

## ABSTRACT

### **Inclusion Village Based on Disabled Talent Career: Towards Accessibility of Labor Market as a G20 Priority in Wahyuharjo Kulon Progo**

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**Abstract.** The problem of disability in Indonesia is yet a problem that is often ignored. Based on the 2020 National Socio-Economic Survey, the number of people with disabilities in Indonesia is estimated at 22.97 million people with a percentage of people with disabilities who are not working at 26.7%, and 30.7% are not taking formal education. This of course results in the phenomenon of the poverty chain in the disabled community in Indonesia. Persons with disabilities still face difficulties in accessing the labor market, because the deficiency of accessibility poses a challenge to the absorption of talent with disabilities in the workforce. Indonesia as the G20 Presidency offers priority issues for accelerating the G20 principles in integrating the labor market and community training sustainably to develop products for people with disabilities because these disabled groups are the most vulnerable compared to normal workers to lose their jobs. The central government together with the regional government began to work to support the improvement of the welfare of the disabled community, one of which was the effort to increase the role of the disabled community through the concept of an inclusive village located in Wahyuharjo Village by the Kulon Progo Regency D.I. Yogyakarta. The research method used in this research is using qualitative research methods with a case study approach. Inclusive Village is a village that provides space for disabled communities and other marginalized groups to support and respect each other. People with disabilities are given a space to be actively involved in the formulation of various village policies and the implementation of development. The village government also makes efforts to empower people with disabilities, including through the disabled zone community, as well as through training for people with disabilities for work readiness. In addition, efforts that can be made are by establishing the Disabled Talent Career Platform as one of the inclusive labor market strategies by advocating for people with disabilities and honing the soft skills of people with disabilities, to increase the accessibility of disabled talents inclusively to enter the world of work.

**Keywords:** *Labor Market, Disability, Community Empowerment, Wahyuharjo Inclusion Village, Disable Talent Career.*

## INTRODUCTION

Persons with disabilities in Indonesia still have difficulty accessing the labour market. The main challenge in the absorption of talent with disabilities, which still lacks accessibility, is the stigma of a classic problem now. There are limitations of GAP for people with disabilities with people who receive treatment that can provide space independently in equalizing the standard of living of people's rights. Thus, creating an inclusive labour market requires a strategic effort that can increase accessibility for persons with disabilities. The problem of disability in Indonesia has often been ignored. Based on data from the 2020 National Socio-Economic Survey, it can be seen the following data:

**Table 1.** National Socio-economic Survey of Disability

Number of People with Disabilities	Not Going Formal education	Number of People with Disabilities Which Doesn't Work
22.97 million people	30,7%	26,7%,

Source: Central Bureau of Statistics in Ministry of Education Culture Research and Technology of the Republic of Indonesia (2021)

Based on the data above, the number of people with disabilities in Indonesia is estimated at 22.97 million people, with the percentage of people with disabilities who do not work at 26.7%, and who do not take formal education as many as 30.7%, of course resulting in the linking phenomenon in the disabled community in Indonesia (1). However, in 2022, in the limitations and challenges of life, people with disabilities are equivalent to 15% of the world's population with disabilities of more than 1 billion with an age range of 18 to 64 years or equal to 80% of people with disabilities in developing countries with a prevalence of productive groups (2).

Persons with disabilities still face difficulties accessing the labor market because their lack of accessibility challenges the absorption of talent with disabilities in the workforce. They are supported by the protection of the rights of disabilities in Law Number 8 the Year 2016 Article 53 as providers for persons with disabilities in the field of employment. The G20 presidency in the area of jobs implements an inclusive labor market and affirms decent work for persons with disabilities. Indonesia, as the G20 Presidency, offers priority issues for accelerating the G20 principles in integrating the labor market and training sustainably to develop products for people with disabilities because these disabled groups are the most vulnerable compared to normal workers to lose their jobs. Indonesia, together with the G20, encourages inclusive development to become one of the important variables in carrying out the economic transformation, which is marked by efforts to accelerate inclusive growth by taking into account the sustainable development aspects of the Sustainable Development Goals (SDGs) for the community in inclusive development (3). The plan as a policy implementation must pay attention to the next and sustainable life, which is a global plan for the better. The process of inclusive development involving the community's active role is needed in the form of a participatory mechanism (4).

