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Factors Affecting Disability Employment Opportunities in the Labor Market in West Sumatra

Faktor-Faktor yang Mempengaruhi Peluang Tenaga Kerja Disabilitas pada Pasar Tenaga Kerja di Sumatera Barat

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Abstract

People with disabilities frequently encounter discrimination, particularly in gaining employment, despite having the same rights, roles, and responsibilities as the general population. This study examines the factors affecting employment opportunities for individuals with disabilities in West Sumatra in 2022, using data from SAKERNAS 2022. The analysis focuses on variables such as gender, age, marital status, education, and residential classification. The research utilizes logistic regression analysis to explore these factors. The results reveal that age has a positive influence on employment opportunities, whereas gender, marital status, education, and residential classification have significant negative effects on the employment prospects of individuals with disabilities in West Sumatra.

Keywords: People with Disabilities, SAKERNAS 2022, West Sumatra.

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Abstrak

Penyandang disabilitas sering kali mengalami diskriminasi, terutama dalam mendapatkan pekerjaan, meskipun mereka memiliki hak, peran, dan tanggung jawab yang sama dengan masyarakat pada umumnya. Studi ini mengkaji faktor-faktor yang memengaruhi kesempatan kerja bagi penyandang disabilitas di Sumatera Barat pada tahun 2022, dengan menggunakan data SAKERNAS 2022. Analisis ini berfokus pada variabel-variabel seperti jenis kelamin, usia, status pernikahan, pendidikan, dan klasifikasi tempat tinggal. Penelitian ini menggunakan analisis regresi logistik untuk mengeksplorasi faktor-faktor tersebut. Hasil penelitian menunjukkan bahwa usia memiliki pengaruh positif terhadap kesempatan kerja, sedangkan jenis kelamin, status pernikahan, pendidikan, dan klasifikasi tempat tinggal memiliki pengaruh negatif yang signifikan terhadap prospek kerja penyandang disabilitas di Sumatera Barat.

Kata Kunci: *Penyandang Disabilitas, SAKERNAS 2022, Sumatera Barat.*

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INTRODUCTION

Although individuals with disabilities constitute a substantial portion of both global and national populations, they often lack equal access to employment. This disparity results in high unemployment rates among people with disabilities, who face numerous challenges in the labor market, including limited competition with non-disabled workers and restricted access to education and information, which further hinders their employment prospects in Indonesia (Effendi & Yunianto, 2017). The Law on Persons with Disabilities (UU No. 8/2016) represents a significant step towards aligning national policies with the human rights standards established by the CRPD. The challenge now lies in transforming these legal frameworks into actionable policies, enforcement mechanisms, and development strategies that truly respect, protect, and fulfill the rights of people with disabilities in Indonesia. To ensure the effective implementation of these rights, it is crucial to develop a comprehensive monitoring framework that can be utilized by both government bodies and civil society organizations, including those representing people with disabilities (Salim & Yulianto, 2021).

People with disabilities are part of the workforce and require employment to earn wages and sustain their livelihoods, just like non-disabled individuals. According to a 2010 OECD study, there is a significant gap in labor force participation rates between individuals with and without disabilities, with the former being three times less likely to participate in the labor market (Putri *et al*., 2019). Many people with disabilities do not receive regular wages but are instead compensated based on output or periodic payments. Their predominant employment in the informal sector often excludes them from insurance and workplace benefits. Moreover, people with disabilities tend to work fewer hours, resulting in lower average hourly wages compared to non-disabled individuals. Although higher education can improve wages and employment prospects for people with disabilities, these outcomes are still less favorable than for non-disabled individuals (Halimatussadiah *et al*., 2017).

In recent disability research, there has been a shift towards understanding societal barriers, with the social model of disability gaining prominence in some European countries, such as Great Britain. However, in Scandinavia, a relational model, which focuses on the interaction between an individual and their environment as the cause of disability, has been more influential. This model aligns with the International Classification of Functioning, Disability, and Health, which underpins the analysis presented here (Boman *et al*., 2015). In employment, people with disabilities should have equal opportunities and treatment in accessing, maintaining, and advancing in their careers. This equality is essential to fostering fair competition in the workplace between disabled and non-disabled workers. However, the lack of accurate data on the exact number of people with disabilities complicates efforts to improve their employment prospects (Bella & Dartanto, 2016).

Participation rates of disabled workers in the labor force are generally lower than those of non-disabled workers, while unemployment rates are higher. The high inactivity rate among people with disabilities in the workforce reflects relatively low levels of education and vocational training (Rahayu & Dewi, 2013). According to the 2018 Basic Health Research survey by the Ministry of Health, West Sumatra Province has the fourth-highest proportion of adults with disabilities aged 15-59 years among all Indonesian provinces, at 32.4 percent, the highest on the island of Sumatra. Lampung Province, by contrast, has the lowest proportion at 13.8 percent. Employment barriers for people with disabilities are complex and can arise both inside and outside the workplace. For example, women with disabilities often face double discrimination, including lower wages compared to men with disabilities (Alizah *et al*., 2023).

