



Assessing the Authority of the General Election Supervisory Agency in Maintaining the Neutrality of the State Civil Apparatus in the 2020 Regional Elections

Andi Asfarida Muis

Badan Pengawas Pemilihan Umum, Kota Gorontalo. e-mail: aasmuis13@gmail.com

Abstract: The research objective to be achieved in the preparation of this study is to analyze the authority of the General Election Supervisory Agency in maintaining the neutrality of the State Civil Apparatus in the implementation of the 2020 regional head elections in Gorontalo Regency. Jenis this research is Sociological Juridical research and the approaches used by researchers in compiling this research are, among others: The Statutory Approach (*Statue Approach*); cathe se approach (*case approach*); and Comparative Approach. The results of this study show that Dalam carried out the supervision stage of General Election Supervisory Agency has carried out socialization with all ASNs, the signing of Mou agreement, ents and meetings with each OPD in each Village and Environment in Gorontalo Regency. However, every implementation of the General Election Supervisory Agency regional elections still receives reports of alleged violations from members of the General Election Supervisory Agency supervisory as well as from the public that the ASN has violated related regulations on ASN Neutrality which has resulted in the smearing of democracy in terms of the neutrality of the ASN, this arises due to the presence of inhibiting factors and supporting factors that can measure how far the success of the role possessed by General Election Supervisory Agency in enforcing the perinsip Neutrality of ASN in the Regional Elections Gorontalo Regency.

Keywords: *Election Violations; Neutrality; State Civil Apparatus;*

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1. Introduction

The birth of the General Election Supervisory Agency is a breath of fresh air to encourage the process of holding elections (*elections*) and regional head elections (*pilkada*) that are clean and far from misappropriation, especially the process of violations committed by candidates who compete and their successful teams in winning Pemilu/Pilkada. Previously *ad Adhoc* institutes first formed in the context of conducting elections in 1982.¹ With birth the Number 7 of 2017 concerning General Elections, placing General Election Supervisory Agency as an institution that can hear and decide for itself cases related to violations of Pemilu, including how General Election Supervisory Agency is part of the process of resolving violations of t code of ethics. This Hal indicates that General Election Supervisory Agency's role in the resolution of disputes or violations of General elections and Pilkada has shown positive progress.²

However, in some cases of solving General elections violations, there are still shortcomings if General elections violations in the bureaucratic realm are carried out by the State Civil Apparatus (ASN), where General Election Supervisory Agency's intention to carry out executions of violations involving ASN requires a long process and based on the decisions of internal bureaucratic institutions known as the State Civil Apparatus Commission (KASN). So that in the process General Election Supervisory Agency only provides assessments and recommendations for cases of violations involving bureaucratic officials to be decided by KASN.

Data collected by the State Civil Service Agency (BKN) through the Ministry of Civil Service Supervision and Control (*Wasdalpeg*), recorded 990 cases of neutrality violations committed by ASN from January 2018 to March 2019. This also means that since the Regional Head Election (Pilkada) to them ahead of the election of legislative

¹ Fajjari, S. A. (2021). Peran Badan Pengawas Pemilihan Umum Dalam Melaksanakan Pengawasan Terhadap Pemilihan Umum (Studi Penelitian Di Kantor Badan Pengawas Pemilihan Umum Sumatera Utara). *Kumpulan Karya Ilmiah Mahasiswa Fakultas Sosial Sains*, 2(02).

² Ariffin, Munawir. "Peran Badan Pengawas Pemilu (Bawaslu) Kabupaten Polewali Mandar dalam Pengawasan Pelanggaran Pemilu pada Pemilihan Kepala Daerah (Pilkada) Serentak Tahun 2018." *Journal Pegguruang: Conference Series*. Vol. 1. No. 2. 2019. Hal. 89

candidates (Pileg), and the President/Vice President (Pilpres) there have been various cases of violations of ASN neutrality. The head of the Public Relations Bureau, Mohammad Ridwan, said that the most violations of neutrality committed by AS were carried out through the media disseminating images, providing support, commenting, and uploading photos to express partiality towards certain candidates' spouses (passion).³

Social media, starting from the recapitulation of data on neutrality violations, is a collaboration between BKN, the Election Supervisory Agency (General Election Supervisory Agency), and the State Civil Apparatus Commission (KASN). Of the number of violations received, 99.5% were dominated by employees of regional agencies covering provinces/regencies/cities. The total number of cases is outside of the reports received by BKN through the LAPORBKN complaint page, Public Relations emails, and social media, ASN neutrality cases in the form of providing support to certain paslons are a form of violation of Government Regulation 53 of 2010 Article 4. The level of sanctions imposed ranges from the provision of moderate to severe Disciplinary Punishment (HD). In detail in Article 7 Numbers (3) and (4) it is stated that the allotment of HD is being carried out through the postponement of Promotion (KP) for one year, the postponement of periodic salary increases, and the demotion of lower ranks for one year. Meanwhile, for HD, it is carried out through waiver of office, demotion for three years, and up to dismissal.⁴

Law Number 5 of 2014 concerning ASN, the State Civil Apparatus Law is an act that regulates the profession of civil servants and government employees with employment agreements working in government agencies.⁵ The nature of this law has also been regulated by the rules of neutrality for civil servants, which is stated in Article 2 Letter f which states that every State Civil Apparatus is impartial from any form of influence and impartial to the interests of any person. Furthermore, in Article

³ Rakhmawanto, A. (2020). Pengembangan Karier Aparatur Sipil Negara Dalam Perspektif Perencanaan Suksesi Berbasis Merit System. *Civil Service Journal*, 14(1 Juni), 1-15.

