

SOCIAL IMPACT OF IMPLEMENTATION OF INCLUSIVE MANPOWER PROGRAM FOR PERSONS WITH DISABILITIES

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Abstract— The number of workers with disabilities in formal state-owned and private companies continues to increase. Based on data from the Manpower Office in 2019, the number of disabled workers in 2017 was 4,286 people. This amount accounts for 0.90 percent of the total workforce in Indonesia. Meanwhile, in 2018 there was an increase which made the number increase to 4,537 people or, 0.96 percent of the total number of workers in Indonesia. The figure is indeed increasing, but the number of disabled workers has not met the quota target for disabled workers of 2 percent for BUMN/BUMD and the quota of 1 percent for private companies. The provisions regarding the quota for workers with disabilities are regulated in the UU No. 8 Paragraph 53/2016 concerning persons with disabilities.

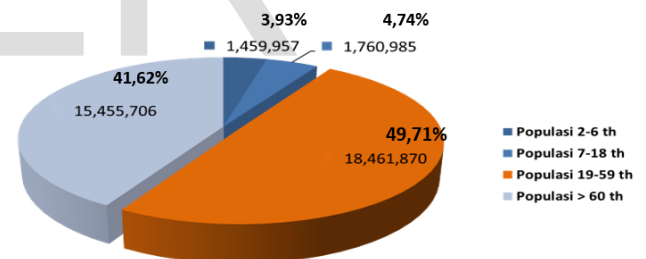
Keywords— Disabilities, employment, Socia Impactl, Historical Aspect, Philosophical Aspect, Juridical Aspect

I. INTRODUCTION

Work is an obligation and a dream for everyone to meet the needs of life, including people with disabilities. Problems regarding employment are experienced by many regions. These problems include low job opportunities, low education, unequal distribution of the workforce, increasing unemployment and particularly low job opportunities for persons with disabilities. Many factors are the main causes of these problems, including the availability of job opportunities with the number of the existing workforce, the low job opportunities resulting in the increasing number of unemployment and poverty rates. Work is a right for everyone, including persons with disabilities. Persons with disabilities are part of the community who have the right to work according to their level of disability, which is reinforced in UU No.13 Tahun 2003 concerning Manpower which states that employers who employ persons with disabilities are required to provide protection according to their level of disability (KEMENPERIN, 2003). Even though it is regulated in the law, the rights of persons with disabilities are still often discriminated against by companies when recruiting and even in the workplace. One of the groups with social welfare problems that often experience discrimination, exclusion and neglect is the disability group.

The existence of persons with disabilities in the world of work has not yet been “recognized”, and it is not uncommon for them to not get job opportunities in government and companies, because of their physical condition. Persons with disabilities often face difficulties in obtaining skills training and in their search for work. So far, society's stigma and discrimination against persons with disabilities are very clear, especially in terms of work, because it is considered that persons with disabilities cannot do work according to the standards of normal people, so it is not surprising that many companies are still doubtful about the abilities and work

results of people with disabilities. The current high number of unemployed, exacerbates the problem of people with disabilities having to compete for opportunities with those who are physically normal. In the era of globalization, job competition is increasing, forcing everyone to master certain skills and abilities to get a job, including for people with disabilities.



Age of Disability	Population (37,138,518)	%
Population 2-6 th	1,459,957	3.93%
Population 7-18 th	1,760,985	4.74%
Population 19-59 th	18,461,870	49.71%
Populasi > 60 th	15,455,706	41.62%

Fig 1. Age of Disability
 Source : Researcher

The chart above can be interpreted that from the number of persons with disabilities, aged 2-6 years, there are 1,459,957 people; aged 7-8 years there are 1,760,985 people; There are 18,461,870 people aged 19-59 years, and 15,455,706 people aged > 60 years. Persons with disabilities aged 19-59 years are in productive age, meaning that they have potential job opportunities, which are 18,461,870. Furthermore, productive age can also mean that if people with disabilities work, they will be able to play a role in the company, and can increase their potential in career development.

Disability should not be an obstacle for people with disabilities to get jobs, because Pasal 53 paragraph 1 (one) from UU No. 8 Tahun 2016 obliges the Government, Regional Governments, State-Owned Enterprises, and Regional-Owned Enterprises to employ at least 2 percent of people with disabilities from the total number of employees or workers. Stigma, negative and discriminatory labeling of disability causes them to have difficulty developing their maximum potential, so they are less able to utilize themselves and tend to be dependent on others. These conditions encourage them to become individuals who are not or less empowered in carrying out social life activities so that they experience difficulties in fighting for social functioning (Jones & McVicar, 2020; Patel & Waynforth, 2022).

