

## Empowerment Programs and Policies For People With Disabilities In Indonesia-Australia

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### Abstract.

*One of the challenges for persons with disabilities is the low employment opportunities caused by the social stigma upon these people. Persons with disabilities can be discriminated against socially, culturally, and in terms of facilities both within their families, communities, and in society at large. Empowerment programs can support the employment of persons with disabilities. Policies to promote such programs are introduced both in middle-income countries, such as Indonesia, and high-income countries, such as Australia. This study analyzes the historical development of policies to promote economic empowerment programs for persons with disabilities in Indonesia and Australia. It uses a strength-based approach to help identify the factors that support and those that hinder the successful implementation of the programs in these two countries. The results will contribute recommendations to the government and relevant stakeholders in developing initiatives and policies to improve economic empowerment programs for persons with disabilities in Indonesia.*

**Keywords:** *Persons with disabilities; Economic empowerment and policy.*

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### I. INTRODUCTION

In 2018, Indonesia's population was 265 million. Based on the WHO world report ratio of 10% of people with disability, it can be estimated that there were 26.500,000 persons with disabilities in Indonesia. At present, persons with disabilities still face problems relating to their livelihoods and welfare. Most persons with disabilities in Indonesia come from families with low socio-economic backgrounds (Mitra, 2005) and lower than average levels of education (Kruse, 1998). Generally, the families of persons with disabilities in Indonesia also experience health and psychological problems (Mitra, 2005). Persons with disabilities do not have many opportunities to get training and face social and cultural barriers, including negative attitudes from the community and the unavailability of accessible public facilities (Tachibana, 2005). All these factors are contributing causes of low employment rates and, consequently, higher poverty rates among persons with disabilities in Indonesia (Schur, 2002; Kruse, 1998). Empowerment programs can support the employment of persons with disabilities.

Empowerment programs adopt the empowerment theory as their theoretical framework because it offers a wide lens through which we can explore and understand the opportunities and constraints of people persons with disabilities in the job market. Budeli (2010) stated that the empowerment theory is seen as one of the best in supporting the interests for of people persons with disabilitydisabilities. Robbins, Chatterjee, and Canda (1998) highlighted that empowerment aims to: provide conceptualizations of social stratification and oppression; identify the personal and political barriers and dynamics that maintain oppression; offer value frameworks for promoting human empowerment and liberation; identify practical strategies for overcoming oppression and achieving social justice; and build on people's strength, resilience, and resources. The empowerment theory acts as an agent of change in making communities learn to recognize conditions of inequality and injustice to increase the powers of those regarded as powerless (Budeli, 2010). Using a strength-based approach, this research aims to identify economic empowerment policies for persons with disabilities in Indonesia and Australia. .

## II. LITERATURE REVIEW

### **Disability: Definitions**

Akinyemi (2016) stated that disability is a difficulty or limitation in activity encountered by a person in executing an action or a task. In other words, it is a restriction in participation or involvement in life activities. There are physical and non-physical disabilities. Law Number 19 of 2011 Ratification of UN-CRPD states that persons with disabilities have physical, mental, intellectual, and sensory limitations that can hinder their participation in the community. The restrictions impede the people physically, culturally, or socially from participating at an equal level with other individuals in society in activities, undertakings, or fields of employment open to other community members.

### **Empowerment and Employment in the Disability Sector**

The concept of empowerment of persons with disabilities refers to giving them various opportunities, including their rights and control over their lives, to achieve their full potentials. Helander (1993) defined empowerment as "an ongoing process, enabling an individual to fulfill and be accountable for duties and responsibilities and protects rights in the society". Robbins, Chatterjee, and Canda (1998) propose that empowerment aims to: provide conceptualizations of social stratification and oppression; identify the personal and political barriers and dynamics that maintain oppression; offer value frameworks for promoting human empowerment and liberation; identify practical strategies for overcoming oppression and achieving social justice; and build on people's strength, resilience, and resources. Similarly, Budeli (2010) described empowerment as an agent of change that can make communities learn to recognize conditions of inequality and injustice and increase the powers of those regarded as powerless. An element of the empowerment process is "to provide people with the resources, opportunities, knowledge, and skill needed to increase their capacity to determine their future and fully participate in community life". People with disabilities face significant obstacles in finding a job, including low education status, lack of accessible facilities, lack of information, lack of assistive devices and support services, and negative attitudes (Herron & Murray, 2003). Empowerment programs aim to expand the opportunities of people with disabilities for vocational training and employment.

