



Organizations as a Container for Accommodating the Aspirations of Persons with Disabilities

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Abstract. The existence of disabilities in society still gets various responses. Some people think that disability exists and is the same as the general public's. Others consider disability as a burden in society, and there are even groups of people who do not care about the existence of a disability. The reality experienced by people with disabilities is that there are still people who experience discrimination, have difficulty getting jobs, and have difficulty getting access to health to access education, which obstructs persons with disabilities' growth or self-development in order for them to live freely. This is a problem for people with disabilities. Organizations of people with disabilities are one way to ensure that people with disabilities have access to self-development, which are expected to be a place to accommodate aspirations for persons with disabilities to know each other, interact with each other, develop their potential to obtain protection and recognition from the community.

Keywords: Organization · Persons with Disabilities · Independence

1 Introduction

Humans are creatures created by God who have the same position on earth. Every human being has the inherent worth and dignity of his humanity. The handicap state experienced by certain human children is a divine truth, according to those who believe in God's authority as creator. This situation should not deprive people with disabilities of their dignity and value, nor should it be used as a pretext to treat them differently than other citizens in all aspects of life, whether political, economic, social, or cultural. Persons with disabilities, however, remain the most vulnerable and disenfranchised population in any community. Even if the campaign for human rights and economic growth has improved on a national and worldwide level, this group remains at the back of the queue. Most of them still rely on others' assistance and kindness. They have not yet been granted the right to access chances and treatment in order to take out activities in accordance with their circumstances [1].

Persons with disabilities have long-term physical, mental, intellectual, or sensory impairments, which might make it difficult for them to engage completely and effectively in a society founded on equal rights when they are confronted with numerous

impediments. According to Law no. 36 of 2009, the meaning of healthy in terms of health is a condition of physical, mental, spiritual, and social well-being, that permits everyone to live productive social and economic lives. Meanwhile, according to the World Health Organization, the definition of a condition of bodily well-being is called health, spiritual (mental), and social health, which is not only free from disease, disability, and weakness. This understanding implies that for persons with disabilities, of course, it does not mean that they are not healthy, as long as they are nevertheless capable of doing tasks based on their functional capacities of the body they still have. In addition, health is a fundamental human right for everyone to get it without exception for persons with disabilities, so to keep persons with disabilities healthy, it is necessary to do it in a comprehensive and integrated manner by to achieve a high level of health, improving awareness, willingness, and capacity to live a healthy life [2].

According to the National Socio-Economic Survey (Susenas) conducted by the Central Bureau of Statistics (BPS) in 2012, Indonesia's number of people with disabilities is 6,008,661 people. Of this number, around 1,780,200 people are visual impairments, 472,855 people with hearing impairments, 402,817 people with mental/intellectual disabilities, 616,387 people with physical disabilities, 170,120 people with disabilities who find it difficult to take care of themselves, and around 2,401,592 people experience multiple disabilities [3]. From these data, there is an increase compared to the results of the 2009 Susenas survey; the increase is estimated from 0.92% to 2.45% [4].

Persons with impairments, often known as people with various abilities is often known as "disabled" (differently-abled people) or now better known as "disability", In Indonesia, concerns relating to disability still receive little attention of policy makers and society. Other terms used to refer to "disabled" include "people with disabilities", "people with disabilities", or "abnormal people". The term "value-free" does not imply that there is no understanding of certain values imposed by a group of people who "label" and overpower other community groups [1].

Disabled is a term for people who live with both physical and mental deficiencies (disability) [5, 6]. The word disabled appeared around 1998 in Yogyakarta, which was initiated by activists of the disabled people's movement from institutions that oversee the issue of people with disabilities to refine the designation intended for people with disabilities. Then, the disability itself is a difficulty or dependence in carrying out essential activities independently, such as carrying out certain roles, taking care of his own needs, and living alone at home, as well as carrying out important activities concerning the quality of life [7-9].

