

Governance Analysis Framework of Disabilities in Indonesia

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ABSTRAK

Pemenuhan dan perlindungan penyandang disabilitas telah terwujud dengan disetujuinya resolusi PBB A/RES/76/154. Sebagai negara yang tergabung dalam PBB, Indonesia mengadopsi resolusi tersebut ke dalam UU No. 8/2016. Lantas, bagaimana penerapan dan perlindungan penyandang disabilitas di Indonesia? Untuk menjawab hal tersebut, artikel ini menggunakan metodologi deskriptif kualitatif dengan pendekatan etnografi pengolahan data analisis kualitatif metode Governance Analysis Framework yang dikemukakan oleh Hufty (2011). Hasil penelitian mengungkapkan bahwa pemenuhan dan perlindungan penyandang disabilitas di Indonesia masih belum optimal. Hal ini dikarenakan angka kemiskinan penyandang disabilitas di Indonesia masih tinggi, terlihat dari rendahnya angka penyerapan tenaga kerja bagi penyandang disabilitas. Rendahnya aksesibilitas pendidikan bagi penyandang disabilitas membuat mereka sulit bersaing di pasar kerja sehingga berdampak pada rendahnya pemanfaatan penyandang disabilitas. Oleh karena itu, orientasi untuk melindungi diri semakin berkurang akibat rendahnya tingkat kesejahteraan, sehingga peran pemerintah dan organisasi atau lembaga serta kelompok penyandang disabilitas perlu berkolaborasi dan bersinergi dengan lebih baik.

ABSTRACT

Fulfillment and protection of persons with disabilities has been realized with the approval of UN resolution A/RES/76/154. As a country that is a member of the UN, Indonesia adopted this resolution into Law No. 8/2016. So, how is the implementation and protection of people with disabilities in Indonesia? To answer this, this article uses a qualitative descriptive methodology with an ethnographic approach to qualitative analysis data processing using the Governance Analysis Framework method proposed by Hufty (2011). The research results reveal that the fulfillment and protection of people with disabilities in Indonesia is still not optimal. This is since the poverty rate for people with disabilities in Indonesia is still high, as can be seen from the low employment rate for people with disabilities. The low accessibility of education for people with disabilities makes it difficult for them to compete in the job market, resulting in low utilization of people with disabilities. Therefore, the orientation to protect oneself is decreasing due to low levels of welfare, so the role of government and organizations or institutions as well as groups of people with disabilities need to collaborate and synergize better.

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INTRODUCTION

Sustainable development agenda 2015-2030 as per UN resolution A/RES/76/154 concerning the rights of persons with disabilities regarding the elimination of all forms of discrimination and systemic injustice, as well as its optional protocols. In this regard, how to describe best practices and offer recommendations on how to improve the situation to ensure that people with disabilities participate fully, equally, meaningfully, and successfully in policies, programs, and initiatives aimed at implementing sustainable development. According to WHO (2021), the number of individuals with disabilities worldwide is estimated at 1.3 billion. So, to achieve this

agenda, its implementation must be comprehensive and successful without anyone being left behind. Especially for people with disabilities.

In Indonesia, policies to fulfill and protect people with disabilities have been regulated in Law No. 8/2016. This is as stated in the values of Pancasila, namely the value of justice and the value of welfare. People with disabilities have rights as an integral part of Indonesian society, they have the same position, obligations, and daily duties as other Indonesian citizens. According to the Ministry of Social Affairs in Indonesia (2021), the number of people with disabilities in Indonesia is 22.97 million. Based on data obtained from BPS (2023), 78.35% of people with disabilities in Indonesia are unemployed. From this data, the goal of fulfilling and protecting the rights of people with disabilities in Indonesia is reversed. Which aims to develop individuals with disabilities to be able to live independently. Even though this has been guaranteed by the UN resolution A/RES/76/154 globally and Law No. 8/2016 nationally.

As in the research article conducted by Widjaja et al. (2020), Dahlan & Anggoro (2021), Tan (2021), Mustika et al. (2022), and Erissa & Widinarsih (2022), one of the main points of the rights of persons with disabilities is access to work. One aspect of the right to protect persons with disabilities in obtaining work and a life worthy of humanity is their right to work, especially in the public sector. Due to the stigma that workers with disabilities face in the workplace, it is difficult to achieve sustainable development goals in Indonesia due to the situation of workers with disabilities. Their research findings show that there is a gap between the skills of individuals with disabilities and the demands of the job market. Equal opportunity also prevents people with disabilities from applying for jobs that match their interests and educational backgrounds due to unique training and medical needs. Even though there has been a real increase in the fulfillment of the right to work for people with disabilities between 2016 and 2020, this condition is still not ideal or efficient, since legislation stipulates that 1% of the right to work in private companies and 2% of the right to work in governance still needs to be fulfilled. Apart from these criteria, there is stigma and prejudice against workers with disabilities in the workplace. This contributes to the low level of employment of people with disabilities in the productive age group compared to non-disabled groups.

