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ACHIEVING AN INCLUSIVE WORLD OF WORK

COMPILATION OF JOURNALISTIC WORKS BY THE PARTICIPANTS
OF MEDIA ADVOCACY WORKSHOP ON INCLUSION AND
WORK OPPORTUNITIES FOR PERSONS WITH DISABILITIES



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Foreword By AJI

It is almost certain that no media, not even two public broadcasting institutions TVRI and RRI, has one hundred percent fulfilled the access to information for all persons with disabilities, starting from people with visual impairments, speech disabilities, and intellectual disabilities, as well as other disabilities.

In fact, the Indonesian Constitution has guaranteed that everyone has the right to obtain information, including persons with disabilities. This is stated in Article 28F of the 1945 Constitution which reads, “Everyone has the right to communicate and obtain information to develop his personal and social environment, and has the right to seek, obtain, possess, store, process, and convey information by using all types of available channels. “

Apart from that, people with disabilities still also face the issue of stigma, such as a curse or punishment from God, given by a number of mass media. People with disabilities are still considered as weak people that should be pitied. The improper use of words that do not humanize persons with disabilities is also still found in a number of media.

More importantly, the real problem is about accessibility, or things can be used as access, that makes people with disabilities being discriminated against by various public services, including in accessing news from the media. The government still provides little infrastructure, means of transportation, schools that are friendly to persons with disabilities.

Unequal conditions as a result of lack of accessibility make people with disabilities unable to compete with other non-disabled citizens, including the opportunity to find a job.

These problems are real examples experienced by people with disabilities in Indonesia, which reaches around 30 million people. For this reason, AJI Indonesia in collaboration with USAID-Mitra Kunci has created a Journalist Workshop related to inclusion issues and employment opportunities for persons with disabilities.

This program is expected to increase the capacity of journalists in understanding inclusion issues and employment opportunities for persons with disabilities and promote the application of Disability Friendly Reporting Guidelines in their regions.

Journalists who participate in this program can also play the role of the media in controlling various government policies and state institutions related to persons with disabilities. Re-checking the implementation of the rights of persons with disabilities as regulated in the Law on Persons with Disabilities. Have the central government, regional governments, state-owned enterprises (BUMN and BUMD) fulfilled the quota of two percent of people with disabilities from the total number of employees? Or have private companies employed at least one percent of people with disabilities from the total workforce?

These various issues are contained in this book, which is part of a journalist's final assignment to attend a workshop on inclusion and employment opportunities for persons with disabilities. They are accompanied by senior journalists who serve as mentors throughout the program. Assistance are provided in the form of sharpening coverage proposals, suggestions when there are problems in coverage, to writing works.

We hope that the knowledge gained in this program can be transmitted to the editors and journalists in their respective areas. Therefore, the capacity of news writing on inclusive issues can spread quickly among journalists. The journalistic works in

this book are also expected to be input for the government and other related parties in making policies that are more friendly to persons with disabilities.

President of the Alliance of Independent Journalists (AJI)

Sasmito

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Erri Kartika Purnama Putri
Radar Bromo

Born and raised in Pasuruan. Working as a journalist at local daily Radar Bromo. Interested in issues of gender, discrimination and human rights. Like to spend her spare time reading, watching movies and taking pictures.

Winding Journey for The Disabled to Find A Job

*By: Erri Kartika Purnama Putri
Radar Bromo, September 20, 2021*

JAWA Pos Radar Bromo tried a job search site owned by the Pasuruan Regency Manpower Office (Disnaker). After registering and getting access to hellowork.pasuruankab.go.id, Jawa Pos Radar Bromo is looking at the available vacancies one by one.

Various job vacancies, from staff, administration, marketing to technicians are available. Unfortunately, of the 34 vacancies that are still active this September, there is not a single vacancy for persons with disabilities.

The condition of other job seeker sites with national reach is also the same. Of the hundreds available both in Pasuruan and its surroundings, the keywords for disability, disabled and the like could not be found.

Disappointed? Of course. Those are the feelings shared by friends with disabilities in Pasuruan Regency. Sucipto, 50, one of the physically disabled people said that people with disabilities never dared to apply for jobs to companies.

“Yes, we do aware of ourselves with limited conditions like this. It is difficult to penetrate the job vacancies offered on job search sites. Including general vacancies,” he explained.

Sucipto, who is also the Chairman of the National Paralympic Committee (NPC) of Pasuruan Regency, said that his colleagues

were realistic. In the midst of today's job search competition, even those who are in excellent physical condition still have to compete fiercely. And mostly, those who have physical deficiencies will be eliminated first.

Not to mention, there are vacancies with requirements that are difficult to fulfill for fellow disabilities. For example, the provisions of height. Job seekers with physical disabilities in the form of limitation in their legs, obviously cannot fulfill it.

Moreover, there are other general requirements, such as having an attractive appearance, being active, having a SIM A or C driving licenses. For disabled people, all of these requirements have clearly vanished their intention in the first place.

Jawa Pos Radar Bromo also checks vacancies that should be filled by disabled colleagues, such as the administration, telemarketing and store employees. However, a number of requirements that are difficult to meet for disabled colleagues always exist. For example, the candidates should be at least a high school graduate, have a SIM A or SIM C, and have an attractive appearance.

Consultant to the Indonesian People with Disabilities Association (PPDI) Pasuruan Regency, Denny Kurniawan, said that public job vacancies are indeed very difficult for colleagues with disabilities to penetrate. "Especially the blind. It is almost impossible for us to apply for a job in the company. Because judging from the conditions that have been determined, it is difficult to fulfill, especially for blind friends," he explained.

Not to mention on job seeking, even for education, according to Denny, who himself is also visually impaired, not all blind people in Pasuruan Regency have access to education, at least a high school graduate or an extraordinary high school (LB).

The stigma that is still attached to people with visual impairments makes many families prefer to restrain their members with disabilities to stay at home. As a result, it is difficult for blind people to get access to education. So, they are also difficult to be independent, let alone to work in a company. "However, slowly

the blind are starting to become independent. This includes entering special schools or inclusive schools,” he explained.

In Pasuruan Regency, there are 53 members of the Indonesian Blind Association (Pertuni). Of that amount, 70 percent already have access to education. Much different before the 2000s, there were still 30-40 percent who had access to education.

However, the number of blind people who are not registered through the organization is estimated to be even higher. And they are difficult to record, let alone have access to education or can independently have a job.

How many people with disabilities are there in Pasuruan Regency? From the data of the local Social Service, there are 1,267 disabled people. Those recorded in the physical category were 60 percent, mental 20 percent and sensory 16 percent, while the rest are multiple and intellectual disabilities.

Of these, most were classified as “ can only receive aid.” And still less than 5 percent who can enter the world of work, or try to be independent.

Of course, only 1200 people with disabilities are recorded. It is predicted that in the field there are more disabilities that have not been recorded because their families are restrained from staying at home.

Referring to the data from the Central Statistics Agency (BPS) of Pasuruan Regency in 2021, the number of the workforce in 2020 reach 868,795 people. Of these, 307,686 people are laborers or employees.

If 1 percent is taken from workers in Pasuruan Regency, there should be 3,000 people with disabilities that can be absorbed by in the work field. Thus, the 1200 people with disabilities should be accommodated to work in companies.

Moreover, there is an obligation for the government to employ at least 2 percent of people with disabilities. In accordance with

Law Number 8/2016 concerning Persons with Disabilities, this obligation applies to the Government to the Regional Government. Meanwhile, private companies are required to employ at least 1 percent of people with disabilities from the total number of workers.

The regulation was strengthened by PP Number 60/2020 concerning the Disability Service Unit in the Employment Sector. With the existence of these laws and regulations, how is this being implemented in Pasuruan Regency?

Since a few years ago, the Pasuruan Regency Manpower Office (Disnaker) has also been proactive in bridging vacancies for people with disabilities. From the observation of Jawa Pos Radar Bromo, in 2018 the Manpower Office stated that there were 50 people with disabilities working in the company. And by 2021, there will be 99 people with disabilities working in the Company.

Although it can be said that the number have doubled, the number of people with disabilities being recruited is still minimal. In fact, far below 1 percent.

According to the Secretary of the Pasuruan District Manpower Office, Aris Moestikanistyas, the low number is not solely due to the lack of job vacancies. So far, no disability colleagues have submitted applications for public vacancies published on helloworld.

“Usually we immediately provide special vacancies and immediately share them at the Special Work Center (BKK) for SMALB in Pandaan,” he explained.

According to the Manpower Office, the 99 disabled workers who are already working are spread across nine companies. However, it is predicted that there will be more. This is because there are other companies that employ people with disabilities, but they have not reported.

Head of the Pasuruan District Manpower Placement and Job Exchange Head, Bachtari Perihatin, added that so far, no one has

ever applied for a vacancy in the Manpower Office application. So, usually if there is a special vacancy for disability, it is directly shared in the BKK SMA LB.

“We are also proactive in asking whether there are suitable job placements for colleagues with disabilities to the company. And if it exists, we share limitedly to BKK SMALB. From there, we will immediately accompany the appropriate ones to register,” he explained.

Currently, although there are still nine companies that have been registered to accept workers with disabilities, it is predicted that there will still be companies that have not been registered. And it is hoped that in the future, more companies will be proactive in providing a quota of 1 percent for people with disabilities.

Moreover, the Pasuruan Regency Regulation Number 6/2021 regarding Persons with Disabilities which was issued on 26 July 2021 has started to take effect. This regional regulation is a realization of Law Number 8/2016 concerning Persons with Disabilities.

“Currently, there are still many companies that are not well informed about the 1 percent quota. But with more intense dissemination, many companies are opening up and trying to search for disabled workers,” he explained.

Attached to Stigma, Disabled People Difficult to Find a Job

One of the obstacles that people with disabilities find difficult to get a job is the stigma that is still attached to them, both in the company, and the society in general.

Deputy Chairperson of the Indonesian Muslim Blind Association (ITMI) Pasuruan, Denny Kurniawan, said that he was often stigmatized as a blind person.

“As a law student, I was treated differently by my college friends. He was reluctant to help lead me out of class. Apparently, over time it was discovered that he had bad experiences with other blind people,” explained Denny.

On the other hand, according to Denny, colleagues with disabilities have different personalities from one another. Therefore, everyone can not be generalized.

In fact, as a consultant for fellow persons with disabilities who regularly provide dissemination to companies, it is still often found that companies are reluctant to employ people with disabilities, just because of the stigma.

“Usually the attached stigma is troublesome. The disabled are considered as being troublesome, and that they are slower, and so on. This is what we have to change. Disabled people has the same capacity. Only physical deficiencies that make them different. But other than that, it’s the same,” he explained.

As a result, there are still a limited number of companies in Pasuruan Regency that are willing to recruit disabled people, let alone to fulfill the 1 percent quota of the total workforce. They will think many times before accepting severe disabilities, such as blindness and mental retardation.

“Currently, many companies are starting to know about the 1 percent quota, but the desired conditions are still quite difficult to fulfill. For example, at least high school graduates, even only receiving mild physical disabilities,” he explained.

Mild physical disabilities, more or less, only have mild physical deficiencies, like polio who can still walk on both legs, although limping.

Meanwhile, other disabilities, such as blind, deaf and others, are still difficult to be hired by companies.

“Our hope is, with the 1 percent quota, companies should first accept people with disabilities who apply for or around the company. After they are recruited, just assign them in the right place. If they are not suitable, they can be placed in other jobs that are most suitable for colleagues with disabilities,” he explained.

This is because colleagues with disabilities need work to at least support themselves and be independent. If they were accepted by the company, and they get support from the management and their colleagues, they would be very grateful and greatly helped by this opportunity.

Head of Placement and Job Exchange at the Pasuruan District Manpower Office, Bachtari Perihatin, confirmed that currently vacancies are limited for people with disabilities. There are also mandatory requirements for high school graduates and certain categories of disabilities.

“So the current disability requirements are still the same as the general public. There is a minimum requirement for a high school graduate or equivalent, including certain skills,” he explained.

Therefore, according to him, other skills can be directed to job training centers or training, and the solution is to become an independent entrepreneur or work in the informal sector.

Job vacancies for disabilities turns out to be lack of applicants

Various efforts have been made by the Pasuruan District Manpower Office so that a number of companies are willing to hire colleagues with disabilities. However, the Pasuruan Regency Government itself does not have data on how many State Civil Apparatus (ASN) are disabled.

Secretary of the Regional Personnel, Education and Training Agency (BKPPD) of Pasuruan Regency, Bambang Adi, said that there is no specific data for ASN with disabilities. However, every year the recruitment of CPNS, disability is always routinely included in the quota.

“But even though there is a disability quota, it is difficult to fill because there are almost no applicants. So it is difficult for the Pasuruan Regency Government to increase the quota for colleagues with disabilities,” he explained.

According to him, the requirements for disability are still high. Because in recent years the government has only received technical, health and teacher needs. So, at least the minimum education requirement must be a bachelor.

The Pasuruan Regency Government itself is actually open if there are entry-level jobs that can be hired for people with disabilities. “But so far our application for a quota for high school graduates has always been rejected from the center, so then the quota is allocated for CPNS, even P3K is all for the undergraduate strata,” he explained.

According to him, the local government itself can actually accept honorary workers for disabilities. However, there is no legal basis in this regard. This is what makes the Disability Law Regulations and the policies by the Ministry of State Apparatus Utilization and Bureaucratic Reform tend to be not synchronized.

Yovianus Toni Sakera, project coordinator for East Java Province USAID Mitra Kunci who is concerned with disability, said that for several years his party had paid attention to the disability quota in Pasuruan Regency. “Indeed, there are efforts to provide a quota of 2 percent. But so far, there have been few applicants for the quota,” he explained.

This becomes homework for colleagues with disabilities. Even parents with disabilities must be able to provide adequate education. “Parents must have the courage to send their children with disabilities to as high a school as possible. Because now there are opportunities and regulations already support it. Therefore, if the disabled are college graduates, the opportunities are wide open,” he explained.

In fact, several companies in Pasuruan Regency have to look for disabilities to other cities with specified terms and conditions. “The problem of disability remains complicated and it becomes our responsibility to solve it, so that disabled people can be independent and work more properly,” he said.

Work Standards for Disabled People Need to be Lowered

Director of the Center for Advocacy and Policy Studies (PUS@KA) Lujeng Sudarto said it was important to give disabled colleagues the confidence that they could contribute like others. One of them is in the world of work. “There should be no discrimination, especially those that are difficult to fulfill for people with disabilities,” he explained.

Therefore, there is a need for collaboration from the Government and the private sector to be more flexible in opening wider access to persons with disabilities, starting from social services, training, entrepreneurship including job opportunities.

Yovianus Toni Sakera, Project Coordinator of East Java Province USAID Mitra Kunci added, USAID also encourages working standards for people with disabilities to be lowered from the side of formal education.

For certain job categories that only require skills, the conditions can be changed as long as you have received training in a certain hours of duration.

“Sometimes it has to be encouraged because so far the company has also turned a blind eye, lower education has a certain stigma. We encourage lowering the standard of formal education, but there are certain skills trainings where colleagues with disabilities can participate,” he explained.

However, USAID also encourages parents of persons with disabilities to dare to provide higher education for their children, because the new prevailing regulations provide broad opportunities for people with disabilities to take part and contribute in the world of work.



Benni Indo
Harian Surya

Born in North Kalimantan on August 25, 1991. He has been active in journalistic activities since his college years. Working at Harian Surya from 2015 until now. Currently a member of the Alliance of Independent Journalists (AJI) Malang. A big fan of Pramoedya Ananta Toer literary works. Also love fishing, taking pictures, cycling, and playing chess.

Deaf People are Employed and Empowered in Batu

By: Benni Indo

Suryamalang.com, September 19, 2021

Tribunbatu.com , September 20, 2021

The Batu City Social Service (Dinsos) workspace was very crowded on Wednesday morning (8/9/2021). People passed by with documents, some of them fiddling with computers. In a work space that is close to the wall, Bagus Dermawan Putra is sitting while seriously reading something on his smartphone screen.

The 29-year-old man works as a freelance daily worker (THL) at the Social Service. Then, an employee tried to call him, but he didn't respond. The employee came closer and touched his shoulder.

It was only then that Bagus realized there was someone who wanted to interact with him.

"This is a journalist that asks you for an interview," said the man to Bagus while moving his hand. Bagus then nodded, implying he was willing to do the interview. Bagus--who has a deaf disability, told the journalist that he had worked at the Batu City Social Service since January 2021.

When the story was just beginning, he asked permission to call one of his friends. He invited Divia Famela Novita (25) who is also deaf. They sat together and then Bagus continued the story. Bagus works in the field of Social Security and Assistance

Empowerment (PBJs). His job is to make reports on programs that have been implemented. Occasionally, he also helps make reports from other fields. He admitted that he was often asked for help regarding the operation of computers in the office.

Meanwhile, Divia is the personal secretary of the Head of the Social Service, Ririk Mashuri. Her job is to make an inventory of incoming letters to be signed by the head of the department.

Two of them got the opportunity to work at Social Services when the Shining Tuli community, which is where the deaf children of Batu City gather, received an offer to work from the Mayor of Batu, Dewanti Rumpoko.

While the offer was made in 2018, only Bagus and Divia had only been recruited in January 2021. Based on data from the Social Service as of October 2020, there are 10 people with disabilities working at the Among Tani City Hall.

The 10 people consisted of one Civil Servant (PNS) with a physical disability. Six deaf people and three other people with physical disabilities are with the Harian Lepas (THL).

The six deaf people who work at the Among Tani City Hall work in different divisions: two persons in the Social Service, one person in the Library and Archives Service, another one at the Education Office and the other two in the Batu Mayor's office. In total, the number of people with disabilities in Batu City, according to data recorded at the Social Service Office, is 679 as of October 2020.

"At that time, I was immediately offered a job at Among Tani City Hall. I'm really surprised, but happy," said Bagus, Tuesday (7/9/2021). Previously, Bagus worked as a motorcycle washer where he lived, Oro-oro Ombo Village. He worked there for five years. Then join the Shining Deaf Batu community.

Every day, Bagus makes reports on programs in his field. Lately, he has often made reports on social impacts due to the implementation of the Policy for the Community Activity Restrictions (PPKM) in Batu City.

“Initially I was afraid and embarrassed, but now I’m getting used to it. Even now, I’m getting busier because I have a lot of documents to type. Also, some people often ask for help,” he said, followed by a small laugh.

However, he thinks that this is reasonable, because he has to work and interact with people who are not deaf. Communication is indeed an obstacle because not all employees at his office Social Service are able to speak sign language with their deaf colleagues. Bagus communicates by paying attention to the lips of the interlocutor.

He is confident enough to do his job. He has no problems with his tasks, as long as the instructions given are clear enough. If the instruction cannot be conveyed by sign or verbally, it can be delivered through texts. According to him, Deaf people can grow and work. They only need access and facilities to develop their abilities in the world of work.

Divia also agreed. The opportunity to work at the Social Service has grown her confidence as a deaf person. According to her, not a few Deaf are still ashamed and even afraid to be able to work in the public service sector, even though the opportunity is wide open.

“I collect incoming letters to be signed by the head of service. I am the secretary to the head of the department,” she explained. She also invited her friends who were deaf to be more confident. She encouraged them not to keep hiding from society. For her, the opportunity to get a job should be equal, both for the disabled and non-disabled people.

“We can develop ourselves and become independent when we have access to it,” she said.

In the office of the Mayor of Batu, Dewanti Rumpoko, there are two deaf employees. They are Edi Winarko (29) and Agus Zamroni (29). Edi is a photographer, while Zamroni, who is familiarly called Roni, is in charge of archiving official documents.

When the journalist met him, Edi was rushing to prepare his camera. That morning of September 9, he had to follow the activities of the Mayor of Batu, Dewanti Rumpoko to her official residence where the National Sports Day (Haornas) commemoration would take place. Deftly, he went straight from Among Tani City Hall to the official residence, which was about 200 meters away.

He has been working at the mayor's office since 2018. Edi does have a passion for graphic design. He studied at the State University of Malang (UM) majoring in Graphic Design and Multimedia.

"I graduated from Diploma 2 in 2017. After that, I started to work here in 2018," he said in the interview.

Edi is a resident of Sisir Village, Batu City. One day in 2016, Batu City Government held an event in Sisir Village, during which Edi took pictures of the activity. At that time, he met the then mayor Eddy Rumpoko.

When the position of mayor was succeeded by Dewanti Rumpoko, Edi and other Deaf friends who were also from Shining Tuli were invited to the Among Tani City Hall.

During the meeting, Edi was offered a job as a freelance daily worker (THL) in Dewanti's office. It did not take long for him to think about it. He immediately accepted the offer.

Edi and Roni get a salary of Rp 3.8 million per month. For Edi, the money is enough to support his wife and an 11-month-old daughter.

He recalled that in the first days of work, there was a sense of awkwardness and embarrassment. He realized that his way of communicating was different from the others. As a deaf person, Edi communicates using sign language, while no one in the office understands sign language.

But over time, he began to venture to be more open and dare to interact with co-workers. "In the past, we used to communicate by writing on papers. Now I can understand by reading the lips movement. But if they want to talk to me, they have to touch my shoulder, because I can't hear them calling," he explained.

There is no need for special facilities at work for deaf people, unlike that of the people with other physical disabilities. The most important issue for deaf people at work is communication. Their co-workers should at least understand some sign language, although the deaf persons can understand lip movements.

Communication becomes more important when it comes to instructions for assignments. To avoid misinterpretation, understanding sign language is necessary.. This condition can be a lesson for other institutions that wish to employ deaf people.

In addition to photographing the activities of the Mayor of Batu, Dewanti Rumpoko, Edi also archives official documents. Endah Pratiwi (34), Edi's colleague, said that Edi worked meticulously. According to her, her deaf friends are able to focus on work more than other people in the office. "This is an advantage over us who are non-disabled," she said.

Endah, who learns to understand sign language over time, said that she has known Edi and Roni since 2018. As far as their experience of working together, apart from being thorough, Edi and Roni are also very disciplined. These two workers always come on time.

"I think they are more consistent and disciplined. The problem with the deaf is in their communication, especially for new people," she said. During the early days of working with Edi and Roni, she was still confused about how to adjust with them. Edi and Roni felt the same too, as they also struggle to adapt with the working environment.

"We were still awkward. I was confused about giving them tasks. It turns out that they are able to take pictures, drive, and help deliver letters to the office. Even now, they can help to archive

letters. They work very thoroughly, consistently and focused," she said.

According to Endah, many are still unaware about the competence and capacity of the deaf people. In fact, they can work very well. She believes that the opportunity to employ the deaf can be wide open, not only in government institutions but also in the private sector.

"In my opinion, there are wide opportunities for the deaf people to be recruited. They are equally competent and disciplined. It just depends on who directs them and gives them the assignment," she said.

