

ACCESS TO JOB FOR DISABLED, A CASE STUDY OF DISABLED WORKERS IN SALATIGA

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ABSTRACT

People with disabilities have a disorder, damage, or loss of function of a body organ. Disabilities can be divided into two groups, namely physical disorders such as hearing loss, speech impairment, vision loss, and loss of other body functions, while the second disturbance is non-physical, such as mental retardation, social behavioral disorders, or mental disorders. This disability becomes an obstacle or barrier that prevents an individual from participating fully and effectively in public life. By signing "The Convention on the Rights of Persons with Disabilities" on October 18, 2011, Indonesia recognizes equality for persons with disabilities. Equality means acknowledging equal rights for the disabled as normal people (who are not impaired). One important issue faced by disabled individuals is accessibility to employment. Although there are laws that ensure the realization of equality in obtaining employment for the disabled, it has not yet become a reality. This study focuses on several physically disabled individuals to measure their employment accessibility. This research looks at 9 cases of slightly disabled individuals who live in the Salatiga and are gainfully employed. The data was collected by interviewing disabled persons who were selected through a snowball sampling method. This study found that the disabled have low access to employment. Access is related to receiving job vacancy information and then training. Prospective workers with disabilities have difficulties in getting job information. In addition to the lack of knowledge, the economic condition of workers with disabilities makes them unable to buy a newspaper regularly or use the Internet to access job information. Access to information is also difficult due to low willingness of employment providers (the companies which have vacant jobs). Employment providers frequently emphasize requirements that are difficult to be fulfilled by disabled persons, so that they are unable to work for firms. Meanwhile, access to previous training and company provided training is low for the disabled. The availability of specialized training institutes outside the company for the disabled is minimal or has very little organization to set up specific programs to improve the skills of the disabled. The companies do not provide training for the disabled, a training infrastructure, or instructors. In general, it can be concluded that

disabled individuals' low accessibility to formal jobs is due to the unfriendly environment for disabled employees.

Keywords: *disabled person, physical disorders, access to job, equal rights*

1.1 BACKGROUND

Many persons with disabilities are still excluded; they cannot easily get jobs. The World Bank (2010) stresses that there is a strong link between disabled individuals and poverty. The poor have a high risk of exposure to a disability due to a disease or various conditions experienced. At the same time, a disabled individual also has a high likelihood of experiencing poverty due to not having the opportunity to participate in various development initiatives. The link between disabled people and poverty is strong but can be broken.

A disabled person is someone who experiences physical or nonphysical obstacles in performing daily activities. They are persons / a group of people who have a disorder, damage, or loss of organ function. There may be no common cause of a disability since birth or even when they are still in the womb, but disabilities can also be caused by traffic accidents, work accidents, or other incidents. Disabled persons can be classified into two groups. The first group is those with physical disorders: hearing loss, speech impairment, vision disorders, and other disabilities. The second group is non-physical disorders, such as mental retardation, social handicaps, and behavioral disorders. The first group has a mindset, skills, or talents similar to those of normal people, differing only in a physical aspect. They can gain access to employment and decent work to have a chance to participate in the work world, but in reality it is difficult for them to enter the workforce due to less access to jobs.

The International Labor Organization (ILO) estimates that 10% of Indonesia's population (approximately 24 million people) is persons with disabilities; they do not work. According to Kompas, in 2010, the number of workers with disabilities was around 11 million people

(Kompas, 09/10/2013). Among the disabled are productive groups who are ready to work. A phenomenon in the communities, there are many success stories of disabled individuals. This should provide a better assessment of people with disabilities in the workplace, so that they can also get the same treatment as normal workers. Two examples of disabled individuals who have good competence after receiving training are Angkie Yudistia, who became the CEO and founder of his company, and Irma Suryani, who is famous as a doormat producer. Although there are examples disabled individuals showing their abilities, people with disabilities still have great difficulty in acquiring jobs.

As citizens, persons with disabilities have the same status, rights, and obligations as other citizens. This is in accordance with the 1945 Constitution in section 27: 2, regarding their right to work and make a decent living for themselves. As stated in Article 14 of Law No. 4 in 1997 for Persons with Disabilities, companies and institutions / organizations need to provide a 1% quota for persons with disabilities.

