

# ISSUES ON KPPS MEMBER RECRUITMENT AN ADMINISTRATIVE LAW AND CITIZENS' PARTICIPATION RIGHTS PERSPECTIVE

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## Abstract

*The recruitment of Voting Organizing Groups (KPPS) is a crucial stage in the implementation of the General Election, determining the quality of voting and vote counting at Polling Stations (TPS). Although regulated by General Elections Commission Regulation Number 8 of 2022, its implementation in the West Kota District of Gorontalo City still faces various administrative, technical, and participatory obstacles. This study aimed to analyze the problems of KPPS recruitment from an administrative law perspective and its implications for the protection of citizens' rights to participate. The study used an empirical juridical method with a statutory and sociological approach. The results showed that the main obstacles to KPPS recruitment include the use of prospective registrants' names in the Political Party Information System (SIPOL), obstacles in fulfilling health certificate requirements, and low public interest in becoming KPPS members. These problems indicate the suboptimal implementation of the principles of legal certainty, proportionality, openness, and good service in the recruitment process. Furthermore, these various obstacles impede citizens' rights to obtain equal opportunities to participate in governance. Therefore, strengthening administrative mechanisms, expanding access to public services, and improving KPPS recruitment governance are essential to ensuring democratic, professional, and integrity based elections.*

**Keywords:** *KPPS Recruitment; Administrative Law; Citizens' Participation Rights; Election; SIPOL.*

## Abstrak

Rekrutmen Kelompok Penyelenggara Pemungutan Suara (KPPS) merupakan tahapan penting dalam penyelenggaraan Pemilihan Umum yang menentukan kualitas pelaksanaan pemungutan dan penghitungan suara di Tempat Pemungutan Suara (TPS). Meskipun telah diatur dalam Peraturan Komisi Pemilihan Umum Nomor 8 Tahun 2022, pelaksanaannya di Kecamatan Kota Barat Kota Gorontalo masih menghadapi berbagai kendala administratif, teknis, dan partisipatif. Penelitian ini bertujuan menganalisis problematika rekrutmen KPPS dalam perspektif hukum administrasi serta implikasinya terhadap perlindungan hak partisipasi warga negara. Penelitian menggunakan metode yuridis empiris dengan pendekatan peraturan perundang-undangan dan pendekatan sosiologis. Hasil penelitian menunjukkan bahwa hambatan utama rekrutmen KPPS meliputi pencatutan nama calon pendaftar dalam Sistem Informasi Partai Politik (SIPOL), kendala pemenuhan persyaratan surat keterangan kesehatan, serta rendahnya minat masyarakat untuk menjadi anggota KPPS. Permasalahan tersebut menunjukkan belum optimalnya penerapan asas kepastian hukum, proporsionalitas, keterbukaan, dan pelayanan yang baik dalam proses rekrutmen. Selain itu, berbagai hambatan tersebut berimplikasi pada terhambatnya hak warga negara untuk memperoleh kesempatan yang sama dalam berpartisipasi pada penyelenggaraan pemerintahan. Oleh karena itu, diperlukan penguatan mekanisme administrasi, peningkatan

akses layanan publik, dan perbaikan tata kelola rekrutmen KPPS guna menjamin efektivitas penyelenggaraan pemilu yang demokratis, profesional, dan berintegritas.

**Kata Kunci:** *Rekrutmen KPPS; Hukum Administrasi; Hak Partisipasi Warga Negara; Pemilu; SIPOL.*

## A. INTRODUCTION

General elections known as an instrument for exercising the sovereignty of the people, require professional election administrators with integrity, including the Polling Station Organizing Groups (KPPS). The role of the Polling Station Organizing Group (KPPS) in general elections is crucial to ensuring the exercise of the people's sovereignty through the democratic process. The KPPS, as an ad hoc body, is responsible for the direct conduct of voting and vote counting at polling stations, which requires professionalism and integrity.<sup>1</sup> The effectiveness of KPPS is influenced by various factors, including the recruitment process, training, workload, and institutional support.<sup>2</sup> These elements collectively determine election quality and integrity, reflecting the principle of popular sovereignty.

