



existence paradox between participation numerical and participation substantive Woman in political local . A number of study previously has discuss participation and representation political Woman from perspective behavior choose , design system elections and recruitment politics (Prihatini, 2022; Krook & Restrepo Sanín , 2019). However , studies that integrate perspective administration public in analyze participation voters women in governance elections local Still relatively limited . Therefore that , research This aim For analyze participation voters Woman in General Election of Baubau City DPRD Members Year 2024 from perspective administration public , with focus on mechanisms administration elections , involvement Woman in institution organizer elections , as well as the implications to policy gender responsive public

## RESEARCH METHODS

Study This use approach qualitative with design studies case For get understanding deep about participation voters Woman in General Election of Baubau City DPRD Members 2024. Approach qualitative chosen Because study This emphasizes meaning , process, and dynamics social influences behavior and experience political women , who do not can explained in a way adequate through approach quantitative (Creswell & Poth , 2018). Study design case used Because study This focus on one context specifically , namely Baubau City , as unit analysis that has characteristics empirical typical . Case study allows researchers For explore phenomenon in a way comprehensive and contextual , especially when the boundary between phenomena and context No looks in a way firmly (Yin, 2018). Baubau City Election based on height level participation voters women in the 2024 elections who have not yet fully reflected in representation women in institutions legislative area .

Subject study covering organizer elections , voters women , and female DPRD members . Informants chosen in a way purposive based on relevance and capacity informant in give required information in accordance with objective research . Purposive sampling technique is common used in study qualitative For obtain rich and in-depth data from the informant who is considered to know the most the phenomenon being studied (Palinkas et al., 2015). Data collection was carried out through interview in-depth , observation , and documentation . Interviews deep done semi - structured For dig views , experiences , and perceptions informant about mechanism administration elections , involvement Woman in institution organizer elections , as well as obstacle participation political women . Observation done For understand practice administration elections and interactions between organizers and voters , while documentation used For examine regulation legislation , reports official elections , and documents supporters others (Patton, 2015).

Data analysis was performed using analysis models interactive which includes the process of data reduction , data presentation , and data retrieval conclusion . This model allows researchers do analysis in a way recurring and continuous since stage data collection up to withdrawal conclusion end (Miles et al., 2014). Findings field Then interpreted with link it to the framework theoretical and results study previous . For ensure data validity , research This apply technique triangulation sources and methods . Triangulation source done with compare information from various informant , whereas triangulation method done with compare results interviews , observations , and documentation . Implementation triangulation aim increase credibility and reliability findings research (Lincoln & Guba, 1985).

## RESULTS AND DISCUSSION

### 1. Participation voters Woman in perspective administration public and governance elections

Research result show that participation voters Woman in Baubau City DPRD Election The year 2024 is related close with quality administration elections as part from service public . In theory administration public , participation citizens are one of the principle the main principle of good governance which emphasizes involvement active public in the process of taking decision public (Denhardt & Denhardt, 2015). Elections , in context this , no only understood as procedure politics , but also as service mandatory public ensure accessibility , equality , and justice for all over citizens , including Woman . Implementation data collection voters in a way proactive through matching and research ( cokolit ) that reaches direct voters women at the level House ladder show practice inclusive administration . Findings This in line with Norris's research (2014) which confirms that administration professional and gender - responsive elections contribute significant to improvement participation political women . Easy access to service administration elections strengthen trust public and reduce obstacle structural that during This experienced by women . In addition , the provision of place collection easy sound reachable and settings flexible service show existence sensitivity policy to condition social women , in particular related role domestic . Research previously show that flexibility administrative and approach service based need voters capable increase involvement group prone to in elections (IDEA, 2020). With Thus , the findings study This strengthen argument that administration inclusive elections is prerequisite main for gender - just democracy .

**2. Women's Involvement in Organizing Institutions Election : Representation Substantive**

Involvement Woman in institution organizer elections in Baubau City No only nature symbolic , but also substantive . Representation theory politics proposed by Pitkin (1967) distinguishes between representation descriptive and representational substantive . In the context of study this , the woman involved as members of the KPPS, PPS, and PPK showed representation substantive through role active in taking decision technical and service to voters . Findings This consistent with results Krook and Restrepo Sanín's (2019) research states that that involvement Woman in institutions democracy increase process quality and trust public , especially for voters women . Presence Woman as organizer elections assessed capable create more atmosphere inclusive , safe , and empathetic , so that push participation more politics wide .

Matrix 1. Women's Participation in 2024 legislative elections

Indicator Women's Participation	Number of people)	Description
Total voters registered in the Baubau City DPT	108,435	Amount overall voters in the Baubau City DPRD Election 2024
Amount voters Woman in DPT	55,940	Voters Woman is majority and reached 51.59 percent of the total DPT
Amount voters man in DPT	52,945	Voters man by 48.41 percent of the total DPT
Total voters who used right choose	85,551	Show level participation relative voters tall
Amount voters women who use right choose	46,192	Amount This more tall compared to voters man
Amount voters men who use right choose	39,369	Participation voters man more low compared to Woman
Involvement Woman as organizer elections (KPPS, PPS, PPK)	More from 30%	Representation Woman beyond quota affirmative and many occupy position chairperson at the KPPS and PPS levels
Amount Woman selected as members of the Baubau City DPRD	5 people	Of the total of 25 DPRD members , representation Woman by 20 percent

However Thus , research this also found that structure leadership strategic Still dominated by men . This is show the presence of a glass ceiling in organization organizer elections , as expressed in Acker's (2006) study on various types of organizations gender (gendered organizations). Dominance man in position strategic limit room taking decision women and affirm that policy affirmative need accompanied with change culture organization .