Persons with disabilities are not seen as a social problem. The efforts undertaken by both the government and society lead to give donations instead of training to improve the competences of those with disabilities. Employers do not provide access to good jobs, and they do not show readiness to employ the disabled. Similar with the general public, companies view people with disabilities as objects more than as individuals who have equal rights with other workers, in terms of getting access to training or employment in order to get better lives. As a result, many people with disabilities live in poverty. This kind of discrimination can be seen clearly in the reception of disabled workers for employment. Disabled persons have less access to information and jobs due to employers being reluctant to hire them. They assume that persons with disabilities will not be able to do their jobs as effectively as normal employees. For employers, hiring people with disabilities is tantamount to encouraging companies to

provide some equipment or tools to assist persons with disabilities in conducting their work activities.

A study conducted by Iffatus (2014) and Bowe, Iffatus, and Putriani (2008) discussed employment opportunities and barriers, but not access to training or employers' willingness to hire the disabled as well as provide access to information. Therefore, this study will address that.

1.2 PROBLEMS

This research intends to study to what extent people with disabilities have access to jobs, access to training, and the readiness of work places to employ them. The study will answer the following questions: (1) To what extent do the disabled have access to jobs? (2) Are the disabled provided with access to training? (3) How willing are employers to hire persons with disabilities?

THEORETICAL FRAMEWORK

In their research, Iffatus (2014) and Putriani (2008) emphasized the difficulties of disabled workers to enter the labor market. In a gender perspective in the United States, Bowe (2001) discussed the difficulties of persons with disabilities in entering the open labor market. According to Bowe, disabled female workers have fewer less opportunities than male workers in the labor market. Iffatus (2014), which discussed the employment opportunities for the blind in the city of Yogyakarta are concluded, employment opportunities for the blind in the city of Yogyakarta is still very limited. Besides that, the government pays little low attention to the government in the training of the disabled. Meanwhile, research by Putriani (2008) discussed the implementation of Regional Regulation No. 22 of 2008 regarding employment of the disabled in the city of Surakarta, ranging from access to, dissemination of implementation,

guidance, and supervision. The study also examined the factors that support or hinder the implementation of Surakarta City Regulation No. 2 of 2008.

2.1 ACCESS TO WORK FOR THE DISABLED IN INDONESIA

According to Government Regulation No. 43 - 1998 Section 4, efforts to improve the social welfare of the disabled is implemented through equality of opportunity (accessibility, education, and employment), rehabilitation, social assistance, and maintenance of social welfare standards. According to the regulation, persons with disabilities can find gain the ease in getting a job, information, and access to a job site. But in reality, the treatment to workers with disabilities is are still far from what it is written in the regulation ,and given less attention by the government. A similar opinion was emphasized by Ariani Sukanwo, Chairperson man of the Association of Working Groups in the Disability Law of Indonesia, so that the concern of the government to the disabled is already there by issuing regulations but the fulfillment of the right is not accompanied by any action (Kompas, 11/12/2014). The government has also low in the protection and does not treat the disabled decently, disabilities with decent, which includes the fulfillment of public facilities and transportation. Certainly, if access to workplaces is low and there is less support for to the training, the disabled workers will not be able to compete with others.

Until now, there are still many companies in Indonesia that are not be accessed to the disabled workers. Here, the companies does not have: (1) Training and good infrastructure in the workplace, as well as (2) The Company does not have any long-term plans involving workers with disabilities.

The condition of disabled workers today shows the limited access to education services. Barriers occur in various forms, including living far away from education and training services. There are still a small number of schools for persons with disabilities, and supporting

infrastructures have not been met. Such as the availability of sufficient learning and insufficient, buildings for persons with disabilities is still far from being feasible.

The number of school age disabled (5-18 years) is 355.859 children. Of that amount, 74.6% have not received education services (www.kompas.com, 23 February 2013). With their access to education will impact on the competence and competitiveness. Some of the training has not been absorbed and the government has not made the program run well. Iffatus (2014) stated that government programs for persons with disabilities tend to be based on compassion (charity) and do not empower the disabled, doesn't empowering disabilities to engage in a wide range of problems. A lack socialization about the regulation concerning the disabilities has caused the government and private stakeholders to be less concerned. As an example, a training ground in the area of Bringin, Semarang Regency, provides training which is perfunctory and less professional.

