of totality in viewing social life; the system is an integrated social reality from the complexity of the various existing units and is interdependent. So changes in social companies will cause changes in other companies in one totality.

The presence of women in the DPR (Dewan Perwakilan Rakyat) is not only a decoration but as a sweetener to a male-dominated parliament. (Bakiyah, 2018) Political parties are the main link between society and the state in the perspective of modern democracy. Its presence is significant because, basically, no political system can operate without a political party. As an organization, political parties should be able to activate and mobilize society, represent specific interests by giving compromises to competing opinions, creating political leadership, and as a means of gaining power in giving orders (Saputro, 2016).

Political life is a system of adaptive behaviour and automatically adapts to various pressures from the environment and changes in the function of its units. Concerning the role of regeneration, the process of renewal and political recruitment, which is inherent in the primary part of political parties, should be able to produce politically strong figures. (Prakoso, 2017) further, the process of regeneration in political parties is to prepare candidates to be ready to accept managing their party in the future. (LIPI, 2016)

RESEARCH METHOD

Stages This research is divided into several stages, namely pre-research; at this stage, the researcher has conducted initial research by identifying problems and conducting in-depth analysis through the results of the Focus Group Discussion (FGD). In the second stage, at this stage, the research will conduct a more in-depth study on the legal basis, political policies, and the process of selecting women legislative candidates against the 30% quota requirement. In the third stage, this research presents women candidates, the Chairperson of the Jambi City KPUD (Komisi Pemilihan Umum Daerah), women members of parliament, representatives of political parties and academics in FGD activities. The fourth stage is to identify the concept of the role of regeneration in understanding the values of political parties in the women's legislative candidacy process in Jambi City.

In amplifying data, this research will also identify the role and contribution of women parliamentarians to the cadre of legislative candidates from the political parties that overshadow them. All data are processed and remembered. In the next stage, they draw conclusions and provide recommendations. It is at this conclusion that the authors provide

general statements that answer research questions that are useful for decision-makers. Policymakers will benefit from the results of this research, and the consequences of this study provide recommendations both academically and practically.

This research was conducted in Jambi City by involving several stakeholders who can provide data information related to the research problem. Research Design This research is a qualitative phenomenological study, where Littlejohn states, "phenomenology makes actual lived experience the basic data of reality" (1996: 204), so phenomenology makes real-life experiences the raw data of reality. Citing Richard E. Palmer's opinion, Littlejohn further explained that phenomenology means allowing things to be real as they are without imposing the categories of researchers on them. An "objective" scientist hypothesizes a particular structure and then checks whether that structure does exist; a phenomenologist never hypothesizes but scrutinizes real, direct experience to see what it looks like (Kuswarno, 2007).

Data collection techniques in this study, researchers will use interview techniques, observation and conduct FGD activities to collect more data needed in this study. There are 13 informants involved in this study. The informants were determined based on criteria first: The KPUD of Jambi City is the regulator and key actor in implementing the policy for deciding party qualifications with a 30% quota for women's representation in the registration of legislative candidates. Second: Political Parties, as organizations that select legislative candidates. Third: women legislative candidates from several parties in Jambi city. Fourth: women legislators from the Jambi City DPRD (Dewan Perwakilan Rakyat Daerah) specifically to provide information related to the vital role of regeneration in the selection and nomination process. Fifth: academics and universities that have a role in this research.

RESULT AND DISCUSSION

Political Policy

Law Number 12 of 2013 concerning General Elections. Article 65 paragraph (1) of the Law states that every political party participating in the General Election may nominate candidates for DPR, Provincial DPRD, and Regency/Municipal DPRD in their respective electoral areas representing women at least 30 per cent. The existence of Law regulates the enactment of a 30 per cent quota for women's representation in legislative candidacy. All political parties try to comply with these rules not to be disqualified. Likewise, the process of arranging serial numbers is determined by political parties and adjusted to applicable regulations, but women still get places in serial numbers 3, 6, 9 and their multiples.

