

IMPLEMENTATION OF GOVERNMENT PROGRAMS IN FACILITATING EMPLOYMENT OPPORTUNITIES FOR PERSONS WITH DISABILITIES IN SPECIAL REGION OF YOGYAKARTA

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ABSTRACT

The level of welfare of persons with disabilities is still relatively low. This is partly due to limited access to employment opportunities. Special Region of Yogyakarta through Regional Regulation Number 4 of 2012 has made serious efforts to protect and fulfill the rights of persons with disabilities, particularly in the field of work. However, the employment of persons with disabilities in the formal sector is still low. Evidently, the results of monitoring the Special Region of Yogyakarta's Manpower and Transmigration Office in 2016, only 24 of 325 companies that have employed persons with disabilities. Therefore, this study aims to examine the Yogyakarta Special Region government program in facilitating employment opportunities for persons with disabilities. Special Region of Yogyakarta's Social Service through the activities of the Mobile Social Services Unit; providing motivation and strengthening social mentality; skills guidance; Training in Loka Bina Karya; Job Learning Practices; and some capital activities have been carried out to prepare workers with disabilities. However, skills training is considered to be traditional in nature and only trains basic level abilities. Thus, the competencies of persons with disabilities do not match the qualifications required by the company. In addition, the unavailability of accessibility is also the reason companies have not employed workers with disabilities. Furthermore, the Department of Manpower and Transmigration Special Region of Yogyakarta conducts disability-friendly labor market activities in collaboration with non-governmental organizations to increase employment opportunities for persons with disabilities. Promoting and giving rewards to companies is also carried out to encourage the absorption of workers with disabilities in the formal sector. However, there are still many companies / agencies that have not employed persons with disabilities in accordance with the mandate of Law Number 8 of 2016.

INTRODUCTION

In order to protect and fulfill the rights of persons with disabilities. Indonesia has become a State Party to the Convention on the Rights of Persons with Disabilities (CRPD). Furthermore, Indonesia has also ratified the Convention on the Rights of Persons with Disabilities through Law Number 19 of 2011 and has deposited the instrument of ratification of the Convention to the United Nations on December 31, 2011. With the Law on Ratification of the Convention on the Rights of Persons with Disabilities Number 19 of 2011, efforts to improve the welfare of people with disabilities began to be seen through the rights approach.

After Indonesia became a party to the convention, Indonesia assumed national and international obligations to realize the rights of persons with disabilities through impartial legislation. Law Number 8 of 2016 concerning Disabled Persons has been created to cover various deficiencies in Law Number 4 of 1997 concerning Disabled Persons, and to strengthen the Convention on the Rights of Persons with Disabilities that have been ratified through Law Number 19 of 2011. In the spirit of regional autonomy, the Regional Government also took part in realizing the implementation of these national and international obligations. Until 2015, there were 17 (seventeen) provinces, 10 (ten) districts and 5 (five) cities that had local regulations to protect and fulfill the rights of persons with disabilities (list of regulations attached). Although not all local governments have created legal umbrella through regional regulations related to the protection and fulfillment of the rights of persons with disabilities, the government's alignments have been seen in several provinces and districts / cities in Indonesia. Special Region of Yogyakarta is one area that has focused on protecting and fulfilling the rights of persons with disabilities through Regional Regulation Number 4 of 2012. However, as Law Number 8 of 2016 concerning Persons with Disabilities, the Special Region of Yogyakarta's Regional Regulation Number 4 of 2012 needs to be updated and adjusted immediately.

Although various laws and regulations have governed the rights of persons with disabilities, the protection and fulfillment of the rights of persons with disabilities has not reached an encouraging stage. Discrimination and marginalization, such as social and cultural barriers and architectural barriers which often occur have implications for all aspects of the lives of people with disabilities, one of which is the level of welfare. Issues related to welfare in the economic livelihoods of persons with disabilities can be seen from the difficulty of accessing employment opportunities and opening up businesses to increase their economic income.

In the struggle to find work, people with disabilities are faced with three main types of obstacles, namely: negative attitudes; accessibility of education and training; and environmental accessibility. The biggest obstacle is the assumption of family and society that people with disability has little meaning, is unable to play an economic role, and cannot or cannot learn skills and work (Winarno and Dethmers, 2010: 101). Furthermore, various other factors also played a role in inhibiting access to employment opportunities for people with disabilities. In the recruitment process, for example, many job requirements directly discriminate and eliminate potential applicants with disabilities from the administrative selection stage. In various companies or institutions that are opening job vacancies, the requirements for applying for work often include the terms "physically and mentally healthy" and / or "good looking" which means not experiencing physical or mental / intellectual disability.

According to the Indonesian Ministry of Manpower and Transmigration, in 2014 the number of people with disabilities of working age in Indonesia was

6,008,640 people. This amount is certainly very large if it is not balanced with the absorption of workers with disabilities. Various efforts were made to protect the rights of groups of people with disabilities in gaining access to employment opportunities. The Minister of Manpower and Transmigration has issued Circular Number 01.KP.01.15.2002 concerning the placement of workers with disabilities in companies. This Circular mandates that the agencies responsible for manpower affairs in each province and district / city ensure the implementation of company obligations in providing equal opportunities and treatment in employing persons with disabilities.