⁴ Humas BKN. "99.5% of ASN Neutrality Violators have the status of Regional Agency Employees." <https://www.bkn.go.id/berita/995-pelanggar-netralitas-asn-berstatus-pegawai-instansi-daerah> diakses 10 desember 2021.

⁵ Seperangkat Lengkap Undang-Undang Aparatur Sipil Negara, (Yogyakarta: Saufa, 2014), hlm. 9

9 Paragraph 2 it is said that ASN employees must be free from the influence and intervention of all political groups and parties, meaning as a State Civil Apparatus closest to society,

The ASN should be the party that carries out its duties by applicable regulations without having to engage in political campaign activities to win one pair of candidates, reverse the masses for the winner of the desired candidate, and other acts of impartiality. In addition, ASN employees who have important positions in the government bureaucracy are also often role models for society. If ASN employees are allowed to show support for one of the candidates/participants in the general election, it is feared that policy setting and the implementation of public services will be affected by practical politics that can cause injustice among the public.

In addition, Government Regulation Number 53 of 2010 concerning Discipline of Civil Servants, Articles relating to ASN employees as contained in Article 4, namely number 12 where every civil servant is prohibited from providing support to candidates for President/Vice President, House of Representatives, Regional Representative Council, or Regional People's Representative Council by:

1. Participate as a campaign organizer;
2. Become a campaign participant by using party attributes or civil servant attributes;
3. As a participant in the campaign by deploying other civil servants; and/or
4. As a campaign participant using state facilities.

Furthermore, in the same article, namely Article 4 number 13, it is further explained that every civil servant is prohibited from providing support to the Presidential/Vice Presidential candidate either by making decisions and/or actions that benefit or harm one of the candidate's spouses during the campaign period; and/or conduct activities that lead to partiality towards the spouses of candidates who are participants in elections before, during, and after the campaign period including meetings, solicitations, appeals, calls, or giving goods to civil servants within their work units, family members, and the community. The original P quite clearly explained the

prohibition for a civil servant to take part in the political campaign of one of the candidate's spouses, either implicitly or overtly. This issue because a civil servant is a person who is considered neutral and independent by the that mus his voting rights freely and confidentially without the need to be known by the public which candidate's spouse to choose.

Article 9 paragraph (2) of Law Number 5 of 2014 concerning ASN, that every ASN employee is impartial to all influences and does not take sides in anyone's interests. ASN must comply with its obligations and avoid prohibitions stipulated in laws and regulations and/or official regulations if violated by discipline, and be responsible for all forms of violations, Violations of discipline in question are any speech, writings, or actions of ASN that do not comply with obligations and/or violate the prohibitions on ASN disciplinary provisions, whether carried out inside or outside working hours and using State facilities to benefit one of the candidates who caused harm to society and created an unhealthy climate. Based on this, the researcher is interested in examining issues related to the implementation of Article 9 paragraph (2) of Law Nomor 5 of 2014 concerning the State Civil Apparatus against violations of ASN neutrality in regional head elections.⁶

Gorontalo Regency, the Election Supervisory Committee (Panwaslu) found that there were various fraudulent practices involving the State Civil Apparatus in the regional head elections. the involvement of the State Civil Apparatus in various stages of regional head elections. Violation pilkada which occurred in 2020, handling violations of violations and dispute resolution said that so far General Election Supervisory Agency Gorontalo Regency has recommended 5 (five) violations of the Neutrality of the State Civil Apparatus (ASN) to the State Civil Apparatus Commission (KASN), 1 (one) violation of electoral crimes and 2 (two) violations of the code of ethics in the

⁶ M Fadhlan Irfan Darmawan : Pelaksanaan Pasal 9 Ayat (2) Undang-Undang Nomor 5 Tahun 2014 Tentang Aparatur Sipil Negara Terhadap Pelanggaran Netralitas ASN dalam Pemilihan Kepala Daerah dan Pemilihan Umum di Kabupaten Sumedang.

Regional Head Elections (Pilkada) namely Regent and deputy regent of Gorontalo Regency.⁷

This phenomenon certainly still gives homework to General Election Supervisory Agency related to the enforcement of ASNs who commit violations and are involved in elections and regional elections. So that some of the cases found so far related to the settlement of election violations committed by the ASN tend to be neglected due to General Election Supervisory Agency's limited authority in resolving cases of violations at the bureaucratic level. As is the case in the cases of reporting violations committed by the ASN in the scope of Gorontalo Regency in the General Election Regional Head of Year 2020.

2. Problem Formulation

Based on the background description of the problem, the author formulates a problem regarding the Authority of the General Election Supervisory Agency in maintaining the neutrality of the State Civil Apparatus in the implementation of the 2020 regional head elections in Gorontalo Regency.

3. Metode Penelitian

Jenis this research is Sociological Juridical research. Sociological Juridical legal research the object of study is regarding the behavior of society. Sociological juridical research can also be used to examine the effectiveness of the work of law in society.⁸ The approaches used by researchers in compiling this research are, among others: The *Statutory Approach (Statue Approach)*; case approach (*case approach*); and *Comparative Approach*.⁹ while this research uses data analysis techniques with deductive logic, deductive logic o,r the processing of legal materials in a deductive way, namely explaining something general in nature and ng it to a more specific conclusion.