Therefore, the central government, together with the local government, began to work to support improving the welfare of the disabled community, one of which was the effort to increase the role of the disabled community through the concept of an inclusive village located in Wahyuharjo Village by the Kulon Progo Regency D.I. Yogyakarta. The development in Wahyuharjo has become an inclusive independent representation for persons with disabilities by paying attention to aspects of disability-friendly infrastructure based on

the aspirations of persons with disabilities. Inclusive Village is a village that provides space for disabled communities and other marginal groups to support and respect each other. According to Wirutomo (2012) community empowerment in the development process includes all social strata (5). People with disabilities are given a space to be actively involved in various village policies and development implementation. The village government also makes efforts to empower people with disabilities through the disabled zone community and training for people with disabilities for work readiness. In addition, steps can be made to establish a Disable Talent Career Platform as one of the inclusive labor market strategies. In addition, it can encourage participation in the world of work in formulating independent living, including easy digital and physical accessibility in the world of work for people with disabilities.

## LITERATURE REVIEW

Disability, according to the World Health Organization (WHO), is a term that is an umbrella for impaired function, limitations in activities, and restrictions on participation in work (6). A WHO survey shows that about 785 million people, or about 15.6 percent of people aged 15 years and over, live with a disability (7). The number of people with disabilities is increasing because the population with disabilities with older populations has a high risk of disability and the increased chronic health conditions associated with disability. In addition, there are still stereotypical views about disability in the form of gender discrimination against women. Some of the obstacles experienced by disability, according to the World Health Organization (WHO), include: First, inadequate policies and standards. So far, policy designs have not always considered the needs of persons with disabilities, and existing policies and standards have not been implemented properly. Second, negative attitude. A bad belief and prejudice against disability provide a barrier. The third is the lack of service provision. Persons with disabilities are particularly vulnerable to public services such as health care, rehabilitation, and relief support deficiencies. Fourth is inadequate funding. Resources allocated to implement policies and plans are often insufficient. The lack of effective financing is a major barrier to sustainable services. Fifth is the lack of accessibility. Many buildings, including public accommodation, transportation systems, and information, are not accessible to everyone. Lack of access to transportation is a common reason that people with disabilities are discouraged from finding work or prevented from accessing health care. Sixth, lack of involvement. Many people with disabilities are often excluded from decision-making in matters that directly affect their lives. Seventh is the lack of data and evidence on the number of persons with disabilities and their situation. These barriers impact disability, including poorer health levels, lower educational achievement, less economic participation, higher poverty rates, and increased dependency and limited participation (7).

People with disabilities often face exclusion and powerlessness. The United Nations (UN) said that people with disabilities have equal rights to social protection, and the state must provide a safety net to help, one of which is through community empowerment efforts for people with disabilities. According to Badaruddin et al. (2021), community empowerment is an effort to create a society with greater control over its environment (4). In addition, community empowerment is also interpreted as an effort to improve the welfare of the community through various activities, such as increasing community membership, improving the environment, business development, economic development, enhancing financial institutions, and increasing the ability of the community to increase their production (8).