Law Number 8 of 2016 also mandates at least 2% placement of workers with disabilities within the Government, Regional Governments and Regionally Owned Enterprises, and at least 1% placement of workers with disabilities in private companies that employ at least 100 (one hundred) workers. However, reality does not always go straight according to the ideal. Based on the monitoring of the Department of Manpower and Transmigration of Special Region of Yogyakarta in May 2016, of around 391 companies employing workers above 100 (one hundred) people, only about 30 companies have employed persons with disabilities. The difficulty of accessing employment opportunities for people with disabilities and efforts to remove these obstacles still require a long process, so optimizing the economic welfare of persons with disabilities that are not accommodated in the formal sector can be directed to the informal sector through the business climate empowerment program. However, access to business capital to the level of competitive confidence in the business world often becomes an obstacle in empowering the business climate.

Therefore, it is important to realize that the vulnerability of persons with disabilities should not be a reason to ignore their rights, especially in the field of work. In order to avoid further emergence of vulnerability, such as increasing poverty in persons with disabilities, this issue needs to be dealt with in a planned and comprehensive manner by the government in order to realize the economic welfare of persons with disabilities.

PROBLEM RESEARCH FORMULATION

From the background description above, the following problems will be formulated, which are as follows:

1. How is the implementation of government programs in facilitating employment opportunities for people with disabilities?
2. What are the factors that influence the implementation of government programs in facilitating employment opportunities for people with disabilities?

LITERATURE REVIEW

Various previous studies have raised many disability issues, particularly related to the implementation of Special Region of Yogyakarta Regulation Number 4 of 2012

concerning the protection and fulfillment of the rights of persons with disabilities. First, the 2016 Nopi Juliawati study discusses the implementation of the obligations of the Yogyakarta City government in accordance with the mandate of Special Region of Yogyakarta Regulation Number 4 of 2012 in 6 (five) aspects, namely: education; Occupation; health; political; law; and accessibility. The research equation of Nopi and its authors is equally reviewing the implementation of government obligations towards the protection and fulfillment of the rights of persons with disabilities. However, the fundamental difference between Nopi and compiler research lies in the different research focus, the compiler only examines one aspect / field within the scope of protection and fulfillment of the rights of persons with disabilities that is the work aspect. This is intended to see and study more closely related to the implementation of Special Region of Yogyakarta government programs - in this case the Office of Manpower and Transmigration and the Office of Social Affairs Special Region of Yogyakarta - in facilitating employment opportunities for persons with disabilities.

Second, Khairul Anwar's research in 2015 explained the role of the Bina Siwi Orphanage in Sendang Sari Village, in Pajangan District, Bantul Regency as an implementor in providing social rehabilitation, social security, social empowerment and social protection to persons with disabilities according to the mandate of Special Region of Yogyakarta Regulation Number 4 of 2012. The results of Khairul's research explained that the role of the Bina Siwi Orphanage in Sendang Sari Village, in Pajangan District, Bantul Regency was as an implementor in providing social rehabilitation, social security, social empowerment and social protection to persons with disabilities according to the mandate of Special Region of Yogyakarta Regulation Number 4 of 2012. In addition, Khairul used the Edward III theory to examine the factors that influence the implementation of the policy through the process of communication, resources, disposition, and bureaucratic structure.

The research equation of Khairul and this research is jointly examining the implementation of government obligations towards the protection and fulfillment of the rights of persons with disabilities and relating them to the factors that influence the success of implementation. However, the fundamental difference between Khairul's research and its composition is that of a different research focus, which is in the form / aspect of the protection and fulfillment of the rights of persons with disabilities to be studied. Khairul discusses the implementation of protection and fulfillment of the rights of persons with disabilities in the social sector in the form of social rehabilitation, social security, social empowerment and social protection, while this research will discuss the implementation of government obligations in aspects / areas of work in facilitating employment opportunities or opportunities for persons with disabilities . In addition, Khairul's research object and its composition are also different. Khairul chooses the Bina Siwi Orphanage in Sendang Sari Village, in Pajangan Subdistrict, Bantul Regency as an implementor of protection and fulfillment of the rights of persons with disabilities in the social field, the compiler chooses the Special Region of Yogyakarta Manpower and Transmigration Office, and the Special

Region of Yogyakarta Social Office as the implementor of protection and fulfillment of the rights of persons with disabilities in the field of work.

Third, M. Rizal Dhukka Islam's research in 2014 discussed the implementation of Special Region of Yogyakarta's Regional Regulation Number 4 of 2012 in improving disability welfare with a case study at the Integrated Rehabilitation Center for Persons with Disabilities, Srihardono, Pundong, Bantul, Special Region of Yogyakarta. Thus, this research will be different and complement previous studies because it will examine the implementation of government responsibilities related to the protection and fulfillment of the rights of persons with disabilities, particularly in the field of work. Rizal's research discusses the application of the concept of empowering people with disabilities in the framework of Special Region of Yogyakarta's Regional Regulation Number 4 of 2012.

