

**STRATEGY OF THE *KOMISI PEMILIHAN UMUM (KPU)* IN
INCREASING THE PARTICIPATION OF DISABILITIES VOTERS IN
THE 2024 ELECTIONS IN THE CITY OF SUKABUMI**

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ABSTRACT

The purpose of this study was to determine how the strategy of the *Komisi Pemilihan Umum* of Sukabumi City to increase voter participation with disabilities in the upcoming 2024 elections. The research method used is qualitative, the informant settings that researchers determine in this study are the Chairperson of the Sukabumi City *Komisi Pemilihan Umum*, the Coordinator of the Socialization Division, Voter Education, Community Participation, and Human Resources, Persons with Disabilities of Gunung Puyuh District. The data collection techniques used were observation, interview, and documentation, and the data validation used was triangulation technique. The results of this study show that the Sukabumi *KPU* has implemented the principles of strategic planning and action selection in accordance with the theory proposed by Salusu (2015). The implementation of this effective strategy leads to more directed and successful efforts in increasing voter participation with disabilities in the 2024 General Election in Sukabumi City.

Keywords: *Komisi Pemilihan Umum (KPU), Increasing Participation, Voters with Disabilities, Election 2024*

A. INTRODUCTION

Not all humans are born perfect; some of our siblings are born with limitations and shortcomings, one of which is people with disabilities (different abilities). People with disabilities are those who experience physical, intellectual,

mental, and/or sensory limitations for an extended period, which may hinder and make it difficult for them to participate fully and effectively in society like other citizens based on equal rights. Any act of discrimination is a denial of the inherent value and dignity of every human being. Equality of rights and obligations for people with disabilities, like any other member of society, necessitates that they be given special treatment, including the right to participate in politics.

The political rights of people with disabilities are regulated by the *Undang-Undang Nomor 8 Tahun 2016*, which states that every person with a disability has the same rights and opportunities to obtain and exercise their political rights, namely, the right to vote and be elected to public office, and to express political aspirations, whether in writing or orally. Voters with disabilities have the same opportunities as other voters, candidates for the House of Representatives (*DPR*), Regional Representatives Council (*DPD*), president/vice president candidates, candidates for Regional People's Representative Council (*DPRD*), and as election organizers. Political participation of the community, especially people with disabilities, is a crucial component. The *Komisi Pemilihan Umum (KPU)*, as the institution responsible for organizing elections, is obliged to fulfill the mandate of the law by ensuring that the rights of people with disabilities are fulfilled both as participants and voters.

Sukabumi City, located in West Java Province, has conducted simultaneous elections for the first time in 2019, electing the president and representatives, and will conduct simultaneous elections again in 2024. Community participation in these elections is crucial, so the Sukabumi City *Komisi Pemilihan Umum (KPU)* needs to use strategies to increase community participation in the elections. The Sukabumi City *KPU*, as the institution authorized to hold elections in Sukabumi City and register eligible voters, conducts data collection directly through data update officers to every family and then sorts family members on each Family Card who meet the requirements as voters. The update committee separates data for people with disabilities who have voting rights, such as the deaf, blind, or speech-impaired, etc.

The *Komisi Pemilihan Umum* seeks to establish strategic steps to provide insight to people with disabilities by socializing politics, election stages, and simulating ballot casting. According to the *Peraturan Pemerintah Nomor 10 Tahun 2018* concerning socialization, voter education, and community participation in organizing general elections, this is one of the tasks of the *KPU*, which is to conduct socialization to encourage political participation of people with disabilities in general elections conducted by the Central *KPU*, Provincial *KPU*, and City/Regency *KPU*. The Coordinator of the Socialization Division, Voter Education, Community Participation, and HR, stated that the Sukabumi City *KPU* has conducted massive political education socialization to people with disabilities and provided adequate accessibility. He explained that in the 2019 elections, based on data, only 252 out of 529 people with disabilities who had the right to vote in Sukabumi City exercised their voting rights. This indicates that the level of participation of people with disabilities in elections is very low.