People with disabilities are viewed from a philosophical aspect, all the limitations contained in persons with disabilities are a form of human diversity as a gift from God Almighty. As Indonesian citizens, the position, rights, obligations and roles of persons with disabilities are the same as other citizens: « Every citizen has the right to work and a decent living for humanity». So everyone has the right to get a decent job without exception people with disabilities also have the right to work and get rewarded for their hard work. The government's efforts in empowering persons with disabilities are through a rehabilitation process that is directed at re-functioning and developing physical, mental and social abilities, so that they can carry out social functions properly according to their talents, interests, abilities, and experiences to interact, communicate, and integrate in society (Borghouts-van de Pas & Freese, 2021).

Persons with disabilities in terms of formal juridical aspects, persons with disabilities have the right to work. This provision has been regulated in UU No.8 TAHUN 2016 concerning Persons with Disabilities. Pasal 53 paragraph one of the Law on Persons with Disabilities states that the government, regional governments, BUMN, and BUMD are required to employ at least 2 percent of the disabled from the total number of employees or workers. The second paragraph reads, private companies are required to employ at least 1 percent of people with disabilities from the total number of employees or workers (Descatha et al., 2020).

II. LITERATURE REVIEW

Ignoring the productive potential of persons with disabilities in the world of work results in losses for society and the state, the ILO estimates that as much as 3-7% of the productivity of persons with disabilities affects the national gross domestic product (GDP).

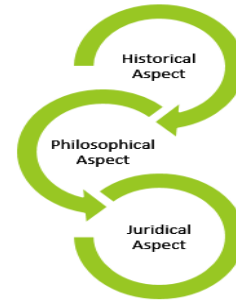


Fig. 2. Aspect of Disability
Source: Researcher

In this research, there are 3 Aspect of Disability:

1. Historical Aspect

People with disabilities in terms of historical aspects, natural conditions in Indonesia are prone to disasters, prone to conflict, poverty rates, high accident rates, and sub-optimal health services, resulting in low levels of public health, these conditions can trigger the emergence of the number of people with disabilities. People with disabilities have various conditions, some have physical disabilities, mental disabilities, and a combination of physical and mental disabilities. The condition of persons with disabilities has an impact on their ability to participate in society, thus requiring the support and assistance of others. Persons with disabilities also face greater difficulties than non-disabled communities such as barriers to accessing public services, education, health, or in terms of employment (Picón-Jaimes et al., 2022).

2. Philosophical Aspect

People with disabilities are viewed from a philosophical aspect, all the limitations contained in persons with disabilities are a form of human diversity as a gift from God Almighty. As citizens of Indonesia, the position, rights, obligations and roles of persons with disabilities are the same as those of other citizens (Mandate of the 1945 Constitution, Pasal 27 paragraph 2): "Every citizen has the right to work and a decent living for humanity". So everyone has the right to get a decent job without exception people with disabilities also have the right to work and get rewarded for their hard work. The government's efforts in empowering persons with disabilities are through a rehabilitation process that is directed at re-functioning and developing physical, mental and social abilities, so that they can carry out social functions properly according to their talents, interests, abilities, and experiences to interact, communicate, and integrate in society (Frazier, 2020).

3. Juridical Aspect

Persons with disabilities in terms of formal juridical aspects, persons with disabilities have the right to work. This provision has been regulated in UU No. 8 Tahun 2016

concerning Persons with Disabilities. Pasal 53 paragraph one of the Law on Persons with Disabilities states that the government, regional governments, BUMN, and BUMD are required to employ at least 2 percent of the disabled from the total number of employees or workers. The second paragraph reads, private companies are required to employ at least 1 percent of people with disabilities from the total number of employees or workers. Meanwhile, Article 145 of the Law on Persons with Disabilities contains criminal sanctions and fines for those who hinder and/or prohibit persons with disabilities from obtaining the right to work. The threat of imprisonment is a maximum of two years and a maximum fine of Rp. 200 million (Florin, 2013).

III. IMPLEMENTATION RESEARCH METHOD

This type of research is descriptive with a mix-method approach (quantitative and qualitative). The research location is determined on a purposive, taking into account the location where the Regional Government and the Company have implemented the Law on the Employment of Persons with Disabilities.