The concept was assessed by Rizal as the right basis for empowerment of persons with disabilities. The concept is rehabilitation carried out by providing a forum for persons with disabilities in developing interests and talents through providing education and skills training; social security through financing all the needs of fostered citizens for free; and social empowerment and protection in the pre, during and post rehabilitation stages. The research equation of Rizal and the compiler is to study the protection and fulfillment of the rights of persons with disabilities carried out by the government. In addition, the composer will also use the same research object, the Integrated Rehabilitation Center for Persons with Disabilities which is the Technical Implementation Unit of the Social Service of Special Region of Yogyakarta. However, the basic difference is that the drafters will not see and study the role of the Integrated Rehabilitation Center for Persons with Disabilities as a whole in carrying out obligations in the social field - in accordance with the mandate of Special Region of Yogyakarta's Regional Regulation Number 4 of 2012 - as Rizal did. The author will only discuss Vocational Training or skills training conducted by the Integrated Rehabilitation Center for Persons with Disabilities in preparing workers with disabilities. Thus, the study entitled "Implementation of Government Program in Facilitating Employment Opportunities for Persons with Disabilities (Case Study: Special Region of Yogyakarta's Manpower and Transmigration Office, and Social Services of Special Region of Yogyakarta)" will be different from previous studies and aims to complement studies related to the implementation of government obligations in protecting and fulfilling the rights of persons with disabilities, particularly in the field of work. The table of previous studies below will make it easier to understand the comparison between compiler research and other research that has relevant themes.

Table 1 Previous Study Comparison Tables

| Author and Title | Equation | Difference | |
|---|--|----------------------------------|-------------------------------------|
| | | Previous Study | Author's Study |
| Nopi Juliawati, 2016, Implementation of Special Region of | Explain the implementation of the policy and | Assessing education, employment, | Assessing the government program in |

| | | | |
|---|---|---|--|
| Yogyakarta's Regional Regulation Number 4 of 2012 concerning Protection and Fulfillment of the Rights of Persons with Disabilities in the City of Yogyakarta | the factors that influence it. | health, politics, law and accessibility | facilitating of employment opportunities |
| Khairul Anwar, 2015 Implementation of Yogyakarta Special Region Regulation Number 4 of 2012 Concerning the Protection and Fulfillment of the Rights of Persons with Disabilities: Research Study at the Bina Siwi Orphanage in Sendang Sari Village, Pajangan District, Bantul Regency | Explain the implementation of the policy and the factors that influence it. | 1.Object of research: Bina Siwi Orphanage, Sendang Sari Village, in Pajangan District, Bantul Regency. 2. Research focus: social sector, namely social rehabilitation, social security, social empowerment and social protection | 1. Object of research: Department of Manpower and Transmigration and Social Service of Special Region of Yogyakarta 2. Research focus: government program in facilitating of employment opportunities |
| M. Rizal Dhukka Islam, 2014, Implementation of Yogyakarta Special Regulation Number 4 of 2012 in Improving Disability Welfare (Case Study: Integrated Rehabilitation Center for Persons with Disabilities, Srihardono, Pundong, Bantul Regency, Special Region of Yogyakarta) | 1. Explain policy implementation. 2. Research subjects: Integrated Disability Rehabilitation Center which is a Technical Implementation Unit under the Social Services of Special Region of Yogyakarta | Assessing the role of the Integrated Disability Rehabilitation Center in the social field | Assessing the role of Integrated Disability Rehabilitation Center in conducting Vocational Training or skills training for persons with disabilities |

THEORITICAL FRAMEWORK

There are four concepts that will be explained, namely the implementation model of government programs, the factors that influence the implementation of government programs, employment opportunities and persons with disabilities.

1. Program Implementation Model

The use of the term policies, programs and activities are sometimes used interchangeably. According to Sjafrizal (2014: 65), the program is basically a concrete effort and action in the form of government intervention using a number of resources, including funds and personnel, which are carried out in the context of implementing policies. In other words, the program is a concrete description of strategy and policy. The program implementation model revealed by David C. Korten focuses on the compatibility between the three elements in program implementation, namely the program itself, the program implementer and the target group of the program. Furthermore, Korten explained that a program will succeed if there is a match of the three elements above, as follows: a. Conformity between programs and beneficiaries, which is the compatibility between what is offered by the program and what is needed by the target group (beneficiaries); b. Conformity between the program and the implementing organization, which is the compatibility between the tasks required by the program and the ability of the implementing organization; and c. Conformity between the beneficiary group and the implementing organization, which is the conformity between the conditions decided by the organization to be able to obtain program output with what can be done by the target group of the program.