### **Theoretical Approach To Disability Empowerment: Strength-Based Approach**

The strength-based approach is a framework used by practitioners that focuses on the strengths of themselves and each person's responsibility for himself. This approach explores the positive things from within a person (talents, values, self-concept, will, life principles, rights, preferences, peculiarities, commitments, etc.) and places the individual as the most critical factor in their change and progress. The strength-based approach examines not only the individual but also the individual's environment. For example, the strength-based approach looks at how systems are set up, especially where power can be out of balance between a system or service and the people. Rapp, Saleebey, and Sullivan (2005) suggested six standards for determining a strengths-based approach. They are goal-oriented: It is crucial and vital for the person to set goals; Strengths assessment: The person finds and assesses their strengths and inherent resources; Resources from the environment: Connect resources in the person's environment that can be useful or enable the person to create links to these resources. The resources could be individuals, associations, institutions, or groups. Different methods are used first for different situations: The relationship is hope-inducing: By finding strengths and linking to connections (with other people, communities, or culture); Meaningful choice: Each person is an expert on their strengths, resources, and hopes. It is the practitioner's duty to improve upon the options the person makes and encourage making informed decisions. The strength-based approach has assumptions (Pulla, 2017). They are: All people have strengths and capacities; People can change; People change and grow through their strengths and capabilities; Problems can blind people from noticing their strengths; People do have the expertise to solve the problem.

## III. METHODS

### **Research design**

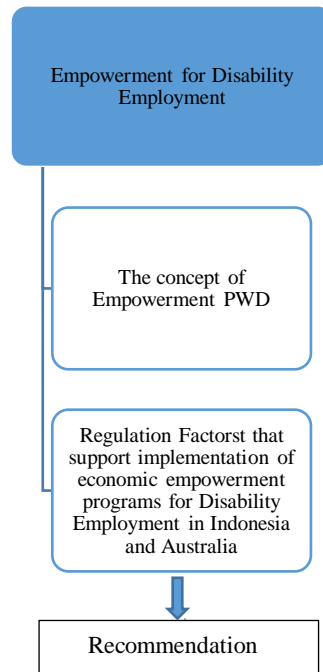
This analysis was conducted to see how the governments empower persons in Indonesia and Australia. The sub-questions are: 1) What is the policy used by national and local governments to empower

persons with disabilities? What actions are funded by the government in empowering persons with disabilities in the empowerment policy strategy? The research goal is to identify economic empowerment for persons with disabilities based on the strength-based approach in Indonesia and Australia. The comparative strength-based approach analyzes the systems, especially where power can be balanced between a system or service and the people.

### Data and Analysis

The study used secondary data. Secondary data consisted of the government regulations of economic empowerment in Indonesia and Australia. Comparing policies on empowering persons with disabilities will be the concern of this study.

The research model:



**Fig 1. Research Model**

### Study Findings

#### Disability Empowerment System Of Indonesia And Australia International Context

Indonesia and Australia have based on international policies of empowering programs to enhance disability employment. The leading international policy is the United Nations Convention on the Rights of Persons with Disabilities (UN-CRPD). This convention aims to promote, protect, and guarantee equal rights and fundamental freedoms for all persons with disabilities and respect for the dignity of persons with disabilities, including labor rights. States Parties shall take effective and appropriate measures, including through peer support, to enable persons with disabilities to attain and maintain maximum independence, full physical, mental, social, and vocational ability, and full inclusion and participation in all aspects of life.