Despite KPU Regulation No. 8/2022 providing a comprehensive framework for ad hoc body recruitment, regional implementation faces diverse challenges, particularly administrative bottlenecks like delayed document verification and resource scarcity.<sup>3</sup> Furthermore, technical challenges concerning the recruitment information systems, selection procedures, and inter-organizer coordination frequently disrupt the process.<sup>4</sup> Simultaneously, uneven public participation limits the availability of qualified

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<sup>1</sup> Andi Elkana Ginting, M Arif Nasution, and Heri Kusmanto, "Recruitment Patterns of Voting Organizers Group Level in Medan Selayang District in the 2019 Concurrent General Election," *Perspektif* 10, no. 2 (2021): 692–709, <https://doi.org/10.31289/perspektif.v10i2.5101>.

<sup>2</sup> Andreas Pandiangan, "KELOMPOK PENYELENGGARA PEMUNGUTAN SUARA ( KPPS ) PEMILU 2019: TANGGUNGJAWAB DAN BEBAN KERJA," *TheJournalof Society AndMedia* 3, no. 1 (2018): 17–34, <https://doi.org/10.26740/jsm.v3n1.p17-34>.

<sup>3</sup> Alistair Clark, "The Cost of Democracy: The Determinants of Spending on the Public Administration of Elections," *International Political Science Review* 40, no. 3 (2019): 1–32, <https://doi.org/doi.org/10.1177/0192512118824787>.

<sup>4</sup> Reuse Items et al., "Introduction: Regulation and Oversight of Digital Campaigning Problems and Solutions," *The Political Quarterly* 91, no. 4 (2020): 705–12, <https://doi.org/doi.org/10.1111/1467-923X.12888>Digital Object Identifier (DOI).

ad hoc candidates.<sup>5</sup> This condition indicates that the existence of adequate regulations does not fully guarantee their effective implementation in the field.

The recruitment process for the Polling Station Organizing Group (KPPS) for the 2024 General Election in Kota Barat Subdistrict, Gorontalo City, has revealed various challenges that affect the process of meeting the needs of ad hoc election organizers. These challenges include low public participation in registering as KPPS members, issues with the misuse of prospective registrants' names in the Political Party Information System (SIPOL), and difficulties in meeting administrative requirements, particularly regarding health documents. These various obstacles not only hinder the recruitment process but also result in a limited number of eligible candidates. Consequently, the human resource needs of election organizers in several regions have not been optimally met in accordance with the regulations and targets set by the election organizers.

These issues do not only relate to the technical aspects of election management, but also raise significant administrative law problems,<sup>6</sup> These issues transcend technical election management, posing major administrative law concerns.

A number of previous studies have examined the recruitment of ad hoc election bodies, focusing on the management aspects of election administration,<sup>7</sup> community participation rate,<sup>8</sup> as well as the institutional

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<sup>5</sup> Pemilu Di, Desa Sidomulyo, and Kecamatan Negeri Katon, "PENYULUHAN HUKUM JENIS PELANGGARAN HUKUM PEMILU DI DESA SIDOMULYO, KECAMATAN NEGERI KATON, KABUPATEN PESAWARAN," *JAMS: Jurnal Abdi Masyarakat Saburai* 01, no. 01 (2020): 15–20, <https://doi.org/doi.org/10.24967/jams.v1i01.732>.

<sup>6</sup> Ethan Porter and Jon C Rogowski, "Partisanship , Bureaucratic Responsiveness , and Election Administration: Evidence from a Field Experiment," *Journal of Public Administration Research And Theory* 28, no. 4 (2018): 602–17, <https://doi.org/10.1093/jopart/muy025>.

<sup>7</sup> Wahyu Hindiawati, Abdul Haq, and Amelia Ayu Paramitha, "PENATAAN KELEMBAGAAN PENYELENGGARA PEMILU DAN PILKADA DALAM MENINGKATKAN INTEGRITAS DEMOKRASI DI INDONESIA," *Jurnal Magister Hukum PERSPEKTIF* 16, no. 2 (2025): 170–86, <https://doi.org/doi.org/10.37303/magister.v16i2.131>.

