

## **ABSTRACT**

*Political parties have an important role in a democratic country, one of which is carrying out their function as political recruiters. Political recruitment is an important function of political parties in bringing citizens to take an active role in politics. Recruitment patterns carried out by political parties have an influence on the lack of women's representation in the legislature. This study conducted research on the recruitment patterns of female legislative candidates carried out by political parties by studying the Partai Keadilan Sejahtera in Ciamis Regency.*

*This research uses the theory of women's representation, affirmative action policies, political parties, and Pippa Norris political recruitment with three recruitment pattern approaches, namely certification, nomination, and elections. Meanwhile, the research method used is a qualitative research method with a case study research approach.*

*The results of research based on three indicators of Pippa Norris' recruitment patterns show that in the recruitment process, there are no special differences between female and male legislative candidates; the process is carried out the same. In the process of selecting legislative candidates using a vertical and lateral pattern, the selection of candidates is based on an individual approach through recommendations from party structures and member advisors. PKS nominated 49 legislative candidates and succeeded in winning two female members in legislative seats. The recruitment process for PKS female legislative candidates shows that there is no special strategy for female legislative candidates to meet the number of women's representation in politics. PKS only focuses on paying attention to affirmative action policies as well as providing training and conducting evaluations to increase the capacity of female legislative candidates through BPKK and UPA. The factors that cause the lack of female representation are the still weak mobility of women, the low mentality of female legislative candidates, the difficulty of finding female legislative candidates, and the rise of money politics.*

**Keywords:** *political recruitment, political parties, women's representation*