

Disability-Inclusive Efforts Reflected in Development Programs: A Review of Literature and Recommendations for Scaling UP

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Abstrak

Inklusi disabilitas diadopsi sebagai strategi utama untuk mengatasi kemiskinan pada penyandang disabilitas. Indonesia sebagai negara berpendapatan rendah dan menengah menjadikan kesenjangan tersebut masih ada. Sehingga, penelitian ini bertujuan untuk menganalisis inklusi disabilitas dalam program pengembangan di Indonesia dan dalam mengidentifikasi prioritas. Penelitian ini adalah tinjauan literatur bersifat deskriptif, dalam menganalisis data menggunakan enam-fase linier dari pendekatan analisis tematik. Melalui metode semi sistematis 12 artikel terpilih. Berdasarkan temuan tersebut, terdapat peluang untuk memberikan inklusi disabilitas sosial dan ekonomi yang memunculkan minimal peluang bagi penyandang disabilitas di ranah politik. Perlindungan hukum dan sosial mengalami kemajuan tetapi masih memiliki kekurangan meski beberapa upaya pengembangan menerapkan intervensi strategis, dan masih menemui tantangan. Rekomendasi telah diidentifikasi yang dapat menjadi prioritas pengembangan kedepan bagi pembuat kebijakan, pelaksana, dan pemangku kepentingan disemua tingkatan. Studi ini menyarankan tentang bagaimana rekomendasi diusulkan dari studi sebelumnya diimplementasikan sektor pengembangan publik dan swasta. Selain itu, menguji sarana yang peka dan sesuai dengan budaya diperlukan untuk mengubah tantangan menjadi tindakan agar bisa memastikan skalabilitas, replikasi, dan keberlanjutan upaya pengembangan di Indonesia yang inklusif disabilitas.

Kata kunci: Disabilitas, inklusi, pengembangan, Indonesia

Abstract

Disability inclusion is adopted as the main strategy to address poverty among persons with disabilities. In low- and middle-income countries like Indonesia, the development disability gap is prevailing. Hence, this study aimed to analyze the most recent disability-inclusive efforts in development programs in Indonesia and to identify priorities for scaling up. This study use literature review and descriptive in nature. It employed the linear six-phased procedures of the thematic analysis approach in analyzing data. A total of 12 articles were selected through the semi-systematic method. Based on the findings, there are efforts in providing social and economic disability-inclusive opportunities, and emerging minimal opportunities for PWDs in the political arena. Social and legal protection is progressing but remains lacking in other provisions and several development endeavors had implemented strategic interventions, however, challenges persist. Several recommendations were identified which could serve as priorities for the future development agenda for local and national policymakers, implementers, and stakeholders. However, this study suggests further investigation into how the proposed recommendations from previous studies are being implemented by the public and private development sectors. Also, examining culturally appropriate and sensitive tools is necessary for translating the challenges into action to ensure the scalability, replicability, and sustainability of the country's disability-inclusive development efforts.

Keywords: Disability-inclusive, development, disability, Indonesia.

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1. INTRODUCTION

Persons with disabilities and their families are vulnerable to extreme levels of multidimensional poverty as opposed to households without persons with disabilities. Research reveals that the development disability gap is prevailing in low- and middle-income countries (Banks et al., 2020; Kuper et al., 2016; Pinilla-Roncancio, M., & Alkire, 2021). This major gap in the lack of understanding of the economic consequence of disability persists regardless of the increasing rates of disability and higher costs that it incurs. Addressing the needs of persons with disabilities in every household demands substantial additional expenses on the infrastructure, transportation, technology, and other (Meyer & Mok, 2019; Morris & Zaidi, 2020). Thus, the high incidence of poverty among households

with persons with disabilities indicates that there is a pressing need to improve disability-inclusive development efforts. In 2011, Indonesia approved the UN Convention on the Rights of Persons with Disabilities (UNCRPD), which pledges the fulfillment of the right to social security and participation without discrimination against a person with disabilities. The Indonesia National Law 8/2016 on Persons with Disabilities, akin to the mentioned principles, presents the legislative framework for extensive social protection for persons with disabilities. It promotes independent living and inclusion; it provides concessions and gender equality among persons with disabilities. It serves as an aspiration and hope in reaching equality for persons with disability. However, the implementation is not well documented and appeared lacking in efforts to achieve any of the provisions (Dwi et al., 2020; Simanjuntak, 2021).

