

Employment Policies for Women with Disabilities: Utopia or Dystopia Welfare

---A Case Study on Surakarta City, Central Java, Indonesia

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Abstract—Women with a disability are a new issue in the discourse of human governance and feminism. Her presence helped develop an analysis of the social construction of social welfare disability within the framework of public administration. Conditions triple discrimination women with disabilities today is the real picture that increasingly make the social construction of women with disabilities in employment slumped. This paper is a critical analysis of how the policies map employment in Surakarta Indonesia for women with disabilities in the context of social welfare. Using policy framework and gender analysis pathway feasibility of this article concludes that the state policy on employment of women with disabilities have not been responsive disabilities. Still development paradigm that sees disability not only as an object and subject of development to make welfare for women with disabilities in Surakarta a dystopia welfare.

Keywords—women; disability; employment; policy

I. INTRODUCTION

Women with disabilities and welfare is an interesting debate [1] in the realm of space planning manpower development especially in Surakarta-based human governance. Disabled women experiencing Triple Discrimination: Discriminations for him as women, the disabled and the poor. The main question in this article is how the employment policy for Women with Disabilities in Surakarta? Is this kind of utopia or dystopia otherwise on the welfare of women with disabilities? Have Surakarta has its own employment policy agenda that is made especially for women with disabilities?

This study was designed using the framework *policy feasibility* [2] elaborated by *Gender Analysis Pathway*, policy framework, with a special topic of employment for the disabled in Surakarta paired with disabilities evolving paradigm. The research was conducted using qualitative research method in which the data obtained from interviews, observation and documentation. The validity of the data using triangulation sources that is analyzed by content analysis policy, gender analysis and pathway analysis interactive model.

II. RESULTS AND DISCUSSION

Understanding well-being of women with disabilities in the context of employment in line with the paradigm shift in the development of *production centered development* towards *people centered development* paradigm placed man as subject and object of development [3]. Human resource development in relation to *people centered development* to reach a broader dimension than just professional and skilled human form appropriate system needs to be able to provide contribution in the development process. Talking about the quality of the labor force is closely related to *human capital*, a large amount of labor that is more valuable for our country, but if it is associated with the quality of the workforce, it is a challenge today. Korten [4] argues that the workings of a program of development are a function of the fit between those assisted, programs, and organizations that help. With more specific terms, the development program will fail to promote the welfare a group if there is no close relationship between: the needs of its intended beneficiaries by the results of the program; requirements of the program with the real capabilities of the organization's maid; and the ability of the disclosure requirements by the receiving party and the decision-making process of the organization helpers. The ability to create policies that are tailored to the economic conditions of political, technological and administrative also a thing that must be considered.

Politically and administratively Surakarta own law No. 2 of 2008 on Disability Equality. This regulation also contains therein about disability employment issues. But unfortunately, this regulation has not been implemented effectively and efficiently. The author also see that commitment enforcement officials regarding the implementation of a policy of equality with disabilities in employment in government institutions Surakarta still low. This is indicated by the following findings [5]: First, the leadership of organization in Surakarta City Government has not made the issue of employment of disabled as a main agenda, several leaders organization ignore the issue because they think the problem is not the main tasks and disability the function of organization and the issue of disability is not a threat to the way institutions they lead. Second, the low level of commitment by the executor is also legible from how they perceive the policy. They argue that the

implementation of this policy is something that inefficiency. Need a big resources and demanded greater behavior change. But the results are given not for the resources expended.

Surakarta economy in 2011-2014 in macro showing good growth. Good views of inflation, economic growth and the average domestic product gross. But unfortunately the good economy does not necessarily make disabled people included in it. Disabled people in Surakarta, still in economic conditions menyedihakan with the cycle of poverty that surrounded him. Technically research [6] also confirmed the findings that the views of the readiness aspects of the building, the majority of buildings in the city of Surakarta has not been responsive disabilities. Neither the availability of tools, technologies and policies. More worryingly, the government has no accurate statistics on the actual number of working age with disabilities with various characteristics that surrounded him. According Mazmanian and Sabatier [7] is reached or not a policy purpose, namely social welfare will depend on a number of technical requirements. The existence of sophisticated technology and a requirement can be implemented raises urgings loud parties to suspend temporarily the intent to achieve the goals outlined in the policy decision to obtain assurance that has provided the means or technology that can ensure the effective achievement of these objectives be great homework for the government Surakarta . What is needed by the disabled not only practical needs but also the needs of strategic and one of them is policy. However, this policy must be responsive disabilities. Employment policies that are responsive disabilities is necessary because through responsive policies with disabilities we can see the difference between the labor needs of disabled and non-disabled affecting access, participation, control, and benefits are different in each of manpower development program.

