



Job Inclusion: Opportunities and Barriers for People with Disabilities

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Abstract. People with disabilities are an often overlooked group in the workforce, and this has resulted in gaps in employment opportunities, accessibility and career development, but amid growing awareness of the importance of inclusion and diversity, the world of work is beginning to recognize the benefits of implementing inclusive innovations that enable people's active participation in the workforce. In this research will answer how job opportunities for people with disabilities in various sectors and what is the level of job inclusion for people with disabilities, and in this study will answer what are the main obstacles faced by people with disabilities in finding and maintaining employment, both in physical and social aspects, whether there are differences in opportunities and barriers for people with disabilities based on their type of disability and how What concrete steps can governments, companies and society as a whole take to increase job inclusion for people with disabilities and overcome barriers? This research method uses a literature review method approach, because the underlying concept is that the available knowledge is the result of accumulation of previous knowledge, and also recognizes that we can learn and build further from research that has been done by other researchers. There is a significant increase in awareness of the importance of job inclusion for people with disabilities in society and the world of work. In this article many barriers are identified in job inclusion for persons with disabilities, these barriers include the existence of social stigma that still affects people's perceptions of the ability of persons with disabilities to work and can affect the recruitment process.

Keywords: Job Inclusion, Opportunities and Barriers, People with Disabilities.

1 Introduction

One of the indicators that become a reference for the development of global disability is the inclusivity index, which is a holistic measure of inclusive development that focuses on racial/ethnic, religious, gender and disability equality in the realm of political representation, out-of-group violence, income inequality, detention rates and immigration and refugee policies.

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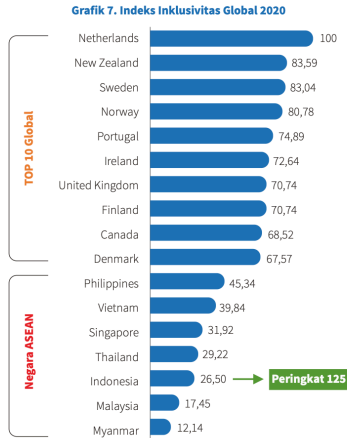


Figure 1. Global Inclusivity Index 2020

The figure shows that in 2020 Indonesia globally ranked 125 (value = 26.5) in the implementation of inclusive development, a figure that is certainly still far behind developed countries, even Indonesia's ranking is still below the Philippines, Vietnam and Singapore and Thailand but still above Malaysia and Myanmar.

In recent years, efforts to achieve inclusion and diversity in the world of work have become a major focus for many companies and organizations around the world. Inclusion not only includes various factors such as gender, ethnicity but also involves people with disabilities. It becomes an important concept that recognizes the value presented by individuals with diverse backgrounds, abilities and experiences [1].

People with disabilities are an often overlooked group in the workforce, and this has resulted in gaps in employment opportunities, accessibility and career development, but amid growing awareness of the importance of inclusion and diversity, the world of work is beginning to recognize the benefits of implementing inclusive innovations that enable people's active participation in the workforce. In this case, there are several issues, including: equality and human rights, diversity as a resource, larger markets, technological advances and accessibility, supporters of inclusion policies, ethics and reputation of the world of work.

Job inclusion is progressively developing in modern society. Where people with disabilities have faced a history of discrimination and stigmatization in the workforce, they are often ignored or isolated with limited access to equal employment opportunities. The stigma of society on people with disabilities is still often described as a person's medical incompetence, so that disability is considered sick who always

asks for help from others. Not only such assumptions, but assumptions against people with disabilities here cannot criticize or pursue education, let alone enter the world of work. People with disabilities are often also said to be disadvantaged human beings and should be viewed as a social disability, therefore all parties must participate to protect minorities such as those with disabilities [2].

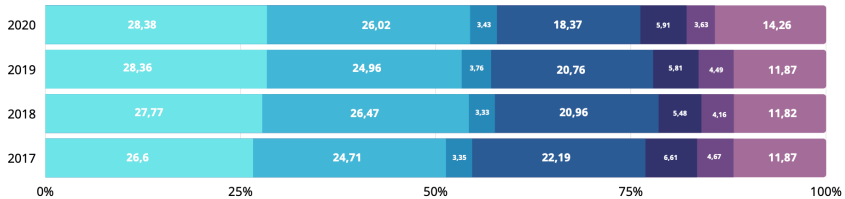


Figure 2. Distribution of Persons with Disabilities by Occupation (%) 2017 - 2020

The proportion of people with disabilities who are entrepreneurial is 1.5 kali more than the proportion of non-disabled who are entrepreneurial and the proportion of people with disabilities who work is only almost half compared to non-disabled, this indicates that people with disabilities are forced to open their own businesses because it is difficult to be able to work and there are still a lack of alternative jobs that can be done [3].