IV. RESULT AND DISCUSSION

A. Validity and Reliability

1. The validity test uses SPSS 20 software, to measure the concept of the material that is the reference in the preparation of the instrument. The validity value can be seen from the Corrected Item Total Correlation 0.30 (Saifudin Azwar in 2012: 163-164) then the item is declared valid. Based on the results of the data analysis of the validity of the items, the items received are items that have the criteria for a validity value of 0.30. The range of validity values of items one to the seventeenth item is 0.302 – 0.940. So that from 17 items all items were accepted, no items fell out.
2. Coefficient method reliability calculation formula Cronbach Alpha, with a reliability index criterion that is said to be good according to Jemari Mardhapi a minimum of 0.70 (2012) (attached) . The estimation of the reliability of the instrument using the Cronbach Alpha formula is shown to be 0.96 (Alpha > 0.7) meaning that the instrument of satisfaction of persons with disabilities to companies or government institutions is said to be reliable.
3. This explains that the social impact instrument of the Implementation of the Inclusive Manpower Program for Persons with Disabilities is valid and reliable and can be said to be feasible to be used as a standard instrument.

B. Profile of Respondent

No	Company	Kabupaten	Number of Workers with Disabilities
1.	PT Anggun Kreasi Garmen	Kabupaten Bantul	7
2.	Yayasan Penyandang Cacat Mandiri Yogyakarta.	Kabupaten Bantul	13
3.	Yayasan CIQAL Yogyakarta	Kabupaten Bantul	9
4.	PT Sport Glove Indonesia	Kabupaten Sleman	7
5.	Kerajinan Kulit Ikan Pari "FANRI"	Kabupaten Sleman	7
6.	Dinas Naker Trans Kab. Bantul	Kabupaten Bantul	1
7.	PT Samitexsewon	Kabupaten Bantul	2
8.	PT Busana Remaja Agracipta	Kabupaten Bantul	15
9.	PT Madubaru	Kabupaten Bantul	2
10.	Balai RTPD Dinas Sosial DIY	Kabupaten Bantul	1
11.	Sheraton Mustika Yogyakarta Resort & Spa	Kabupaten Sleman	2
12.	PT Ameya Livingstyle Indonesia	Kabupaten Bantul	3
13.	PT Mega Andalan Kalasan	Kabupaten Sleman	10
14.	Batik Sogan	Kabupaten Sleman	8

Fig. 2. Number of Workers with Disabilities in Company

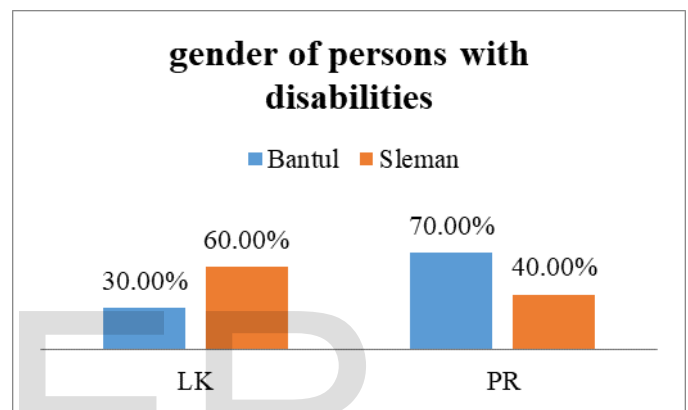


Fig. 3. Gender of Person With Disabilities
LK = Male, PR = Female

- a. The gender of persons with disabilities as a whole is male, namely 48.8% or as many as 18 people, female gender is 51.2% or as many as 22 people.
- b. Bantul Regency there are as many as 14 women or 70.00% male sex, there are 6 people or 30.00%.
- c. Sleman Regency, namely male sex as many as 12 people or 60.00%, and women with disabilities as many as 8 people or 40.00%.

Age of persons with disabilities

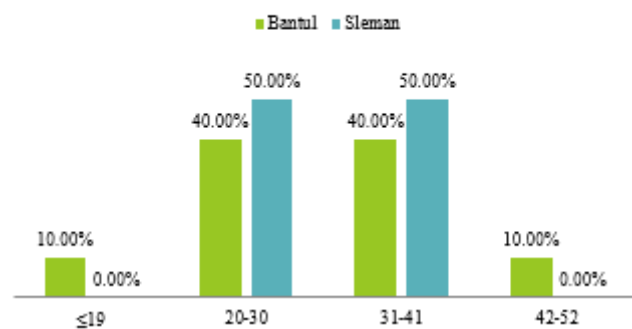


Fig. 4. Age of Person With Disabilities

- a. Bantul Regency, namely the age of workers with disabilities in the range of 20-30 years as many as 8 people or 40.00%, in the age range of 31-41 years as many as 8 people or (40.00%), in the age range of 42-52 years as many as 2 people or 10.00%, and in the age range 19 years as many as 2 people or 10.00%.
- b. Sleman Regency only exists in two age ranges, namely in the age range of 20-30 years as many as 10 people or 50.00% and at the age of 31-41 years as many as 10 people or 50.00%.

