



TECHNIUM
SOCIAL SCIENCES JOURNAL

Vol. 15, 2021

**A new decade
for social changes**

www.techniumscience.com

ISSN 2668-7798



9 772668 779000

Accessibility of People with Disabilities to Work in Private Sector: Implementation of Public Policy towards Inclusive Society

Dr. Ir. Panji Hendrarso, MM

Sekolah Tinggi Ilmu Administrasi Banten (STIA Banten), Banten – INDONESIA

Abstract. The research is aimed at answering the question of what difficulties are experienced by persons with disabilities in the accessibility of getting jobs and what efforts should be made to increase the absorption of employment for persons with disabilities in private companies. This research is a qualitative study with a phenomenological approach. Participants in this study were 30 people with disabilities who were categorized based on their educational backgrounds ranging from elementary, junior high, senior high, college to university graduates. The results of this study indicate that the implementation of policies for people with disabilities as outlined in Law Number 8 of 2016, Law Number 13 of 2003 concerning Manpower and Law Number 19 of 2011 served as Ratification of the CRPD (Convention on the Rights of Persons with Disabilities) pertaining to the rights of persons with disabilities in Article 27 concerning work and employment have not been fully implemented by private sector. This study also found that there are still many people with disabilities who receive discrimination in the form of refusal to work for companies even though they have already got skills and competencies as well as graduate degrees like other normal students. In order that this public policy to be implemented effectively, steps are needed, namely more intensive socialization, imposing sanctions for companies that refuse to employ people with disabilities and formulating awards for companies that employ more than 1% of people with disabilities as a stimulus for private companies in Indonesia.

Keywords. Accessibility, discrimination, people with disabilities, private sector

1. Introduction

Persons with disabilities (PWD) are very vulnerable to discriminatory treatment. One of the discriminatory treatment felt by PWD is that they are not equal in the accessibility of getting a job. Whereas the Basic Law has guaranteed and granted rights to PWD, especially in obtaining employment, as stipulated in the Constitution of the Republic of Indonesia, article 28D paragraph 2, states that everyone has the right to work and to receive fair compensation and treatment in a work relationship.¹ Meanwhile, article 27 (2) of the 1945 Constitution states that every citizen has the right to work and a living that is decent for humanity. Thus, PWD have equal rights to decent work and livelihoods. They need to get a job in accordance with their respective abilities and privileges.

Based on data on Annual Employment Report in companies as of October 2018, there were 2,851 workers with disabilities, or only 1.2% of the total workers registered at the Ministry of

¹ Undang Undang Dasar 1945 Pasal 28 Ayat 2

Manpower. This data proves that what happens in the field has not been implemented perfectly in accordance with the existing law, so that people with disabilities are still a minority group.² The final report of the United Nations World Labor Organization, the ILO in its final report, noted, of the total employment opportunities, only 0.26 percent of formal workers are persons with severe disabilities. Meanwhile, according to the ILO, the labor force participation rate for persons with mild disabilities is only 56.72 percent and for persons with severe disabilities is only 20.27 percent. This percentage is much lower than the labor force participation rate for non-persons with disabilities, which is 70.40 percent. Difficulties for PWD to enter the workforce are caused by several discriminations faced by PWD, namely institutional discrimination, physical environmental discrimination and social discrimination.³ Thus it can be said that the work absorption of persons with disabilities is still low. Even though in Law Number 8 of 2016 concerning Persons With Disabilities, it has been mandated that for every 100 workers, companies are required to take 1% of the group of people with disabilities. Based on the data above, this research is aimed at answering the following questions: (1) what are the difficulties faced by persons with disabilities in obtaining a job, (2) what efforts should be made to increase employment absorption for persons with disabilities in private companies.

2. Literature Review

2.1 Definition of Disability

The Ontarians with Disabilities Act (ODA) states that: 'disability' means, (a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness, (b) a condition of mental impairment or a developmental disability, (c) a learning disability, (d) a mental disorder [1]. The Ontario Disability Support Program Act (ODSP), on the other hand, provides income supports to disabled people. It defines a person as being disabled if: (a) the person has a substantial physical or mental impairment that is continuous or recurrent and expected to last one year or more; (b) the direct and cumulative effect of the impairment on the person's ability to attend to his or her personal care, function in the community and function in a workplace, results in a substantial restriction in one or more of these activities of daily living; and (c) the impairment and its likely duration and the restriction in the person's activities of daily living have been verified by a person with the prescribed qualifications [1].

