

Hubungan Disabilitas Dan Keputusan Mencari Pekerjaan = Disability And Hopeless Of Job

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Abstrak

Penyandang disabilitas (PD) mengalami lebih banyak tantangan dibandingkan nondisabilitas (ND). Tantangan yang dihadapi PD dalam ketenagakerjaan tidak hanya berasal dari hambatan yang dimilikinya, tetapi juga dari stereotip sosial yang mengarah pada diskriminasi. Diperlakukan diskriminatif dan ditolak bekerja berkali-kali mengakibatkan PD memiliki peluang lebih besar untuk berhenti mencari pekerjaan karena putus asa dibandingkan ND. Penelitian ini bertujuan melihat seberapa besar peluang terjadinya penganggur putus asa berdasarkan status dan banyaknya disabilitas individu serta jenis disabilitas apa yang memiliki peluang putus asa paling besar di Indonesia. Penelitian dilakukan dengan mengolah data sekunder Sakernas Agustus 2021 dengan pendekatan Two Step Heckman. Hasil menunjukkan pencari kerja dengan disabilitas kemungkinan menjadi putus asa 2,6 kali lebih tinggi dibandingkan kemungkinan nondisabilitas menjadi putus asa. Pada kelompok PD, PD multidisabilitas 2,5 kali lebih mungkin menjadi putus asa dibandingkan PD tunggal. Sementara itu, berdasarkan jenis kesulitannya PD mental diketahui paling besar peluangnya menjadi penganggur putus asa dibandingkan PD lainnya. Rekomendasi penelitian terkait penghapusan stereotip disabilitas di lingkungan kerja maupun sosial, pengembangan pelatihan yang inklusif bagi PD, pengembangan keterampilan sesuai kemampuan personal dan kebutuhan pasar kerja, serta penyediaan layanan konsultasi dan konseling terkait ketersediaan dan kesiapan bekerja bagi PD.

.....People with disabilities (PWD) face more barriers than those without disabilities (PWOD) when employed and even as they seek employment. The barriers not only come from their impairment or difference, but also by barriers in society which leads to discrimination. Being treated unfairly and rejected all the time makes PWD are more likely to become hopeless of job than PWOD. This study aims to examine how disability factors affect the probability of being discouraged for the job seeker based on status and number of disabilities and which type of disabilities has the greatest probability of being discouraged in Indonesia. Using Sakernas data on August 2021 and the two step Heckman method, we found that disability has significant impact on the decision of hopeless of job. Job seekers with disabilities are 2,6 times more likely to become discouraged than PWOD job seekers. By the number of disabilities, people with multiple disabilities are 2,5 times more likely to become discouraged than persons with a single disability. Meanwhile, based on the type of disability, people with mental disabilities are known to be the most likely to become discouraged among PWOD. Recommendations in this research related to the elimination of disability stereotypes in the work and social environment, the development of inclusive training for PWD, the development of skills according to personal abilities and the needs of the job market, and the provision of consulting and counselling services related to the availability and readiness of work for PWD.