Apart from the rights of persons with disabilities in the economic aspect, the rights in political and social aspects for persons with disabilities in Indonesia are still not massive. This is indicated by the number of registered permanent voters in the 2019 election, based on data released by the KPU (2021), as many as 363,200 people or 0.191% of registered disabled people. Research articles conducted by Dwintari (2021), Desverose & Priyatmoko (2020), Andriani & Amsari (2020), and Maulana et al. (2019) emphasized that the right to vote for individuals with disabilities who are registered as voters in elections has political implications based on their electoral actions. The findings of the research article show that there is no optimal alignment between regulations, expectations, and reality. The Indonesian government must immediately improve its election administration system to make it easier to use, cost-effective, and accessible to people with disabilities. Likewise, there are challenges in delivering outreach materials to those suffering from mental disorders, and their level of engagement remains very low.

Meanwhile, in the social aspect, Widinarsih (2019) conducted a previous study for his research article, which attempted to identify literature studies related to understanding disability and individuals with disabilities. Since Indonesian society's perception, in general, is still unfavorable towards people with disabilities, he claims there is a direct correlation between society's perception of people with disabilities and the discriminatory behavior they see every day. The Indonesian government has issued Law No. 8/2016, which functions as the state

legislative framework to defend and realize the rights of individuals with disabilities. Similar to the research article conducted by Anggraeni et al. (2022) and Ndaumanu (2020) regarding the government's responsibility and implementation regarding respecting, protecting, and fulfilling the rights of people with disabilities in Indonesia, these studies conclude that the lack of programs and activities for people with disabilities causes the emergence of stigma which hinders normalization due to lack of data and information collection, as well as socio-cultural factors that contribute to the low fulfillment of these rights due to society's perception of them.

Apart from that, in implementation related to the fulfillment and protection of persons with disabilities in Indonesia, the role of the actors involved is key in making this policy a success. The problems mentioned above indicate that the actor's role is not optimal. We need to analyze this in more depth to find out the actors involved, and how involved they are in making or implementing the policy. Since the process of making and implementing policies can be successful due to the role of the actors involved. In the concept of policy implementation, for example, according to Van Horn's statement quoted by Abdul Wahab (1997), implementation is a term used to describe actions taken by government institutions, commercial organizations, or people to achieve policy goals.

From the background description above, people with disabilities can live independently, participate fully and effectively in all aspects of life, including public and political life and decision-making processes, and fully enjoy all fundamental freedoms and human rights on an equal basis with other people, accessibility is a must. So, we need to define this problem to understand the social norms of people with disabilities in Indonesia, and how the role and involvement of actors in the process of making or implementing policies is a connecting point between actors and the process. So, this article is an attempt to explore and examine in detail the framework and governance related to the fulfillment and protection of persons with disabilities in Indonesia. From this, the formulation of the research article problem is as follows:

1. How is the fulfillment and protection of persons with disabilities in Indonesia, seen from defining the problem?
2. How are the policies or social norms regarding people with disabilities implemented in Indonesia?
3. Who are the actors involved in fulfilling and protecting people with disabilities in Indonesia (both at the ministerial level and in organizations or social groups that house people with disabilities)?
4. What is the point that connects actor involvement in the policy-making process and analysis of the policy implementation process related to the fulfillment and protection of persons with disabilities in Indonesia?

It is hoped that the results of this research article can be used as an illustration to improve policies related to the fulfillment and protection of people with disabilities in Indonesia. Find out more deeply about the results of defining problems and social norms, as well as the connecting points between actors and processes related to objective perspectives on the issue of the rights of persons with disabilities in general. This is the aim of this research article.

Literature Review

Protection of Persons with Disabilities

The WHO Constitution first defines health as a condition of complete physical, mental, and social well-being, not just the absence of disease or disability. This concept is expanded by providing indicators that allow for a more structured approach to health disorders, namely, disability is related to aspects of physical health, impairments are related to loss of functional capacity due to organ abnormalities, and handicap is a social and cultural measure. due to disorders or disabilities and health-related quality of life consequences) (Barbotte et al., 2001). Classification WHO (1980) Persons with disabilities are divided into three types of definitions, namely Impairment, Disability, and Handicap as follows:

Impairments

Any loss or abnormality in the structure or function of the body, whether temporary or permanent, whether physiological or psychological. A disorder is a condition that affects the mental (memory, consciousness), sensory, or internal organs (heart, kidneys), brain, body, or limbs.

Disabilities

Limitation or inability, usually resulting from a disability, to perform tasks in the manner or within the range considered normal for humans.

Handicaps

It is the result of an anomaly or disorder that, depending on age, gender, and social and cultural context, limits or prohibits the performance of one or more functions that are considered normal.

Some individuals continue to stigmatize people with disabilities and their limitations. Social issues surrounding individuals with disabilities have developed into practical issues. As a result, society, the business world, and the government pay little attention to this problem (Gde Wiryawan, 2022). According to Yeo and Moore, people with disabilities experience three types of discrimination, namely institutional discrimination, physical environmental discrimination, and social discrimination. This causes people with disabilities to be more likely to become poor since their abilities are lower than the weaknesses they experience. In Indonesia, the types of disabilities that have a positive impact on poverty status and the poverty gap are 1) disabilities from birth; 2) type of self-care disability; and 3) blind people (cited by Bella & Dartanto, 2018).

Regarding employment, most of the existing empirical and theoretical literature on disability and employment has considered ability in a medical or normative sense, implying that workers with disabilities are less productive than able-bodied workers. Many of these models view health as an investment in human capital that feeds into a productive workforce (Caron, 2020). Although the world of employment has made great progress over the years, there is still much to be done to ensure that we are truly fair and impartial. People with disabilities and other differences have the right to obtain and maintain employment (Ward, 2023).