The 'winning' and official term in the ratification of the CRPD (Convention on the Rights of People with Disability) is "Persons with Disabilities". From its form, this term replaces the term "disability" with "disability". The CRPD, namely the Convention on the Rights of Persons with Disabilities/Persons with Disabilities, has been ratified by the Republic of Indonesia in the Law of the Republic of Indonesia Number 19 of 2011 (from now on abbreviated as Law No. 19/2011) concerning the Ratification of the CRPD. The Convention on the Rights of Persons with Disabilities (CRPD) is an international and national human rights treaty that aims to respect, fulfill, and protect the rights of people with disabilities in Indonesia (Development tool and Human Rights Instrument). This Convention's goal is to promote, defend, and ensure equal rights and freedoms for all

people, This is vital for all disabled people, and respect for people with a disability as an integral component of their dignity [1].

Persons with Disabilities are defined as “any person experiencing physical, intellectual, mental, or sensory restrictions for a long period of time while having a conversation with the environment and may face obstacles and difficulties in fully and effectively participating with other citizens believe in equal rights.” Disabled people have a wide range of impairments. Persons with Physical Disability, Persons with Intellectual And developmental disabilities, Persons with Psychological Handicaps, and People with Sensory Disabilities are the four forms of disabilities listed in Law 8 of 2016. In the long term, medical staff will assess if the diversity of Disabled people can be experience singularly, multiply, or repeated in line with the terms of the legislation.

Persons with disabilities have limitations because of the lack of shelter, a place to develop their potential, and a place to be themselves in each other’s lives because of the many phenomena of persons with disabilities who are ostracized so that forms of discrimination arise, either directly or indirectly, individuals with impairments. Therefore, an organization for those who are disabled needs to be able to become a place to take shelter and express themselves so that they have protection or, in other words as just a “home” for disabled people who want to live freely so that equal rights are created between persons with disabilities and non-disabled persons until independence is formed. Persons with impairments will lead to their own welfare who can meet their own needs and the return of social functions of individuals with impairments.

So far, organizations or forums for persons with disabilities have existed and been formed. The existence of this organization is still in question because there are still many people with disabilities whom the organization does not cover. This can be seen from the many discrimination cases experienced by persons with disabilities, but there is no movement from organizations that should be shelters for persons with disabilities. The Indonesian Association of Persons with Disabilities (PPDI) was founded in 1987, and many other organizations under it oversee individuals with impairments.

With the existence of Law Number 8 of 2016, of course, people with disabilities are protected, and their rights are guaranteed to be fulfilled as citizens, but to be able to feel the impact of Law Number 8 of 2016 It is vital to consider disabled people to have an organization or forum that protects, accommodate, support and even become a driving force for individuals with disability because researchers agree that with the existence of Law Number 8 of 2016 and with the existence of organizations or forums for people with disabilities, Indonesian citizens as individuals with disability will feel confident to carry out activities and fulfill all their rights as citizens.

This research will look into the importance of the organization as a forum that houses people with disabilities so that those with disabilities can function socially without discrimination and make the PDDI organization a place that shelters and protects people with disabilities.

2 Methodology

This research employs a review of literature strategy to analyze the organization as a forum for people with disabilities. Literature review or literature study is necessary in

research, particularly academic research whose primary goal is to develop practical and theoretical elements [10, 11].

3 Result and Discussion

3.1 The Importance of Disabled Persons Organizations

Philosophically, there are three opinions about the meaning of the organization, namely:

1. The term “organization” refers to a system wherein individuals are interconnected or related and build networks that benefit one other.
2. Management works inside an organizational structure. When the management process happens, the organisation is a containment, institution, or functional group. Organizations serve as a road map for managers and member to follow in order to attain their objectives.
3. Organization is a complex strategy that involves humans designed to fulfill the defined objectives so that the organisation becomes a gathering place for a group of individuals is directed to the organization’s specific goals.

