

P R A K A R S A *Policy Brief*

July 2022

Misfortune does not come alone by itself: Multi-marginalization of women with disabilities in the labor market in Indonesia

Key Points:

- Women with disabilities experience multiple discriminations due to inherent attributions such as gender roles, educational status, economic status, severity of disability, and geographic conditions of residence.
- The workforce of women with disabilities is predominantly working in the informal sector which is generally low paid, unpaid and without social protection.
- Women workers with disabilities experience acts of violence without adequate protection.
- Gender roles constructed by society assume that women are more suitable for certain forms of work, resulting in limited career development for women workers with disabilities.



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Gender inequality of female disabled workers in Indonesia

Persons with disabilities, both men and women, face various forms of discrimination and stigmatization in their daily lives. As a result of various discriminations, the participation of persons with disabilities of working age in the labor market is still lacking. Out of around 154 million people with disabilities, only 7.9 million people enter the workforce (Sakernas, 2020). This seems to reinforce the stigma that persons with disabilities cannot work due to their personal limitations.

However, women with disabilities face more severe stigma and discrimination. In general, gender roles that place women having to do domestic work, such as cooking, washing, caring for the elderly or children, result in women not having the same opportunities as men to enter the labor market. This condition makes women economically dependent on their families and not independent. This is reinforced by the results of PRAKARSA's research (2022) which found that women with disabilities depend on their families to support their daily lives.

Women with disabilities are victims of acts of violence, including sexual violence. Komnas Perempuan's year-end records (2019) found 89 cases of gender-based violence against women with

disabilities. Half of the reported cases are sexual violence. Several cases of violence were perpetrated by family members, making it even more difficult for victims to report because they did not have access to report acts of violence they experienced.

In addition, victims of acts of violence do not know how to get legal protection. The results of the PRAKARSA study (2022) show that it is difficult for women with disabilities to access legal protection institutions in the workplace. The complaint service also shows that it is not yet fully accessible to persons with disabilities, especially those with hearing disabilities, where complaints are mostly provided in the form of telephone call reports. These obstacles reflect that the risks of violence that may occur in the workplace cannot be fully anticipated. PRAKARSA's research (2022) also found that women with disabilities do not gain confidence in reports of acts of violence they experience at work.

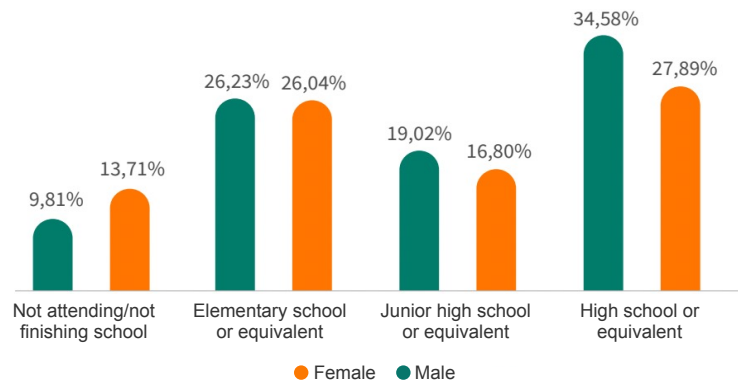
Access and conditions of women with disabilities in the labor market

The PRAKARSA study (2022) shows that women with disabilities' access to education and training is generally lower than their male counterparts. The proportion of women with disabilities who do not finish primary school and only have primary school education is greater than that of men with

disabilities. Meanwhile, for higher levels of education such as junior and senior high schools or the equivalent,

the proportion of males with disabilities is higher than females.

Figure 1. Percentage of education level by sex

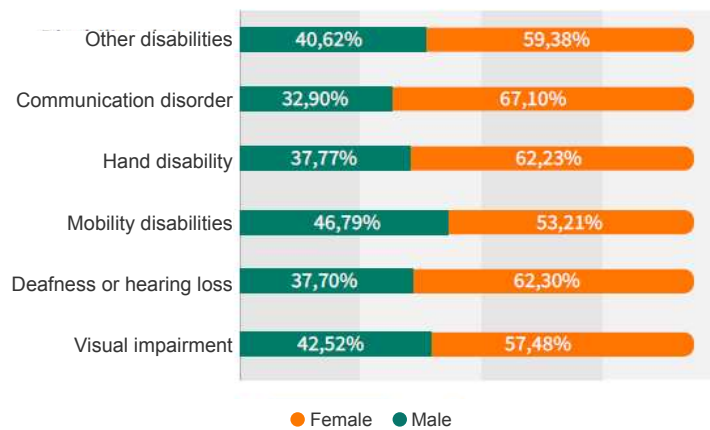


Source: processed 2020 Sakernas data

Low levels of education and limited access to job training programs have an impact on the bargaining power of women with disabilities in the job market. Data processed by SAKERNAS in the PRAKARSA study (2022) shows that the percentage of the workforce with disabilities is fewer than men with disabilities. The total work force with female disabilities is only 42.17% compared to 57.83% of male persons with disabilities. Due to their smaller number, they often escape attention and also the policies made by the government.