Meanwhile, those who dominate serial numbers 1 and 2 are usually men. The number of female candidates who can be number 1 is minimal and traditionally filled by incumbent candidates or party officials. The number of female candidates who can be number 1 is minimal and usually filled by incumbent candidates or party officials.

"The incumbent's re-nomination during the general election, about 80 per cent of his work will be seen during his time as a member of Parliament. A solid team and the support of party cadres are needed to absorb the people's aspirations. then the aspirations of the citizens will be consolidated by members of Parliament to the government." As explained by Maria Magdalena, a three terms member of the Jambi City parliament from the PDI-P faction (interviewed July 27, 2021, 17.41 WIB).

Judging the results of the 2019 general election for a legislative candidate for Parliament of the Republic of Indonesia, most of the women elected are in serial numbers 1 and 2. In serial number 1, there are 57 women selected from 235 female DCT (Daftar Calon Tetap) or permanent candidate list, who get serial number 1. in position number 2, there are 29 people

from 372 DCT. The remaining women who are members of Parliament are in serial numbers, 3, 4, 5, 6, and 7.

In this legislative election period, the number of women who have become DPR (Dewan Perwakilan Rakyat) members is the highest since the reform period, namely 20.5% or equivalent to 118 female seats out of 575 seats, compared to the two previous periods. The 2009 Election only won 18.4% or the equivalent of 101 seats, and the 2014 Election only chose 97 women legislative seats or 17.6 per cent.

Likewise, for the Jambi City DPRD, out of 45 seats, the quota of elected women was eight people or 17.77 per cent. This figure does not increase when compared to the 2014-2019 period, namely eight seats for women, equivalent to 17.77 per cent, (KPU, 2019).

Table 1. List of Candidate Numbers for Women Elected DPRD Jambi City for the period 2019-2024

No.	Political Parties	Number of Elected Female Candidates	Serial number
1	Partai Keadilan Bangsa	1 person	1
2	PDI Perjuangan	2 persons	1
3	Partai Keadilan Sejahtera	1	1
4	Partai Demokrat	2	1
5	Partai Nasdem	1	12
6	Partai Bulan Bintang	1	12

Source: Jambi City KPU data, compiled by the Authors, 2020

From table 1 above, in the election of legislative candidates in the Jambi City DPRD for the 2019-2024 period, the average woman legislative candidate who was elected was number 1 as much as 75 per cent. Illustrates that the candidate serial number and women's electability in the Jambi City DPRD is closely related. Although a Constitutional Court Decision has been issued regarding the majority of votes, many parties believe that the serial number no longer determines the electability of a legislative candidate. However, based on facts in the field and available data, most elected female candidates are number 1 on the list of candidates for legislative members. This fact is no different from the national level.

“Parties often sideline cadres with non-cadres who are more popular. This is not true. You are carrying candidates, and If a political party nominates a candidate not from a cadre, there is a risk of not being committed to the party. During the general election, all parties want to win. But don't let any incident bring down the party's name. PAN does not want that. PAN wants the regeneration to be carried out through the level of cadre education, namely basic training, secondary training, and main training. The time depends; if you are new, you can take part in basic party education, especially for cadres who want to become governors, ministers such as Lemhanas education, “explained H Bakri, Chair of the Dewan Perwakilan Wilayah Partai Amanat Nasional (PAN) Jambi Province.

Political parties have not shown a solid commitment to formulating policies regarding equal opportunities for women members to be elected as party functionaries and members of Parliament. This method can still be seen from how political parties compile lists of legislative candidates. Political parties play an essential role in influencing the number of women elected to Parliament. However, political parties have not shown a strong commitment and formulated

policies so that women can be selected as party functionaries and members of Parliament. At the central and regional management levels, men still dominate party chairs.

Likewise, in determining the serial number of legislative candidates, political parties prioritize administrators to get beautiful numbers, namely the order of 1 or 2. So that woman is only used to complement the requirements to pass registration at the KPU.