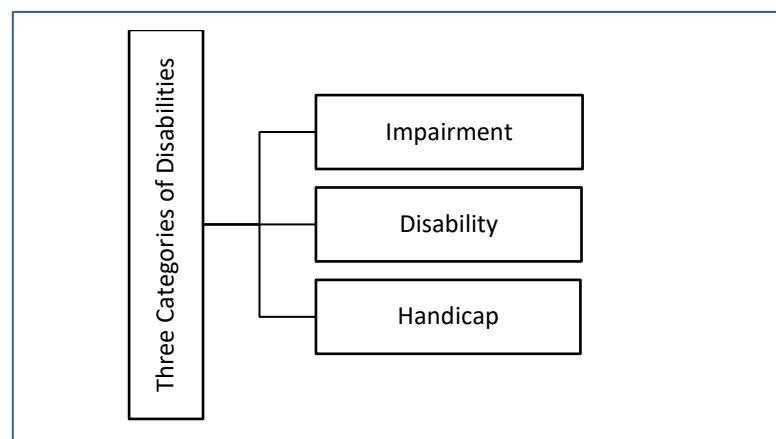
According to John C. Maxwell in [2], a person with disability is someone who has a disability and / or who can interfere with activities. Meanwhile, Goffman in [3] revealed that the main social problem faced by persons with "disabilities" is that they are abnormal in such a clear degree that other people do not feel good or are unable to interact with them. The surrounding environment has stigmatized people with disabilities, that they are seen as inadequate in every way as the cause of various problems. In limited circumstances and negative assumptions from others, there are some of them who keep trying not to always depend on others. The concept of stigma put forward by Goffman in [3], refers to people who have disabilities so they do not get full social acceptance. [4] also explained that life in isolation is marked by the inability to hold social interactions with other parties.

² <https://yoursay.suara.com/news/2020/01/21/124304/penyandang-disabilitas-mengakses-dunia-kerja-masihkah-menjadi-minoritas>

³ <https://cekfakta.tempo.co/fakta/110/fakta-atau-hoax-benarkah-penyandang-disabilitas-sulit-mendapatkan-pekerjaan>

The World Health Organization (WHO) defines disability as a condition of limited ability to carry out activities within the limits considered normal. According to WHO, there are three categories of disabilities, namely: a. Impairment, which is a condition of abnormal or loss of structure or psychological or anatomical function; b. Disability, namely the inability or limitations as a result of impairments to carry out activities in ways that are considered normal for humans; c. Handicap, which is a condition that is detrimental to a person due to impairment, disability that prevents him from fulfilling a normal role (in the context of age, gender, and cultural factors) for the person concerned [2].

Three Categories of Disabilities
(By WHO)



Source : Sugiono (2014)

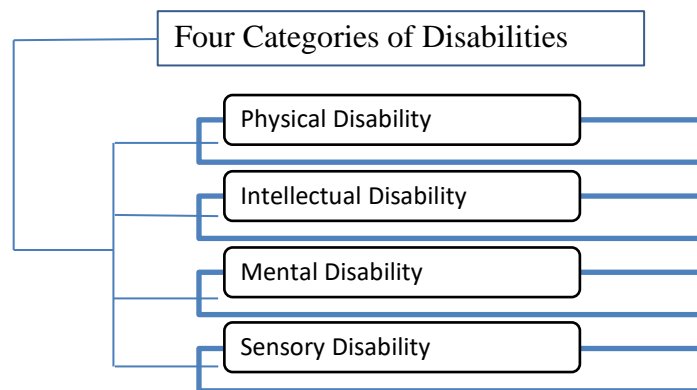
According to UN Resolution Number 61/106 dated December 13, 2006, persons with disabilities are every person who is unable to guarantee by himself, in whole or in part, normal individual needs and / or social life, as a result of their disability, whether innate or not, in terms of physical or mental abilities.