#### Policy Background: Indonesia and Australia

##### Indonesian Policy

Economic empowerment for persons with disabilities can be done through intrapreneurship and entrepreneurship. Empowerment through intrapreneurship is how to prepare persons with disabilities to be accepted in the labor market. Empowerment through entrepreneurship is education on how people with disabilities are able to establish their own businesses (Law No. 8 Year 2016, Article 11). Under this regulation concerning persons with disabilities, policies related to employment state that persons with disabilities have the right to get jobs, not only in the public sector, but also private sector, including running their own businesses. Empowerment through intrapreneurship in Indonesia can be seen through the Vocational Rehabilitation Program in the national and local levels. However, the number of people with disabilities who can enter the vocational training program is still limited. Vocational rehabilitation programs

in Indonesia only exist in certain cities. This makes vocational training unequally accessible to all people with disabilities in Indonesia. When selecting candidates for government employees, there are still discriminatory treatments faced by persons with disabilities who try to apply to become government employees. That once again happened because of the lack of interaction between existing regulations. In the field of entrepreneurship, empowerment of people with disabilities, there are still limited programs focused on people with disabilities.

Community economic empowerment, whether using the credit lending facility for the Informal or Micro Sector, as well as through Small and Medium Enterprises (SME) approaches, still limited touched the lives of persons with disabilities. The model of economic development through KUBE (Joint Economic Business Group) in the environment of persons with disabilities is still not showing good results. Considering these challenges, it is likely that the improvement of the employment circumstances of persons with disabilities will require a very long time, both at the national and local government levels. Job training considers the needs of the job market and the business world. Work training refers to work competency standards and is implemented in stages. The Master Plan for persons with disabilities is the reference for developing development plans, a more inclusive framework for the Persons with Disabilities National Development Planning System, both at the central and local level. National strategy on empowerment and independence of persons with disabilities, and realizing an inclusive economy for persons with disabilities has targets, guidelines for habilitation and rehabilitation services for persons with disabilities. A strategy needs to be carried out with the targets for the achievement of training and empowerment of skills and business management for persons with disabilities in the informal sector realizing an inclusive economy for persons with disabilities, carried out by the national and regional governments across sectors, including the Ministry of Social Affairs and Manpower and the Ministry of Cooperatives and Small Business and Middle, Ministry of Trade, Creative Economy Agency. The government and regional governments are obliged to provide opportunities for persons with disabilities to attend job skills training at government, local government, and private job training institutions.

The job training institute must be inclusive and easily accessible. Based on Law Number 8 of Persons with Disabilities of 2016, Empowerment is an effort to strengthen Persons with Disabilities in climate development and potential development to grow and develop into strong and independent individuals or groups of persons with disabilities. Economic empowerment for persons with disabilities in Indonesia can be done through intrapreneurship and entrepreneurship. Empowerment through intrapreneurship is how to prepare persons with disabilities to be accepted in the labor market. Empowerment through entrepreneurship is education on how persons with disabilities can establish their businesses. The government and local governments are required to guarantee access for persons with disabilities to obtain social rehabilitation. The government provides social rehabilitation, and the regional government can provide vocational and entrepreneurship training. Persons with disabilities are entitled to work. At the international level, there are various regulations, the national level that support persons with disabilities to enhance disability employment. The policy on persons with disabilities starts from Law Number 4 of 1997 concerning Persons with Disabilities, which is no longer in line with the current paradigm of the needs of persons with disabilities. This law has been changed to Law No. 8 of 2016 concerning Persons with Disabilities, explaining the definitions and types of disabilities. Law Number 8 of 2016, which initially implemented a social welfare approach, has been changed to a treatment pattern to fulfill the rights approach. Changes in views on Persons with Disabilities can be seen in Law Number 8 of 2016 concerning Persons with Disabilities. Persons with disabilities are appointed as subjects. The persons as individuals have rights and obligations based on