Clear, transparent and gender-fair rules and procedures are needed when recruiting cadres or legislative candidates in political parties to increase women's interest in advancing in general elections. As an alternative, affirmative action policies that can implement through the General Election Law, namely:

When selecting candidates, must consider the principle of gender equality in a transparent and measured manner. The recruitment of election candidates is at least 30 per cent women. The zigzag method is applied, namely, one man and one woman.

Political parties must include exact requirements and mechanisms when recruiting cadres and selecting candidates for legislative candidates. Political parties must also allow people who are not party cadres to register as candidates for legislative members in the general election; this can be a kind of incentive for women to run as candidates.

Recruitment of political parties in the reform era is still not carried out in a modern way but is still traditional and personal. Political party recruitment management is still dominated by relatives of party strongmen such as wives, children, son-in-law, and relatives. Personifications, dynasties and wealthy people always influence political parties. As a result of the strong personification of centralized leadership figures on strong political patrons can result in widespread practices of political dynasties in the recruitment, candidacy and regeneration processes. So that the candidacy process also requires transactions and political dowry and ignoring the integrity and capacity of political candidates.

Political parties also do not encourage adequate political expertise and skills for their political cadres to be ready to enter society and become a solution to various problems in the life of the nation and state and encourage change for the better. This is due to the short-term oriented process of power struggle, thick with momentary political interests.

The Screening Process

Apart from gender balance in Parliament, affirmative action is also encouraged in political parties, especially in the national-level political party structure. A law explicitly discusses how political parties should accommodate women's strategic positions.

Law No. 2 of 2008 and Law No. 2 of 2011 on Political Parties confirm that political parties are organizations that are national and are formed by a group of Indonesian citizens voluntarily based on typical desires and aspirations to fight for and defend the political interests of members, society, nation and state, as well as choosing the integrity of the Unitary State of the Republic of Indonesia based on Pancasila and the 1945 Constitution of the Republic of Indonesia. Both state that political parties are the pillars of democracy.

As a pillar of democracy, the existence of political parties is crucial and fundamental. Pillar of democracy is conveyed in the formulation of a political code of ethics and political parties compiled by the Center for Political Research (P2P) in collaboration with the Directorate of Education and Community Services, the Deputy for Prevention of the Corruption Eradication Commission, that political parties are public legal entities that have the function of selecting political leaders, making public policy, conduct political education, articulate and aggregate public interests, and carry out political communication and participation, both at the national and regional levels.

The recruitment process and function owned by a political party and carried out properly or ideally can be an entry point and a driving factor for acceptable democratic practices for a country. Recruitment is related to the extent to which political parties conduct

selection, candidacy, and prepare political cadres to lead a state and government that is clean, anti-corruption, with integrity, accountability, and trustworthy. This ideal hope is still not fully realized.

The recruitment and regeneration patterns that have occurred so far in Indonesia are still applying traditional designs and styles. The party that developed into an all-party character did not have a clear and specific social base and depended on individual figures. Political parties also face challenges in the regeneration process. Most political parties do not yet have a transparent regeneration system, so the source of political recruitment tends to be oligarchic.

There are several efforts or actions taken by political parties to support and strengthen the capacity of women in the parties and Parliament.

1. Each political party has various ways to recruit cadres to regenerate and continue the struggle for political parties. The Partai Keadilan Sosial (PKS) looks structured in carrying out the selection process to regeneration. The recruitment process consists of screening, filtering, and determination in the alignment model. PKS members themselves have levels. (1) support members, namely beginners and young members; (2) the core members consist of intermediate, adult, expert, retired, and honorary members. All members are educated about da'wah, party and leadership.
2. All political parties conduct a series of training for newly elected members of Parliament, which are called parliamentary schools. This training is usually held before a new parliament is sworn in. For some parties, the issue of gender equality is also included in the training material, and some even have additional training specifically for women parliamentarians who will come.

The existence of affirmative policies within political parties that the government accommodates through the Law does not necessarily guarantee women's electability in Parliament. Based on the research results compiled from information from research informants who are party officials, members of the DPR RI, and members of the Provincial and Jambi City DPRD, several problems cause women's electability in Parliament to be low or below 30%.