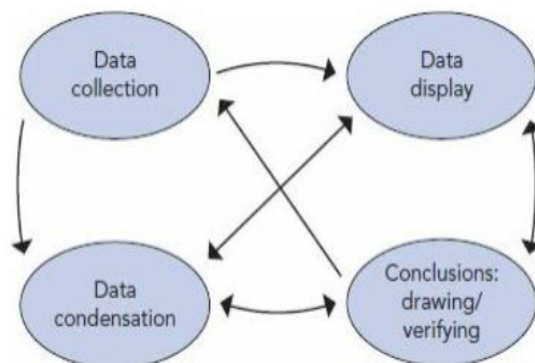
The many problems that exist in the community, especially the issue of poverty, really need to be resolved through community empowerment practices. The main purpose of community empowerment is not only to overcome problems related to economic income but also to increase the community's ability to meet physical and social needs, such as increasing self-confidence, increasing participation in social activities, and increasing the ability to carry out tasks independently (9). In the concept of community empowerment, the role of stakeholder actors is needed, both from the private sector, communities, and universities. Community empowerment is a concept of economic development that pays attention to social values (8). Community empowerment efforts can be carried out through 3 aspects according to Mardikanto & Soebiato (2019) are enabling, empowering, and protecting (10). First, enabling, namely, creating an atmosphere that allows the potential of a community to develop. Second, empowering, namely strengthening the potential of the community through concrete steps that involve providing various inputs and opening up opportunities that will make the community more empowered. Third, protecting, namely the empowerment process, must mean saving. The weak must be prevented from becoming more fragile because of their lack of power in dealing with the strong (11). One of the empowerment strategies is to involve talent management by creating a creative atmosphere for individuals. Talent management is a systematic way of identifying, developing, engaging, and disseminating individuals with high potential who have a special value for an organization (12). The three main pillars of talent management include developing talent retention practices to align them with organizational goals and strategies, developing talent pools, and identifying important functions to achieve the organization's sustainable competitive advantage (13).

## **METHOD, DATA, AND ANALYSIS**

The research method used is a qualitative method with a case study approach. The qualitative method is used to understand the phenomena experienced by research subjects by description. This method is inductive by drawing general conclusions on specific facts or findings (14). The case study in this research is Wahyuharjo Village, an inclusive village formed by the Kulon Progo Regency Government. The description explains the accessibility of the labor market in Wahyuharjo Village, Kulonprogo. Data were collected through interviews, observations, documents, and secondary data from related books or journals to answer the research questions. The research subjects that will be used as informants in this study are policy stakeholders and the community in Wahyuharjo Village, Kulonprogo. The technique of determining informants in this study was done through criteria-based selection. Another technique that will be used in deciding on informants is snowball sampling. Snowball sampling is a technique obtained through a rolling process from one respondent to another (15). Interview respondents were conducted with the village secretary, initiator of non-governmental organizations (NGOs), administrators of village disabled groups, and people with disabilities in Wahyuharjo Village. Observation is done by observing the activities and efforts made by the executor. Literature data will be obtained from the kelurahan revenue and expenditure budget, kelurahan regulations, electronic search of the kelurahan website, and other kelurahan official texts.

The procedures in this study include: first, the research planning stage; second, the stage of preparing the proposal; third, the data collection stage; fourth, the data analysis stage. Data

triangulation will be used to verify information sources to test their validity. Data triangulation is a technique of checking data validity by comparing other sources outside the data (14).



**Figure 1.** Data Analysis of the Miles and Huberman Model  
 Source: Miles, Huberman, dan Saldana (2014)

Data analysis will be carried out using the Miles and Huberman model. This analysis includes data reduction, data display, verification, and conclusion (16). Data reduction will be carried out by arranging the raw data from the interviews that have been transcribed and then classified. Data display is the transposition of data according to the type of information in which it becomes a specification chart, matrix, table, histogram, and graph. Verification is carried out by reviewing the records and then drawing conclusions based on the objectives and formulation of the problem (17).

## RESULT AND DISCUSSION

### 1. Wahyuharjo's Inclusive Village Condition

Wahyuharjo is one of the villages in Lendah District Kulon Progo Regency. Wahyuharjo turned into a village from what was originally a village in 2020 after the Kulon Progo Regency Regulation Number 4 of 2019 concerning Village Determination, which then caused a change in the terminology of the village to become a village. The village government has the task of maintaining, and preserving the values of family life and cooperation, assisting government performance, and community development. Currently, Wahyuharjo has five hamlets, ten community units (RW), 20 neighborhood units (RT), and kelurahan community institutions consisting of TP PKK, Karang Taruna Wahyu Mekar, Posyandu Cadre, LPMKal, and the Village Disable Group or KDD.