Workers with disabilities in Indonesia still face various obstacles in obtaining employment [4]. Although there are regulations and some policies to promote the inclusion of workers with disabilities, it still shows inadequate implementation of measures, so that resulting in limited employment opportunities and unfair discriminatory treatment of workers with disabilities. The main difference between ordinary workers and workers with disabilities is only in physical and mental limitations, therefore efforts are needed to provide opportunities, protection and access equal employment opportunities for workers with disabilities.

In this research will answer how job opportunities for people with disabilities in various sectors and what is the level of job inclusion for people with disabilities, and in this study will answer what are the main obstacles faced by people with disabilities in finding and maintaining employment, both in physical and social aspects, whether there are

differences in opportunities and barriers for people with disabilities based on their type of disability and how. What concrete steps can governments, companies and society as a whole take to increase job inclusion for people with disabilities and overcome barriers? In the formulation of this problem can be the foundation for more in-depth research on employment inclusion for people with disabilities, with the aim of increasing our understanding of the opportunities and barriers faced by this group in achieving economic and social independence.

2 Method

This research method uses a literature review method approach, because the underlying concept is that the available knowledge is the result of accumulation of previous knowledge, and also recognizes that we can learn and build further from research that has been done by other researchers. There are four objectives of literature review, among others: to show familiarity of knowledge and build credibility, show previous research lines and how the latest developments related to the research topic, to integrate and summarize what is known in a particular research topic and as a means of learning and to trigger the emergence of new ideas. By bringing up keywords, some literature will appear and the time span ranges from 2013 to 2023 [5].

3 Results and Discussion

Persons with Disabilities in Law Number 8 of 2016 concerning persons with disabilities is defined as "any person who experiences physical, intellectual, mental, and/or sensory limitations in the term Long periods of interaction with the environment can experience obstacles and difficulties to participate fully and effectively with other citizens on the basis of equal rights", the concept This is the result of discussions in an effort to adapt the principles of the Convention on the Rights of Persons with Disabilities [6]. The term people with disabilities is not the only one used in Indonesia, there are terms disabled, people with special needs and people with disabilities, tuna. Workers with disabilities are those who have physical, mental, intellectual or sensory limitations that may affect their ability to perform job duties but do not mean they cannot work effectively. Conversely, with the right support and accessibility, the work of people with disabilities can be a valuable contributor to the world of work. One of the problems with discrimination is that they are often treated unfairly in recruitment, career development and access to work facilities. This is due to the lack of understanding and awareness from

various parties regarding the rights of people with disabilities and their ability to contribute to the world of work. This discrimination often appears in work environments that are less friendly to people with disabilities, there is confusion about disability, myths and stereotypes appear, negative perceptions and a lack of awareness about the rights of workers with disabilities, this usually appears in workplaces that are less friendly to people with disabilities and discriminatory attitudes from colleagues and management.

The work aspect is an important aspect in meeting all needs and as a source of income to maintain their economy, as well as people with similar disabilities in need Work to make ends meet without depending on compassion for others, people with disabilities are still faced with obstacles to obtaining decent and equal work in accordance with others, common obstacles that people with disabilities often face such as unpleasant treatment In the work environment, the building where they work is not yet disability-friendly to the lack of access to job recruitment information for disabled workers [7].

The rate of disability unemployment, especially for people with severe disabilities is much higher compared to non-disabled people. However, for people with mild disabilities, the unemployment rate is much lower than for non-disabled people, this is because, it is not easy for people with disabilities Disability To get a job, the majority of people with disabilities who enter the labor force are usually workers who already have a job and also have the ability or skills are relatively better than people with disabilities who do not enter the labor force [3]. This explains why the unemployment rate of workers with mild disabilities is relatively lower. Based on BPS data, non-labor force residents are working-age residents (15 years and over) who are still in school, taking care of the household or carry out other activities other than personal activities. This indicates that although the unemployment rate of persons with disabilities is relatively low, this value is precisely due to the low labor force participation for disability groups.