Studies of individuals with disabilities often concentrate on topics such as socialization, networking, and inclusion. Only a few studies have studied and written about the challenges faced by people with disabilities in career development. Studies by Braddock and Bachelder show that disability problems are reduced when people with

disabilities occupy leadership positions. Then Bruyere said that many employers mistakenly think that career advancement is less important for workers with disabilities than for able-bodied workers (cited by Gupta & Priyadarshi, 2020).

The report then highlights the EU's current strategy regarding the need for mobility services that are safe, accessible, and suitable for all users, including those with special needs and people with disabilities. People with various forms of disabilities and health problems cannot use mobility services due to a lack of transportation accessibility, thereby disrupting their quality of life. This limits their ability to travel and enjoy recreational activities or can exacerbate poverty by preventing them from accessing employment and educational opportunities (Goralzik et al., 2022).

The Art of Community Governance

Bacon (2012) states that we must be responsible for our actions as leaders in society. We have a responsibility to lead and motivate society to move forward, and we must be truly aware of this. This means that having a sense of accountability means having to pay attention and take something. Regarding governance, society is not just looking for leadership but also substance. Participating in superior community activities and administration becomes simple and fun for everyone involved.

Among all the subjects covered in leadership in society courses, governance is one of the most important yet most misinterpreted subjects. We are all familiar with the concept of governance: just as the goal of a country's government is to improve the country's standard of living, infrastructure, and general welfare, so the elected representatives of society also have a mission to improve the general welfare of society. citizens under his supervision. Handayani & Ichsana Nur (2019) state that a country can function effectively as long as its political structure upholds the three pillars of sustainable development: environment, economy, and human resources. This especially applies to countries that participate in providing services to society to achieve equal prosperity.

The development of human resources as capital which is very important for achieving organizational goals, is carried out to be able to plan employee career development so that the organization has employees who are ready to be used when needed in new positions or positions (Akny, 2014). Since attention to Governance is a major need of the hour, investigation and attention to this area is increasing. Specifically, governance seeks to describe the regulatory framework, relationships, systems, and processes within and through which authority is exercised and controlled (Williams, 2017). We can analogize this with the discussion in this article regarding the use of people with disabilities in Indonesia. The problem is the government's responsibility, how they use people with disabilities, and don't let them reach a dead end and are unable to move forward. So, Governance can be very helpful in this regard, as long as society respects the conclusions of the governance body.

Being a leader is the main task of the governing body. It should be noted that community leaders who seek to establish governmental organizations often ignore the fact that leadership is seen as governance and that leaders are supposed to be motivators. Almost all aspects of government are based on ideals. The government's ability to demonstrate an atmosphere of openness, transparency and honesty encourages trust in its leaders and builds trust. You must turn and flee when the government ignores morals and substitutes evil and self-interest (Bacon, 2012).

Governance has a role in conflict resolution, the ability to bring peace to society depends on our leaders to resolve and calm conflict. Fair governance and feedback to an agreed set of tasks in society are the main goals. By carefully reviewing each board policy, we must thoroughly understand its goals.

Analysis Framework in Governance

Studies comparing the policies of various information organizations often focus on ethics policies, such as policies addressing data ethics, general professional ethics, and ethics with an emphasis on health and medicine. While there is a lot of discussion about disability law and accessibility, not many have studied it (Hill, 2021). In other words, "what is real" depends on what is "declared real" by those in positions of power. Power relations, diverse contestations, and conflicts occur in setting priorities and presenting policy problems.

A critical perspective on policy studies is provided through policy problematization. It is better to use policy to frame and shape the problems that need to be addressed than to use it to solve difficulties. The material circumstances in which humans are constituted as subjects or objects are provided by the power exercised. This can be achieved with prescriptive and universal methods that are not intended to be used as policy analysis tools. Use only those parts of the framework that, based on policy conditions, they consider beneficial to their engagement. Discourse is seen as a social and cultural formation within the discursive framework of policy analysis that aims to bring about social change (Van Aswegen et al., 2019).

The general idea of government as consisting of a series of systems, including government systems and public services, is that these systems are interconnected and connected through political processes such as resource governance. Analytical frameworks are used to help understand how governance arrangements are formed and implemented, and also what their impacts are. Therefore, the framework needs to be sourced and generated from empirical data insights and thought reflection (Franks & Cleaver, 2007). According to Ritchie and Spencer, framework analysis techniques are designed to achieve specific analytical goals within time constraints for practical or policy-relevant qualitative research (cited by Kiernan & Hill, 2018).

Hufty (2011) suggests that the governance analysis framework consists of five analytical tools that are connected in a coherent way: problems, social norms, actors, nodes, and processes. A problem is a series of problems that are interrelated and at stake. Actors, also known as stakeholders, are people or organizations whose combined activities result in the creation of social norms that direct, dictate, and approve individual and group behavior. Collective interactions, which can be seen at nodal points—physical or virtual interfaces where issues, actors, processes, and norms converge—modify the norms themselves. A process is a complex series of interactions.

RESEARCH METHODS

The research presented in this article is qualitative. According to Moleong (2007), qualitative research is a method that produces descriptive data from a person's written or spoken words and the behavior they observe. Ethnographic methods are applied in this research article. Ethnographic studies describe their styles of thinking, living, and acting (Noeng, 2000). Ethnographic methods are used to explain the meaning of events and behaviors experienced by people with disabilities in Indonesia. Those in society still use these complex systems of

meaning to control their behavior, understand others and themselves, and make sense of the world around them. Although most accepted meanings are only communicated indirectly through words and actions, some of these meanings are inspired directly by language.