<sup>8</sup> Khansa Kulstum et al., "IMPLEMENTATION OF THE PRINCIPLE OF TRANSPARENCY IN PPK RECRUITMENT BY THE SUKABUMI CITY KPU ( CASE STUDY OF

effectiveness of election management.<sup>9</sup> However, studies specifically examining the recruitment of Polling Station Working Committee (KPPS) members from an administrative law perspective remain limited. Although KPPS recruitment involves institutional governance, it also raises issues of procedural legality, legal certainty, administrative transparency, and the protection of citizens' right to participate in elections. This gap highlights the need for further analysis of whether KPPS recruitment mechanisms comply with administrative law principles and adequately safeguard citizens' political participation rights in a fair and democratic manner.

This study employed an empirical juridical approach, which examines how law operates in society by analyzing legal phenomena within their real-world social context.<sup>10</sup> This approach is also known as the sociology of law. The study was conducted at the District Election Committee (PPK) Secretariat and the Village Election Committee (PPS) Secretariats in West Kota District, focusing on issues in the recruitment of ad hoc election bodies under KPU Regulation No. 8 of 2022. Primary data were collected through interviews with PPK and PPS officials and the Head of the Legal Division of KPU Gorontalo, while secondary data were obtained from relevant legal documents and regulations.

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THE 2024 REGIONAL ELECTIONS ),” *ACTIVA YURIS* 5, no. 2 (2025): 99–105, <https://doi.org/doi.org/10.25273/ay.v5i2.23047>.

<sup>9</sup> Haedar Djidar, Abdul Rahman Nur, and Kasmad Kamal, “Challenges and the Urgency of Regulatory Reform for Ad Hoc Election Bodies : A Case Study of Luwu Regency,” *Journal of Social and Policy Issues* 5, no. 1 (2025): 73–78, <https://doi.org/doi.org/10.58835/jspi.v5i1.417>.

<sup>10</sup> Padlah RIYADI, “Legal Science Perspective in Modern Science Concepts,” *Journal of Political and Legal Sovereignty* 1, no. 2 (2023): 15–20, <https://doi.org/doi.org/10.38142/jpls.v1i2.33>.

## **B. FINDING AND DISCUSSION**

### **1. Pemilu Issues in the Recruitment of Polling Station Working Committee (KPPS) Members from an Election Administrative Law Perspective**

The recruitment of KPPS members as part of the election administration process are crucial to ensuring that election administrators are professional, independent, and committed to integrity. This process must adhere to the principles of legality and the General Principles of Good Governance (AUPB) to maintain neutrality and prevent partisan influence. The integrity of election administration is vital to the health of democracy, as it guarantees transparency, impartiality and independence from political manipulation all of which are essential for the legitimacy and success of the democratic process.<sup>11</sup>

Meskipun Peraturan Komisi Pemilihan Umum Nomor 8 Tahun 2022 telah mengatur mekanisme rekrutmen KPPS secara rinci, pelaksanaannya di Kecamatan Kota Barat Kota Gorontalo masih menghadapi berbagai hambatan administratif, hambatan teknis dan hambatan partisipatif yang memengaruhi efektivitas pemenuhan kebutuhan penyelenggara pemilu di tingkat TPS.

The unauthorized registration of applicants' names in the Political Party Information System (SIPOL) reveals an electoral administrative issue that creates legal uncertainty and disrupts the selection of KPPS members. In Gorontalo, this practice has become a significant obstacle to the recruitment of ad hoc Polling Station Working Committee (KPPS) members. Based on data obtained from the Gorontalo City General Election Commission regarding registration results, it was found that a number of prospective KPPS registrants were listed as members of political parties. This situation resulted in those prospective registrants being deemed ineligible, as stipulated in Article 35(1)(h) of KPU Regulation No. 8 of 2022, which states that KPPS members must not be members of any political party.

