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Representasi Inklusivitas bagi Penyandang Autism Spectrum Disorder di Dunia Kerja dalam Drama Extraordinary Attorney Woo
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ABSTRAK

Serial K-drama sebagai produk budaya populer telah lama menjadi media representasi akan realitas kehidupan sosial masyarakat sekaligus instrumen propaganda berdasarkan kepentingan sosial dan politik tertentu. Mayoritas tayangan sinema cenderung menampilkan penyandang autisme hanya sebagai isu belaka atau kelompok marginal yang rentan mengalami diskriminasi. *Extraordinary Attorney Woo* merupakan salah satu produk budaya populer yang menawarkan diskursus inklusivitas bagi penyandang autisme di bidang ketenagakerjaan. Oleh karena itu, penelitian ini berupaya mengelaborasi bagaimana *Extraordinary Attorney Woo* merepresentasikan inklusivitas bagi pekerja autisme melalui simbol atau tanda, teks, gambar, dan visualisasi yang melekat pada tayangannya. Kerangka teori inklusivitas dan modal sosial Bourdieu membantu untuk memetakan kondisi-kondisi ideal dan memahami bagaimana relasi sosial berkontribusi dalam membentuk lingkungan kerja yang inklusif. Melalui pendekatan analisis diskursus Foucault, penelitian ini melihat terdapat dua tipe representasi inklusivitas yang ditampilkan dalam *Extraordinary Attorney Woo* yaitu yang bersumber dari struktur eksternal dan internal penyandang autisme itu sendiri. Representasi inklusivitas yang bersumber dari struktur eksternal direfleksikan melalui fleksibilitas regulasi atribut kerja, lingkungan dan budaya kerja yang adaptif, kepemimpinan inklusif, dan dukungan sosial. Sementara representasi inklusivitas yang bersumber dari internal individu dicerminkan melalui partisipasi aktif pekerja dan resiliensi terhadap tantangan. Melalui temuan-temuan tersebut, penelitian ini berargumen bahwa narasi inklusivitas dalam *Extraordinary Attorney Woo* cenderung bersifat tokenistik karena berbasis pada perspektif yang sangat neolib. Dimana penyandang autisme digambarkan begitu ideal dalam balutan narasi *supercrip* yang berdampak pada absennya regulasi struktural atau sistem dalam menciptakan lingkungan kerja yang inklusif. Citra penyandang disabilitas direduksi sebagai figur heroik dengan kemampuan yang luar biasa sehingga seolah-olah mereka mampu mengatasi keterbatasannya secara mandiri. Temuan penelitian ini turut menunjukkan bagaimana diskursus inklusivitas sangat dikontrol oleh kepentingan kapitalistik industri sinematografi, sehingga kurang memperdalam realitas empiris penyandang disabilitas.

Kata kunci: representasi, inklusivitas, autisme, ketenagakerjaan, diskursus

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ABSTRACT

K-dramas, as a form of popular culture, have long served as a medium for representing the realities of social life while also functioning as a propaganda tool aligned with specific social and political interests. Most cinematic works tend to portray people with autism merely as a social issue or as a marginalized group vulnerable to discrimination. Extraordinary Attorney Woo is one such work of popular culture that offers a discourse on inclusivity for people with autism in the workplace. Therefore, this study aims to explore how Extraordinary Attorney Woo represents inclusivity for autistic workers through symbols, text, images, and visual elements inherent in the series. Bourdieu's theoretical framework of inclusivity and social capital helps map ideal conditions and understand how social relations contribute to shaping an inclusive work environment. Through a Foucauldian discourse analysis approach, this study identifies two types of inclusivity representations depicted in Extraordinary Attorney Woo: those stemming from external structures and those originating from the autistic individuals themselves. Inclusivity representations derived from external structures are reflected through flexible work regulations, adaptive work environments and cultures, inclusive leadership, and social support. Meanwhile, representations of inclusivity stemming from the individual's internal factors are reflected through the worker's active participation and resilience in the face of challenges. Based on these findings, this study argues that the narrative of inclusivity in Extraordinary Attorney Woo tends to be tokenistic because it is rooted in a highly neoliberal perspective. In this narrative, individuals with autism are portrayed as idealized figures within a "supercrip" framework, which results in the absence of structural or systemic regulations necessary to create an inclusive work environment. The image of people with disabilities is reduced to that of heroic figures with extraordinary abilities, making it seem as though they are capable of overcoming their limitations independently. The findings of this study also demonstrate how the discourse on inclusivity is heavily controlled by the capitalist interests of the film industry, thereby failing to delve deeply into the empirical realities of people with disabilities.

Keywords: *representation, inclusivity, autism, employment, discourse*