Additionally, research supported that the Indonesian population with a disability has a high risk of becoming poor. In the country, strong preconceptions lead to dormancy and over-reliance on family members without disabilities who probably live in poverty too. The Indonesian National Plan of Action incorporated the disability inclusion policies, however, there's a remaining gap in the implementation of the Indonesian policies on poverty reduction among persons with disabilities (Kusumastuti, P. Pradanasari & Ratnawati, 2014; Priebe, 2018). Research suggests that in Indonesia, disability is disproportionately more common among the poor, and most household with disabled head has a higher tendency to fall into poverty (Banks et al., 2021; Bella, A., & Dartanto, 2018). According to previous study, as a consequence of minimal prioritization of poverty alleviation among persons with disability, there's a critical need to conduct an evidence-based study to promote disability inclusion on the development agenda in Indonesia (Bella, A., & Dartanto, 2018). Likewise, another study highlights that in low- and middle-income countries like Indonesia, further research is necessary to guarantee evidence-based, contextualized, and culturally relevant services for persons with disabilities (Kiling et al., 2018).

Recently, Covid-19 has affected the economic condition of workers in Indonesia, however, the negative impact on workers with disabilities is slightly higher than for workers without disabilities. Persons with disabilities in Indonesia have low participation in the labor market, making it vital to address the barriers to their participation. Persons with disabilities even before the pandemic are facing great challenges in the labor sector - the terms and conditions, employment that provides very minimal opportunities for them to work, and their educational backgrounds unmet the demands of the employers and the psychosocial pressure due to their condition. Also, research shows that the wage gap between persons with disabilities and people without disabilities decreases as the level of education increases (Caron, 2021; Gede Sudika Mangku & Putu Rai Yuliantini, 2021).

Furthermore, other researchers concluded that numerous barriers are persisting which thwart the actualization of disability-inclusive development goals in the country. Indonesia faces a cultural barrier of stigmatization which instigate discrimination among persons with disabilities (Ferdiana et al., 2021; Usman & Kusumo Projo, 2021). This longstanding barrier is problematic in nature and rigorous to combat. To ensure the overall quality of participation, disability groups' capacity should be strengthened. Research findings indicated that in several areas in Indonesia there are villages that have imitated the creation of an inclusive village regulation and viewed it as the key strategic step forward to fulfill the Sustainable Development Goals (SDGs) program and hasten to reach the goals of UNCRPD (Widijantoro et al., 2021). Hence, Critical Disability Theory (CDT) supports this study since it showcases the potential for social conditions of persons with disability to become assets to society (Gillies, 2014). It is grounded on the social model of disability wherein proponents condense disabilities into a sole social dimension – social injustice by utilizing the difference between impairment and disability (Anastasiou & Kauffman, 2013; Gillies, 2014). It

discussed the interrelationships between impairment, responses to impairment, and the social context. It emphasizes that the social injustice among persons with disabilities is due to a sociocultural context that unsuccessfully meets the needs of people who are not “normal” by society’s standards and expectations. To accommodate diversity which Critical Disability Theory values, it modifies the approach to equality. To advance comprehensive social welfare services and development programs, international and national researchers tried to investigate the plight of Indonesian people with disabilities through a variety of research tools (Ha, 2016). Through research, recommendations have been provided in various sectors to aid the effort in reaching the sustainable development goals, yet Indonesia remains behind in fulfilling a disability-inclusive approach to reach the goals. The core purpose of this study is to analyze disability-inclusive efforts in terms of the implementation of development programs in Indonesia.

2. METHODS

This research is a literature review that utilized a semi-systematic approach in identifying research for the review. A literature review plays a vital role as a foundation for various types of research. It can be a basis for knowledge development, conceptualize strategies for policy and practice, offer evidence, and it can stimulate new insights and recommendations for the chosen field of study. It could serve as the basis for prospective research and theory (Snyder, 2019). Since this study seeks to identify and understand potentially relevant literature that brought inference for the topic under study, the researcher believed that the systematic review approach is appropriate (Wong et al., 2013). The researcher searched the Google Scholar database using specific keywords namely “development” AND “disability” AND “inclusive” AND “Indonesia” as keywords a total of nine hundred ten (910) pieces of literature were identified. The pieces of literature are of various document types such as books, journals, articles, conferences, and proceedings papers. After selecting the article type of document, a total of eighty-eight (88) pieces of literature remained related to the topic. After each examination, the researcher manually searches for the abstracts to pre-screen the literature. Then, the pieces of literature were screened for inclusion using identified criteria namely disability inclusion, development programs (social, economic, and political), a minimum of 10 years of publication, and the study conducted in Indonesia. The researcher also categorized the papers based on their focus and methodology. After screening, only twelve (12) pieces of literature are included in the review which has full-text access.