Law No. 8 of 2016 states that persons with disabilities are every person who experiences physical, intellectual, mental and / or sensory limitations for a long period of time who in interacting with the environment can experience obstacles and difficulties to participate fully and effectively with other citizens based on equal rights. From this definition, persons with disabilities are based on article 4 of Law no. 8 of 2016 can be categorized into four groups, namely:

- a. Persons with physical disabilities, namely impaired movement of function, including amputation, paralysis or stiffness, paraplegia, cerebral palsy (CP), due to stroke, and leprosy.
- b. Persons with intellectual disabilities, namely disruption of thought functions because the level of intelligence is below average, including slow learning, mental disability and down syndrome.
- c. Persons with mental disabilities, namely disruption of thought, emotional and behavioral functions, including:
 - psychosocial including schizophrenia, bipolar disorder, depression, anxiety, and personality disorders; and

- developmental disabilities that affect social interaction skills, including autism and hyperactivity.
- d. People with sensory disabilities, namely the disruption of one of the functions of the five senses, including visual impairments, hearing impairments, and / or speech disabilities.

Figure 2
Four Categories of Disabilities



Source: Law No 8/ 2016, Article 4

2.2 Policies related to job access for persons with disabilities

Indonesia has ratified the Convention on the Rights of Persons with Disabilities (hereinafter referred to as CRPD) into Law Number 19 of 2011 - Convention on the rights of persons with disabilities in article 27 concerning Work and Employment. The rights contained in the Convention on the Rights of Persons with Disabilities are the basis for PWD to defend their lives and fight for the rights that exist in themselves. The government's commitment is manifested by the passing of Law Number 8 of 2016 concerning Persons With Disabilities to respect, protect, fulfil and advance the rights of persons with disabilities. The Law on Persons with Disabilities contains 153 articles with details regarding the rights of PWD that are regulated in eleven articles, namely Chapter III (from Article 5 to Article 26).

PWD's Law No. 8 of 2016 in Article 53 paragraph (1) The Government, Regional Government, State-Owned Enterprises and Regional-Owned Enterprises are required to employ at least 2% of Persons with Disabilities of the total number of employees or workers and companies are required to employ one person with a disability out of 100 workers in a private company and state-owned company. Manpower is an inseparable part of national development based on The Five Principle (Pancasila) and the 1945 Constitution of the Republic of Indonesia. As stated in Article 28 D of the 1945 Constitution, everyone has the right to work and to receive fair compensation and treatment. and is feasible in a working relationship.

Other rights of persons with disabilities in employment are also listed in article 45 to article 54 of the Law on Persons With Disabilities No. 8 of 2016. Then it is confirmed by Law Number 13 of 2003 concerning Manpower, article 5 states that every worker has the same opportunity without discrimination to get a job and article 6 states that every worker or laborer has the right to receive equal treatment without discrimination from the companies.

2.3. Inclusive Society

In developed countries, the average company has realized that employing people with disabilities is an obligation that must be carried out. Even though in its implementation,

companies also choose certain types of disabilities to recruit. Several research results prove this, as stated by [5] that Projects With Industry placement specialists rated employers as being more willing to hire individuals with physical disabilities than those with emotional, mental, or communication disabilities, to have the least difficulty in recruiting and selecting these workers, and to expect better work performance from them. [6] asked human resource professionals to choose one of two candidates with similar backgrounds. Results showed that a job applicant who uses a wheelchair was more likely to be hired than an employee taking medication for depression or anxiety. In a survey of Fortune 500 companies, [7] found that the physically handicapped ranked much higher as desirable employees than did the psychiatrically handicapped. Furthermore, few employers had specific employment policies regarding the psychiatrically handicapped. Jobs can also be stereotyped, and these stereotypes can be used to exclude applicants with disabilities as not well-suited. The nature of the job elicits prototypical images about job requirements [8].

‘Inclusiveness’ embodies many facets and interlocking issues of social life. It would be a daunting task to clearly lay down the composition and boundaries of an ideal model of an inclusive society in Asia. Diversities in culture, language, and political system, as well as disparities in the state of economy, educational level, and urbanization across the continent have made the definition of the ideal model practically impossible. Notwithstanding this, there are two essential building blocks to the construction of an inclusive society:

- (a) A Barrier-Free Society – all those who are able to work are not prevented from doing so by social or physical barriers; and those who are unable to work have a decent quality of life.
- (b) Empowerment of the PWD – each and every person is encouraged and empowered to participate and engage in all aspects of life in his/her society, to the best of his/her capability [9].