Misunderstanding happens frequently. Even today, Endah said that there are often misperceptions regarding the purpose of the assignment. However, this is not the main obstacle. "We just have to ensure that the instructions must be clear, then when they finish working, they usually take a photo to show that the task has been completed appropriately," she explained.

Batu City Hall Sets Good Example of Empowering Deaf Persons

By: Benni Indo

Tribunbatu.com , September 20, 2021

Thanks to the effort by the Mayor of Batu, Dewanti Rumpoko, the deaf people can get the opportunity to work at Among Tani City Hall.

On one occasion Dewanti explained that she deliberately opened up opportunities for the deaf citizens to work at the government office to enable them to be independent.

“Besides that, there is a quota that should be allocated for disabled people. This can be an example for others,” she said on Sunday September 19, 2021.

Dewanti said that people with disabilities have the opportunity to work at Among Tani City Hall, including the deaf. Before hiring the deaf, Dewanti had met them in his office.

In the meeting, she assessed that the deaf have the capacity and quality of work. Therefore, she did not hesitate to open up opportunities for the deaf to work in her office.

In addition, the acceptance of the deaf to work at the Among Tani City Hall is expected to be an example for other institutions, both public and private.

Dewanti appealed to companies with more than 100 employees to accommodate at least one person with a disability to work in their place.

This is also an implementation of the Law of the Republic of Indonesia Number 8 of 2016 concerning Persons with Disabilities. Dewanti said her institution uses the law as a basis for recruiting a number of people with disabilities to work in the Batu City Office.

“I ask tourism places that employ more than 100 people to open the working opportunity for the disabled” she hoped.

Some people with disabilities can be independent, although there are others who need intensive care, she said.

She admitted that not many companies in Batu City have been able to fulfill the mandate of Law Number 8 of 2016 at this time.

“Independent disabled people have varied conditions. We recruited some of them with disabilities to be assigned at the Library Service and the Education Office, but indeed, their co-workers should be able to take care of them,” she explained.

No Career Path

The Head of the Batu City Personnel and Human Resources Agency (BKPSDM), Siswanto explained that Freelance Daily Workers (THL) and honorary workers at the Batu City Government do not have a career path.

The career path only applies to civil servants (PNS). According to the statement, disabled and deaf people with THL status have not had the opportunity to pursue a career path.

There is also another mechanism called the Government Employees with Work Agreements (P3K). Siswanto said they can apply for a certain position with vacancies. In addition, Siswanto continues to give hope that the deaf and other disabled people can become civil servants, because there is a formation for people with disabilities to fill the vacant positions.

“The regulations regarding the civil servant candidate (CPNS) are enforced by the central government,” said Siswanto.

Siswanto said that there was one civil servant with a disability working at the Batu City Office.

He is a physically disabled person who is currently serving in the Communications and Information Office. He followed the CPNS recruitment process held in 2018.

“This person, with the status of a civil servant, is the result of the 2018 CPNS recruitment. Indeed, the central government regulation regarding the implementation of CPNS recruitment opens up opportunities for people with disabilities to be able to take part in the selection process,” said Siswanto.

Dewanti also said that people with disabilities can be independent, but there are also people with disabilities who need intensive care. He admitted, not many companies in Batu City can fulfill the mandate of Law number 8 of 2016 at this time.

“The independent disabled person depends on his condition. Not all people with disabilities are dependent. In our office, we recruit a number of workers with disabilities, such as the Library Service and the Education Office, but indeed there are those who are able to take care of them,” he explained.



Ahmad Suudi
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Becomes a freelance journalist in online media since 2016 because he likes language and transfer of information to wider community. Now focusing on exploring data journalism to improve the quality of information transfer on various issues.

Zainul Dreams of Becoming A Lecturer

By: Ahmad Suudi

Jatimnet.com , September 20, 2021

The evening call to prayer had just ended when six children entered Abdul Latif Zainullah's house in Grajagan Village, Purwoharjo District, Banyuwangi, Monday, September 13, 2021. The children went straight to the living room. After sitting neatly, they set up a folding table and took out their writing tools.

Not long after, Zainul joined the elementary and middle school age children. He seemed to reprimand a number of children who were still noisy. By 7 pm, this 'evening class' began. Some do their homework and read textbooks. Some others were still learning to recognize the letters of the alphabet.

This is Zainul's activity after completing his graduate program at Dian Nuswantoro University (Udinus) in Semarang, Central Java. Tutoring for elementary and junior high school children is the only economic activity for people with physical disabilities. Even though he holds a master's degree in computers, this man does not feel embarrassed about teaching his neighbors' children.

"The most important thing now for me is to get a job that pays enough to live independently. I am afraid that later I will continue to depend on my parents or siblings. I have completed my post graduate program, but it is still difficult to get a job. They don't want to accept me," he said, starting the interview.

Zainul aspires to become a lecturer at one of the universities in

Banyuwangi. He is willing to go back and forth from Semarang to Banyuwangi to achieve this dream. Unfortunately, holding a master degree with cum laude predicate is not enough. He suspects that the wheelchair that he uses is the reason many colleges refuse him.

Against the Fear

It was July 2010. Zainul was a new student at the vocational high school SMK 17 Agustus 1945 majoring in Computer Network Engineering in Cluring District, Banyuwangi Regency.

The scorching heat in the beginning of the dry season gave the stinging sensation on his skin. It hurted him even more that day when other students stared at him sitting on a wheelchair when all the students were about to take photos for their student cards.

“I felt that I wanted to yell at them, ‘Why are you looking at me that way?’ I am not a show!”, he recalled. “I was very embarrassed with my physical condition. I felt that I was not quite strong mentally.”

Zainul has a physical disability because his legs were unable to walk. The latest disability certificate that he received from the Blambangan Regional General Hospital (RSUD) stated that he had a mild disability with the need for a wheelchair for daily activities.

Zainul was born disabled to a fisherman husband and wife, Abdullah Syirojuddin and Siti Munawarah Fadilah, in 1994. He was reluctant to continue his education after graduating from junior high school because he was afraid and embarrassed by his condition.

However, he then realized that if he does not continue his education to the next level, he will be unemployed and just stay at home. Finally, he decided to continue his education at SMK 17 Agustus 1945. Apparently, this new school became a new starting point for Zainul. In this school, his courage emerges. He no longer felt inferior and afraid.

“I thought that it was the adaptation process. In my new environment I would get one friend in a few days or a week at the most. After that, everything will become easier,” said Zainul.

Equipping himself with self-confidence and the hope of pursuing a dream, he immediately enrolled in college after graduating from vocational school. He chose to take the bachelor degree in Informatics Engineering Study Program at the College of Computer Science (Stikom) PGRI Banyuwangi.

Chasing Dreams

Even though he has graduated from Stikom PGRI Banyuwangi, Zainul did not want to stop. His dream of becoming a lecturer boosted his enthusiasm to continue his study. Then he took a postgraduate program at Udinus, Semarang. Taking a master degree at Udinus Semarang gave unique experience for the eldest of three siblings.

Once a month, he had to get on and off public transportation from Banyuwangi to Semarang. Usually, he took an overnight bus from Banyuwangi and got off at Tirtanadi Terminal in Solo. From there, he continued his trip to Semarang with another bus and got off at a location close to his campus.

After that, he took an online taxi to go to the college location, which also became a sort of ‘hotel’ for two days and one night for him. His younger brother, Abdul Hafid Abdullah, became his companion on the trip. Hafid would carry his brother on his back to ease the trip. Although various modes of public transportation are not friendly for people with disabilities like him, the study is still being carried out.

Zainul also never asked for dispensation of academic obligations during college. Just like the others, he followed all the processes to be able to complete the postgraduate program starting from attending lectures, research, and writing a thesis. Zainul’s efforts were not in vain. In 2020 he graduated with a cum laude.

“Why do I dare to go ahead and study? Firstly, I don’t want to stay

at home because I like to be active. Secondly, to pursue my dream of becoming a lecturer, and thirdly to improve my knowledge so that I can serve as a lecturer at STIKOM Banyuwangi,” said Zainul.

Hafid knows very well how his brother struggled to get a master’s degree. Even on the first day of college, Hafid carried his brother on his back along 200 meters from the Trans Semarang bus stop to the lecture location on the second floor.

“I hope Mas Zainul can get a decent job, because right now that’s what he wants the most. He then continued to get married,” said the father of one child, Thursday, September 16, 2021.

Being Refused Everywhere

Unfortunately, graduating with an almost perfect master’s degree did not make Zainul immediately realize his dream. The master’s degree that he holds does not make it easy to get the job he aspires to. A number of colleges refused when he applied to teach there.

Meanwhile, his friends find it easy to get jobs as educators. Once upon a time, there was a private university in Banyuwangi who accepted him as an extraordinary lecturer or an honorary lecturer. However, he was asked to make a National Lecturer Identification Number (NIDN) before working there. The problem is that NIDN can only be processed by permanent lecturers who have received a decision letter (SK) of appointment from the campus or foundation that houses it.

One of the private polytechnics in Banyuwangi had also stated that it would accept him to teach there. However, when Zainul asked about the salary, this institution did not give any further news.

He also visited his almamater, SMK 17 August 1945 Cluring and Stikom PGRI Banyuwangi, to apply for jobs but to no avail.

Even Junior High School and Madrasah Ibtidaiyah (MI) in his

village also rejected this undergraduate job application. Zainul suspects that his disability is the reason many universities reject him. He still feels discriminated against during his quest for a decent job.

“I feel that maybe it is all difficult because of my condition, because I have a disability. Everything is being made complicated for me. It shouldn’t have to be this way,” he said.

Disabled Persons Should Get Broader Opportunity to be Lecturers in Banyuwangi

*By: Ahmad Suudi
Jatimnet.com , September 20, 2021*

The laboratory building of Jinggo Hotel at the Banyuwangi State Polytechnic (Poliwangi) still looked deserted, although nine students of the Tourism Business Management Study Program (MBP) at this campus were about to do a final exam.

Amid no sign of busy activities in the building, Putu Ngurah Rusmawan was ready in front of his laptop. He would lead the examination session that took place on Wednesday, September 15, 2021.

In addition to teaching, Putu was also tasked to guide students and give them tests during their final research for graduation.

He was inaugurated as a Civil Servant (PNS) and filled one of three special formations for people with disabilities at Poliwangi during a recruitment in 2018. The man who comes from Sidoarjo is one of the few disabled lecturers who teach in Banyuwangi.

Putu had an accident at the age of 12. His left head hit the back of a truck while he was crossing the road. Due to the incident, his left cranium had to be removed and the motor nerve function of his right hand and foot was reduced. It took two years to recover through the process of treatment and therapy. In fact, he had to practice walking, writing, and speaking.

Putu's parents supported him to continue his education to

college. Unexpectedly, he had an interest and talent in the field of English, especially grammatical which led him to join the postgraduate program and later became a lecturer.

“I never thought I would become a lecturer like this because there were many obstacles. But since becoming a lecturer, technology has helped me a lot, like projectors, laptops, and others,” Putu said in his office.

The graduate of the Language and Literature Education Study Program at the State University of Surabaya (Unesa) said that the Poliwangi campus did not have a problem with his moderate degree of disability. However, the campus still requires him to be able to carry out the Tri Dharma of Higher Education.

He appreciated the government for issuing policies to provide job opportunities for people with disabilities. However, these efforts need to be developed so that more people with disabilities can access work.

“It’s good that the government is trying to provide job opportunities for the disabled. But the quota (for the formation of CPNS with disabilities) should be adjusted again to accommodate the needs of each agency, the specifications, their responsibilities. In addition, the authorities are adjusted to the abilities of prospective workers with disabilities, because the conditions vary,” he said.

Lack of Information

Based on the online website of the Higher Education Database of the Ministry of Education, Culture, Research, and Technology (Kemendikbudristek), there are at least 585 lecturers at six well-known campuses in Banyuwangi. However, after being checked thoroughly, only two of them were disabled. The ratio of this number is 1:282 or out of 282 lecturers, there is only one with a disability.

Whereas Law (UU) Number 8 of 2016 concerning Persons with Disabilities requires the central government, regional

governments, State-Owned Enterprises (BUMN), and Regional-Owned Enterprises (BUMD) to employ at least 2 percent of the total number of employees with disabilities.

This means that in state universities, the minimum ratio of disabled and non-disabled employees should be 1:50 or for every 50 employees, there must be one with a disability. Meanwhile, private companies must have at least 1 percent of their employees with disabilities. This means that in a private company, out of 100 employees there must be one person with a disability.

Unfortunately, when there were three quotas of disabled employees at Poliwangi in 2018, only Putu applied for the job vacancy. While the other two quotas were not filled with persons with disabilities because no one had applied. This is because the information about the job vacancy was not being well disseminated.

Moreover, some campuses in Banyuwangi indeed only have a few lecturers. For example, Stikom PGRI Banyuwangi only has 28 lecturers, including non-permanent ones. Therefore, 1 percent of people cannot be taken as the minimum quota for disabled employees there. This also happens at the Islamic Institute (IAI) Darussalam, which has 58 lecturers.

The head of the Banyuwangi Stikom PGRI Committee, Djuniharto, said that his office did not distinguish between disabled and non-disabled job applicants. However, it has not opened recruitment because the current ratio of lecturers to students is actually an excess of lecturers from ideal conditions. While the ideal ratio of the number of lecturers to students is 1:30, Stikom PGRI Banyuwangi has the ratio of 1:27.

“It’s not that we don’t want to accept the disabled, but we do not need new lecturers for now. But God willing, next year we plan to open a new study program, that means we have to recruit more lecturers. As long as they pass the test we will accept them, no matter if he is disabled or not,” Djuniharto said on Friday, 17 September 2021.

Recruiting Disabled Employees

Coordinator of the Center for Counseling and Disability Service from the Institute for Learning Development and Quality Assurance (LP3M) at the University of Jember (Unej), Senny Wiyara Dienda Saputri, said that the initiative to bring work access closer to people with disabilities should actually be carried out by many parties. Campuses, where intellectual groups gather, are more open to issues of justice and equality. They should be an example of the institution that is willing to accept workers with disabilities.

Senny said the government could also issue policies that encourage institutions to accept disabled workers which would speed up the process of bringing people with disabilities closer to the world of work. Without the government's mandatory encouragement, the effort to help people with disabilities to get their right to work will depend on the initiative of each local government or the head of respective institutions.

"Well, this needs to be undertaken together, but if there is a mandate from the state and there is support for the implementation in each institution, I think more disabled people will have the opportunities to get hired, and the number will accelerate as we expect," said Senny, Thursday, September 16, 2021.

According to Senny, basically, every organization has an analysis and description of the duties, authorities and implementation methods for employees or members. The same thing happens to the government, business entities, and higher education institutions. Once the organization, agency, or institution has a job analysis and description, they will know the appropriate people to occupy each of those positions or titles.

Thus, local governments, companies, and universities can actually be helped to find out which positions are suitable for people with disabilities, in order to fulfill the mandate of Law Number 8 of 2016.

She also said that the test for prospective employees with disabilities should be carried out by assessing their abilities and conditions of ability. Because even though the disabilities are grouped according to the type and degree of severity, the abilities and conditions of each person with disabilities vary widely and are often not visible.

In addition, the test for prospective employees with disabilities should be carried out with a practical test on the job, instead of a written test and other types of regular tests. Because not all persons with disabilities are able to take a series of regular job applicant tests, which makes recruitment unfair or benefits only certain groups.

“This way, everyone will get the same opportunity and everyone gets a job according to their respective abilities,” said Senny.



**Muhammad Ardiansyah Fajar
Syahlillah**
IDN Times

I am Ardiansyah Fajar Syahlillah, a journalist at IDN Times. Started my career as a journalist in 2016. I like to write, read and listen.

Wistara Batik House A Creative Space for The Disabled

*By: M. Ardiansyah Fajar Syahlillah
IDN Times Jatim, September 19, 2021*

The sound of a sewing machine echoed, as footsteps just passed through the gate of a house with Javanese carvings, Saturday afternoon (11/9/2021). Three people were busy in the living room of this house located in Medokan Ayu, Surabaya, East Java. Some cut and measured the fabric. Some others seemed to focus on sewing batik cloth.

Teguh Iman Hidayat (30), a physically disabled person who focuses on sewing a piece of cloth on his sewing table.

Meanwhile, the deaf Amilus Sholikha (28), was measuring batik cloth while sitting on the floor. The fabrics that have been measured are directly cut by Frita Alvin (24), a speech disabled.

This collaboration happens every day at the Wistara House of Batik. Unlike other batik houses, this batik industry has empowered people with disabilities to work for more than a decade.

It is Aryono Setiawan who initiated this idea in 2010. Not only sewing, people with disabilities here are also involved in making motifs to be applied on the fabric.

The man, who is familiarly called Aryo, believes that, like others, people with disabilities can also work and create as long as they are given the opportunity.

There are 10 people who work at Wistara. All of them are disabled in terms of physical, deaf and speech.

“Today, there are only three people, because it’s the weekend. The problem is that some are allowed to go home. There are also those who ask for permission to get married,” said Aryo to the IDN Times.

Accommodating the unlucky

From the beginning, Wistara Batik House was intended to help marginalized groups, especially people with disabilities. Aryo does not want people with disabilities to be underestimated.

“We’re not just looking for profit. Profit is not the main thing for us, because basically, everything that is done here is intended to enable these young people to work,” he explained.

When he was about to establish the Wistara Batik House, Aryo contacted a number of his colleagues, including those in training centers belonging to the provincial social service. One of them is a friend who works at the Technical Implementation Unit (UPT) for the Social Rehabilitation of the Deaf and Speech in Bangil, Pasuruan.

Aryo asked his friends to facilitate people with disabilities to participate in training and internships there.

After completing their internship, they will be offered to work at Wistara. Aryo does not give a lot of workload. Work targets are also adjusted to the conditions of each person. “One person was able to sew 10 clothes in a month. Indeed, at that time, our scale was still small,” he said. But slowly, each person began to be able to produce as many as 50 clothes a month.

Equipped with various skills

Wistara Batik House is not just a place to work, but also a space to make creations and hone skills. For this reason, the disabled people who work here continue to hone their abilities and skills.

If they are already proficient in sewing, they will be given new skills. For example, making batik motifs independently.

However, Aryo will not force them because there are some of them who just want to focus on sewing, especially people with disabilities.

“Yes, the point is to give them the opportunity to learn, remain independent and work,” he added.

As a result, a Corona motif was created in 2020. It didn’t take long for Aryo to immediately invite several deaf and speech disabled people to make batik in the back of the house where there is a sophisticated machine for making batik.

Batik motifs that have been made are programmed into the machine. Then the machine works by carving. The carving media prepared is thick cardboard. After the motif is engraved, this thick cardboard can be used for batik.

“We use the simplest method, namely canting stamp. The cardboard that has been engraved with the corona motif is dipped into heated wax and then pasted on top of the white cloth,” Aryo explained.

This Corona-patterned batik cloth received a positive response in the market and immediately boosted the sales figure of this batik house. The batik clothes made by the disabled were ordered by various groups, from the community to government agencies.

“One of those who bought up was PLN,” Aryo said, referring to the state electricity company.

Creative in the midst of pandemic

In addition to producing batik cloth and clothing, Wistara Batik House also creates masks from batik patchwork, in an effort to make the business continue to run since they are also affected by the COVID-19 pandemic. Short training was immediately carried out. As a result, they can directly produce masks. Orders started to arrive.

“That’s why I took the initiative to invite them to make masks, because orders for clothes have dropped drastically, now many people are ordering batik masks,” said Aryo.

Although the income from selling masks is smaller than clothes, Aryo does not question it. For him, the important thing is that his workers can get paid every month. Various methods are used to market Wistara products, including utilizing the marketplace.

“This also comes from Tokopedia providing slots and convenience for us to participate in selling Batik Wistara products.”

Wistara Batik is like home

The workers claim to feel at home in Wistara. Teguh, for example. The man who has worked since the beginning and helped start the business in Wistara Batik House considers this place to be like his own home. The man from Cilacap admitted that he accidentally met Aryo.

Initially, he participated in sewing training in Solo. After graduating from training, he asked for a job vacancy. The Social Service Agency in Solo then gave him Aryo’s number. Long story short, Teguh finally meets Aryo and gets a job at Wistara.

“Apparently there is a job opportunity, so I went to Surabaya,” said Teguh.

At the beginning of working at the Wistara Batik House, Teguh had a hard time, especially when working with colleagues who had been there first.

“At Wistara I had difficulties, I needed to adapt. Moreover, most of the people here are deaf, and I am physically disabled myself. I learned to understand sign language, how to communicate and understand them,” he said.

Over time, Teguh began to understand and be able to interact with his co-workers. He considers them not just co-workers but like family. “It’s really like family, eating together. You can take it yourself. Then the food is nutritious and delicious,” said Teguh.

This is what makes Teguh choose to return to this house. Teguh resigned from Wistara in 2018 because he opened his own business in Sidoarjo. However, earlier this year he returned to work at Wistara. “Mas Aryo allowed me to go back to work again, I immediately went back in.”

Love blooms at Wistara

Not only at home, Teguh also met his wife in this batik house. Her name is Amilus Sholikhah, who is a deaf person. Both had resigned from Wistara when they got married in 2018. However, when their business of mukena (cloth for praying) ran into problems, the two agreed to return to Aryo’s batik house.

“At that time I decided to marry Lusi, then made a mukena business. It had actually been running for some time, then it did not go well because of this pandemic. In early 2021, I decided to return to work with Mas Aryo in Wistara,” said Teguh.

Teguh admitted that Aryo’s treatment of him and his wife remained the same even though they were married. We always eat together. The only difference is that Lusi and I now live in Sidoarjo, so we don’t live with Mas Aryo anymore,” he added.

In line with Teguh, Lusi - Amilus Sholikhah’s nickname - also feels that family ties have been closely intertwined at the Wistara Batik House. Even at the beginning of her internship, Lusi was able to immediately mingle with Aryo and his colleagues in it.

“I enjoyed being at Wistara, the people were nice and it was easy to get along with everyone. At first I could only sew, but now I can do other skills,” said Lusi.

Teguh and Lusi hope that there will be more Micro, Small and Medium Enterprises (UMKM) and Small and Medium Enterprises (UKM) entrepreneurs who provide opportunities for people with disabilities. The reason is, at this time there are still many of their friends who have not worked because of their disabilities.

It's Hard To Be Disabled In This Country

*By: M. Ardiansyah Fajar Syahlillah
IDN Times Jatim, September 19, 2021*

The eyes of Teguh Iman Hidayat (30) focused on a piece of cloth on his sewing machine table, Saturday (11/9/2021) morning. His hands danced to move the patchwork aside in rhythm with the creaking sound of his sewing needles. Every now and then, he frowned while wiping the beads of sweat on his forehead.

This man from Cilacap, Central Java is one of the workers at the Wistara Batik House, Surabaya. A home industry that employs people with disabilities. Teguh is the only person with a disability who works in Aryo Setiawan's batik house.

The majority of the disabled who work here are deaf and speech disabled.