Furthermore, analyzing qualitative data can pose challenges, particularly among entry-level researchers (Maguire & Delahunt, 2017). Thus, as a means to present a precise and categorical process and procedure of data analysis, the researcher employed the thematic analysis approach. This approach draws meanings and premises from data, and recognizes, investigates, and documents patterns or themes (Javadi & Zarea, 2016). The researcher employed the thematic analysis which has a linear, and six-phased method which is a repetitive and contemplative process that develops over time and involves a constant moving back and forward between phases to ensure data analysis is conscientious and reliable (Nowell et al., 2017). Initially, the researcher familiarizes herself with the data through prolonged engagement with the data, documentation of thoughts about potential codes/themes, and theoretical and reflective thoughts by keeping the records of all reflexive journals. Secondly, the initial codes are generated. Then, the researcher search for the themes through diagramming to ensure the sense of the theme connections and keep detailed written notes about the development of the concepts. Next, the themes are named and defined. Finally, the result was identified.

3. RESULTS AND DISCUSSION

Results

This research sought to answer three (3) questions mentioned above. The first question presented is, “What pertinent literature presents the progress of disability-inclusive development programs in Indonesia?” There are twelve (12) pieces of literature that were included for review. The distribution of articles over the past six (6) years is show in **Figure 1**.

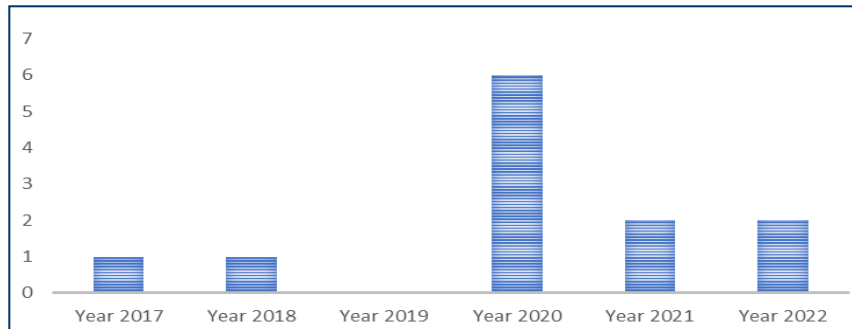


Figure 1 Distribution of Articles Based on the Year of Publication

There are four categorize of disability-inclusive efforts based on the themes that come up during the process of analysis namely disability-inclusive opportunities, social and legal protection for persons with disabilities, strategic interventions, and persisting challenges. Table 2 shows the distribution of articles wherein “disability-inclusive opportunities” in development programs are identified and discussed.

Disability-inclusive opportunities

Four articles have cited disability-inclusive efforts in development programs in terms of employment, community participation, communication, and socioeconomic wherein the first theme identified “disability-inclusive opportunities” was highlighted. There are emerging industries that could provide prospects for the future of persons with disabilities in Indonesia. Food, fashion and leather, chemical and construction material, steel and electronics, and craft were identified as the five main industries which provide opportunities for Persons with disabilities to enter the labor market (Prastawa et al., 2020; Sidiq et al., 2018). In addition, there are also efforts in increasing the involvement of Persons with disabilities in community activities which give them the opportunity to express their skills and interest. Capacitating and empowering the community members to accommodate the need of Persons with Disabilities provides them the opportunity to participate in any community activities (Chawa et al., 2021; Pambudi & Ashari, 2019). Also, in this digital era, many opportunities have emerged for Persons with disabilities (Cahyadi & Setiawan, 2020; Putrawangsa & Hasanah, 2018), for instance, social media can be utilized to provide space for Persons with disabilities to earn their rights to information, and can be a channel to express their skills, passion, and interests. Distribution of articles that ascertain disability-inclusive opportunities is show in **Table 1**.