The longer the organization stands, the more complex the relationship between people and the work equipment in it. Persons, mission, and structure are the three primary components of an organization. So that the organization’s key purposes are: a) as a forums for individuals to collaborate to accomplish a common objective; b) as a forums for persons to form organizational culture and behaviour; and c) as a forum for persons to achieve the desired goals that really are difficult to attain on their own. People in the company eventually build a framework that helps them achieve their objectives [12].

People who are disabled have lengthy physically, cognitive, intellectual, or sensory impairments that, when confronted with numerous obstacles, might prevent them from fully participating in society on an equal footing with others [13]. Based on the 1945 Constitution Article 28E paragraph (3) of the 1945 Constitution, which reads “Everyone has the right to freedom of association, assembly, and expression.”, therefore people with disability are also entitled to form an organization or association that aims to achieve prosperity and independence persons with disabilities. In this case, several organizations of people with disability are centralized by the Indonesian Association of Persons with Disabilities (PPDI).

The Indonesian Association of Persons with Disabilities (PPDI) is an umbrella organization and consists of Indonesia has a number of disability groups, founded in 1987, and Drs. Gufroni Sakaril, MM served as its general chairman. The vision of this institution is to realize the full participation and equal opportunity of disabled people in all facets of their lives. PPDI functions as a coordinating and advocacy agency for its members, while for the government, PPDI is a partner in preparing various policies and programs related to persons with disabilities. PPDI has a network of almost all provinces in Indonesia and is a member of Disabled People International. Since 2005, PPDI and its network organizations have encouraged and provided academic draft concepts for the CRPD ratification process until the issuance of Law no. 8 of 2016 concerning disabled people. PPDI oversees several organizations of persons with disabilities, namely:

1. HWDI (Indonesian Women with Disabilities Association)
2. Gerkatin (Movement for the Welfare of the Deaf)
3. NPC (National Paralympic Committee)
4. KDVRI (Republic of Indonesia Veterans with Disabilities Group)
5. PPUA (Accessibility General Election Center)
6. Pertuni (Indonesian Blind Association)
7. MPDI (Indonesian Disability Care Society)

All these organizations operate independently and are directly centered by PPDI. The organization of persons with disabilities carries out many activities. Even people with disabilities consider their organization their “second home” because this organization of persons with disabilities allows them to be themselves without any exclusion, discrimination, self-development such as traditional massage training and singing training for the blind, sewing, and making skills training from the Association organization. Indonesian Women with Disabilities (HWDI), sports and physical agility training by the National Paralympic Committee (NPC) which creates athletes with disabilities to compete in the Paralympic or similar sports championships, to self-development activities such as learning in arranging flower boards, training to make Peanuts are then marketed, training to become motorcycle technicians and workshops as well as many other activities that refer to the establishment of independence of disabled people so that the objectives of the organization of disabled people are realized, particularly from its parent organization which is namely PPDI which has a vision of realizing full participation and equality of opportunity for disabled people in all facets of their lives so that the hopes of Disabled people and disability-related organizations are realized to realize disability welfare and as an advocate when persons with disabilities face pressure from outside.

The following are excerpts on discrimination for persons with disabilities that the researcher collected.

Based on research data from the University of Indonesia regarding people with disabilities, out of 12.15% of people with disabilities in Indonesia, only 51.12% participate in the Indonesian labor market, lower than non-persons with disabilities at 70.40%. “Only 20.27% of people with severe disabilities participate in the Indonesian labor market,” said the Head of the LPEM FEB Research Team, University of Indonesia, Alin Halimatussadiah, at the launch of the Indonesian Business and Disability Network (JBDI) in Jakarta [14].

Other news about the lack of work for people with disabilities is, from Kartu.net, as follows:

He felt he had fulfilled all the necessary administrative requirements. He continued to investigate the reasons for the refusal until finally, the BKD said that the refusal was done because Adi is a person with a disability, and the BKD does not yet have services for the blind. Responding to the refusal, Adi asked for written proof of refusal. However, the BKD promised to issue the rejection letter on 7 October 2014. Meanwhile, the deadline for re-registration for the exam is 10 October at the latest. This means Adi’s opportunity to take the CPNS selection exam is getting narrower [15].