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<sup>11</sup> Porter and Rogowski, "Partisanship , Bureaucratic Responsiveness , and Election Administration : Evidence from a Field Experiment."

According to Rutni Ngabito, Head of the Legal Subdivision of KPU of Gorontalo, one of the most common obstacles encountered in the recruitment process for the ad hoc KPPS is that some prospective applicants are listed as members of political parties in the party administration system without their knowledge, a situation that often hinders the selection and verification process for prospective KPPS members.<sup>12</sup>

Table 1. The number of applicants for KPPS membership whose identities were misused by political parties

NO	SUBDISTRICT	NUMBER OF KPPS REGISTRANTS	NUMBER OF RESIDENTS REGISTERED WITH POLITICAL PARTIES	PERCENTAGE OF REGISTRANTS
1	DUMBO RAYA	265	18	6,8%
2	DUNGINGI	355	25	7,0%
3	HULONTHALANGI	245	14	5,7%
4	KOTA BARAT	350	28	8,0%
5	KOTA SELATAN	300	20	6,7%
6	KOTA TENGAH	400	15	3,8%
7	KOTA TIMUR	500	17	3,4%
8	KOTA UTARA	370	16	4,3%
9	SIPATANA	360	19	5,3%
TOTAL		3.145	172	5,5%

Source: Gorontalo City Election Commissioner (KPU)

This issue also has legal and technical implications for KPU of Gorontalo. From a legal standpoint, the KPU is bound by the principle of *lex superior derogat legi inferiori*, under which the provisions of the KPU Regulation must be implemented consistently without exception, thereby affecting the availability of human resources for election administration.

<sup>12</sup> Rutni Ngabito, Kepala Sub Bagian Hukum KPU Kota Gorontalo, *Wawancara oleh Penulis*, di Kecamatan Kota Barat Kota Gorontalo, 15 Juni 2025

Another obstacle is of a technical nature specifically, the requirement for a health certificate that includes blood sugar and cholesterol tests coupled with limited testing facilities and high healthcare costs, indicating that the principles of proportionality and good service have not yet been optimally applied in the KPPS recruitment process.

According to Yurinda Yusuf, a KPPS applicant from Lekobalo Village, the recruitment process was hindered by difficulties in meeting the health-related administrative requirements, particularly the high cost of obtaining a medical certificate and the limited availability of diagnostic equipment, such as cholesterol and blood glucose test kits, at the local community health center. As a result, applicants were required to seek health services outside their area of residence and endure long waiting times to obtain the required documents.<sup>13</sup>

Another challenge in KPPS recruitment is the low level of public interest in serving as polling station officials. This is largely attributed to the heavy workload and concerns arising from previous elections regarding the health and safety of KPPS members. These challenges are particularly significant given the need to fill approximately 3,850 KPPS positions across 550 polling stations for the 2024 Presidential and Legislative Elections.

Table 2. Total Number of KPPS Applicants

<b>NO</b>	<b>NAME OF THE SUBDISTRICT</b>	<b>NUMBER OF VILLAGES/SU BDISTRICTS</b>	<b>TOTAL POLLING STATIONS</b>	<b>NUMBER OF REQUIRED APPLICANTS</b>	<b>TOTAL APPLICANTS</b>
1	DUMBO RAYA	5	53	371	265
2	DUNGINGI	5	71	497	355
3	HULONTHALANGI	5	49	343	245
4	KOTA BARAT	7	65	455	350
5	KOTA SELATAN	5	58	406	300

<sup>13</sup> Yurinda Yusuf, Calon Anggota KPPS Kelurahan Lekobalo, *Wawancara oleh Penulis*, di Kecamatan Kota Barat Kota Gorontalo, 15 Juni 2025

6	KOTA TENGAH	6	72	504	400
7	KOTA TIMUR	6	73	511	500
8	KOTA UTARA	6	57	399	370
9	SIPATANA	5	52	364	360
TOTAL		50	550	3.850	3.145

*Source: Gorontalo City Election Commissioner (KPU)*

The issue of participation in KPPS recruitment is not only evident in the low number of applicants but also arises after the selection process is complete, when a number of prospective KPPS members withdraw or fail to attend the swearing-in ceremony. In fact, pursuant to Article 41(1)(g) of KPU Regulation No. 8 of 2022, the PPS is obligated to appoint and swear in prospective KPPS members who have passed the selection process. In practice, KPU of Gorontalo has appointed 3,850 KPPS members spread across nine subdistricts; however, resignations and absences continue to pose a challenge in meeting the staffing needs of election organizers at the polling station level.