Below is a table showing the participation of people with disabilities in Sukabumi City in the simultaneous elections of 2019:

Table 1. Participation of voters with disabilities in the simultaneous elections of 2019

NO	DISTRICT	DPT	VOTING RIGHTS	PARTICIPATION RATE (%)
1	GUNUNG PUYUH	74	35	47,30%
2	CIKOLE	119	59	49,58%
3	CITAMANG	79	38	48,10%
4	WARUDROYONG	69	21	30,43%
5	BAROS	69	53	76,81%
6	LEMBURSITU	62	32	51,61%
7	CIBEUREUM	57	14	24,56%
	JUMLAH	529	252	47,64%

Source: *KPU of Sukabumi City*

Based on the above data, it is clear that the number of people with disabilities exercising their voting rights is significantly lower compared to those who have the right to vote. The low participation of voters with disabilities is due to a lack of political understanding, lack of support from families, and a lack of specific exposure to programs for people with disabilities from prospective candidates. The Sukabumi City *KPU* truly pays special attention to disabled voters, with many regulations providing services for disabled voters, but these provisions have not been fully utilized in the field. Challenges in fulfilling the political rights of disabled voters stem from various factors, including factors within the family itself, where their disabled family members may not feel the need to exercise their political choice. They also may not want the hassle of bringing their disabled family members to polling stations. This is one of the factors contributing to the high abstention rate, despite the *KPU*'s advocacy for exercising voting rights and avoiding abstention.

Based on the observed phenomenon, the researcher intends to conduct a study with the title "The Strategy of the *Komisi Pemilihan Umum (KPU)* in Increasing the Participation of Voters with Disabilities in the 2024 Elections in Sukabumi City (case study of the 2019 simultaneous elections)". The purpose of this research is to understand how the Sukabumi City *KPU*'s strategy aims to increase the participation of disabled voters in the upcoming 2024 elections.

B. LITERATURE REVIEW

Public Administration

According to Chandler and Plano (1988:29-30), public administration is a process where the organization of public resources and personnel is coordinated for the formulation, management, and implementation of decisions in public policy. Public administration is both an art and a science aimed at managing public affairs and executing various assigned tasks. As a discipline, public administration aims to solve public problems through improvement or enhancement, especially in the areas of organization, human resources, and finance.

Strategy

According to Johnson and Scholes (2016:29), strategy involves the scope and direction of an organization in the long term to gain advantages for the organization by configuring resources in an environment that presents challenges, to meet the needs and expectations of stakeholders.

Komisi Pemilihan Umum of Sukabumi City, in its efforts to increase the participation of disabled voters in elections, implements a strategy of election socialization to voters with disabilities. The implementation of this strategy is seen through three actions (Salusu 2015:64), as follows:

1. Formulation and Long-term Goals

Formulating long-term goals is one of the organization's efforts to plan by considering several important factors, including environmental conditions and identifying threats and opportunities. Assessing the weaknesses and strengths of the organization, determining the goals and values of the organization to be achieved, and effectively implementing the strategy.

2. Action Selection

Thorough strategic planning is required to achieve the vision, mission, and goals, because if the implementation of the strategy cannot be carried out well, it will significantly affect the results that can be achieved. In the action selection phase, actions must be tailored to the capabilities of the resources available to achieve the organization's main goals.

3. Resource Limitations

Resources are a very important part in supporting the implementation of an activity. If these resources are inadequate, it will have a significant impact on the performance that can be achieved.

General Election

The *Undang-Undang Nomor 7 Tahun 2017 pasal 1* on general elections, explains that "general elections, hereinafter referred to as elections, are the means of the people's sovereignty to elect members of the People's Representative Council, members of the Regional Representative Council, the President and Vice President, and to elect members of the Regional People's Representative Council, which are conducted directly, openly, freely, secretly, honestly, and fairly within the Unitary State of the Republic of Indonesia based on the *Pancasila* and the *Undang-Undang Dasar Negara Republik Indonesia*." Since the New Order era, the conduct of elections in Indonesia has followed the principles of Luber, which means direct, open, free, and secret. Then, during the reform era, the principle of Jurdil also developed, which means honest and fair. The *LUBERJUDIL* principle in the *Undang-Undang Nomor 7 tahun 2017* regarding the general election of members *DPR*, *DPD*, dan *DPRD*.

