

## **Entrepreneurship of Difa City Tour and Transport in Yogyakarta; Job Opportunities for Disabled Community to Access New Possibilities**

Fitria Nugrah Madani<sup>1</sup> Zulkifli Makmur<sup>2</sup> Askar Nur<sup>3</sup>

fitria.nugrah.m@mail.ugm.ac.id<sup>1</sup> Zulkifli.makmur@mail.ugm.ac.id<sup>2</sup> Askar.nur@gmail.com<sup>3</sup>

Gadjah Mada University<sup>1</sup> STAI DDI Kota Makassar<sup>2</sup> Hasanuddin University<sup>3</sup>

**Abstract.** To realize constitution about job opportunity guarantee for disabilities in Indonesia is still quite far from reality. Intensive collaboration is needed for government and business owners to implement the regulation. Whereas, the Minister of Labor is committed to giving awards to companies which employ disabilities. This, however, does not have any significant impact. The low job opportunity for disabilities, indeed, pushes the employment sectors by their own-business. Province Special Region of Yogyakarta (DIY) has large tourism industries as well as gets predicate of the third largest province of people with disabilities in Indonesia. Difa City Tour and Transport (DCTT) in Yogyakarta catches advantage in this business as well as contributes to solve problems of job chance to disabilities. The article focuses on discourse of disabilities entrepreneurship managed by DCTT in Yogyakarta. The aim of this is unveiling model of DCTT to manage entrepreneur group which is oriented to disability. The Technique of analysis uses case study method by placing DCTT as an entrepreneurship model, so it can find the potential of employment opportunity for disabilities through entrepreneurship according to interested fields. The article finds that entrepreneurship group of disability through DCTT can make disabilities confident and productive by using inclusive entrepreneurship model. Inclusive entrepreneurship program is recommended always to discuss, in order that friendly employment to disabilities can grow everywhere.

**Keywords:** *Eunterpreneur, Empowerman, Disabilities, DCTT*

## INTRODUCTION

### 1. The Problem of Employment of Persons with Disabilities in Indonesia

This paper discusses employment issues in Indonesia, particularly regarding employment opportunities for persons with disabilities. This is because employment issues for persons with disabilities are still a significant problem in Indonesia. Referring to the regulations, 1 percent quota policy for employment opportunities for persons with disabilities is regulated in Government Regulation No. 43 of 1998 concerning Efforts to Improve the Social Welfare of Persons with Disabilities. The regulation was later revised through Law no. 8 of 2016 concerning Persons with Disabilities which states that the Government, Regional Governments (Pemda), State-Owned Enterprises (BUMN), and Regional-Owned Enterprises (BUMD) are required to employ at least 2 percent of people with disabilities from the total number of employees or workers. Meanwhile, private companies are required to employ at least 1 percent (one percent) of persons with disabilities from the total number of employees or workers.<sup>109</sup>

Based on data from the National Socio-Economic Survey (Susenas), the number of people with disabilities in Indonesia is 9.7 percent of the total population or about 26 million people<sup>110</sup>. Therefore, it is important to implement the work quota regulations for persons with disabilities. This is based on data from the Basic Health Research (Riskesdas) which shows that the proportion of people with disabilities in the adult population or working age (18-59 years) in Indonesia is 22 percent or 5.7 million people. The three provinces in Indonesia that have a population with disabilities of working age are Central Sulawesi at 40.6 percent, South Sulawesi at 33.6 percent, and DI Yogyakarta at 33.2 percent.<sup>111</sup>

---

<sup>109</sup> Paikah, Nur. (2017). Implementation of Law Number 8 of 2016 concerning Persons with Disabilities in the Protection and Fulfillment of the Rights of Persons with Disabilities in Bone Regency. *Journal. of Ekspose* 16 (1), pp. 335-348

<sup>110</sup> Tempo (September 17, 2021), The Right of Accessibility of Health for Persons with Disabilities is accessed at <https://article33.or.id/id/berita/tempo-co-hak-aksesibilitas-kesehatan-untuk-penyandang-disabilitas>

<sup>111</sup> Kemenkes RI. (2019). Riskesdas National Report 2018. Publishing Agency for Health Research and Development (LBP).