3.1 Employment opportunities for persons with disabilities and employment inclusion rates for persons with disabilities

Talking about accessibility and equal opportunities for people with disabilities to get jobs in government is not easy [8]. Article 53

paragraph (1) of the Law on Persons with Disabilities states "The Government, Local Governments, State-Owned Enterprises and Regional-Owned Enterprises shall employ at least 2% (two percent) of Persons with Disabilities out of the total employees or workers" and in paragraph (2) of the same article require private companies to employ at least 1% (one percent) of Persons with Disabilities out of the total number of employees or workers.

According to BPS, in 2020 it shows that the number of people with disabilities in working age is 17.74 million people, then the employment sector of the disability labor force is still concentrated in jobs without protection SosiaL, so vulnerable to earning income far below the average regional minimum wage of 81%, then the trend of increasing the proportion of people with disabilities self-employed in 2017 As many as 54.66% from 22.19% to 18.37% in 2020 tended to decline.

Access to equal employment opportunities for persons with disabilities is key to improving living standards and the mission of the SDGs in reducing opportunity gaps, especially for minority groups More specifically, almost half of people with disabilities of working age work in the agriculture, forestry and fisheries sector (45.9%) followed by the large trade, retail sector and reparations (15.4%) and processing and manufacturing industries (8.7%). This shows that most people with disabilities who work still dominate business fields that tend to have informal, simple characteristics and relatively low productivity.

As people with disabilities growing their awareness of the importance of job inclusion in society and the world of work, companies and organizations are beginning to understand the benefits of divisibility in the workforce and are looking for ways to create a more inclusive work environment. Many countries have adopted regulations and policies that encourage job inclusion for persons with disabilities. In addition, technology has played an important role in improving accessibility that can be adapted and designed that is disability-friendly, thus removing some of the physical and communication barriers.

Among the working persons with disabilities, most of them work in the informal sector, showing that 71.4% of persons with disabilities work in the informal sector, while non-disabled groups Only 50.5% of people with disabilities work in the informal sector. Many workers in the informal sector are not without reason, in addition to the ease

of access because there are not too many requirements needed compared to formal workers, also because The work environment is relatively flexible both in terms of time and rules. This flexibility is often sought after by groups of people with disabilities in the midst of their special needs. However, working in the informal sector is inseparable from risks such as fluctuations in income, lack of health insurance, and other guarantees.

Based on the expectations and welfare of persons with disabilities, most persons with disabilities continue to experience discrimination, this can be seen among others in obtaining the right to education, limited access to health care, employment, access to physical and social mobility, recreation and equality in law and politics [9].

Appropriate education and training have helped persons with disabilities acquire the necessary skills to participate in the world of work. Society and the world of work continue to look for ways to expand employment opportunities for people with disabilities, especially in more competitive sectors. These results reflect the progress made in supporting employment opportunities and job inclusion for people with disabilities

3.2 Major Obstacles

Human rights apply to all people in the world, as well as persons with disabilities, having equal rights with others, thus every human being has another obligation to respect the rights of people with disabilities, but the reality is that people with disabilities still face discrimination, this condition occurs because people with disabilities are considered a burden from society and unable to be independent [10]. Some of the obstacles that exist in fulfilling quotas for people with disabilities in the world of work include the number of companies that do not open job vacancies, both companies that do not know quota of workers with disabilities and those who already know, still doubt if people with disabilities can work, the company only accepts certain types of disabilities, The company requires that graduates must have at least three diplomas and adjust to disability in the world of work that is still difficult so that the company considers whether or not disability is accepted to work and the provision of accessibility for high-cost people with disabilities who cannot afford to be

provided by companies so they choose not to employ people with disabilities [11].

In this article there are many barriers to job inclusion for people with disabilities, including: the existence of social stigma that some people have negative stereotypes and prejudices against their ability to work that can affect the recruitment and promotion process. Many companies and individuals are still less familiar with the needs and potential of people with disabilities, as greater education and awareness are needed to overcome mistrust and incomprehension. There are job constraints that match the qualifications and skills of people with disabilities, especially more competitive jobs

Based on international classifications, people with disabilities are no longer seen as problematic people, but their environment is problematic in providing equal access and being inclusive for everyone in their community. This has implications for a perspective that initially considers disability as a mere individual problem, becoming a social issue which then makes the ways of handling the issue not again making people with disabilities "healthy" but on how society can facilitate, minimize and even eliminate the barriers experienced by people with disability in society.

