

BURDEN OF PROVING WORK ABSENCE IN OVERTIME WAGE CLAIMS

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Abstract

The appointment of Acting Regional Heads in Indonesia is regulated by Minister of Home Affairs Regulation Number 4 of 2023, which is a response to the need to maintain continuity of regional government during the transition period leading up to the implementation of simultaneous regional elections. This regulation outlines the mechanism for appointing Acting Regional Heads, which involves a proposal from the Minister of Home Affairs to the President for Acting Governors, and from the Governor to the Minister of Home Affairs for Acting Regents/Mayors. Criteria that must be met by acting candidates include being from high-ranking officials at the middle or pratama levels. In the context of simultaneous regional elections, the appointment of Acting Regional Heads must take into account aspects of neutrality and independence. Acting Regional Heads are required to refrain from engaging in practical political activities, not using state facilities to support certain candidates, and not making significant changes to the bureaucratic structure that could affect the neutrality of the State Civil Apparatus (ASN). Strict monitoring and reporting mechanisms are implemented to ensure that Acting Regional Heads carry out their duties with integrity and transparency. The implementation of this regulation aims to ensure that the simultaneous regional elections process runs fairly and democratically, without any intervention that could undermine public confidence in the election results. The Acting Regional Head plays a key role in maintaining the stability of regional government during the transition period, as well as supporting the implementation of regional elections that are free from fraud and violations.

Keywords: Acting Regional Head, Simultaneous Regional Elections, Minister of Home Affairs Regulation, Neutrality, Regional Government

INTRODUCTION

Indonesia as a country based on law and democracy has various characteristics and dynamics that reflect the application of legal and democratic principles. Indonesia affirms itself as a country based on law in Article 1 paragraph (3) of the 1945 Constitution of the Republic of Indonesia (hereinafter abbreviated as the 1945 Constitution), which states: "The State of Indonesia is a country based on law." This means that all actions of the government and citizens must be based on applicable law. Likewise, Indonesia, as a modern country, has a government system that is specifically regulated in the 1945 Constitution as one of the highest sources of state law after Pancasila. (Susilo & Roesli, 2018).

The concept of a state based on the rule of law in Indonesia emphasizes that government must be run based on applicable law, which includes the state constitution, laws and regulations, and principles of justice. In the Indonesian context, the principle of a state based on the rule of law is reflected in various aspects, including the 1945 Constitution, which serves as the constitutional foundation for the country. All state institutions and citizens are expected to comply with the provisions contained in the 1945 Constitution. In other words, the 1945 Constitution serves as a constitution or basic law that regulates all aspects of national life and serves as the primary guideline for state administration.

Governance, broadly defined, encompasses all matters undertaken by the state to ensure the welfare of its people. Government requires a system to achieve its goals and maintain state stability. A system of government itself is defined as a system that regulates the distribution of power between organs in order to serve the interests of the people. Therefore, the government is not defined as merely carrying out executive duties, but also encompasses legislative and judicial duties. (Sukadi, 2021). Regarding the Indonesian government system, the 1945 Constitution regulates the government system through its respective implementing organs. The President and Vice President command the executive branch, the People's Consultative Assembly (MPR), the House of Representatives (DPR), and the Regional Representative Council (DPD) command the legislative branch, and the Supreme Court (MA) and the Constitutional Court (MK) command the judicial branch. All must have clear authority so that the wheels of Indonesian government can run stably and support each other.

Post-reform, Indonesia has experienced significant progress in terms of democracy. Some key points that mark the development of democracy in Indonesia after the reform era include that Indonesia has undergone a series of relatively free and fair general elections since the reform began in 1998. These elections involved the participation of various political parties, and voters had the opportunity to elect their representatives at various levels of government, including the president, members of the House of Representatives (DPR) and the Regional Representative Council (DPD), and regional heads.

Democracy believes that general elections (elections) have a very important role in determining the future of the nation. (Assyayuti, 2022). The implementation of elections is crucial for a democratic country like Indonesia. Besides fulfilling the constitutional mandate, elections are also crucial for the future of a nation. The democratic celebration at the regional head and deputy head levels will be held simultaneously. The purpose of these regional head elections is to produce a legitimate regional head profile. (Micozzi, 2013).