⁷ Kakastenly. Laksanakan Supervisi Nikson memastikan hasil tindaklanjut penanganan pelanggaran netralitas ASN. <https://gorontalokab.bawaslu.go.id/site/laksanakan-supervisi-nikson-memastikan-hasil-tindaklanjut-penanganan-pelanggaran-netralitas-asn/> (diakses 7 desember 2021)

⁸ Muhaimin. Metode Penelitian Hukum. (Penerbit : Mataram University Press 2020)

⁹ Peter mahmaud marzuki. 2005. *Penelitian hukum (edisi revisi)*. Jakarta: Kencana prenada media group., Hlm 133.

4. Analysis and Discussion

4.1. The authority of the General Election Supervisory Agency in maintaining the neutrality of the State Civil Apparatus in the implementation of the 2020 regional head elections in Gorontalo Regency

Based on the results of research at the General Election Supervisory Agency Office of Gorontalo Regency, the duties and authorities of General Election Supervisory Agency regencies/cities are regulated in Law Number 7 of 2017 concerning General Elections. There are 4 outlines of the General Election Supervisory Agency function, namely:¹⁰¹¹

1. Prevention,
2. Supervision,
3. Enforcement of violations, and
4. Electoral process disputes.

There is a principle that the three functions of General Election Supervisory Agency are used in the processes of monitoring the neutrality of the State Civil Apparatus, namely the prevention, supervision, and enforcement of violations.

4.1.1 Legal Basis of Supervision

Badan Election Supervisor (General Election Supervisory Agency) is an independent body formed to realize the implementation of general elections with integrity and creativity in accordance with principles of direct, general, free, confidential, honest, and fair (Luberjurdil). In addition, the integrity of elections can increase public participation in the administration of government and be able to suppress mass protest activities.¹²

The legal basis for General Election Supervisory Agency Supervision as an institution that organizes election supervision in the implementation of elections, General

¹⁰ Interview was conducted at the Bawaslu Office of Gorontalo Regency with Mr. Mohamad Fadzri Arsyad Coordinator of the Legal Division, Handling violations, and Dispute Resolution of Bawaslu Gorontalo Regency, at 10.50 am, Senin. February 7, 2022.

¹¹ Interview was conducted at the Bawaslu Office of Gorontalo Regency with Mr. Mohamad Fadzri Arsyad Coordinator of the Legal Division, Handling violations, and Dispute Resolution of Bawaslu Gorontalo Regency, at 11.00 am, Senin. February 7, 2022.

¹² Rahmatinnisa, "Mengapa Integritas Pemilu Penting?", Jurnal Bawaslu, Vol. 3, No. 1, (2017), Hal. 6

Election Supervisory Agency regional elections is formed as Ad hoc the structure of the KPU consisting of the Election Supervisory Committee, which is in charge of supervising and cracking down on election violations, disputes over elections, supervising the implementation of the election process and all other administrative processes by the General Election Supervisory Agency Number 06 of 2018 concerning Supervision of Neutrality of State Civil Apparatus Employees, Member of the Indonesian National Army and Member of the National Police of the Republic of Indonesia.

General Election Supervisory Agency of Gorontalo Regency through the existing General Election Supervisory Agency has the authority to supervise the Neutrality of ASN in the implementation of the election of the Regent and Deputy Regent of Gorontalo Regency aims to run general elections by common wishes such as safe, peaceful, honest and fair so that violations that exist in every election can be minimized, especially violations regarding the Neutrality of the ASN, as for The basic legal regulations related to General Election Supervisory Agency's supervision of the neutrality of the State Civil Apparatus are as follows:

Table 4.1
Regulatory Laws and Regulations

Invitation-invitational Regulations	Contents/Related about
Law Number 10 of 2016	mentions the duties and Authority of General Election Supervisory Agency is to <i>"carry out the duties and authorities concerning the Election of Governors, Regents, and Mayors"</i> .
Law Number 7 of 2017, in Article 93 letter (f)	Mentioning the attribution of the authority or duties of a Neutrality Supervision, it is stated that General Election Supervisory Agency is in charge of: <i>"Supervising the neutrality of the state civil apparatus, the neutrality of members of the Indonesian National Army, and the neutrality of members of the Indonesian National Police"</i> .

Law Number 1 of 2015, Article 71	<i>"State Officials, State Civil Apparatus Officials, and Village Heads or other designations of Lurah are prohibited from making decisions or actions that may benefit or harm one of the candidates during the campaign period".</i>
PerGeneral Election Supervisory Agency Number 6 of 2018	Neutrality Supervision of State Civil Apparatus Employees, Members of the Indonesian Army, and Members of the State Police of the Republic of Indonesia can be the object of General Election Supervisory Agency supervision.
PerGeneral Election Supervisory Agency Number 14 of 2017	Related to the handling of violations reporting election violations related to ASN Nertalitas

Based on the regulatory table of the laws and regulations above, what is regulated in the legislation is accommodated by the supervision strategy of General Election Supervisory Agency, Gorontalo Regency. One of the strategies for monitoring the slu Gorontalo Regency is to prevent violations of ASN neutrality.