2.2 ACCESS TO JOBS AS THE RIGHT OF THE DISABLED.

The disabled workforce will face two problems at the same time when looking for a job: are limited opportunities for employment and the impaired physical conditions of workers. In the recruitment, disabled persons are displaced by normal workers. In order not to be eliminated in the recruitment of workers, the government provides legal protection by issuing regulations on fulfillment of the rights of persons with disabilities in obtaining employment, namely:

1. Law No. 39 of 1999 on Human Rights. Article 38 says: Every citizens in accordance with their talents, skills, and abilities are entitled to a decent employment.
2. Act Number. 4 of 1997 regarding on persons with disabilities. Law on Persons with Disabilities claims: "State and private Companies provide opportunities and equal treatment for the disabled disabilities to be employed in companies the company according

to the type and degree of interference, experienced, education, and abilities, and the number is adjusted according to the number of company workers and the company's qualifications."

An explanation of Article 14 of the Law regarding of Persons with Disabilities states:

"Companies must employ at least one person (1) with a disability who meets the requirements and qualifications of the job concerned, for every one hundred (100) employees. Companies that use high technology must employ at least one (1) person with a disability who meets the requirements and qualifications of the job, although the number of employees is fewer less than 100 (one hundred) people. "

3. Act Number 13 of Year 2003 on Manpower. Article 28 of the Labor Law states:
"Employers must employ at least one (1 person) with a disability who meets the qualification requirements of a positions and jobs at the company for every 100 (one hundred) workers in the company."
4. Circular of the Minister of Manpower and Transmigration No. : 01.KP.01.15.2002 on Employment of People with Disabilities in a Company dated February 26, 2002 (SE Menakertrans No. 01/2002). SE Menakertrans has mandated on each Head of Manpower and Transmigration Province and District / City to:
 - a. to socialize Law and Government Regulation No. no 43 of 1998 on Efforts to Improve the Social Welfare of Persons with Disabilities by employing the disabled in companies.
 - b. Collecting data on companies employing disabled workers periodically every 3 (three) months.
 - c. Reported the results of data collection about the companies which have hired disabled persons to the Ministry of Manpower and Transmigration.

The fulfillment of the rights of the disabled has not so optimal yet, and it has not been done in concrete actions. The companies are still reluctant to accept them as they are considered as less qualified workers. Also, the companies have yet to build the infrastructure necessary to employ the disabled as workers, tools of work, establish special training for the disabled, and provide signs and signposts in companies.

The rights of the disabled that are guaranteed by the government, must be met and obeyed by the companies such as:

- a. Quota to employ the disabled in a company need to be fulfilled.
- b. Employing disabled should be employed according to their individual talents and classifications.
- c. Getting a job.
- d. Get equal treatment priority as other normal workers.

2.3 BARRIERS FOR COMPANIES TO EMPLOY THE DISABLED

The willingness of companies to hire the disabled are still very low. It can be said companies only recruit disabled workers to avoid punishments from the government and social sanctions. The increasing number of job seekers increases competition for the disabled. According to Koentjoro (2000), in reality, the disabled are put in a position similar to normal people. Public facilities and work facilities available at the company's worksite have not been setup for their interests. Meanwhile, the disabled are asked to adjust to a normal workers. According to the ILO, employing disabled people have many advantages, namely of hidden competences that need to be explored.

In employing the disabled, companies face obstacles, making them reluctant to hire the disabled, such as: (1) Requires budget for building a work station; (2) Provide many tools or

guidelines; (3) they have difficulty to get competent workers; (4) Provide specific training places; and (5) Relationships with training institutions.

In particular, the barriers for companies to hire the disabled are:

- a. Physical disorders that make the disabled unable to do their jobs fluently, due to the poor quality of skills possessed. The weaknesses of such physical imperfections create conditions that reduce mobility, requiring supporting facilities, so that companies lacking the facilities will have difficulty placing them. The low quality and lack of competence of disabled workers will affect the companies' evaluation as a disabled user. The companies strive to make all sorts of reasons why that workers with disabilities cannot work are not working in the companies, such as there are no vacancies or qualified disabled workers, or if there are vacancies qualifying disabilities did not meet the requirements.
- b. Unavailability of accessibility in the company. Accessibility is provided for the disabled, so that they can move freely on their own, not be dependent on anyone else. Companies find it hard to realize the accessibility if it is only to satisfy one (1) disabled worker compared is only one compare to the 99 (ninety nine) normal workers. To assist their mobility, companies must allocate additional costs that would not be spent if they hire are much who should not be released if it receives a normal laborers. Because the companies have to renovate the buildings to make them more accessible for the disabled and easier in mobility. Then the companies, then also need to spend additional funds for the provision of tool aids such as wheelchairs, as well as provide dormitories to let the disabled stay closer to their worksites.