To welcome this democratic celebration, preparations began in May 2022, including the filling of regional head positions for five governors, 37 regents, and six mayors. Therefore, the government, through the Minister of Home Affairs and the House of Representatives (DPR), has committed to maintaining the existing legal instruments (legislation) governing the implementation of regional elections. This means Law Number 1 of 2015 concerning the Election of Governors, Regents, and Mayors, which will serve as the legal basis for regional elections throughout Indonesia. The total number of acting regional heads to be appointed by the government by 2024 is 272. A series of complementary laws

will be enacted to regulate various scheduling arrangements and other policies leading up to the implementation of national regional elections.

Through Article 201 of Law Number 10 of 2016 concerning the Second Amendment to Law Number 1 of 2015 concerning the Stipulation of Government Regulation in Lieu of Law Number 1 of 2014 concerning the Election of Governors, Regents, and Mayors into Law, it was decided to cancel the implementation of regional elections for regions that should have held elections in 2022 and 2023 and held simultaneously in November 2024. As a result of the postponement, of course there was a vacuum or vacuum in government activities to provide services to the public starting on May 15, 2022.

Referring to the mechanism for appointing acting regional heads, Article 86 of Law Number 23 of 2014 concerning Regional Government stipulates: The President appoints acting governors upon the recommendation of the Minister of Home Affairs, and the Minister of Home Affairs appoints acting regents or mayors upon the recommendation of the Governor. Therefore, the determination or appointment of appointed officials has a crucial and strategic significance for various political forces at the national level. For political parties, regional elections are not merely an arena for democratic competition, but also a momentum to gain political prestige. (Kurnia & Rizari, 2019).

The independence of acting regional heads is a key factor in maintaining legal and democratic legitimacy in the context of direct regional elections (Pilkada). Regional head elections (Pilkada) are a key pillar of democracy in Indonesia, and the independence of acting regional heads has significant implications for the democratization process. Independent acting regional heads ensure that the Pilkada process is conducted in accordance with applicable law. They must maintain neutrality and not be influenced by political interests or pressure from any party. This ensures that the Pilkada results will have strong legal legitimacy, and decisions made by the regional government will be recognized as legitimate by the public and legal institutions.

However, on the other hand, it cannot be denied that the appointment of acting regional heads raises a number of new legal issues. The appointment of acting regional heads lacks a clear and firm legal framework and reference. The latest problematic phenomenon in the appointment of acting regional heads is the involvement of active members of the Indonesian National Armed Forces (TNI) and Indonesian National Police (Polri) as acting regional heads. This is despite the fact that one of the mandates of reform is the elimination of the dual function of the Indonesian National Armed Forces (ABRI) and the strengthening of civil society. Normatively, the placement of TNI/Polri members as acting regional heads violates several provisions, including Law Number 34 of 2004 concerning the Indonesian National Armed Forces, Law Number 2 of 2002 concerning the Indonesian National Police, Law Number 5 of 2014 concerning the State Civil Apparatus, and the Regional Head Election Law. Therefore, the appointment of acting regional heads from active members of the TNI and Polri has betrayed the mandate of reform and undermined the democracy that has been established. Furthermore, the appointment of acting regional heads from active members of the TNI and Polri violates statutory regulations. Legislation clearly stipulates that active-duty officers must resign before being able to assume other positions in designated sectors. There are concerns that this potential for maladministration could spread further into the civilian sphere if left unchecked.

Another important thing to highlight is that the appointment of acting regional heads is far from the spirit of democracy. One of the principles of democracy is public involvement in state policy-making and in the process of state administration. The appointment of acting regional heads violates the principles of democracy itself. Article 1 paragraph (2) of the 1945 Constitution of the Republic of Indonesia (NRI) states that "sovereignty rests with the people and is implemented according to the Constitution." Furthermore, Article 18 paragraph (3) of

the 1945 Constitution of the Republic of Indonesia states that "Governors, Regents, and Mayors, respectively, as heads of provincial, district, and city governments, are elected democratically." In the minutes of the constitutional amendments to the debate on Article 18 of the 1945 Constitution, the phrase "democratically elected" provides the alternative of being elected directly by the people or being elected indirectly through the Regional People's Representative Council (DPRD).