Teguh's expression immediately changed when he chatted with IDN Times about his life journey as a disabled person before working at Wistara Batik House. "It's hard," he said shortly.

Teguh complained about the difficulty of getting job opportunities. Many do not believe he can work because he is physically disabled.

The difficult circumstances did not make him give up. He participated in various training sessions held by the social service. Teguh continued to hone his skills so that he can work, and not depend on his parents and became a burden for his family. Once he promised himself, if he already had the skills, he would go straight to work.

But Teguh is one of the lucky ones compared to his friends with disabilities around him, since he already has acquaintances with several government officials in Central Java.

He knew these people because he was once a table tennis athlete in the category of disabled people. Even though he didn't reach the national level, Teguh was well known for his sociability.

"Since it was difficult for me to penetrate at the national level, I chose to seek training. Through the athlete route, I received information that there was sewing training for people with disabilities in Solo. I went straight there," Teguh explained.

Teguh does not imagine that if he does not have other potential, namely athletes, it will be very difficult to access training information for people with disabilities. It is difficult to get access to information. On the other hand, the training centers for the disabled are very few.

"Many people with disabilities are constrained by transportation, because training places In Indonesia are only in Solo, Yogyakarta and in Pasuruan," he added.

"Most of those friends don't know how to get in, social services are also less active."

Lack of distribution, far location

Teguh admits that there have been efforts by the Social Service to distribute people with disabilities after completing the training.

However, sometimes the placement is far from the location where people with disabilities live. He experienced it himself. He lived in Cilacap, attended training in Solo, but got a job in Surabaya, East Java.

"For me, it (being away) doesn't matter because I can walk, take the bus or train. But for those in a wheelchair, paralyzed legs may find it difficult," he said.

At first, his family forbade him to work in Surabaya. "In the past,

my parents said that I couldn't leave our home. I was told to stay. I didn't have to work, I just ate and slept. But I don't want to be like that. As a person with a disability, I do not want to be dependent," he recalled.

It turned out that the firm decision to migrate slightly eased the burden on the family, especially when sad news spread from his hometown: His mother died in the third year.

"So, my decision to leave was right. If I depended on my mother all the time, when she died I would definitely be confused. Thank God that it was not the case. I already had an anticipation," he said.

Teguh's wife, Amillus Sholikha (28) also had an experience in regards to the lack of distribution of labor for disabled people. She had to find an internship first in order to get a job. At that time, the woman, who is familiarly called Lusi, chose an internship at the Wistara Batik House, because the business owner opened the program.

"I joined training for two and a half years in Bangil (Deaf and Speech Rehabilitation Center in Pasuruan). Then I did an internship here (Wistara Batik House). Since I feel comfortable in this place, I continued to work here," she said.

Wistara Batik House, said Lusi, became her first place of work. After a year of working, he decided to resign because her friend invited her to work in a shoe factory. However, it did not last long for her to work at the shoe factory, then she returned to work at Wistara until she finally met Teguh and decided to marry him.

After getting married, the two said goodbye to Wistara to open a mukena business in Sidoarjo. However, their business was bankrupt due to the pandemic. "Finally we both returned to work at Wisatara (early 2021)," said Lusi.

Employment of disabled people remains an unfinished job

The East Java Social Service said that most of the disabled

people who have completed the training are directed to work independently. They are encouraged to open their own business with the skills they have.

“Our children (with disabilities in the Social Service Office), on average, are non-formal. The formal one is not handled by the Social Service but by the Manpower Service. The Manpower Service has a Job Training Center. In our case, the children don’t go to school and don’t have a diploma. Of course companies will not accept them. Companies want graduates of high school and vocational school,” said the Head of the East Java Social Service, Alwi.

Based on data from the Information System for Persons with Disabilities in East Java, there are 22,768 people with disabilities spread over 38 districts/cities. The top five are 4,105 in Kediri Regency, 2,000 in Kediri City, 1,673 in Malang Regency, 1,359 in Magetan Regency and 1,352 in Malang City. From this data, Alwi does not know which ones have not been recruited in the world of work and industry.

Separately, the Head of the Placement and Expansion of Manpower at the East Java Manpower and Transmigration Office, Sunarya, admitted that the employment of people with disabilities was still very minimal. In fact, the distribution of disabled workers has a legal basis in Article 53 of Law (UU) Number 8 of 2016 that companies are required to employ 1 percent of the total workforce.

“However, many (companies) have not implemented it in the field. But there are also those who have done it. We have often disseminated this information,” he said.

The East Java Manpower and Transmigration Office had proposed to the central government that companies employing people with disabilities should be rewarded. This is done to stimulate companies to hire people with disabilities. “It should be conducted with clear parameters, for example 1 percent of the total workforce and proper facilities for the disabled,” he explained.

Sunarya also encourages local governments to create a Difabel Service Unit (ULD) in the field of employment. Later there will be information, including training. Manpower and Transmigration Offices in cities and regencies are also asked to be disciplined in reporting data on persons with disabilities who have worked or have not been to the province.

In addition, the Job Training Center managed by the East Java Manpower and Transmigration Office has begun to open for people with disabilities. Unfortunately, there is no specialization for the disabled category. Instead, people with disabilities were asked to adjust the existing vocational skills.

“Regarding training, we have 16 centers. We accommodate people with disabilities but it should be in accordance with the majors of the vocational training in BLK,” he explained.

Sunarya admitted that there were no special centers for the disabled. He argued that his party had difficulties in accommodating them, including the infrastructure and resource persons.

However, he claims that those in the center do not only receive training but are also given certificates and job vacancies. “The purpose of training is to decide the placement.”



Agus Wedi
Maduraindepth.com

Agus Wedi, was born on Mandangin Island, Sampang District, Sampang Regency on January 15, 1978.

He studied at the Assirojiyyah Islamic Boarding School, Kajuk, Sampang and the Nazhatut Thullab Islamic Institute (IAI NATA) Sampang.

Agus, as he is known, was active in assisting the Sunni-Shia conflict in Sampang as a Community Organizer (CO) for the 2013-2014 Lakpesdam Care Program. He has also worked as a Radio Broadcaster and Programmer for Salsabila FM Sampang (2003-2007), Chief Editor of Rato Ebhu Magazine (2011-2013) and editor of maduraindepth.com from 2019 until now.

Since 2020, he has been registered as a member of AJI Surabaya. In addition, since 2019, Agus has served as Secretary of the PCNU Sampang Ta'lif wa a-Nasyr Institute (LTN) and is in charge of the NU Sampang website and social media.

Disabled Persons Have Far-reaching Hope To Achieve Economic Independence

*By: Agus Wedi
Maduraindepth.com, September 20, 2021*

Muhammad, 32 years old, still remembers how his parents were very protective.

“When I was little, my parents protected me from going out and playing with my friends. Maybe because they were afraid that something would happen to me,” said the physically disabled man who lives in the village of Polagan, Sampang.

As a result, Muhammad had no self-confidence. He was worried about his shortcomings when getting along with other people. Not to mention the stigma that having a disability is a disgrace.

He is sure that his friends with disabilities experience the same thing.

“This relates to the very strict family environment that keep them from interacting with people outside the environment,” he said.

Nevertheless, Muhammad is one of thousands of people with disabilities in Madura who have managed to have a resident identity. He participated in the mass ID card recording at the sub-district office.

Muhammad came to the sub-district office anyway even though his presence attracted the attention of many residents who also came there to record the electronic-ID card at that time.

“Just like the others, I was also told to sit and wait in line. There

were no special facilities for people with disabilities. Only then, the people looked at me, maybe because of my physical condition,” he recalled.

Muhammad said he didn’t care about people staring at him at that time. For him, as long as no ridiculous words come out, he wouldn’t care.

“I’m just being ignorant about it,” he said.

Now, Muhammad is lucky enough to have residency documents, such as birth certificates, family cards and e-KTPs.

Even though he already had complete residence documents, Muhammad admitted that he had never applied for a job at an office or company. Muhammad still did not have the courage because of his limited physical condition.

This elementary school graduate works in his brother’s workshop. “I don’t have the courage to apply for a job. The Social Service Office has never offered me a job either,” he said.

The person who was sent to the Job Training Center in Solo, Central Java, for one year, wants a regulation that can protect the rights of people with disabilities. With the local regulations, Muhammad is sure that his friends’ confidence will increase because there is legal certainty.

“Now, I don’t dare (to apply for a job). My disabled friends who just graduated with a bachelor degree recently failed to pass the selection of civil servants, let alone me who is only an elementary school graduate,” he said with a laugh.

The government’s attention to persons with disabilities remains insufficient. This is evident with the absence of regulation that protect them. In fact, there are many people with disabilities who have not received population services and find it difficult to get a job.

The chairman of the Indonesian Association of Persons with Disabilities (PPDI) of Sampang Regency, Munawi, said that

people's perceptions of disability had an impact on the access obtained by the disabled people. For example, many people with disabilities do not have an e-KTP and other services, despite the fact that resident documents are important for people with disabilities to get their rights, including access to work.

Munawi hopes that there will be special regulations that stipulates about the protection for persons with disabilities. "We hope to be treated equally as the others," said the permanent employee of PT. Garam.

Responding to this, Agus Sumarso, Head of Manpower of the Investment and One Stop Service (DPMPTSP) Office in Sampang, said that before the pandemic, his office actively organized skills training for people with disabilities.

There were 20 people who participated in the training. However, since COVID-19 cases emerged, the special training for disability has been postponed at the Sampang Job Training Center (BLK).

The training is conducted to improve the standard of living of persons with disabilities, so they will not cause burden to other family members.

"People with disabilities should not be ignored. Don't let that happen," said Agus Sumarso at his office on Monday on September 13, 2021.

The government, Agus continued, helps people with disabilities with a training system and tools to enable them being independent and able to run a business. Meanwhile, the format of training is adjusted to the interests and abilities of the disabled.

"We try to provide opportunities and facilitate a training in their respective fields in accordance to their expertise. For example, if they like sewing, we will facilitate sewing training and give them the tools," he said

Agus explained that some people with disabilities who have attended the training are now independent and have opened their own businesses. In fact, some of them help their family's economy.

“In fact, there are people with disabilities who provide a living for healthy families, while others employ non-disabled neighbors,” he said.

Therefore, to support people with disabilities to be able to get a job after participated in the training, the Manpower Office of Sampang also provided assistance in terms of tools, such as sewing machines, workshop equipment and so on.

In addition, the participants also received a training certificate. However, most of them do not want to receive a certificate. The reason is simply because they felt inferior of being elementary school graduates. Some of them even did not want to go to school.

“If you want to apply for a job at a company, a certificate of training is only a supporting document. But the most important document is the school certificate,” said Agus Sumarso.

Secretary of Commission IV DPRD Sampang Shohibus Sulton said that he had several times met with the Social Service, discussing issues related to disability. Among the issues is the fulfillment of disability rights to employment opportunities.

According to him, people with disabilities need special attention from local governments.

“We have suggested that the Social Service should provide opportunities for them (people with disabilities),” said the Gerindra Party politician on Tuesday, September 14, 2021.

This Council member, who is familiarly called Sulton, assessed that there are still many disabilities that are discredited, including in the fulfillment of population administration services. He asked the government to provide equal space and rights between people with disabilities and others.

Therefore, his party urges the government to guarantee equality for disabled people. This requires the cooperation of the village, sub-district and district governments to ensure that their administrative services are also fulfilled.

“This is our commitment to guarantee equality, not only in terms of gender issues, but also those related to the rights of disabled people,” said Sulton.

In the future, his party will encourage the formation of a bylaw (Perda) that regulates protection for people with disabilities. But it takes a long time, because his party has to discuss the issues internally with the Commission IV and conduct academic studies.

According to him, the process of proposing a bylaw is not an individual process. “I am assigned at the Bapemperda (the bylaw formation body), so I will first strengthen the process internally. I promise to ensure the process will run accordingly,” said Sulton.

Regarding the fulfillment of the rights and protection of persons with disabilities, the Chairperson of the Nahdlatul Ulama Human Resources Research and Development Institute (Lakpesdam NU) of Sampang Regency, Faisol Ramdhoni, said that people with disabilities are part of the Sampang community who have equal positions, rights, obligations and roles with others. .

More integrated and sustainable facilities and infrastructure are needed to realize the protection and fulfillment of the rights of persons with disabilities. Therefore, they will be protected from negligence, exploitation, harassment and all discriminatory actions, as well as violations of human rights.

“So to fulfill all of that, it is urgent to immediately draft a Bylaw on the Protection and Fulfillment of the Rights of Persons with Disabilities,” he said.

The man who is active in inclusion and equality issues said that the presence of regulations governing the fulfillment of disability rights became the initial foundation for the Sampang government and all parties to accelerate disability sensitivity.

“Based on the regulation, the government will be able to do more to create inclusive policies, both through the provision of budgets, infrastructure and providing employment opportunities,” he said.

The plan was warmly welcomed by one of the disabled residents, Tricahyo Slamet Widodo. The man from Patarongan Village, Torjun District, Sampang Regency, said that the bylaw regarding the protection and fulfillment of disability rights in Sampang Regency needs to be deliberated by the regency council (DPRD) immediately. The existence of a bylaw will strengthen the recognition of disability groups by the state and the society.

“Everything, be it programs or activities, should be enforced with clear regulations. We have to implement them. It is very important. That’s why I hope that the members of the Sampang DPRD will immediately formulate a bylaw on the Protection of the Rights of Persons with Disabilities,” he told maduraindepth.com at his home on Sunday, September 19, 2021.

The fulfillment of disability rights, he explained, includes many things, mainly, health, social, educational, economic and standard of living services. He admitted that health services in Sampang still have not reached many people with disabilities.

“There are many of them who do not have the BPJS health insurance cards. It is because they do not have the residence document. Therefore, I hope the Population and Civil Registration (Dispendukcapil) should take the initiative to visit the disabled people.

In dealing with disability issues, Wiwid said that a number of Local Government Organizations (OPD) in Sampang district have not yet established good coordination across the different sectors. What emerges is the selfishness of each OPD.

“The Social Service, Dispendukcapil, District Social Welfare Workers (TKSK) and the village government should work together in dealing with disability. And this mechanism can work if there are bylaws or local regulations,” he said.

“Therefore, people with disabilities should not be the victims. After they were being recorded for data, there were no follow-up actions for them,” the father of five children added.

However, Wiwid admits that the Sampang Regency

administration has provided support for people with disabilities. Evidently, the proposals and inputs from PPDI were followed up by the local government. “But it is not fixed. As long as there are no regulations, our position is still weak and vulnerable,” he said.

Wiwid revealed that the weak protection of disability rights was evident when two people with disabilities were declared not to have passed the CPNS selection some time ago. In fact, he continued, the two friends had already completed the administrative requirements. This incident proves that the protection of disability rights is still weak.

“If there is a bylaw, I am sure that the rights of people with disabilities will be protected, including the right to get a decent job,” he said.

In addition, people with disabilities have not been able to access programs affected by Covid-19, namely capital assistance for MSME actors. Wiwid and his friends with disabilities had already submitted an application to the relevant office, but in the end failed because they were constrained by the requirements that there should be a collateral. In fact, explained Wiwid, many people with disabilities who are members of PPDI have opened their own businesses.

“What weighs us down (disability) is the collateral. Then what should we make as collateral with our condition like this,” said Wiwid while showing the condition of his house, which is very modest.

The man who opened a bag and wallet production business hopes that a bylaw will soon be formulated as a regulation to strengthen and protect the rights of people with disabilities.

“Because we have the same rights and obligations as non-disabled people,” he concluded.



Miftah Farid Rahmani

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“Kedaibilitas”, Business Lab For The Disabled in Surabaya

*By: Miftah Farid Rahmani
CNNIndonesia.com, September 20, 2021*

Surabaya, CNN Indonesia -- Zulmy Erian (28) looks busy arranging round containers on the table. Every now and then his eyes turned to look at the dough in the bowl. He wanted to make sure the cake batter was just right. Slowly he poured the batter into the pan.

In a different room, Nanda (25) took the cake out of the oven. Smoke billowed and a delicious aroma instantly filled the entire room. Nanda’s hands occasionally flick the cake on the tray.

Erian and Nanda are not alone. In the same room, there were also a number of people processing raw materials and beads. They seem deft in sorting out ingredients, mixing and then combining them into a variety of confectionery and crafts. They packed it neatly.

They are people with disabilities who have turned their rented house on Jalan Sampoerna number 17, North Krembangan, Pabean Cantian, Surabaya, East Java into a space for sharing and being creative. They call the houses in these densely populated settlements Kedaibilitas. This house is a space for people with disabilities to study and work.

It all started with love

Kedaibilitas was founded three years ago by Andi Fuad Rachmadi (35). The graduate of State University of Malang, East Java,

deliberately founded Kedaibilitas because he wanted to prove that people with disabilities can also become entrepreneurs.

"Kedaibilitas is a business laboratory for friends with disabilities," Andi told CNNIndonesia.com on Thursday, September 9.

Dozens of people with disabilities take shelter in this house. Most of them are people with intellectual and mental disabilities. There are also people with multiple disabilities or a combination of the two.

The idea of creating Kedaibilitas began when Andi became a teacher at an inclusive school in Malang City, East Java. At this school, Andi interacts a lot with and assists children with special needs.

This prompted Andi to focus on assisting people with disabilities and decided to become a mentor at an educational institution for citizens with special needs in Surabaya.

His love for people with disabilities then moved him to create a business unit to empower them. "Every child with special needs surely have at least one potential. They must be having it," he said.

Not just for profit

Andi named his business unit Kedaibilitas. He then invited a number of people with disabilities aged between 17 to 30 years to join. Andi and his assistants then educate people with disabilities to work and become entrepreneurs. Starting from shopping for raw materials in the market, production to marketing them.

Previously, people with disabilities only studied theory in educational institutions. In this place, they have to practice and go directly to the community.

"We teach them from the beginning to the end, from shopping for the ingredients to marketing the products. They do every step of the process. We let them interact. We invite them to the real world, not just the world of soap operas," Andi explained.

According to Andi, until now many people still look down to those with disabilities and treat them as second-class citizens. For this reason, people with disabilities must enter the community, so that they are mentally strong. On the other hand, this is also an effort to educate the public so that they can view and treat persons with disabilities equally.

“They need to interact with the real world. So when they come out, they will not be underestimated by the community,” he added.

All persons with disabilities who work at Kedaibilitas are directly involved in serving buyers, starting from taking orders, preparing drinks and food, delivering, to receiving payments.

Guests from various backgrounds can mingle and chat directly with the disabled people. Andi believes this concept can create an inclusive interaction and environment.

“We play our role there. Apart from educating these children, we also educate the community, so that an inclusive, disability-friendly environment can be established,” he added.

For Andi, the main goal of Kedaibilitas is not looking for profit, but to make people with disabilities ready to face the real world of work.

Lack of attention from the government

Andi admitted that apart from his love for people with disabilities, another factor that triggered him to establish Kedaibilitas was government policies that were still discriminatory against groups of intellectual disabilities. According to him, the government has not been able to guarantee access to work for people with disabilities.

So far, intellectual disabilities are the most difficult group to be accepted to work in government agencies and the formal sector, unlike other types of physical or other disabilities. For that, they

have no other choice but to build their own business.

"Look at all this time, most of the people with disabilities have been accepted for work, including physical disabilities, physical disabilities, but children with intellectual and mental disabilities cannot be accepted," he said.

Andi said this was proven from his own experience, when he accompanied a number of his students while trying to get a job. At that time, a number of his students who were intellectually disabled had the opportunity to do internships in a government office.

The process lasted for three months. However, after three months, instead of being accepted for work at the government office, the people with intellectual disabilities who were accompanied by Andi were dismissed.

"After three months, these children were rejected, 'They cannot be accepted here, sir, because of their conditions'," Andi said, repeating what the official said. "I even had a clash with them," Andi recalled.

This is evidence that the government has not been able to guarantee the rights of persons with disabilities even though it has been regulated in Law (UU) Number 8 of 2016 concerning Persons with Disabilities. The government, said Andi, also cannot provide job opportunities for every citizen, which is actually a violation to Article 5, Law Number 13 of 2003 concerning Manpower.

"In fact, it is written in the law that all citizens have the same opportunity to work, without discrimination."

The government efforts

Based on current data from the Social Ministry's Management Information System for Persons with Disabilities, in 2021 there are 22,342 people with disabilities in East Java. This is 10.54 percent of the total number of disabilities in Indonesia.

Head of the Social Service of East Java Province, M. Alwi, said that his office had organized job training for people with disabilities through a number of technical units spread across various regions in East Java. Those participating in the training are persons with disabilities who are still of productive age.

“We train them. We have the technical unit that provides training, hopefully they can be independent,” said Alwi.

These people with disabilities, said Alwi, are equipped with skills to produce handicrafts, such as pots, batik, and sewing. There are also those who are trained to have skills to service motorbikes, cellphones, electronics to massage. The training is tailored to the abilities of each type of disability. “Pots, crafts, batik, are the product of children with disabilities. And for the blind, massage skills,” he said.

Through the technical units, the Social Services Office of East Java annually graduates 40 persons with disabilities who have been declared to have completed skills training. They are then provided with business support equipment, such as sewing machines, cell phone service tools, electronic services, workshop equipment, and grocery business tools.

“In 2020, we released around 40 students. We gave equipment according to the field we were engaged in, we gave sewing machines, service tools, massage tools,” he explained.

However, the assistance, said Alwi, was only limited to training and business equipment. This is because the government, through the Social Service Office of East Java, did not allocate a budget for cash capital assistance for them. “The capital assistance is in the form of skills and equipment,” said Alwi.

Most of those who receive assistance are people with physical disabilities, sensory disabilities such as blind, deaf and speech impaired people. The assistance, unfortunately, does not touch those with intellectual and mental disabilities.

Alwi admits that handling intellectual disabilities is much more difficult than assisting groups of other types of disabilities. He even said they were almost unmanageable.

"Handling people with intellectual disability is even more difficult. It's almost impossible to do anything about it," he said.

Insufficient Data

The Head of the Placement and Expansion of Employment Opportunities at the East Java Manpower and Transmigration Office, Sunarya, said that the recruitment of disabled workers has actually been regulated in Law Number 8 of 2016. However, its implementation is still far from expectations.

"Indeed, companies are required to have at least 1 percent of the total workforce. But in its implementation in the field, perhaps many [companies] have not done so," he said.

Sunarya said that it is difficult for his party to supervise companies that have or have not absorbed workers with disabilities. The Manpower Office in the district/city also often encounters problems. As a result, until now they do not have sufficient data.

"Because every time we write a letter, for example to the district/city office to get data on the number of workers with disabilities, many of them do not respond. They do not send the data to us, they also have difficulty," he said.

Even so, Sunarya said that his office has often conducted dissemination to companies in various regencies/cities in East Java, as a step and effort to recruit disabled workers.

Efforts to achieve this are even carried out every year by proposing the names of companies that have been assessed to implement an inclusive work environment. Then, they have the opportunity to win an award from the Ministry of Manpower.