Based on work status, 38.6 percent of men with disabilities who become laborers/employees/ while women are 33.01 percent (PRAKARSA, 2022). Meanwhile, workers with families or unpaid workers tend to be dominated by women at 25.4 percent. The gap reached 17 percent compared to men, which was only 6.98 percent. These unpaid workers fall into the category of types of work that do not generate income for the household.

Figure 2. Labor Force Conditions Disability Based on Gender and Disabilities

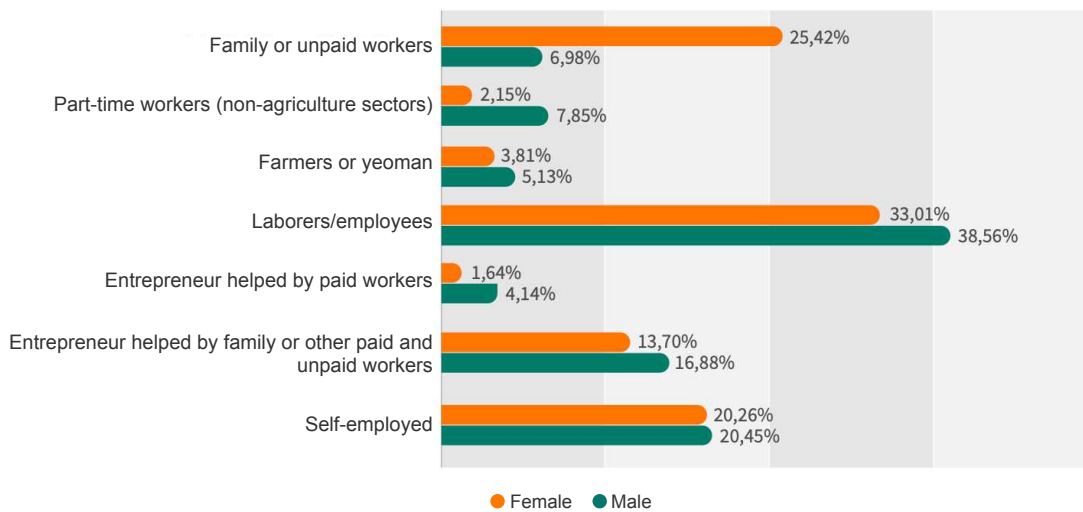


Source: processed Sakernas data, 2020

The low participation of women with disabilities in the job market proves that the government has not taken affirmative policies. Although in Law no. 8 of 2016 concerning Disabilities, the government has regulated a minimum quota of 2% in government agencies and BUMN/BUMD, and 1% in the private sector, in practice this policy has not been implemented.

Women with disabilities also work more informally than men with disabilities. SAKERNAS data (2020) shows that 80.85% of women with disabilities work in the informal sector compared to 71.89% of men with disabilities (PRAKARSA, 2022). Figure 3 shows that around 25% of women with disabilities are family/unpaid workers. This number is higher than that of men calculated from the total of each proportion of men and women.

Figure 3. Main employment status of persons with disabilities based on gender



Source: processed Sakernas data, 2020

On the other hand, even though the average income is equally low, the average income of female disabled workers is still below that of male disabled workers. PRAKARSA (2022) based on SAKERNAS data found that women with disabilities workers receive an average wage of Rp. 1,099,715/month while men receive Rp. 1,753,128/month.

Weak support for the labor market

Policies and programs related to employment with disabilities still apply in general to all categories of disabilities and do not pay attention to gender, type and severity of disability. The Government of Indonesia through Law no. 8 of 2016, article 5 paragraph 2 has recognized the potential for layered discrimination against women with disabilities and regulates efforts to reduce it. In paragraph 2 point c it is stated that women with disabilities have the right to get more protection as a result of layered discrimination. Protection for women with disabilities needs to be implemented specifically considering that there are different needs between women with disabilities and those who are not disabled.