Based on the background explanation above, the author is interested in conducting a study entitled "Appointment of Acting Regional Heads Based on the Minister of Home Affairs Regulation Number 4 of 2023 Relating to the Simultaneous Regional Election Process in Indonesia." The problem formulation set out in this study is as follows:

1. What is the Mechanism for Appointing Acting Regional Heads in Indonesia based on the Regulation of the Minister of Home Affairs Number 4 of 2023??
2. What are the Limits to the Authority of Acting Regional Heads in Maintaining Independence? Relating to the Implementation Process Simultaneous Regional Elections in Indonesia?
3. What are the legal implications for Acting Regional Heads who do not maintain independence in relation to the simultaneous regional election process? in Indonesia?

RESEARCH METHODS

This research is a normative juridical study, namely a process to discover legal rules, legal principles, and legal doctrines to address the legal issues faced (Marzuki, 2010). The approaches used are the legislative approach and the conceptual approach. The legal materials used to analyze the legal issues studied consist of primary legal materials, secondary legal materials, and tertiary legal materials. Data collection techniques are carried out through literature studies obtained from various book references, scientific journals, and other written works (Soekanto & Mamudji, 2014), in this case the associated with Appointment of Acting Regional Heads Based on Minister of Home Affairs Regulation Number 4 of 2023 Concerning the Simultaneous Regional Election Process in Indonesia.

RESULT AND DISCUSSION

The Mechanism for Appointing Acting Regional Heads in Indonesia Based on the Regulation of the Minister of Home Affairs Number 4 of 2023

Democracies believe that general elections (pemilu) play a crucial role in determining the future of the nation. The holding of elections is crucial for a democratic country like Indonesia. Besides fulfilling the constitutional mandate, elections are also crucial for the future survival of a nation (Micozzi, 2013).

May 2022 marked the start of the appointment of Acting Regional Heads throughout Indonesia, consisting of 5 Governors, 37 Regents, and 6 Mayors. The Acting Regional Heads appointed in 2022 were 101 Acting Regional Heads and 271 for 2023 (Abustan, 2022). This appointment is a mandate from Article 201 paragraph (10) of the Regional Election Law. The position of Governor will be replaced by an Acting Governor who has a position as a middle-ranking leader. Then, Article 201 paragraph (11) mandates that the filling of the vacant position of Regent or Mayor is replaced by an Acting Regent or Mayor who comes from the Pratama High Leadership Position. This also refers to the mechanism regarding the procedures for appointing acting regional heads, in the provisions of Article 86 of Law Number 23 of 2014 concerning Regional Government it has been emphasized that "The President appoints the acting Governor upon the recommendation of the Minister of Home Affairs and the Minister of Home Affairs determines who will be the acting Regent or Mayor upon the recommendation of the Governor" (Kurnia & Rizari, 2019).

The determination or appointment of appointed officials is crucial and highly strategic

for various political forces at the national level. For political parties, regional elections are not merely an arena for democratic competition but also a momentum to gain political prestige. In 2023, the Minister of Home Affairs also issued Ministerial Regulation No. 4 of 2023. Regarding Acting Governors, Acting Regents, and Acting Mayors. The total number of acting regional heads to be appointed by the government by 2024 is 272, equal to half the total number of provinces and regencies/cities in Indonesia.

Based on the Minister of Home Affairs Regulation, the requirements for the Acting Regional Head to be appointed must meet several requirements, namely:

1. Have experience in organizing government;
2. ASN officials or officials in ASN positions are positioned as JPT Madya in the Central Government area or in the Regional Government area for candidates for Acting Governor and are positioned as JPT Pratama in the Regional Government area for candidates for Acting Regent and Acting Mayor;
3. Have good grades in employee assessments for the last three years;
4. Never received any serious disciplinary punishment;
5. Physically and mentally healthy.

As explained in Article 5 of Home Affairs Ministerial Regulation No. 4 of 2023, the Acting Governor is proposed by the Minister and the Chairperson of the Provincial DPRD. The Minister has the authority to appoint three candidates for Acting Governor who are deemed to meet the requirements. The Minister may also accept proposals from Ministries or Non-Ministerial Government Institutions. Similarly, the Chairperson of the Provincial DPRD may also propose three candidates for Acting Governor who are deemed qualified. Article 4 explains that after six candidates for Acting Governor are proposed, three candidates will be selected and then submitted to the President through the Minister of State Secretary, who will then consider and finally determine them by Presidential Decree.