The results of the interview conducted by the researcher with Next Mr. Alexander Kaaba, ST as the Coordinator of the Divisi Prevention Hubal and public relations of General Election Supervisory Agency Gorontalo Regency in his room said that:

Every supervision carried out by General Election Supervisory Agency must by the laws that have been determined by General Election Supervisory Agency, in aboutoutervision, General Election Supervisory Agency has coordinated related to the approach by conducting MoU meetings with all ASN and P3K, and carried out thcarriedializatcarriedthat we have carried out with OPD from the sub-districts, confusions and every environment in each K areaKabupatenen GKabupaten.¹³

In the Gorontalo Regency interview, the researcher concluded that the supervision carried out was by the objective standards of General Election Supervisory Agency supervision but the existence of a violation related to the violation carried out by the ASN resulted in the supervision efforts that had been carried out did not get max

¹³ Wawancara was carried out at the Bawaslu Office of Gorontalo Regency with Mr. Alexander Kaaba, ST as coordinator of the Divisi Prevention hubal and public relations of Bawaslu Gorontalo Regency, at 14.30, Senin. February 7, 2022.

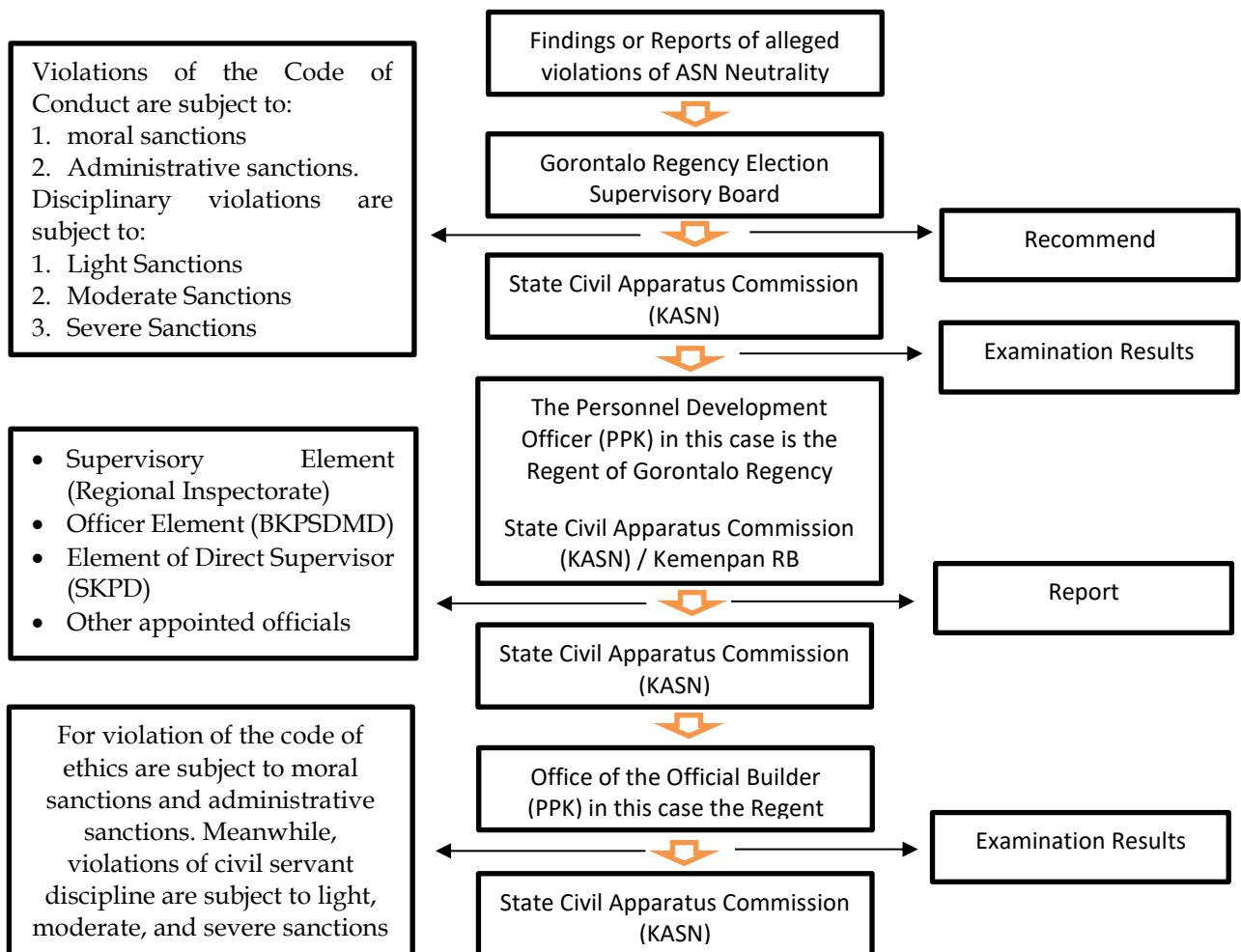
results because there were still violations of ASN related to the violation of Neutrality and the Code of Ethics of the State Civil Apparatus (ASN).