The *Komisi Pemilihan Umum*

The *Komisi Pemilihan Umum*, hereinafter referred to as the *KPU*, is a state institution responsible for organizing national elections, including the elections for President and Vice President as well as elections for the *DPR*, *DPD*, and *DPRD*, which are permanent and independent. The *Komisi Pemilihan Umum*, which has integrity, capability, and professionalism, is needed to ensure the political rights of citizens and to improve the quality of election management as

mandated by the constitution. The *KPU*, as a permanent institution, carries out its duties and authorities continuously with a membership of 5 or 7 people covering all work areas in Indonesia, despite its limited term of office. The work areas of the *KPU* are divided into the National *KPU*, Provincial *KPU*, and District/City *KPU*. The *Undang-Undang Nomor 15 Tahun 2011* pasal 1 ayat 8 explains that the District/City *KPU* is the election organizer tasked with conducting elections at the district/city level with a working system determined by the National *KPU*.

C. METHOD

In order to achieve the research objectives on understanding how the *Komisi Pemilihan Umum (KPU)* Strategy to Increase the Participation of Disabled Voters in the 2024 Elections in Sukabumi City, researchers apply qualitative research methods (Creswell, 2016). The indicators of this research focus on the issues and questions underlying the *Komisi Pemilihan Umum (KPU)* Strategy to Increase the Participation of Disabled Voters in the 2024 Elections in Sukabumi City, which the researcher will analyze using the theory of strategic aspects according to Salusu (2015:64) which include 1) formulation and long-term goals, 2) action selection, and 3) resource limitations. Below are the informant settings that the researcher determined for this study:

Table 2. Unit of Analysis and Informant Setting

No	Informants	Keterangan	Alasan
1	Informant 1	Head of Sukabumi City <i>Komisi Pemilihan Umum</i>	Coordinator of the election stage
2	Informant 2	Coordinator of Socialization, Voter Education, Public Participation, and Human Resources Division	Implementor of the election stages
3	Informant 3	People with Disabilities of Gunung Puyuh Sub-district	As people who have the right to vote

The data collection techniques used were observation, interviews, and documentation. The collected data was then analyzed to ensure the accuracy of information from the researcher's opinion, participants, and readers, which are the main components for drawing conclusions at the end of the study. Triangulation technique was employed as a method of validation in qualitative research, where information from various sources is compared to identify inconsistencies in data from different informants (Sugiyono, 2018). In this study, data analysis techniques were conducted using the methods described by Miles & Huberman (2014:18), which include data reduction, data presentation, and drawing conclusions/verification.

D. EXPLANATION

Formulation of the Sukabumi City *Komisi Pemilihan Umum* in the 2024.

The Long-Term Formulation of the Sukabumi City *Komisi Pemilihan Umum* in increasing the participation of disabled voters in the 2024 General Elections is a monumental effort that requires collaboration, creativity, and

extraordinary dedication. In the midst of the blazing spirit of democracy, the presence and participation of every citizen, regardless of background or condition, are rights that must be ensured and encouraged.

According to informant 1, the estimated number of Disabled Voters reaches 8 percent of the total voters in Sukabumi City. To ensure the success of the Disabled Voter registration, the Sukabumi City *Komisi Pemilihan Umum* works in accordance with the instructions from the National and West Java Provincial *Komisi Pemilihan Umum*s. The importance of the participation of Disabled Voters is emphasized, and to support this, each Polling Station (*TPS*) in Sukabumi City will be equipped with facilities and dedicated spaces for them. Additionally, if possible, wheelchair access will be provided as a more concrete form of support.

To make this participation more effective, the Sukabumi City *Komisi Pemilihan Umum* and the Sukabumi City Social Affairs Office are committed to organizing socialization sessions on voting procedures, especially for Disabled Voters. Although the budget for this socialization is not yet available and technical guidance from the West Java Provincial *Komisi Pemilihan Umum* is still awaited, the Sukabumi City *Komisi Pemilihan Umum* has prepared a time schedule for the stages of the election with support from the Sukabumi City Government and the West Java Provincial Government.

In facing the 2024 General Elections, the Sukabumi City *Komisi Pemilihan Umum* understands the importance of ensuring that the voices of all segments of society are heard and respected. This includes voters with disabilities, who often face various barriers in the voting process. Therefore, the Sukabumi City *Komisi Pemilihan Umum* has formulated a series of long-term measures to ensure maximum participation of disabled voters in the 2024 General Elections.