Discrimination, including for persons with disabilities in obtaining services and togetherness in the same scope, is still clear [10]. Inclusion development exists as a response to the anxiety of the impact of development that is too growth-oriented which in turn leads to social exclusion. [11] state that social exclusion refers to the dynamic process of closing the door to individuals either as a whole or part of the social, economic, political and cultural systems that determine the integration of individuals in society. Or in other words, that social exclusion shows the non-recognition of the civil, political and social rights of its citizens.

Development can be inclusive only if all stakeholders jointly create equal opportunities and mutual benefits, and participate in the decision-making process through human rights principles such as participation, non-discrimination and accountability [12]. An inclusive society is a society that guarantees the involvement, equal opportunities and the ability of every citizen to determine the rules that will be used in the social interactions of the community [13].

3. Method

This research is a qualitative study with a phenomenological approach. According to [14] qualitative research is more flexible because in this study it allows or allows extraordinary spontaneous attitudes and the adaptation of interactions between researchers and participants. This flexibility can be seen from the use of open-ended questions that encourage participants to respond freely according to their language. This means that the responses obtained are not limited to “yes” or “no” answers. On the other hand, the relationship between the researcher and the participants is not formal but tends to be relaxed and friendly. Qualitative research is defined as a methodology that provides tools in understanding the meaning in depth associated with complex phenomena and processes in social life practices [15]. Another definition is also

expressed by [16] that qualitative research is a type of research whose findings are not obtained through statistical procedures or other forms of calculation.

Qualitative method is also defined as a research method in describing phenomena based on the point of view of the informants, finding various realities and developing a holistic understanding of a phenomenon in a certain context [17]. [18] states that qualitative research or descriptive research aims to describe a phenomenon with various characters that surround it. Furthermore, Nassaji also said that this research is more concerned with what rather than how and why something happens. One approach that is discussed further in this article is the phenomenological approach. There is an interesting statement from Husserl relating to qualitative research and phenomenology. According to him, all qualitative research has a phenomenological aspect to it, but the phenomenological approach cannot be applied to all qualitative research. That is, all qualitative research has a phenomenological aspect in it, but the phenomenological approach cannot be applied to all qualitative research [19].

Phenomenology is an approach started by Edmund Husserl and developed by Martin Heidegger to understand or study the experience of human life. This approach evolved a qualitative research method that matured and matured over the decades of the twentieth century. The general focus of this research is to examine / examine the essence or structure of experience into human consciousness [20], which states that qualitative research is a study that is interested in analyzing and describing the experience of an individual phenomenon in the everyday world (Creswell quoted [21]. This study aims to understand and describe a specific, profound phenomenon and obtain the essence of life experiences of participants in a phenomenon [22]. Therefore, the phenomenological approach is very suitable in this study.

In-depth interviews were conducted with 30 people with disabilities, classified into 3 categories, based on their educational background, namely: 10 people graduated from high school, 10 people graduated from College and Bachelor programs, and 10 people with various educational levels, the average graduate from primary and secondary schools, but some have never attended school. The interview was conducted with the aim of obtaining information on what problems they faced in obtaining proper jobs. The researcher also interviewed a representative from an NGO, who has been quite active in the training program for people with disabilities. Due to the ethical issue, the names of participants are not mentioned briefly in this paper. The data obtained from the in-depth interviews were then analyzed using Interpretative Phenomenological Analysis (IPA), namely: (1) reading and re-reading, (2) initial noting, (3) developing emergent themes, (4) searching for connections across emergent themes, (5) moving the next cases, and (6) looking for patterns across cases as stated by Smith in [23].