### **The Australian Context**

The Australian National Disability Insurance Scheme (NDIS) is a significant policy reform introduced as a series of trials in 2013 and nationalized in 2017. NDIS is based on an international trend towards personalization in social care and aims to boost empowerment and health and social outcomes of people who have or acquire a permanent disability by increasing their choice and control over access to and using services and supports. Personalization schemes such as the NDIS emphasize the need for individuals to

advocate for their rights and often navigate complex administrative systems. Recent research has shown that because of their design, personalization schemes can both entrench existing inequalities in the social determinants of health and widen them (Malbon, Carey & Meltzer, 2019). Malbon et al. (2019) concluded that social policy reforms such as NDIS, which aim to improve empowerment through enabling choice and control, need to pay more attention to the administrative structures and systems they deliver to avoid increasing social inequality.

Table 1 and Table 2 compare Indonesian and Australian legislative systems on empowerment for persons with disabilities.

**Table 1.** Empowerment Policy Frameworks In Indonesia And Australia

The Strategy	Indonesia	Australia*
<b>National strategy</b>	The Master Plan for Persons with Disabilities is National Planning for Respect, Protection, and Fulfillment of the rights of Persons with Disabilities for the long term period (2019-2044) empowerment and independence of Persons with Disabilities; and realization of an inclusive economy for Persons with Disabilities	National Disability Strategy (2010-2020) -- Empower persons with an acquired or permanent disability by increasing choice and control over access to services and supports
<b>Supporting policies</b>	<p>The provisions of Articles 9, 10 of Law no. 13 of 2003, Job training is held to equip, improve, and develop job competencies. Job training is carried out by considering the needs of the job market and the business world. Work training refers to work competency standards and is implemented in stages.</p> <p>Article 46 Law No. 8 of 2016 The Government and Regional Governments are obliged to provide opportunities for Persons with Disabilities to attend job skills training at government, local government, and private job training institutions. The job training institute must be inclusive and easily accessible.</p> <p>Article 60 Law No. 8 of 2016. The Government and Local Governments are required to provide entrepreneurship training to Persons with Disabilities who run independent business units.</p> <p>Article 91, 92 of Law No. 8 of 2016, The Government and Local Governments are required to guarantee access for Persons with Disabilities to obtain social rehabilitation. The government provides social rehabilitation, and the Regional Government can provide vocational and entrepreneurship training.</p>	<p>National Disability Insurance Scheme (Becoming a Participant) Rules 2016. These rules assist the NDIA in determining who becomes a participant.</p> <p>National Disability Insurance Scheme (Supports for Participants) Rules 2013. The criteria and considerations the NDIS is to use when deciding whether to include supports in a participant's plan.</p> <p>National Disability Insurance Scheme (Plan Management) Rules 2013: How to assess whether it would be an unreasonable risk to a participant to self-manage funding in their plan, how NDIS amounts are paid, and how supports can be described in a program.</p> <p>National Disability Insurance Scheme (Children) Rules 2013. These rules assist the NDIA in determining who the child's representative is and outline the duties that apply to child representatives.</p> <p>National Disability Insurance Scheme (Nominees) Rules 2013: When a nominee should be appointed, appointed as a nominee, duties of nominees, and suspension and cancellation of nominee appointments.</p> <p>National Disability Insurance Scheme (Registered Providers of Supports) Rules 2013. The criteria for approval as a registered provider with the NDIA, requirements for registered providers, and circumstances when a provider's registration can be revoked.</p> <p>National Disability Insurance Scheme (Protection and Disclosure of Information) Rules 2013. These rules safeguard the privacy the information is held by the NDIA.</p> <p>National Disability Insurance Scheme (Supports for Participants – Accounting for Compensation) Rules 2013 How compensation payments for personal injury are considered when assessing and determining reasonable and necessary supports in a participant's plan.</p> <p>National Disability Insurance Scheme (NDIS Behaviour Support Practitioner Application) Guidelines 2020</p>

Notes. \* Sources for Australia: NDIS (2019). Overview of the NDIS operational guidelines: <https://www.ndis.gov.au/about-us/operational-guidelines/overview-ndis-operational-guideline/overview-ndis-operational-guideline-about-ndis>