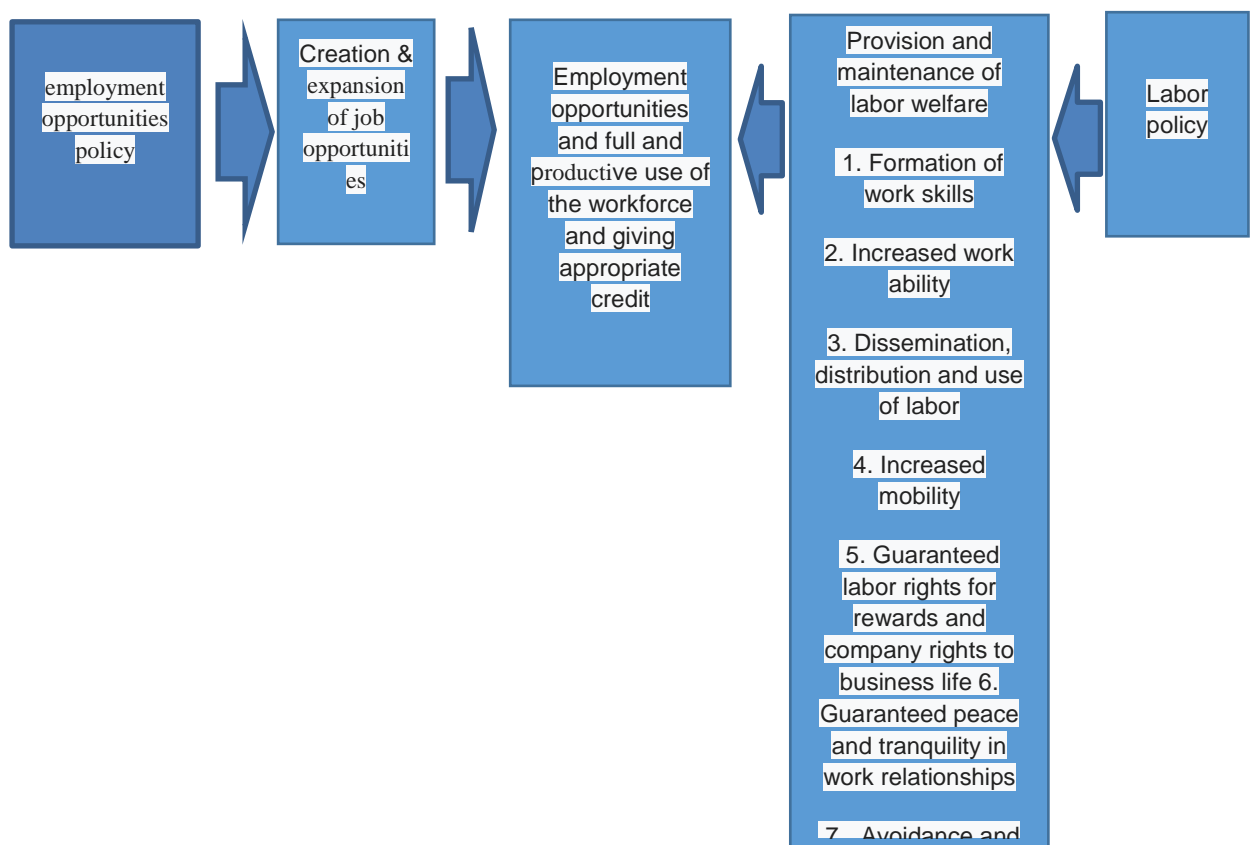
2. Factors that Influence Program Implementation

In analyzing the implementation of decentralized government programs, a framework is needed that can measure the success or failure of a program implementation. G. Shabbier Cheema and Dennis A. Rondinelli (1983, in Subarsono, 2006: 101), revealed four groups of variables or factors that influence the performance and impact of a government program. In this study to facilitate in analyzing data, the compilers provide limits and symptoms that are identified in accordance with the objectives to answer the problem in the research namely, as follows: a. Environmental conditions, including the following: 1) Socio-cultural; and 2) Availability of sufficient infrastructure. b. Relationships between organizations, include the following: 1) Division of functions between appropriate agencies; 2) Standardization of planning, budgeting, implementation and evaluation procedures; 3) The accuracy, consistency and quality of communication between agencies; and 4) Effectiveness of networks to support programs. c. Organizational resources for program implementation include the following: 1) Accurate budget allocation; and 2) sufficient income for expenses. d. The characteristics and capabilities of the implementing agent include the following: 1) The ability to coordinate, control and integrate decisions; 2) The nature of internal communication; and 3) Good relations between agencies with parties outside the government or NGOs.

4. Job Opportunities

According to Swasono and Sulistyarningsih (1987: 20), employment opportunities include jobs that have been occupied and are still vacant. From the still vacant (meaning the opportunity) which then raises the need for labor. Meanwhile, employment is an activity of the business / company / agency where a person works (Barthos 2004: 20). In addition, according to Suroto (1992: 130), the purpose of using labor can only be realized if there are 2 (two) main elements that support each other. First, there are ample job opportunities, are productive and provide decent benefits. Second, workers who have the ability and enthusiasm for work are quite high. Therefore, as a liaison between the two, a market mechanism is needed as a liaison between the two, which enables meetings and transactions between the two parties.