The problem lies in the recruitment mechanism for candidates from political parties, which generally do not have standard recruitment procedures, so recruitment is more instantaneous without criteria.

"This cadre depends on the needs; for example, now the husband is a party member, but the husband has not had time, it could be his wife who is nominated but must be by the party mechanism. Furthermore, if they feel less intense or less sound in the electoral district, there maybe 30% of outsiders in PPP. If these instant cadres are at risk of their workability and loyalty to the party, "the Chairman of the Jambi Province DPW PPP, Evi Suherman, explained (July 25, 2020).

Political parties also appear to be less innovative or passive in maintaining and expanding their support base, so they rely on the old support base. This impacts the difficulty of political parties to recruit young people and only rely on kinship networks within the party. Another problem, when recruiting candidates for internal parties, does not pay attention to the performance aspects of the prospective candidates. The majority of the elected members of the Jambi City DPRD are incumbents, local party officials, and female candidates who have kinship networks or family ties within political parties.

So far, affirmations have only been used to recruit female candidates and meet the qualification requirements of political parties when registering with the KPU. Meanwhile, women's organizations that develop in society can still not encourage women's representation in the political sphere. These organizations are still preoccupied with practical issues and meeting basic needs alone.

Based on the research results, the author recommends that political parties pay attention to political women's recruitment and cadre system, especially young people, and provide training, provision, and understanding of political party values and leadership training. The author recommends using a proportional system of 30% female candidates for the election law, placing them in the top three ranks in number 1 or two or zigzags. Besides, political parties must also increase women's representation in the DPR and DPRD and continuously improve the competence of female candidates.

The Role of Regeneration in Understanding the Value of Political Parties

Political parties must prepare generations or cadres who will become sources in the political recruitment process. Cadre formation is closely related to how political parties train their cadres. The cadre in question is people who will be prepared to become members, agencies, administrators, politicians with different levels. Cadre formation is related to the ability of parties to mould someone to become party cadres, which is closely related to the roots of political parties.

Political parties must carry out political education and leadership for their members. Political education is a dialogue process between educators, government, political parties, and students. Political education aims to increase understanding, appreciation, and experience of values, norms, and symbols considered ideal and suitable for political educators. Political education improves people's political knowledge and hopes to encourage people to participate in the political system.

The implementation of cadre activities becomes the basis for cadres to nominate themselves as legislative members. The lack of intensity of political education significantly affects the existence of social parties because political education aims to develop cadres to be more militant and loyal to the community.

The process of cadre planning and implementation is not yet mature. Planning is evident from the absence of adequate selection to recruit cadres based on qualifications. Every cadre level should follow the cadres that are carried out, whether they are new cadres, have achievements or have long experience in political party organizations.

"Cadre education is crucial, especially for political officials and cadres who sit in Parliament. In Parliament, in some instances, cadres still don't understand how to speak in forums or organizations. Sometimes we members of the council are ashamed to see it ourselves," explained Maria Magdalena, a member of the Jambi City parliament for the 2019-2024 period (interview on July 27 2021, 17.41 WIB).

The majority of political parties in Jambi and Indonesia are currently unable to carry out the proper recruitment and regeneration mechanisms. That's why political parties are still influenced by kinship politics and the means of instant regeneration from artists or famous people to gain votes during the general election. As a result, many party cadres become leaders but do not have the skills and abilities to carry out the tasks and responsibilities. Often some abuse their power for personal gain, relatives and groups of people.

"Politics of kinship, that's fine. So the term, nursery can not be far from the stem. But that is not a standard, as far as competing, the family is welcome. That is not an absolute requirement to become a manager if you can't. The decision is in the ability to compete," explained the Chairman of the DPW PAN Jambi Province, H Bakri. He is also a member of the Parliament of the Republic of Indonesia for three periods to date 2019-2024 (interview on July 18, 2020, at 12.01 WIB).

This regeneration process is needed because all humans, including those now leading, will one day end their leadership, whether they want it or not. For example, the end of the direction, or a change of leaders, is a natural process of ageing and death.

