

Implementasi Kebijakan Pemenuhan Hak Ketenagakerjaan Bagi Penyandang Disabilitas di Kabupaten Sukoharjo Jawa Tengah = The Implementation of the Accomplishment of Employment Rights Policies for Disability People in Sukoharjo Regency, Central Java

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Abstrak

Kabupaten Sukoharjo dalam implementasi pemenuhan hak ketenagakerjaan bagi penyandang disabilitas masih terdapat hambatan dalam pelaksanaannya seperti penyerapan tenaga kerja yang rendah, belum dibentuknya unit layanan disabilitas ketenagakerjaan, rendahnya keterlibatan perusahaan swasta, dan belum ada pendataan tenaga kerja penyandang disabilitas. Skripsi ini bertujuan untuk menganalisis mengenai implementasi kebijakan pemenuhan hak ketenagakerjaan bagi penyandang disabilitas di Kabupaten Sukoharjo. Peneliti menggunakan konsep policy implementation assessment tool untuk menilai gambaran implementasi kebijakan dalam aspek ketenagakerjaan disabilitas di Kabupaten Sukoharjo sebagai salah satu bentuk pelaksanaan kebijakan pemenuhan hak penyandang disabilitas. Peneliti menggunakan pendekatan post-positivist dan menggunakan teknik pengumpulan data kualitatif melalui wawancara mendalam dan studi pustaka. Analisis hasil penelitian disajikan secara deskriptif yang menghasilkan temuan bahwa implementasi kebijakan dalam kebijakan pemenuhan hak ketenagakerjaan bagi penyandang disabilitas masih terdapat hambatan dan tantangan dalam pelaksanaannya. Oleh karena itu, konten kebijakan pemenuhan hak disabilitas dan implementasinya di lapangan tidak sesuai dengan isi dalam Peraturan Daerah dan belum mampu mencapai kondisi ideal pemenuhan hak ketenagakerjaan disabilitas di Kabupaten Sukoharjo.

.....Sukoharjo Regency in the implementation of labor rights for persons with disabilities, there are still obstacles in its implementation, such as low labor absorption, the formation of a disability service unit, not including the involvement of private companies, and there is no data collection on workers with disabilities. This thesis aims to analyze the implementation of policies on the fulfillment of labor rights for persons with disabilities in Sukoharjo Regency. The researcher uses the concept of a policy implementation assessment tool to assess the description of policy implementation in the employment aspect of disability in Sukoharjo Regency as a form of implementing policies on the rights of persons with disabilities. The researcher uses a post-positivist approach and uses qualitative data collection techniques through in-depth interviews and literature studies. The analysis of the research results is presented descriptively which results in the finding that the implementation of policies in the fulfillment of labor rights for persons with disabilities still has obstacles and challenges in its implementation. Therefore, the content of the policy on the fulfillment of disability rights and its implementation in the field is not in accordance with the contents of the Regional Regulations and has not been able to achieve the ideal conditions for the fulfillment of disability rights in Sukoharjo Regency.