2.4 COMPETENCIES OF THE DISABLED

Not many data is available in describing the abilities of disabled persons, but some research paper emphasizes the competences possessed by the disabled as being very impressive. For example, a story that was written in www.detik.com describes a disabled person who suffered from a physical limitation as she was "deaf". Angkie Yudistia, at the age of just 25 years, has become founder and CEO (chief executive officer) of in the company. Company founded with her colleague focus on a social mission, particularly to help people who have physical limitations. Meanwhile, Irma Suryati, who suffers from paralysis, has proven that there is always a gap that can be a blessing and an opportunity. Irma Suryati managed to build a craft mat business with the waste from Garment Company. She have now been able to export her products to several countries. Irma Suryati now has 2,500 craftsmen, and 150 of them are persons with disabilities. Another success story of a person with a disability is people Tarjono Slamet who founded CV. Mandiri Craft, which produces various kinds of educational toys made of wood. Tarjono recruited 25 employees who were also raised with disabilities from the Semarang area, Gunung Kidul, Magetan, and Banyuwangi. With high spirit, perseverance, and self-reliance, Tarjono provides welfare for 55 employees who are disabled. He received a Danamon Award in 2010, and his products succeeded to penetrate the international market.

Persons with disabilities are good and reliable workers. ILO in "Employing People with Disabilities" in Indonesia showed that the disabled workers is better than normal workers in terms of: (1) better productivity; (2) the rate of work accidents is lower than normal workers; and (3) the spirit is higher to stay in the same job, compared with normal laborers. In addition, persons with disabilities show that they have expertise and unexplored talent, including technical expertise and, problem-solving skills.

The advantages for a company in recruiting persons with disabilities are, namely: (1) Contributing to diversity; (2) Creativity; (3) The spirit in their of the work as a whole; and (4) as well as increasing the company's reputation among its workers, the community, and among consumers.

A company that employs the disabled is PT. Trans Retail Indonesia (Carrefour). It, provides training for the disabled before they are placed in in specific jobs. The company employs the disabled at outlets for PT. Trans Retail Indonesia. The total number of employees for Trans Retail Indonesia is about reached 15,000 people. It will employ at least 150 workers with disabilities.

3. RESEARCH METHODS

This research is a qualitative descriptive research. The subjects of the research were disabled workers around Bringin Sub-District, Semarang Regency. It was not easy to find disabled respondents who agreed to be interviewed because usually they were are introverted. Therefore, the researchers chose an area where they researchers lived, so that the researcher was familiar with the respondents or their family members. The request of interview usually proposed to the family first. When a respondent agreed to be interviewed, then an interview would take a place. However, some of the interviewed respondents needed assistance from their family members, as the respondents were shy or could not answer the questions clearly.

Semarang Regency District is an area region where several major industries are located. There were are 9 respondents people with physical disabilities who were are already working in the companies, but there were are still many others that do not work. Data collection was done taken through interviews, in which the researcher interviewed nine men. As a cross-check of information, the researcher also interviewed 4 four key informants from the companies.

4. ANALYSIS AND DISCUSSION

4.1. Profile of Respondents

Here is an overview of the respondents.

Table 1 Characteristics of the Respondents

No.	Name	Gender	Age	Education	Place of work	Disability and type of work / position
1	Sovi N.	Female	20 years	Secondary school	Wardah enterprise (SME)	Impaired vision; works at the packing section
2	Aris W.	Male	23 years	High school	Wood company	Disorders on the fingers; works in working at the cutting section
3	Purwanto	Male	32 years	Secondary school	Palm oil plantations	Disorders on the fingers; works as a driver
4	Hugeng	Male	33 years	Secondary school	PT. Zirang Jjaya	Impaired vision; works ing in the administration.
5	Catur W.	Male	35 years	Secondary school	PT. Zirang Jaya	Mute; works at the anti-rust section.
6	Hajariah	Female	20 years	High school	Mini market	Muter; waitress waiter
7	Dodik K.	Male	28 years	High school	Selling mobile telephone	Impaired vision; waiter
8	Nurhadi	Male	40 years	Secondary school	PT. UTAMA	Disorders on the fingers; looks for Indonesian workerspencari TKI
9	Nur Aulia	Female	34 years	Secondary school	Mini market	Impaired vision; waitress waiter