4. Result

Researchers conducted interviews with 10 people with disabilities with college and bachelor graduates, consisting of: 5 people with physical disability, 2 people with visual impairments, 3 people with hearing impairments. In order to answer the question of what difficulties PWD face in getting a decent job and life, researchers have summarized the results as follows:

Table 1
Result o the Interview with College and University Graduates

College and University graduates		
Physical Disability	Visual Impairments	Hearing Impairments
➤ Even though they already have high skills and competencies, even	➤ People with visual impairments find it difficult every time they	➤ With hearing and communication deficiency conditions,

<p>a Bachelor's degree, PWD still have to face intense competition with prospective applicants who are physically normal, because almost all companies require that applicants have a perfectly healthy body and attractive appearance.</p>	<p>apply for a job. Even though they have become graduates in economics and can contribute in the form of thoughts that are needed by the company in the future. However, they were always rejected after they saw the physical condition.</p>	<p>many companies immediately refuse because all employees must be able to communicate well. Even though there are many jobs that do not need to meet many people, such as working on repairing equipment or creating programs rather than communicating with customers.</p>
<p>➤ Out of 5 persons with physical disabilities who sit in wheelchairs, 3 have been successfully accepted to work in multinational companies and international organizations. Meanwhile 2 others were hired to work in disabled people concerned-NGO.</p>	<p>➤ Of the 2 people with visual impairments who were interviewed, both of them were not accepted to work at the company even though they had completed their formal education at university. Both are now trying to become entrepreneurs.</p>	<p>➤ Of the 3 people with hearing impairments who were interviewed, it turned out that all of them were refused to work in the company, but in the end 1 person was accepted by an international agency and the other 2 were recruited by an NGO.</p>

Researchers also interviewed 10 persons with disabilities who graduated from special school, consisting of: 6 people with physical disabilities, 2 visual impairments and 2 hearing impairments. The results of the interview are summarized as follows:

Table 2
Result of the Interview with Senior High School graduates

Senior High School graduates		
Physical Disability	Visual Impairments	Hearing Impairments
<p>➤ With a high school diploma, PWD find it difficult to find jobs.</p> <p>➤ Special Schools also do not collaborate with business or industry.</p> <p>➤ In general, graduates have to try on their own to find work after graduating without assistance.</p>	<p>➤ People with visual impairments experience difficulties every time they apply for a job.</p> <p>➤ Even though when they were in the Special School, they were taught various kinds of skills as in a vocational school, but they still encountered difficulties when applying for a job.</p>	<p>➤ With the hearing and communication deficiency condition, many companies refused to hire them.</p> <p>➤ Even though they already have skills and competencies for certain skills such as computers, administration, foreign languages, they still do not have access to work in companies.</p>

<ul style="list-style-type: none"> ➤ In big cities, there are special schools that have built a collaboration with private companies and independent organizations. 	<ul style="list-style-type: none"> ➤ Until now, people with disabilities have received more assistance from NGOs than that of the government. 	<ul style="list-style-type: none"> ➤ Companies that are already willing to accept PWD are on average foreign companies, multinational companies, international agencies, and NGOs.
<ul style="list-style-type: none"> ➤ Out of 6 persons with physical disabilities who sit in wheelchairs, 4 are successfully accepted to work in multinational companies. Meanwhile 2 others started their own businesses. 	<ul style="list-style-type: none"> ➤ Of the 2 visual impaired who were interviewed, both were not accepted to work at the company. ➤ Both are currently taking courses so they can build their own business. 	<ul style="list-style-type: none"> ➤ Of the 2 hearing impaired people who were interviewed, it turned out that all of them were rejected to work in the company, but in the end 1 person was accepted by a mass media and the other 1 was recruited by an NGO.

Researchers also interviewed 10 people with disabilities with various educational backgrounds. On average, there are graduates from primary and secondary schools, even some have never attended school at all, consisting of: 5 physical disabilities, 3 visual impairments, 2 hearing impairments. The interview is summarized as follows:

Table 3
Result of Interview with various educational background

Primary School, Junior High School graduates and No schooling		
Physical Disability	Visual Impairments	Hearing Impairments
<ul style="list-style-type: none"> ➤ People from the government have come several times to collect data and provide courses for several weeks. After that, the PWDs were placed in the company. But unfortunately, there was no oversight from the government after that. So that in the end the company can arbitrarily terminate the contract that has been signed together. ➤ After that, PWD return to unemployment and 	<ul style="list-style-type: none"> ➤ It is very difficult for people with visual impairments with limited education to find decent work. ➤ Currently, people with visual impairments with limited education, many of whom work as masseurs, or selling crackers. ➤ There are still many people who consider people with visual impairments to be given a charity. Even though what is more needed is to provide a 	<ul style="list-style-type: none"> ➤ With hearing and communication deficiency conditions coupled with limited education, it is very difficult for hearing impaired persons to get decent work. ➤ Currently, many hearing impaired persons are employed in the home industry, such as making batik cloth or veil. ➤ There have been many government representatives who have come to provide training to assist with