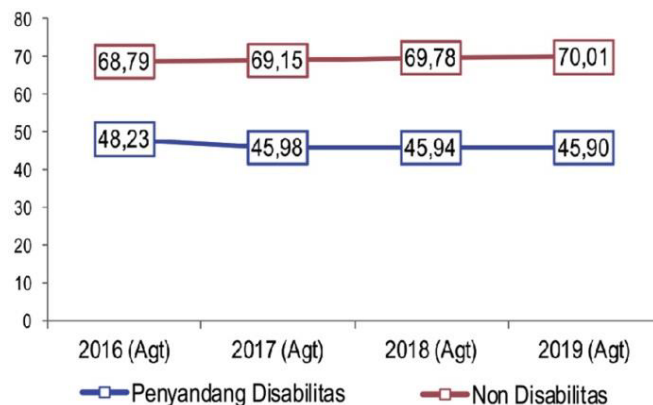


Figure 1. Comparison of the percentage (%) of the number of LFPR persons with disabilities and non-disabled persons in 2016-2019

Meanwhile, if we look at data from the Central Statistics Agency (BPS) throughout 2016-2019 regarding the Labor Force Absorption Rate (LFAR) for people with disabilities and non-disabled people in Indonesia. This figure shows that there is a significant difference in LFPR between persons with disabilities and non-disabled persons. It can be seen that the number of LFPR for persons with disabilities has decreased compared to LFPR for non-disabled persons which tends to increase. So that the economic gap in the employment sector for people with disabilities is still very real in Indonesia<sup>112</sup>.

The low influence of LFPR on persons with disabilities is certainly influenced by the low level of education. The dominance of persons with disabilities who have a low level of education then also affects the low number of persons with disabilities to enter the labor market. Based on the Socio-Economic Survey (Susenas) in 2019, it was also shown that the average age of persons with disabilities aged 15 years was 4.73 years old or was unable to complete the elementary school (SD) level. People with disabilities are dominant only struggling to take care of the household. However, 44.76 percent or half of people with disabilities have access to work, while 55.24 percent do not participate in economic activities.<sup>113</sup>

Based on the data above, it can be seen that half of people with disabilities have not had access to work. The effect of education level is not likely to affect the unacceptable lack of skills in the labor market. Therefore, persons with disabilities do not have the skills and work experience

<sup>112</sup> BPS. (2020). People's Welfare Indicator. Central Bureau of Statistics

<sup>113</sup> BPS, loc. Cit

which also affect the participation of persons with disabilities in access to work and the economy<sup>114</sup>. This also makes it difficult for employers or companies do not accept persons with disabilities to be given a work quota.<sup>115</sup>

The fields of work or type of business that people with disabilities tend to do in Indonesia are dominantly working in the agricultural sector and the informal sector. Meanwhile, non-disabled workers mostly work in the trade and service sectors. This of course affects the economic income of people with disabilities, with almost a third of disabled workers in Indonesia receiving wages below 1 million rupiah per month<sup>116</sup>. The lack of access to jobs in the trade and service sectors for persons with disabilities according to Mavromaras, et. al (2007) is also caused by job flexibility and the low complexity of work in the agricultural sector compared to other sectors<sup>117</sup>. In addition, the carrying capacity to work such as advice and infrastructure for persons with disabilities who are less adaptive is a real obstacle. This makes it difficult for people with disabilities to work productively because of the lack of availability of access to work which then has an impact on wages. Then the vulnerability to being unemployed and underemployed is experienced by people with disabilities<sup>118</sup>

## 2. Employment Problems for Persons with Disabilities in Yogyakarta

This also specifically happened in Yogyakarta. As explained above, based on data, Yogyakarta is the province with the highest number of persons with disabilities in the third age of the workforce in Indonesia. One of the factors that increased the number of people with disabilities in Yogyakarta was the earthquake in 2006. This earthquake caused the number of people with disabilities in Yogyakarta to increase by 1508 people. The majority of the affected victims suffered

---

<sup>114</sup> Kaye, H. S. (2009). Stuck at The Bottom Rung: Occupational Characteristics of Workers with Disabilities. *Journal of Occupational Rehabilitation*, 19(2), pp. 115–128.

<sup>115</sup> Andayani. (2020). Fulfillment of Employment Rights: Fulfillment of Law Number 8 of 2016 concerning Persons with Disabilities in Samarinda. *Social Welfare Research Information Media*, 44(3), pp. 299–308; Burke, J., Bezyak, J., Fraser, R. T., Pete, J., Ditchman, N., & Chan, F. (2013). Employers' Attitudes Towards Hiring and Retaining People with Disabilities: A Review of The Literature. *The Australian Journal of Rehabilitation Counselling*, 19(1), pp. 21–38.

<sup>116</sup> BPS. (2020). *National Labor Force Survey Enumeration Handbook 2020*. Central Bureau of Statistics

<sup>117</sup> Mavromaras, K., Oguzoglu, U., Black, D., & Wilkins, R. (2007). Disability and Job Mismatches in The Australian Labour Market. In *Melbourne Institute of Applied Economic and Social Research* (Issue June).