Based on existing studies, especially on employment for people with disabilities, between employers and job seekers with disabilities due to the following: 1) the majority persons with disabilities seeking work or obtaining employment references through friends or family who are already working, 2) lack of understanding from the workplace about recruitment of persons disability, the role of third parties who can provide information and understanding when the workplace recruits people with disabilities, even during recruitment. 3) skills that are not Accordingly, where the role of training institutions becomes important considering that the majority of people with disabilities only have basic education.

3.3 Measures from governments, companies and communities

The existence of persons with disabilities in their participation in the labor market has been protected by Law No. 8 of 2016, but the condition of persons with disabilities in Indonesia in the labor market still pays attention to where one of the most important in the Law aims

to encourage the fulfillment of the rights of persons with disabilities, including the right to work. The law mandates that employers must provide equal opportunities for persons with disabilities to access employment and prohibits any form of discrimination against them in the workplace. So that steps that need to be of concern to the government, companies and society are how to develop strong and progressive job inclusion policies, these policies must include regulations that require physical accessibility, protection against discrimination, and incentives for companies that employ people with disabilities. And most importantly how the government itself conducts awareness campaigns to change people's perceptions of people with disabilities and encourage inclusion [12].

Where the company's difficulty in finding prospective workers with disabilities can be bridged by networking with organizations of people with disabilities who have networks in the community and have the capacity to support both employers and job seekers. The limitations possessed by people with disabilities are still an obstacle for companies to make them employees. Thus, people with disabilities become disrupted in fulfilling their lives independently, even though people with disabilities work not only to increase economic income, but also influential in the social field. By working people with disabilities can fully immerse themselves in the social environment by improving social networks, social skills, independence and carrying out various roles social. People with disabilities also work to obtain the need for respect and recognition as a form of self-existence.

The role of government in providing support, appropriate understanding and incentives through various policies and programs is important to support greater efforts in providing employment opportunities for people with disabilities. The government should be in the form of fulfilling the right to decent work for groups of persons with disabilities, where the government and local governments are obliged to ensure the recruitment process, equitable admission, job training, job placement, job continuity and career development without discrimination against persons with disabilities.

One of the things that can be done to realize decent work for people with disabilities is based on Wilson's theory of how the process of individual empowerment consists of awakening, understanding, harnessing and using [13]. Where at: 1) the awareness stage, the

community is made aware of their abilities, attitudes and skills as well as plans and expectations for their better conditions and Effectively, people with disabilities need to be encouraged by providing specific information through technology and motivation. 2) understanding, at this stage the community is given a new understanding and perception Regarding oneself and one's own disability, disability aspirations and other general circumstances, where this understanding process includes the process of learning as a whole, appreciating empowerment and about What is required of persons with disabilities, where the target of the empowerment process at the understanding stage is to maximize the abilities possessed and to reduce dependence on others so that people with disabilities can be more independent. 3) Utilization, in this stage people with disabilities have diversity that can be in Take advantage. 4) Habituation, this stage is the last stage in the empowerment process, where the community has become accustomed to being actively involved in Development in the environment, although the beginning will have difficulties, but if familiarized and honed and learned then developed and explored the existing potential any person with a disability. The State as a policy maker on various problems should include the fulfillment of the constitutional rights of persons with disabilities in every area of life through policies. State policy on the fulfillment of these rights, people with disabilities feel safe to meet their needs without fear of their future survival . Whatever the number of persons with disabilities, the state must be present to meet their needs and rights.

In addition, it is also necessary to build self-confidence that is not innate but develops through individual interaction with their environment so that the level of confidence in individuals is also varies according to the environment's acceptance of the individual. When individuals get support and acceptance from the surrounding environment, it will have a good impact in the form of a pattern of interaction between individuals and the environment to form Individual character including self-confidence, self-confidence in people with disabilities is also inseparable from the role of family and social environment. The family is first and foremost a system.

4 Conclusion

There is a significant increase in awareness of the importance of job inclusion for people with disabilities in society and the world of work. In this article many barriers are identified in job inclusion for persons with disabilities, these barriers include the existence of social stigma that still affects people's perceptions of the ability of persons with disabilities to work and can affect the recruitment process. Steps that can be taken by governments, companies and communities are essential to support job inclusion for people with disabilities. The government needs to develop strong inclusion policies, create supportive regulations and hold awareness campaigns to change public perceptions. Companies should adopt internal inclusion policies and provide necessary accommodations, and ensure inclusive recruitment. Communities can provide support to non-government organizations engaged in supporting persons with disabilities, contributing to changes in work culture and becoming advocates for the rights of persons with disabilities. With these measures, we can work together to create a more inclusive and equitable environment for people with disabilities in the workforce.

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