KDD Wahyuharjo was formed in 2015 at the Disable Inclusion and Advocacy Movement (SIGAB) initiative to represent the independence of the disabled and the actualization and participation of disabled groups in the village. KDD was inaugurated on April 11, 2016, in the Decree of the Village Head/Lurah Number 16A of 2016 and has received an allocation of the Village Revenue and Expenditure Budget (APBKal) for operational and economic empowerment training.

The composition of the community management group for the Wahyuharjo Village community is as follows:



**Figure 2.** The composition of the organization's management for the Wahyuharjo Village with Disabilities Group  
Source: wahyuharjo-kulonprogo.desa.id (2022)

Wahyuharjo's Disable group currently has 30 people. The disabled groups hold monthly meetings in planning other stages of development that are always involved so that their aspirations can be channeled properly, based on the aspirations of people with disabilities who have begun to pay attention to the disability-friendly inclusive aspect to realize development in Wahyuharjo Village. In routine meetings, which are also social gathering activities, 7-10 KDD members are usually people with disabilities. Others are represented by their family members due to their limited physical condition. The implementation of Wahyuharjo's inclusive village already has disability-friendly public facilities in trays installed in several strategic places, such as the village office. The floor structure is also sloping by minimizing the presence of stairs to make it easier for people with disabilities who use wheelchairs and walkers. The accessibility of infrastructure for people with disabilities makes it possible for people with disabilities to participate in deliberations and other village programs.

Wahyuharjo Inclusive Village was formed and ran on cooperation between sectors. These sectors include village government, NGOs, relevant agencies, and communities. With a synergistic collaboration, the establishment of the Wahyuharjo Inclusive Village can be directed and accommodate the needs of disability groups. Analysis of the role of stakeholder actors in Wahyuharjo Village, these sectors include the village government, NGOs, related agencies, and the community. The parties are, First, the Kelurahan Government of Wahyuharjo, Lendah, Kulon Progo as a planner in providing Regulatory Assistance for access, permits, budgets, with the implementation of including disability in village regulations, RPJMKel, and APBKel, assistance in submitting budgets to Kapanewon, granting passports, provision of goat seeds and the Disabled Empowerment program in Wahyuharjo Inclusion Village as well as monitoring with supervision, regular meetings, receiving routine reports, at the end of which an annual report evaluation is carried out based on the manager's report. Second, the Sasana Inclusion and Advocacy Movement for Disable (SIGAB) in collaboration with the kelurahan, the formation of SIGAB cadres, the formation of the Village Disable Group (KDD), training of village journalists, and the construction of disabled-friendly public facilities. Third, the Department of Communication and Information of Kulon Progo Regency. Fourth, the Department of Community and Village Empowerment, Population Control, and Family Planning in Kulonprogo Regency. Fifth, people with disabilities in Wahyuharjo Village, Lendah, Kulon Progo. The final stage is monitoring and evaluation to determine success and sustainability. The existence of synergistic collaboration

in establishing the Wahyuharjo Inclusive Village can run well and accommodate the needs of the disability group so that it can realize sustainable development in Wahyuharjo Village.

## 2. Disability Empowerment Program in Wahyuharjo's Inclusive Village

Community empowerment is a concept of economic development with social values and the principle of a people-centered participatory paradigm (11). Empowerment efforts have three sides: enabling, empowering, and protecting (10).

### a. Enabling

Enabling is an effort to create an atmosphere or climate that allows the potential of the community to develop. Wahyuharjo Village is one of the villages located in the Lendah District, Kulon Progo Regency. Generally, the Wahyuharjo community is homogeneous, where the community structure is dominated by the Javanese ethnic group, which accounts for more than 95 per cent (18). Of the 2000 people living in Wahyuharjo, there are 30 to 35 people who are people with disabilities. This was conveyed by Mr Didik Sukriyandoko, the Secretary of Wahyuharjo Village (interview on 20 July 2022). The large number of people with disabilities in Wahyuharjo Sub-district then received the attention of the non-governmental organization (NGO) SIGAB or Sasana Inclusion and Disable Advocacy Movement where this organization has the vision to participate in defending and fighting for the rights of people with disabilities throughout Indonesia to create a life that is equality and inclusion (19). SIGAB started helping to empower people with disabilities in Wahyuharjo Village in 2015. Mr. Didik Sukriyandoko conveyed this as Secretary of Wahyuharjo Village.