Table 1. Distribution of articles that ascertain disability-inclusive opportunities

| Authors | Research Focus | Research Methods |
|----------------------------|-------------------------|---------------------------|
| (Sidiq et al., 2018) | Employment | Descriptive Qualitative |
| (Chawa et al., 2021) | Community Participation | Descriptive Qualitative |
| (Cahyadi & Setiawan, 2020) | Communication Platform | Phenomenological Approach |
| (Pambudi & Ashari, 2019) | Community Participation | Content Analysis |

Social and Legal protection

Meanwhile, [Table 2](#) portrays the distribution of the articles which emphasize “social and legal protection” for persons/children with disabilities in Indonesia. A total of five articles emphasizes that there are efforts in providing social and legal protection among persons and children with disabilities in Indonesia.

Table 2. Distribution of articles that ascertain social and legal protection

| Authors | Research Focus | Research Methods |
|-------------------------|-----------------------|-----------------------------------|
| (Gumelar & Sardi, 2021) | Employment | Normative Legal Research |
| (Mutia et al., 2021) | Social Services | Juridical-empirical Legal Studies |
| (Nurhayati, 2020) | Employment | Normative Legal Research |
| (Sulastyawati, 2020) | Socioeconomic | Qualitative Approach |
| (Muliati et al., 2021) | Policy-making | Descriptive Qualitative |

Base on [Table 2](#), previous study examined the paradigm shift, from a medical to a social and human rights-based perspective that the Indonesian government commits to apprehend through the existing policy and pledge to remove barriers to participation and guarantee their rights including employment opportunities ([Gumelar & Sardi, 2021](#)). The other study of purposefully identify and understand the efforts of the Indonesian government in providing protection for Persons with disabilities in fulfillment of their rights ([Muliati et al., 2021](#); [Nurhayati, 2020](#)). Their studies aim to understand how is employment protection of Persons with disabilities progressing and they acknowledge the role of the government in neutralizing the barriers to Persons with disabilities as a workforce.

According to the research conducted by previous study legal protection in terms of equal employment opportunities for Persons with disabilities in Indonesia is in place. It covers all the necessary processes in terms of the employment of Persons with disabilities without discrimination ([Nurhayati, 2020](#)). In Aceh Province, based on the findings of research persons who are visually impaired in the province stay in the social institution and receive aid from the local government whereas other Persons with disabilities with different types of disabilities are not served in an institution yet aids are provided from the district/city local social service ([Mutia et al., 2021](#)). In Jember Regency, the disability group has successfully mobilized the policy-makers to pass the regional regulation for the protection of Persons with disabilities and the fulfillment of their rights. In addition, the Islamic economic framework promotes goals of inclusion and socioeconomic justice through securing productive employment and sustainable livelihoods ([Muliati et al., 2021](#); [Sulastyawati, 2020](#)).

Strategic Interventions

Moreover, the third theme identified during the process is “Strategic Interventions”, [Table 3](#) displays the distribution of articles that present “strategic interventions” in increasing the participation of persons with disabilities in community development activities/programs.

Table 3. Distribution of Articles That Ascertain Strategic Interventions

| Authors | Research Focus | Research Methods |
|----------------------------|-------------------------|---------------------------|
| (Chawa et al., 2021) | Community Participation | Descriptive Qualitative |
| (Cahyadi & Setiawan, 2020) | Communication Platform | Phenomenological Approach |
| (Pambudi & Ashari, 2019) | Community Participation | Content Analysis |

Based on [Table 3](#), there are study of community-based approach could be utilized to empower Persons with disabilities by providing equal opportunities to participate in community activity ([Chawa et al., 2021](#)). In terms of disability advocacy, it is evident that Instagram in Indonesia is becoming popular among the Persons with disabilities community as a platform for disability awareness hence, it also serves as a strategic form of intervention to provide access to significant information related to employment opportunities ([Cahyadi & Setiawan, 2020](#)). On the other hand, through an inclusion village project employed in the study that illustrated how empowered people with disabilities in their own community are able to participate in various aspects whether social or political aspects ([Pambudi & Ashari, 2019](#)).

Persisting Challenges

[Table 4](#) depicts an additional theme that emerges during the process of analysis which is “persisting challenges”, this theme was discussed in seven out of twelve articles reviewed. Seven articles have identified various challenges that are persistently causing Indonesia to be behind the goal of “leaving no one behind”.