4.1.2 Standards of Objectivity

Objective Standards in supervision owned by General Election Supervisory Agency in carrying out related supervision on Neutrality are by the implementation of supervision, General Election Supervisory Agency already has its SOP before mg to carry out supervision related to the neutrality of the ASN, as for the inventory list of Neutrality Supervision Problems of the State Civil Apparatus (ASN), Members of the Indonesian National Army (TNI), and the Indonesian National Police (POLRI) which will determine as the scope in oversight of ASN Neutrality.

Figure 4. 2

Mechanism carried out by the General Election Supervisory Agency in carrying out its supervisory function over civil servants.



Data source: General Election Supervisory Agency Gorontalo Regency

Explanation results the picture above is that summons After the finding of a qualified complaint from the formal element, the General Election Supervisory Agency will make a summons to the ASN person involved in the violation of neutrality in the election, by way of summons made for 7 (seven) days in working hours before the date of the examination., next step check, there is this stage, ASN individuals who have fulfilled the element of non-neutrality will be integrated through A Q&A conducted by the team from General Election Supervisory Agency, a clarification that presents reporting, reported, witnesses and evidence collection. This mination will be carried out behind closed doors, with the aim that the ASN can recognize the behavior of partiality carried out in the presence of one of the prospective regent and deputy regent candidates. Gorontalo Regency.

Then the results of the examination that has been carried out by General Election Supervisory Agency Gorontalo Regency regarding violations committed against the code carried out by e Gorontalo Regency ASN will be forwarded to the KASN to then review in terms of imposing sanctions, KASN will continue to coordinate with the staffing supervisory officials, in this case, the Regent of Gorontalo Regency of determine the follow-up steps. Then the PPK or Regent will then follow up on the results of the KASN recommendations which are still monitored and monitored directly by KASN and the Ministry of RB. Imposition of sanctions given the legal standards that have been established now, because approval will be carried out by the approved authority or official. Mengenai the position of imposing sanctions on the general apparatus of the state, KASN by continuing to facilitate with the State Civil Apparatus, especially the Regent of Gorontalo Regency in taking additional steps. Authorization the ASN is not neutral according to the degree of violation of the ASN. Where if the ASN abuses the code of ethics, it will depend on managerial consent or good authority.¹⁴

This k again is carried out by the supervisory board. General Election Supervisory Agency decides the findings and reports as violations or not violations based on the

¹⁴ Wawancara was carried out at the Bawaslu Office of Gorontalo Regency with Mr. Alexander Kaaba, ST as coordinator of the Divisi Prevention hubal and public relations of Bawaslu Gorontalo Regency, at 14.30, Senin. February 7, 2022.

results of the study. General Election Supervisory Agency of Gorontalo Regency is not authorized to justify so in the ranks of General Election Supervisory Agency Gorontalo Regency ill forward recommendations authorities, in this case, it can be to direct superiors, for example government employees to the Regent. General Election Supervisory Agency of Gorontalo Regency can also forward it to the State Civil Apparatus Commission if indeed it is a strong guess from the results of the study and conclusions of General Election Supervisory Agency Gorontalo Regency in the results of the plenary meeting of General Election Supervisory Agency Gorontalo Regency.¹⁵

The form of supervision carried out by General Election Supervisory Agency of Gorontalo regency towards the neutrality of asn is General Election Supervisory Agency Gorontalo regency its activities or events carried out by the community involving ASN, For example when there are activities or events, whether it is community activities or political parties whose direction is used for their connection in terms of supporting the candidacy of the Regent and Deputy Regent, then General Election Supervisory Agency Gorontalo Regency must carry out supervision in the field. Jadi, General Election Supervisory Agency Gorontalo Regency direct supervision. When General Election Supervisory Agency of Gorontalo Regency s precautions, the supervision process is not obeyed or not heeded from what is a form of prevention from General Election Supervisory Agency Gorontalo Regency take action.

The potential violation of ASN's neutrality in elections and regional elections is somewhat different. The potential is greater in the regional elections because the interests of regional heads with this bureaucracy are closer than in the general elections, whether it is the executive or legislative at the center the conflict of interests is still far away. Thus, the potential for misuse or mobilization of the State Civil Apparatus is at the center the regional elections.¹⁶ Especially advances the potential

¹⁵ Wawancara was carried out at the Bawaslu Office of Gorontalo Regency with Mr. Alexander Kaaba, ST as coordinator of the Divisi Prevention hubal and public relations of Bawaslu Gorontalo Regency, at 14.30, Senin. February 7, 2022.

¹⁶ Bimantara, N., & Harsasto, P. (2018). Analysis of dynastic politics in kediri district. *Journal of Politics and Government Studies*, 7(04), 201-210.

for violation of the neutrality of the State Civil Apparatus is high because the inseparable from political office.¹⁷ Orang-a product of a political office that has the authority to give the office to the ASN. Thus, the friction of interest in the regional elections is greater when compared to elections.