**3. Obstacle Structural and Cultural in Women's Political Participation**

Although participation electoral voters women in Baubau City in the 2024 DPRD Election are classified as height and involvement Woman as organizer elections has beyond the affirmative limit , however achievements the Not yet fully converted become representation political proportional representation of women in institutions legislative . Conditions This show existence gap between participation numerical and participation substantive Woman in political local . Norris (2014) stated that improvement quality and integrity organization elections capable push participation voters , however No in a way automatic disappear Obstacle structural main issues faced Woman in political related with limitations access to source Power politics , such as network party , support logistics , social capital , and costs politics . Paxton and Hughes (2021) explain that candidate Woman generally be in a less position profitable compared to man Because limitations access to source Power As a result , although Woman present in the voter list and candidate list , the opportunity For selected still more small . Study about representation women in Indonesia show that mechanism recruitment party political Still tends to be gender biased, where women often placed on number less sequence strategic or No get support full in the winning process (Prihatini, 2022). Conditions This relevant For explain why in K Besides the obstacles structural factors culture also plays a role important in limit participation political Woman in a way substantive . Patriarchal norms that still exist strong in public tend positioning political as realm masculinity and leadership as attribute men . Mackay, Kenny, and Chappell (2010) explain that

ingrained gender norms in society and institutions political form perception public about eligibility Woman as leader . Stereotype the reinforced by load double that hits women , namely not quite enough answer domestic and role public in a way simultaneously . Paxton and Hughes (2021) stated that burden double This reduce time , energy , and opportunity Woman For build network politics and career electoral term long . In the context of Baubau City , the condition This explain Why Woman relatively easy participate as voters and organizers election arena that demands bias Another obstacle arises from practice institutions that are No direct limit women in roles certain . Acker (2006) explains that organization in essence is “ gendered ” ( gender organization ), where the structures , norms, and practices Work can produce gender inequality . In the context of organization elections , women often involved active in tasks administrative and service , but access position on the decision-making strategy decision Still limited . Research by Krook and Restrepo Sanín (2019) shows that presence Woman in institutions political No always ensure equality role if No followed with changes in norms and relationships internal power . This is in line with findings in Baubau City , where women Enough dominant in the ad hoc organizing body elections , but play a role strategic and

International IDEA (2020) emphasizes that involvement Woman in organization elections need accompanied by with strengthening capacity , protection from gender bias, as well as transformation culture organization for participation Woman No stop at delivery number representation pin Participation political Woman No let go from obstacle structural and cultural interconnectedness intertwined . In perspective theory feminis institutionalism , institutions political often reproduce limiting patriarchal norms role Woman in room public (Mackay et al., 2010). Findings study show that although access administrative has open , female Still face burden double , pressure social , and limitations support politics . Research by Bahar et al. (2022) shows that culture patriarchy at the level local become factor dominant influencing low representation Woman in institution legislative . Conditions similar also found in study this , where social norms Still positioning political as a male domain . This is strengthen argumentation that improvement participation Woman need intervention policies that do not only nature administrative , but also transformational in a way social and cultural .

#### **4. Implications Women's Representation in Public Policy**

Although representation women in the Baubau City DPRD Not yet reach 30 percent quota , research This find existence contribution policies that are substantive . Representation theory substantive state that existence Woman in institution legislative can influence the agenda and substance policy public , especially those related to with issue welfare social and gender justice (Phillips, 1995). Female legislators in Baubau City play a role in push policies in the field health mother and child , protection social and empowerment economy women . Findings This in line with Paxton and Hughes' (2021) research shows that female legislators tend to more responsive to issues social and group vulnerable . However , the effectiveness role is greatly influenced by the support party politics and capacity institutional . In a way overall , discussion scientific in study This confirm that participation voters Woman is results interaction between quality administration public , structure institutions and dynamics culture local . Administration gender responsive elections work as door enter improvement participation , while involvement institutional and representation substantive determine sustainability impact democratic . Findings This strengthen literature administration public and gender studies that emphasize that quality democracy need sensitive policies and institutions to gender relations .

#### **CONCLUSION**

Participation voters Woman in Baubau City DPRD Election The year 2024 shows positive achievements Good in a way quantitative and qualitative . Mechanism gender responsive administrative and engagement Woman in institution organizer elections has increase trust and participation political women . Although representation women in the legislature Still limited , its contribution to policy inclusive public Enough significant . Research This confirm importance strengthening commitment institutional , regulatory gender and culturally sensitive inclusive organization For speed up equality political women and strengthen quality democracy local .

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