The appointment of Acting Regent and Acting Mayor as explained in Article 9 begins with a proposal made by the Minister, Governor, and the Chairperson of the Regency or City DPRD. The Minister is authorized to propose three candidates for Acting Regent and Acting Mayor who are deemed to meet the requirements. The Minister can also accept proposals from Ministries or non-ministerial Government Institutions. Then the Governor is also authorized to propose three candidates for Acting Regent and Acting Mayor who are deemed to meet the requirements to the Minister. Similar to the Minister and Governor, the Chairperson of the DPRD is also authorized to propose three candidates for Acting Regent and Acting Mayor to the Minister. After the proposal of six candidates for Acting Regent and Acting Mayor, the Minister will narrow down and can accept proposals from Ministries or non-ministerial government institutions. Then the Minister will submit the three proposed candidates for Acting Regent and Acting Mayor to the President through the Minister of State Secretary for assessment before finally being determined in a Ministerial Decree. This is stipulated in Article 10.

In essence, the mechanism for appointing Acting Regional Heads in Indonesia is further regulated through Implementing Regulations issued by the Minister of Home Affairs so that it can be implemented in an open, transparent, and accountable manner while taking into account the principles of democracy as referred to in Constitutional Court Decision Number 15/PUU-XX/2022.

Limitations on the Authority of Acting Regional Heads in Maintaining Independence in Relation to the Process of Implementing Simultaneous Regional Elections in Indonesia

Several potential issues arise related to the appointment of acting regional heads before the simultaneous regional elections. One is the term of office of acting regional heads, which is considered quite long, exceeding half the term of regional heads directly elected by

the public. This length of term significantly impacts the level of accountability and public acceptability of the acting actor's performance, which can have positive or negative effects that correlate with public opinion. Maintaining the independence of acting regional heads is also a crucial issue that must be monitored due to the potential for political intervention and co-option, which are considered quite vulnerable. This is evident now, with intense political lobbying for acting positions. This lobbying involves a number of politicians and political parties.

Furthermore, the quality of democracy is also affected by the acceptability of acting regional heads in the eyes of legislators, who question the figures, who are not local residents and are therefore considered to lack understanding of the issues in the region. The stigma that they are unfamiliar with regional characteristics is certainly justified, leading to public suspicion that the acting heads are merely "puppets" of the central government. Resistance from the Regional People's Representative Council (DPRD) to acting regional heads who are perceived to have failed in administering regional government is also undeniable. This resistance can ultimately "spark" unrest and tension between the legislative and executive branches in the region, resulting in development budgets "stagnant" at the DPRD approval level. Imagine if the development budget were to be halted for two years, the impact would be significant and far-reaching. Infrastructure projects such as roads, bridges, schools, hospitals, and other public facilities would be halted. Without budget allocations for development, repairs and improvements to public service facilities such as health, education, and administrative services could be disrupted, reducing the quality of service to the public.

The issue of civil servant neutrality still frequently arises in regional elections. Civil servant neutrality in political contestation is a study of civil service law. As Utrecht argued, administrative law examines the special legal relationships established to enable state administrative officials (*amsdragers*) to carry out their specific duties.⁷ On the one hand, civil servants are government officials required to carry out government duties to provide public services, while on the other hand, civil servants are also members of society who have political and economic interests related to their choices in regional elections. Often, these interests are more dominant, so that what is expected as an honest and fair election is not met (Sutrisno, 2019).

Therefore, the Acting Regional Head is obliged to carry out his duties in accordance with statutory regulations. Based on Article 65 Paragraph (2) of Law Number 9 of 2015 concerning the Second Amendment to Law Number 23 of 2014 concerning Regional Government, the Acting Head has the following duties and authorities:

1. Proposing a Draft Regional Regulation;
2. Issue regional regulations that have been agreed with the DPRD;
3. Issuing regional regulations and regional head decisions;
4. Act in response to an emergency;
5. Exercising authority as regulated in laws and regulations.

The limitations of the authority given to the Acting Regional Head as regulated in the Letter of the Head of the State Civil Service Agency (BKN) Number K.26-30/V.100-2/99 concerning the Explanation of the Authority of the Acting Regional Head, are prohibitions in the following matters:

1. Transferring ASN;
2. Cancel existing permits and/or issue permits that conflict with those issued by the previous Regional Head;
3. Issuing policies related to regional expansion that are contrary to the policies of the previous Regional Head;
4. Issuing policies that are contrary to the governance policies and development programs of the previous Regional Head.