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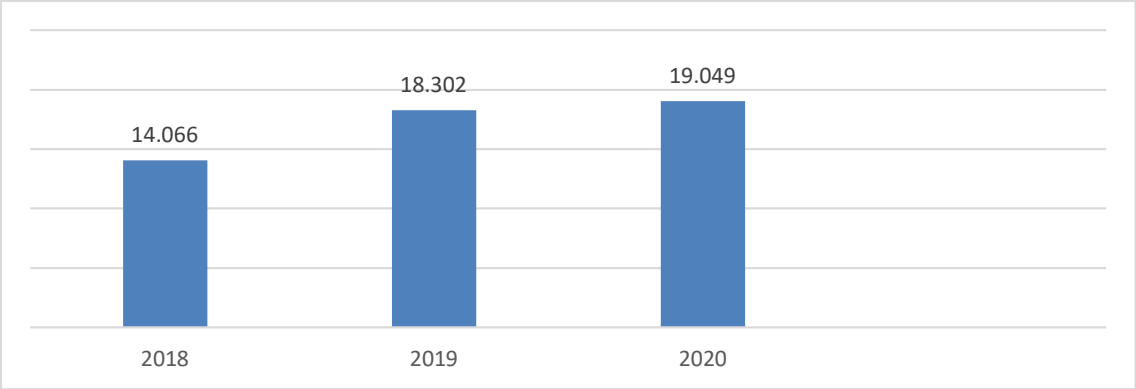


Figure 1. Proportion of Persons with Disabilities in West Sumatra
Source: Buku Data PPKS & PSKS Sumatera Barat Tahun 2020 (diolah), 2024.

Data from the 2020 West Sumatra PPKS & PSKS data book published by the West Sumatra Social Service indicates a steady increase in the proportion of people with disabilities in West Sumatra from 2018 to 2020 (Figure 1), with a disability population of 19,049 in 2020, marking a significant increase from previous years. Halimatussadiah *et al*. (2017) found that West Sumatra has the highest prevalence of disability in Indonesia, at approximately 18.75 percent, which may be due to the aging population, as many younger individuals migrate to other provinces or regions. Similar to non-disabled individuals, education and training play a crucial role in improving employment opportunities and wages for people with disabilities (Burchardt, 2004). Hogan *et al*. (2012) identified education, severity of disability, age, and gender as key factors influencing labor force participation rates among people with disabilities. The 2020 National Labor Force Survey (SAKERNAS) found no significant differences in disability types between men and women, although women are generally more vulnerable to disability, highlighting the need for gender-sensitive policies and programs.

There is increasing attention on promoting decent work for all, including people with disabilities. Disability participation in the labor market has become a strategic priority in regional development planning. Considering the challenges faced by the workforce, this study aims to identify the factors influencing employment opportunities for workers with disabilities in West Sumatra.

LITERATURE REVIEW

Law Number 8/2016 defines "Persons with Disabilities" as individuals experiencing long-term physical, intellectual, mental, and/or sensory impairments, which, when interacting with the environment, may hinder their full and equal participation in society (Bappenas, 2021). This definition reflects the intent of Law 8/2016 to align Indonesia's legal system with the Convention on the Rights of Persons with Disabilities (CRPD). The term was first introduced in Law No. 19/2011, which ratified the CRPD. With the enactment of Law 8/2016, "persons with disabilities" replaced the previous terminology used in Law Number 4 of 1997. Article 148 of Law 8/2016 mandates that "persons with disabilities" in earlier legal contexts be interpreted under the current definition unless otherwise specified (Bappenas, 2021).

Law No. 8/2016 safeguards the participation of persons with disabilities in the labor market in Indonesia. Article 53 requires private companies to reserve at least one percent of their workforce for persons with disabilities, while public sector employers must allocate two percent. Despite these provisions, the employment rate for persons with disabilities remains troubling. Bella & Dartanto (2016) emphasize that individuals with disabilities should have equitable access to employment

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opportunities, enabling them to compete fairly based on their capabilities. However, a significant obstacle is the absence of accurate data on the number of persons with disabilities, complicating efforts to integrate them into the workforce. A study on Denmark's labor market found that individuals with communicative disabilities, such as hearing or visual impairments, had better employment prospects compared to those with psychological disabilities, likely due to lower education levels among the latter group (Clausen *et al*., 2004).