The study of this research article is located in the Unitary State of the Republic of Indonesia starting in 2022. Primary and secondary data are two forms of data used to collect data. Arikunto (2002) defines data as a collection of facts, information, or symbols used to describe the condition of the research object. Sumarsono (2004) defines primary data as information collected directly from research objects, while Indriantoro & Supomo (1999) defines secondary data as information collected by researchers indirectly through intermediary media. Ministry of Social Affairs of the Republic of Indonesia, as well as several organizations and groups that protect individuals with disabilities, including the Indonesian Association of Disabled People (PPDI), the Indonesian Association of Women with Disabilities (HWDI), Teman Autis, the Indonesian Autism Foundation (YAI), and the Community Foundation Indonesian Autism Care (MPATI), provided primary data for this research article. Secondary data sources in this research come from internal and external sources, which can be seen in documents relating to people with disabilities as well as other supporting materials such as books and other documents.

Document analysis, observation, and interviews are data collection methods used in research called qualitative research. The smooth and methodical implementation of this research depended on utilizing strategies and procedures for field data collection and processing. The 'Governance Analysis Framework' model developed by Hufty (2011) was then used as the basis for the data analysis approach in this research article. This criterion is the methodological ability to describe facts as they are, not as they should be based on certain prejudices. It helps us to define and assess a problem without offering a predetermined solution since it broadens, sharpens, and allows us to see nuances we previously could not understand. In this case, the governance analysis framework is used as a tool to meet and protect the needs of people with disabilities in Indonesia.

RESULTS AND DISCUSSIONS

Defining the Problem

As stated by Hufty (2011), understanding and properly defining current issues—or, in other words, “deconstructing” and “reconstructing” them—is the first step toward using a governance analytical framework. The premise of this phase is that issues are social constructions. In outlining problems related to safeguarding and supporting the needs of individuals with disabilities in Indonesia, it is mentioned Ministry of Social Affairs (2021) that there are 22.97 million people with disabilities in Indonesia. 6.1 million people experience moderate to severe disorders; The remaining 1.7 million people experience cognitive disorders, 3.07 million people experience sensory disorders, 149 thousand people experience mental disorders, and 1.2 million people experience physical disorders. According to BPS (2023), walking disorders constitute the largest percentage of disorders experienced by people with disabilities (0.68%), followed by visual impairment (0.38%). Even if the proportion is small, walking and vision impairments may limit people with disabilities in carrying out their duties or reduce productivity. Therefore, attention should be paid to them.

Indonesia also faces several obstacles in its efforts to uphold the rights of persons with disabilities, such as gaps in definitions and assessment techniques and a lack of high-quality data. In addition to the information previously mentioned, the 2020 Indonesian Data Center Social Welfare Business Intelligence Dashboard shows that there are 1,296,781 people with

disabilities representing 5.1% of the total population with disabilities in Indonesia. The breakdown of the population of people with disabilities in the country by type is as follows:

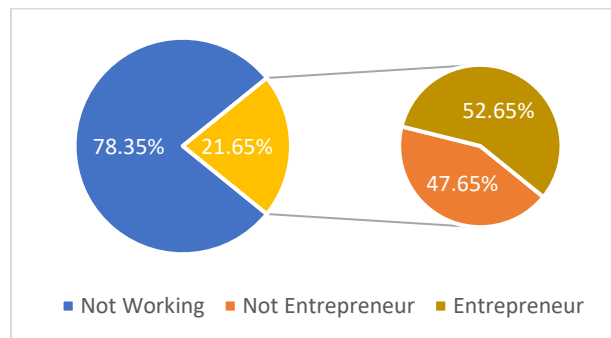
Table 1.
Composition of the Number of Persons with Disabilities Based on Type of Disability

NO.	Various Disabilities	Amount
1.	Physical disability	331,564
2.	Intellectual Disability	219,486
3.	Vision Disabilities	169,758
4.	Physical and Mental Disabilities	139,820
5.	Deaf Disability	130,262
6.	Mental disability	85,048
7.	Speech Disabilities	81,133
8.	Deaf and Speech Disabilities	52,762
9.	Vision and Speech Disabilities	31,025
10.	Deaf, Speech, and Physical Disabilities	24,427
11.	Deaf, Speech, Visual, and Physically Handicapped	18,583
12.	Visual, Deaf, and Speech Disabilities	12,913
Full Amount		1,296,781

Source: Indonesian Ministry of Social Affairs (2021).

According to BPS (2023), 99.73% of people with disabilities live in primary family homes, while 0.13% live in secondary families. The next group is 0.14% who live alone, of which 41.18% have more than one disorder and 58.82% only have one disorder. Additionally, compared to those without disabilities, 11.42% of people with disabilities live below the poverty line, according to Yulaswati et al. (2021) BPS publications. Of this number, 9.63% were non-disabled, 9.44% were single-disabled, and 13.38% were multiple-disabled.

