

# Phenomenon Work Problem Of Blind People Of Disability

Dr. Nia Rohayati, M.Pd, Dr. (c) Yogi Muhammad Rahman, SH., MH., Siti Khoiroh, S.Sos

Indonesia

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**Abstract-** This study purpose to explain the problem of labor disability. Disability as a minority has not received a decent job, despite having the ability, expertise in their field, as well as being regulated by law. This causes disability groups to have a low welfare level. The efforts made by the government for providing assistance to them have not been able to make them improve their lives significantly. Therefore, they are needs to be assistance, and then implementation of work programs. The target of this study is blind people. This study is using a phenomenological approach, the author has attempted to form a mentoring and doing implementation of entrepreneurship for blind people. The result is 39.5% of members are able to have jobs.

**Keywords:** Disability, Employment, Welfare, Assistance, Phenomenon, Target, Job

## I. INTRODUCTION

Minority communities that have physical limitations to mentality which are always cultured by the majority normal community are those who cannot do anything. This view seems to be a guideline for people who feel themselves more normal to view disability from one perspective. The assumption about disability has an impact on the social construction of the community. The categorization of disabilities as persons with disabilities who are unable to carry out activities like other normal human beings makes a negative stigma for them. Obviously, the impact is on the limitations of accessibility for disability in various fields, such as education, employment, politics, social, economy and others.

Labor issues, for example, are one of the difficulties for disability in developing their potential to improve their welfare. Their low income level can be caused by limited employment. For example, disability classified as unable to see or can be called a blind person. Most of them only know their livelihood as a traveling masseur. Blind people are 43 members who are members of which almost 70% of them work as massage experts, 10% outside the work of massage experts, and the rest admire. Being a masseur is also not a steady income, they massage if there is only a call. That means they work only when needed, the income they get is not enough to meet their daily needs. Worse, plus the burden of benefits faced for those who are married and have offspring. Their cost of living is increasing. Therefore, the level of welfare of the blind people of disability is still very low.

Then, the causes that influence the problem are indicated in addition to the limited employment, there are actually fundamental factors that are so influential that the failure of an understanding

of the concept of disability from every level of society to the government. Such a concept does look easy to understand in a logical way, but it is difficult to apply in practice. The proof, first the government has not launched a regulation that is friendly to disability. Second, clear and accurate data collection has not been carried out by the local government. This causes the accommodation not to be accommodated for solving disability problems. If the disability is considered as one of the social welfare problems of 27 problems that exist, then the error lies whether it comes from the person with disability itself, or the community, or the government? Isn't it if there is a problem that arises means there is an error that appears? Simply put, our thinking comes from a phenomenon that occurs according to facts. The complexity of disability problems will actually feel lighter if the state's role is truly evenly distributed. Because the country is the right place to solve problems. Opinion "Miriam Budiardjo (2008) states that the state is a tool (agency) of the community that has the power to regulate human relations in society and regulate the symptoms of power in society. Humans live in an atmosphere of cooperation, as well as an antagonistic and contradictory atmosphere. Thus, the state deserves to be the main actor in providing solutions to problems.

Thus, the complexity of the problem of disability in one field is already complicated, not to mention if it is observed in other fields. Of course many are the contributing factors. Therefore, we feel this is interesting to discuss and observe. In this scientific work we describe it with explanations to explain the phenomena that occur. We used previous observations as a barometer to discuss the problem. Our facts can be obtained from the results of observations and interviews that we conducted in several government institutions and the secretariat of the foundation. In solving disability problems, of course, there needs to be a role for many parties not only the state, but non-governmental organizations that help the role of the government. There are several goals that we want to achieve in this regard:

a. Know and explore social problems in the field of disability; b. Identifying employment problems as a factor in the welfare level of disability groups; c. Helping government for solving social problems; d. Providing alternative solutions for resolving employment problems for blind people of disabilities.