"Every year, there is an agenda, through the Ministry of Manpower, that the regional government proposes companies

that care about employing people with disabilities to be rewarded. There are parameters, at least 1 percent, related to infrastructure and facilities," he said.

In addition, the East Java Manpower and Transmigration Office has provided a number of job training centers (BLK). However, there is no special training that focuses on providing people with disabilities. They will be trained together with other members of the general public. Because the infrastructure and the limited number of teaching staff with an inclusive perspective are the obstacles.

"We have 16 BLK, we have accommodated one of them with disabilities, but it should be in accordance with the vocational services in the BLK. If we accommodate specifically for disabilities, it will also be difficult. One problem is the infrastructure and another problem is about the resource persons," he argued.

Due to the limited infrastructure and resource persons provided, the types of disability groups that can be accommodated are also limited. So far, said Sunarya, the group that can be accommodated is physical disability. "In BLK, physical disability, for example, can be accommodated," he said.

Even so, in East Java there is actually an Inclusion BLK in Sidoarjo. The BLK is directly under the auspices of the Ministry of Manpower. The infrastructure, facilities and human resources on duty have been prepared to be friendly when dealing with persons with disabilities.

At the Sidoarjo BLK Inclusion, persons with disabilities can receive skills training, professional certification, even information and access to job placements according to their competence, both in the formal and entrepreneurial sectors.

"The placements are in the formal and informal sectors. In the formal sector it is carried out with an employment relation, becoming employees. Secondly, placements in the informal sector are those who are self-employed, open their own businesses."

People With Disabilities Fight Against Stigma for Equal Lives

*By: Miftah Farid Rahmani
CNNIndonesia.com, September 20, 2021*

Surabaya, CNN Indonesia -- The sweat on the forehead of Nanda (25) looks shiny. The steam from the heat of the oven made his face wet with sweat. But Nanda's mouth didn't stop smiling because her homemade milk pie was cooked perfectly.

Nanda is one of dozens of people with intellectual disabilities who are members of a business unit called Kedaibilitas. A shop consisting of people with disabilities in Surabaya, East Java. "This pie is cooked," said Nanda, while carrying a tray that was still hot.

Before joining Kedaibilitas, the graduate of one of the Inclusive High Schools in Surabaya admitted that he had studied at a private campus in Surabaya. But it didn't last long. Nanda does not feel at home because he is often bullied by his college friends.

"I used to go to college, but it lasted only two weeks. Then I left, yes.. [because] I was bullied," he said while talking to CNNIndonesia.com on Thursday, September 11.

After deciding not to continue studying, Nanda worked as a manual laborer in a private company in Surabaya. he got the job, thanks to the help of a friend of his mother.

But in the middle of the road, the company suddenly dismissed

him for no apparent reason. "I used to work in an office with my mom's friend, but only briefly," he recalled.

Nanda's parents then enrolled him in an educational institution for citizens with special needs. In addition, he also joined the Kedaibilitas business unit. The reason is that Nanda wants to prove that he can be independent. He did not want to continue to depend on his parents. Luckily, he said, his parents supported his intention.

"I also want to work [earn money] like other people. Mama and Papa support me," he said.

At Kedaibilitas, he learned to pioneer and develop a business with other people with disabilities. They are creative in processing snacks and crafts. Not only that, together with his mentors he also practiced managing archives, correspondence and financial records. He was sure that one day he could be accepted to work in a company. "When I have been accepted for work, I also want to continue my studies at my own expense."

Learning and Creating

Nanda is not alone. In a different room, Zulmy Erian (28) also seemed busy processing the dough. This man seemed to be careful when measuring the ingredients for the cake dough. His hands moved from weighing eggs, to stirring sugar, milk and a number of other ingredients. "I am making milk pie dough," he said.

Erian is a person with multiple disabilities. Intellectual disability as well as physical disability. He also had difficulty speaking. However, that didn't stop Erian from being creative. He said that he was invited by the Kedaibilitas manager to join about two years ago. "I used to be naughty. I drunk, I smoke," recalls Erian.

He did it as an escape because he often received harsh treatment from his family. He was even expelled by his mother out of the house because he was considered useless.

On the streets, Erian met many irresponsible people. They invited Erian to become a beggar. Those people took advantage of Erian's physical condition to make a profit. The money from Erian's begging was then used by those people for fun, consuming alcoholic beverages, buying cigarettes, and other negative things.

Luckily, Erian met the Kedaibilitas manager. Erian was then invited to study and follow the guidance. But because of the bad influence he got earlier, Erian became uncomfortable, he had time to escape. "I ran away, I went to a coffee shop, I smoked, I didn't want to study," he said.

But slowly, Erian then realized that it was in Kedaibility that he belonged. The people in that place, he said, could treat him as an empowered and equal human being.

Now from the results of his efforts in Capabilities, Erian is starting to feel the benefits. Little by little Erian collects the money from the results of his efforts. "Save little by little, to get married," said Erian, smiling.

Kedaibilitas is a business unit founded by Andi Fuad Rachmadi, an inclusive school teacher in Surabaya. In this place, people with disabilities, especially intellectual disabilities, are guided to develop a business together.

This place, which Andi founded three years ago, is managed by him and a number of people who care about people with disabilities. There are many products produced in this place, such as milk pies, donuts, various kinds of drinks and handicrafts.

"Kedaibility is not for profit, but this place is a business laboratory for people with disabilities, so they can become independent," said Andi.

According to the Clinical Psychologist of Husada Undaan Wetan Hospital, Reisqita Vadika, public knowledge about the condition of intellectual disabilities is still quite lacking. As a result, people

with disabilities often get negative stigma and are ostracized. In fact, the condition of intellectual disability is not a disgrace.

Reisqita explained, intellectual disabilities can be classified into several categories, based on the level of ability and intelligence or Intelligence Quotients (IQ).

“Intellectual disability is seen from its adaptive functioning in daily life. The categories are mild, moderate, severe, profound,” said Risqita.

“In terms of working ability, usually mild-moderate intellectual disabilities are still able to work. For severe-profound, skills acquisition is usually limited and will require continuous supervision,” he added.

Removing stigma and discrimination against persons with disabilities takes time and the cooperation of many parties. Public awareness about this type of disability must be improved so that people with disabilities can get the rights to live normally.

He gave an example, it is the same as educating the public to remove the stigma against mental health sufferers. It takes many parties, and various platforms until now the public is aware and concerned about mental health.

“For example, the stigma of ‘seeing a psychologist or psychiatrist means that someone is crazy’ in some sections of society has begun to fade after a long period of promoting mental health awareness,” said Risqita.

In the context of disability, apart from massive education, government policies and their implementation are also very much needed. For example, by opening up more job opportunities for people with disabilities.

“For example from the government, maybe they can open up more job opportunities for children with intellectual disabilities in their institutions first.”

That way, he said, the government could educate the public, as well as provide evidence that people with intellectual disabilities can also work with proper training.



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Akar Tuli Educate Public on Sign Language, Non Discriminatory Against The Deaf

*By: Benni Indo
Tribunbatu.com , September 20, 2021*

In Malang City, there is a community of deaf children named Akar Tuli. On September 12, 2021, Akar Tuli celebrated its seventh anniversary at a cafe called Oldbay. Becoming a regular meeting place for members of Akar Tuli, the cafe has a deaf manager.

The head of the Akar Tuli, Maulana Aditya (27), said that the community is mostly engaged in education, especially educating the public about sign language and the existence of deaf people. So far, Akar Tuli has yet to have a cooperative relationship with any party, including the employer's institution.

"Akar Tuli focuses on community activities, it's not like work," Adit said in sign language, Sunday (12/9/2021).

Assisted by a translator, Adit further explained about Akar Tuli's actions in trying to open up public knowledge about deafness. Before the Covid-19 (Coronavirus) pandemic, Akar Tuli was always present at Car Free Day (CFD) Malang City, where they promoted Indonesian sign language (Bisindo).

Together with other volunteers, including translators, they also interacted with residents who were present at CFD. However, this activity is no longer carried out during the current pandemic.

But it does not limit the creative space to introduce deafness to the public. During this pandemic, sign language socialization is mostly done through social media. Precisely through social media, many people know more about the Akar Tuli and deafness.

“It is due to the Covid-19. Therefore, there are many online activities,” said Adit.

Akar Tuli has around 120 members, 50 of whom live in Malang. Others were in their respective homes because many of the members were students. In addition, members of Akar Tuli are not only the deaf, but also non-deaf or commonly called hearing.

“We also have a small number of members from the middle and high school levels. If you want to enter this community, you have to be serious about your commitment,” said Adit.

In various socialization or education opportunities to the public, Akar Tuli does not just announce the existence of sign language. They also encourage people not to discriminate against people with disabilities, especially the deaf.

This discrimination includes access to employment. It is not easy for the deaf to get a job. The reason is, there are still many companies who doubt the ability of the deaf.

Of the many companies in Malang City, only a few employ the deaf. In fact, Malang City already has Regional Regulation number 2 of 2014 concerning the Protection and Empowerment of Persons with Disabilities.

“We have never met the Mayor of Malang. There’s still no chance. Actually, the deaf really need access. Maybe the mayor can respond to the needs of the deaf,” he hoped.

On the other hand, Adit also said that there are still parents who hide their deaf or disabled children. In fact, this is not good. Deaf can be empowered, even socializing. Therefore, we need access and a place to interact in the social environment, not the other

way around, away from the social sphere.

“There are still parents who cover it up, but there are also those who give permission. Deaf children must find a place to socialize so they can develop,” he said.

According to Adit, the government’s concern for the deaf and disabled is not based on aid. He hopes that the government can open access as wide as possible, so that people with disabilities have the opportunity to develop their abilities.

Opening the access for the deaf can start from the education sector to employment. So far, many people with disabilities have difficulty getting an education, let alone getting a job opportunity.

No exact data

There are no deaf people who work in the Malang City Government. Since its establishment until now in its 107th year, there has been no record of deaf people working there. In fact, the number of deaf children who are in productive age in Malang is quite a lot. Some of them even received higher education.

This condition is different when compared to Malang Regency or even Batu City. In fact, the Malang City Government can collaborate with the deaf community to find human resources (HR) as has been done by the Batu City Government.

Even the Malang City Social Service does not have data on the number of people with disabilities who have social status as workers. The Head of Rehabilitation and Social Security Protection, Titik Kristiani explained, the absence of such data is because her office has the task and function of social rehabilitation.

“Regarding job opportunities, it is the responsibility of the Department of Manpower, Investment and One Stop Service (Disnaker PMPTSP), because our function is social rehabilitation, then our task is to carry out rehabilitation,” said Titik.

The rehab can be in terms of health or skills. For example, if a person with a disability has skills, they can be directed to the relevant office so that their skills can be productive.

“To get job opportunities, it is the task of the Manpower Office. It’s like we are preparing the people, then the others will pick them up. For the Social Service, for example the health assistance, we have the KIS. There are children who need therapy,” she added.

Based on the data for the distribution of aid, the number of people with disabilities in Malang is 2927. Titik said that the Social Service also has data on people with disabilities in the workforce or productive age. She just couldn’t remember the number.

Head of the Section for Social Rehabilitation for Disability and Social Disability, Heny Rachmaniar, confirmed what was conveyed by Titik. She said that her party had not yet carried out a mapping of the disabled.

“We haven’t done a mapping of which persons with disabilities are potential and which are not. Well, we have tried to adjust our activities. For those who have not acquired the skills, we tried to do an assessment,” she said.

She said that she had not yet recorded data on people with disabilities who were able to work.

However, her office has a plan for data collection in 2022.

“We will try to collect the data of which are potential, and how much is in the field. At least it can become the basis for future policies. So, if later there are more of them that are not potential, then the form of policy can be an assistance. If there are many potentials, then we will help to build their psyche,” she explained.

According to her, people with disabilities should be helped to be able to build self-confidence. Many people with disabilities are still shy and tend to close themselves off. The real evidence that

Henry knows is that the Covid-19 vaccination is still not evenly distributed for the disabled.

Information obtained by the Jatim Network Tribune from Eka Yudha Sudrajad, who served in the PMPTSP Manpower Office, was that his party had not yet recorded the number of disabled workers in Malang. In a written statement, he said that the data collection was the authority of the East Java Province.

“We have never recorded data because it is the functional authority of the labor inspector through the Mandatory Reporting Employment in the Company (WLKP). It used to be united with our office, but since 2017 all the functions of the guards have been taken by the province. For Malang Raya, the regional coordinator is in the Singosari Industrial job training center,” he explained.

Even so, Yudha is aware that there are several companies in Malang that employ people with disabilities, including two companies and one MSME. The companies were known to employ disabled workers, thanks to a competition from the Ministry of Manpower.

“There was a competition from the ministry. We were told to find a company that already employs people with disabilities. We have nominated the three companies to receive an award from the ministry,” explained Yudha.

Efforts to open access must be sustainable. The Malang City Government, which has regulatory authority should be able to accommodate the needs of people with disabilities. Moreover, the bylaw number 2 of 2014 stated that all types of people with disabilities are entitled to equality.

Cigarette Company Worker Joins International Competition for Deaf People

By: Benni Indo

Tribunbatu.com , September 20, 2021

Yoga Dirgantara is an employee of cigarette company PT Merapi Agung Lestari (MAL) in Malang who has the experience of representing Indonesia in an international competition for Deaf People.

The 31-year-old man has been working at PT Merapi Agung Lestari Malang since 2009. Two years later, he became a permanent employee in the company. Every day, Yoga works in the press ball section, with his task includes putting cigarettes into the pack.

He got the opportunity to work because his school is in cooperation with the company. When meeting with Tribun Jatim Network, Yoga was gathering with his friends in the Akar Tuli community.

Communicating with deaf people is different, but it is not difficult. If they can't use sign language, they can understand lip movements. Another way to communicate with them is by using text.

During the interview, Yoga told the journalist about how he was able to work. He underwent a period of education at SMA LB in Malang City. After graduating, his mother offered to continue his education to college. However, because there was no access for the deaf to go to college at that time, Yoga did not enroll to

colleges. He prefers to find a job.

Through the educational institution where he studied, he was finally recruited by PT Merapi Agung Lestari Malang.

Yoga is not just any factory worker. He has brought the name of Indonesia in the international arena, when he was elected as Mr Deaf Indonesia 2014. For this achievement, he flew to London, England, to take part in the Miss & Mister Deaf World event.

He is also active in educating the public about sign language and the presence of deafness. At work, he also hangs out with his friends who are not deaf. With that way of socializing, slowly his friends can learn sign language.

According to Yoga, language or communication is very important for the deaf. Yoga told the journalist a lot about his experience working in a cigarette company. He emphasized that the deaf can work in a company as long as there are clear rules.

“This rule is important so that the deaf can work according to schedule. Sometimes deaf people are lazy, so in order not to be lazy, rules must be made to focus on work,” he said, Sunday (19/9/2021).

For him, there is no need for special facilities to hire people with deafness in a workplace. The most important thing for the deaf is access to communication. There needs to be people who understand sign language, even if they don’t fully master it.

“Deaf people can also communicate by looking at their lips. But during this pandemic it is difficult because people are wearing masks,” he said.

Yoga said that there are 24 deaf people who work at PT Merapi Agung Lestari Malang. They have their own community even though they work in different fields. They also create their own terms related to the work they do.

This is necessary in order to avoid misunderstanding between the deaf and the others.

“For example, making a signal that distinguishes between holidays and overtime. We make our own gestures so as not to be misunderstood. There are also other signs, for example there is sign language for the process of putting cigarettes into the box,” he said.

Outside their workplace, sign language is no longer valid. The sign language they created only applies when they are inside the company.

It is through sign language that deaf people who work at PT MAL can be more effective and productive. There is no misunderstanding, on the contrary, we can understand each other.

Jonatan H, PT MAL’s Human Resource Development (HRD) Section, explained that there are 24 deaf people who work in the company. Of that number, 21 people are permanent employees, while the other three are still under a contract scheme.

“These three people are new workers, but of course they have the opportunity to become permanent employees,” he explained.

According to Jonathan, the deaf can work well. If you do not work well, it is impossible to be appointed as a permanent employee. The deaf also get the same rights, from wages to leave rights.

“They have the same rights with all of us as human beings. We open ourselves up to them, in other words, providing jobs for them.”

Indeed, there are challenges in communication, but other than that, it is not a big issue,” he explained.

The 24 people work in two divisions. 11 people in the processing division and another 13 in the production division.

The presence of the deaf at PT MAL began with a visit from the

local government and special education institutions. From that visit, PT MAL opened up opportunities for SLB graduates to be able to work.

“So far, we have only recruited the deaf. There is no other disabled people. Indeed, the company’s need at this time is only for the deaf,” he said.

Even in terms of career paths, said Jonatan, opportunities still exist for the deaf, but it takes effort and hard work, because the competition is not easy.

“So far, the career path remains open. However, with the differences, the competition with others is tough. Frankly, at the leadership level should have more. In principle, we open up the same opportunities as far as they are able to that,” said Jonatan.



Agus Wedi
Maduraindepth.com

Agus Wedi, was born on Mandangin Island, Sampang District, Sampang Regency on January 15, 1978.

He studied at the Assirojiyyah Islamic Boarding School, Kajuk, Sampang and the Nazhatut Thullab Islamic Institute (IAI NATA) Sampang.

Agus, as he is known, was active in assisting the Sunni-Shia conflict in Sampang as a Community Organizer (CO) for the 2013-2014 Lakpesdam Care Program. He has also worked as a Radio Broadcaster and Programmer for Salsabila FM Sampang (2003-2007), Chief Editor of Rato Ebhu Magazine (2011-2013) and editor of maduraindepth.com from 2019 until now.

Since 2020, he has been registered as a member of AJI Surabaya. In addition, since 2019, Agus has served as Secretary of the PCNU Sampang Ta'lif wa a-Nasyr Institute (LTN) and is in charge of the NU Sampang website and social media.

Shame and Disgrace Shun Sampang Disabled Person Away From Resident Rights

By: Agus Wedi

Maduraindepth.com, September 20, 2021

Fadilah, 26 years old, is a physically disabled person from Pulau Mandangin village, Sampang District, Sampang Regency. The woman, who is familiarly called Dilah, does not have a birth certificate and an Electronic ID Card (e-KTP). She is only registered on the Family Card (KK).

Her physical limitations make Dilah feel inferior. Everyday, she prefers to stay at home and only interacts with her family. Shame makes her not dare to leave her house, let alone to meet other people.

To be able to walk, she uses a customized tool made of wood. Her family could not afford to buy her a more decent assistive tool.

“She was often being mocked by her friends when playing outside,” Dilah’s mother, Murti, told madurarindepth.com, on Saturday, September 9, 2021.

Murti said that she once wanted to take Fadilah to the Population and Civil Registration Office of Sampang Regency to apply for the electronic ID card. However, her daughter rejected the idea because she felt embarrassed and afraid of meeting other people.

“Given her physical condition, it is difficult to take her to Sampang because we have to ride on a boat,” Murti said.

Murti wants Dilah to have resident documents, so that her rights

can be fulfilled equal to other citizens. However, she cannot do anything because her daughter refused everytime she asked her to go to apply for e-KTP.

“I even asked the village administrators about this, and they told us to go to Sampang because the village has no facility to create the electronic ID card,” Murti said.

Head of the Social Service Office of Sampang Regency, Mohammad Fadeli, who was represented by the Division Head of Social Services and Rehabilitation, Zainal Muttaqin, revealed that based on the Social Service data in 2020, the number of people with disabilities in the regency was 3,305 people.

The number was obtained from data collection by the District Social Welfare Workers (TKSK) in 14 sub-districts throughout Sampang Regency.

“This is the number of disabled residents who have ID cards. If we add those who don’t have ID cards to this data, the number might reach around 4,000 persons,” he said.

Zainal admitted that some people in Madura still regard disabilities, especially mental disability, as a disgrace that must be hidden. This becomes an obstacle for officers in the field when they want to collect data and provide services for persons with disabilities.

“In fact, we want to interact with the disabled people, so that we can help them. However, their families often do not allow us to approach,” he said.

Difficult Data Collection

Munawi, chairman of the Indonesian Association of Persons with Disabilities (PPDI) in Sampang Regency, admitted that he encountered problems when registering people with disabilities, especially in terms of access to roads and transportation.

According to him, when the PPDI was newly established in

Sampang, he had incurred his own costs for transportation and accommodation of PPDI members to register his friends with disabilities throughout Sampang Regency. However, due to financial constraints and lack of awareness of his friends, the data collection could not be carried out.

“That’s why our data with Social Service is very different. There are only 175 people with disabilities who are members of PPDI Sampang,” the 45-years-old man said.

According to the resident of Krampon village, Torjun District, Sampang Regency, the coordination between PPDI and related agencies has not been well established, especially related to data collection of persons with disabilities.

Therefore, in order to protect the rights and fulfill the services of 3,305 persons with disabilities, Munawi expects for a proper joint data collection with the Social Service through TKSK.

He said that PPDI would not be able to collect the data by itself through a door-to-door activity or by visiting the homes of the disabled people, due to access and budget constraints.

Responding to the issue of population data for persons with disabilities, Acting Head of the Sampang Population and Civil Registration Office, Edi Subinto, said that he had launched an innovation program called ‘Rela Berkurban’, which stands for “Reaksi Layanan Adminduk Bersama Kelompok ODGJ Rentan Bencana atau Non Bencana” or Reaction of Resident Administration Services with Mentally Disordered People (ODGJ) Vulnerable to Disasters or Non-Disasters).

The ‘Rela Berkurban’ program, Edi explained, is an active service to ‘pick up the ball’ from house to house for vulnerable groups, such as the elderly, people with disabilities and disaster victims. The program has been started since the end of 2019, and began to be implemented in 2020.

“The mechanism is quite simple. We just need to be told wherever there are people with disabilities or the elderly who are unable

to come to the Population and Civil Registration Office, then we will go to them,” said Edi to maduraindepth.com on Monday, September 13, 2021.

So far, explained Edi, this service is dominated by the elderly and mentally disabled or people with mental disorders (ODG).

Due to the high demand, the Population and Civil Registration Office should make a schedule for the elderly and the disabled. However, the officers will not wait until they receive many requests.

“Even if there are only one or two disabilities who want to apply for an electronic ID card, we will go to their house and make the ID card on the spot,” he explained.

According to Edi, the most needed service is to create electronic ID cards. He said that his team once met an elderly person who did not have any resident documents.

“We make the Family Card (KK) first, then we create the ID card,” he said.

“As long as there is an internet connection at the location, we can print it on the spot. However, there is a problem with the network in the area, we will print it later at the office. Then, our officers will deliver to their house directly,” he added.

Serving the administrative needs of the population of persons with disabilities requires struggle and patience. There are many obstacles faced by officers in the field when carrying out the services.

“Some of them refuse our service. They do not want to be photographed. In fact, there are people with mental disabilities who react quite strongly when we try to record their data,” said Edi.