try to survive with odd jobs.	'fish rod' rather than a 'fish'	job placement in industries, but no advocacy has been given.
<ul style="list-style-type: none"> ➤ Out of 5 persons with physical disabilities sitting in a wheelchair, only 1 person tried to apply for a job at the company with a junior high school diploma and was rejected. ➤ While the other 4 choose to do any kinds of work to earn money. 	<ul style="list-style-type: none"> ➤ Of the 3 people with visual impairments who were interviewed, they never applied for work at the company because they realized that their education was limited. ➤ There is a willingness to take part in training to become skilled in order to have a better life. However, until now it is hard to find training for people with visual impairments. 	<ul style="list-style-type: none"> ➤ Of the 2 hearing impaired people who were interviewed, both of them graduated from junior high school, and are currently working in a textile factory. ➤ There is a willingness to increase their skills by taking culinary courses so that they can build their own business, given the difficulty of finding work.

Researchers also interviewed representatives from NGOs to answer the question of what efforts should be made to increase the employment capacity of persons with disabilities in private companies. From the interview, the data obtained are:

1. In order that the socialization to be carried out more intensively regarding the Law on Persons with Disabilities No. 8 of 2016 in Article 53 paragraph (1) The Government, Local Government, State-Owned Enterprises and Regional-Owned Enterprises are required to employ at least 2% of Persons with Disabilities from the number of employees or workers. And companies are required to employ at least 1 person with disabilities out of 100 workers in a private company and state-owned company. This socialization needs to be done so that private companies understand that giving access to persons with disabilities to work is an obligation and not an option.
2. In order that public policy to be well understood by industry players, the government needs to formulate strict sanctions for companies that refuse to employ persons with disabilities. So far, the absence of sanctions for refusing persons with disabilities is one of the causes of the low absorption capacity of persons with disabilities in the private sector.
3. To stimulate companies and business actors in recruiting persons with disabilities in their companies, the government needs to formulate what kind of awards will be given to companies that recruit more than 1% of PWD, for example in the form of "tax deduction".

5. Discussion

From the analysis above, it is known that discrimination treatment for persons with disabilities in obtaining services and togetherness is still clear [10]. In fact, to create an inclusive society, one of which is through the empowerment of persons with disabilities where everyone is given the opportunity to participate in every aspect of social life [9]. This study found that persons with disabilities still do not have access to work in the formal sector. Many of them have applied for jobs to private companies dozens of times, but are still rejected, even though they have obtained a bachelor's degree, as stated by EM, people with physical disabilities:

“In the past year, I have sent application letters to private companies 50 times. Armed with a computer degree diploma, I hope to be accepted to work and contribute my knowledge to the company. However, I always failed. This is proof that discrimination still occurs in Indonesia. Finally I tried to send applications to a disabled people concerned international organization because I believed this organization was the right institution for me. And I was accepted. ” (EM-Computer Programmer).

From the interviews it was also known that the government had conducted several trainings for persons with disabilities, with job placements in companies, but unfortunately, after that there was no assistance or evaluation, so that communication with program alumni was also cut off. Thus the company can arbitrarily terminate the work contract without providing logical reasons. This contradicts Law No.8 / 2016, Article 11 which states that persons with disabilities have the right to work carried out by the government or the private sector without discrimination and receive the same wages in the same type of work and responsibilities and are not terminated from their work with disability reasons. However, many people with disabilities are unemployed because their rights have not been fully fulfilled, so many companies deliberately refuse to apply for jobs because they have disabilities.

Meanwhile, persons with disabilities who graduated from special high school level even feel pessimistic about continuing their studies to higher education, considering that many people with disabilities who have earned a bachelor's degree but still experience rejection when applying for jobs, especially those with lower education.