## II. METHOD

The method used in this study is a qualitative research method with a phenomenological approach. These methods and approaches are used to explore the problems that occur more

deeply. Our team tries to get into their daily lives. We see and observe real events. According to "Sugiyono (2017), explains that qualitative research methods are research methods based on positivism philosophy, used to examine the condition of natural objects, (as opposed to experiments) where the researcher is a key instrument, purposive sampling of data sources and snowbaal, a collection technique with triangulation, data analysis is inductive / qualitative, and the results of qualitative research more suppress the meaning than generalization".

According to the phenomenological approach according to "Yanuar (2014) states that researchers in the view of phenomenologists try to understand the meaning of events and their relationships to ordinary people in certain situations. Phenomenological sociology is basically very influenced by the views of Edmund Husserl and Alfred Schultz. Other influences come from Weber which emphasizes *versteh*n, namely the interpretive understanding of human understanding ". Our team observes issues that do affect aspects of the life of the disability at YMHIT which occur as events that will provide useful meaning. Through data collection techniques by interviewing the target of observation, then processing the results into theoretical facts to describe the meaning that occurs.

### III. RESULTS AND DISCUSSION

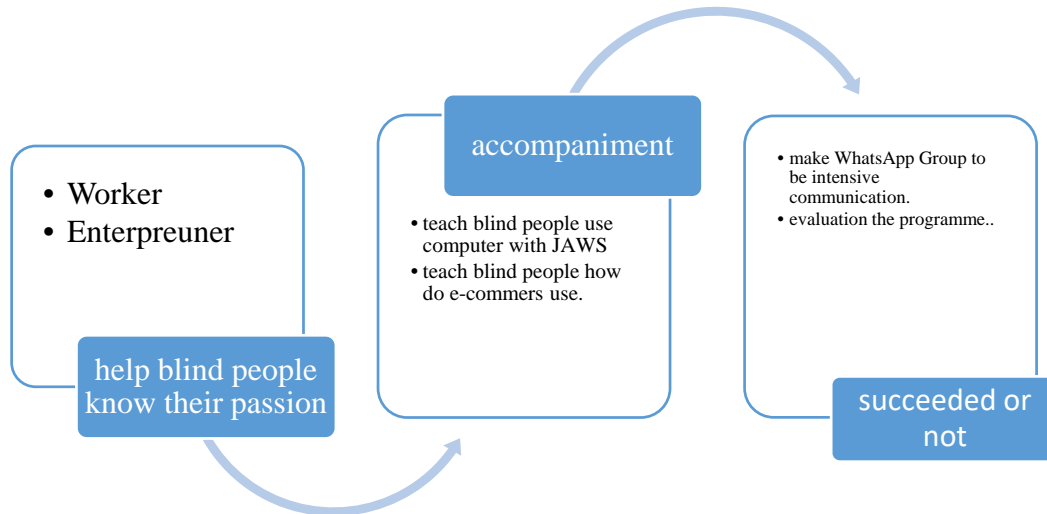
The concept of disability was introduced to strengthen the planting of views to the community. The concept is the process of interpreting someone who has physical and mental limitations that are considered the same by all circles. Disability has the right to have handling and service from various parties as well as non-disabled in general. Thus, the word defect must be replaced by the concept of the meaning of disability. This includes efforts to enable disability to carry out activities like humans that are considered normal. As a result of the notion that humans with disabilities are unable to do anything is very broad to their productivity performance. Not many of them are able to work well and generate enough income to support their families. It's a heavy burden to improve their standard of living.