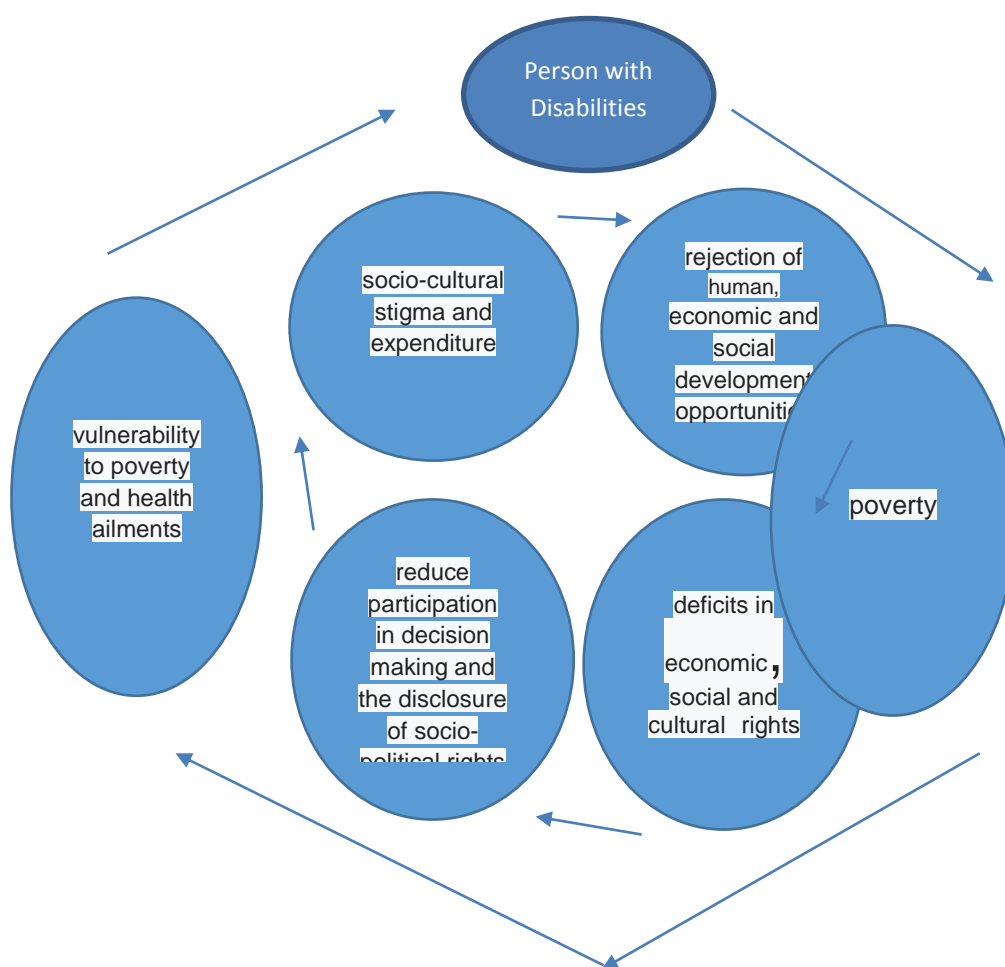
Diagram 1 Employment Policy by Suroto (1992)



3. Persons with disabilities

According to Winarno and Dethmers (2010: 98), persons with disabilities also become part of other vulnerable groups, namely the poor, both urban and rural. Their relationship is often described as a difficult circle where poverty and disability strengthen one another. The cycle below illustrates how people with disabilities and poverty influence each other. Look at diagram 3 below.

Diagram 2 Poverty and Disability Circle

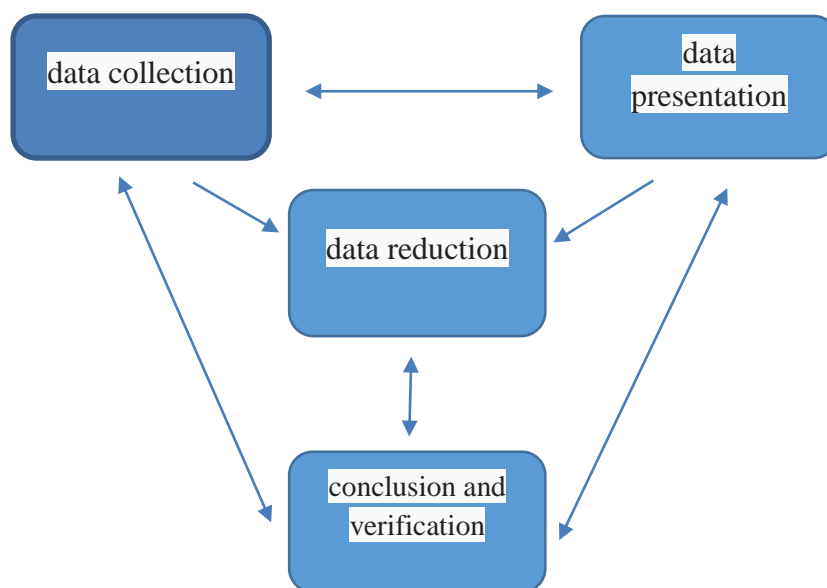


Source : Department for International Development, U.K (2000, dalam Winarno dan Dethmers, 2010: 99)

RESEARCH METHODS

This type of research is descriptive qualitative by conducting interviews, observations and documentation to several informants. The unit of analysis in this study are government agencies, namely the Yogyakarta Special Region of Social Services, the Yogyakarta Special Region of Manpower and Transmigration Office and the Yogyakarta Special Region Integrated Disability Rehabilitation Center; non-structural institutions namely the Committee for the Protection and Fulfillment of the Rights of Persons with Disabilities Yogyakarta Special Region and two Non-Governmental Organizations (NGOs), namely Saujana : kerjabilitas.com and CIQAL. Data analysis techniques in this study used a qualitative interactive model. Look at diagram 1 below.