Based on an interview with Rutni Ngabito, Head of the Legal Subdivision of the KPU Gorontalo, it was found that although they had been appointed as members of the ad hoc KPPS, a number of participants withdrew or failed to attend the swearing-in ceremony organized by KPU of Gorontalo. This situation was generally caused by a lack of mental and physical readiness to carry out duties as election officials, and this phenomenon was observed in all subdistricts throughout Gorontalo City.<sup>14</sup>

Table 3. Attendance and Resignations at the KPPS Inauguration Ceremony

NO	SUBDISTRICT	Appointed KPPS Candidates	Absent at the Inauguration	Resigned,	Inaugurated as KPPS Members
1	DUMBO RAYA	371	3	2	366
2	DUNGINGI	497	4	3	490

<sup>14</sup> Rutni Ngabito, Kepala Sub Bagian Hukum KPU Kota Gorontalo, *Wawancara oleh Penulis*, di Kecamatan Kota Barat Kota Gorontalo, 15 Juni 2025

3	HULONTHALANGI	343	2	2	339
4	KOTA BARAT	455	3	2	450
5	KOTA SELATAN	406	2	2	402
6	KOTA TENGAH	504	3	2	499
7	KOTA TIMUR	511	4	3	504
8	KOTA UTARA	399	2	2	395
9	SIPATANA	364	2	1	361
TOTAL		3.850	25	19	3.806

*Source: Gorontalo City Election Commissioner (KPU)*

This situation showed that even though KPPS candidates have passed the administrative and health screening stages, there is still a possibility that the number of participants will decrease in the final stage. This is due to personal factors among prospective members that cannot be fully predicted during the recruitment process. Consequently, KPU of Gorontalo needs to prepare an Interim Replacement (PAW) mechanism, as stipulated in Article 37 of PKPU No. 8 of 2022, to ensure the availability of KPPS candidates as needed at each polling station.

## **2. Implications of Challenges in KPPS Recruitment for the Protection of Citizens' Participation Rights**

Citizens' participation as members of the Polling Station Working Committee (KPPS) represents a form of political and governmental participation protected under the principles of constitutional democracy. Accordingly, KPPS recruitment is not merely an administrative electoral process but also a means of fulfilling citizens' right to actively participate in governance and strengthen democratic institutions.<sup>15</sup>

The unauthorized registration of applicants' names in the Political Party Information System (SIPOL) revealed a serious flaw in electoral administrative governance that may undermine citizens' equal opportunity

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<sup>15</sup> Ginting, Nasution, and Kusmanto, "Recruitment Patterns of Voting Organizers Group Level in Medan Selayang District in the 2019 Concurrent General Election."

to participate in KPPS recruitment. An inaccurate political party membership status can unjustifiably disqualify individuals from serving as election officials.<sup>16</sup>

From the perspective of constitutional rights protection, administrative barriers that disqualify applicants due to inaccurate records, identity misuse, or administrative errors indicate inadequate protection of citizens' rights. Such barriers are inconsistent with Articles 27(1) and 28D(3) of the 1945 Constitution, which guarantee equality before the law and equal opportunity in government.

The requirement to submit a medical certificate, including blood glucose and cholesterol tests, together with limited diagnostic facilities and high healthcare costs at some community health centers, may restrict access to the KPPS recruitment process. These barriers can create unequal opportunities for citizens to obtain temporary public positions in election administration.

The low number of applicants relative to the demand for KPPS members, along with withdrawals and absences at the inauguration, indicates that administrative, technical, and psychological barriers have discouraged public participation in the recruitment process. As a result, these obstacles reduce citizens' opportunities to engage in electoral governance and democratic participation.