For this reason, the Sampang Office of Population and Civil Registration always involves families with disabilities and the

elderly when providing these services. For disabled people who use wheelchairs, the data recording is carried out in their wheelchair. Those who are unable to sit can also do the recording.

“Once, we recorded ID cards for persons who were only able to lie on their backs. We lifted the person to put the background under the body. However, if the person is able to sit down, we will ask him to sit down,” said Edi.

Indeed, the population data collection for persons with disabilities in remote areas is not easy. Nevertheless, it has to be done. As the head of PPDI Sampang Munawi put it, “Everything is for the sake of people with disabilities getting their rights equally.”



David Priyasidharta
TEMPO

Currently, he is still active as a contributor to TEMPO media, with working areas covering Lumajang, Probolinggo, Jember, Bondowoso, Situbondo, Banyuwangi and Probolinggo regencies. He was a student in the Investigation Reporting workshop with TEMPO at the end of 2016 and covered the investigation of the iron sand mine in Lumajang. He also received an assignment from TEMPO for a week in Denpasar to cover the murder case of Angeline, an 8-year-old girl in 2015

Disability Group in Situbondo Raises Hope In The Midst Of A Pandemic

*By: David Priyasidharta
Tempo, September 18, 2021*

The scorching sun that afternoon did not necessarily make Fronicha Kuswandi and several of his members being lazy to do anything. Instead, they seem busy inserting the soil into the planting medium.

That afternoon, the Village Disability Group (KKD), Krajan Timur Hamlet in Kendit, Situbondo was preparing vegetable seeds.

“We have 25 members, not only from disability but also non-disability. We are here every day,” Head of KDD, Fronicha Kuswandi, fondly called Nicha, told Tempo on Tuesday afternoon, September 7, 2021.

For them, the place is like a base camp as well as their second home. There are two plots of land in the yard, a green house where they produce and store liquid organic fertilizer, as well as a plot of shade under the trees where they prepare vegetable seed planting media.

Nicha has several disabled neighbors and relatives. They live not far from her house. The Covid-19 pandemic has brought heavier economic burden for them. Their income is reduced and some of them even lose their jobs.

One of them is Wafil, a 37-year-old man with a disability. Before the pandemic, Wafil worked as a bass guitarist for a dangdut

orchestra. The pandemic situation with its various restrictive policies, such as the restrictions on community activities (PPKM) has made many dangdut orchestra groups lose their job.

“We lost the stage and were tormented during this PPKM. It was the only source of our daily income,” said Wafil.

Wafil is never separated from the stilts as a supporting tool when standing and walking or even when riding a motorbike. He lives at home with his father, mother, and a twin sister who work at the grocery store.

Wafil said it was not uncommon for the owner of the celebration to cancel the order for the orchestra before the day of the show.

“When we are disbanded while performing, we still get (the payment). But if the cancellation is before the D day, we get nothing. Of the 13 jobs, 8 of them are canceled,” he said.

His activities changed after Nicha asked him to join KDD. “Mbak Nicha invited me to garden,” he said. They plant crops that can be harvested in the short term such as Sawi which can be harvested in 40 days.

KDD in Balung Village was established around mid 2020. Nicha received a lot of education from Situbondo Disability Care Pioneers (PPDiS). “On the right and left of my house there are several people with disabilities. I thought about how I can empower them so they do not just sit at home,” she said.

At first, this KDD had tried the salted egg business but failed because there were many competitors and they felt they could not compete. Then, there was a training on food security. After participating in the training, KDD members received assistance with vegetable seeds. In its development, after one month of evaluation, it turned out that many seeds were dead or damaged.

Finally, KDD received assistance, apart from PPDiS, as well as local Agricultural Extension Officers. “Members are gathered here and taught again how to care for plants or how to prepare

planting media so that plants can grow well” said Nicha.

Together with the Village Disability Group, Wafil, who initially did not know anything about plants and gardening, now knows a lot of things from how to plant, care for and even seed plants. “I got a lot of knowledge about plants here,” said Wafil.

He learned to grow Mustard, Lettuce, Chili, Tomato and Eggplant. “When we harvest, we sell some. For Sawi, we distribute them. We prioritize selling chili and lettuce,” he said.

The same thing was expressed by Sri, a mother of four children, one of whom has multiple disabilities, namely blind and mental. Her husband is a construction worker. “I have only joined KDD for one year and I have gained a lot of knowledge,” said Sri.

Sri said that initially she got several polybags of vegetable crops such as mustard greens, eggplant, chili and lettuce. She then took care of it and developed it at home.

“It’s good that you don’t have to buy vegetables,” she said. Not only understanding how to take care of plants, Sri also received training on how to make organic fertilizer.

Activities in the garden are carried out every day after taking care of household chores and children. She often invites Difka, her second child with multiple disabilities, to the garden. “We often spend time in the garden until the evening,” she said.

After a few months, the supply of seeds increases so that group members can also reproduce their plants. Their hard work paid off. They can meet the needs of vegetables independently.

It can even be shared with neighbors right and left who are also affected by the pandemic. Some are sold to increase income. “I sold a bunch of celery for Rp 2000 to a neighbor,” said Ida, a KDD member with a physical disability.

In fact, KDD in Balung Village was able to provide seeds for other groups in Kendit District. “There are several groups that

need them to come and ask for seeds,” said Nicha.

KDD Balung Village has also collaborated with local farmer cooperatives to provide chili seeds. “We provide chili seeds for the Sopot Farmers Cooperative (Kotas),” said Nicha.

Nicha said they also had no trouble getting vegetable seed planting media. Near the garden, there is a bamboo forest, one of the planting media is the soil under the bamboo trees. In addition, burnt husk is also not difficult to get. “We burn the husks ourselves to mix the seed planting media,” she said.

At first, after receiving an evaluation, they provided organic fertilizer first and then started preparing the seeds. Therefore, after the seeds grow, they can be directly fertilized. Not only can they meet their own fertilizer needs, they can even sell their organic fertilizer. “We use the income is to develop the business,” she said.

After several months of studying and working together, the hard work is starting to pay off. The plants became fertile and they even began to receive orders for chili seeds. For the past four months, they have routinely sent 30 thousand red chili seeds. They sell every thousand seeds for Rp. 150,000.

In West Krajan Hamlet, Kendit Village, Kendit District, there is a husband and wife who have a deaf son. His name is Farhan. He is in seventh grade at the local special school.

To Farhan, the mother taught how to water the plants in the yard and calculate the meager harvest from the garden behind her house. The mother also owns a shop selling groceries. Sometimes she sells her vegetable crops at her shop.

This family is also economically affected by the Covid-19 pandemic. The husband, who previously often sent fruit such as watermelon and mango outside Situbondo from Surabaya to Central Java, was forced to stop operating his pickup during the Covid pandemic. “Since January 2021, I have stopped sending fruit,” he said.

The Chairperson of the Situbondo Disability Pioneer Care (PPDiS), Luluk Ariantiny said that food security was indeed the main issue felt by people with disabilities during the pandemic.

“We went down to record what our friends with disabilities had experienced in Situbondo during the pandemic,” said one of the administrators of the National Paralympic Committee (NPC) Situbondo, East Java.

Luluk said that the results of the rapid assessment did not answer 100 percent of the fulfillment of infrastructure and infrastructure.

“But at least the empowerment of friends with disabilities is covered, one of which is about food security. We want to make sure friends can still survive in the midst of the pandemic,” Luluk said.

This KDD was originally intended to be a pilot in the form of a pilot inclusion village in Kendit Village, Kendit District, which was initiated in 2017 and targets seven villages. “We want this to be a pilot village, where the KDD can already cooperate with the village government and the community,” Luluk said.

This Village Disability Group consists of not only people with disabilities but also non-disabled people. “There are village officials, cadres, young people and every community who has a commitment to create an inclusive village. The initial issue was about inclusion,” said Luluk.

Disabled Villagers Develop Organic Farming In The Midst Of Pandemic

*By: David Priyasidharta
Tempo, September 18, 2021*

Wafil, 37, remembers how his father forbade him to join in working in the garden. The father thought that the condition of his son's feet did not allow him to help him take care of their garden. "Those memories still linger even though it was 30 years ago," said Wafil, a person with a physical disability to Tempo, Tuesday afternoon, September 7, 2021.

However, now, the situation has changed. Wafil has co-managed two yards, a liquid fertilizer production business unit, and a vegetable nursery. Met by Tempo at his workplace that afternoon, this bass picker from a dangdut orchestra group in Situbondo Regency was receiving several guests from agricultural extension workers.

One of them was looking at the packaging of bottles and the production of liquid fertilizer. The Village Disability Group or KKD Dusun Balung had received training to make organic fertilizer.

Coincidentally, in the local village there are many materials available for the manufacture of organic fertilizer, starting from the banana trunk, as an ingredient for vegetative fertilizer for leaf growth. There is also a lot of goat manure available in the cages of local residents for generative fertilizer.

“Goat manure is used as a generative fertilizer for fruit growth,” said the Head of KDD Balung Village, Fronicha Kuswandi or usually called Nicha. They also make vegetable pesticides from limbo leaves, galangal, and lemongrass.

Every month, this group can produce 160 liters of liquid fertilizer. A total of 60 liters to meet the needs of the group and the rest to meet external orders. Every month, someone has ordered as much as 100 liters. They sell it for Rp 35,000 per bottle. Orders for this liquid fertilizer come from everywhere. “There are people from Jakarta and Belitung who ordered this liquid fertilizer for us,” said Nicha.

In making liquid fertilizer, they also had several failures. “There is a fermentation process in the making. Sometimes they forget to open it, so it explodes. Sometimes members are afraid. But now they have got new knowledge so that doesn’t happen anymore,” she said.

Sutikno, an agricultural extension worker in the village, said that when KDD initiated a food security program in the face of the Covid-19 pandemic, the first thing to emphasize was motivation. “It is good to learn how they can survive during the pandemic, in the midst of many stories of businesses collapsing and going out of business,” said Sutikno.

However, the agricultural sector is relatively not being affected much. “Agriculture is not much affected. Maybe because of the need for food in any situation regardless of the pandemic,” he said.

Sutikno said that there is no reason not to have land. “Agriculture can be explored from upstream to downstream. Having land only is not a guarantee. What is important is how to use the existing land,” he said.

Then, Sutikno also conveyed his direction on how they can survive as farmers in the midst of the existing pressure. The pressure is related to the limited availability of fertilizers.

He also conveyed about the tendency of people to consume unhealthy food. "The food we consume today is contaminated with chemicals. Public health is declining, there are many chronic diseases. The reason is the food we consume," he said.

Therefore, he tried to teach KDD how to farm by reducing the use of chemicals. "Thankfully, it can be fully organic, reduce pesticides and if possible zero pesticides. The process is gradual," said Sutikno.

KDD also gains knowledge on how to use microorganisms. "We introduce biological agents or local micro-organisms. How to breed microorganisms that benefit plants. The materials are cheap and easy, because they can be obtained from around us," he said.

They also learned how to make ECO enzymes with the same concept. "Then, we teach them about PGPR (Plant Growth Promoting Rhizobacteria) or Rhizobacteria that Promote Plant Growth," he said.

For KDD in Balung Village, he gave an example, how to manage bacteria in the roots of bamboo. "Why bamboo roots? Because the fastest growing plant in height is bamboo. We know coconut is tall. But when compared to bamboo, if we plant coconut along with bamboo shoots, the difference will be much faster. That means there is a secret. It is the microbes that can boost the growth," he said.

Bamboo resources in Balung Village are quite abundant so there is no need to buy. "Take it just a little because we do not need it much. The microbial source is propagated," he said.

This Village Disability Group in Balung Village has shown that they can adopt and absorb the knowledge that has been conveyed in a number of trainings. "We have given it and they immediately put it into practice. And they really earn money from here," he said.





Wulan Eka Handayani
Terakota.id

Wulan Eka Handayani, born in Wonogiri, June 15, 1998. She has been a reporter at terakota.id since December 2020. Haven't finished college yet. Still a new bee in the world of journalism. Winner of the Opinion Writing Contest for the 5th Anniversary of Sedik. She dedicates this coverage of disability issues to her friend, Christina Sumarsi, a physically disabled person, with whom she was hanging out since she was a baby until junior high school. People with disabilities are just different conditions, need different attitudes and handling. They are not crippled or useless human being.

Long Journey for Disabled Woman to Work in Formal Sector

Job Opportunities for Disabled People (Part 1)

*Oleh: Wulan Eka Handayani
Terakota.id, 20 September 2021*

It's still early. The clock on the hand still pointed to seven. However, Sunarsih (47) has been seen sitting nicely in the back of a three-wheeled motorcycle. Meanwhile, Abdul Hamid (48), Sunarsih's husband was on standby at the wheel. Crutches sticks appeared to be sticking out from the side of the motorbike, jammed with Sunarsih's bag and work equipment.

Sunarsih and Abdul Hamid are a couple with disabilities. Because it is difficult to access public transportation, Abdul Hamid picks up his wife every day. Sunarsih works at PT Hira Adya Naranata, an expedition service company in Malang City, East Java.

This husband and wife couple with physical disabilities support each other. Sunarsih pursued a career after graduating majoring in financial management at the Finance and Accounting Academy of Wika Jasa Semarang. "Company owners look at work ability, not physical condition," said Sunarsih to Terakota.id, Monday, September 13, 2021.

At the end of 2003, Sunarsih was transferred to the Malang branch office. Working in the administration department, there are no special facilities for persons with disabilities. However, she admitted that her accessibility was not disturbed. The work

can be done well. “My mobility is still good, use one crutches. You can still go up and down stairs,” said Sunarsih.

During her work, she admitted that there was no special treatment and no negative stigma. Her co-workers, company owners and neighbors support her. “My work rights are fulfilled, including menstrual leave, maternity leave and other normative rights.”

Formal Work, Dreams for Women with Disabilities

Sunarsih is one of three members of the Malang Branch of the Indonesian Women with Disabilities Association (HWDI) who work in the formal sector. The other two members work as employees in the Malang Regency Government. Meanwhile, dozens of other HWDI women with disabilities chose to become entrepreneurs. They are engaged in sewing, culinary to make handicrafts.

Head of HWDI Malang Raya Siswinarsih said the environment did not support the mobility of people with disabilities. People still look down upon the disabled. “In fact, we only differ in physical, sensory, motor, and mental conditions. Apart from that, we are equal,” she said.

The negative stigma that continues to be accepted since childhood often triggers people with disabilities to lack self-confidence. HWDI saw this phenomenon, then tried to assist members. Siswinarsih said that people with disabilities need an injection of intense motivation to get out of the confinement of self-closure. “So you don’t feel alone. We are building a support system for friends with disabilities,” she said.

The organization-based movement of women with disabilities, said Siswinarsih, should ideally start with advocacy for basic rights. Law Number 8 of 2016, guarantees the rights of persons with disabilities. Article 5 states that people with disabilities have the right to be free from stigma, the right to access education. Privacy is protected, access to health, accessibility, public services, justice and the right to protection.

“Many disabled friends do not know the basic rights that should be accepted. That is our first step, advocating for the rights of people with disabilities,” said Siswinarsih.

Siswinarsih added that the problem of women with disabilities is still a lot, before discussing work. HWDI Malang Branch is currently still focusing on assisting the fulfillment of the basic rights of members. Free of stigma, education, health, and public services, are the four areas to focus on. She encourages members to dare to advocate for themselves.

“Just be brave. If we don’t speak up, then who do we rely on?” said Siswinarsih.

The struggle for women with disabilities to get formal jobs, she said, still takes more time. So far, HWDI Malang Branch has built relationships with various job training institutions for its members. Encourage members to take part in on-the-job training from the Job Training Center, Social Service, Manpower Office or private companies on the HDWI network.

“Friends of women with disabilities want to work formally. However, the requirements for education and information on physical and spiritual health cause them to feel inferior from the beginning,” said Siswinarsih.

Malang City Government Employing Persons with Disabilities

The Malang City Government has opened 1,605 CPNS vacancies for the 2021 State Civil Apparatus (ASN) admissions. Based on the classification, the admission selection is divided into two. Selection of CPNS and selection of Government Employees with Work Agreements (PPPK) for teachers and non-teachers.

“This year, there is an allocation for people with disabilities. I don’t know about the previous year,” said Erik Setyo Santoso, Regional Secretary of Malang City.

Erik confirmed that there were already people with disabilities working as ASN in the Malang City Government. He mentioned

that the Manpower Office-PMPTSP (Department of Manpower, Investment and One Stop Integrated Services) employs disabled persons. “The persons are assigned in a job post that is in accordance with their capacity. The working atmosphere is also supportive,” said Erik.

Malang City Government through an official announcement stated the opportunity for persons with disabilities to participate in the selection of ASN employees in 2021 through two formations. Special formations for persons with disabilities as well as general formations which are all spread over a number of offices.

Special formations for persons with disabilities include two learning tutor positions at the Education and Culture Office, one computer administrator position. One position is a skilled coder at the Department of Communication and Information Technology, one position is an inspector of facilities and infrastructure for health care facilities at the Health Office. As well as one position for managing licensing documents at the Manpower Office-PMPTP.

Meanwhile, the general formations that people with disabilities can apply for are one skilled coder and 2 computer administrator positions at the Communications and Informatics Service. Compiled from the announcement of the administrative selection results, only seven people with disabilities passed. Six people applied for the position of tutor for learning at the Department of Education and Culture and one person applied for the position of computer administrator at the Department of Communication and Information.

The head of the Malang City Government Personnel and Human Resources Development Agency (BKPSDM), Totok Kasianto, said that all formation determinations and registration requirements were in accordance with the Regulation of the Minister of Administrative Reform No. 27 of 2021 concerning the Procurement of Civil Servants.

“The need for formations that can be given to provide

opportunities for people with disabilities is in accordance with the regulations,” said Totok.

The registration requirements for special formations for persons with disabilities refer to the PAN-RB Ministerial Regulation. Articles 11 and 12 of the regulation state that persons with disabilities must attach a certificate from a hospital doctor or health center. Included include videos showing daily activities.

Whereas in general formations that people with disabilities can apply for, the registration requirements are added to include a certificate according to the job requirements, as well as attaching a disability statement when applying through the official website for the Selection of Candidates for State Civil Apparatus (SSCASN).

Regarding the number of disabled employees within the Malang City Government, Totok did not deny that he did not know about it. But he believes they are working to the best of their ability and get guaranteed rights in accordance with applicable laws.

“I don’t know the details of the data because I’m new here,” said Totok.

Empowering Disability, Social-Based Business

Her name is Mike Ragnar. This middle-aged woman, who claims to be a mama’s child, opened a culinary business in 2002. However, this business is suspended due to lack of buyers. Not giving up, this woman tried to innovate. In the 2006’s, she opened a Burger Buto business.

“Working hard to build a business while maintaining a restaurant, I had a work accident, my hand was cut three times, my nerves were hit,” said Mike on Thursday, September 16, 2021.

Mike is increasingly interested in learning about the world of disabilities. She interacts with people with intellectual disabilities who stutter. Then she invited other disabled people to join his business. “I will provide transportation costs for children with

disabilities who will receive job training,” said Mike.

During the pandemic, Mike laid off 60 employees, out of a total of 90. A total of 13 employees have disabilities, six of whom are women. “We call it crew of 27 ABK. They range from deafness, mild intellectual disability to severe intellectual disability,” added Mike.

Four people with disabilities with high working hours were placed at the Burger Buto outlet. That means working eight hours a day. While the rest work in Bu Buto’s Kitchen with a different work system. “One day in, one day off. Working hours are from 8 am to 1 pm. If you are tired, take a break,” said Mike.

Mike encountered several obstacles while employing the disabled. She must be patient with children with intellectual disabilities because their memory is limited. After the holidays, she had to repeat the teachings of calculating numbers, how to work, until the introduction of letters.

“At the beginning of the pandemic, we had two months off, we had to be taught again like the first time we worked. In other words, the way is like educating kindergarten children,” Mike explained.

Despite facing challenges, Mike sees his efforts as empowering friends with disabilities. She was surprised to find her workers who became the breadwinner of the family.

“The salary is between Rp 650,000 to Rp 1,750,000. There are no special conditions, the important thing is that the family allows it,” concluded Mike.

Half-Hearted Policy on Access to Work for Disabilities

Job Opportunities for the Disabled (Part 2-End)

*By: Wulan Eka Handayani
Terakota.id, September, 20 2021*

Three mannequins dressed in Muslim women are displayed on the right and left of Muslikha's house (44) which is located at Jalan Satsuit Tubun Gang IV, Kebonsari, Sukun District, Malang City. A number of clothes of various models and sizes are displayed in the window. The multicolored threads lined up looking neatly crammed together. Even sewing machines, overlock machines to button-up machines.

The owner of the Linika Collection was initially pessimistic about being able to open a sewing business. "My legs can't even move the engine. I was pessimistic at first," she said, starting the interview.

However, this skill was revealed after she graduated from the Special High School for the Development of Disabled Children (YPAC) Malang in 1994. The woman who is familiarly called Ika learned to sew at the Technical Implementation Unit (UPT) of Bina Daksa Social Rehabilitation (RSBD) Bangil, Pasuruan Regency. After learning to sew, she experienced challenges during her internship. "A number of convections in Surabaya are mostly on the top floor, there is no wheelchair access," he said.

Ika had lost hope. She vowed to open a sewing business that was friendly to disability if she got an internship. On the verge of

waiting, Ika was offered an internship at a convection company owned by the son of one of the YPAC Malang administrators. “Dr. Prabowo’s son, is used to friends with disabilities. Two-month internship with room facilities,” she said.

In this place, Ika developed sewing skills. After the internship ended, she continued to work there. Ika learns various fashion models and sizes to order. In 1999 Ika founded her own business called Linika Collection. Now she has a permanent worker.

Linika Collection is a reference for sewing internships for UPT RSBD Bangil students, Pasuruan, East Java and a number of vocational students majoring in Fashion Design in Malang. Ika said she was happy to be able to contribute to people with disabilities.

Being Middle School Graduates means Minimum Job Opportunities

It is not only Ika, a woman with a disability who complains about the lack of access to formal work. Indriasari, the owner of the Indri Collection, admitted that women with disabilities with low education find it difficult to work in the formal sector. “Besides the level of education, friends with disabilities are often not mentally prepared. Since childhood, he was underestimated. We need to build confidence first,” said Indri, Tuesday, September 14, 2021.

Indri and her husband, who are also physically disabled, finally took the initiative to establish the Disability Creative House (RKD) on April 12, 2019. As many as 25 people with disabilities in Malang came together. Various people with physical disabilities, visual impairment, intellectual disabilities and deafness intermingle regardless of age and gender.

They practice t-shirt production, sewing, shoe laundry and knitting skills. In the future, they will develop a joint business. “It is difficult to access work, we develop our own potential,” said Indri.

Responding to this situation, the Head of HWDI Malang Branch, Siswinarsih explained that it is difficult for women with disabilities to access work because the average education is still in junior high school.