<sup>118</sup> Sheppard-Jones, K., & Lasley-Bibbs, V. (2021). Public Health, Work, and Disability. In *PublicHealth Perspectives on Disability*. Springer US, pp. 321–339.

physical disabilities due to falling debris from buildings and resulting in paralysis of some of their limbs. A total of 15 people were completely paralyzed due to the impact of the earthquake<sup>119</sup>.

The lack of employment for people with disabilities in the city of Yogyakarta is also still a significant problem. According to Dewi (2015) that the policy of Government Regulation No. 43 of 1998 concerning Efforts to Improve the Social Welfare of Persons with Disabilities, which was later revealed by the DIY Regional Government to become Regional Regulation (Perda) No 4 of 2012 concerning the Protection and Fulfillment of the Rights of Persons with Disabilities which guarantees the rights of persons with disabilities including rights in the fields of education, employment, health, social, arts, culture, sports, politics, law, disaster management, housing, and accessibility. However, in reality, the work quota policy for people with disabilities is implemented in DIY. The one percent quota for persons with disabilities, which must be implemented for agencies or companies employing more than 100 employees, has not been fully implemented. There are still limitations for people with disabilities in the employment sector to be able to enter government and private institutions<sup>120</sup>.

Even though it has been regulated by law and labor regulations for persons with disabilities, these regulations are still far from the reality on the ground<sup>121</sup>. In fact, according to Joshi (2004), people with disabilities have their own abilities and capabilities in a different way. So for employment issues should not close the opportunity. With the conditions that are not given the opportunity, the absorption of labor for people with disabilities makes it easier for people with disabilities to create entrepreneurial activities. Entrepreneurial activities are considered as something that is adaptive to people with disabilities with their limitations and creates a solid environment for people with disabilities. This can be a solution among all the limitations for people with disabilities<sup>122</sup>.

Entrepreneurship activities also make people with disabilities have the flexibility to do work, both in terms of skills and working hours. They can also develop and innovate according to their abilities. Likewise, they may prefer jobs that require fewer hours of work, require fewer

---

<sup>119</sup> Slamet, Agus. (2018). The Role of Difa City Tour in Improving the Independence of Persons with Disabilities. Thesis : UIN Sunan Kalijaga Yogyakarta

<sup>120</sup> Utami Dewi. (2015). Implementation of Quota Policy for Persons with Disabilities to Get Jobs in the City of Yogyakarta. *Journal of State Administration Studies* 3(2), pp. 67-83

<sup>121</sup> Eltahir, A. M. A. (2020). Employment of People with Disabilities in Higher Education Institutions in Khartoum State Between Reality and Expectations. *Journal of Educational and Psychological Sciences*, 4(41), 129–147

<sup>122</sup> Joshi, S. K. (2004). Disability in Nepal. *Kathmandu University Medical Journal*. 2(1), pp. 1–5.

responsibilities, offer greater flexibility and lower psychological stress so as not to worsen their health.<sup>123</sup>

### 3. DCTT as an Entrepreneur with Disabilities

One form of entrepreneurship in the city of Yogyakarta which is formed from people with disabilities and then provides access to employment opportunities for people with disabilities, namely Difa City Tour and Transport (DCTT). DCTT was founded in 2015 to coincide with the celebration of the International Day of Persons with Disabilities in Yogyakarta City <sup>124</sup>. DCTT was born as a response to the lack of employment for people with disabilities. DCTT as a provider of transportation services for people with disabilities with the aim of empowering people with disabilities to be economically independent by working<sup>125</sup>.

Along with the increasing demand, currently DCTT services have reached the general public, previously Difa motorcycle taxis were only intended for people with disabilities. DCTT is an ojek-based transportation service facility for people with disabilities. This form of business is a response to the efforts of persons with disabilities whose aim is to create employment opportunities for them, including providing access to friendly transportation for people with disabilities<sup>126</sup>. With the presence of DCTT as a form of entrepreneurship that was established by people with disabilities, then it can be confirmed that the provision of entrepreneurial space for people with disabilities is one solution to the difficulty of fulfilling the work quotas that have been regulated by the government for companies in Indonesia.