Firstly, the Sukabumi City *Komisi Pemilihan Umum* conducts a comprehensive evaluation of existing infrastructure and voting processes. They identify any potential barriers faced by disabled voters, ranging from physical accessibility to inadequate information. Based on this evaluation, the Sukabumi City *Komisi Pemilihan Umum* designs plans for improvements and enhancements aimed at creating an inclusive environment for all voters.

The next step is to develop specialized training and socialization programs for polling station staff. These training programs not only cover the technical aspects of facilitating voting for disabled voters but also provide a deeper understanding of their needs and rights as citizens. Thus, it is expected that polling station staff can provide friendly and supportive services to all voters.

Furthermore, the Sukabumi City *Komisi Pemilihan Umum* collaborates with various civil society organizations and disability advocacy groups to raise awareness and participation among disabled voters. They organize discussions, seminars, and public campaigns aimed at eliminating stigma and increasing understanding of the importance of political participation for everyone.

In addition to these efforts, the Sukabumi City *Komisi Pemilihan Umum* strengthens cooperation with local governments and relevant agencies to ensure that public facilities, transportation, and access to polling stations are easily accessible to disabled voters. This involves planning and implementing disability-friendly infrastructure development and arranging special transportation services

on Election Day.

Moreover, the Sukabumi City *Komisi Pemilihan Umum* conducts extensive information campaigns through various media, including television, radio, newspapers, and social media. They disseminate information about voting procedures, disabled-friendly polling station locations, and the rights of disabled voters. Through this campaign, it is hoped that public awareness of the importance of inclusion and participation of disabled voters will increase.

In the long term, the efforts of the Sukabumi City *Komisi Pemilihan Umum* aim not only to increase the participation of disabled voters in the 2024 General Elections but also to build a solid foundation for their inclusion and participation in the democratic process as a whole. By continuing to raise awareness, remove barriers, and empower disabled voters, the Sukabumi City *Komisi Pemilihan Umum* believes that every voice has value and power to shape a more inclusive and fair future for all citizens.

Based on the theory proposed by Salusu (2015) regarding long-term formulation and objectives, the efforts of the Sukabumi City *Komisi Pemilihan Umum* in increasing the participation of disabled voters in the 2024 General Elections can be linked to the concept of strategic planning and identification of long-term goals. In this theory, organizations plan by considering environmental conditions, identifying threats, opportunities, weaknesses, and strengths, and setting goals and values to be achieved.

The Sukabumi City *Komisi Pemilihan Umum* conducts a comprehensive evaluation of existing infrastructure and voting processes, identifying barriers faced by disabled voters, from physical accessibility to inadequate information. This reflects the organization's efforts to formulate strategies based on a deep understanding of the challenges faced by disabled voters, as described in the theory of long-term formulation and objectives.

The next step taken by the Sukabumi City *Komisi Pemilihan Umum* is to develop specialized training and socialization programs aimed at polling station staff. These programs not only cover the technical aspects of facilitating voting for disabled voters but also provide a deeper understanding of their needs and rights as citizens. This reflects the implementation of strategies to create an inclusive environment for all voters, as stated in the theory of long-term formulation and objectives.

Furthermore, the Sukabumi City *Komisi Pemilihan Umum* collaborates with various civil society organizations and disability advocacy groups to raise awareness and participation among disabled voters. They organize discussions, seminars, and public campaigns aimed at eliminating stigma and increasing understanding of the importance of political participation for everyone. This step reflects the organization's efforts to identify collaboration opportunities with relevant parties to achieve the goal of including disabled voters.

Thus, the strategies implemented by the Sukabumi City *Komisi Pemilihan Umum* to increase the participation of disabled voters in the 2024 General Elections substantially align with the concept of long-term formulation and objectives proposed by Salusu. The implementation of these measures not only reflects a deep understanding of the challenges and needs of disabled voters but

also demonstrates a commitment to achieving the goal of including disabled voters in the democratic process as a whole.

Election of Sukabumi City *Komisi Pemilihan Umum*'s actions to increase voter participation with disabilities in the 2024 General Election.