*“Enter 2015. One of the 6 villages in Kulonprogo, Lendah district, became a pilot project from the SIGAB institution. SIGAB is an institution that collaborates with NGOs or NGOs from Australia. Initially, there were socialization of inclusion and disability-friendly infrastructure, then there were trainings on economic impact.”* (interview with Pak Didik Sukriyandoko on 20 July 2022).

The presence of SIGAB is to create inclusiveness in society, especially for people with disabilities. The existence of SIGAB is considered very helpful for Wahyuharjo Village in training programs for people with disabilities. Various training activities that require large budgets, such as village website training and community training, are also the responsibility of SIGAB.

### b. Empowering

Empowering is an effort to strengthen the potential possessed by the community through concrete steps involving the provision of various inputs that will make the community more empowered. This was conveyed by Mr. Didik Sukriyandoko, the Secretary of Wahyuharjo Village. Through the initiation of SIGAB, Wahyuharjo Village has a disabled group that was formed in 2015, which is intended to be a forum for the creation of independence, as well as a form of actualization of the participation of disabled groups in the village. The village disabled group carries out several activities.

*“Wahyuharjo has a village disabled group that receives APBD for training and equipment assistance. Bakpia making equipment and training, then goat seed assistance for rolling, training on making fermented feed for goats, there are some trainings.”* (interview with Pak Didik Sukriyandoko on 20 July 2022).



Through the village disabled group (KDD), people with disabilities receive training in making bakpia and hydroponics, equipment assistance for businesses such as chicken incubators, and seed assistance for goat farming. However, currently what is still running in the community is goat farming. This is because several businesses are constrained in the field of marketing.



**Figure 3.** Goat Farm

Source: Researcher Primary Data (2022)

To support KDD activities, the Wahyuharjo Village Government annually allocates an Rp. 24 million budget in the form of APBKal for operations and training for empowerment and economic improvement. In addition, there is a plan for regular meetings for disability groups to discuss the KDD plan and all existing problems. Although so far, there have been obstacles in the form of not all KDD members being able to go to the regular meeting schedule, this certainly has an impact in the form of difficulty establishing good communication among group members. Mr. Supangadi conveyed this as a member of KDD.

*"There is a regular social gathering every 10th and internal KDD discussions. But in KDD not all can attend the meeting directly. Usually his parents or siblings. Yes, because of the agenda, yes, because of the circumstances. Only 7-10 people who came immediately, others were represented. because for communication, there are difficulties."* (interview with Pak Supangadi on 20 July 2022).

Since the existence of KDD, people with disabilities in Wahyuharjo Village have been involved in every planning in the village so that their aspirations can be channeled. Through this involvement, all physical development in Wahyuharjo Village pays attention to inclusive aspects through disability-friendly infrastructure according to the aspirations of people with disabilities.

*"After there was an inclusive village, KDD was recognized in the kelurahan. If there is a village meeting, one of the KDD is invited. Not before. Now if there is a village meeting, it is included. The community does not have a problem if they are invited to meetings with disabilities, they are not uncomfortable. No longer pitied, but embraced as part of the community. Not being marginalized"* (interview with Pak Supangadi on 20 July 2022).

This is a positive side, where people with disabilities feel involved and confident participating in village deliberations. In addition, the existence of an Inclusive Village also provides a sense of security for the disabled community in Wahyuharjo.



*"It feels safe and comfortable. It has also been socialized that infrastructure development must be disabled friendly. The path is made to pass the steps and minimal steps, made almost flat."* (interview with Pak Didik Sukriyandoko on 20 July 2022).

