

ABSTRAK

Undang-Undang Dasar Negara Republik Indonesia Tahun 1945 pasal 27 ayat 2 menyatakan bahwa setiap warga negara berhak mendapatkan pekerjaan dan penghidupan yang layak bagi kemanusiaan. Realita mengenai isu pekerjaan yang layak (*decent work*) bagi penyandang disabilitas masih menjadi permasalahan yang belum tuntas. Tidak semua lapangan kerja bersedia menerima angkatan kerja penyandang disabilitas, sehingga penyandang disabilitas dapat dikategorikan sebagai kelompok rentan diskriminasi dalam dunia kerja. Permasalahan dalam dunia kerja bagi penyandang disabilitas di DIY terbantu setelah berdirinya perusahaan jasa transportasi ramah difabel, *Difa City Tour dan Transport* yang hanya merekrut penyandang disabilitas sebagai pengemudi armada transportasinya yang bernama Difa Bike.

Penelitian ini bertujuan untuk mengetahui kondisi kelayakan kerja penyandang disabilitas bagi pengemudi Difa Bike, penilaiannya diukur menggunakan indikator pekerjaan layak Indonesia. Proses analisis data menggunakan teori interaksionisme simbolik yang dikemukakan oleh George Herbert Mead dengan menggunakan metode deskriptif kualitatif. Penelitian dilakukan di kantor *Difa City Tour dan Transport* dengan melibatkan 9 orang penyandang disabilitas, yaitu yaitu 6 orang pengemudi Difa Bike, 2 orang karyawan *Difa City Tour dan Transport*, dan seorang pendiri *Difa City Tour dan Transport*. Informan ditentukan dengan menggunakan teknik *purposive sampling*. Proses pengumpulan data dilakukan dengan observasi, wawancara, studi pustaka, dan dokumentasi. Uji keabsahan data dilakukan dengan triangulasi.

Hasil dari penelitian ini menemukan bahwa *Difa City Tour dan Transport* telah mempekerjakan pengemudi Difa Bike secara layak sesuai dengan sepuluh indikator pekerjaan layak Indonesia. Akan tetapi, apabila sepuluh indikator pekerjaan layak Indonesia dalam sistem Difa Bike dianalisis menggunakan teori interaksionisme simbolik George Herbert Mead, ditemukan enam indikator yang relevan dan empat indikator yang tidak relevan. Hambatan yang dihadapi *Difa City Tour dan Transport* adalah Dinas Perhubungan dan Kepolisian DIY menolak kehadiran Difa Bike karena dirasa tidak sesuai dengan kebijakan dan peraturan perundang-undangan yang berlaku sebagai sarana transportasi umum. Meskipun telah terdapat bukti secara nyata bahwa keberadaan Difa Bike mampu menyediakan transportasi umum yang nyaman bagi penyandang disabilitas dan menyerap angkatan kerja penyandang disabilitas fisik kategori ringan di DIY.

Kata kunci: Kelayakan Kerja, Penyandang Disabilitas, *Difa City Tour dan Transport*, Difa Bike

ABSTRACT

Undang-Undang Dasar Negara Republik Indonesia Tahun 1945 pasal 27 ayat 2 states that every citizen has the right to get a job and a decent living for humanity. The reality of the issue of decent work for persons with disabilities is still an unresolved problem. Not all jobs are willing to accept the workforce with disabilities, so that people with disabilities can be categorized as groups vulnerable to discrimination in the world of work. Problems in the world of work for people with disabilities in DIY were helped after the establishment of a disabled-friendly transportation service company, Difa City Tour and Transport, which only recruited people with disabilities as drivers of its transportation fleet called Difa Bike.

This research aims to determine the conditions of employment of persons with disabilities for Difa Bike drivers, the assessment is measured using Indonesian decent work indicators. The process of data analysis uses the theory of symbolic interactionism proposed by George Herbert Mead by using a qualitative descriptive method. The research was conducted at the Difa City Tour and Transport office involving 9 people with disabilities, namely 6 Difa Bike drivers, 2 Difa City Tour and Transport employees, and a founder of Difa City Tour and Transport. Informants were determined by using purposive sampling technique. The process of collecting data is done by observation, interviews, literature study, and documentation. The validity of the data was tested by triangulation.

The results of this research found that Difa City Tour and Transport has properly employed Difa Bike drivers according to the ten indicators of decent work in Indonesia. However, if the ten indicators of Indonesia's decent work in the Difa Bike system are analyzed using George Herbert Mead's theory of symbolic interactionism, it is found that six relevant indicators and four irrelevant indicators are found. The obstacles faced by Difa City Tour and Transport are the Department of Transportation and the DIY Police rejecting the presence of Difa Bike because they feel it is not in accordance with the policies and legislation that applies as a means of public transportation. Although there is clear evidence that the existence of the Difa Bike is able to provide convenient public transportation for people with disabilities and absorb the workforce with mild physical disabilities in DIY.

Keywords: Decent work, Persons with Disabilities, *Difa City Tour and Transport*, Difa Bike