The Electoral Action Plan of the *Komisi Pemilihan Umum* (KPU) of Sukabumi City to enhance the participation of disabled voters in the 2024 General Elections is a long journey that requires strong strategies, innovation, and solid collaboration. Within an increasingly inclusive democratic framework, the success of an election is not only measured by mass participation but also by the involvement of all segments of society, including those with disabilities.

Based on field findings, the response from informant 3 regarding the political participation of disabled voters in Sukabumi City is:

"Yes, I participate because I want to be involved, because I want to contribute to change for the community, especially for visually impaired disabilities like me, so I exercise my voting rights."

From the statement made by the informant, it can be seen that the political participation of disabled voters in Sukabumi City is very good. Similar to other voters, they have hopes pinned on the candidates at that time. The hope is for equality in all aspects of life. As is well known, people with disabilities often face indirect discrimination, through expressions of pity or sympathy towards them, whereas in reality, what they want is not that, but equal treatment like others.

Therefore, support from the KPU is essential to raise awareness among voters, whether disabled or not, to participate in political activities. In this regard, the growing interest in political participation among people with disabilities is influenced by the realities of their lives. As explained earlier, they want equality and the same treatment because fundamentally they are capable of doing everything like others, only they have limitations. Additionally, a driving factor for the growth of political participation among people with disabilities is their activity in following political discussions through mass media or formal and informal discussions.

During the conduct of general elections, several challenges are faced by people with disabilities, such as during the voting process, visually impaired voters feel rushed by the election organizers, causing disabled voters to lose focus and feel confused during the voting process, as in the simultaneous general elections in 2019, disabled voters had to directly choose several candidates, and not all ballot papers used Braille templates, causing difficulties for disabled voters when voting.

The Braille aid tool is a paper containing Braille letters, a type of tactile writing system used by visually impaired individuals. This will certainly make it easier for the visually impaired to read letters and then choose according to their preferences.

Furthermore, there are several disabled voters who want to participate in political activities. However, they cannot do so because there is no trust from the community, both directly and indirectly, that they are capable of engaging in political activities. However, disabled voters have the same rights and opportunities to obtain and exercise their political rights, as stated in the Disability

Political Rights Act regulated in the *Undang-Undang No. 8 Tahun 2016* concerning Persons with Disabilities, Article 13, which includes: voting and being elected to public office; channeling political aspirations, both written and oral; choosing political parties and/or individuals participating in general elections; forming, becoming members of, and/or officials of community organizations and/or political parties; forming and joining Disability Organizations and representing Persons with Disabilities at the local, national, and international levels; actively participating in general election systems, gubernatorial elections, regents/mayor elections, and village head or other names elections, and obtaining political education.



Figure 1. Braille Aid Tool
Source: Processed by researchers, 2024

Another obstacle faced by disabled voters is the uncertainty of the rules given by the election organizers, such as the *Komisi Pemilihan Umum (KPU)* which does not allow voters whose ID cards are different from the voting location address, and if they still want to vote at that location, then disabled voters must have a letter of introduction A5, while the Election Supervisory Board (*BAWASLU*) allows disabled voters to vote at any polling place during the election, even if they have a different address. This causes confusion for disabled voters because there are no definite rules.

The Sukabumi City *KPU* realizes the need for a deep understanding of the challenges and obstacles faced by disabled voters. Through a series of research and consultations with experts, community organizations, and individuals with direct experience, the Sukabumi City *KPU* comprehensively maps all aspects influencing the participation of disabled voters. This includes aspects of physical, information, and social accessibility, as well as specific needs that must be met for their participation to be realized.

With this deep understanding, the Sukabumi City *KPU* formulates a series of strategic actions. Firstly, they focus on improving physical accessibility at polling stations (*TPS*). Through cooperation with local governments and other stakeholders, the Sukabumi City *KPU* ensures that every *TPS* is equipped with disability-friendly facilities, such as easy access, suitable toilet facilities, and special parking areas.

Furthermore, the Sukabumi City *KPU* also takes steps to expand access to information about the voting process for disabled voters. They use various media, ranging from social media to print materials and local radio broadcasts, to disseminate clear and easily understandable information about voting procedures, *TPS* locations, and voter rights. Additionally, they provide consultation and assistance services for disabled voters who need additional information or technical assistance.