Diagram 3 Components of Interactive Model Data Analysis



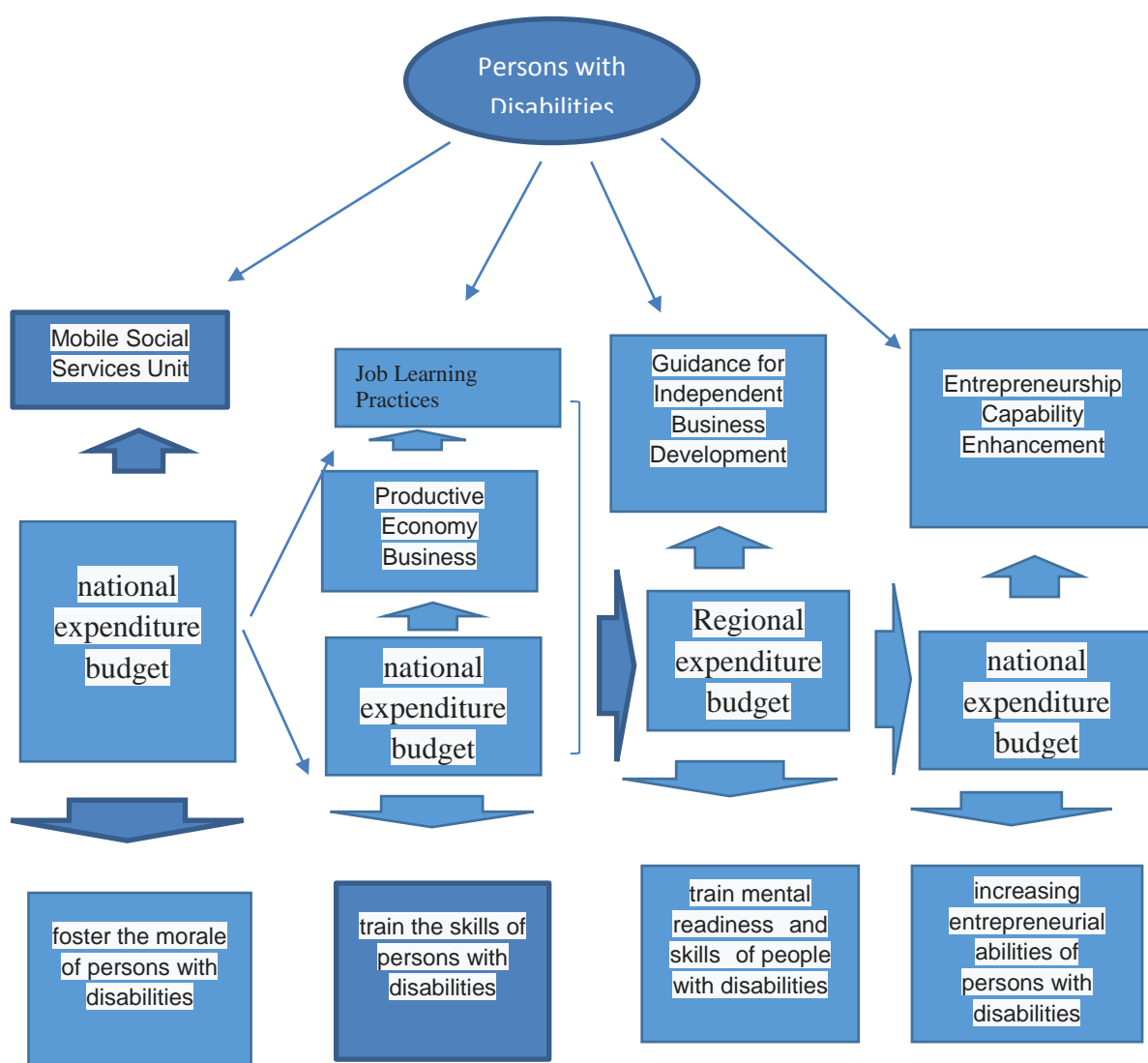
Source: adopted from Matthew B. Miles and A. Michael Huberman (1992, in Agus Salim (2006: 22)

A. DISCUSSION

1. Implementation Government Program in Facilitating Employment Opportunities for Persons with Disabilities in Special Region of Yogyakarta
 - a. Conformity between Programs and Users

Various activities in the Coaching Program for Persons with Disabilities have been carried out comprehensively through health guidance, social or mental guidance, skills guidance, work learning practices and capital assistance. The activities that are sourced from the regional expenditure budget and national expenditure budget funds are also arranged and carried out continuously between one activity and another. For the sake of facilitating understanding related to the sustainability of the activities carried out by the Special Region of Yogyakarta Social Services.