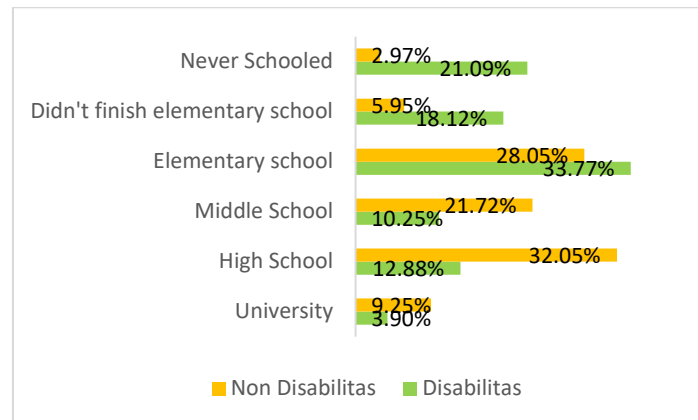
Graph 1.
Prevalence of Persons with Disabilities According to Working Status in 2022



Source: BPS (2023).

The frequency of people with disabilities based on employment status cannot be separated from the level of poverty they face. In **Graph 1**, only 21.65% of people with disabilities work, and 52.65% of them are entrepreneurs. The lack of learning and educational opportunities that suit the needs and skills of individuals with disabilities is one of the factors causing high unemployment rates. When compared with those without disabilities, their average lifespan is often shorter.

Graph 2.
The Highest Education Completed by Disabled and Non-Disabled Persons Aged 15 and Over, 2022

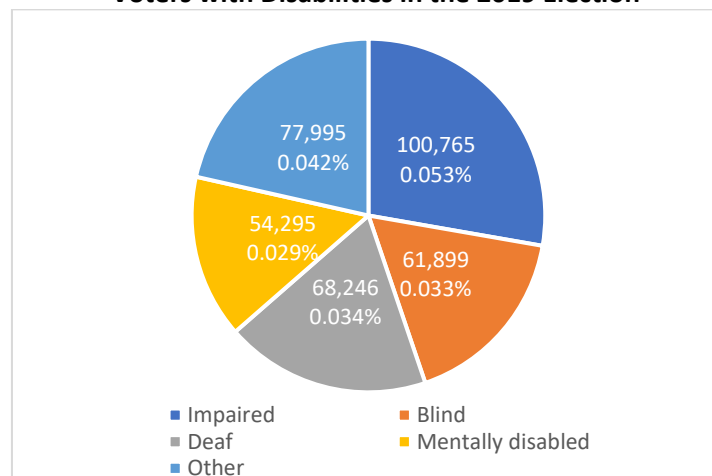


Source: BPS (2023).

Based on **Graph 2**, elementary school is the highest level of education available for people with disabilities in the field of employment. People with disabilities have limited prospects in the job market since of their condition. The prevalence of disability among the population aged over 15 years is 1.54%, though BPS (2023) only 0.55% of them are employed. Persons with disabilities work in various types of jobs in the labor market, most of which are in the business (25.22%), agriculture (25.22%), manual labor (21.78%), and processing (10.55%) sectors). Only business worker jobs in the labor market require a high enough level of education for these positions. This shows that employees with disabilities usually occupy positions with minimal skill requirements.

General Election Commission (KPU) statistics show that people with disabilities have the right to vote. A total of 363,200 people or 0.191% of the entire permanent voter list were registered voters with disabilities in the 2019 election. Impaired is the largest disability category in the permanent voter list, amounting to 100,765 people, or 0.053% of all registered voters. Here's what the presentation looks like:

Graph 3.
Voters with Disabilities in the 2019 Election



Source: KPU (2021).

Understanding Social Norms

Hufty (2011) argues that collective agreements and choices among actors in any community result in the formation of norms, which are broadly understood as general ideas about what constitutes acceptable behavior in a particular culture (i.e., what is 'normal'). Legal, customary, and informal norms are all included in the definition of social norms. Affirming selected norms regarding existing problems, who has the authority or right to formulate these norms, and whose norms will determine the rules of the game are the main goals of actors participating in the governance process.

Law No. 8/2016, which aims to realize full and equal respect, promotion, protection, and fulfillment of human rights and basic freedoms of individuals with disabilities, regulates the implementation and fulfillment of the rights of persons with disabilities in Indonesia. Respect that upholds rights as inalienable dignity to achieve a more satisfying, just, prosperous, independent, and high-quality standard of living. Apart from ensuring that they can grow and use all their abilities according to their abilities and passions, to be able to protect them from violence, exploitation, harassment, and discriminatory actions; and be able to enjoy, participate and contribute optimally, safely, freely and with dignity in all aspects of national, state and social life.

According to Article 17 of Law No. 8/2016, fulfilling the rights of persons with disabilities is still seen as a social issue, and efforts made to make it happen are limited to social security, social rehabilitation, social assistance, and improving social welfare. It's on Article 96 of Law No. 8/2016 provides a clear explanation of the components of social welfare. In terms of government policy, namely Government Regulation No. 52/2019 regulating provisions for persons with disabilities, a Government Regulation must be established regarding the implementation of social welfare for persons with disabilities to implement these requirements. The national strategy for financial inclusion for low-income communities targeting the lowest 40% of income based on a comprehensive database derived from the results of social protection program data collection activities carried out by BPS is one of the government's initiatives. People with disabilities are among the community groups targeted by inclusive financing who need social welfare services. According to Presidential Decree No. 114/2020, this is the reference.