Table 4.3
Details of Findings/Reports of Violations of ASN Neutrality in the Implementation of the 2020 Regent and Deputy Regent Elections

No.	Types of Descriptions of Alleged Violations	Follow-up
1	Findings of Alleged Violations of ASN Neutrality at the 2020 Gorontalo Regency Regent and Deputy Regent Election Stage when registering as Candidates for Regent and Deputy Regent of Gorontalo Regency in 2020 - 2025 in the Hanura, Golkar, and PAN Parties	The results of the follow-up handling of asn neutrality violations, namely the alleged violations committed in their capacity as Real ASNs have approached several Political Parties in Gorontalo Regency to run for regional head candidates in the 2020 simultaneous elections are actions and/or actions this is contrary to Law No. 5 of 2014 concerning ASN, Article 5 paragraph (2) letter h, states that the Code of Ethics and Code of Conduct contain behavioral arrangements so that ASN Employees: " <u>Keeping conflicts of interest from occurring in carrying out their duties and subsequently</u> forwarding the findings of alleged violations of asn neutrality to the competent authority, namely KASN, to be followed up by statutory provisions. Followed up by KASN with KASN Letter Number: R-850 / KASN / 03/2020 Dated March 12, 111111 2020 Regarding Recommendations for Violations of the Asn Code of Ethics and Code of Conduct a.n. Sdr. Risjon Sunge (as a Civil Service Supervisory Officer) to provide moderate disciplinary punishment to the person concerned referring to PP Number 53 of 2010 concerning Civil Servant Discipline
2	concerned referring to PP Number 53 of 2010 concerning Civil Servant Discipline Gorontalo in 2020 when Taking The Form for Candidates for Regent and Deputy Regent of Gorontalo Regency in 2020-2025 at the United Development Party (PPP) of Gorontalo Regency	Follow-up handling of asn neutrality violations that the perpetrator Gorontalo regency were not proven to have committed violations report and subsequently the findings were stopped
3	Findings of Alleged Violations of ASN Neutrality at the 2020 Election Stage of the Regent and Deputy Regent of Gorontalo Regency when registering as Candidates for Regent and Deputy Regent of Gorontalo Regency in 2020-2025 at the Indonesian Democratic Party of Struggle (PDIP) and the NasDem Party	Findings of Alleged Violations of ASN Neutrality at the 2020 Election Stage of the Regent and Deputy Regent of Gorontalo Regency when registering as Candidates for Regent and Deputy Regent of Gorontalo Regency in 2020-2025 at the Indonesian Democratic Party of Struggle (PDIP) and the NasDem Party

¹⁷ Sadikin, H., Subhilhar, S., & Kusmanto, H. (2022). Neutrality of the State Civil Apparatus (ASN) in the 2020 Asahan Regency Regional Head Election. *Perspective*, 11(1).

4	<p>The findings of alleged ASN violations based on the results of supervision and clarification results have conveyed the vision and mission of the Candidate for Regent and Deputy Regent in 2020 on February 8, 2020, at the plenary meeting of DPD II Golkar, Gorontalo Regency</p>	<p>The results of the follow-up handling of violations of ASN Neutrality with Perpetrators who have the status of Civil Servants with the position of Head of the Social Service of Gorontalo Province whose actions are suspected of meeting the elements of violations as stipulated in Law Number 5 of 2014 concerning ASN Neutrality which is then submitted to KASN for follow-up</p>
5	<p>Findings of Alleged Violations of ASN who stated to the online media Butota. id with the taglines "Risjon Sunge Advancement of Kabgor Election" with the author of the Butota Faction dated August 30, 2020, That in the online media a quo Risjon Sunge said for canceling to run as a candidate for Regent in Gorontalo Regency was because of the non-fulfillment of the survey results by 30% because he only achieved 23.5% survey results, so, therefore, he led as a candidate for Regent in Gorontalo Regency was because he only achieved 23.5% survey results, so he was canceled as a candidate for Regent in Gorontalo Regency because he only achieved 23.5% of the survey results, so he was canceled as a candidate for Regent in Gorontalo Regency. simultaneous in 2020t during the socialization process to the community Risjon Sunge occasion to the work team and the community that if the survey results did not reach 30% then, he would step down or cancel his run as a candidate for regent, That in the media a quo Risjon Urged not to vote and continue to use the voting thing in the Gorontalo Regency Election later and for that later Sdr Risjon Sunge them (Work Team and Supporting communities) in all sub-districts throughout Gorontalo Regency and will later decide who they will choose to :</p>	<p>Follow-up handling of violations of ASN Neutrality that the perpetrator cannot be subject to Tanski as stipulated in the applicable laws and regulations so that the findings cannot be followed up / stopped</p>
6	<p>Hemet</p>	<p>Follow-up handling of violations of ASN Neutrality That the actions and/or actions of the Village Head deliberately gave a green and yellow sticker with a picture of the Regent's Pasion and Deputy Regent Nelson Pomalingo-Hendra Hemeto which reads 'Glorious Achievement 2X better is an act and/or act that is contrary to Article 5 paragraph (2) letter h, which reads ' <i>that the Code of Ethics and Code of Conduct contain behavioral arrangements so that ASN Employees: "Keeping conflicts of interest from occurring in carrying out their duties and Article 9 paragraph (2), 'Stating that</i></p>

	<p><i>ASN Employees must be free from the influence and intervention of all groups and political parties law No. 5 of 2014 concerning ASN is then forwarded to KASN and kasn follow-up through Letter Number R.686 /KASN/2/2021 Dated February 10, 2021 R, regarding Recommendations for Violations of NEUTRALITY ASN a.n Haris Maiji NIP. 197311101009061004 was found to have violated the sun's neutrality by imposing Severe Disciplinary Penalties.</i></p>
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Source: HPPS General Election Supervisory Agency Division Gorontalo Regency

From the results of the data above, it shows that the violations that occurred during the implementation of the supervision process at the Gorontalo Regency regional head election stage in 2020 against the Neutrality of the State Civil Apparatus amounted to 30 findings from the whistleblower, the source of the alleged meeting was the findings from the General Election Supervisory Agency supervisory members, the actions were taken General Election Supervisory Agency was recommended to the State Civil Apparatus Commission (ASN).