Diagram 4 Continuity of Activities in Facilitating Employment Opportunities for Persons with Disabilities in the Social Service Special Region of Yogyakarta (Authored by various sources)



Based on the diagram and explanation above, it can be concluded that the training activities in the Workshop, Work Learning Practices and Productive Economy Business are a series of activities that are comprehensive and most effective in efforts to prepare workers with disabilities in both the formal and informal sectors. That is because the 3 (three) series of activities are targeting the same target group on an ongoing basis. In addition, the assessment is also similar for activities funded by Regional Expenditure Budget funds carried out by Integrated Rehabilitation Center for Persons with Disabilities, Special Region of Yogyakarta, namely Skills Guidance and Job Learning Practices. These activities are also considered effective in efforts to prepare workers with disabilities because they are carried out continuously by targeting the same target group. Meanwhile, activities which are considered ineffective in the effort to prepare workers with disabilities are Unit Activities Training in Loka Bina Karya because this activities are carried out in a very short period of time, which is only 5 (five) days.

However, apart from the assessment various activities both sourced from National Expenditure Budget and Regional Expenditure Budget funds have been appropriate in answering the level of needs of diverse target groups, namely persons with disabilities who want to have competence to work in the formal sector, persons with disabilities who want to start / open new businesses and actors. productive economic entrepreneurs with disabilities who want to improve or expand their businesses. This means that the various activities have been successfully arranged and implemented according to the needs of the target group in order to prepare workers with disabilities. However, the skills guidance program is considered to be traditional in nature and only trains the basic level abilities of the person with disability. So that the competencies possessed by persons with disabilities are inadequate and do not answer the demands of the qualifications required by the company. Dissemination and rewards conducted by the Yogyakarta Special Manpower and Transmigration Office are not effective in encouraging companies to employ workers with disabilities. Only 24 companies have employed workers with disabilities from 325 companies that have been monitored by the the Yogyakarta Special Manpower and Transmigration Office. The company considers that the competency of persons with disabilities does not match the required qualifications and the company does not have the facilities and infrastructure that can guarantee the accessibility of persons with disabilities. However, the imposition of sanctions has not been done because it is considered a dilemma. This is because it is not easy for companies to employ persons with disabilities without considering several things. In fact, there are companies that have opened vacancies, but none of them with disabilities applied for the job.

b. Conformity between the Program and the Implementing Organizations

Implementing of the program, namely Department of Social Services Special Region of Yogyakarta and Integrated Rehabilitation Center for Persons with Disabilities Special Region of Yogyakarta and Special Region of Yogyakarta's Manpower and Transmigration Office have been able to carry out the tasks required by the program according to their respective domains and fields, while matters beyond their ability are done by communicating and collaborating with parties related parties for the achievement of the effectiveness of the program. However, the skills training instructor who became a Integrated Rehabilitation Center for Persons with Disabilities Special Region of Yogyakarta partner did not fully meet the requirements required by the program, namely the availability of syllabi and modules.

c. Suitability between Beneficiary Groups and Implementing Organizations

Requirements for participation in various activities in the Guidance for Persons with Disabilities programs and the Job Opportunities Improvement program are not strictly determined and rigid such as education level and type of disability. In other words, the conditions for participating in various activities are determined according to ability each person with a disability is the target group of each of these activities. Furthermore, in order to facilitate understanding related to the implementation of various activities in the above program based on David C. Korten's indicators, the explanation can be summarized in table 1 below.

Table 2 Summary of Explanation of the Implementation of Government Program in Facilitating Employment Opportunities for Persons with Disabilities Based on David C. Korten's Implementation Model Indicators.

| Indicator of Implementation Model (David C. Korten) | Coaching Program for Persons with Disabilities | Employment Opportunity Improvement Program for Persons with Disabilities |
|--|---|--|
| Conformity between programs and users | The activities in this program are appropriate in responding to the needs of diverse target groups (persons with disabilities), but the skills training provided does not match the qualifications required by the company. | Monitoring activities towards companies and labor market activities have supported each other in encouraging companies to employ workers with disabilities in the formal sector. |
| Conformity between the program and the implementing organization | Program implementers have carried out the tasks required by the program according to their | Program implementers have carried out the tasks required by the program according to their |

| | | |
|--|---|--|
| | respective domains and fields. Matters beyond his ability are carried out in collaboration with related parties. | respective domains and fields. Matters beyond his ability are carried out in collaboration with related parties. |
| Suitability between user groups and implementing organizations | Various conditions for participation in the activities are in accordance with the ability of the target group (persons with disabilities). Requirements are not strictly and rigidly determined, such as the type of disability or level of education | Job fairs or job fairs do not set specific conditions for participating in these activities |

2. Factors That Influence the Implementation of Government Program in Facilitating Employment Opportunities for Persons with Disabilities in the Special Region of Yogyakarta

a. Environmental conditions

Persons with disabilities still feel insecure whether to compete for work opportunities or work in the formal sector. Apart from that perception the family also influences the decision of persons with disabilities regarding working in the formal sector. Furthermore, complete accessibility and skills training facilities are available at Integrated Rehabilitation Center for Persons with Disabilities Special Region of Yogyakarta, but program implementers find it difficult to guarantee accessibility in implementing activities outside the institution.

b. Relationships between organizations

The division of functions and tasks is clear between the agencies that are program implementers. Program planning, budgeting and program implementation and evaluation have been carried out according to standardized standard procedures. In addition, communication between the Department of Manpower and Transmigration Special Region of Yogyakarta and Department of Social Services Special Region of Yogyakarta has been carried out appropriately, in quality and consistently in order to achieve common goals. However, communication to the Committee for the Protection and Fulfillment of the Rights of Persons with Disabilities in Special Region of Yogyakarta was not established as it should. In addition, the program implementation also involved organizations outside the

government, namely the Saujana's Non Government Organization through workability.com to increase employment opportunities for people with disabilities.