“The cadre process carried out by the party must exist, especially cadres to act as candidates for regional leaders. It is difficult for the party to find weight and limitations for female cadres. But in principle, it's the same for men and women. There must be a 30 per cent quota for women in party management. It's just a matter of time, women's ability to convince the party, to get the position they want, “explained by the Chairman of the DPW PAN Jambi Province, H Bakri (interview on July 18 2020, 12.01 WIB)

In general, political parties will transfer the understanding and inculcation of party values to their cadres in the regeneration process. What are the principles, lines of struggle, and ideology of political parties and the importance of idealism? Where every political party has its ideological values.

Party values can become important political ideas because they contain plans requiring in-depth discussion. Political parties without ideas have no basis of existence. They cannot perform any task in a political context because opinions represent the party's core identity and provide a blueprint for alternative solutions to problems in today's society.

There are several obstacles for women to develop in political parties, both at the local and national level in Indonesia, especially as members of Parliament. For example, there are no stable members of the women's wing, a lack of funds to support women's forums in political parties, but there are also political parties with sound cadre systems such as PKS. Other obstacles, such as lack of background knowledge from women. Parliamentarians must fight for women's equality issues.

It requires political parties to produce qualified cadres and have a good leadership spirit starting from the regional level. These cadres from the regions are the spearheads of local political parties and can be encouraged to become regional leaders, even at the national level.

With a strong cadre, they will also face well-known candidates. It benefits the party and enhances the quality of the party, with fresh ideas and ideas for building the area.

Political party cadres also must not ignore their constituents at the grassroots. Remember, political parties struggle and serve for the benefit of society; that's why parties must be close to the people, starting from listening to people's aspirations for the progress of their region. This includes looking for new seeds that can be recruited to become party cadres. Because not all cadres of political parties come from the elite, it is hoped to be evenly distributed from all circles, both upper and lower class. This is because the lower levels sometimes do not have access to show their leadership spirit, so political parties must make room for this. For this reason, each group can send its representatives to participate in the selection stages to join political parties and become party cadres.

“In PPP, first recruiting management, then cadres, elementary, middle and upper levels. In cadre, we are not choosy; please register for those who can. This cadre depends on needs, “explained Evi Suherman, the DPW PPP Jambi Province chairperson.

The regeneration carried out by the DPW PAN Jambi Province, conveyed by H Bakri, is from party members or non-cadres.

“In legislative candidacy, for example, many candidates are needed. PAN still prioritizes cadres, seen as potential cadres who will fight and win. If the end is losing, it can be seen from the non-cadres. So the opportunity may come in who are not cadres depending on needs. Requirements to enter from non-cadres must follow the existing rules in the party, loyalty, time, how readiness is he, whether the vision and mission are

the same as the party. If the same, we can give cadre membership cards. Every person who wants to become a cadre has to go through a process, party education so that when he leads, he doesn't get separated from the very party he uses".

The quality of regeneration affects the quality of the candidates prepared by the party, both to fill internal party management positions and public positions outside the party, such as legislative and executive positions. The better the quality level of the cadre system implemented by a political party, the better the quality of cadres nominated to fill internal positions or public positions—Vice versa. The problem is that the cadre process carried out by political parties is still lacking, or the implementation of political regeneration for members is still minimal. So that regeneration is a problem for almost all political parties in Jambi and Indonesia in general.

Cadreization is related to how political parties will guide their cadres and encourage the birth of party cadres with political and leadership abilities. So, regeneration is more about how political parties prepare human resources who will and can work for the party, become party leaders and become a source of recruitment to fill political positions.

Model of Political Party Regeneration

Based on the guidebook for the recruitment and regeneration of ideal political parties in Indonesia (Haris et al. 1, 2016), there are three stages of regeneration levels, namely:

1. Provide cadre formation to members of political parties.

Political parties carry out regeneration for their internal cadres, and usually, there is a membership fee every month. This membership fee fund will later finance various cadre training activities and understand the vision and mission of party internals. This cadre process should be done in stages, starting from the youth, middle, and primary levels.