Responsiveness as one of the characteristics of good governance is needed in the public service because it is evidence of the ability of organizations to identify community needs, set the agenda and priorities for services and develop programs for public services in line with the needs and aspirations of the community [8]. Meanwhile, according to Dunn [9] states that the responsiveness is one of the indicators in the evaluation of public policy. Evaluation is an activity to assess the performance of a policy which aims to find out if there are deviations that may occur by comparing the goals and objectives by achieving the target. Dwiyanto explains that in its operation, the responsiveness of public services are translated into several indicators, such as: (a) There is absence of complaints from service users over the past year, (b) The attitude of the bureaucratic apparatus in response to complaints from service users, (c) Use of complaints from service users as a reference for the improvement of service delivery in the future (d) various actions of the bureaucratic apparatus to provide services to the service user satisfaction (e) Placement service users by the bureaucrats in the applicable service system. Responsiveness in carrying out the public service is very important cause it will greatly affect the success of the program. If the disabilities program perspective then the organization must be able to recognize the difference between needs and aspirations of disabled and non-disabled so that the achievement of a program in accordance with the objectives

and subject. So concluded with disabilities responsiveness is the ability of organizations to recognize the different needs of disabled and non-disabled so that it can sets the agenda and priorities of services and develop programs for public services in line with the needs and aspirations difference between disabled and non-disabled. It is worth noting because the responsiveness with disabilities will affect their commitment to implement a public policy perspective consistently disabilities field.

Based on the analysis of documents from documents Surakarta Document Year 2010-2015, the Strategic Plan of Social, Manpower and Transmigration Surakarta Year Work Plan 2011-2015 and the Department of Social, Manpower and Transmigration Surakarta in 2011. The values of justice and equality despite has become one of the important values are considered in the achievement of development goals by improving the quality of human resources, but it is more focused on education and health. In the employment field program, indeed encountered programs that contain values of justice and equality that is "planning program non-discriminatory employment" but the program is not found in the program - the program on the Strategic Plan of Social, Manpower and Transmigration Surakarta in 2011 - 2015. This it can be concluded there was an inconsistency in the breakdown field of employment programs.

One cause has not responsiveness disability employment policy in Surakarta because during this time the flow of development thinkers dominate among the bureaucracy is a flow analysis of this mainstream. According Fakhri [11], based on the assumption that the problems of disabled people is rooted in the assumption and belief in low quality resource disabled people themselves, and it resulted in them not being able to compete with the 'normal people' in society, including in development. Therefore, for this flow should be no attempt to encourage and improve human resources educating the disabled people with disabilities to be able to compete on an equal basis. The flow of the operation is to meet the practical needs of disabled people alone, without questioning on their strategic needs. This flow is heavily biased towards normalism [12]. Two approaches are most easily seen from this flow is the approach of efficiency and poverty reduction. Functional Theory Adopted Talcott Person liberal, the flow is like getting the institution so that it fills issue area, discourse, ideas, policies, activities and other forms of projects focusing on disabilities in the field. By using the liberal Talcott this person, the author considers that the measures taken by the Government of Surakarta is based on the values of autonomy, equality, and moral values and individual freedom. Policies based on the assumption that every human being has the same opportunities and the same rights. Thus, if disabled people are not able to compete, then you need to blame is not his policies but disabled people themselves. The Government also noted that disability is regarded as an anomaly in development. Therefore, the participation of the disabled in development is considered as the best way to enhance the degree of disability.

In the analysis of the author, business Surakarta City Government as contained in the current employment policy for the disabled only produce short-term practical change ought to

do is change the long-term, strategic transformation. Prediction inability to compete with disabilities is an objective reality because of discrimination due to their belief that they are not beneficial to the growth and accumulation of capital in the system of capitalist production. Capitalism only buy 'labor' which only the 'normal man' who is able to work productively in a factory. As a result, many disabled people excluded in the system.

III. CONCLUSIONS

Surakarta City do not have employment policies specifically intended for disabled women. Feasibility study also showed that employment policies that exist today either political, administrative, economic and technology can not guarantee that women with disabilities are in a condition ready to compete with each other. Employment policies have not been responsive disabilities. The possibility of marginalization in the global level became the biggest threat for the disabled in this era. Still development paradigm that sees disability not only as an object and subject of development to make welfare for women with disabilities in Surakarta a dystopia welfare. The main thing that must be done by the government of Surakarta regard to employment for women with disabilities is to make employment policy responsive to disabilities with the support of the political, economic, technological and administrative. In other words, any agenda other than seeing and analyzing the practical and strategic needs, the movement must also have a political agenda to influence policy concerning the fate of disabled people (in the community). The business can be done by: (a) educate the awareness of all people the basic right of the disabled, (b) the ratification of the Law of Persons with Disabilities in the development plan. (C) creating a city that is friendly to people with disabilities, especially in all public facilities, (d) dissemination of critical ideology of disabled people in each program and institutional and organizational policies, both government agencies, education, community programs, as well as religious, even among NGOs. (e) do disability scanning, (f) auditing discrimination against the disabled, monitoring and evaluation of the process, or project and institution social development that still perpetuate the implicit discrimination against disabled people, as well as advocacy efforts to change policies that are more friendly to the other disabled.

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