This was also revealed by Winasti (2012) who stated the entrepreneurial motivation of people with disabilities to be able to provide a living for their families, socialize with many people, help people with various other physical disabilities to prosper, increase self-esteem, and various efforts to

---

<sup>123</sup> Kaye, H. S. (2009). Stuck at The Bottom Rung: Occupational Characteristics of Workers with Disabilities. *Journal of Occupational Rehabilitation*, 19(2), 115–128; Pagán, R. (2007). Is Part-Time Work A Good or Bad Opportunity for People with Disabilities? A European Analysis. *Disability and Rehabilitation*, 29(24), pp. 1910–1919; Schur, L. A. (2003). Barriers or Opportunities? The Causes of Contingent and Part-Time Work among People with Disabilities. *Industrial Relations: A Journal of Economy and Society*, 42(4), pp. 589–622

<sup>124</sup> Slamet, Agus . **Op. cit page 8**

<sup>125</sup> Hafni , Diska Arliena. (2020). Implementation of Human Resource Accounting for Persons with Disabilities Daksa. *Journal of Accounting and Governance* 1 (1), pp. 38-46

<sup>126</sup> Ibid

place them on a par with normal individuals<sup>127</sup>. With entrepreneurship, people with disabilities are also not bound by employer rules that allow them to experience inequality <sup>128</sup>.

This paper then explains how the presence of DCTT as a form of entrepreneurship initiated by persons with disabilities in Yogyakarta can be a new opportunity for employment issues for persons with disabilities in Indonesia.

## LITERATURE REVIEW

A number of studies on employment issues for persons with disabilities have been widely carried out in Indonesia, both discussing the implementation of work quota rules, work participation, as well as empowering persons with disabilities to form work abilities. The research related to employment issues for persons with disabilities was carried out by Utami Dewi<sup>129</sup> with the title Implementation of Quota Policy for Persons with Disabilities to Get Jobs in the City of Yogyakarta. This study examines the process of implementing Government Regulation No. 43 of 1998 by finding the result that the 1 percent quota policy has not been fully implemented in Yogyakarta. This can be seen from the limited number of people with disabilities who are absorbed in government and private institutions. The obstacles to implementing the policy, based on Utami Dewi's research, are related to training materials, the low awareness of state agencies and private companies to enforce the policy as well as the initiative for people with disabilities to access employment opportunities.

There is also research conducted by Nurul Solikha Nofiani, Tahir Kasnawi, and Hasbi <sup>130</sup> with the title Employment Participation of Persons with Disabilities: The Linkage of Internal and External Factors which looks at the characteristics of workers with disabilities based on socio-economic characteristics, the gap in work participation between persons with disabilities and non-disabled people and the relationship between internal and external factors on the work participation of persons with disabilities in Indonesia. The results of this study indicate that there is a gap in work participation for persons with disabilities with two influencing factors, namely the presence of

---

<sup>127</sup> Winasti, M. (2012). Entrepreneurial Motivation for People with Physical Disabilities. *Journal Empatht*, 1(1), pp. 177-187

<sup>128</sup> Balcazar, F. E., Kuchak, J., Dimpfl, S., Sariepella, V., dan Alvarado, F. (2014). An empowerment model of entrepreneurship for people with disabilities in the United States. *Psychosocial Intervention*, 23, pp. 155-150; Renko, M., Harris, S. P., dan Caldwell, K. (2016). Entrepreneurial Entry by People with Disabilities. *International Small Business Journal*, 34(5), pp. 555-578.

<sup>129</sup> Utami Dewi. (2015). Implementation of Quota Policy for Persons with Disabilities to Get Jobs in the City of Yogyakarta. *Journal of State Administration Studies* 3 (2), pp 67-83

<sup>130</sup> Nofiani, Nurul Solikha, Tahir Kasnawi, dan Hasbi. (2022). Work Participation of Persons with Disabilities: The Linkage of Internal and External Factors. *Journal of Sosio Informa* 8(1), pp. 27-46

internal factors such as socio-demographic factors, psychological and psychosocial factors, types of difficulties/disorders, severity of disability, and the quality of workers seen from education, skills and expertise. Meanwhile, external factors include discrimination from employers, the complexity of the type of work, work productivity, and the lack of accommodation, special facilities and infrastructure for disabled workers.

There are also studies that examine the existence of Difa City Tour and Travel (DCTT) with various perspectives. The research includes Diska Arliena Hafni<sup>131</sup> entitled Implementation of Human Resources Accounting for Persons with Disabilities Daksa. From the research, it is known that DCTT has a Human Resources (HR) management system by creating a measurable and structured recruitment, training and placement system. The HR assessment model at DCTT uses the Human Resource Value Accounting method in the Non-monetary Model.

Another research that was conducted by Riska Melinda Hutari<sup>132</sup> entitled Paratransit Difa Bike As An Innovation Of Economy Empowering and Accessibility for Diffables. This study examines the economic empowerment process at DCTT that helps people with disabilities to gain access to work so they are not trapped in the cycle of poverty. With access to transportation which is also supported by internet technology, this study reveals that accessibility is present in services for both drivers and customers by the services provided by DCTT.