Simon Field, Program Manager for Better Work Indonesia, in an interview with the online news portal Republika said that:

People with disabilities often experience discrimination in the workplace, and several companies employ people with disabilities just because of their condition [16].

Currently, many NGOs are working on issues for disabled people. This Organization for Persons with Disabilities (OPD) is under the Indonesian Association of Persons with Disabilities (PPDI). PPDI is an umbrella for social organizations for people with disabilities, social organizations with disabilities, and community organizations for people with disabilities according to their level of position, functioning as a forum for struggle, coordination, consultation, advocacy, and socialization of disability at the national and international levels [17].

The Indonesian Association of Persons with Disabilities (PPDI), which has now changed its name to the Association of Indonesian Persons with Disabilities, is an umbrella organization and consists of various disability organizations in Indonesia, which was founded in 1987. PPDI has a network of almost all provinces in Indonesia and is a member of the Disabled People International.. Since 2005, PPDI and its network organizations have been active in encouraging and providing academic draft concepts for the CRPD ratification process until the issuance of Law no. 8 of 2006 concerning Persons with Disabilities.

In Medan, the province of North Sumatra, the PPDI secretariat is located on Jl. Maryland VII, No. 54, Tanah Six Hundred, 20245, Rengas Island, Medan Marelan District, Medan City. PPDI exists in every province in Indonesia. Many of the activities carried out by PPDI include discussions on eliminating stigma and discrimination against people with impairments in the workplace, training and empowering persons with visual and physical limitations, sewing training, making handicrafts, food processing industry for MSMEs, and so on. Another obstacle encountered by PPDI itself was funding. Such organizations under PPDI, namely MPDI, HWDI, and Pertuni, are hampered in funds for organizing organizational activities to organize training and empowerment. Most organizations are constrained by costs so that when the activities are carried out, only a few participate, and usually, the funds are obtained from member fees. The solution to this problem is PPDI and other organizations with disabilities by quoting monthly and daily fees from each member for organizing organizational activities and for organizational administrative needs. Assistance from the government in the form of necessities and disability aids is also one way to save expenses from each organization.

Likewise, there is no news from these organizations in their attempts to protect and preserve the rights of disabled people, these cases seem to have disappeared, and our society also seems to not care about disabled persons have rights.

Then because the existing government policies do not match expectations for people with disabilities and there is also intervention from the community, especially those who have families with disabilities, Non-Governmental Organizations (NGOs) have emerged which contain a group of people who have the same goal of paying attention to the lives of people with disabilities who live with disabilities. Most people underestimate his life. So that at the beginning of the history of the birth of NGOs, especially those

engaged in social politics, the main purpose of forming NGOs was how to control state power, demands for a free press, demand freedom of organization, advocate against state violence, and policies that harm the people [18].

Budi setyono in Mahardika [18] states that Community Social Institutions (NGOs) have a significant role in democratization. This type of organization is believed to have special functions and characteristics that are different from organizations in the political-government and private sector to carry out certain tasks that organizations in the two sectors cannot carry out.

The results of Inaya Lutfiani's research [19] show that the efforts made by blind Mitra Netra clients in developing agencies to get jobs are by participating in employment training programs provided by Mitra Netra. By participating in training in employment programs, they can compete in work by having both hard skills and soft skills. Mitra Netra also plays its role in helping implement government regulations regarding employment opportunities for the visually impaired through Mitra Netra management to find costs for training operational funds for clients because Mitra Netra is a non-profit organization that does not have a definite source of funds. Then Mitra Netra also made efforts to cooperate with private companies to channel the blind as workers and hear the government so that existing regulations can run well and the visually impaired get their rights, namely getting a job.