Normally the equality of persons with disabilities is regulated in Law number 8 of 2016. Persons with disabilities have the right to get equal opportunities to obtain services and access in various aspects of life by obtaining special facilities and infrastructure without discrimination. For example, in employment. Persons with disabilities are required to receive guarantees in the process of recruitment, admission, job training, work placement, work continuity, and career development that is fair and without discrimination from the government. Job training institutions are inclusive and easily accessible. Then, employers in the recruitment process of workers with disabilities can take placement tests to find out their interests, talents and abilities, provide assistance in the process of filling out application forms and other processes needed, provide tools and forms of tests that are suitable for disability conditions, and provide flexibility in the time of the test operation in accordance with the conditions of persons with disabilities. Then, the government must guarantee equal access for persons with disabilities to the benefits and programs in the national social security system in the field of

employment. The Government, Regional Government, State-Owned Enterprises, and Regional-Owned Enterprises must employ at least 2% of persons with disabilities from the number of employees or workers. Private companies must employ at least 1% of persons with disabilities from the number of employees and workers. Obviously in the presentation, the right to get decent work is owned by every person with disabilities. In addition, people with disabilities have the right to access, special facilities and good infrastructure, such as buildings, are provided with elevators or sloping roads for persons with disabilities. Disability service units must be available at workplaces. This is to help strive for and optimize the productivity performance of persons with disabilities.

Actually the problem that arises is not only from the unavailability of jobs for people with disabilities, but the government's attention to them is lacking. Next we describe the results of the persons with disabilities are certainly regulated specifically by the Law, but for the regulation there is no Regional Regulation that regulates it, but this year entered the stage of the Regional Legislation Program in the House of Representative on empowerment from the aspect of employment and facilities for disability. Hopefully this year the regulation can be realized. Certainly all elements must support persons with disabilities. This means that the relationship is to make regulations in the form of regional regulations that have entered the prolegda. For the problem, the facility already exists in the Manpower Law. And the material has been specifically arranged to handle it, then if you want more details please ask the Social Service! Dinas Sosial is an institution that is more active in dealing with disability issues. "Then, we did an interview with the Office of Social Affairs again, along with the results of the interview." Here there are quite a lot of problems and about 27 problems. Disability included. Social services pay enough attention to disability issues by giving attention such as rehabilitation and provision of assistive devices.

Thus, it can be said that the state in the form of government has actually given attention to persons with disabilities, but it is not enough to solve labor problems. Regional regulations are still in the way, the government's attention is not only in regulatory matters, but in providing education to the general public that persons with disabilities are also able to work according to their interests and abilities. Then, the regulation is important to be realized to create a balanced life order. There is no discrimination, and respect for individual rights. The trust of the government will reach the community. The government needs to build several Integrated Service Units to provide services to persons with disabilities. Although, sometimes some circles are still confused about solving problems for disability, and one institution throws a handball at another institution, so that it can feel lightly needed by the participation of the community to help the government. There are many examples of some people with disabilities who have worked in Government Institutions or Private Companies. That is proof that state institutions, especially regional governments, play a very important role in the survival of persons with disabilities. Because what has been regulated in the law has not been implemented well, then with administrators carry out a mentoring and implementation of hands-on employment and entrepreneurship exercises. The implementation scheme is as follows:



As a result, 43 members managed to work as many as 5 people and opened as many as 12 people in the shop and online shop categories, becoming drop shipper, and marketing health products. Thus, disability does need more assistance and motivation to improve their standard of living.

#### IV. CONCLUSION

The human resources there cannot be optimally optimized. HR tends to choose to look for livelihoods outside the City, because it is more supportive and supportive. Although, Social Service has conducted poverty re-registration or verification of integrated social welfare data to clearly record the amount of poverty, one of the factors it is people with disabilities. The role of the state through the relevant agencies is expected to be able to work comprehensively.

The object of this study is the net disability group. Of the 43 members, 39.5% of them managed to have jobs and make their own businesses. This success is achieved due to factors: a. clear and directed procedures for implementing the program; b. increasing life motivation of training participants; c. periodic mentoring involving volunteers.

This implementation will continue until all members can get their jobs and businesses.

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#### AUTHORS

**First Author** – Dr. Nia Rohayati

**Second Author** – M.Pd, Dr. (c) Yogi Muhammad Rahman, SH., MH

**Third Author** – Siti Khoiroh, S.Sos