c. Organizational resources

Budget efficiency either at the beginning of the budget planning year or in the middle of the year results in the elimination of some activities in programs aimed at persons with disabilities or a reduction in the number of targets. In addition, the post-determination of withdrawal of Social Assistance to the center resulted in the loss of several activities that sourced from the state budget. In addition, the unavailability of the budget for the procurement of training facilities or tools each year results in the type of training available being unable to keep pace with the very fast and dynamic development of the labor market.

d. Characteristics and capabilities of implementing agencies

Coordination and communication in establishing cooperative relations indicate that these institutions have been able to control and integrate decisions between agencies. Internal communication at each agency also went well, so as to overcome the problem of limited human resources. In addition, the agency is also able to establish good relations with organizations outside the government for the effectiveness of program implementation. Furthermore, in order to facilitate understanding of the factors driving or inhibiting the implementation of the 2 (two) programs above based on the G. Shabbier Cheema and Dennis A. Rondinelli indicators, then pay attention to table 2 and table 3 below.

Table 3 Factors That Influence the Implementation of a Coaching Program for Persons with Disabilities

| Factors that influence the program implementation | Supporting factors | Obstacle factor | Explanation |
|---|--------------------|-----------------|--|
| Environmental conditions | v | V | The level of confidence of persons with disabilities is low and family perceptions do not allow people with disabilities to work. However, facilities and infrastructure as well as accessibility have been sufficient to support skills training activities |
| Relations between | v | | The division of functions |

| | | | |
|---|---|---|--|
| organizations | | | between agencies is clear; planning, budgeting, implementation and evaluation procedures have been carried out according to standardized standards; communication between agencies is appropriate, consistent and quality. Integrated Rehabilitation Center for Persons with Disabilities Special Region of Yogyakarta has built networks with organizations outside the government well, but the Special Region of Yogyakarta Social Service did not build such networks. |
| Organizational Resources | | V | The budget allocation for each activity is appropriate and in accordance with needs, but the efficiency of the budget and deconcentrated funds from the National Expenditure Budget decreases resulting in the elimination of some activities or a reduction in the target group. |
| Characteristics and Capabilities of implementing agencies | v | | Coordination between agencies indicates that each agency has been able to control and integrate decisions between agencies. Furthermore, internal communication has also gone well. |

Table 4 Factors That Influence the Implementation Government Program in Facilitating Employment Opportunities for Persons with Disabilities

| Factors that influence the program | Supporting factors | Obstacle factor | Explanation |
|------------------------------------|--------------------|-----------------|-------------|
|------------------------------------|--------------------|-----------------|-------------|

| | | | |
|---|---|---|--|
| implementation | | | |
| Environmental conditions | | v | Most companies do not yet provide accessibility related to reasonable accommodation and universal design |
| Relations between organizations | v | v | The division of functions between agencies is clear; planning, budgeting, implementation and evaluation procedures have been carried out according to standardized standards; communication between agencies is appropriate, consistent and quality. However, communication with the Committee for the Protection and Compliance of Rights of Persons with Disabilities did not work as needed. Furthermore, Department of Manpower and Transmigration, special region of Yogyakarta has built a network with organizations outside the government well. |
| Organizational Resources | | v | The budget allocation for each activity is appropriate and in accordance with needs, but the efficiency of the budget and deconcentrated funds from the National Expenditure Budget decreases resulting in the elimination of some activities or a reduction in the target |
| Characteristics and Capabilities of implementing agencies | v | | Coordination between agencies indicates that each agency has been able to control and integrate decisions between agencies. Furthermore, internal communication has also gone well |

F. Conclusion

Based on the above explanations, the regional government of the Special Region of Yogyakarta has carried out various activities in the Guiding Program for Persons with Disabilities and Trauma and the Employment Improvement program. Various activities have been reviewed and in accordance with the indicators of the model of program implementation by David C. Korten. In addition, in the implementation of these activities also have been found and examined the factors that encourage or hinder the implementation of various activities based on indicators G. Shabbier Cheema and Dennis A. Rondinelli.

G. Recommendation

Based on the research results and conclusions above, the composer has several suggestions that can be recommendations, namely, as follows:

a. The implementation of skills training activities must be accompanied by syllabi and modules so that the teaching and learning process is more systematic;

b. Need to add soft skills material in the form of public relations and ways to communicate to increase the confidence of persons with disabilities who will take part in practical learning and work in the formal or informal sector.

c. Joint meetings need to be held between Department of Social Services Special Region of Yogyakarta, Department of Manpower and Transmigration Special Region of Yogyakarta, Committee on Protection and Fulfillment of the Rights of Persons with Disabilities Special Region of Yogyakarta, companies and organizations of persons with disabilities to discuss and find solutions related to obstacles and things that companies need to prepare in order to be able to employ workers with workers disability. Thus, it is expected that the perception of companies will be more open in accepting workers with disabilities.

d. The government and companies must provide accessibility to buildings and buildings as a responsibility for the mandate of the legislation.

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