These findings indicate that protecting citizens' participation rights requires more than regulations that formally provide opportunities to participate. It also depends on an electoral administrative system that ensures accessible procedures, legal certainty, personal data protection, and fair, non-discriminatory public services for all KPPS applicants.

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<sup>16</sup> Muhammad Imam and Anieq Fardah, "DIGITALISASI VERIFIKASI FAKTUAL KEANGGOTAAN PARTAI POLITIK DI MASA PANDEMI COVID-19," *Electoral Governance Jurnal Tata Kelola Pemilu Indonesia* 3, no. 2 (2022): 258–80, <https://doi.org/doi.org/10.46874/tkp.v3i2.656>.

Therefore, protecting citizens' participation rights in KPPS recruitment requires improvements in electoral administrative governance, public service delivery, data verification and personal data protection, as well as the simplification of disproportionate administrative requirements. These measures are essential to ensure equal opportunities for all citizens to participate in election administration in a democratic, inclusive, and equitable manner.

### **3. The Initiatives of Gorontalo General Election Commission (KPU) to Promote Effective, Transparent and Integrity Based KPPS Recruitment**

As the institution responsible for establishing ad hoc election bodies, the Gorontalo City General Election Commission (KPU) is required not only to implement KPU Regulation No. 8 of 2022 but also to ensure that KPPS recruitment is effective, transparent, accountable, and consistent with democratic principles and the protection of citizens' participation rights.<sup>17</sup> From an administrative law perspective, successful recruitment is measured not only by fulfilling the required number of KPPS members but also by the election authority's ability to uphold legal certainty, transparency, professionalism, and good public service throughout the recruitment process

One of the efforts undertaken by the Gorontalo City Election Commission (KPU) is to step up public outreach and education regarding the importance of the role of the Polling Station Working Committee (KPPS) in conducting elections.<sup>18</sup> This strategy is implemented by engaging PPK and PPS members to disseminate voter registration information in public spaces that are easily accessible to the public, such as city parks, sporting events, and other crowded areas. These efforts are not only aimed at increasing the

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<sup>17</sup> Sri Rahayu Umar, Erman I Rahim, and Mohamad Rivaldi Moha, "Efektivitas Upaya Komisi Pemilihan Umum Dalam Meningkatkan Partisipasi Politik Masyarakat Kota Gorontalo Pada Pemilu 2024," *Jurnal Hukum Legalita* 7, no. 1 (2025): 141–59, <https://doi.org/doi.org/10.47637/legalita.v7i1.1823>.

<sup>18</sup> Shellya Eka Putri, "Efektivitas Pelaksanaan Fungsi KPPS Dalam Memfasilitasi Pemenuhan Hak Pemilih Disabilitas Pada Pilpres Tahun 2024," *Jurnal Pendidikan Kewarganegaraan* 9, no. 2 (2025): 17–26, <https://doi.org/10.31571/jpkn.v9i2>.

number of registrants but also at fostering political awareness among the public so that they participate more actively in the electoral process. From the perspective of legal effectiveness, these outreach efforts serve to strengthen societal factors, as noted by Soerjono Soekanto, who argued that the successful implementation of a regulation is heavily influenced by the level of public understanding and participation regarding the norms being enforced.

According to Rutni Ngabito, KPU Gorontalo has instructed the PPK and PPS to intensify public outreach and education through various public spaces that serve as hubs of community activity, such as city parks and sporting events. This strategy is being implemented to increase public participation in the recruitment of Polling Station Officials (KPPS), provide a direct understanding of the selection process, and alleviate public concerns regarding the health and safety of election officials by explaining the various mitigation measures that have been put in place for the upcoming election.<sup>19</sup>

To address the issue of the misuse of prospective registrants' names in the Political Party Information System (SIPOL), KPU of Gorontalo implemented a verification and clarification mechanism by requiring prospective registrants listed as members of political parties to submit a written statement declaring they are not members of any political party and to confirm this with the relevant political party through the assistance of the PPS. This step demonstrates an administrative effort to protect the rights of citizens who have been harmed due to data discrepancies in the party system. From an administrative law perspective, this policy reflects the application of the principles of due diligence and legal certainty, as every administrative decision regarding the status of prospective KPPS members is based on a verification process that is legally accountable.

