

Pengalaman kerja penyandang disabilitas: tinjauan implementasi guidelines ILO dalam penerapan Undang-Undang Nomor 8 Tahun 2016 tentang penyandang disabilitas = Work experience of persons with disabilities: overview of implementation of Law Number 8 of 2016 concerning persons with disabilities

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Abstrak

ABSTRAK Kesempatan bekerja bagi penyandang disabilitas kini sudah mulai terbuka di beberapa perusahaan baik perusahaan BUMN maupun perusahaan swasta karena pegawai disabilitas mampu membuktikan bahwa kinerja pegawai disabilitas sangat efektif sesuai dengan target yang telah ditentukan oleh perusahaan. Namun perusahaan tidak dapat hanya melihat pegawai disabilitas sebagai sumber daya manusia yang bekerja tanpa memperhatikan kesejahteraan dan peningkatan kemampuan pegawai disabilitasnya terutama dalam hal pengembangan karir seperti menjadi ahli di bidang pekerjaannya serta tersedianya aksesibilitas berbagai fasilitas penunjang yang dapat mendukung mobilitas pegawai dalam beraktivitas. ILO sebagai organisasi perburuhan telah menyusun standar pengelolaan tenaga kerja disabilitas di dunia kerja agar dapat tercipta situasi kerja yang tidak diskriminatif dan inklusif. Dalam hal ini pengalaman penyandang disabilitas sangat diperlukan dalam menilai kemampuan perusahaan untuk memenuhi kriteria pengelolaan tenaga kerja disabilitas yang sesuai dengan *guidelines* ILO. Untuk itu dilakukan penelitian tentang pengalaman bekerja para pegawai disabilitas selama bekerja di perusahaan BUMN dan perusahaan swasta berdasarkan perspektif penyandang disabilitas sendiri. Penelitian ini menggunakan pendekatan kualitatif dengan jenis penelitian studi kasus pengambilan sampel informan melalui teknik *snowball sampling*. Hasil penelitian menemukan bahwa dalam perekrutan perusahaan terhadap pegawai disabilitas masih mengandung diskriminasi sebab hanya penyandang disabilitas yang berada di Balai saja yang mendapat kesempatan bekerja namun tidak seluruh penyandang disabilitas angkatan kerja selain itu dalam hal pengembangan karir dan pengadaan fasilitas umum yang masih belum aksesibel bagi pegawai disabilitas di perusahaan. Saran yang diberikan antara lain perusahaan dapat membuat kebijakan pengelolaan tenaga kerja disabilitas yang tidak diskriminatif sejak dalam tahapan rekrutmen, seleksi, pengembangan karir dan penyediaan sarana dan prasarana yang diperlukan bagi penyandang disabilitas sesuai dengan yang diharapkan pada *guidelines* ILO terkait pengelolaan penyandang disabilitas dalam dunia kerja dan sejalan dengan harapan umum yang diinginkan oleh UU Nomor 8 Tahun 2016 tentang Penyandang Disabilitas juga sehingga dapat mewujudkan *workplace inclusion* dalam dunia kerja.

ABSTRACT

Job opportunities for persons with disabilities have now begun to open in several companies, both state-owned enterprises and private companies because disability employees are able to prove that the performance of disability employees is very effective in accordance with the targets set by the company. But companies cannot only see disability employees as human resources who work without regard to welfare and increase the ability of their disability employees, especially in terms of career development such as becoming experts in their fields of work and the availability of accessibility to various supporting facilities

that can support employee mobility in their activities. The ILO as a labor organization has set standards for managing disability labor in the world of work in order to create a non-discriminatory and inclusive work situation. In this case the experience of persons with disabilities is very necessary in assessing the ability of companies to meet the criteria for managing disability labor in accordance with ILO guidelines. For this reason, research was conducted on the experience of working with disability employees while working in state-owned companies and private companies based on the perspective of persons with disabilities themselves. This study uses a qualitative approach with a type of case study of informant sampling through a snowball sampling technique. The results of the study found that the recruitment of companies with disability employees still contained discrimination because only persons with disabilities in the Balai had the opportunity to work but not all workers with disabilities other than that in terms of career development and provision of public facilities that were still not accessible for disabled employees. at the company. Suggestions given include companies can make policies for managing disability workers who are not discriminatory since the stages of recruitment, selection, career development and provision of facilities and infrastructure needed for persons with disabilities as expected in ILO guidelines related to the management of persons with disabilities in the world of work and in line with the general expectations desired by Law Number 8 of 2016 concerning Disabled Persons as well so that they can realize workplace inclusion in the world of work.</p>