Meanwhile, job vacancies require a minimum of high school equivalent graduates. "They have been restricted from access to education since they were young. Many families prioritize their other children," said Siswinarsih on Friday, September 10, 2021.

Pandemic on the Spotlight, Disabled Work Rights are Less Prioritized

People with disabilities in Malang City have minimal attention from the local city government. There is no cross-sectoral synergy in the formulation of protection and empowerment policies for this vulnerable group.

Based on data from the Central Statistics Agency (BPS) of Malang City, in 2020 there are 2669 people with disabilities in Malang City. Their types of disabilities range from blind, deaf, mute, physical, mental retardation, self-control and a combination.

The Regional Secretary of Malang City, Erik Setyo Santoso admitted that Law No. 8 of 2016 concerning Persons with Disabilities requires all agencies to guarantee access to employment for vulnerable and marginal groups, persons with disabilities.

The government is obliged to provide access to work for people with disabilities at least two percent of the total number of employees, while private companies are at least one percent.

"The terms of employment opportunities have actually been around for a long time. It's not just the government's obligation, the private sector is also included," said Erik, Friday, September 17, 2021.

Erik, who also serves as Acting Head of the Malang City Manpower, Investment and One Stop Integrated Service

(Disnaker-PMPTSP) Office, added that the derivative rules from the law were only issued at the end of 2020 and early 2021. The dissemination of the rules was only carried out by the East Java Provincial Manpower Office to cities and counties at the end of March this year.

“We haven’t had time to disseminate the information to companies because of the second wave of the Covid-19 pandemic,” he said.

The reason for the pandemic, Erik said the city government has not been able to impose sanctions on companies that do not comply with the rules. Data from the Manpower Office-PMPTSP states that there are 977 companies in the city of Malang that are included in the mandatory reporting category. A total of five companies claim to have employed persons with disabilities. However, it is not clear how many workers there are.

“That’s the initial data that came in, we are still in the process of collecting data from the company. There are no sanctions related to the violation of employing persons with disabilities,” Erik added.

Erik said that the Malang City Manpower Office-PMPTSP no longer has authority in the field of labor inspection. Because the supervisory role is now in the Manpower and Transmigration Office of East Java Province. The city government only coordinates if it finds violations related to the labor sector.

Regarding the Disability Service Unit (ULD) in the field of employment in accordance with the mandate of Government Regulation number 60 of 2020, Erik said that the Manpower Office-PMPTSP had not yet prepared a plan for establishment. In fact, this ULD is tasked with providing information to the central and regional governments as well as employers (companies) regarding the process of recruitment, acceptance, job training, job placement to job sustainability.

“Right now, we are still focusing on efforts to facilitate the convenience of persons with disabilities in licensing services. In the future, a ULD plan will be drawn up,” Erik added.

Capacity building for persons with disabilities in the employment sector is also relatively low. Last year, only one online digital marketing training was held. As many as 20 people with disabilities whose businesses were affected by the pandemic were involved as participants.

“Due to budget constraints, refocusing on handling Covid-19, this year there will be no training for people with disabilities,” said Erik.

No Cross-Sector Synergy

The Malang City Social Service does not deny that the majority of people with disabilities still work in the informal sector, starting from massage therapist services and entrepreneurs. Although no real data is available, it is estimated that few work in the formal sector.

This condition was stated by Titik Kristiani, Head of the Social Security Rehabilitation and Protection Division, Women’s Empowerment, Child Protection, Population Control and Family Planning (Dinsos – P3AP2KB) Malang City.

He also admits that it is difficult for people with disabilities to access education services to jobs. But all of this is caused by a number of things, not only from limited government policies. “Many do not have a formal certificate, even though they are actually skilled,” said Titik.

Private companies generally require educational certificates for prospective job applicants who meet the qualifications. Because of the formal legality, it is estimated that only a few are able to penetrate jobs in private companies.

Another factor is stigma and a perspective that sees people with disabilities as a burden. Not a few of their own families do not want their family members with disabilities because of shame or pity, thus do not give permission to work as usual.

“It makes people with disabilities unable to be independent. This

is a serious job that requires the involvement of all parties," he said.

For issues involving families, Dinsos-P3AP2KB takes an informal approach. Involving Social Welfare Centers in each sub district and disability assistants at the district level. Give understanding to each family.

Meanwhile, for empowerment efforts in the field of work, the budget allocation is still very limited. Even so, there are periodically involving persons with disabilities in entrepreneurship training activities held by the Ministry of Social Affairs and the East Java Provincial Manpower Office.

The Ministry of Social Affairs through their Center for Education and Training in Malang City holds regular skills training. Including the UPT of the East Java Manpower Training Center in Malang. However, the number of participants is still limited. Most of the training is more on improving entrepreneurial skills. Such as silkworm cultivation, catfish cultivation to cleaning services.

"We convey this type of training through the community, so that the participants adjust according to their capacity without discriminating against gender," said Titik.

Training at the Ministry of Social Affairs' main office usually takes a long time because it has to go through a series of stages, not just skills. Starting from increasing self-motivation to grow self-confidence to skills.

"There is a stage of self-introduction and capacity. It cannot be directly trained in skills," she said.

Titik admitted that so far the policies for protection and access to employment for persons with disabilities are still running independently. Program planning and strategy are not yet integrated, for example, interconnected between Dinsos-P3AP2KB, Manpower-PMPTSP, Cooperatives, Industry and Trade (Diskopringdag) and other agencies.

“The previous year, they were still alone. Starting this year, we are all working on a collaboration together,” said Titik.

No-Spur Regulation

The Malang City Government actually has a Bylaw Number 2 of 2014 concerning the Protection and Empowerment of Persons with Disabilities. The bylaw contains a number of important points. Includes equal opportunities, accessibility or affordability, social and medical rehabilitation. Up to job training and protection for persons with disabilities.

This normatively qualified local regulation has not maximally provided equal rights to persons with disabilities. Malang City Government plans to revise the Bylaw, as well as adjust it to the new Disability Law. The draft regulation has been prepared since last year. So far, there has been no progress in discussing the regulation.

Malang City Secretary, Erik Setyo Santoso, admitted that he did not know the details of the draft revision of the regulation or the extent of its development.

“I can’t go into details yet. But in principle the bylaw is very important because policies can just flow if there is no bylaw,” said Erik.

The chairman of the Malang City DPRD, I Made Rian Diana Kartika, said that the Ranperda (Draft of bylaw) for disability has been included in the regional legislation program (prolegda) since 2020. But the council has not discussed it because it is still stuck in the Malang City Government. “Until today, the executive has not submitted to us,” he said.

Made estimates that the city government is still reviewing the academic draft of the regional regulation with a team of experts, or still waiting for the moment to hold a group discussion forum (FGD) with a number of parties. This includes involving the disabled community in the discussion. Usually, academic papers are sent to the council when their readiness has reached at least 80 percent.

“The new draft regulation must be stronger than the previous legal products,” said Made.

He considered the old regulations were more of an appeal to all parties. It has not explicitly stated the obligations of the government and the private sector to provide access to work for persons with disabilities.

“Those points must be emphasized. Providing training and job opportunities for people with disabilities,” he said.

According to Made, so far the policy of the Malang City Government for disabilities has only been in providing access to supporting facilities. For example, disability-friendly infrastructure in a number of public facilities. However, the substance such as equal opportunity in the field of work according to their capacity is still neglected.



Mohammad Naufal Ardiansyah

TIMES Indonesia

I am a TIMES Indonesia journalist. Daily activities of searching and writing news. I'm also finishing my master's degree in Linguistics at Universitas Brawijaya (UB). I was born on November 26, 1995 in Bondowoso Regency, East Java. Currently, I live in Malang City.

Visually Impaired Massage Therapist Fiddling With Devices in The Midst of Pandemic

*By: Mohammad Naufal Ardiansyah
TIMES Indonesia, September 19, 2021*

The one-story house measuring five meters was quiet. The only sound was a boy pushing his toy car. That morning, Thursday, September 9, Clement stared blankly.

The gaze of this blind massage therapist is directed at the ceiling of his house, while holding his android phone to his ear while playing with his index finger.

Since childhood, Clement was called Bobby. That name sticks to this day. Not much activity to do. As a blind massage therapist, Bobby can't be separated from his cellphone. He waited for a call from a client, hoping that a massage patient would come or call him.

"The activities before and during the pandemic are very different. I used to have four patients a day, but in this pandemic, I only got four patients for one week, and it's not always like that," said the 29-year-old man.

The Mayor of Malang, Sutiaji, on May 15, 2020 issued Malang Mayor Regulation Number 17 of 2020 concerning Guidelines for Large-Scale Social Restrictions in the Context of Accelerating Handling of CoronaVirus Disease 2019. One of the points is that massage parlors are prohibited from operating.

The regulation, Bobby said, started a new chapter in the world

of massage therapists. He told how the impact of the Covid-19 pandemic was on the only profession he could live in. To cover his daily needs, he can only save on expenses. Meanwhile, income has fallen drastically.

“My job is only providing massage service, because that’s all I can do. This pandemic, all of us blind massage therapists have been greatly affected,” said the father of seven children.

The reduction in massage patients during this pandemic is due to a government regulation that prohibits massage parlors from operating. In addition, Bobby continued, there was an appeal to keep a distance and avoid physical contact.

“Initially because there was a government regulation prohibiting physical contact. Second, don’t get too close. Those words had a big impact. Patients are afraid,” he said.

Lack of Local Government’s Attention

This native of Malang City regrets the local government’s lack of attention to such a vulnerable group. During the COVID-19 pandemic since March 2020, Bobby admitted that he had never received a pinch of assistance in any form from the local government (Malang City Government).

On one occasion, Bobby was caught in data collection. The data collection is for the need for the distribution of Cash Social Assistance (BST) from the Ministry of Social Affairs of the Republic of Indonesia. He was grateful to receive assistance from the center.

“What I heard on television said that the City of Malang had food assistance. But we blind people do not receive any assistance. Malang City Government has not done anything significant. There is no breakthrough for us either,” he said.

Instead, Bobby received assistance from the private sector. He thanked the businessmen who became donors by sending five kilograms of rice every month. The assistance was admittedly very helpful.

“If it’s the government, that’s the way it is. Starting from the pandemic until now, there has been no assistance whatsoever for the visually impaired,” he admitted.

Opening a business, but constrained by capital

Bobby didn’t want to stay still. The meager income was barely enough to cover his needs. However, he was still grateful because the sustenance came unexpectedly. Of course Bobby can’t rely on his profession as a therapist. He doesn’t know how long this pandemic will last.

Currently, Bobby has initiated a business to open a small agency that distributes refills of gas cylinders. With this new venture, he is optimistic that he will be able to earn money. Because, according to him, the gas cylinder business around his house is still relatively minimal.

“In my opinion, this business has good prospects for the future. But I am constrained by capital. I am still trying. Hopefully there is a way,” he said.

Similarly, Suratno (48 years old), the owner of the Healthy Blind Massage Clinic in Barend, Malang City also faces the same problem. He said he had tried to open a traditional herbal medicine business.

He had canceled his intention for two reasons. First, the lack of public confidence in people with visual impairments, especially regarding cleanliness and guarantees for hygienic herbal concoctions. Second, again, constrained by capital.

“I’m looking for parties who want to cooperate. If you make it yourself, you can’t get legitimacy from people. They can be disgusted because it is considered unhygienic. So, there may be less suggestions for healing,” he explained.

Difficult Job Opportunities

Based on data from the Central Statistics Agency (BPS) of Malang

City, people with disabilities in Malang as of 2020 reached 2,669 people. This figure is the cumulative of all types of disability in five sub-districts in Malang City. Specifically, people with visual impairments in Malang City reached 262 people.

Suratno, as Chairman of the Indonesian Blind Association (Pertuni) Malang City, recorded that 95 percent of people with visual impairments work as massage therapists. A small number of others are also engaged in entertainment, playing music, selling herbal medicine and teaching as assistant teachers in Special Schools.

“Almost all of us become therapists, because it is the most possible way for us to make money. I think none of us work at the factory,” explained Suratno.

The man, who has just been inaugurated as the Head of Malang City Pertuni for the 2021-2026 period, emphasized that blind massage therapists in Malang City are facing the Covid-19 storm in various ways. Because, according to the data he has, the income decline for blind massage therapists has fallen by 75 percent.

“We are confused. Many members still have to pay for their rented house every year, some others have to save their money to pay for monthly boarding houses, as well as fulfilling the needs of their wives and children, and paying for school. Meanwhile, access to other job opportunities is very difficult,” he said.

He confirmed that there was no assistance from the Malang City Government that touched the visually impaired. Pertuni itself raises donations from private donors to be distributed to blind massage therapists.

“I wonder why the Malang City Government itself doesn’t care to touch us. The assistance only comes from the central government. The local government has not provided anything for us during this pandemic, to be honest. I’m not hiding it because it is what happens,” he explained.

He told how the Covid-19 pandemic pushed back the income

of blind massage therapists. In Malang City, Suratno said, there was a blind massage therapist who left his profession due to urgent interests.

The person who did not want to be named, said Suratno, admitted that he was forced to ask for money door-to-door to fulfill his daily needs. It was due to the lack of massage patients due to Covid-19.

“He has many children and sacrifices his mentality for the sake of his wife and children. Previously, he was the same as us, massage therapist. Due to circumstances, he said it was hard to do this. But, because of the impact, he was willing to beg many people to give him money,” he said.

Administration factors

The Head of Social Security Rehabilitation and Protection of the Social Service, Women’s Empowerment, Child Protection, Population Control and Family Planning Malang City, Titik Kristiani Tri Rahayu, admitted that people with disabilities have obstacles in the field of administrative fulfillment.

He did not deny the difficulty of access to work for people with disabilities to get job opportunities in the formal world. The cases most often found in the field are problems with diplomas or certificates. Titik said that most people with disabilities did not take formal education. They hone their skills through training.

“Many do not have a formal diploma. They are skilled in skills because they have gone through training. Second, the family environment is less supportive. Third, the pressure of economic factors for bringing disability requires financing as well. So there are many obstacles,” she explained.

On average, she said, people with disabilities work in the informal sector such as catfish cultivation, therapists, hydroponics, cleaning services, cake making, sewing and others. His party collaborated with the Wonojati and Singosari Work Training Centers (BLK).

The Department of Social Affairs-P3AP2KB Malang City bridges the blind massage therapists with the Diskopindag and Manpower Office of Malang City. It is acknowledged that this effort has only been carried out this year, while in previous years it was still partial.

Regarding social assistance, Titik emphasized that people who have received assistance from the center cannot access assistance from the Provincial Government or City Government.

In addition to Cash Social Assistance (BST) from the Ministry of Social Affairs, the East Java Provincial Government also distributes Social Assistance for Persons with Severe Disabilities (ASPDB).

“For ASPDB every month, you can get Rp. 300,000 and disbursement every three months. The number of recipient in Malang City is 110 people. Indeed, not all can get the assistance,” she said.

Attention to blind massage therapists in the city of Malang, his party could not do much. This was done by providing facilitation with the Technical Implementation Unit (UPT) from the East Java Provincial Government and the Center for Social Welfare Education and Training (BBPPKS) from the Indonesian Ministry of Social Affairs.

During the Covid-19 pandemic, she admitted that only six people with disabilities were sent either to the UPT or to BBPPKS. The six people are blind massage therapists.

Recalling Bobby’s struggles, he hopes that the government will provide flexibility and equal access to persons with disabilities, including blind massage therapists.

Even if they cannot provide social assistance evenly, Bobby asked the government to help convince the public that the blind massage therapist in Malang City has been vaccinated against Covid-19 as a form of mutual protection in the midst of a pandemic.

Disabilities are Independent with Digitization

*By: Mohammad Naufal Ardiansyah
TIMES Indonesia, September 19, 2021*

Being a group of people with disabilities does not mean that they cannot be independent, even though the Covid-19 pandemic has pushed back the life and livelihood sectors of the community. The blind massage therapists, who have lost their jobs, are no exception.

There are many factors that exacerbate the loss of income for blind massage therapists, starting from government regulations that limit massage places to operate, appeals for physical distancing, physical contact and crowding are prohibited.

On one hand, the government must also carry out several policies to reduce the rate of the curve of positive cases of Covid-19. However, the government also does not want the community's economic sector to slump for a prolonged period of time.

Based on data from the Head of the Indonesian Blind Association (Pertuni) Malang City, of all people with visual impairments, as many as 95 percent work as massage therapists.

A small number of others are also engaged in entertainment, playing music, selling herbal medicine and teaching as assistant teachers in Special Schools.

The head of Malang City Pertuni, Suratno, said that most people with visual impairments choose to become massage therapists. Actually, he said, becoming a therapist is not the only option.

“There are also other blind people who become assistant teachers, music instructors, and sell traditional herbal medicine. But it’s not that many,” he said.

Adi Gunawan (35 years old) founded the Adi Gunawan Institute (AGI) for people with disabilities, especially the blind. This severe low vision blind person brings a special digitization program for disability.

This job training center and the empowerment of the visually impaired have been developed as an alternative for blind massage therapists who have been affected by the Covid-19 pandemic.

This man from Malang City provides honorarium through profit sharing for colleagues who are people with visual impairments. They are trained to make Batik Netra. As a result, there have been around 200 batik cloths made by creative hands of the visually impairments people that have been sold.

“We can develop this in the future because the manufacture of Batik Netra can embrace all types of disabilities. Deaf people can work in sewing. Total blindness in folding and tying, low vision people can paint and memorize patterns. Physical disabilities can help monitor and finish,” he said.

The concept of making Batik Netra relies on pattern memorization, touch, memory and the ability to imagine. The birth of the Batik Netra concept in June 2020, where blind massage therapists lost their jobs due to the pandemic.

Currently, his party has seven people with visual impairments and one with physical disabilities. Most of them are therapists. Each product, for example size 115 x 200 cm, is priced at Rp 120,000. The results are divided as work fees.

“Batik Netra is currently only able to develop one batik model. All are handmade. You could say it is a weakness as well as an advantage because it is unique and has a character,” he said.

Adi will develop the concept of Batik Netra more broadly in order to reach more workers. For example, he said, Batik Netra fabric is reprocessed into clothes, sarongs, curtains, tablecloths and other convection works. Thus, deaf and speech disabilities can join as tailors.

“Caring is not limited to providing basic necessities, but opening up new job opportunities for us fellow people with disabilities,” he added.

With computers, people with visual impairments can do many things. Moreover, currently there are machine-based massage technology tools that are considered to threaten the future of the blind massage therapist profession. The choice is that the blind must be independent with digitization efforts.

“Is it possible? Yes. Use digital technology. Now smartphones and laptops can talk to facilitate access for the blind. This is actually a new job opportunity that is open,” Adi added.

It did not take long for Bernardus Suranto to learn to make Batik Netra at AGI. This blind person from Lampung, who now officially holds Malang City ID card, was previously a blind massage therapist. Suranto is grateful to be able to reap the benefits of making batik.

“It can increase our income. It is good and it needs to be developed. This is something new and maybe still unfamiliar for many people,” said Suranto, who works in the folding and tying division.

Meanwhile, his colleague, Pungky Wardhani (27 years) from Mojokerto, studied for five months. Unlike Suranto, Pungky focuses more on self-development training in the field of administration.

“My basic is in Microsoft Office, especially Ms Excel,” said the graduate of Public Administration in Library Science, Faculty of Administrative Sciences, Universitas Brawijaya.

Pungky, who just graduated in March 2021, hopes to be accepted by a government agency. If she had to choose, she would tend to work in the library development department.

On the other hand, students of the Faculty of Computer Science (Filkom) Universitas Brawijaya create a digital map application that is specially designed for people with visual impairments. This application is named UB Blind Map. UB Blind Map is an application based on a map of the Universitas Brawijaya area which is prepared on the Google Play Store and can be downloaded by everyone.

Masters student in Computer Science, Muhammad Erwin Amrullah, explained that the map application uses sound and vibration to adjust the communication method for people with visual impairments who require the senses of touch and hearing.

In addition, this sound and vibration feature serves as information when swiped on the application. Then people with visual impairments will know the information on the map application being used.

“This application is designed based on a map of the Universitas Brawijaya area, then transformed into a map and has sound and vibration features so that people with visual impairments can use it,” said Erwin.

Under the guidance of Dr. Sc. Fatwa Ramdani, S.Si, M.Sc and Dr. eng. Herman Tolle, S.T., M.T, this blind disability map application can be installed on a 10 inch tablet to later become a regional identification facility in the Universitas Brawijaya area. The presence of this application makes it easier for students and visitors with visual impairments to be helped while in the Universitas Brawijaya area.

“The UB Blind Map application for blind people is made through the Unity and Blender applications, which are commonly used for 3D modeling to create a game. The map is made in 3D also for the low-blind visually impaired. They have categories from low vision to totally blind. So everyone can use it and the brightness

has been adjusted for the low blind category,” he explained.

“Currently, UB Blind Map is in the process of submitting to IPR and iOS users will be able to download this application,” said Erwin.

With this map application innovation, it is hoped that it can help people with visual impairments and also as a mandatory facility in campus institutions, so that campuses in Indonesia are also more friendly to people with visual impairments.

“Hopefully there will be more discoveries of the nation’s children in helping to overcome everyday problems, so that people with disabilities become independent,” he said.



Dian Cahyani
Jawa Pos Radar Jember

Thanks to the opportunity given by USAID through AJL, the story of the struggle of disabled people to get equal job opportunities in Jember can be presented in an anthology of books. This is the first work that was successfully recorded. Dian, or Di, is a favorite nickname for her professional colleagues. A journalist at Jawa Pos Radar Jember who was born in Jember, March 3, 1997.

The Winding Road of Jember to be Inclusive City

By : Dian Cahyani

Jawa Pos Radar Jember, September 21, 2021

The employees are busy with their computers. Some of them were talking with a Madurese accent and a serious tone in the work desk close to the door to the head of the office. Some are pacing while carrying a stack of paper and a brown folder. Some others were giggling while sipping coffee.

“Paling pendataan CPNS iku mbak. Mangkane podo sibuk. (Maybe they are still collecting CPNS data. That’s why they are busy - ed),” an employee who was pacing the room without wearing shoes, talked in a local language.

Understandably, this year is an exciting moment for the people of Jember who have the intention to become state servants, after two years of no recruitment. The quota amount is 634 for civil servants, 13 of which are allocated for persons with disabilities.

Meanwhile, there are 3,671 educator formations for government employees with work agreements. Unfortunately for this formation, there is no quota for the disabled.

“This number (the quota for CPNS-ed) is one of the largest in East Java. There are 13 formations that we provide for friends with disabilities. It is 2% of the number we have proposed,” said the Head of the BKSDM office, Sukorwinarno.

Of the 13 formations designated for persons with disabilities, they consist of nutritionists, medical records, health analysts, radiographers, pharmacists and nurses.

For health promoters, Arif, the formation of nutritionists and nurses is very burdensome for people with disabilities. The reason is that it requires very high mobility. For example, Arif told about his colleague, Anita, who served as a nutritionist at a regional general hospital.

