

# Apakah Kebijakan Kuota Minimum Pekerja Meningkatkan Partisipasi Pekerja Penyandang Disabilitas? : Studi Empiris di Kabupaten/Kota Pulau Jawa = Does the Minimum Quota System Increase Participation of Disabled Workers? : Empirical Study in Regencies/Cities of Java Island

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## Abstrak

Dalam upaya untuk meningkatkan partisipasi penyandang disabilitas sebagai pekerja di sektor formal, Pemerintah Indonesia telah menetapkan kebijakan kuota minimum melalui UU No.8 Tahun 2016. Melalui kebijakan tersebut, institusi pemerintahan ataupun yang berkaitan dengan pemerintan layaknya BUMN atau BUMD wajib mempekerjakan 2% penyandang disabilitas dari total pekerja. Sedangkan perusahaan swasta wajib mempekerjakan 1% penyandang disabilitas dari total pekerja. Penelitian ini menganalisis pengaruh Kebijakan Kuota Minimum terhadap proporsi pekerja penyandang disabilitas di sektor formal pada tingkat kabupaten/kota di Pulau Jawa. Menggunakan model fixed effect, hasil penelitian menunjukkan bahwa kebijakan kuota berkorelasi positif dan signifikan secara statistik terhadap proporsi pekerja penyandang disabilitas di sektor formal. Namun, tren proporsi pekerja penyandang disabilitas di sektor formal periode 2017 – 2022 justru mengalami penurunan. Temuan ini menunjukkan bahwa perlunya upaya lebih lanjut dalam implementasi kebijakan secara komprehensif agar dapat meningkatkan proporsi pekerja penyandang disabilitas di sektor formal.

.....In order to increase the participation of person with disabilities as workers in the formal sector, the Indonesian government has established a minimum quota policy through Law No. 8 of 2016. Under this policy, the government, state-owned enterprises (BUMN), and regional government-owned enterprises (BUMD) are required to employ 2% disabled individuals out of the total workforce. Meanwhile, private companies are required to employ 1% disabled individuals out of the total workforce. This study analyses the impact of the Minimum Quota Policy on the proportion of disabled workers in the formal sector at the regency/city level in Java Island. Using a fixed effect model, the results of the study indicate that the quota policy is positively correlated and statistically significant to the proportion of disabled workers in the formal sector. However, the trend of the proportion of workers with disabilities in the formal sector during the period 2017 – 2022 actually experienced a decline. This finding indicates the need for further efforts in the comprehensive implementation of policies to increase the proportion of workers with disabilities in the formal sector.