General Election Supervisory Agency only has the authority to forward or recommend to the authorized agency. General Election Supervisory Agency forwarded to the Minister of Finance and KASN through General Election Supervisory Agency RI known as General Election Supervisory Agency Gorontalo and General Election Supervisory Agency RI. Dari MenpanRB, Panwaslu was given a copy to be sanctioned for those who were deemed to violate the neutrality of the ASN, namely Law Number 5 of 2014 concerning ASN. General Election Supervisory Agency of Gorontalo Regency does not know what kind of follow-up has been done by the authorized agency to sanction the violating ASN. General Election Supervisory Agency Gorontalo Regency hopes that the violation of ASN neutrality that occurred in the 2020 Regent duties puty Regent Elections in Gorontalo Regency will not be repeated in the upcoming 202 4 Regent and Deputy Regent Elections. The state-civil Service in Gorontalo Regency u its neutrality in both elections and regional elections.

Vulnerabilities and IKP implementation of supervision of the stages of updating voter data and voter lists, vulnerabilities in updating sandter lists in the 2020 elections which are strategic issues related taken lists including:

1. People's concerns about the COVID-19 virus that is temporarily spreading, there are even some people who will be whipped are people whose status is temporarily carrying out self-quarantine because they are positive for this virus;
2. Matching and research were not carried out according to the SOP;
3. There is still a doubling in the voter list;
4. The emergence of ineligible voters;
5. New voters who have not been accommodated in the DPT;
6. There were voters in one family who were then separated from their voting places after there was a polling station by the KPU of Gorontalo Regency.

On the other hand, the mapping of vulnerable polling stations carried out aims to prevent violations and fraud on polling day, provide TPS database data to develop strategies to prevent alleged violations in Tungsura, and measure the level of knowledge and readiness of TPS supervisors in carrying out Tungsura supervision.

Table
Insecurity-Insecurity and IKP Implementation of Supervision Stages Candidacy

No.	Problem	Potential Insecurity	Legal Basis
	Nomination Requirements :		Law Number 10 of 2016 General Election Supervisory Agency Number 10 of 2017 General Election Supervisory Agency Number 14 of 2019 General Election
1.	-Support of the Political Party/Coalition of Political Parties for the candidate's spouse	Political Party B.KWK Documents: - Political party support for more than one candidate - The existence of B1 support. KWK is not signed by the leadership of the Central Political Party - Withdrawal of prospective pairs of candidates by political parties and a combination of political parties carrying - There is no sign of a Nomination letter by the candidate's spouse - There is one item of the condition for the candidacy of political party support that is not met	
	Candidate Requirements :		

2	Photocopy of diploma / STTB that has been legalized by the authorized institution	- Fake Diploma - Legalization of diplomas that are not legalized by authorized institutions - Differences in names listed on the diploma and KTP-EL	Supervisory Agency Number 4 of 2020 PKPU Number 3 of 2019
3	KTP-Electronic	Prospective Candidates who do not use ELECTRONIC-KTP	PKPU Number 5 of 2020
4	SKCK	- SKCK which explains that candidates have/have never committed despicable acts - Candidates who are not domiciled in the electoral district use the SKCK issued by the Regional police/Resort Police	PKPU Number 1 of 2020
5	Not currently having debt dependents individually and/or legally which is his responsibility and is detrimental to state finances	Documents are not issued by the competent authority based on the domicile of the candidate	Circular Letter Number 394 of 2020

Data Source: General Election Supervisory Agency Gorontalo Regency

Insecurity and IKP implementation of monitoring of campaign stages, General Election Supervisory Agency Gorontalo Regency before conducting campaign supervision detects more than will occur in the Campaign Stage, as the vulnerability that can occur during the stage is as follows:

1. Mobilization of ASN in campaigns
2. The use of state facilities in campaigning
3. Campaigns conducted in places of worship and educational institutions
4. Off-schedule campaigns
5. Giving material while campaigning (Money Politics)
6. Campaign materials/content prohibited in the Law
7. The issue of hoaxes and SARA
8. The executor and/or team do not involve people who are prohibited in the laws and regulations.

Insecurity – insecurity and IKP Implementation of Supervision in stages and Sub-provisions of procurement and distribution of voting equipment and other equipment.

Election supervision by their respective authorities ensures that election equipment and other complementary support are carried out based on the following principles:

1. The right amount
2. Exact type
3. On-time
4. Right Quality
5. Efficient

Supervision of election logistics in the 2020 election of the Regent and Deputy Regent of Gorontalo Regency is important to monitor because the availability and adequacy of election logistics will affect the smoothness and inhibit voters in giving their voting rights, thus potentially eliminating the right to vote, the inadequate quality of election logistics will interfere with the voting and counting process of votes, along with vulnerabilities in logistics:

1. Availability of logistics on the production sat.
2. Logistical quality.
3. Timeliness of production and distribution.
4. Safety during production and distribution to the site.
5. Logistics storage and delivery security.
6. Potentially ballots are swapped between constituencies.
7. Inadequate security.
8. Many ballots were damaged.
9. It was not timely to distribute the rigging of the elections.
10. The storage of collection equipment is inadequate.
11. Supervision the logistics of the district linkup elections and their distribution.
12. Supervision within the sub-district area both in receipts and other activities in sorting and further distribution to kelurahan/village is carried out by Panwascam and pan was kelurahan or village.
13. Security and supervision of the distribution of election logistics to polling stations.