Employment policies for people with disabilities are then outlined in Article 11 of Law No. 8/2016 employment regulations, business ownership, and cooperative rights for people with disabilities. Furthermore, as stipulated in Article 48 letter (b) of Law No.8/2016, companies must “provide an environment for employees who adapt to various disabilities without compromising employment targets” when employing people with disabilities. According to Article 54 Paragraph (1) of Law No. 8/2016, the Government and Regional Governments must offer incentives to private entrepreneurs who employ workers with disabilities. Additionally, based on Article 55 Paragraph (1) of the same law, Regional Governments must establish disability services units in their offices that handle employment issues. Additional provisions are outlined in Government Regulation No. 60/2020. Minister of Manpower Regulation No. 21/2020 is to assist local governments in implementing employment and stakeholder disability service units.

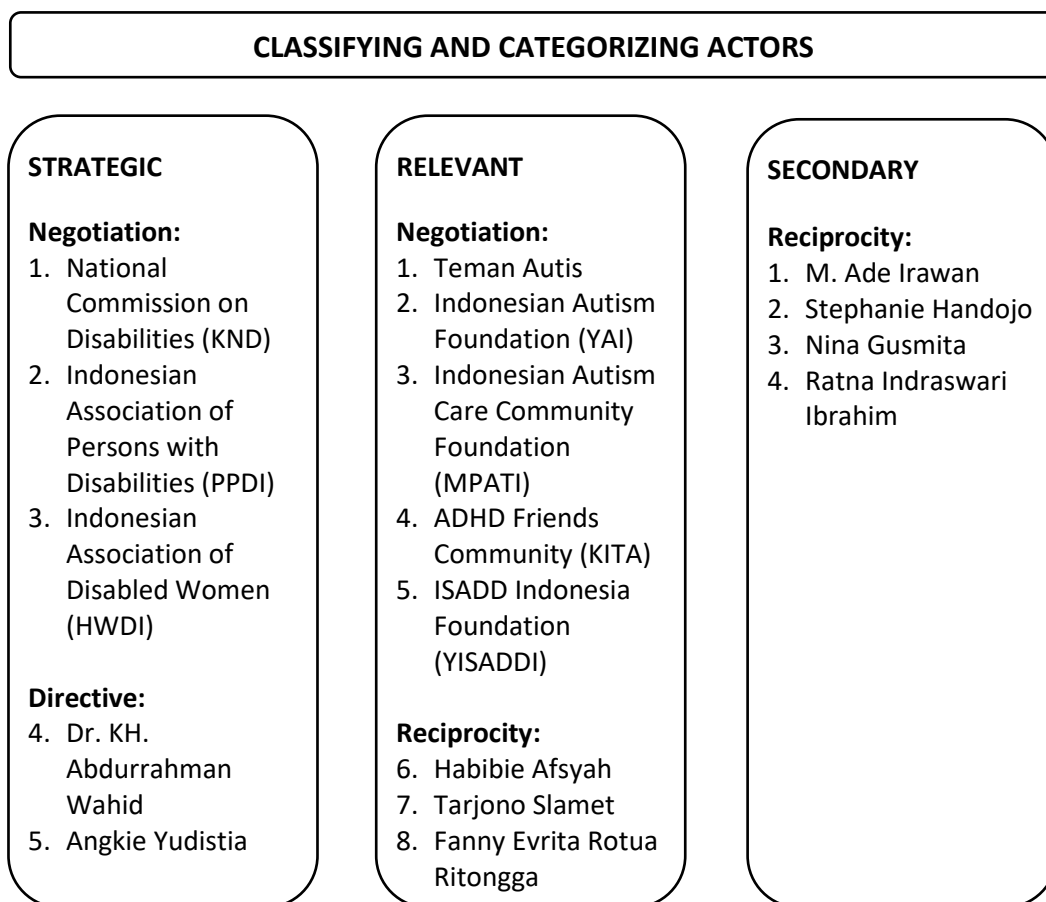
In addition to training people with disabilities to enter the world of work, the government must also protect their educational rights, as outlined in Article 10 of Law No. 8/2016, to combat the poverty that ensnares people with disabilities. This is still related to how local governments establish disability service units, which mandate that they help realize inclusive education for primary and secondary school students and offer appropriate accommodations.

This is in line with Articles 42 and 43 of Law No. 8/2016, Government Regulation No. 13/2020, and Minister of Education, Culture, Research and Technology Regulation No. 48/2023 both implemented this policy. Individual political rights are also controlled, as stated in Article 13 of Law No. 8/2016, which reads rights that include the ability to vote, hold elected office, pursue goals, and take part in the formation and membership of groups. and other factors such as monetary considerations, livability, public services, disaster safety, and so on.

Differentiating Actors

Individuals and societal groups create social norms through their interactions and behavior, which are shaped by their nature, power, views, history, and interests. Hufty (2011) states that determining how to characterize stakeholders and identifying actors is the first stage in distinguishing them. The idea that not every actor in the governance process has equal influence forms the basis of the second stage. Third, the types of interactions between actors can be classified using social anthropology and traditional institutional economics. The following explanation is related to the identification of actors who have been categorized according to the influences that have been described, namely as follows:

Figure 1.
Assessment of Actor Influence & Categories of Interaction Between Actors



Source: Researcher, 2023.