Women with disabilities are also hindered by their mobility due to inadequate infrastructure, even though mobility is important for them to work and build a career. Based on the type of disability, most women workers with disabilities are persons with mobility and visual disabilities (figure 2). This means they cannot compete head-to-head with non-disabled people who have high mobility to access jobs and workplaces (PRAKARSA, 2022). Public transportation is an affordable public service for low-income people, but public transportation services in Indonesia are still not friendly to women, especially women with disabilities. Even though not all persons with disabilities, men and women, have private vehicles or families with private vehicles that can assist their mobility. As a result, their job choices are increasingly limited because they cannot access all work locations at affordable costs.

Women with disabilities in the labor market also still do not get fulfillment of their rights to work, such as adjustments to tools or workplaces by employers. Based on PRAKARSA findings, several companies that employ women with disabilities have implemented affirmative action in the process of recruiting workers. Unfortunately, these affirmative action efforts have not been followed up with adjustments to the fields of work and the wages they get. This is in line with the statement from the Ministry of PPPA that injustice to women that occurs in the workplace occurs during the process of accepting jobs. The company's decision to accept female workers with disabilities is still largely determined by the discretion of the leadership, and not on legal compliance (PRAKARSA, 2022).

The Government of Indonesia through Government Regulation no. 60 of 2020, has regulated the existence of Disability Service Units in every province, district and city in Indonesia. This effort is aimed at encouraging the implementation of a minimum quota for workers with disabilities and trying to ensure the acceptance of persons with disabilities in the job market. It's just that, for the tasks and functions described in article 8, in general it still states that there are efforts to fulfill the rights and protection of persons with disabilities in the labor market, however, this policy does not have concrete achievement indicators, for example ULD has a target number of persons with disabilities who are absorbed in the market work.

Conclusions and Recommendations

As discussed above, women with disabilities receive double discrimination both in accessing work and after work. Forms of discrimination that occur include low levels of education, opportunity, participation and acts of violence.

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PRAKARSA Policy Brief is

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In addition, cultural factors such as recruitment that is not yet affirmative, the lack of access to basic services to support work mobility, and the lack of access to protection from acts of violence in the workplace affect the involvement of women workers with disabilities in the labor market.

Therefore, PRAKARSA provides several recommendations:

- **Ensuring the existence of gender and disability disaggregated data to increase access of women with disabilities to the labor market.** The Central Bureau of Statistics and the Ministry of Manpower need to produce disaggregated data on the work force of women and men with disabilities and the categories of disabilities they have. This effort is not only to map needs, but also to monitor the level of participation of women with disabilities in the labor market. The Ministry of Home Affairs in collaboration with the Ministry of Social Affairs needs to produce population data on disabilities. This recommendation is aimed at increasing access of persons with disabilities to social protection and social security programs.
- **Develop manuals for employers and women with disabilities.** The Ministry of Manpower, the Ministry of Social Affairs, the National Commission on Disabilities, and the Commission for the Protection of Women and Children need to create tools that function to provide understanding to both employers and the disabled workforce, especially women. The form of these tools can be in the form of a guidebook for hiring persons with disabilities and a handbook for protection against acts of violence in the workplace for women with disabilities.
- **Establish a special task force to monitor the participation and protection of women with disabilities.** The Ministry of Manpower, the Ministry of Social Affairs, the National Commission on Disabilities, and the Commission for the Protection of Women and Children can also form a task force for monitoring the participation and protection of women with disabilities in the labor market
- **Encouraging quota policies and inclusion of women with disabilities in training and in the workplace.** The Office of Manpower and Transmigration, the Office of Social Affairs, and the Disability Service Unit, need to determine a special quota for women with disabilities to access training at BLK/BLKK. Employers or employers' associations need to adopt inclusive policies starting from providing welfare benefits, training opportunities, subsidies for children, job accommodations, and creating a work environment that is conducive and free of stereotypes for women workers with disabilities
- **Encouraging the involvement of women with disabilities in Musrenbang to encourage gender and disability sensitive budget allocations.** District/City, District and Village level governments ensure the involvement of women with disabilities in development planning meetings (Musrenbang). Aspirations and input from groups of women with disabilities need to be included in fulfilling the right to work. For example, special budgets for improving work skills for the female disabled workforce, providing facilities and infrastructure that can support mobility such as public transportation, disability aids, and so on.

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