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

This study uses a qualitative method with a case study approach. Yin (2003) defines a case study as a research method that focuses on phenomena that occur that have relevance to one's life experience (*real life context*)<sup>133</sup>. Case studies that look at the gap between the phenomenon and the existing context, or when using multiple source evidence<sup>134</sup>. Menurut Yin (2003), the research design of the case study is as follows: determining and describing research questions, selecting and determining research designs and instruments, determining data collection techniques, carrying out data collection activities, making data analysis, preparing a final research report. A case study

---

<sup>131</sup> Hafni, Diska Arliena. (2020). Implementation of Human Resource Accounting for Persons with Disabilities Daksha. *Journal of Accounting and Governance*, 1 (1), 38-46

<sup>132</sup> Hutari, Riska Melinda. (2019). Paratransit Difa Bike As An Innovation Of Economy Empowering and Accessibility. *Indonesian Journal of Disability Studies (IJDS)*.2019: Vol. 6(2): PP 230 - 239

<sup>133</sup> Yin, R. (2003). *Case study research: Design and methods*. (3rd edition). California: Thousands Oaks.

<sup>134</sup> Borbasi, S. (2004). *Navigating the maze of nursing research: An interactive learning adventure*. Australia: Elsevier



approach is used in this study by considering the object of research in this study<sup>135</sup>.

The object of research that becomes a phenomenon related to employment problems experienced by persons with disabilities is the presence of DCTT which partially occurs in the city of Yogyakarta. Therefore, this research was carried out with a series of stages of collecting data and documents related to DCTT which were then analyzed. This data collection is done by reviewing literature and documents from both academic manuscripts and data from DCTT. The data analysis itself is carried out in three stages. According to Sugiyono (2010) there are three stages in qualitative data analysis, namely data reduction, data presentation, and drawing conclusions which are also used in this paper to translate research data into research results.<sup>136</sup>.

## RESULT AND DISCUSSION

### 1. DCTT As Social Movement

The establishment of DCTT which was initiated in early 2015 is a community-based social movement that emerged with the fact that the city of Yogyakarta does not yet have adequate transportation accessibility for people with disabilities. This then initiated the founder of DCTT, Triyono to form a difa bike. Moving on from the experience that he feels as a physically disabled person who suffers from polio, Triyono feels how difficult it is to access transportation for people with disabilities. Not only in the comfort aspect, according to Triyono, the security aspect is very vulnerable for people with disabilities<sup>137</sup>

The presence of DCTT as a transportation service provider was not initially oriented towards fulfilling the economy. DCTT is designed to serve the mobility of people with disabilities. Triyono as the founder saw an opportunity for empowerment for people with disabilities which could then be developed into a business that would significantly have a positive impact on people with disabilities in Yogyakarta. In addition, this community does not deny the existence of vehicle maintenance costs and income for DCTT members who incidentally also need a livelihood.<sup>138</sup>

After forming the DCTT which then initiated it as a movement. After having the idea to establish a motorcycle taxi with disabilities, Triyono then carried out socialization for people with disabilities, especially for people with disabilities to join. He conducted an assessment from 2014

---

<sup>135</sup> Yin, R. loc. Cit

<sup>136</sup> Sugiyono (2010) . *Quantitative and Qualitative Research Methods and R&D*. Alfabeta: Bandung

<sup>137</sup> Hafni , Diska Arliena, Op.Cit, 40

<sup>138</sup> Saripudin , Asep. (2019). *Politik Identitas Komunitas Difabel Difa City Tour And Transport Di Daerah Istimewa Yogyakarta*. Thesis : Soedirman University

until finally being able to officially become a movement in 2015. The DCTT motorcycle taxi service became the first in Indonesia, even Triyono received an award from the Indonesian Record Museum (MURI) in the category of online motorcycle taxi pioneer for people with disabilities.<sup>139</sup>.



Figure 2. The Difa Ojek Service which was founded by Triyono involving other people with disabilities <sup>140</sup>

## 1. Empowerment through DCTT Entrepreneurs

The development of DCTT which moved from a social movement to an economic empowerment movement was welcomed by people with disabilities in Yogyakarta. At the beginning of its existence in 2015, DCTT only focused on social movements consisting of 3 drivers, only involving 7 people as members with 3 drivers. The development then continued until 2020 into a socio-economic movement so that DCTT was able to recruited 40 people with disabilities with as many as 22 drivers in operation <sup>141</sup>.