Actors that are classified as strategic include KND which was founded on December 31, 2021, even though the formation of this organization has been stipulated through Presidential Decree Number 68 of 2020. KND is a derivative institution of the Indonesian Ministry of Social

Affairs. Furthermore, PPDII was formed on March 11, 1987, as an umbrella social organization for people with disabilities which functions as a forum for national-level struggle, coordination, consultation, advocacy and disability outreach. HWDI is a women's organization whose responsibility and leadership consists mostly of women with disabilities, founded on September 9 1997 in Jakarta. Therefore, these three institutions fall into the negotiation category. Angkie Yudistia is a deaf person who has become a successful career woman by writing novels entitled 'Deaf Women Penetrate Limits' and 'As High as the Sky'. Apart from that, in 2020, he was appointed directly by President Joko Widodo as one of the President's Special Staff. Then there is Dr. KH. Abdurrahman Wahid a political and religious figure who once served as the fourth President of the Republic of Indonesia. However, he has died so it is difficult to mention, but even though he has died, he is still an inspiration for many of his followers to this day, both in politics and religion. Therefore, they fall under the category of directives.

Actors that are classified as relevant are many institutions or community groups for people with disabilities in Indonesia. Some of them, such as Autistic Friends, are communities that were founded in 2018 out of concern for people with autism. Teman Autis or Autistic Friends also accommodates several autism communities in Indonesia. YAI was founded in Jakarta in 1997, at which time the number of autism spectrum disorder cases began to increase in Indonesia. MPATI was founded in 1995. KITA was founded in 2015. And finally, YISADDI was founded in February 2004 and is an affiliate of ISADD based in Perth, Australia. Due to the role of these groups, they can be categorized into negotiation categories. Then, there are names like Habibie Afsyah, Tarjono Slamet, and Fanny Evrita Rotua Ritonga, people with disabilities who have achieved success in life as entrepreneurs, not only domestically but internationally. Making them inspirational and influential figures in the economic aspect, it is appropriate if they are included in the reciprocal category.

The actors who are classified as middle class, M. Ade Irawan, and Stephanie Handojo are Indonesian musicians with disabilities on the international stage. M. Ade is a Jazz musician and Stephanie is a talented pianist and was also appointed as an International Global Messenger ambassador by the Special Olympics International team in 2015. Nina Gusmita is a wheelchair athlete who represents Indonesia in volleyball. His name became even more resounding when he entered the 2018 Asian Para Games national team in Indonesia. Apart from those mentioned, there are many athletes with disabilities in Indonesia who also excel. And finally, Ratna Indraswari Ibrahim is a novel writer who has died. However, his works have inspired people with disabilities in Indonesia to pursue writing careers so that they can be categorized in the reciprocal category.

Investigating Node Points

The aim of the governance analysis framework as proposed by Hufty (2011), is to distinguish between formal and informal nodes that form the structure of the decision-making space. Analysis of the current conditions and their support or lack of support for the change process is based on the recognition and description of the characteristics of the various points, as well as their interrelationships and influences on the observed problem (dependent variable). Actors and processes are tightly connected to nodes. Actors engage with each other regularly in governance processes, either directly or through various media. Nodes are places where people connect; they can be real or virtual, a meeting place for actors, problems, and processes that lead to commitment, choice, and the creation of social norms.

The provision and protection of individuals with disabilities has become a global concern. To safeguard the rights of people with disabilities, the UN, which is a multilateral international

organization, has held various meetings at the national level and its affiliated organizations. The latest meeting is by the UN resolution A/RES/76/154 and Law No. 8/2016 in Indonesia. Organizations and community groups that support people with disabilities, including PPDI and HWDI, have a very important role. Both national and international levels are involved in this organization/institution. However, Indonesia only involves a small number of levels of government—represented by the Ministry of Social Affairs—in planning and formulating policies related to this issue. The rest is devoted to implementing the program itself.

Community meetings for people with disabilities also have an important role in fulfilling and protecting people with disabilities. Communities such as Teman Autis, YAI, MPATI, and others, often hold meetings in public spaces. The meeting itself is often held on Sundays in Jakarta during Car Free Day on Jalan Sudirman. This is since Jakarta is the country's capital, and all activities are carried out in this area. However, they said they often carry out similar activities in every region in Indonesia in collaboration with disability communities in that region. The role of these communities has an impact on the fulfillment and protection of people with disabilities, therefore the government through the Ministry of Social Affairs collaborates with them at the level of implementing government programs related to people with disabilities. However, once again in planning and policy formulation, they said they were not involved.

Analyzing Processes

Hufty (2011) argues that processes are the result of actors interacting over time at nodal points; hence, they provide an approach to considering history. To understand the direction of their growth (sequence of change) and to determine which variables support or oppose change, processes can be analytically sequenced into similar states at a given point in time.