In 2019, the Regent of Kulon Progo inaugurated Tomiku or E-Warung which is a business of the Wahyuharjo Village Disable Group.

*"KDD has a joint shop to supply basic needs for programs such as PKH (rice, basic necessities), whose money goes into the KDD treasury with independent management. It's called E-Warung."* (interview with Pak Didik Sukriyandoko on 20 July 2022).



**Figure 4.** E-Warung or Tomiku  
Sumber: Researcher Primary Data (2022)

The existence of E-Warung or Tomiku is felt to help the community, especially for people with disabilities in Wahyuharjo Village, because so far, E-Warung has been used as a forum for the distribution of basic needs for residents who receive non-cash food assistance (BPNT) from the government.

c. Protecting

Protecting a process of safeguarding empowerment efforts, must prevent weak individuals from becoming more fragile. The role played by the village government to protect empowerment in Inclusive Villages is by monitoring and evaluating activities to find achievements and obstacles so far.

*"There is, at the beginning of the year to plan and at the end of the year to evaluate. For example, for example, the bakpia doesn't work well, then it's thought that the bakpia maker can be used to cook other things. Bakpia has many competitors."* (interview with Pak Didik Sukriyandoko on 20 July 2022).

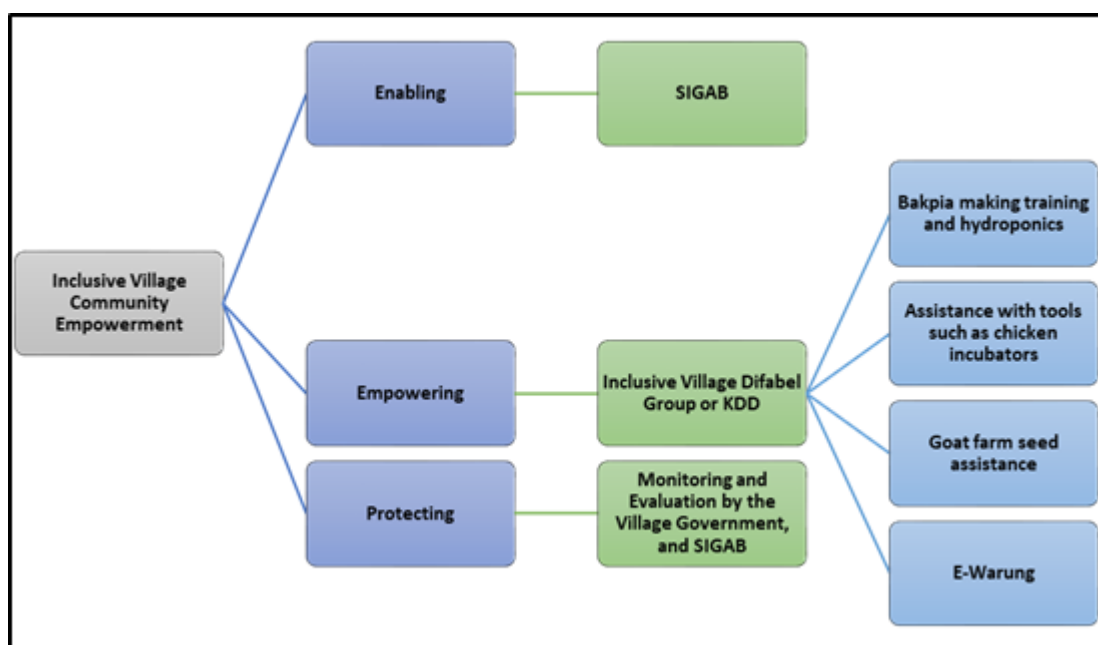
In addition, the village government supports the role of persons with disabilities in developing their businesses.

*"We finally directed them to be able to develop their own business. By providing empowerment and training."* (interview with Pak Didik Sukriyandoko on 20 July 2022).