“Although Indonesia already has a law that stipulates that every state-owned company and company must employ persons with disabilities, until now it is still very rare for private companies and state-owned companies to accept people with disabilities as employees. This is due to the absence of regulations that regulate sanctions for companies that do not employ persons with disabilities because most people think that people with disabilities are the same as people who are sick and helpless so they do not need to be given education and jobs. ” (RK - Marketing Manager)

The Law on Persons with Disabilities and the Manpower Act do not regulate the existence of strict sanctions for private companies and state-owned companies that do not employ persons with disabilities of no more than 1% for private companies and 2% for state-owned companies, therefore persons with disabilities are still not fulfilled his right to get a decent job like any other worker. Therefore, until now, there are still many people with disabilities who have not been guaranteed the fulfilment of their rights to get a job because most companies have not fulfilled this obligation. So that public policies for persons with disabilities to obtain decent work can be implemented properly, the government needs to conduct socialization intensively, formulate sanctions for companies that do not want to recruit people with disabilities, and need to formulate awards for companies that employ more than 1% of people with disabilities. The acceleration of an inclusive society can be carried out if all stakeholders jointly create equal opportunities and participate in the decision-making process through human rights principles such as participation, non-discrimination and accountability [12].

6. Conclusion

The results of this study indicate that the implementation of policies for people with disabilities as outlined in Law Number 8 of 2016, Law Number 13 of 2003 concerning Manpower and Law Number 19 of 2011 concerning Ratification of the CRPD (Convention on the Rights of Persons with Disabilities) - The rights of persons with disabilities in Article 27 concerning Work and employment have not been fully implemented by the private sector. This study also found that there are still many people with disabilities who receive discrimination in the form of refusal to work for companies even though they have already got skills and competencies as well as graduate degrees like other students. In order for this public policy to be implemented effectively, steps are needed, namely more intensive socialization, imposing sanctions for companies that refuse to employ people with disabilities and formulating awards for companies that employ more than 1% of people with disabilities as a stimulus for private companies in Indonesia. For further research, the researcher proposes that research be carried out related to the accessibility of persons with disabilities to work in government offices with a different approach.

References

- [1] Gordon Phyllis, Harry Beatty, Bill Holder. (2001). An Analysis of the Ontarians with Disabilities Act, 2001, *Journal of Law and Social Policy* Volume 17 , 2002.
- [2] Sugiono, Ilhamuddin, dan Arief Rahmawan, ‘Klasterisasi Mahasiswa Difabel Indonesia Berdasarkan Background Histories dan Studying Performance” (2014) 1 *Indonesia Journal of Disability Studies* 20, 21).
- [3] Poloma, Margareth M. (2013). *Sosiologi Kontemporer*, Jakarta: Rajawali Pers.
- [4] Soekanto, Soerjono. (2012). *Sosiologi Suatu Pengantar*, Jakarta: Rajawali Pers.
- [5] Greenwood, Reed, Kay F. Schriener, and Virginia A. Johnson. 1991. “Employer Concerns Regarding Workers with Disabilities and the Business-Rehabilitation Partnership: The PWI Practitioners’ Perspective.” *Journal of Rehabilitation*, Vol. 57, No. 1 (Jan-Mar), pp. 21.
- [6] Koser, D.A., Matsuyama, M., & Kopelman, R.E. 1999. “Comparison of a Physical and a Mental Disability in Employee Selection: An Experimental Examination of Direct and Moderated Effects.” *North American Journal of Psychology*, Vol. 1, pp. 213-222.
- [7] Jones, Brian.J., Bernard J.Gallagher III, J.M. Kelley, and L.O. Massari. 1991. “A Survey of Fortune 500 Corporate Policies Concerning the Psychiatrically Handicapped.” *Journal of Rehabilitation*, Vol. 57, No. 4 (Oct-Dec), pp. 31.
- [8] Stone, Dianna, and Adrienne Colella. 1996. “A Model of Factors Affecting the Treatment of Disabled Individuals in Organizations. *Academy of Management Review*, Vol. 21, No. 2, p. 352-402.
- [9] Tan, H. G., W. T. Ang & C. Y. Shee (Towards an Inclusive Society in Asia: The Invisible Helping Hand. *Conference Paper* · April 2007 DOI: 10.1145/1328491.1328493
- [10] Zulfikar, F. (2017). Partisipasi Kaum Difabel dalam Pembangunan Desa Inklusi (Studi Kasus Desa Sidorejo dan Desa Bumirejo, Kecamatan Lendah, Kabupaten Kulonprogo). Diambil kembali dari *Repositori Universitas Muhammadiyah Yogyakarta*: [http:// repository.umy.ac.id/bitstream/ handle/123456789/12200/j.%20Naskah%20Publikasi. pdf?sequence=10&isAllowed=y](http://repository.umy.ac.id/bitstream/handle/123456789/12200/j.%20Naskah%20Publikasi.pdf?sequence=10&isAllowed=y)
- [11] Walker, A., & Walker, C. (1997). *Britain Divided: The Growth of Social Exclusion in the 1980s and 1990s*. London: CPAG.
- [12] UNDP (2017). <http://www.hdr.undp.org/>