This indicator is only limited to the analysis of organizational/institutional or group/community processes that we carried out together with PPDI and HWDI as well as Teman Autis, YAI, and MPATI. The reason is, that organizations like KND are government organizations that oversee organizations or community groups of people with disabilities in Indonesia. The role of KND is an overflow from the Ministry of Social Affairs. Meanwhile, the ADHD Friends Community and the ISADD Indonesia Foundation are social organizations affiliated with international organizations. So the process analysis will be presented as follows:

Table 2.
Analyzing Processes

Organization/Group	Aspect	Process analysis
Indonesian Association of Persons with Disabilities (PPDI)	Economy and Employment	This year (2023), PPDI agreed with every PPDI member to participate in campaigning for the rights of people without disabilities through their groups from various collective norm organizations in savings activities. Several mutually agreed rules and norms, such as the maximum amount of money loaned, the time limit for returning the money, and no fines are imposed for members who are late in paying.
		Campaigning for a 1% quota for workers with disabilities in private companies.
	Political	Establish a task force for voters with disabilities regarding reporting in the process of matching and collecting data on voters with disabilities in collaboration with Bawaslu.
Indonesian Association of Disabled Women (HWDI)	Economy	Since the beginning of 2023, HWDI has focused on entrepreneurship training activities starting from digital financial planning and management for MSME entrepreneurs, especially women with disabilities.
Teman Autism/Autism Friends	Educational and Healthcare	Teman Autis was founded to help the public know and provide information about treating autism. Teman Autis often carry out activities every week at Car Free Day Jakarta, to help the community's needs related to autism in educational or school needs and psychologists for therapy.
	Consulting	Teman Autis often holds free consultations for people who need treatment for children with special needs for some time. And most recently they held an autism empowerment program, a program that started on October 2 2023 to provide free online consultation services for parents of autistic children.
Indonesian Autism Foundation (YAI)	Educational	YAI focuses more on the education sector. They oversee many schools and outdoor therapy centers in Indonesia.
	Social	YAI often holds charity activities in the Jakarta area, especially on Sundays during Car Free Day. Recently they held a Walk4Autism activity in collaboration with therapists throughout Jakarta.
Indonesian Autism Care Community Foundation (MPATI)	Educational	MPATI recognizes that educating autistic individuals requires a strong support system. Bringing together families of autism sufferers so they can share information and provide support to each other. In 2022, MPATI is creating a program with a 5 year target that by the end of 2027 there will be a 20% increase in the proportion of parents with autism in Indonesia who can recognize the signs and symptoms of autism, know where to look for help, accurate information and diagnosis about autism, and confident in handling the conditions of children with special needs by applying what they have learned from books, content, videos, and DVDs.

Source: Researcher, 2023

CONCLUSIONS

Answering the problem formulation of this research article, from the discussion of the research results, *First*, the fulfillment and protection of people with disabilities in Indonesia, seen from defining the problem, it was found that of the 22.97 million people with disabilities in Indonesia, 99.73% live in primary families, while 0.13% live in secondary families. Only 0.14% live alone, of which 41.18% have more than one disorder and 58.82% only have one disorder. This is since 78.35% of people with disabilities in Indonesia do not work. After all, the highest level of education completed is at the elementary school level. This influences them to work in different types of jobs in the labor market. Most of whom are in the agricultural sector 25.22% and manual workers 21.78% which they can get.

Second, the policies or social norms regarding people with disabilities implemented in Indonesia have been fulfilled. However, the implementation is still not optimal. This can be seen from the policies issued by the Indonesian government and their derivatives, such as Law No. 8/2016, Government Regulation No. 52/2019, Government Regulation No. 13/2020, Government Regulation No. 60/2020, Minister of Manpower Regulation No. 21/2020, and Minister of Education, Culture, Research and Technology Regulation No. 48/2023. This is a form of the government understanding the social norms that apply to people with disabilities by using a system to regulate and understand the world in which they live.

Third, the actors involved in fulfilling and protecting persons with disabilities in Indonesia are differentiated based on classifications and categories. Apart from the role of the Ministry of Social Affairs of the Republic of Indonesia and the National Commission for Disabilities (KND) as main actors, the roles of actors who have been classified have an impact on the fulfillment and protection of persons with disabilities. In general, the roles of the actors that have the most impact are classified into strategic forms, namely the Indonesian Association of Disabled People (PPDI) and the Indonesian Disabled Women's Association (HWDI). Then, the actors classified as relevant are Teman Autis, the Indonesian Autism Foundation (YAI), and the Indonesian Autism Care Community Foundation (MPATI).

Fourth, the point that connects actor involvement in the policy-making process and analysis of the policy implementation process related to the fulfillment and protection of persons with disabilities in Indonesia. The point that connects actors with the policy-making process is only represented at the ministerial level. However, on other occasions, groups such as PPDI and HWDI play a role in participating in international meetings of the disabled community. And that's it. This group is not involved in decision-making or policy-making regarding the fulfillment and protection of people with disabilities. Meanwhile, in the analysis of the policy implementation process carried out by the actors, from the results of research through interviews with PPDI, HWDI, Teman Autis, YAI, and MPATI, they often carry out programs and activities to voice the fulfillment and protection of people with disabilities without assistance. by the government through related Ministries or KND.

Based on the conclusions of the research results, we recommend that in efforts to fulfill and protect people with disabilities in Indonesia, the role of KND be further enhanced. With the formation of the KND by the government as per Law No. 8/2016, then the fulfillment and protection of persons with disabilities in Indonesia can be more optimal. KND as a government institution together with PPDI and HWDI or other organizations that oversee groups of people with disabilities in Indonesia, need to collaborate and synergize more closely to realize sustainable development regarding people with disabilities and their equal rights in all aspects. The welfare of persons with disabilities can be realized if the fulfillment of accessibility for

persons with disabilities can be realized, this happens since it is oriented towards protecting persons with disabilities themselves. However, don't forget that the government's role as a facilitator is to help these groups, not just by implementing the agenda at a certain time.

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