Next, in an effort to increase the participation of disabled voters, the Sukabumi City *KPU* actively collaborates with civil society organizations and disability advocacy groups. They hold discussion forums, workshops, and regular meetings to listen to the aspirations and direct needs of the disability community. This collaboration allows the Sukabumi City *KPU* to develop policies and programs that are more responsive to the needs of disabled voters.

Furthermore, the Sukabumi City *KPU* strengthens the training and capacity of polling station officers to serve disabled voters well. They hold regular training sessions covering aspects such as cultural sensitivity, effective communication, and special service techniques for disabled voters. This aims to ensure that every disabled voter is warmly welcomed and fully supported when exercising their right to vote.

Additionally, the Sukabumi City *KPU* is committed to continually evaluating and improving all policies and programs they have implemented. They continuously gather feedback from disabled voters and other stakeholders, and use this information to enhance their services sustainably.

With this series of actions, the Sukabumi City *KPU* hopes to create an inclusive and supportive environment for all voters, including those with disabilities. They believe that through hard work, cooperation, and awareness of the importance of the participation of all citizens, the 2024 Elections in Sukabumi City can serve as an example of success in realizing true and inclusive democracy.

Based on research findings describing the efforts of the Sukabumi City *Komisi Pemilihan Umum (KPU)* in increasing the participation of disabled voters in the 2024 Elections, there is relevant linkage with the concept of action selection in the theory presented by Salusu (2015).

In the theory of action selection, the importance of strategic planning to achieve organizational goals is emphasized. The implementation of strategies must be tailored to the resources available to ensure the organization's main objectives are achieved. There are several aspects of the research findings that reflect these principles:

1. Strategic Planning:

The Sukabumi City *KPU* conducts comprehensive evaluations of existing voting infrastructure and processes, and identifies obstacles faced by disabled voters.

Based on these evaluation results, the Sukabumi City *KPU* formulates a series of strategic actions to increase the participation of disabled voters, including improving physical accessibility at polling stations, enhancing information access, collaborating with civil society organizations, and enhancing the capacity of polling station officers.

2. Appropriate Action Selection:

The actions chosen by the Sukabumi City *KPU* to increase the participation of disabled voters are tailored to the resources available. For example, they conduct regular training for polling station officers, considering aspects such as cultural sensitivity, effective communication, and special service techniques for disabled voters.

3. Effective Strategy Implementation:

The Sukabumi City *KPU* not only formulates improvement plans but also takes tangible actions such as improving physical accessibility, using social media and other media to disseminate information, and collaborating with relevant parties to support the participation of disabled voters.

Thus, the research findings indicate that the Sukabumi City *KPU* has applied the principles of strategic planning and appropriate action selection in accordance with the theory proposed by Salusu (2015). This effective strategy implementation leads to more targeted and successful efforts to increase the participation of disabled voters in the 2024 Elections in Sukabumi City.

Resource Constraints of the Sukabumi City *Komisi Pemilihan Umum* in Enhancing the Participation of Disabled Voters in the 2024 Elections.

Resource constraints pose a significant challenge for the Sukabumi City *Komisi Pemilihan Umum* (*KPU*) in its efforts to increase the participation of disabled voters in the 2024 Elections. Despite having strong determination and commitment to create an inclusive election, the Sukabumi City *KPU* must face various obstacles related to its resource constraints.

Firstly, budget limitations are one of the main factors affecting the Sukabumi City *KPU*'s ability to implement programs supporting the participation of disabled voters. In the context of the 2024 Elections, the Sukabumi City *KPU* faces financial constraints to conduct training, socialization campaigns, infrastructure development for accessibility, and procurement of special facilities for disabled voters at each Polling Station (*TPS*).

Furthermore, personnel constraints are also a significant obstacle. The Sukabumi City *KPU* has a limited team to coordinate and implement various programs aimed at increasing the participation of disabled voters. Limited personnel may restrict the *KPU*'s ability to monitor and comprehensively evaluate the implementation of these inclusion programs.