This research interviewed respondents who already worked in formal enterprises, both large and small firms, women and men, ages between 20 and 40 years, and mostly of the respondents were married. In general, the respondents' education was low, only junior high school level, as only 3 (3 respondents) who completed high school. Most respondents (7 persons) did not receive training before working in the companies, as only 2 two respondents had attended training for driving at private organization. The respondents had from 1 to 5 years of working experience. Noting at the level of disorder, the respondents had a physical disorder, but the disabilities were considered relatively mild.

4.2 Access to Jobs

The respondents generally had experience in submitting several times job applications to several enterprises before; the average was 4 times. In fact, one a respondent had experience for a submitted job applications 7 times elsewhere. From the experiences of sending applications, most applications were refused including those who had sent their applications 7 times. Only their in the current workplaces were willing to accept their applications and willing to hire them. The respondents generally had limited access to information about the jobs. Although the job information could be obtained from various sources, such as newspapers and the Internet, their limited economic situation made the respondents unable to buy a newspaper or use the Internet.

The background of the respondents can be described as a vicious circle, because with limited economic conditions, they had low level of education. This caused them to do not have a lot of knowledge, and access to the information. The respondents were mostly poor educated persons with disabilities, junior high school level (is (67%) and high school level (33% or 3 people). In fact, persons with disabilities had psychological problems, such as they had low self-esteem, were introverted, were passive, etc. All information about obtaining obtained jobs

was acquired from a friend or relative who had been working in the company. With such disabilities, it caused difficulties in gaining accessing employment.

Companies usually only put announcements about job vacancies around the companies, so it is only known by those who were are already working in the company. In addition to a lack of access to information, people with disabilities were also confronted with the requirements mentioned in the guidelines announcement as termed "physically and mentally healthy." With these requirements, it discouraged people with disabilities to apply for jobs, because they felt disqualify with their physical impairments. Companies usually did not specify that the vacancies were also opened to the disabled. In addition, it was challenging for the respondents to meet the requirements, as a high school education was required but the disabled persons mostly had a low education (junior high school education).

Facing those constraints, the disabled respondents became demotivated. They feel that the firms were not accommodating to them, because when the candidates submitted their applications, the employers are not friendly to them as when collecting the application they just accepted them with, usually no follow-up. In addition to access to information, transportation to the company was also an obstacle for the disabled.

4.3 Access to Training and Development for Employees with Disabilities

One of the obstacles faced by the disabled was is training. Many disabled people only have very limited skills. For example, respondents only had skills that were used in their current positions. Another example is a disabled individual who graduated from junior high school, applying for a job at a garment enterprise, but the person had minimal its sewing ability. Supposedly, the disabled increased their competence by taking a course before applying for a job in order to improve their competence and increase the likelihood of being accepted in the companies. So a lack of education and, lack of competence had, an impact on the willingness

of companies to provide vacant places for the disabled. Competencies resulting from the training were becomes very important, because that was one of the reasons that led to the willingness of companies to hire the disabled.

Many workers with disabilities never involved in the training. 2 respondents said that they joined a course at the LPK (Course Education Institution) and involved in the PKK activities, while seven other respondents, had never received any training. This was due to the training location being place far away. Transportation was unavailable, where training was not located on the roadside making it difficult for the disabled. The respondents with disabilities did not have much choice in the training sites outside the company.

Meanwhile, the firms also has no specific training available for persons with disabilities. The training was still a general in nature and intended for all workers. In general, the companies did not provide in-house training but only received workers who were ready to work and had competence. This was because the costs to be incurred, and usually in general companies were are reluctant to spend.

Besides the low willingness of companies to train workers with disabilities in particular, the companies also did have the infrastructure for the disabled. Furthermore, as well as human resources to train disabled workers were unavailable, so that disabled workers were less competent in using work tools. As a result, workers with disabilities did not perform their jobs optimally. In terms of training for the disabled, today, many companies rely on training from an external sources. The respondents experienced being hired by the company directly work in the certain jobs without a competent coach or instructor, and only taught by senior workers.