C. Implementation of an Inclusive Manpower Program for Person With Disabilities

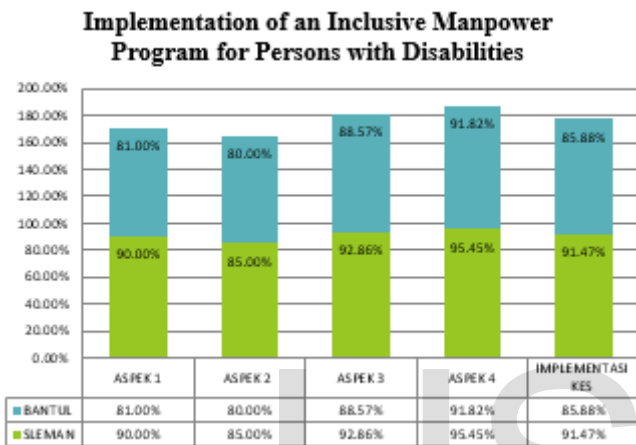


Fig. 3. Implementation of an Inclusive Manpower Program for Person With Disabilities

- a. Aspect 1 recruitment aspect conditions, covering government institutions/companies recruiting persons with disabilities, recruitment process prioritizing non-discrimination principles, publication of recruitment processes through print media, radio, internet, recruitment through consultation, and providing a workplace, work space and working
- b. Aspect 2 aspect of selection, covering company/institution considering performance/appearance, education level, experience, skills, type of disability, and work attitude of persons with disabilities,
- c. Aspect 3 aspects of job placement, existence of work contracts, orientation of the work environment, availability of information on staff regulations, work safety and procedures, and training facilities for persons with disabilities.
- d. Aspect 4 aspects of work implementation, being given equal opportunities in work, career development, sponsoring training, giving awards, providing health services, benefits/wages, giving leave rights, getting social security insurance (life,

- work safety), and the application of UU No. 8 of 2016 Pasal 53 paragraphs 1 and 2
- e. Assessment Criteria: 55 (Not Appropriate); 56-70 (Not Appropriate); 71- 85 (Appropriate); 86 – 100 (Very Suitable)

D. Persons with Disabilities Satisfaction with Companies/Government Agencies

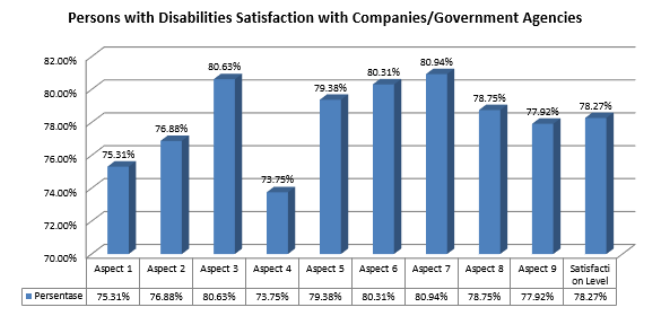


Fig. 5. Persons with Disabilities Satisfaction with Companies/Government Agencies

1. Aspects accessibility requirements, ease of being a worker, accessibility in the work environment.
2. Aspects, of procedures including clarity, procedures for accessing work Aspects of
3. Time punctuality ,of companies/government institutions in providing wages
4. Aspects costs, including procurement of accessibility fees for persons with disabilities, wages given according to workload
5. Aspects service products, including performance appreciated/appreciated,
6. Aspects implementing competence, including professional HRD at work, supervisors/directors directing and fostering, colleagues and work partners can cooperate
7. Aspects implementing behavior, disciplined and fair workers
8. Aspects service announcements, providing clear information in accordance with the guidelines ,
9. Aspects handling complaints suggestions and inputs, including the availability of facilities for complaints suggestions and inputs, giving freedom in submitting complaints, responding and following up (Rachele et al., 2020).