**Table 2.** Indonesian And Australian Empowerment Policies And Practice Actions

Practice Action	Indonesia	Australia*
<b>Job creation</b>	National and local governments are expected to establish a service unit for employment to facilitate job finding for persons with disabilities	<ul style="list-style-type: none"> <li>• Governments encourage agencies to employ persons with disabilities</li> </ul> <p>NDIS funding for the-workplace helps to allow a participant to successfully get or keep employment in the open or supported labor market</p>



Practice Action	Indonesia	Australia*
<b>Information system</b>	Employment Information System  The Employment Information System (SISNAKER) is a digital ecosystem that becomes a platform for all types of public services and activities in manpower, both at the central and regional levels. Information on the job training at the Ministry of Manpower can be accessed at ( <a href="https://pelatihan.kemnaker.go.id/prakerja">https://pelatihan.kemnaker.go.id/prakerja</a> )	<ul style="list-style-type: none"> <li>Disability employment benefits and information on job searching websites are accessible to persons with disabilities.</li> <li>Government sites with employment support information for employers and employees (<a href="https://www.jobaccess.gov.au/people-with-disability">https://www.jobaccess.gov.au/people-with-disability</a>) and the public sector (<a href="https://disabilityemployment.org.au/about-us/">https://disabilityemployment.org.au/about-us/</a>)</li> </ul>
<b>The training</b>	The Government and Regional Governments are obliged to provide opportunities for Persons with Disabilities to attend job skills training at government, local government, and private job training institutions. The Government and Local Governments are required to provide entrepreneurship training to Persons with Disabilities who run the PWD's own business	Assistive technology training, training for employers, and training for co-workers ( <a href="https://www.jobaccess.gov.au/people-with-disability/training-and-education-your-co-workers">https://www.jobaccess.gov.au/people-with-disability/training-and-education-your-co-workers</a> ) NGOs and consultancy services funded by the Employment Assistance Fund, managed by the Department of Social Services, are accessible online ( <a href="https://disabilityawareness.com.au">https://disabilityawareness.com.au</a> ).
<b>The Institution doing the empowerment</b>	The government and cross-sectoral local governments organize the organizers of job training, such as the Ministry of Manpower, the Ministry of Social Affairs, the Ministry of Industry, Ministry of Trade. Community organizations and companies can also hold job training as labor	Assistive technology training, training for employers, and training for co-workers ( <a href="https://www.jobaccess.gov.au/people-with-disability/training-and-education-your-co-workers">https://www.jobaccess.gov.au/people-with-disability/training-and-education-your-co-workers</a> ) NGOs and consultancy services funded by the Employment Assistance Fund, managed by the Department of Social Services, are accessible online ( <a href="https://disabilityawareness.com.au">https://disabilityawareness.com.au</a> ).
<b>The additional target for empowerment persons with disabilities</b>	To increase the capacity of empowerment service providers for persons with disabilities and increase the support and power of community assistants in empowering persons with disabilities and their families.	

Notes. Sources for Australia: Malbon et al. (2019); Parliament of Australia (2017).

### **Government-Funded Activities in Disability Empowerment**

#### **Indonesian Government-Funded Activities in Disability Empowerment**

The Employment Information System (SISNAKER) is a digital ecosystem that becomes a platform for all types of public services and activities in manpower, both at the central and regional levels. Information on the job training at the Ministry of Manpower can be accessed at (<https://training.kemnaker.go.id/prakerja>). The service provider of job training is organized by the government and cross-sectoral local governments, such as the Ministry of Manpower, the Ministry of Social Affairs, the Ministry of Industry, Ministry of Trade. Job training can be organized by community institutions and companies that use labor. Non-Government Organization (NGO), Disabled People Organization (DPO) also show a critical role. The government, local governments, social rehabilitation providers, and community organizations are required to provide opportunities for persons with disabilities to participate in job skills training. Implementing job training is carried out across sectors such as the Ministry of Manpower, the Ministry of Social Affairs, the Ministry of Industry, Ministry of Trade. Job training is carried out according to work competency standards. Job training is carried out by taking into account the needs of the job market and the business world. The Ministry of Industry and the Ministry of Social Affairs have agreed to improve persons with disabilities to work in the industrial sector. The synergy of these two ministries is a tangible manifestation for persons with disabilities. The government continues to facilitate various support programs for the expansion of employment opportunities for persons with disabilities, ranging from training, certification, recruitment to the placement of workers. The duties and responsibilities of the Ministry of Industry include determining the type of education and training for persons with disabilities, implementing education and training for persons with disabilities, conducting competency certification, and facilitating job placements in industrial companies.