When organizations of persons with disabilities or DPOs, both government and private, are deemed unable to attend to provide support to people with social problems, social persons will create a social movement to fight for their rights, and this can be seen from [20] who said that. Social movements for persons with disabilities also carry issues of struggle that emphasize guarantees and protection for the rights of civil society persons with disabilities. Based on this, we can classify social movements for persons with disabilities in terms of their development history as new social movements. This is following the opinion of Sztompka [20]; in the last decade, the most advanced capitalist society has entered the post-modernity phase; this presents the characteristics of a new movement. This movement has the characteristic of focusing on new issues, new interests, and new conflict areas.

3.2 Independence of Persons with Disabilities to Realize a Prosperous Society of People with Disabilities

Independence is a form of behavior that can take the initiative, overcome problems that occur and be able to carry out various activities and not depend on others, which is intended for personal and public interests. Through their independence, individuals can choose their way of life to develop more steadily. Independence is also seen in the individual's ability to make decisions and solve problems [21]. Independence is not a skill that appears suddenly but must be nurtured and learned in one's life. The independence of people with disabilities is facing situations where these conditions require people with disabilities to be independent, such as independent thinking, behaving, being responsible for themselves to achieve a better future, and working to fulfill their needs. People who do not give up will face and live life well and positively. If each person has an independence that they can apply in their daily lives, they do not consider disability an obstacle in their lives [21].

Independence means things or circumstances can stand alone without depending on others. The term “Independence” is derived from the core word “self,” which is prefixed with “ke” and suffixed with “an,” resulting in a state term or noun. Because independence is derived from the term “self,” it is impossible to debate independence without also discussing self-development. According to Steinberg [22], independence is defined as the ability of individuals to behave, feel something, and make decisions based on their own will. Independence is one of the main personality traits possessed by someone who has matured and matured. Independence may be determined based on the given description is the state of a person who can stand alone and is an indicator of a person’s maturity, which is characterized by his ability to do everything himself without having to depend on others [21].

The most important factor influencing the persons with disabilities’ independence is social support from the closest people. Sarafino [23] explained that social support is assistance from a person or group to another person to deal with a certain situation. Social support is there are four types: 1) emotional assistance, 2) instrumental assistance, and 3) informative assistance, and 4) friendship support. The results of research by Hamidah, Kartini, and Karyanta [24] explain that social support from the environment and people around in the form of providing facilities and trust in carrying out activities can strongly influence one’s independence. Referring to these factors, people with disabilities need to be organizations whose goals are to support disability to work, be yourself without discrimination from others, and even make people with disabilities live independently and earn their income.

Welfare can be interpreted as a condition of fulfilling one’s needs by the standards that apply in their environment. Social welfare, thus, is a condition of meeting a person’s basic needs so that that person can carry out his social functions normally in society [25]. Welfare comes from the word “prosperity”.

This good fortune incorporates the Sanskrit word “Catera,” which means umbrella. In this sense, the welfare referred to in the definition of “Catera” (Umbrella) is a successful person, defined as someone who is free of poverty, illiteracy, fear, or concern, and whose existence is both physically and mentally secure and serene [26]. Therefore, the correlation between disability independence will create social welfare for disabled people, where disabled people will attain independence in self-development from organizations of persons with disabilities without discrimination because Individuals with disabilities are represented in organizations for people with disabilities.

4 Conclusion

The social reality is that people with disabilities often experience discrimination, resulting in no equal rights between people with disabilities and those who aren’t disabled. The importance of organizations of persons with disability that have goals and visions to realize full participation and equality of opportunity in all elements of life for people with impairments, so that the formation of disability independence which leads to the welfare of persons with disabilities is due to the role of organizations of persons with disabilities which serve as a forum to accommodate aspirations, a place to interact and develop potential self. Organizations for persons with disabilities are the main shield

for persons with disabilities to develop their potential and advocate for persons with disabilities from discrimination from outsiders.

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