<sup>139</sup> Pribadi Wicaksono. (November 21, 2020). Ojek with Difab Bikes Walks Again During the Covid-19 Pandemic, There is a Savings Package Tariff accessed at <https://difabel.tempo.co/read/1407439/ojek-difabel-difa-bike-jalan-lagi-saat-pandemi-covid-19-ada-tarif-paket-hemat>

<sup>140</sup> Documentation of DCTT Yogyakarta

<sup>141</sup> Saripudin , Asep., Lo.Cit, 131



Figure 3. Difa's Ojek Driver when transporting passengers <sup>142</sup>

By making modifications to the motorcycle, Triyono as the founder then slowly started the DCTT business with Difa Bike. This motorbike is designed in such a way that passengers who are specifically for people with disabilities can safely and comfortably while driving. Ordering is not only done manually, but based on an application that can be used like an online motorcycle taxi. This of course can make it easier for customers to order delivery<sup>143</sup>.



Figure 3. Difa's motorcycle taxi driver when transporting foreign tourists <sup>144</sup>

Currently, DCTT services are not only limited to people with disabilities, but also serve domestic and international tourists to take ojek tours in Yogyakarta. In addition, other services provided are cargo and transportation services. The unloaded driver must have a valid license to

<sup>142</sup> Documentation of DCTT

<sup>143</sup>Difa Bike, by accessed <https://www.difabike.com/>

<sup>144</sup> Documentation of DCTT

drive to ensure passenger safety. The driver training process is carried out in stages so that drivers are ensured not to violate traffic rules<sup>145</sup>.

The training and empowerment process is carried out for 6 months. For people with disabilities who cannot be directly deployed to attract passengers, their abilities will be measured, if they are still in the pilot stage, they will serve goods transportation services. Not only training in driving, DCTT also provides language training, especially basic English which can be used to communicate with foreign tourists. DCTT provides facilities and official identities to the drivers so that they can monitor the progress made by the driver when providing transportation services<sup>146</sup>.

In a managerial system, DCTT also provides soft skills and hard skills training. The training includes a financial management management system, training to become a local guide, and also trying to get the driver to have a driving license<sup>147</sup>. The division of tasks carried out by DCTT is also based on the capabilities of the driver, which incidentally are people with disabilities. With the driver category as a driver serving public motorcycle taxis, tourist motorcycle taxis and the cargo section and delivery services.

As a social movement which later developed into a socio-economic movement, the benefits of DCTT then prioritized the driver working in the field. With the profit sharing obtained, DCTT shares profits of 70 percent for the driver and 30 percent for the DCTT office management itself. The tariff for transportation services is also charged at 20 thousand rupiah for every 5 km and will be charged with a tariff of 25 thousand rupiah for the next fare per km. Meanwhile, shipments of goods under 50 kg will be subject to a tariff of 25 thousand rupiah per km and a tariff of 25 thousand rupiah for the next tariff per km. For other tourist destinations, DCTT is also provided with tariff fees according to tourist destinations, for example if you want to go to Borobudur, DCTT will charge 250 thousand rupiah for a full day. Meanwhile, in the city of Yogyakarta, such as Malioboro and its surroundings, a tariff of 100 thousand rupiah per 4 hours will be charged. DCTT even provides massage services for people with visual impairments<sup>148</sup> of 80 thousand per hour for the Sleman, Bantul and Yogyakarta cities with a tariff distribution of 50 percent for masseurs, 40 percent for drivers and 10 percent for DCTT<sup>149</sup>.

---

<sup>145</sup> DCTT interview via online, June 29, 2022

<sup>146</sup> Hafni, Diska Arliena, Op.Cit, 41

<sup>147</sup> Hutari, Riska Melinda. (2019). *Paratransit Difa Bike As An Innovation Of Economy Empowering and Accessibility*. Indonesian Journal of Disability Studies 6(2), pp. 230 - 239

<sup>148</sup> DCTT interview online via online, June 29, 2022

<sup>149</sup> Hutari, Riska Melinda. (2019). Op.Cit, 235

The income obtained from the drivers reaches 60 to 100 thousand rupiahs per day with a maximum amount that can be obtained as much as 200 thousand rupiahs with the profits obtained by DCTT management itself of 120 to 150 thousand rupiahs per day. In one month, DCTT's managerial profit is 7 million rupiah to finance vehicle operations and maintenance<sup>150</sup>.

Triyono as the founder explained that there is no standard of income that must be obtained by drivers. According to him, the purpose of the DCTT presence is not only to think about how much profit you can get, but more importantly to empower people with disabilities. Triyono will target the empowerment of DCTT not only in the transportation business, but his vision to provide business center services for people with disabilities such as sewing and embroidery businesses, language training, printing or screen printing training and others..