Meanwhile, the duties and responsibilities of the Ministry of Social Affairs provide data on the potential for persons with disabilities, carry out the recruitment of education and training participants, and facilitate facilities and infrastructure, including the operationalization of the implementation of education and training. This job training prepares persons with disabilities to go to work in the footwear and garment industry. The Government and Local Governments are required to provide entrepreneurship training to Persons with Disabilities who run the PWDs' businesses. Entrepreneurship strengthening for persons with disabilities is carried out, among others, by the Ministry of Social Affairs, in collaboration with the International Labor Organization (ILO) to complete a Training for Trainers on Starting and Improving Your Business (SIYB). This training also aims to improve the entrepreneurial and management skills of persons with disabilities to identify business opportunities and start their own businesses. This goal is in line with the commitment of the Indonesian government to promote entrepreneurship as a strategy for job creation. SIYB is an ILO training program to develop and strengthen entrepreneurial skills for those already in business or intending to become entrepreneurs. The aim of strengthening the capacity of persons with disabilities is also carried out by enhancing service providers' ability. Master Plan for Persons with Disabilities in Indonesia mentions that sensitivity and understanding of inclusive employment should also be carried out in ministries/agencies, regional governments, state-owned and regional-owned enterprises, and the private sector.

### **Discussion**

The master plan for persons with disabilities in Indonesia has clearly emphasized the need for empowerment and independence. The realization of an inclusive economy for persons with disabilities needs to be carried out with the targets for training and empowerment of skills and business management for persons with disabilities in the formal and informal sector, which must be carried out by the national and regional governments across industries. The policies implemented by the Indonesian government are in line with the strength-based approach that examines the individual and the individual's environment. Based on the Strength-Based Approach have assumptions (Pulla, 2017), All people have strengths and capacities; People can change; People change and grow through their strengths and capabilities; People do have the expertise to solve the problem.

The Indonesian government views that persons with disabilities can participate in society if their capacity is increased, if given the opportunity. Empowerment programs for persons with disabilities are held, assuming that they can still work in the formal or informal sectors. The strength-based approach does not only concern the individual but also the individual's environment. The Indonesian government has issued various policies so that the government, companies, and institutions in the community can support empowerment programs for persons with disabilities. Indonesian government policies are pretty good, but many factors need to be evaluated continuously. Giving opportunity to all persons with disabilities in Indonesia can get empowerment programs, and these empowerment programs can be implemented in stages and sustainably. The challenges are the empowerment program in Indonesia is carried in the short term and unsustainable. It has not optimally supported the employment of persons with disabilities in Indonesia.

## **IV. CONCLUSION**

This study investigated the implementation of economic empowerment programs for persons with disabilities, focusing on identifying the government policies that support and hinder the successful implementation of these programs in Indonesia and Australia. In Indonesia, a major policy reform was implemented in 2016 based on human rights, which controls empowerment activities. In Australia, the Australian National Disability Insurance Scheme (NDIS) is a significant policy reform introduced as a series of trials in 2013 and nationalized in 2017. The NDIS is based on an international trend towards personalization in social care and aims to enhance the empowerment and health and social outcomes of people who have or acquire a permanent disability by increasing their choice and control over access, services, and supports.

### **Limitation**

The study is only based on the secondary data of the policy context in Indonesia and Australia

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