The prohibitions stipulated by the National Civil Service Agency (BKN) also aim to maintain the neutrality of Acting Regional Heads, preventing them from promoting their image or implementing policies that could benefit certain groups. Specifically, the prohibition on civil servant transfers also refers to Article 71, paragraph 2 of Law Number 10 of 2016 concerning the Election of Governors, Regents, and Mayors. The article stipulates that the Regent and Deputy Regent are prohibited from replacing officials six months before the candidate pair is determined until the end of their term. However, if the policy is approved in writing by the Minister of Home Affairs, it is permitted.

In addition, Acting Regional Heads are also prohibited from participating in the Simultaneous Regional Election contest as regulated in Article 7 paragraph (2) letter q of Law Number 10 of 2016 concerning the election of governors, district heads, and mayors. Moreover, if there are Acting Regional Heads who will nominate themselves as Regional Heads through the Election contest, then the person concerned must resign and report to the Ministry of Home Affairs no later than 40 days before the registration period for prospective regional head candidates.

Basically, the Acting Regional Head in carrying out his duties also has financial rights and protocol rights like the Definitive Regional Head as explained in Article 15 paragraph (1), (2) letters a, b, and c and paragraph (3) of Permendari No. 4 of 2023. The authority of the acting regional head is the same as the acting regional head, because the acting existence is to dynamize the authority that exists in the static position (Bakri & Jeddawi, 2024). However, the use of the Acting Regional Head's authority has limitations to prevent the acting regional head from using excessive authority, using unlawful authority and avoiding the use of authority to favor certain interests. This is because the position of the Acting Regional Head is weak compared to the Definitive Regional Head who is elected through the regional election process.

Legal Impact on Acting Regional Heads Who Are Not Independent Regarding the Process of Implementing Simultaneous Regional Elections in Indonesia

An acting head is someone who holds a position to replace a vacant position. Regulations regarding the mechanism for appointing an acting regional head can be found in various laws and regulations. 18 In the context of Indonesian constitutional law, there are two reasons why a regional head is unable or prevented from carrying out his duties, either temporarily or permanently. Temporary impediment means that the regional head cannot carry out his duties for a temporary period. Permanent impediment means that the regional head has been dismissed or resigned and is no longer serving.

The government must provide guarantees to these officials. Even though they are appointed, they will maintain independence and impartiality to any of the contestants in the upcoming elections. This guarantee, he continued, is a form of anticipation of the political repercussions the government will face regarding the appointment of acting regional heads ahead of the 2024 Simultaneous General Elections and Regional Head Elections. Providing such guarantees is one way to prevent political issues from escalating.

The National Civil Service Agency (BKN) highlighted several news reports related to Acting Regional Heads who were removed from their positions due to alleged ASN violations ahead of the 2024 Election. The BKN emphasized that Acting Regional Heads who are not neutral will potentially face disciplinary sanctions. Acting Regional Heads actually still have the status of ASN, so their disciplinary sanctions still refer to ASN punishment regulations. Disciplinary penalties for violations of ASN neutrality have also been stipulated in a Joint Decree (SKB) of 5 (five) Ministers, namely the Minister of Administrative and Bureaucratic Reform (Menpan RB), the Minister of Home Affairs (Mendagri), the Head of the State Civil Service Agency (BKN), the Chair of the State Civil Service Commission (KASN), and the

Chair of the General Elections Supervisory Body (Bawaslu), which was agreed on September 22, 2022 (BKN, 2023). The level of disciplinary sanctions imposed on ASN employees who are proven to be directly involved in practical politics is no longer light, but the sanctions given can range from moderate to severe disciplinary sanctions, ranging from warnings, postponement of promotions, to dismissal from ASN status, and even criminal sanctions can be imposed.