*“if they get 100 thousand rupiah, then deposit 60 thousand then we will not withdraw it again, that's the difference between socialenterprise we think about them and profitenterprise deposit yes. Difa bike is a spirit of empowering and business center for disability, not a rehabilitation center. Empowering and business center hopes are not only about transportation but also about education, slowly I include informal education, such as sewing, embroidery, language, screen printing and so on<sup>151</sup>”*

The presence of DCTT through Triyono's spirit, the Government should have started to move on how to create new opportunities to improve the welfare and economy of people with disabilities. Empowerment of people with disabilities can be done by continuing to initiate how disabled groups can participate in economic activities, especially through entrepreneurship. DCTT can be a role model for businesses that are run by people with disabilities which can then empower other people with disabilities who are founded from social movements. So it is also possible that the Government through the Ministry of Manpower (Kemenaker) can stimulate how entrepreneurial models that can be presented in various regions in Indonesia depart from what DCTT is doing.

## CONCLUSION

---

<sup>150</sup> Ibid

<sup>151</sup> Ibid

Anxiety faced by persons with disabilities in Indonesia becomes so real with the lack of access to employment opportunities. The existence of regulations that have been regulated both through laws and down to local regulations does not guarantee that access to work can be provided for people with disabilities. People with disabilities are mostly not involved in economic processes that result in a poor quality of life and are often considered a social burden.

Through the presence of DCTT in Yogyakarta as a province that has the third highest level of people with disabilities in Indonesia at the age of the workforce, DCTT is an opportunity for people with disabilities to participate in economic activities. DCTT, which was founded by Triyono, started as a social movement to alleviate the problem of lack of access to transportation for people with disabilities, then became an entrepreneur that was developed to empower disabled groups. As a pioneer in the establishment of DCTT, Triyono also began to develop various services other than transportation such as services that use the blind for massage services. Triyono's hope in the future is sustainable business development that can provide more opportunities for people with disabilities in economic activities.

Therefore, the role of the government is needed to then be involved in developing entrepreneurship for people with disabilities so that they can be involved in economic activities. This will then eliminate the stigma and discrimination against persons with disabilities, which has been referred to as a social burden.

### **IMPLICATION/LIMITATION AND SUGGESTIONS**

This paper discusses employment issues specifically on the rules for providing employment for disabled groups, by seeing that these rules have not been fulfilled, there are other opportunities, namely through the DCTT. This paper is limited to DCTT which is used as the object of study to see entrepreneurial opportunities for people with disabilities to participate in economic activities. So if there are other entrepreneurial models that are carried out by people with disabilities, they can be used as material for academics to reference the empowerment of people with disabilities. The data obtained in the paper is data before the occurrence of covid-19, so it does not discuss the condition of people with disabilities after the occurrence of Covid-19, as well as DCTT. Therefore, updating data on the condition of people with disabilities in Indonesia, especially in economic activities, is needed for the development of further research.