Infrastructure limitations are also factors that need to be considered. Sukabumi City has limitations in physical infrastructure, such as difficult road access in some areas, which can hinder efforts to improve accessibility for disabled voters to *TPS*. Additionally, physical accessibility limitations can hinder efforts to provide adequate facilities for disabled voters at each *TPS*.

Moreover, the lack of awareness and understanding of the importance of including disabled voters among the general public is also a challenge faced by the Sukabumi City *KPU*. Although the *KPU* strives to increase awareness through socialization campaigns, these efforts may not always be effective without strong support from various stakeholders, including the mass media, civil society organizations, and local governments.

Time constraints are also a factor to consider. The preparation and implementation of the 2024 Elections require significant time and effort from the Sukabumi City *KPU*. The *KPU* faces high time pressure to complete all preparations and implement inclusion programs for disabled voters, so time constraints can be a significant obstacle.

Despite facing various resource constraints, the Sukabumi City *KPU* does not give up on efforts to increase the participation of disabled voters in the 2024 Elections. They continue to seek creative and innovative solutions, such as engaging strategic partners, utilizing information technology, and optimizing available resources. With spirit and hard work, it is hoped that the Sukabumi City *KPU* can overcome these constraints and realize an inclusive and democratic election for all citizens of Sukabumi City, including disabled voters.

The research findings highlighting the resource constraints of the Sukabumi City *Komisi Pemilihan Umum (KPU)* in increasing the participation of disabled voters in the 2024 Elections can be associated with the concept of resource constraints in the theory presented by Salusu (2015).

In the theory of resource constraints, it is explained that resources are essential elements as supporters of the implementation of an activity. If these resources are inadequate, it will have a significant impact on the performance that can be achieved. The following are the connections of the research findings with the theory of resource constraints:

1. Budget Constraints:

One of the main constraints faced by the Sukabumi City *KPU* is budget constraints to implement programs supporting the participation of disabled voters. Limited budgets affect the *KPU's* ability to conduct training, socialization campaigns, infrastructure development for accessibility, and procurement of special facilities for disabled voters at *TPS*.

2. Personnel Constraints:

In addition to the budget, personnel constraints are also a significant obstacle for the Sukabumi City *KPU*. Limited personnel may restrict the *KPU's* ability to coordinate and implement inclusion programs effectively.

3. Infrastructure Constraints:

Physical infrastructure limitations, such as difficult road access in some areas, also hinder the Sukabumi City *KPU's* efforts to improve accessibility for disabled voters to *TPS*.

4. Time Constraints:

The preparation and implementation of the 2024 Elections require significant time and effort from the Sukabumi City *KPU*. Time constraints are an additional obstacle that can affect the readiness and smooth implementation of inclusion programs.

By linking the research findings with the theory of resource constraints, we understand that the challenges faced by the Sukabumi City *KPU* in increasing the participation of disabled voters are not solely issues of desire or commitment but also related to the availability and management of existing resources. Therefore, effectively addressing resource constraints is key to ensuring the successful implementation of inclusion strategies for disabled voters in the context of general

elections.

E. CONCLUSION

Based on the research results and discussions conducted on the Strategy *Komisi Pemilihan Umum (KPU)* in Increasing Disability Voter Participation in the 2024 Elections in Sukabumi City (a case study of the 2019 simultaneous elections), it can be concluded:

1. Long-Term Formulation of the Sukabumi City *Komisi Pemilihan Umum*
The Sukabumi City *Komisi Pemilihan Umum (KPU)* depicts a strong commitment to enhancing disability voter participation in the 2024 Elections. They realize that the participation of all citizens, regardless of background or condition, is the essence of true democracy.
2. Action Selection by the Sukabumi City *Komisi Pemilihan Umum*
The Sukabumi City *KPU* has taken various strategic steps to increase disability voter participation. This includes improving physical and informational accessibility, collaborating with civil society organizations, training polling station personnel, and continuously evaluating and improving inclusion programs.
3. Resource Constraints of the Sukabumi City *Komisi Pemilihan Umum*
Despite their strong determination, the Sukabumi City *KPU* faces resource constraints, including budget, personnel, infrastructure, public awareness, and time. However, they continue to strive to overcome these challenges with creative and innovative solutions, aiming to create an inclusive and democratic election for all citizens, including disabled voters.

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