SIGAB also participates in monitoring the development of the Wahyuharjo Inclusion Village.

*"Until now but not as intense as before. SIGAP moved to another area. 3-4 years when SIGAP started in Wahyuharjo there were activities almost every day every week, but now it is reported that they have moved to another place. Because here it can be left. I come here occasionally, last year accompanying a visit from the Ministry of Social Affairs. To show Wahyuharjo as a pilot project for an inclusive village."* (interview with Pak Didik Sukriyandoko on 20 July 2022).

A monitoring and evaluation process is useful for the sustainability of empowerment efforts in the Wahyuharjo Inclusion Village so that when there are obstacles, they can immediately be identified and the right solution can be found. The following is figure 5, which comprehensively describes the efforts of the Disability Empowerment Program in Wahyuharjo's Inclusive Village.



**Figure 5.** Disability Empowerment Program in Wahyuharjo's Inclusive Village  
Source: Researcher Processed Data (2022)

Based on Figure above, it can be seen that the empowerment efforts carried out in the Inclusive Village, according to the empowerment indicators of Mardikanto & Soebiato (2019), have been carried out well (10). First, the enabling process is carried out through the role of SIGAB as a non-governmental organization (NGO) by creating a forum for people with disabilities in Wahyuharjo Village through programs and training so as to create inclusiveness in the community. Second, empowering, namely through various programs carried out by SIGAB in collaboration with the village government and related agencies to support the sustainability of existing empowerment efforts. Programs and assistance created for persons with disabilities include training in making bakpia and training for hydroponic plant businesses, help with tools for chicken incubators, help for goat breeding seeds, and the creation of an E-Warung or known as Tomiku. Third, protection is carried out through a monitoring and evaluation process by the village government and SIGAB so that empowerment efforts in the Inclusive Village can run well. So far, from several existing

empowerment programs, goat farming programs and E-Warung are programs that run effectively and have massive benefits for the community.

### 3. Labor Market Accessibility Through Disabled Talent Careers

The accessibility of the labour market becomes very important for an economy because when it can quickly respond to changing market conditions by modifying workers so that they can adapt well. Limited opportunities to develop the poor and little capital and knowledge cause limited employment opportunities, which are inadequate, so there is no sustainability. The paradigm shift sees the ability of people with disabilities based on human rights. These platforms can further improve their accessibility so that they can be more easily accessed by talent with disabilities with a variety of disabilities.

Disabled Talent Career is an inclusive platform strategy effort to hone soft and talent skills by explicitly integrating human resource management with performance management. The theory of talent management is defined as a systematic way that includes identifying, developing, involving, and disseminating individuals with high potential and who have a special value for an organization (12). The three main pillars of talent management include developing talent retention practices to align them with organizational goals and strategies, developing talent pools, and identifying important functions to achieve the organization's sustainable competitive advantage (13). The following is the concept of the Disable Talent Career implementation indicator as follows:



Source: Processed by Researchers (2022)

**Figure 6.** Concept of Disable Talent Career Implementation Indicators  
Source: Researcher Processed Data (2022)

Based on the figure above, the Disabled Talent Career Analysis is one of the inclusive labour market strategies by advocating for people with disabilities and honing the soft skills of people with disabilities to increase the accessibility of disability talents inclusively in readiness to enter the workforce. The following is an explanation of the concept analysis of the Disable Talent Career implementation indicators as follows:

#### a. GAP Identification

Persons with disabilities still face difficulties accessing the labour market because they lack accessibility challenges the absorption of talent with disabilities in the workforce. The limitations of the Wahyuharjo Village GAP for people with disabilities and the community should receive treatment that can provide space independently to equalize the standard of living of the community's rights. It is necessary to identify policies and practical efforts to create an inclusive workplace and promote equality of opportunity and treatment at work for persons with disabilities in an inclusive manner in obtaining training in dealing with

readiness in the world of work as well as measures to improve workplace accessibility for persons with disabilities in a variety of ways-forms, such as the provision of disabled-friendly facilities.