Supervision of the movement of voting equipment and the implementation of elections from kelurahan/desa to TPS is carried out by Panwascam and assisted by Pan was Neighborhoods/village.

Insecurity and IKP implementation of supervision of campaign fund stages, several things become vulnerable in the implementation of supervision of stages and sub-restrictions of campaign funds that have been formulated by General Election Supervisory Agency Gorontalo Regency, among others:

1. Not reporting donations that have been received
2. Paslon reports campaign fund donations/expenses that are not with the facts
3. Compliance with the submission of the initial campaign fund report
4. Timing provisions
5. Completeness of documents

Insecurity - insecurity and IKP implementation of voting supervision, calculation, and recapitulation of votes, looking at the legal provisions governing voting, the calculation of the recapitulation of the results of the vote calculation, and the Election Vulnerability Index. General Election Supervisory Agency Gorontalo Regency has mapped out the potential for insecurity that is likely to occur at this stage in the 2020 Regent and Deputy Regent elections, namely:

1. The partiality of the election organizers, not carrying out tasks by the procedure, it's a potential trend of violations.
2. Money politics.
3. Some people recognize themselves as others to be able to exercise suffrage;
4. The use of pals documents at the time of exercising suffrage;
5. Exercising voting rights more than once at the same polling station or another polling station;
6. Neutrality of AN officials/state organizers;
7. Organizers, participants, and voters did not comply with COVID-19 health protocols on polling day.

8. There is a potential for residents not to participate in elections on the grounds of COVID-19.
9. The opening of the ballot box is beyond the provisions.
10. Destruction of ballot boxes.
11. The ballot box was not sealed.
12. Data changes or vote inflated and voter data changes on recapitulation.
13. Areas that do not have internet access (related to the application of electronic recapitulation information systems (Sirekap)).
14. Ineligible voters are contained in the DPT.
15. Eligible voters do not enter the DPT.
16. TheAThe large number of additional voters (DPT) and transfer voters (DPP) affects the availability of ballot papers.
17. Irregularities in voting equipment and counting of votes (model form C-KWK notice, ballot papers, and other polling station equipment).
18. Mobilization of voters.
19. Deviation of collection and counting data (model form C- KWK notification, Model C. KWK result, model C. Salian Hasil-KWK, Model C, DPT voter attendance list/Transfer/Supplementary).

Vulnerabilities in the implementation of the stages of supervision of civil servants, vulnerabilities related to civil servants in each stage of the election of the Regent and Vice Regent of Gorontalo Regency in 2020 include:

1. The use of state facilities for campaign activities.
2. Publicly showed support for one of the spouses of the regent candidates and the Wail Bupati, including on social media.
3. Directing employees in their work environment to choose one of the spouses of the candidates for Regent and Deputy Regent.
4. Show attitudes, and make decisions and policies that will benefit or harm one of the contestants in the 2020 Gorontalo Regency Regent and Deputy Regent Elections.

Insecurity and IKP Implementation of Non-Stages of Money Politics Supervision Based on experience in previous elections and elections, General Election Supervisory Agency Gorontalo Regency carried out a mapping of vulnerabilities in the implementation of non-stages of money politics supervision through the IKP, what vulnerabilities were successfully mapped by General Election Supervisory Agency Gorontalo Regency were the many dawn attacks or distributing money (money politics) on the day before the vote, of course, the experience in the previous elections became an alarm for General Election Supervisory Agency of Gorontalo Regency to more intensely supervise money politics.

Insecurity and IP Implementation of Non-Stages of Supervision of SARA Politicization Insecurity in the non-stages of supervision of SARA politicization is the frictions of the supporters of each candidate, but in Gorontalo Regency itself, bias is said to be quite safe. However, the problem is the heat on social media, so the General Election Supervisory Agency of Gorontalo Regency also monitors social media accounts that are prone to the politicization of SARA itself.

5. Conclusion

Based on the results of the research and discussion described above regarding the Role of the Election Supervisory Agency in enforcing the Authority of the General Election Supervisory Agency in maintaining the neutrality of the State Civil Apparatus in the implementation of the 2020 regional head elections in Gorontalo Regency, it can be concluded that Dalam carried out the supervision stage of General Election Supervisory Agency has carried out socialization with all ASNs, the signing of MoU agreements and meetings with each OPD on every Neighborhoods and Environment in Gorontalo Regency. However, every implementation of the General Election Supervisory Agency regional elections still receives reports of alleged violations from members of the General Election Supervisory Agency supervisory as well as from the public that the ASN has violated related regulations on ASN Neutrality which has resulted in the smearing of democracy in terms of the neutrality of the ASN, this arises due to the presence of inhibiting factors and supporting factors that can measure how far the success of the role possessed by General Election Supervisory Agency in

enforcing the perinsip Neutrality of ASN in the Regional Elections Gorontalo Regency.

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