Table 4. Distribution of Articles That Identify Persisting Challenges in The Implementation of Disability-Inclusive Development Programs

| Authors | Research Focus | Research Methods |
|---|--------------------------------------|--------------------------------------|
| (Chawa et al., 2021) | Community Participation | Descriptive Qualitative |
| (Sheehy et al., 2022) | Disaster Risk Reduction Education | Online Survey |
| (Gumelar & Sardi, 2021) | Employment | Normative Legal Research |
| (Perdamenta, 2017) | Inclusive Education | Qualitative Approach |
| (Mutia et al., 2021) | Social Services | Juridical-empirical Legal Studies |
| (Sulastyawati, 2020) | Social Inclusion | Qualitative Approach |
| (Huripah, 2020) | Social Welfare | Qualitative Approach |

Base on [Table 4](#), research showed that Persons with disabilities in Indonesia remain deprived of full access to resources and facilities making them powerless and excluded from society ([Chawa et al., 2021](#)). Despite the efforts, the ideal inclusive society is a way long for the Indonesian government since the government persists to be uncompliant with the provisions of the existing law protecting Persons with disabilities’ rights due to remaining discrimination, unintended stigma, and absence of clear regulation about the employment of Persons with Disabilities ([Gumelar & Sardi, 2021](#); [Perdamenta, 2017](#); [Sulastyawati, 2020](#)).

Furthermore, other studies emphasize that in Indonesia one of the many barriers to empowering Persons with disabilities is the lacking and inaccurate database regarding disabilities in the country, and limited budget and human resources are mainly affecting the social and development programs implementation ([Huripah, 2020](#); [Mutia et al., 2021](#)). Another issue depicted in the studies reviewed is the absence of children with special education needs’ participation in disaster risk reduction education research, evaluation, and school programs. There’s a need for disaster risk reduction education to employ inclusive pedagogy to ensure that it is available for all children ([Sheehy et al., 2022](#)). Lastly, to address the third research question which is “What significant recommendations can be concluded from the literature regarding disability-inclusive development?”, [Table 5](#) shows the distribution of articles that has clear and strong recommendation which can be considered to ensure scaling up in terms of reaching the goal of disability-inclusion.

Table 5. Distribution of Articles That Provides Strong Recommendations

| Authors | Research Focus | Research Methods |
|----------------------------|-----------------------------------|---------------------------|
| (Chawa et al., 2021) | Community Participation | Descriptive Qualitative |
| (Cahyadi & Setiawan, 2020) | Communication Platform | Phenomenological Approach |
| (Sheehy et al., 2022) | Disaster Risk Reduction Education | Online Survey |
| (Perdamenta, 2017) | Inclusive Education | Qualitative Approach |
| (Nurhayati, 2020) | Employment | Normative Legal Research |
| (Huripah, 2020) | Social Welfare | Qualitative Approach |

In the implementation of social and development programs, it is necessary for the Indonesian government to focus on strengthening and integrating a transparent database regarding persons with disabilities. Public research and surveys on persons with disabilities must be reinforced and advocated in Indonesia (Huripah, 2020). In addition, increasing awareness and empowering the community where there are persons with disabilities would lead to higher participation of Persons with disabilities in community development (Cahyadi & Setiawan, 2020; Chawa et al., 2021). Local government’s awareness and higher involvement in various community activities will ensure the effectiveness and sustainability of any community development program. Likewise, the involvement and full participation of children with special education needs are crucial in the successful implementation of various development education programs (Sheehy et al., 2022). Lastly, integration of the four principles of inclusion namely awareness, accessibility, involvement, and support for Persons with disabilities must be embedded in all types of development programs, particularly in the employment sector (Nurhayati, 2020).

Discussion

The result of this review indicates that the amount of research on a disability-inclusive development program in Indonesia is still lower by the standard. This semi-systematic review explored the literature on the efforts and contributions of national and local governments, private sectors, and local social organizations in Indonesia in terms of disability-inclusive development programs. Basically, development programs in Indonesia can be described through the four themes which were determined from the previous studies namely disability-inclusive opportunities, social and legal protection, strategic interventions, and persisting challenges. Indonesia has been advancing in terms of providing disability-inclusive opportunities for persons with disabilities in terms of social and economic participation. Most of the published papers highlighted opportunities for persons with disabilities involvement in the labor market and their participation in various community activities however, local government units just started recognizing and providing opportunities for persons with disabilities in the political arena. Common mistakes of policymakers are neglecting to give opportunity for PWDs to voice their concern and consult them on decisions that impact their daily lives (McVeigh et al., 2021; Meyer & Mok, 2019). When given equal opportunity, persons with disabilities could proudly compete with others and possibly gain various and unique skills that other non-disabled persons do not have. Equal opportunity uplifts the morale of persons with disabilities which could change how they conduct themselves and could also transform the way people perceive them