Prasojo (2020) noted that male workers exhibit greater flexibility in the labor market compared to females. For example, changes in male labor preferences can shift the supply curve rightward, resulting in higher wages. The transition from single to married status often enhances male performance due to increased financial responsibilities. The higher employment rate among men with disabilities compared to women could be attributed to factors such as women leaving the workforce after marriage or gender discrimination in the labor market.

H1: Gender is significantly affect employment opportunities for persons with disabilities.

According to the 2019 SUSENAS data, around 9 percent (23.3 million) of Indonesia's population is disabled. More than 40 percent of the population is over 60 years old, with 7 percent (equivalent to 11.1 million people) falling within the productive age group of 19-59. This group of individuals has the right to work and earn money. In 2003, Mavromaras and colleagues discovered that in Australia, individuals aged 15-64 with a disability were 17.6 percent less likely to be employed and experienced a 16.9 percent decrease in labor force participation.

H2: Age is significantly affect employment opportunities for persons with disabilities.

Putri *et al*. (2019) discovered that being married with disabilities increased employment likelihood by 2.7 percent compared to unmarried or divorced individuals, due to growing economic demands within the family.

H3: Marital status is significantly affect employment opportunities for persons with disabilities.

Maghfirah (2022) found that individuals with disabilities who had completed at least junior or senior high school were 1.44 to 2.57 times more likely to secure formal employment compared to those with no formal education. Moreover, individuals who received training were 2.32 times more likely to find formal employment. Siregar *et al*. (2021) further noted that higher education and training levels correlate with better employment outcomes and wages among persons with disabilities.

H4: Education is significantly affect employment opportunities for persons with disabilities.

Putri *et al*. (2019) observed that living in urban areas reduced the likelihood of employment for persons with disabilities by 0.9 percent compared to those in rural areas. This difference may be attributed to the greater availability of job opportunities in rural areas, such as in agriculture, and the prevalence of family-based or village-level employment, which provides better labor market access than in urban areas (Saefulah, 2017).

H5: Classification of residence is significantly affect employment opportunities for persons with disabilities.

METHOD

This study leverages primary data sourced from the 2022 National Labor Force Survey (SAKERNAS) conducted by the Central Statistics Agency. A descriptive and inductive methodology is employed to examine the associations between the independent and dependent variables. The

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dependent variable in this analysis is the employment status of individuals with disabilities, which is categorized as 1 for those employed and 0 for those unemployed. The independent variables under consideration include gender, age, marital status, education, and residential classification, each of which is evaluated using binary coding (Ghozali, 2018). In particular, gender is coded as 1 for males and 0 for females. Age is measured in years, with the labor force age range defined as 15 to 65 years. Marital status is assigned a code of 1 for married individuals and 0 for those who are not married. The education variable is coded as 1 for those who have completed high school or higher education, and 0 for those with lower educational attainment. Finally, the residential classification variable is coded as 1 for urban areas and 0 for rural areas.

Logistic regression analysis, similar to discriminant analysis, is used to determine if the independent variables can predict the probability of the dependent variable. Ghozali (2018) states that logistic regression is especially beneficial for examining two possible outcomes. The examination was carried out with the aid of STATA 14 software, shedding light on the factors influencing employement opportunities for individuals with disabilities in West Sumatra. As per Gujarati (2007), the logistic regression model has a standard form:

$$L_i = L_n\left[\frac{Pi}{1-Pi}\right] = \beta 0 + \beta 1X1 + \beta 2X2 + \cdots \beta 5X5 + \mathcal{E}$$

that is, $\beta 0$ is intercept of the regression line; X1 is gender; X2 is age; X3 is marital status; X4 is education; and, X5 is residence classification.

RESULTS

The logistic regression model was computed in Stata with a significance level set at α = 0.05. When the p-value of an independent variable is less than 0.05, it is considered to have a significant impact on the dependent variable (Ghozali, 2018). Table 1 indicates that gender, age, marital status, education, and residence classification all have a significant impact on employment opportunities for individuals with disabilities at a 5% percent of significance level.

The gender variable exhibits a notably positive impact on employment prospects for individuals with disabilities in West Sumatra, as evidenced by a coefficient of 1.4380 and an odds ratio of 4.2124. This suggests a higher likelihood of employment for disabled males relative to females, with the marginal effect showing that males have a 0.2743 higher probability of being employed compared to females. Similarly, the age variable demonstrates a significant positive effect on employment opportunities, with a coefficient of 0.0432 and an odds ratio of 1.0442. This implies that older individuals with disabilities have enhanced employment prospects compared to their younger counterparts. The marginal effect value indicates that each additional year of age increases the likelihood of employment by 0.0084 points.