4.4 The Willingness of Companies to Employ the Disabled

The willingness of companies to hire the disabled can be seen from the chance to improve increase their skills and careers, as well as the long-term plan to employ the disabled. Based on

their experiences, all of the respondents did not get the opportunity to increase their skills. Since the respondents were first hired by the companies, they worked with nearly the same job specifications and, did not get any promotions. For example, respondent Sovi, since the first time she started working in a food packing position, putting ready-made food into plastic, and now (3 years later) the job was the same with just putting packing food into boxes and affixing labels. There were no skill improvements for the labeled. No increase in skills for workers. The respondents worked without a clear career. In this study, the average length of employment for the working respondents was 3 years in the companies. Furthermore, they had, no promotions in their positions, as they worked from a one work stations to another work stations with the same specifications.

PT. Allianz Utama Indonesia, until now has not employed disabled individuals, while PT. Zirang Jaya employs 2 disabled people. The companies have not provided an infrastructure specifically for disabled workers, do not have a long-term plan for hiring workers with disabilities, and they are treated the disabled workers the same as other workers. Implicitly, they are still very reluctant to hire employees with disabilities, as where it can be seen that from the number of workers employed is still very low (2 for to PT. Zirang Jaya and 0 for in PT. Allianz Utama Indonesia). For PT. Allianz Utama Indonesia, they do not hire the disabled with a reason has not found workers who meet the competency standards of their company).

Inside, the company should provide specific workplace for workers with disabilities that have special equipment, tool such as more lighting, road signs, and reading tools. However, these infrastructures are not yet available. The lack provision of these infrastructures is an indication of the low willingness of employers to hire the disabled. In their work, respondents using the same tools as normal workers and, also working the same way, resulting them being unable to maximize their output.

To respond to this situation, the government has published many government regulations to regulate the availability of jobs, including No. 43 of 1998 Article 4 stating that efforts to improve the social welfare of persons with disabilities is implemented through: equality of opportunity (accessibility, education, and employment), rehabilitation, social assistance, and social welfare standard maintenance. Supposedly, with the issuance of the government regulation, it will have a positive impact on respondents with disabilities, but the impact has not been felt by the respondents. The facts above show that companies have a low willingness to employ the disabled.

5. CONCLUSION AND RECOMMENDATIONS

5.1 Conclusion

1. Access to the employment for disabled workers starting from getting access to employment information to get a job. Disabled workers have trouble in getting information about job openings information because of a lack of knowledge and the economic conditions of the disabled where they cannot afford to buy a newspaper or use the Internet to access job vacancy information. The limited access is also caused by the way a company, as an employment provider, in disseminating information about job vacancies. In addition, the company also mandates requirements that are difficult to be fulfilled by the disabled.
2. Access to training, outside and inside the company for the disabled, is low. Specialized training outside the company for people with disabilities are very minimal. Furthermore, there is very little organizations and or associations that have a desire to improve the skills of the disabled. A lack of access to training is also found in companies, in which the

company are not provide specific training for the disabled. The firms are not allocate a training infrastructure and training facilitators for them.

3. The unwillingness of companies to employ the employing disabled is shown are low, showed by the small number of businesses which employ the company employed disabled, the small number of disabled employees, and employed, no promotions or career paths for the and carrier path for disabled. The availability of and support facilities for the disabled to work, such as infrastructure and work equipment for the disabled, is tool disabilities are limited. In addition, most companies of company do not have long-term planning for disabled employees.

5.2 Recommendations

1. The involvement of the community and the surrounding environment in providing motivation is important. The psychological factors of the disabled need to be addressed, in term of gaining self-confidence, not feeling inferior, being has open- minded, and being more active. The disabled need to improve their education and competence, so that they can compete before applying for a job. The disabled should be active in finding job information using all kinds of media available.
2. The Government should provide scholarships for the disabled, so that they can afford to continue their education and join for further level of school, can attend any kind of training they want. Furthermore, social service departments need to regularly send job information to the disabled through social media. The companies should inform which occupations are opened for the disabled.
3. The Government needs to enforce the law that gives equal chance for the disabled to work. Firms should provide appropriate infrastructure and facilitators for the disabled, as well as allow open the same access for the disabled to get promotions and establish a carrier path.

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