

STRENGTHENING COLLABORATIVE GOVERNANCE FOR INCLUSIVE EMPLOYMENT: COMPARATIVE STUDY BETWEEN INDONESIA AND MALAYSIA

by Dwi Harsono, Ph.D Utami Dewi, MPP Kurnia Nur Fitriana, MPA Assoc. Prof. Dr. Abdul Jalil Muhammad Ali Assoc. Prof. Dr. Nor Hafizah Mohamed Harith

ABSTRACT

People with disabilities are still marginalized in the job market due to social exclusion, negative assumption of their capability, inappropriate education and ineffective policy implementation. The objectives of this research are to examine the collaborative governance in promoting inclusive employment in Indonesia and Malaysia. Also, another objective is to analyzing the achievement of inclusive employment in both Indonesia and Malaysia.

This research employs mixed method by combining quantitative and qualitative method. Through quantitative method, survey or questioners are spread to PWDs, while depth interviews, focus group discussion, observations and documentations techniques are qualitative method of gathering data. Sample in this research are people with physical and hearing impairment who constitute more than 30 % in Indonesia and Malaysia. Informants in this research are government institution, private sectors, community based rehabilitation centers, NGO and people with disabilities.

To sum up, there research shows that both Indonesia and Malaysia have attempted in promoting inclusive employment. However, Malaysia is better than Indonesia since the after care service has been maintained well to ensure that people with disabilities obtain decent jobs after completing the rehabilitation or trainings. Moreover, Malaysian's return to work policy for those who experienced injuries or accidents in the workplaces has been implemented well. Meanwhile return to work policy in Indonesia is still not clear in its implementation that may result to PWDs' firing from their jobs or work mutation into improper positions and salaries. Therefore, this study highlights the importance of collaborative governance in which all stakeholders: government, private sectors, NGO, DPO and people with disabilities, can work together in promoting inclusive employment. This collaborative governance requires high commitment from all of stakeholders to prepare the readiness of PWDs in competing in the labour market and the willingness of public and private sectors to employ PWDs. Both Indonesian and Malaysia government have been promoting inclusive employment for people with disabilities by implementing several programs, however the outputs are not optimum yet. Malaysia government is in front to provide Job Coach and Job placement programs that have not been implemented in Indonesia. To attract private industries in implementing quota policy, the Malaysian government has given incentives (tax redemption) for them while in Indonesia the appreciation for industries is only on award achievement. The Indonesian rehabilitation center in the central and regional level have played roles in training and vocational rehabilitation, but not in placing and securing jobs for people with disabilities as did in Malaysia by Ministry of Social Welfare and Ministry of Human Resources. Moreover, in some cases, duplicated activities are often occurring among governmental agencies in Indonesia. Both Indonesia and Malaysia's government and its stakeholders have to work hard in combating negative assumptions among employers and community toward PWDs. Therefore, regulations and affirmative action to promote inclusive employment are there, including enforcing the quota policy. The output of this study is to provide a textbook of policy recommendation by applying collaborative governance model as the approach to promote inclusive employment on comparative study between Indonesia and Malaysia. Moreover, the finding of this research presented in International Conference in Education and Innovation (ICERI) 2019 in LPPM YSU Indonesia and International Conference of Public Administration and Social Sciences (ICOPS) 2019 in UiTM Malaysia. Article publication in scopus indexed journal such as Kasetart Journal of Social Sciences is another objective of this organization.

Kata Kunci: *People with disability, inclusive, employment, policy*