b. Career Development

Career Development Workers with disabilities need to be provided with the same opportunities as other workers in the workplace to acquire the skills and experience required to advance their careers. Information on career development and promotion opportunities should be provided and communicated in a format accessible to workers with disabilities. Therefore special attention is paid to accessibility when such information is provided via electronic means. Opportunities for workers with disabilities to benefit from training programmes. An equal employment opportunity policy is enforced in workplace-based inclusion of skills training by providing available and accessible courses. SIGAB assists the implementation of inclusive villages such as Wahyuharjo Village in training programs for people with disabilities. Such as training on village websites, as well as training for the community. In addition, through the village disabled group (KDD), people with disabilities receive training in making bakpia and hydroponics, equipment assistance for businesses such as chicken incubators, and seed assistance for goat farming.

c. Participation

The Participation of the disabled community is given a space to be actively involved in formulating various village policies and implementing development. The village government also makes efforts to empower people with disabilities, including through the disabled zone community and through training for people with disabilities for work readiness. The accessibility of infrastructure for people with disabilities allows people with disabilities to participate in deliberations and other village programs. The head of KDD in Wahyuharjo has also been actively involved in every activity in the village, even at the ASEAN level. The disabled groups hold monthly meetings in the planning development stages every month. Therefore, it is necessary to have a fair opportunity right in the work cycle regardless of disability for persons with disabilities so their participatory rights can be channelled properly. Based on disability-friendly inclusive aspects to realize development in Wahyuharjo Village.

d. Stakeholder Collaboration

The government is obliged to create accessibility of public services for persons with disabilities accessing other facilities. This is important in properly advocating the aspirations of persons with disabilities to become an integral part of inclusion. Therefore, there is a collaboration with the Job Training Center of the Ministry of Manpower, Disability Awareness Training for Employers, Accessibility Assessment in ensuring the fulfilment of the rights of workers with disabilities, Central Government, Cooperating with manpower offices, Regency/City Governments in providing educational outreach in eliminating discrimination and stigma against persons with disabilities.

e. Evaluation

The evaluation was held as a form of discussion that was built voluntarily with flexible time with all members of the community, including the Disable Group Community of Wahyuharjo Village so that they could participate in providing new ideas initiatives and thoughts on sustainable development. This evaluation is carried out to create an accessible, inclusive workplace to increase productivity and accessibility of work readiness for persons with disabilities.

## CONCLUSION

Wahyuharjo Village can be a best practice for other regions and become an inclusive independent representation for people with disabilities by paying attention to the disability-friendly infrastructure aspect based on the aspirations of people with disabilities to realize development in Wahyuharjo Village. Empowerment efforts carried out in Inclusive Villages according to the empowerment indicators Mardikanto & Soebiato (2019) have been carried out well, including the enabling process carried out with the role of SIGAB through training programs. Empowering is done by collaborating with various stakeholders in supporting the development process in Wahyuharjo Village. Protection is carried out with the monitoring and evaluation process. Disable Talent Career as a platform strategy inclusively integrates explicitly by linking human resource management with performance management. This is related to human resource development at this time and requires innovation and increasing accessibility of workforce skills, all of which are centered on human resource development in the employment sector. This platform advocates well for people with disabilities to become an integral part of inclusiveness and soft hone skills to increase the accessibility of independent talents with disabilities inclusively in entering the world of work to build a sustainable framework and improve the quality of the G20, especially on the topic of an inclusive labor market for persons with disabilities, so that it can have an impact in the labor sector which is expected to have the opportunity to create new jobs and a multiplier effect for a sustainable economy.

## IMPLICATION/LIMITATION AND SUGGESTIONS

The limitation of this research is that the research is still limited to being conducted in Wahyuharjo Village, Kulon Progo. Wahyuharjo Inclusive Village was chosen because it is a pilot project for an inclusive village in Kulon Progo. Kulon Progo has six inclusion villages, each with its characteristics. So in similar research in the future, it is necessary to expand the locus so that the inclusive village paradigm becomes more comprehensive.

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