The prohibition on the involvement of ASN, Police, TNI, Village Heads, Village Officials, and BPD is stipulated in Article 280 Paragraph (2) of Law Number 7 of 2017 concerning General Elections. Meanwhile, in Article 282 and Article 283 in conjunction with Article 547, there is no general prohibition for ASN, but only for state officials. Article 282 states that "State officials, structural officials, and functional officials in civil service, as well as village heads are prohibited from making decisions and/or carrying out actions that benefit or harm one of the Election Participants during the Campaign period." Furthermore, Article 283 also states that (1) State officials, structural officials, and functional officials in civil service, as well as other state civil servants are prohibited from carrying out activities that lead to bias towards Election Participants before, during, and after the Campaign period. (2) The prohibition as referred to in paragraph (1) includes meetings, invitations, appeals, calls or giving goods to state civil servants in their work unit environment, family members, and the community. The criminal sanctions are explained in Article 547 with a maximum prison sentence of 3 (three) years and a maximum fine of Rp. 36,000,000.00 (thirty-six million rupiah).

The General Elections Supervisory Agency (Bawaslu) has the authority to follow up on reports of violations of neutrality by Acting Regional Heads. Bawaslu can recommend corrective action to be taken by the Ministry of Home Affairs or local governments. A lack of neutrality by Acting Regional Heads can lead to public distrust in the election results. If significant violations are proven, the election results can be challenged and potentially annulled by the Constitutional Court or other judicial institutions (Hasanah & Rejeki, 2021).

In addition, the prohibition on ASN not being neutral is also regulated in Law Number 10 of 2016 concerning Regional Head Elections, there are two strict rules, namely Article 70 paragraph (1) which emphasizes that candidate pairs are prohibited from involving ASN members of the Police and TNI members. Violators are subject to a maximum criminal sanction of 6 months in prison and a maximum fine of 6 million according to Article 189. Meanwhile, Article 71 paragraph (1) states that state officials, state civil servant officials, and Village Heads or other titles/Lurah are prohibited from making decisions and/or actions that benefit or harm one of the candidates during the Campaign period. Violations of these provisions are subject to criminal sanctions of a maximum of 6 months in prison and a maximum fine of 6 million based on Article 188.

CONCLUSIONS

This research emphasizes the crucial role of elections in shaping a nation's future, particularly in a democracy like Indonesia. The appointment of interim regional heads in 2022 and 2023, as mandated by the election law, highlights the strategic importance of these positions and the complex selection process involving various political entities at the national level. The selection criteria for these interim regional heads emphasize the importance of experience, integrity, and health, while ensuring a transparent and accountable process in accordance with democratic principles and the constitutional mandate.

The appointment of Acting Regional Heads in 2022 and 2023, as mandated by the election law, highlights the strategic importance of these positions and the complex selection process involving various political entities at the national level. The criteria for selecting these interim regional heads emphasize the importance of experience, integrity, and health, while

ensuring a transparent and accountable process in accordance with democratic principles and the constitutional mandate. Essentially, the prohibitions stipulated by the National Civil Service Agency (BKN) regarding the neutrality of Acting Regional Heads aim to prevent image-building or policies that could benefit certain groups. Specifically, the prohibition on civil servant transfers also refers to Article 71 paragraph 2 of Law Number 10 of 2016 concerning the Election of Governors, Regents, and Mayors. This article stipulates, among other things, that Regents and Deputy Regents are prohibited from replacing officials six months before the determination of candidate pairs until the end of their term.

Acting Regional Heads have a significant responsibility to maintain neutrality and independence during the simultaneous regional elections. Violation of this principle not only undermines the integrity of the election but also carries serious legal consequences. Therefore, it is crucial for Acting Regional Heads to understand and comply with applicable regulations to ensure a fair and transparent democratic process. Acting Regional Heads found to be non-neutral may be subject to administrative sanctions by the Ministry of Home Affairs. These sanctions can include a written warning, demotion, or even dismissal from their position as Acting Regional Head. Acting Regional Heads who violate the ASN code of ethics may be subject to ethical sanctions issued by the ASN Commission or other relevant institutions. These sanctions can range from warnings, postponement of promotions, to dismissal from ASN status.

To address the issue of the Acting Regional Head's lack of neutrality, both in terms of his appointment and the Acting Head's own policies, the author suggests returning the authority of the Regency/City and Provincial DPRD Institutions as the owners of the people's voice to strictly select them. The selection process may only be carried out by DPRD members as an appropriate step to prevent intervention from the Central Government which is certainly easily intervened by the interests of the ruling political elite. However, before the election by the DPRD, an administrative selection must first be carried out with the involvement of independent elements such as the State Civil Service Commission (KASN) and the Election Supervisory Agency (Bawaslu).

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