Anita had to leave for the hospital in the early hours of the morning, to be precise at around 05.00 am. She must already have data on the classification of the patient's condition. So that it can make food menu planning for each patient accordingly. Anita is required to make quick solutions when the stock of ingredients does not match the patient's condition and ensures adequate nutritional intake.

Anita is not alone. She and five of her colleagues took turns carrying out these responsibilities.

"They should be on standby since morning. They have to be ready with all changes in the condition of patients in the hospital," explained the man who graduated from the Faculty of Public Health at the University of Jember.

If so, it seems impossible for people with disabilities to register for the formation of nutritionists and nurses. Evidently, until the registration was closed there was only one person with a disability who registered.

Not in the formation of nutritionists, nor in nurses. Therefore, 12 formation positions were left vacant.

"When there is no disability formation, it will be contested by the non-disabled," said the head of the procurement for ASN dismissals and information, Agung Wicahyo.

Lack of Dissemination

It is only natural that there are no registrants for the formation for disabilities. It turns out that so far there has been no proper dissemination of information from the Personnel and Human

Resources Development Agency (BKSDM) to organizations of persons with disabilities.

Until now, the local government has never asked for a consultation regarding the recruitment of civil servants with disability organizations in Jember. The news of the recruitment of civil servants was only discovered by groups of people with disabilities on August 10, after the news of Jawa Pos Radar Jember was published.

“A few days after the media reported, there was a zoom meeting with BKSDM and the ministry. BKSDM apologizes,” said the Chairman of the Disabled Persons Organization (Perpenca), Zainuri.

The lack of dissemination of information was denied by Sukowinarno, who considered that the lack of disabled people applying for the positions was due to limited human resources.

Zainur did not deny Sukowinarno’s claim. However, the massive denial of dissemination cannot be justified. “Thinking positively, the 13 formations are just cliché formations, fictitious,” he added.

According to Zainur, before proposing the formation of state servants for persons with disabilities, local governments need to make a mapping of the types of formations that are in accordance with the availability of disability resources. For example, the administrative staff of the health center.

Zainur is sure that it is possible, from around 8,000 people with disabilities in Jember, there are those who have the capability to fill positions in the health sector.

Moreover, in the last three years the number of disabled graduates has continued to increase.

If calculated, there are around 30 disabled graduates this year. They are undergraduates in the field of education.

The problem is that the local government does not propose an

affirmative quota for PPPK recruitment. Of the 3,671 formations, there were 3628 registrants and none of the persons with disabilities registering.

Whereas sector formation for persons with disabilities is very important, especially with the spirit of the local government to revive 62 inclusive schools spread across 31 sub-districts. Nothing has come into reality since a decade the elementary school inclusion program has been suspended.

As a rule, every inclusive school has teaching staff with disabilities who can be recruited through the PPPK selection. But again, it failed to materialize.

Now, many people with disabilities who have a bachelor's degree work as honorary teachers in special school institutions, instead of being educators with the status of civil servants. If calculated, the number is not more than seven people with disabilities.

In fact, the interest of people with disabilities to participate in PPPK recruitment is quite high. Like Vivi Fentika, a deaf person who graduated from the extraordinary education program at Argopuro University this year.

The plan is that this year Vivi will participate in the selection of state servants in the teacher formation. Unfortunately, when the recruitment was opened, Vivi had not graduated yet. That is why Vivi could not include the requirements for her diploma. Even so, while preparing for recruitment in the coming year, Vivi has been collecting requirements such as stability in teaching practice, and preparation for filing.

The problem is that Vivi is almost always late for information. This is due to the lack of access to information services at the official office. And some socialization efforts are still not friendly for the deaf.

The fulfillment of access in the official office that Vivi and other deaf people expect is in the form of a minimum of translators or running text facilities at the reception desk. Therefore, the

communication process can run in two directions, which leads to the fulfillment of information on deaf disability programs or policies. It can be ascertained that until now, there has been no deaf disability working in government and civil servant teachers. "Deaf people receive little information and are not involved in program or policy discussions," said the chairman of the DPC Movement for the welfare of the deaf in Indonesia, Nur Hayati.

CPNS Recruitment for Disability is simply a formality?

An observer of inclusion issues at Argopuro University, Asorul Mais, considers the challenges of people with disabilities to become state servants not only because of dissemination and administrative services that have not been optimal. But there are also barriers to getting equal education rights. The lecturer, who is familiarly called Mais, gave an example of the story of one quadriplegic who experienced a refusal to study at the Department of Pure Biology at the University of Jember.

Precisely around 2003 ago, his friend Lutfi Prihatiningtyas, wanted to study pure biology at the University of Jember since her high school years. She registered through a selection equivalent to the University of Jember entrance exam (UM). She passed the selection. However, while taking care of the administration she was advised to change majors in economics.

The reason is, the university considers her unable to carry out lecture activities because 90 percent of lectures are carried out outside the room or practice.

Mais considers this a form of non-disability perception of a partial disability.

"The only reason she can't be accepted in the biology department is purely because the issue of disability cannot be justified," said the vice chancellor 1 of the Argopuro University.

The phenomenon of rejection as experienced by Mais' friend is still often felt by other people with disabilities.

This factor also causes the majority of people with disabilities to study majoring in education. At least three campuses in Jember have not been able to accept persons with disabilities, due to limited access.

According to UNEJ's human rights expert, Al-Khanif, in this case there are two indications of the cause of 'not paying attention to the fate of persons with disabilities' in CPNS and PPPK recruitment.

First, the government does not understand the implementation of affirmative policies. If the government wants to strengthen affirmative policy, the formation given to people with disabilities are more on the frontliners or administrative staff.

He considered all the formations currently available to be very technical. He predicts that there are no human resources with disabilities to fulfill the formation in Jember.

Supposedly, the local government must first collect data including the number of persons with disabilities, the availability of qualifications, then apply for formation. Thus, the proposed formation will not end up 'for nothing'.

"Lecture formations in that field have not been accommodated. Now, how come there is a CPNS formation with that formation, it's ridiculous," explained Khanif, who is a lecturer at the Faculty of Law at the University of Jember.

The second indication, according to Khanif, is that the proposed CPNS quota is only a formality. If the quota allocation is only a formality, then persons with disabilities will receive a double loss: losses at the time of the formation of the 2016 regional regulation, persons with disabilities were placed as objects, but their realization did not exist.

Khanif assesses the tendency to be more in the second indication. The proposal for 13 formations that contradict the capacity of people with disabilities was deliberately made by the local government as a formality.

The reason is that the policy is not considered to be in conflict with regional regulation number 7 of 2016. If the government is serious, at least they have pocketed data on the final education classification of persons with disabilities.

“It’s almost like the local government doesn’t want to know what kind of disability data is, the important thing is to open formations in this field,” he explained.

Thus, Khanif argues that the title of a ‘human rights friendly’ city that has been carried since 2018 for Jember is fictitious because it cannot be realized.

The predicate of the city as ‘human rights friendly’ is also far from the standard of protecting human rights.

“It can’t be used as a basis. Because the city is ‘human rights friendly’. But in reality it is not,” said Khanif.

The Struggle of Persons with Disabilities to Become State Servants

Applying Because It's Just a 'Trial And Error'

By : Dian Cahyani

Jawa Pos Radar Jember, September 22, 2021

The physically disabled man, who is familiarly called Zain, is already in his 40s. His main activity is teaching children who share the same fate as him, namely those with special needs.

When he was young, he had a strong desire to be able to work in the local government environment. He never misses an opportunity to register. However, he always experienced rejection.

Just like his other colleagues, Zain was enthusiastic about participating in the selection of state servants because he wanted to experience decent wages from the state. Therefore, Zain never gave up despite experiencing rejection many times.

"I'm just trying. When I was rejected for the first time, I still believed that I actually could make it. Then I tried again many times," said the State Special School (SLB) teacher.

Zain's endeavor to work in government circles began in 2008 until 3 years later. During registration, Zain only collects the required files. After that, there was no news about the implementation of the test. This incident repeated up to three times.

"I thought that I might have been marked," he complained desperately.

Just like Zain, Atok, who is also physically disabled, has the same dream.

Atok started trying to register for the CPNS selection from around 1998 to 2006. From the beginning, Atok targeted the formation of economists. When there is a formation that he was targeting, Atok does not want to miss for applying. Even if the location is in a neighboring district.

At that time, at the district Sports Center (GOR) he collected the required files. Without further ado, the committee emphasized to Atok that only "healthy" people would participate in this opportunity.

"Anyway, I was entering the room using a stick, getting off the bike, and bringing a folder of required documents. I hadn't even arrived at the registration desk when one of the committee members said 'Sorry, our requirement is physically and mentally healthy,' the committee said," he said while imitating the accent of the women's committee when he registered for CPNS.

After receiving the unpleasant treatment, Atok was traumatized. He was reluctant to take part in the selection again. He felt worried about getting the same treatment. His disappointment was multiplied when he found out that the disability formation did not even exist. However, to get proper welfare as an educator, Atok still intends to take part in the PPPK selection.

"Since 1998 I have received the same treatment. After being disappointed, I was traumatized, but then I got up. This year I registered again for PPPK. I look at other regencies. However, there is no formation for the disabled," said the graduate of Jember University's development economics.

Another experience came from Vian Imuniatun. He is a physically disabled person who registered using a high school diploma at the recruitment of civil servants in 2003-2005. Vian didn't really remember the formation he was aiming for at that time. Based on the administrative requirements, Vian passed. However, when participating in the selection, he was declared disqualified, "I

was not rejected, but I failed during the test,” he said.

The refusal incident traumatized Vian to enroll again. The hope to become a civil servant was deliberately buried deep. Despite the trauma, the determination to become an educator continues to burn within himself. Until finally Vian was accepted as a teaching staff at the Star kids special school which was located in Kebonsari.

“So now, when there are CPNS and PPPK vacancies, I don’t register anymore because I’m afraid I won’t pass again,” said the master student majoring in learning technology at Argopuro University.

Long process to be a civil servant

Nurus Siti is one of the people with disabilities who passed to become a civil servant. Currently, Nurus serves as the section head of the PP Satpol PP community protection unit. She started his career as an honorary as a science laboratory assistant at the state junior high school SMP 2 since 2004.

In 2005, she joined the K2 filing. This filing process is quite long, which is about 5 years. Nurus underwent the CPNS exam in late 2011. It was not until February 2012. Then, in 2014 the appointment process took place, she was also assigned to become the PP Satpol.

Nurus still remembers that he has to compete with 4,400 other applicants for K2 status.

“There are only two disabled persons who passed the test,” he said.

The process that Nurus went through was different from the process that Atok and Zainuri went through. It can be said that Nurus was helped because of the K2 filing process she went through because she was an honorary in a state education agency. Meanwhile, if she does the CPNS selection, there is no guarantee that Nurus will pass.

Some cases are the same in other people with disabilities. Based on the data that has been collected, until now the number of employees with disabilities in the local government of Jember Regency has not reached 5 people. 3 of them are employees at the Manpower Service, the Inspectorate, and Nurus at the Satpol PP.

Both Zainuri and Atok both still have the intention of registering as civil servants. Due to age limitations, the only way to go is the PPPK registration. If there is an opportunity for affirmative formation, both of them will register.

"We simply wait for the formation to be offered. We still pass the age requirements. I will also encourage other friends with disabilities to come along," said Atok.

Economic reasons and welfare are the main ones for Atok. For the past 16 years, Atok has become an honorary educator. The wages are small, far below the minimum regional wage. As the head of the household, he is required to be able to provide welfare and a good livelihood for his wife and children.

Likewise with Zainuri. The honorary teacher of this extraordinary school will try again if there is a chance. Stories of previous rejection are not a barrier.

"If there is an opportunity, I want to register," concluded the 20-year-old honorary at one of the special schools in Jember.



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Being Independent With A Profession for Visually Impaired People

*By: Muh Hujaini
Ngopibareng.id, September 16, 2021*

One of the most common skills among people with visual impairments is massage. So, there are not a few blind people who depend on their livelihood by becoming masseurs. Whether it's opening their own massage house at their house or massaging under the auspices of a massage parlor for the blind. In general, massage parlors are managed by people who are not visually impaired.

Opening their own massage parlor or working in a massage parlor each has its advantages and disadvantages. Serving independent massage services has the consequence of having to prepare all the needs for self-massage as well, starting from renting a place for those who do not have their own house, preparing a bed for massage facilities to massage oil for massage purposes so that service users feel comfortable with the services provided.

Not only that, for those who start a massage service business from scratch, it takes time to market their services until they are really known. The advantage of opening their own massage parlor is that the money generated is entirely managed and enjoyed by themselves.

This is exactly the experience of Bahrullah, a resident of Krajan Hamlet, Kalirejo Village, Kabat District, Banyuwangi. The man who was born in 1973 has been opening massage services at his home for years. On the wall of his house, there is a sign that

reads Rumah Massage Tuna Netra Harapan complete with a telephone number to make it easier for prospective service users to communicate.

From the start, Bahrullah chose to open an independent massage service. This man who was born in the Island of the Gods has never once joined a massage parlor. He can determine when his patients can use his services for massage. He also set the rate of the massage services and by himself.

“I will adjust the tariff according to the conditions. It’s not only about profit,” he said at his residence some time ago.

Usually, the tariff ranges from Rp 50,000 - Rp 100,000. The amount of this rate also depends on the health condition of the patient. This man with two children takes 75 to 90 minutes to massage one patient. In a day he can only massage a maximum of 3 people.

Before the pandemic, there were always people who used their services every day. Since the pandemic hit, the number of service users have decreased drastically. Sometimes, in one day, there are no customers at all. However, in a week there are at least 4 to 5 people who come for massages.

“I only serve massages at home. But if it’s an emergency, I’m willing to be picked up for a massage outside,” explained the husband of Mukaromah, 48 years old.

Another blind person, Nur Ainiyah, 43, also provides massage services independently at her home. She admitted that she did not charge for his massage services at all. So far, her customers always pay at least Rp 50,000. If the customer is satisfied with the massage, there are also those who give up to Rp 150,000 in one massage.

“If I’m being called to the house of the person who wants the massage, usually they will give me more than Rp 50,000. The patient already understands it,” she said.

This resident of the Krajan neighborhood, Banjarsari Village, Glagah District, Banyuwangi, admitted that she had been a massage therapist for 20 years. According to her, opening a massage parlor itself carries the risk of having to bear all the needs. If the place is rented or contracted, funds must be prepared to pay for the contract.

“Because I have my own place, so it’s better to open it myself at home,” she explained.

She also has to be good at making customers satisfied. For example in the selection of massage oil. This woman provides several kinds of massage oil according to the tastes of her customers. Because there are customers who like to use oils that feel warm on the body, there are also the opposite.

“Usually, I use warm oil. There are also those who don’t like warm oil. I also provide olive oil, baby oil, as well as massage oil or eucalyptus oil,” explained the mother of two.

The situation is different when people with disabilities are managed under massage parlors. All the necessary facilities have been prepared by the massage parlor manager, starting from places to items for massaging needs. Likewise, marketing has been done by the manager. People with visual impairments only need to prepare their energy and ability to massage.

However, massage rates are determined by the manager of the massage parlor. Likewise, the distribution of honorariums follows the provisions of the massage parlor manager. Usually the amount of the distribution is 50 -50 between the masseuse and the massage parlor manager.

“I used to go to a massage parlor in Bandung. The massage fee at that time was still Rp. 30,000. It’s 50 percent for the nursing home manager, I’m 50 percent,” explained the woman who moved to Banyuwangi in 2006.

At that time, Aini admitted that she did not mind the division of the tariff between herself and the massage parlor manager.

According to her, all massage parlors apply the same rules. Moreover, it is impossible for her to open a massage house independently because the contract costs in Bandung are expensive.

“It is mostly that way (the distribution of honorarium between the masseuse and the manager), even until now,” she explained.

Eko Prasetyo, 25, has also been a masseuse at a massage parlor. This resident of Karangsari Village, Sempu District, Banyuwangi, has been under a massage parlor for approximately six months. Eko, as he is called, works at the massage parlor with 3 of his friends who are blind.

While participating in a massage parlor, Eko and his friends have to deposit 50 percent of their massage fee to the manager of the massage parlor. For one customer, the parlor charges Rp 40,000. Therefore, Eko and his friends have to deposit Rp. 20,000 every time they get a massage order.

“Actually I feel objected. It should only be 25 percent of the 40 thousand,” he told Ngopibareng.id with the approval of his three other friends.

During the massage parlors they only get massage oil facilities and massage beds. For the building where the parlor operates, the manager did not rent it at that time. Because the location of the parlor is inside a building where the blind people live. If there is an order for a massage outside, the manager of the parlor usually helps find a motorcycle taxi driver.

“On the signboard, there is a cell phone number. Those who want to massage outside can call that number, and then the parlor manager will help find a motorcycle taxi driver,” said Siswanto, 21, Eko’s colleague.

If you want to have a massage at home, service users have to pay an additional fee for a return and go for a motorcycle taxi of Rp. 20,000. So that the total cost of massage outside the parlor is Rp. 60,000.

“If we are picked up and then sent back ,the tariff is fixed,” he explained.

Currently, these four people are no longer under the massage parlor. They claimed to be more happy and comfortable opening massage services independently. These four persons with disabilities take turns serving massage requests from their customers.

Since they massaged independently, they admitted that they had never specifically set a tariff. However, the service users always provide a minimum massage fee of Rp. 50,000. Not even a few who give money with a much greater value. In a week, at least each of them massaged 5 people.

“On average, they receive Rp. 50,000. The money goes straight into our own pocket,” said Eko. These four people agreed to set aside the money from the massage for the cash they managed themselves. They use the cash for massage purposes such as buying massage oil and so on. The plan, if the money has been collected a lot, is that it will be distributed equally among the four of them.

“Now my friends have a system where some money from massages is set aside and then collected. If you have a lot, share it and cut it to buy massage oil. But it’s all coming back to us to decide,” continued Siswanto.

Ngopibareng.id managed to contact the manager of the massage parlor where Eko and his friends had worked. The manager of this parlor admitted that the distribution of honorariums in the amount of 50-50 between the masseuse and the manager was a general rule applied to massage parlors for people with visual impairments.

“So, in most massage parlors, the rule is 50-50. I’ve been running a massage parlor for a long time. That’s 50 percent for the manager 50 percent and 50 percent for the masseuse,” said the manager of the massage parlor.

According to him, the funds that go to the massage parlor manager are used for operational purposes and providing facilities such as buying mattresses, buying curtains, and for maintenance. The funds are also for services to arrange shuttles when there is a massage order outside the parlor.

As the manager of a massage parlor, he also confirmed that he did not pay rent for the location of the massage parlor he managed. Because according to him the place belongs to the orphanage where the children live. "I don't rent a place," he admitted.

On the one hand, the massage parlor, which once housed Eko and his friends, also received assistance in the form of goods for the parlor from donors. One of them is from Kami Peduli community. This community has provided assistance in the form of pillowcases, bed linen, hand sanitizer, olive oil for massage purposes, deodorant and also sticks. This assistance was handed over through the administrator or manager of the massage parlor.

"We have provided assistance. Because during a pandemic, (usually) customers who use one pillow must change to another pillow or pillowcase," said the coordinator of the social community Kami Peduli, Niki Perwitasari, 34 years old.

Meanwhile, related to this disability issue, the government is more involved in protection and empowerment. According to the Head of the Banyuwangi Social Service, Henik Setyorini, currently, the agency he leads is focusing on updating disability data.

"And apparently I found that out of 8,000 people (the number of people with disabilities in Banyuwangi), only half or 50 percent use NIK (population registration number). Meanwhile, the government should intervene in aid by using the registration number," explained Henik Setyorini.

For this reason, her office has coordinated with the Banyuwangi Population Service so that persons with disabilities who do not yet have the population registration number can obtain it. The

Social Service will deploy Community Social Counselors (PSM) in each village specifically to take care of this issue. Each village, according to him, has one PSM staff.

In addition, she continued, there are several training programs that have been scheduled. The training will be carried out in stages and adapted to the basic abilities of each person with a disability. The implementation of this training is still constrained by the current COVID-19 pandemic.

Henik admitted that in every program that will be carried out, her office always discusses with the facilitator or community of persons with disabilities to determine the concept of the program. One of them is the Aura Lentera Community. Therefore, the assistance and training provided so that persons with disabilities become entrepreneurs are truly in accordance with their abilities.

Assistance is also given until they get to the market according to their respective abilities.

“Therefore, it doesn’t just stop at training. That’s the concept. But we are going slowly, so we start to fix the data, then we add everything that needs to be fixed, we will add it gradually,” she said.

Aura Lentera Community itself is an institution of empowerment, accessible technology research. Aura Lentera has focused on providing assistance to all persons with disabilities and organizations of persons with disabilities.

Responding to the problem of people with disabilities in this massage parlor, Aura Lentera Community Coordinator, Nur Hadi Windoyo, 37, stated that he commented on it objectively. According to him, people with disabilities must understand that in working with other people, they must share. This is a consequence that must be faced.

“The consequence is that if you don’t want to, you can leave and work alone, so you can arrange all by yourself,” said the activist

who is also a person with a disability.

While still unemployed, he continued, people with disabilities wanted to have jobs. When they get a job with other people, they must obey the existing rules or agreements.

This is where there are things that must be understood by persons with disabilities. This is because in a job, there is a managerial side, such as promotions, upgrading facilities. That side of weakness, according to him, must be covered by the strengths of others.

“Just as we can cover the weaknesses of others with our strengths. I don’t think any human being is so perfect and so lacking. I think we were created to complement each other,” he said.

He gave an example when he was mentoring a deaf person to become a Barista. Promotion is not just uploading posters to social media. But how the disabled who are accompanied can feel the work that is being promoted.

This father of one added, while encouraging people with disabilities to be empowered at the same time, they must prepare their market. If there is no market, no one will buy. Therefore, what must be done is not only promotions but also various communications must be carried out.

“Then the promotion was accompanied by upgrading existing facilities. If we just basically finished the promo, it certainly won’t take long,” said the husband of Indah Catur Cahyaningtyas.

He asked that empathy for people with disabilities be manifested in improving the quality of their abilities and carried out with a clear assessment to help people with disabilities become more empowered. This is because the weaknesses of people with disabilities will provoke many people to give. So far, he said, most of what was given to people with disabilities was in the form of goods, not empowerment.

“They only give fish, never give a fishing rod. So, when this giver

dies, who will give them. Give the fishing rod, show him where to catch the fish if there are no fish. Let's upgrade ourselves again to how to find a lot of fish, so that they can continue to survive," he concluded.



Reka Kajaksana
Konde.co

A Female Journalist

No Caregivers And Assistance, Disabled People Left Behind

By: Reka Kajaksana
Konde.co, September 21, 2021

If there is no caregiver or serious assistance from the government, people with disabilities will forever be left behind to get access to education and work

Anita is a disabled person who can only study until junior high school. Compared to her older sibling, her education is far behind. Her older sibling graduated from doctor school, while Anita could not continue her high school because there was no one to take her to school.