- [13] Andjekovic, B., Ivanov, A., Horváth, B., Marnie, S., Mihailov, D., Milcher, S., Tadjbakhsh, S. (2011). *Beyond Transition: Towards Inclusive Societies* (p. 112). United Nations Development Programme.
- [14] Hashemnezhad, Hossein. (2015). Qualitative Content Analysis Research: A Review Article. *Journal of ELT and Applied Linguistics*, Vol. 3 Issue 1, Maret 2015. Hlm. 54-62.
- [15] Denzin, Norman K & Yvonna S Lincoln. (2009). *Handbook of Qualitative. Research*. Yogyakarta: Pustaka Pelajar.
- [16] Strauss, Anselm dan Juliet Corbin. (2017). *Dasar-dasar Penelitian Kualitatif*. Yogyakarta: Pustaka Pelajar.
- [17] Hilal, Alyahmady Hamed dan Saleh Said Alabri. (2013). Using NVIVO for Data Analysis in Qualitative Research. *International Interdisciplinary Journal of Education*, Vol 2, Issue 2, Hlm. 181-186.
- [18] Nassaji, Hossein. (2015). Qualitative and Descriptive Research: Data Type Versus Data Analysis. *Editorial Language Teaching Research*, Vol 19(2), Hlm. 129—132. DOI: 10.1177/1362168815572747
- [19] Mariwilda, Padilla-Díaz. (2015). Phenomenology in Educational Qualitative Research: Philosophy as Science or Philosophical Science? *International Journal of Educational Excellence*, Vol. 1, No. 2, 101-110 ISSN 2373-5929 .
- [20] Tuffour, Isaac. (2017). A Critical Overview of Interpretative Phenomenological Analysis: A Contemporary Qualitative Research Approach. *Journal of Healthcare Communications*, Vol. 2 No. 4: 52, ISSN 2472-1654.
- [21] Eddles-Hirsch, K. (2015). Phenomenology and educational research. *International Journal of Advanced Research*, 3 (8), 251-260.
- [22] Yuksel, Pelin and Sonel Yildirim.(2015). Theoretical Frameworks, Methods, and Procedures for Conducting Phenomenological Studies in Educational Settings. *Turkish Online Journal of Qualitative Inquiry*, Vol. 6, No. 1, Januari 2015.
- [23] Bayir Aydan, and Tim Lomas. (2016). Difficulties generating self-compassion: An interpretative phenomenological analysis. *The Journal of Happiness & Well-Being*, 2016, 4(1), 15-33
https://www.researchgate.net/publication/295656870_Difficulties_generating_self-compassion_An_interpretative_phenomenological_analysis

Laws:

- [1] Undang Undang Dasar 1945, Psal 28D, Ayat 2
- [2] Resolusi PBB Nomor 61/106 tanggal 13 Desember 2006
- [3] Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan,
- [4] Undang Undang Nomor 19 Tahun 2011 tentang Ratifikasi CRPD (Convention on the Rights of Persons with Disabilities) tentang hak-hak penyandang disabilitas pada Pasal 27 tentang Pekerjaan dan lapangan kerja

Websites:

- [1] <https://yoursay.suara.com/news/2020/01/21/124304/penyandang-disabilitas-mengakses-dunia-kerja-masihkah-menjadi-minoritas>
- [2] <https://cekfakta tempo.co/fakta/110/fakta-atau-hoax-benarkah-penyandang-disabilitas-sulit-mendapatkan-pekerjaan>