## REFERENCES

- [1] Agency for Health Research and Development. (2019). *Riskesdas National Report 2018*. Publishing Agency for Health Research and Development (LBP).
- [2] Andayani. (2020). Fulfillment of Employment Rights: Fulfillment of Law Number 8 of 2016 concerning Persons with Disabilities in Samarinda. *Social Welfare Research Information Media*, 44(3), pp. 299–308.
- [3] Balcazar, F. E., Kuchak, J., Dimpfl, S., Sariepella, V., dan Alvarado, F. (2014). An empowerment model of entrepreneurship for people with disabilities in the United States. *Psychosocial Intervention*, 23, pp. 155-150.
- [4] Baldwin, M. L. (1997). Can the ADA Achieve its Employment Goals? *The ANNALS of the American Academy of Political and Social Science*, 549 (1), pp. 37–52.
- [5] Borbasi, S. (2004). *Navigating the maze of nursing research: An interactive learning adventure*. Australia: Elsevier.
- [6] BPS. (2020). *National Labor Force Survey Enumeration Handbook August 2020*. Central Bureau of Statistics.
- [7] BPS. (2020). *People's Welfare Indicator 2020* (W. P. Adi P. & I. Budiati (eds.)). Central Bureau of Statistics.
- [8] Burke, J., Bezyak, J., Fraser, R. T., Pete, J., Ditchman, N., & Chan, F. (2013). Employers' Attitudes Towards Hiring and Retaining People with Disabilities: A Review of The Literature. *The Australian Journal of Rehabilitation Counselling*, 19(1), 21–38.
- [9] Elfrida, T., & Noviyanti, U. D. E. (2019). Difa City Tour and Fulfillment of Disabled Tourism Needs. *Journal of Disability Studies*, 6(1), pp. 25-46
- [10] Eltahir, A. M. A. (2020). Employment of People with Disabilities in Higher Education Institutions in Khartoum State Between Reality and Expectations. *Journal of Educational and Psychological Sciences*, 4(41), pp. 129–147.
- [11] Hafni, Diska Arliena. (2020). Implementation of Human Resource Accounting for Persons with Disabilities Daksa. *Journal of Accounting and Governance*, 1 (1), pp. 38-46
- [12] Halimatussadiyah, A., Agriva, M., & Nuryakin, C. (2015). Persons with Disabilities (PWD) and Labor Force in Indonesia: A Preliminary Study. *Development*, 17(18), pp. 1–14.
- [13] Hutari, Riska Melinda. (2019). *Paratransit Difa Bike As An Innovation Of Economy Empowering and Accessibility*. Indonesian Journal of Disability Studies 6(2), pp. 230 – 239
- [14] Joshi, S. K. (2004). Disability in Nepal. *Kathmandu Journal of University Medical*, 2(1), pp. 1–5.
- [15] Kaye, H. S. (2009). Stuck at The Bottom Rung: Occupational Characteristics of Workers with Disabilities. *Journal of Occupational Rehabilitation*, 19(2), pp. 115–128.
- [16] Mavromaras, K., Oguzoglu, U., Black, D., & Wilkins, R. (2007). Disability and Job Mismatches in The Australian Labour Market. In Melbourne Institute of Applied Economic and Social Research
- [17] Nofiani, Nurul Solikha, Tahir Kasnawi, dan Hasbi. (2022). Work Participation of Persons with Disabilities: The Linkage of Internal and External Factors. *Journal of Sosio Informa* 8(1), pp. 27-46
- [18] Pagán, R. (2007). Is Part-Time Work A Good or Bad Opportunity for People with Disabilities? A European Analysis. *Disability and Rehabilitation*, 29(24), pp. 1910–1919.
- [19] Pribadi Wicaksono. (November 21, 2020). Ojek Difabel Difa Bike Jalan Lagi Saat Pandemi Covid-19, Ada Tarif Paket Hemat diakses di <https://difabel.tempo.co/read/1407439/ojek-difabel-difa-bike-jalan-lagi-saat-pandemi-covid-19-ada-tarif-paket-hemat>
- [20] Renko, M., Harris, S. P., dan Caldwell, K. (2016). Entrepreneurial Entry by People with Disabilities. *International Small Business Journal*, 34(5), pp. 555-578.
- [21] Saripudin, Asep. (2019). Identity Politics of the Difabel Community Difa City Tour And Transport in the Special Region of Yogyakarta. Thesis : Universitas Soedirman
- [22] Slamet, Agus. (2018). The Role of Difa City Tour in Improving the Independence of Persons with Disabilities. Thesis : UIN Sunan Kalijaga Yogyakarta

- [23] Sheppard-Jones, K., & Lasley-Bibbs, V. (2021). Public Health, Work, and Disability. In *Public Health Perspectives on Disability*. Springer US, pp. 321–339
- [24] Schur, L. A. (2003). Barriers or Opportunities? The Causes of Contingent and Part-Time Work among People with Disabilities. *Industrial Relations: A Journal of Economy and Society*, 42(4), pp.589–622
- [25] Sugiyono. (2010). *Quantitative and Qualitative Research Methods and R&D*. Alfabeta: Bandung
- [26] Tempo. (September 17, 2021). The Right of Accessibility of Health for Persons with Disabilities is accessed at <https://article33.or.id/id/berita/tempo-co-hak-aksesibilitas-kesehatan-untuk-penyandang-disabilitas>
- [27] Utami Dewi. (2015). Implementation of Quota Policy for Persons with Disabilities to Get Jobs in the City of Yogyakarta. *Journal of State Administration Studies* 3(2), pp. 67-83
- [28] Winasti, M. (2012). Entrepreneurial Motivation for People with Physical Disabilities. *Journal Empathy*, 1(1), pp. 177-187
- [29] Yin, R. (2003). *Case study research: Design and methods*. (3rd edition). California: Thousands Oaks.
- [30] Paikah, Nur. (2017). Implementation of Law Number 8 of 2016 concerning Persons with Disabilities in the Protection and Fulfillment of the Rights of Persons with Disabilities in Bone Regency. *Journal of Ekspose* 16 (1), pp. 335-348