This is one of the problems experienced by disabled people in Indonesia. They need a caregiver who can accompany them wherever they go. Caregivers are companions for disabled people. However, not all disabled people can get caregivers. This is also a problem that not all disabled people can finally access the same opportunities as others.

Not a few women with disabilities who ultimately fail to get a job because of limited access to education. This adds to the different treatment that has been disabled so far. Placement as disabled women as second-class citizens is quite troublesome, this discrimination is exacerbated by their lack of access to education and job opportunities.

The struggle for inclusiveness, which states that everyone should get equal opportunities, has become an old song that has

not changed. The reasons are clear, namely the minimal access to education and the absence of serious assistance from the government for persons with disabilities.

Previously, there had been government policies through Law number 8 of 2016 concerning persons with disabilities, but the reality on the ground was still far from expectations.

In addition, people with disabilities still have problems in the nuclear family, namely the problem of family acceptance. In many cases, families who have children with disabilities will tend to hide the identity of their children. This was also revealed by Wiwin Sulistyowati, a member of the Indonesian Women with Disabilities Association (HWDI) Malang branch.

“Many families who have children with disabilities tend to hide their children’s identities, this still happens in the regions, even in big cities, the reason is because families are embarrassed, even in some cases, parents are so embarrassed they are reluctant to take care of administrative needs such as a certificate or ID card,” said Wiwin Sulistyowati

“Especially if she is a woman, of course the opportunity to receive this education will be narrower,” she continued.

Due to being born as a woman, it is not uncommon for parents to think that women are only second people in the house. Wiwin also admitted that only about 10 out of 60 members of HWDI Malang have higher education, while the rest did not graduate from high school. The reasons are various, the most common is the stigma that women do not need higher education, they are still the major voices there.

The lack of socialization about the importance of education for children with disabilities is also the reason many parents choose not to send their children to school.

“In ordinary schools it has actually been regulated in the law, that every school is obliged to become an inclusive school, but the practice is minimal,” continued Wiwin.

“On average, parents think that if their child is disabled, they must be in an extraordinary school, but no, all of that requires an assessment, it could be that the children attend ordinary inclusive schools,” she explained to konde.co (13/9).

Job Access And Wage Discrimination

Not only access to education, similar conditions are also found in women with disabilities who are looking for work. Even where they work, they are still discriminated against, such as getting different wages than male workers

“We definitely experience discrimination, even though there are inclusions in the company, we experience more or less discrimination, not a few female friends who work also get lower wages than male colleagues, the reason is because she is a woman, even though it could be he is the main breadwinner in the family,” explained Wiwin Sulistyowati

According to Wiwin, the existing discrimination is due to the absence of supervision from the government regarding how the company fulfills the rights and needs of disabled workers while working.

The provision of suitable employment opportunities, as stated in the Disability Law, has actually been mentioned, in article 53 paragraph (1) of Law 8/2016 concerning Persons with Disabilities states, the government, regional governments, State-Owned Enterprises, and Regionally Owned Enterprises and Enterprises must employ at least 2% of persons with disabilities of the total number of employees or workers. Article 53 paragraph (2) of the same Law states that private companies are required to employ at least 1% (one percent) of people with disabilities from the total number of employees or workers.

“Disabled need assistance and supervision, what’s the point? To ensure that workers with disabilities get their rights as well as their needs while in work, for example if there are rights that are not fulfilled by the company, the supervisor can be a liaison to the company, which helps to demand these rights, unfortunately this practice does not work,” she added.

When trying to confirm on different occasions, Titis Andayani, the Head of the Malang City Manpower Division, could not provide information.

No one I met could provide an explanation of how the regulation of assisting people with disabilities in Malang to get a job. Even when *konde.co* tried to get data on how many people with disabilities had jobs, the Malang City Manpower Office could not provide it, and suggested asking the Social Service.

Titik Kristiani, Head of the Rehabilitation and Social Security Protection Division, said that the social service did not have this data. She believes it is the job of the Manpower Office.

“That’s actually the job of the Manpower office, because our function is social rehabilitation, our job is rehabilitation, in this case we can provide health assistance, provide skills training, also try to facilitate disability for us to connect with the Diskompinda and relevant local government organizations (OPD),” she explained.

When asked about the sustainable empowerment program owned by the social service, Titik always emphasized that so far the Social Service has carried out empowerment training for people with disabilities, and the task of supervising and assisting people with disabilities in the scope of work is the job of the manpower office.

From the observations of *konde.co*, the majority of programs implemented by the Social Service and the Malang city government are programs with a charity approach, or based on compassion. In addition, the Malang City Social Service was also impressed that it only continued some social ministry programs. Even though the training continues, the program is still lacking and seems to just want to complete its obligations.

One of the disabled people who did not want to be named said that in several sewing trainings that she had attended, for example, she stated that she had received a lot of knowledge and assistance, but according to her it was still lacking.

“Indeed, we were also given production machines, as well as assistance on how to do good sewing, but what if we were not provided with any help on how to market our products, while we need it to keep our business running smoothly,” she explained.

The government’s lack of attention to sustainable assistance is also a problem. Meanwhile, in terms of being able to recognize the job market, it is not an easy matter. It takes a lot of intense and serious training and assistance, so that being independent is not just a dream.

Workers Must Be Healthy And Look Attractive? It's Discriminatory On Disabilities

By: Reka Kajaksana
Konde.co, September 23, 2021

The requirements for prospective workers to be attractive and physically fit have often been protested because they exclude people with disabilities. But in fact, requirements like this always exist and remove people with disabilities from getting their opportunity in the world of work.

Any requirement for prospective workers stating that the prospective workers must look attractive or physically and mentally healthy is discriminatory against the disabled people. It does not accommodate the needs of people with disabilities.

This makes Sani, a woman with a disability, always feel inferior. She feels insecure when she meets a lot of people, let alone having to pursue the job she dreams of. Her physique sometimes makes her feel inferior first, because other people still see everything physically, healthy according to their size and attractive according to them

“Even though we were recruited and finally worked there, we were still being looked down upon in a discriminatory way by friends and customers,” said Sani (not his real name), one of the former convection employees in Malang City.

Sani feels she is one of the lucky women to get a job in the industrial sector. To konde.co, she explained that there were very

few work opportunities for women with disabilities. The number of job vacancies that require physical appearance such as women who must look attractive, this clearly narrows the opportunities for women with disabilities to get jobs.

“Most of these job requirements are attractive appearance, able to communicate well. I think these requirements are not inclusive. There is no explanation as to how ‘attractive’ is. Clearly, people like us will feel inferior when they read the requirements,” explained Sani.

Among hundreds of disabled women, Sani is one of those with education up to high school. She believes that her educational status can give her the opportunity to work. Not infrequently, women with disabilities can only attend elementary or junior high school. In the family, women with disabilities will always be considered as second-class citizens, even considered as a burden on the family.

“Sometimes parents are afraid that their daughter with a disability will not get a couple. They are afraid that no one will want to marry her, just like me before. In fact, we never know that we might find someone that will be our couple someday. Women also need to work, they are not simply getting married and being a wife. Our couple doesn’t live forever. We should be able to be on our own, being independent.”

Sani now chooses to open her own business at home. She decided to run a micro, small and medium enterprise (MSME) in a sewing business because she could make more money than working in a company. In addition, she feels more free to work.

“Because I am disabled, so if I do sewing, I use my own method, slowly, if I join people in a day, sometimes I have to reach certain targets, I can’t do that. The wages are also different, there are more male (colleagues) than women,” he continued to explain.

“Working at home is better, because we are more flexible. If you want to lie down, just lie down. No need to be confused, you don’t have to worry about men at work, There is no discrimination

like cynicism or anything like that. You can also determine the stitching rate," she added.

In a month she can earn Rp. 1.8-Rp. 2 million rupiah, but it all depends on the model and the level of difficulty of sewing. Sani has big aspirations to expand her business, but so far there has been no capital assistance commensurate with what she needs.

"Yes, there is assistance from the government, but only Rp. Just 2 million, and it was only being disbursed once. I used to apply for it, but it was rejected. I applied for this MSME using my name, but I did not include anyone as a guarantor. The bank said that there must be a guarantor, so I thought I would just do what I can," said Sani.

In the world of work, Sani has to deal with various difficulties, ranging from lower wages than others because she is not considered the main breadwinner, double burdens as a woman at home because in addition to working she also has to take care of the family, to the lack of a friendly resting place that is comfortable for women, such as a separate room or nursing cubicle.

"Yes, it's hard too, if we continue to protest, we'll be afraid of being fired too. The Agency only helps us find a job at the beginning, but there is no supervision afterward. There is no advocacy from the related agencies. Requirements in BUMN even stated that those who can register should not use any supporting tools. What about intellectually disabled or physically disabled people like me?" she explained.

Although Law No. 8/2016 Article 53 paragraph (1) has stipulated a minimum quota of 2% for disabled employees in BUMN/BUMD and a minimum of 1% for private companies, the fulfillment in Malang City itself is not even close to the presentation above.

In Malang City, out of 2,669 people with disabilities in Malang City, only 3 people with disabilities work in the private industrial sector while those who work as Civil Servants (PNS) are only 1, this data is based on the records of the Indonesian Women with

Disabilities Association (HWDI) in 2019.

Even though the provision of employment opportunities that are in accordance with their abilities, as stated in the Disability Law, it has actually been mentioned, in article 53 paragraph (1) of Law 8/2016 concerning Persons with Disabilities states, the government, regional governments, State-Owned Enterprises, and Business Entities and Owned Enterprises. Regions are required to employ at least 2% of persons with disabilities from the total number of employees or workers. Article 53 paragraph (2) of the same law states that private companies are required to employ at least 1% (one percent) of people with disabilities from the total number of employees or workers. Employers are required to employ disabled workers at least 1% of the workers in their company.

The government should ensure that the disabled are working as much as 2% and the company ensures that those who work for the company are 1%. The number of 3 people in the private sector and 1 person working in the government out of 2,669 people in the city of Malang, is still very far from expectations.



Hanaa Septiana

Jawa Pos

Born in Pasuruan, September 23, 1994. My last education is Bachelor Degree in Political Science, Universitas Airlangga and Bachelor Degree in Management, Universitas Brawijaya. I started my career as a journalist at Jawa Pos media. I have worked in this medium for almost three years. I currently cover the rubrics of lifestyle, health, and international relations.

From 2016 to 2018, I volunteered for two NGOs, Indonesia Corruption Watch (ICW) and the Women and Youth Development Institute of Indonesia (WYDII), during which I was involved in individual and team projects, such as being a coordinator of dissemination on corruption prevention among youth in Surabaya and being a mentor for female legislative candidates in East Java.

Stories of Disabled in Pursuing their Careers (1)

Trauma Of Humiliation and Pity When Applying For A Job

By: Hanaa Septiana
Jawa Pos, 20 September 2021

People with disabilities and a number of disabled communities tell their stories in pursuing a career. They have done their best effort to be able to work professionally, while fighting their feelings of inferiority.

"I felt inferior. I was worried that I would not be able to mingle with non-disabled people at work," said Prita Intan Rahayu when contacted on Saturday, September 11.

She has a dwarfism disability. The woman who is often called Intan told her story in pursuing her career. She admitted that she had experienced internal obstacles when looking for work, particularly in terms of lack of confidence and lack of support.

Graduated in 2012, Intan holds a bachelor degree in communications. When she graduated, she was offered a job in a company as customer service in the mining sector.

However, the offer was rejected. Because her parents couldn't stand Intan's physical condition. But she didn't give up. Intan then searched for another job and attended a number of pre-employment training.

After several times looking for work, Intan felt less confident. Because, the work environment seems to be unsupportive and

underestimates her. “There was an interviewer who looked down on me. It makes me feel inferior,” said the member of the Indonesian Motorcycle Disability (DMI) Surabaya.

After applying in various agencies, the 31-year-old woman was accepted to work in 2017, namely as a teacher at a private school. However, the work contract ended in 2019 and the school did not extend it. Even so, Intan is still eager to find work again. Now while applying for a job, she and her mother set up a coffee shop.

Intan also hopes to develop soft skills at this time, because she had never received training in this field. “The soft skills I would like to learn are, for example, public speaking, making CVs, and personality training,” said the alumnus of the East Java Veterans National Development University.

The story of Intan’s internal obstacles was also experienced by Danis Ade. The quadriplegic had experienced depression because the surrounding environment was not supportive. That makes the 29-year-old woman feel inferior and desperate in pursuing a career.

Danis had worked in an office in 2019. However, she often met a leader who always looked down on her at work. For example, asking Danis to use a wheelchair instead of prosthetic legs. In fact, Danis has been comfortable with these tools since childhood. She also decided to leave and has not looked for another job in a formal institution until now.

“I am still traumatized by being humiliated and judged differently, and considered as disabled who should be pitied,” said the alumnus of the Master’s Degree in Literature and Cultural Studies at Airlangga University.

The internal barriers of persons with disabilities in pursuing a career are also recognized by a number of communities. Some of them claimed that they are more comfortable in entrepreneurship than working in formal institutions. This is because many institutions cannot fully accept persons with disabilities. For example, there is still a sense of compassion and pity for them.

Disabled communities in East Java admit that internal barriers are felt by their members with disabilities. Not surprisingly, many people with disabilities decide to become entrepreneurs instead of working in formal institutions.

Pertuni Jatim representative, Alfian Andhika, said that there are various reasons for this, starting from acceptance, family support, to the willingness to develop themselves. Some of its members are also considered to have low capacity and competence. Because of that, the community tried to solve the issues with a number of complex training.

“For example, entrepreneurship training is inserted with self-development training,” said the alumnus of anthropology at Airlangga University.

The Renjana Inclusive Community which is engaged in inclusivity also has the same vision, so that the disabled and non-disabled can collaborate. They hope that non-disabled people can be sensitive to the circumstances and needs of people with disabilities.

Stories of Disabled Pursuing Careers (2-End)

Never Give Up, With the Support of Closest People

By: Hanaa Septiana
Jawa Pos, 21September 2021

“Don’t give up easily and never stop trying” is the key principle for the following three disabled in living their lives. They have pursued careers according to their interests. Their success is also inseparable from the support of their closest environment.

The words “never give up” deserves to be given to Yuddit Yogi Irwansyah. The deaf person has been working as a creative team for the deputy mayor of Surabaya since last April. He was accepted for his expertise in multimedia, including making designs, photography, and others.

He got the job through a network of partnerships that he had participated in. Yuddit was accepted along with two other persons with disabilities: Enrico and Danny.

Previously, Yuddit worked in a photo studio. He has been doing this job since he was doing an internship as a vocational school student from 2008 to 2019, thanks to the offer by the studio owner. In 2016, he started his business in media and advertising. Yuddit did this business with the help of a colleague. Yuddit admitted that he never gave up on his career even though he felt slighted by some people. This is because Yuddit often has difficulty communicating with non-disabled people.

“But, I’m used to dealing with it now,” said the graduate of Diploma-1 majoring in design from the Surabaya Institute of

Technology. His mother also always supports him in his work. Thanks to the support of those closest to him, he was even more motivated. Yuddit is also committed to advocating for friends with disabilities to work.

There is also a quadriplegic Reza Pahlevi who is an English teacher with the status of state apparatus at junior high school SMPN 27 Surabaya. Even though he has to use a walker, he is still active in teaching. The school helped facilitate by rotating classes downstairs so that Reza would not experience difficulties. Even now, he has become a public relations officer.

“He has potential and we also support that schools can be disabled friendly,” said Deputy Head of Public Relations of SMPN 27 Agus Achmad Yani.

Reza graduated from the Department of English Education at Brawijaya University in 2017. Previously, he applied for a job at a course institution. However, he later refused it because the facilities were not disabled friendly.

Reza’s luck was achieved with his strong determination to find a job. While waiting, the man from Kediri prepared himself by participating in a number of pre-employment training. Among them, public speaking and Indonesian Sign Language (Bisindo). According to Reza, there are many ways that can be done so as not to feel inferior to non-disabled people. For example, socializing and participating in training with non-disabled people. “We should also avoid thinking too badly about our situation and thinking about other people who underestimate us,” he said.

In addition, there is a person with cerebral palsy, Fira Fitria. He is a writer, activist, and double-degree master’s student. In 2012–2016, Fira also worked as a radio announcer in Tuban. He felt lucky to have this experience thanks to the education his parents gave him.

“Parental support for the education of persons with disabilities must come first,” said the Master of Public Policy student at Airlangga University and a recipient of a special disability scholarship program.

In addition, he really hopes that people with disabilities will open up themselves, especially in finding a job.

For him, disabled and non-disabled are not much different. This thought must be instilled so as not to feel inferior.

The statements of the three disabled was also supported by psychologist Asteria Saroinsong. According to her, environmental support can overcome the weakness of some people with disabilities, especially the support from family, school, and friends.

The environmental approach should be prepared early on. Among other things, the potentials of persons with disabilities should be explored and honed.

The potential is not just talent, such as painting, writing, and singing. Good qualities from within can also be potential. "For example, they like cleaning, serving, and being creative, this can be honed for their future careers," she said.



Via Irmara
Kompas TV

I started my career as a television journalist at the age of 18 at a local TV station in East Java. Not just being a journalist I also share my journalism knowledge with young people and villagers about citizen journalism. Thanks to this, in 2016 I received a short scholarship from the United States government (YSEALI) to go to the United States. In 2018, I represented Indonesia for the ASEAN - India youth exchange program. All this time I have held the motto of life which is "dream, believe, and make it happen".

Challenge in Vaccination for Autism Patients

By : Via Irmar

Kompas TV dan Kompas Jatim, Kompas TV Senin, September 20, 2021

Challenges always happen in the Covid-19 vaccination process, including when giving the vaccines to the people with autism.

They often feel anxiety and fear. It is not easy to do vaccinations to people with autisms. The biggest challenge is the anxiety caused by various factors before the vaccination is carried out.

Everyone who will be given the covid vaccine 19 often feel nervous and worried. Aska Aulia Haydar Rahman is one of them. Aska is a person with autism.

Aska's anxiety made him have to postpone his first dose of Covid-19 vaccine. Aska had failed to get vaccinated twice because he felt anxious and uncomfortable when the vaccine was about to be injected.

Vika Visnu, Aska's parent, cannot do much about her son that feels anxious and uncomfortable when he will be vaccinated with Covid-19. She has already tried to comfort her son. The involvement of the health practitioners at the location still failed to reduce his anxiety.

It all depends to Aska. He cannot be forced. Forcing Aska to get injected might even harms his safety. It really needs patience. According to Vika, Her son was anxious because he did not think he would be injected. additionally, Aska needs to adapt with the situation first because during the pandemic he rarely goes outside his home.

According to the chairman of the foundation of advocacy for

autism awareness, Oky Mia Oktaviani, the anxiety felt by patients with autism is due to various factors, including the long queue at the vaccination place which is not comfortable. It can also be because the vaccinators do not understand how to treat patients with autism.

Even so, the Covid-19 vaccination should be done to all, including people with autism and other vulnerable community groups. This effort is carried out to reduce the risk of getting infected with covid 19. But there should be safe and comfortable ways for the patients before and during the vaccination process. Therefore, parents also play an active role of parents or health personnel in the location of the vaccination.

For parents or caretakers, it is important to explain first about the situation and process during the covid 19 vaccination, so that children will not feel shocked. In addition, it is also necessary to bring things that the children like in order to divert their attention and reduce their anxiety when the child will be given vaccines. also, the queue should not be too long.

While for health personnel and vaccination officers, it is important to know first from the parents or the caretakers about the characteristics of people with autism who will be vaccinated. explain first how the process of injecting the Covid-19 vaccine into the body. It is better to use short sentences, so that the patients with autism can easily understand. Avoid any attempts of force, because it might cause trauma for the patients with autism.

Vaccination for persons with disabilities in East Java is still ongoing. The East Java Province Government claims that vaccination for the disabled patients has reached 80 percent.





Dwi Rendra Sandy Farandika
Stringer MNC TV

His nickname is Rendra, 25, single, from Situbondo Regency, likes traveling or new things, junior journalist, active in journalism since 2016, more active in hard news, learns better to cover soft news.

Disabled Ustadz teaches Remote Village Children to be Tahfidz Quran

By : Dwi Rendra Sandy Farandika

JTV, September 14, 2021 dan Metro TV, September 17, 2021

Despite the physical limitation, this young man from Situbondo, East Java are willing to teach tens of children to memorize Al Quran without charging any cost.

The day was still dark. Jubri Al-Hidayah rushed from his bed. He must teach the children in his village to read and memorize the Quran, an activity that he has routinely carried out.

From his house, Jubri must take a 200 meter of walk to the Darul Muttaqin Diniyah Madrasah in Jetis Village, Besuki District.

The darkness presents a double risk for the ustad with disability. But his determination is true because tens of village children are waiting for him. The sweat he felt was paid off when seeing tens of children welcome him. Ustad Jubri does not charge anything for the lessons he provided. For Him, Teaching to read and memorize the quran for children gives him the motivation that he can be useful for the environment. Four years of teaching, Jubri's skills show results. Seven of his students achieved the title of Hafidz or Memories of The Quran.

The man who graduated from Nurul Hidayah Islamic Boarding School have a special technique for reading the Quran to make it easier for his students to remember.

He Hopes that the provisions to memorize the Quran can give his students better life, at least open more opportunity to study abroad

even though he is physically disabled since he doesn't have legs, this man with the special needs in Situbondo regency has high spirit to teach tens of children to memorize Quran he was sincere without asking for any payment from his students.

Jubri Al Hidayah is an Ustad with disabilities who have a high spirit to teach children in remote villages to read and memorize the Quran. every day this for 40 years man walk about 200 meters to Madrasah Diniyah Darul Muttaqin In Jetis Village, Besuki District to teach his students. Ustad Jubri has a strong determination to make his students become tahfidz Quran or able to memorize Quran.

The man who graduated from Nurul Hidayah Islamic Boarding School has a special technique to read the Quran to make it easy to remember by the students. One of them is by knowing Akhlaq Karimah by remembering The Qur'an.

His sincerity in giving knowledge to 75 of his students is proven by not charging any fees. Even so, many parents or caretakers of students often give necessary goods as a token of gratitude and appreciation during his four years of teaching.

There are seven students who can memorize the Quran and continue their knowledge at The Prominent Islamic Boarding School in East Java.

For him, those who are able to memorize Quran have specialties or distinctions as they are easy remembering positive things. Therefore, they will be able to do good deeds and being a patient person. Ustad Jubri hopes that by being a person who are able to memorize Quran, his students will have better chances of life.

Ustad Jubri prove his sincerity of teaching to his students by not asking for any fee. He genuinely pass on his knowledge to the

nation's successors to enable them having good principles.

To fulfill the needs of the life, of this 40 years-old man breeds dozens of farm animals in his house. everyday, he feeds his chicken until the animals are big enough to be sold.