Based on Rutni Ngabito's explanation, KPU of Gorontalo has taken administrative steps to address the issue of KPPS candidate members whose

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<sup>19</sup> Rutni Ngabito, Kepala Sub Bagian Hukum KPU Kota Gorontalo, *Wawancara oleh Penulis*, di Kecamatan Kota Barat Kota Gorontalo, 15 Juni 2025

names are listed as members of political parties without their knowledge. Under this mechanism, the PPS is directed to assist the candidates in question in clarifying the matter at the office or secretariat of the relevant political party and in drafting a written statement affirming that the prospective KPPS members are not members of any political party, thereby ensuring that their right to participate in the recruitment process remains protected in accordance with applicable regulations. This measure is considered quite effective for selecting truly independent candidates while also serving as a quick solution to the issue of name misuse, which often causes public concern.<sup>20</sup>

Table 4. Number of Attendees and Resignations at the Inauguration

<b>NO</b>	<b>SUBDISTRICT</b>	<b>NUMBER OF IDENTITY MISUSE CASES</b>	<b>SIPOL RESOLUTION MECHANISM</b>	<b>KPU FOLLOW-UP ACTIONS</b>	<b>FINAL STATUS</b>
1	DUMBO RAYA	18	SIPOL Verification of Political Party Membership	Applicants were required to submit a declaration of non membership in a political party	10 passed, 8 failed
2	DUNGINGI	25	SIPOL Verification of Political Party Membership	Applicants were required to submit a declaration of non membership in a political party	15 passed, 10 failed
3	HULONTHALANGI	14	SIPOL Verification of Political Party Membership	Applicants were required to submit a declaration of non	9 passed, 5 failed

<sup>20</sup> Rutni Ngabito, Kepala Sub Bagian Hukum KPU Kota Gorontalo, *Wawancara oleh Penulis*, di Kecamatan Kota Barat Kota Gorontalo, 15 Juni 2025

				membership in a political party	
4	KOTA BARAT	28	SIPOL Verification of Political Party Membership	Applicants were required to submit a declaration of non membership in a political party	12 passed, 16 failed
5	KOTA SELATAN	20	SIPOL Verification of Political Party Membership	Applicants were required to submit a declaration of non membership in a political party	13 passed, 7 failed
6	KOTA TENGAH	15	SIPOL Verification of Political Party Membership	Applicants were required to submit a declaration of non membership in a political party	8 passed, 7 failed
7	KOTA TIMUR	17	SIPOL Verification of Political Party Membership	Applicants were required to submit a declaration of non membership in a political party	10 passed, 7 failed
8	KOTA UTARA	16	SIPOL Verification of Political Party Membership	Applicants were required to submit a declaration of non membership in a political party	7 passed, 9 failed
9	SIPATANA	19	SIPOL Verification of	Applicants were required	11

			Political Party Membership	to submit a declaration of non membership in a political party	passed, 8 failed
	TOTAL	172	-	-	95 passed, 77 failed

*Source: Gorontalo City Election Commissioner (KPU)*

KPU of Gorontalo also coordinated with the local government and health authorities to address administrative barriers related to the medical certificate requirement. These efforts aimed to keep examination costs affordable and ensure the availability of diagnostic equipment, including blood glucose and cholesterol test kits, at designated healthcare facilities for KPPS applicants.<sup>21</sup> This measure demonstrated that effective electoral administration requires cross-sectoral collaboration to ensure that regulatory requirements do not become barriers to public participation in KPPS recruitment. In this regard, the KPU seeks to uphold the principles of proportionality and good public service by ensuring equal opportunities for all citizens to participate in the selection process.