E. Social Impact Of People With Disabilities Bantul And Sleman

SOCIAL IMPACT OF PEOPLE WITH DISABILITIES BANTUL AND SLEMAN

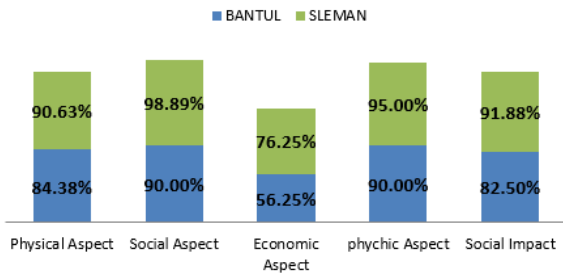


Fig. 6. Social Impact Of People With Disabilities Bantul And Sleman

1. Aspect physical related to health (there is a BPJS guarantee for oneself, family, there is health accessibility in the work environment, feels healthy after work) clothing (fulfillment of clothing needs), food (balanced nutritional intake) and boards (inhabitable place to live)
2. Social aspects include increasing social networks (having good working relationships in the work environment, family and place of residence), social skills (able to communicate well in the work environment, family and community), independence (independent in mobility) and the functioning of the social role of workers with disabilities (involved in social activities in the work environment, and place of residence)
3. Economic aspects include increasing income (there is additional income), independent (economically independent, able to save and have a side business), and increasing the welfare of workers with disabilities (fulfillment of daily needs)
4. Aspects Psychological which includes increasing the self-confidence of workers with disabilities (confident after work), securing the future (having future security after work) and increasing self-actualization of workers with disabilities (there are awards from others) (Javorina et al., 2021).

V. CONCLUSION

The conclusions of this research can be described as follows:

1. Overall Implementation of the Inclusive Manpower Program for Persons with Disabilities according to the provisions of Law No. 8 of 2016 (Article 53, Paragraphs 1 and 2 and those related to job opportunities) in the very appropriate category, namely 88, 68%, covering aspects of recruitment in the appropriate category, which is 85.50%, the selection aspect in the appropriate category, which is 82.50%, the aspect of job placement is in the very

appropriate category, which is 90.71%, the implementation aspect is in the very category appropriate that is equal to 93.64%.

2. The overall role of the government in giving rights to persons with disabilities to get jobs, especially in providing accessibility is in the active category, which is 85.00%, covering aspects of following up on Law No. 8 of 2016 in the active category, which is 82.50%, socialization aspects of Law No. 8 of 2016 in the less active category, which is 61.67%, the accessibility aspect for persons with disabilities in the very active category is 96.00%, the training aspect for persons with disabilities is in the very active category, which is 91.25%.
3. The overall level of satisfaction of companies/government institutions on the performance of persons with disabilities is in the satisfied category, which is 72.29%, covering aspects of accessibility requirements are in the less satisfied category of 69.38%, the procedure aspect is in the less satisfied category, which is 68.13%, the time aspect is in the satisfied category, which is 76.25%, the cost aspect is in the satisfied category at 76.25%, the service product aspect is in the less satisfied category, which is 70.00%, the competence aspect of persons with disabilities is in the the satisfied category is 71.88%, the behavioral aspect of the implementer is in the satisfied category, which is 74.38%, the service notification aspect is in the satisfied category, which is 76.25%, the aspect of handling complaints and suggestions is in the satisfied category of 72.50 %.
4. Overall, the level of satisfaction of persons with disabilities to company/government institutions that have provided job opportunities is in the satisfied category, which is 78.27%, covering aspects of accessibility requirements are in the satisfied category of 75.31%, procedural aspects are in the satisfied category, which is equal to 76.88%, the time aspect is in the satisfied category, which is 80.63%, the cost aspect is in the satisfied category of 73.75%, the service product aspect is in the less satisfied category, which is 79.38%, the competence aspect of persons with disabilities is in the satisfied category, which is 80.31%, the behavioral aspect of the implementer in the satisfied category is 80.94%, the service notification aspect is in the satisfied category, which is 78.75%, the aspect of handling complaints and suggestions is in the satisfied category of 77, 92%.
5. Overall, the social impact felt by persons with disabilities after working in the very positive

category is 87.19%, including the physical aspect in the very good category of 87.50%, the social aspect is in the very good category, which is 94.44%, the economic aspect is in the less suitable category, which is 66.25%, and the psychological aspect is in the very appropriate category at 92.50%.

VI. RECOMMENDATIONS

Government institutions/companies need to improve on (1) aspects of recruitment and selection guided by UU No. 8 of 2016, (2) paying attention to the competence of persons with disabilities (level of education, work experience, and skills), (3) improving the behavior of implementers (*stakeholders*) taking sides with persons with disabilities, (4) clarity of service information in government institutions/companies, (5) aspects of handling complaints, suggestions and inputs, aspects of accessibility for persons with disabilities, clarity of recruitment procedures. (6) Clarify accessibility requirements including: ease of requirements to become workers in companies/government institutions and accessibility in the work environment (companies/government institutions). (7) facilitate persons with disabilities in accessing jobs in companies/government institutions. (8) give attention and reward/award for workers with disabilities who have good performance. (9) add social networks related to employment providers for persons with disabilities.

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