2. Training cadres for non-political party members.

Cadre formation, which is not from a political party member, may be carried out for the party's needs. Cadre formation starts from members of the party wing or community organization. The construction of cadres taken from the party wing usually has a political party ideology and a high spirit of militancy. The party wing organization is an inseparable part of a political party. Besides, the relationship between political parties and mass organizations in society is an effort to expand the mass base in regeneration.

3. There is a cadre level.

The cadre process can be done in stages, starting from the young or first. Political parties emphasize internationalizing ideology, party vision and mission, managerial training and building relationships with local governments at the district/city level, party governance, and the AD/ART rules. Also, at youth training or the first level, leadership issues, district/city election management strategies, communication with the mass media were also carried out.

Furthermore, at the intermediate level cadre, party officials at the provincial level have DPRD members and regional heads at the local level. Cadres at this level are more equipped with election-winning skills, political communication, leadership, interpersonal communication, mass mobilization, political representation and problem-solving skills, policymaking, including campaign strategies, relations with mass media and lobbying skills.

The main level cadres are intended for candidates for political party management, members of the central legislature, and candidates for president and vice president. At this main level, cadres understand the internalization of party values, knowledge of election issues, especially regulatory matters, and election-winning strategies.

Cadres are also given training with managerial experience regarding expertise in national and global issues and issues, national-level understanding, party policy, international

strategic environment, and an understanding of the economic system, Law, government, international relations and others.

Besides understanding the values of political parties, cadres also possess leadership skills, political communication, lobbying. In addition to interpersonal skills related to public communication, symbolic problems, problem-solving skills, time management, and technology knowledge, especially regarding electoral and policy issues, which also concerns media relations.

The cadre process in Jambi Province normatively has stages: the regeneration of political party members and the renewal of non-party members taken from the party wing or community organization. Party cadres are given youth or first-level training. However, in the process, political parties in Jambi do not carry out regeneration in a consistent, tiered and structured manner, so family politics often occur. In addition, political parties often cut the chain of renewal by prioritizing legislative candidates from more popular outsiders, such as artists or public figures with significant capital recruited instantly. The popularity factor is expected to gain votes to gain power and wealth. As a result, many party cadres become leaders but can carry out their duties and responsibilities; some even misuse them for the interests of certain groups.

Political parties should create a regeneration process that can produce qualified party cadres who have leadership qualities and understand the values of the political party. These regional cadres can later be encouraged to advance as representatives in the legislature or as regional leaders. The success of producing strong cadres, having fresh ideas to develop the region will increase the quality of political parties.

CONCLUSION

People want to be represented by skilled and sensitive people to social issues developing in the field. So it takes the seriousness of political parties to carry out a regeneration properly and to fulfil the affirmative action of 30% female representation in the House of Representatives. Support for gender equality, strengthened by Law number 8 of 2012, affirms at least one woman in every three candidates. In this case, the author recommends that the serial number of women legislative candidates use the zigzag system, namely the serial number one or two, because based on the level of electability, the serial number still dramatically affects.

The role of regeneration in understanding the values of political parties is influenced by the quality of the candidates prepared by the parties. Both fill internal party management positions and public positions outside parties, such as legislative positions, including female political cadres who will become parliament representatives. The problem is that the cadre process carried out by political parties is still lacking, or the implementation of political regeneration for members is still minimal. Cadreization is related to how political parties will guide their cadres, especially women, and encourage the birth of party cadres who have political and leadership abilities and represent women's voices in Parliament.

The cadre process can apply the cadre model of political parties, namely regeneration for members of political parties and regeneration for non-members of political parties. It must be done in stages in the cadre, starting from the youth, middle and primary levels. So that party cadres can get political education, leadership, managerial, election regulation, issue handling, lobbying, mass mobilization, and election wins. Cadre training can be carried out in stages and adjusted to the level.

Further research can examine the politics of kinship or dynastic ties on women's representation in influencing women's electability in Parliament. It is also necessary to study the policy implications of increasing women's quota in Parliament through particular interventions.

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