Marital status also plays a crucial role, with a coefficient of 0.8612 and an odds ratio of 2.3661, signifying that married individuals with disabilities have greater chances of employment than their unmarried counterparts. The marginal impact reveals that the probability of employment rises by 0.1765 percentage points for married individuals. Education positively influences employment opportunities as well, with a coefficient of 0.8296 and an odds ratio of 2.2925. This indicates that those with at least a high school education are more likely to secure employment. The marginal effect demonstrates that obtaining higher education will increases the employment probability by 0.1432 points.

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Tabel 1. Results of Parameter Estimation and Odd Ratio of Logistic Regression of Factors Affecting Disability Employment Opportunities in West Sumatra

Variabel	Coefficient	Std. Error	Sig.	Odd Ratio	Marginal Effect
Gender	1.4380	0.0338	0.000	4.2124	0.2743
Age	0.0432	0.0013	0.000	1.0442	0.0084
Marital Status	0.8612	0.0363	0.000	2.3661	0.1765
Education	0.8296	0.0407	0.000	2.2925	0.1432
Classification of Residence	-0.4537	0.0323	0.000	0.6352	-0.0896
Constant	-1.8911	0.0510	0.000	0.1508	

Source: Processed data (STATA), 2024.

In contrast, residential classification exhibits a significant negative effect on employment opportunities, as shown by a coefficient of -0.4537 and an odds ratio of 0.6352. This finding suggests that individuals with disabilities residing in urban areas have lower employment chances compared to those living in rural areas. The marginal effect indicates that the probability of employment decreases by 0.0896 points for urban residents relative to their rural counterparts.

Discussion

The results of this study reveal that gender plays a significant role in determining employment opportunities for individuals with disabilities in West Sumatra, with males being 4.2124 times more likely to secure employment than females. This finding is consistent with Putri's (2019) study, which observed that men have an 18.3 percent greater chance of entering the workforce compared to women. This disparity is largely attributed to family and childcare responsibilities, which often limit women's workforce participation (Schaner & Das, 2016).

Age is another critical factor, with older individuals with disabilities showing a higher likelihood of employment compared to younger individuals. This observation aligns with Maghfirah's (2022) research, which emphasizes that older workers, even those with disabilities, are often valued for their experience. Middle-aged disabled individuals are generally in a productive phase of life, which enables them to contribute effectively to the workforce despite any physical limitations they may have.

Marital status also emerges as a significant determinant, with married individuals with disabilities being 2.3661 times more likely to find employment than their unmarried counterparts. This finding is supported by Wang & Li (2018), who found a strong positive correlation between marriage and employment, particularly for men, who often have greater family responsibilities (LPEM FEB UI, 2017).

Education is another vital factor influencing employment opportunities. Individuals with disabilities who have attained a high school education or higher are 2.2925 times more likely to be employed than those with lower educational attainment. This finding is consistent with research by Fajriani & Wicaksono (2023), which demonstrates that higher educational attainment significantly boosts employment prospects for persons with disabilities. Lay-Raby *et al*. (2021) also underscore the strong link between higher education and improved employment outcomes.

Finally, the place of residence significantly impacts employment opportunities, with individuals with disabilities living in urban areas being less likely to be employed compared to those in rural

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areas. This finding, which aligns with Fajriani *et al*. (2023), suggests that rural areas may offer better employment prospects, possibly due to the presence of agricultural jobs and local industries (Saefullah, 2017).

Based on these findings, several recommendations are proposed. First, both national and local governments should offer specialized training programs for persons with disabilities to improve their competitiveness in the labor market. Second, in line with Law No. 8/2016, both public and private sector employers should adhere to the legal requirement to hire a minimum number of employees with disabilities, ensuring equal access to job opportunities and income for this group. Lastly, it is essential to expand educational opportunities for persons with disabilities, as higher educational attainment is crucial for improving their employment prospects.

CONCLUSION

This study explores the influence of various factors, including gender, age, marital status, education, and residence classification, on the employment opportunities available to disabled workers in West Sumatra. The logistic regression analysis conducted using STATA 14 indicates that gender, age, marital status, and education have a significant and positive impact on the likelihood of persons with disabilities engaging in the labor market in West Sumatra. Specifically, males, older individuals, married persons, and those with higher levels of education exhibit a greater probability of securing employment in this region. In contrast, the classification of residence exerts a significant negative effect on employment opportunities, with persons with disabilities residing in rural areas being more likely to find employment than those in urban areas.

However, the study acknowledges certain limitations, particularly in accessing comprehensive references and theories that cover the full spectrum of disability. To enhance the scope of future research, it is recommended that studies incorporate a variable that accounts for the severity of disability within each sample. This addition could provide deeper insights into how the severity of a disability influences labor market participation and the sustainability of employment among disabled workers.

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