Indonesian state and religious sectors have strengthened and supported the social and legal protection for PWDs, which were presented in the literature under study. Also, several social and legal protection regulations and policies were established through the

efforts of the private sector. To assure and keep the constitutional rights of Persons with disabilities in light of human dignity, their rights must be fulfilled and safeguarded at all costs. It takes an empowered and concerned community to ensure the passing of regional regulations on the protection and securing of the rights of persons with disabilities (Malik et al., 2021; Muliati et al., 2021). The Indonesian government has firmly adopted and understood that special conduct in the context of fulfilling persons with disabilities' constitutional rights must be absorbed and established in creating policies and regulations.

Likewise, previous research findings showed that local inclusive regulations were being implemented in several areas in Indonesia, in support, the findings of this review indicate that the impact of inclusive regulations led to social and legal protection of persons with disabilities in remote villages in the country that passed the local regulations. Social protection and welfare of PWDs are becoming secure when active inclusion reforms in local government units are being implemented (Indrasti Notoprayitno & Jalil, 2019; Künzel, 2012). However, amidst the social and legal protection efforts of the national government, the country is still facing difficulty in implementation which is not properly regulated.

Addressing the challenges in the inclusion of PWDs in development cooperation demands a social change process in transforming present conditions, attitudes, practices, and organizational cultures. The major focus is on the change process, wherein various tools can be used not interchangeably but collectively to sensitize challenges, turn challenges into action, and reflect on the process of change (Tofani et al., 2022; van Veen et al., 2014). Withal, the results portray that several studies have general recommendations that development scholars, practitioners, organizations, and policymakers could consider in pursuing raising a disability-inclusive society. Research suggested focusing on strengthening and integrating a transparent database on disability, increasing community and local government's awareness about disability, community empowerment in dealing with disability, encouraging inclusive participation, and improving the integration of the four principles of inclusion - awareness, accessibility, involvement, and support in development programs.

However, there is a need for more and better evidence to guide how research recommendations and interventions are being implemented, and applied by development practitioners, organizations, and policymakers. Evidence must be collected accurately through impact evaluation wherein PWDs are highly involved in future research processes. Also, persons with disabilities' role in research is not merely a "subject", a disability-inclusive approach and practice must be the default that all have both rights and roles in development research or any other community engagement (Dadun et al., 2019; Kuper et al., 2016). Previous literature on disability-inclusive development has mostly examined disability inclusion in a specific domain of development. However, this review used a wider lens of development in three domains – political, social, and economic. The findings indicate that Indonesia's progress to disability-inclusive development has been slow by the international standard due to the persisting challenges in seeking to ensure people with disabilities are included as participants in achieving a good political, social, and economic condition (Hilmy Nur et al., 2020; van Brakel et al., 2012). The recommendations identified in this review can be effective when various local and national, public, and private development organizations will consider using these as the basis for their development programming and planning. However, there is a need for further investigation into how the proposed recommendations from previous studies are being implemented by the public and private development sectors and identifying disability-inclusive tools that are effective in translating the challenges into action, and ensuring that persisting challenges will not be missed in the realm of daily practice and tools that are context-sensitive and appropriate. This research has several limitations due to the accessibility of other literature which could be

included in the study. In selecting the articles for review, several exclusion criteria were determined, and using another set of exclusion criteria could steer to a moderate variation in the result with the final sample.

4. CONCLUSION

The present study shows that with the recent development in Indonesia, the country has the potential in achieving its disability-inclusive goals but it takes collective efforts both from the public and private sectors. There are efforts to provide disability-inclusive opportunities both in social and economic aspects, however, political opportunities for persons with disabilities are very limited. In the country, social and legal protection is established, however, the country remains struggling in fulfilling its provisions. Various public and private development sectors had implemented strategic interventions in addressing the needs of PWDs such as community-based approaches, inclusive community projects, and inclusive use of social media are effective and sustainable in ensuring that persons with disabilities are recognized in how society works and is governed. Nevertheless, there is a necessity for examining further the sustainability of these interventions.

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