To uphold the principles of transparency and accountability, KPU of Gorontalo strengthened the public feedback and clarification mechanism for publicly announced KPPS candidates. This mechanism enables the public to submit information or objections regarding candidates who may not meet the required standards of integrity and independence. It also promotes transparent recruitment by allowing public oversight and helping ensure that selected KPPS members uphold the principles of neutrality and professionalism.

Another measure adopted by KPU Gorontalo was the preparation of a reserve list of KPPS candidates to anticipate withdrawals and absences at the inauguration. This policy is important, as the study found that some

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<sup>21</sup> Rutni Ngabito, Kepala Sub Bagian Hukum KPU Kota Gorontalo, *Wawancara oleh Penulis*, di Kecamatan Kota Barat Kota Gorontalo, 15 Juni 2025

candidates were unable to serve due to health issues, psychological readiness, or other personal reasons. Beyond addressing staffing needs at polling stations, the reserve system reflects the principle of administrative effectiveness by ensuring the continuity of election stages as scheduled.

Table 5. Appointed KPPS Members and Reserve Candidates by Subdistrict

<b>NO</b>	<b>Subdistrict</b>	<b>Number of Appointed KPPS Members</b>	<b>Number of Alternate Candidates</b>
1	DUMBO RAYA	371	212
2	DUNGINGI	497	284
3	HULONTHALANGI	343	196
4	KOTA BARAT	455	260
5	KOTA SELATAN	406	232
6	KOTA TENGAH	504	288
7	KOTA TIMUR	511	292
8	KOTA UTARA	399	228
9	SIPATANA	364	208
<b>TOTAL</b>		<b>3.850</b>	<b>2.200</b>

*Source: Gorontalo City Election Commissioner (KPU)*

The various measures taken by KPU of Gorontalo demonstrate that efforts to ensure effective, transparent, and ethical KPPS recruitment require a combination of strengthening administrative systems, improving public services, protecting citizens' right to participate, and oversight based on the principles of good governance. Although a number of obstacles still exist in their implementation, these steps demonstrate an institutional commitment to continuously improving the governance of the recruitment process for ad hoc election bodies. Therefore, the success of KPPS recruitment depends not only on the quality of the regulations governing the selection process but also

on the ability of election organizers to implement those regulations in a fair, transparent, responsive, and rights-oriented manner.

### **C. CONCLUSION**

The recruitment of Polling Station Staff (KPPS) in the Kota Barat Subdistrict of Gorontalo City for the 2024 General Election continues to face various administrative, technical, and participatory obstacles that affect the effective implementation of General Election Commission Regulation No. 8 of 2022. Administrative obstacles include the inclusion of prospective registrants' names in the Political Party Information System (SIPOL), difficulties in verifying documents, and discrepancies in administrative data that could potentially lead to legal uncertainty. Meanwhile, technical obstacles such as health certificate requirements mandating blood sugar and cholesterol tests, limited access to health screening facilities, and high healthcare costs indicated that the principles of proportionality and good service have not yet been optimally applied in the administration of the election.

From an administrative law perspective, these various issues indicated a gap between the provisions set forth in PKPU No. 8 of 2022 and their implementation in practice; thus, the effectiveness of KPPS recruitment is determined not only by the clarity of the regulations but also by the readiness of the administrative system, supporting infrastructure, and the capacity of election organizers.

Various obstacles in the recruitment of KPPS members also have implications for the protection of citizens' right to participate, as they can limit the public's opportunity to participate in the administration of government and elections, as guaranteed by the 1945 Constitution of the Republic of Indonesia. In response to these conditions, the Gorontalo City KPU has undertaken various efforts, including increasing public outreach and education, addressing cases of identity theft in the SIPOL system,

coordinating with local governments and health departments, strengthening public feedback mechanisms, and providing a pool of reserve KPPS members. These efforts demonstrate the KPU's commitment to ensuring effective, transparent, and ethical KPPS recruitment. Therefore, it is necessary to strengthen the governance of election administration, improve the quality of public services, protect personal data, and refine recruitment mechanisms to make them more accessible and proportional in order to ensure the fulfillment of citizens' right to participate and to support the conduct of democratic, professional, and fair elections.

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