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Independent and inclusive economic: SAGATA's micro-enterprise empowers disability local crafters in Yogyakarta

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Abstract

SDGs Goal 8 aims to promote decent work and economic growth. The government must guarantee inclusive economic growth and development for disabilities. An inclusive economic environment should be guaranteed, as mandated by the Disabilities, Employment, and Job Creation Law, which also accommodates MSMEs. The tourism and creative industries are independent economic sectors contributing to DI Yogyakarta's image and revenues. As an independent local economic actor and an MSMEs Yogyakarta-based, Sagata creates an inclusive environment. Sagata empowers local people with disabilities as craftsmen workers, showing inclusivity in recruitment and acceptance of disabilities. The method used in this research is normative-empirical legal research. Data were collected using an in-depth literature study. Data analysis uses Miles and Huberman qualitative data analysis. It is important to understand the Sagata's efforts to realise the mandates. The findings show that Sagata is important in realising economic development and supporting efforts to implement the SDGs and related laws. Related to civic engagement value, these show that marginalised people can contribute even on a small economic scale.

Keywords: disabilities; enterprise; empower; inclusion; independent economic; local worker.

Introduction

Sustainable Development Goals (SDGs) are a global development agenda to end poverty, improve prosperity, and protect the earth through achieving 17 goals by 2030. Goal 8 aims to increase inclusive and sustainable economic growth. It is hoped that by 2030, permanent and productive employment and decent work for all can be achieved, including people with disabilities, and equal wages for work of equal value can be realised.

The urgency aligns with Presidential Regulation Number 2 of 2015 concerning the 2015-2019 National Medium Term Development Plan (*Rencana Pembangunan Jangka Menengah or RPJM*). It is important to note that the RPJM is a series of development programs that are prepared in a comprehensive, directed, and integrated manner so that they are expected to continue continuously (Adhiningsih et.al., 2016).



The people's right to decent and humane work is embodied in Law Number 13 of 2003 concerning Employment. Employers should protect workers with disabilities according to the type and degree of disability, as regulated in Article 67 paragraph (1) and paragraph (2) of the Employment Law, then strengthened by Law Number 6 of 2023 concerning the Stipulation of Government Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation into Law and Law Number 8 of 2016 concerning Persons with Disabilities.

There has been some progress in the regulations and policies regarding persons with disabilities. But these efforts are considered to be lacking due to the lack of formal accountability measures that hinder the inclusion of persons with disabilities (Karr et al., 2020). The Disabilities Law, however, is not accompanied by optimal implementation will still result in low community participation (Raharjo et al., 2017).

Many people with disabilities experience obstacles even in accessing general services (Parey & Sinanan, 2021) as the vital need to participate in several aspects. Accessibility needs for people with disabilities are different from those for non-disabled people (Amrullah, 2017). This condition makes the need for various social policies to bridge the rights and obligations between persons with disabilities and non-disabilities (Jiya et al., 2021). It is necessary to evaluate policies for disabilities on matters of an administrative nature to reform the intended policies broadly (Opoku et al., 2018).

Despite the interest, the job creation law also encourages the creation of an independent economy by covering the needs of and providing protection for Micro, Small, and Medium Enterprises (MSMEs). This is in line with Law Number 20 of 2008 concerning MSMEs. But, MSMEs must face globalisation, which impacts dynamic economic development. Malcolm Waters stated, "Globalisation is a social process in which the constraints of geography on social and cultural arrangements recede and in which people become increasingly aware that they are receding" (Waters, 1995).

Civics or citizenship studies are essential to understanding and facing the mentioned problems, especially civic engagement, which requires participation from all elements of society. Citizenship has become a concern of people worldwide (Stack, 2012), along with increasing awareness of fulfilling the rights of persons with disabilities (Amrullah et al., 2023). At the same time, the relationship between global and local citizenship requires the existence of social responsibility citizenship (Valencia Sáiz, 2005).

There has been a shift towards the better understanding of disability and the recognition of its rights (Pal, 2018). Regarding participation in citizenship, the private and public areas of citizens' rights are still spaces in political activity for citizens (Dobson, 2003). The lack of political will and funding for disability rights has made it unlimited in terms of participation rights of persons with disabilities (Phillips, 2011). Lack of knowledge about human rights coupled with a consensual legal culture often leads to disputes (Oomen, 2013).

An independent and inclusive economic understanding must look at the realization of existing implementation by each MSME business actor. Yogyakarta Special Region Province (officially *Provinsi Daerah Istimewa Yogyakarta*) has been famous for its tourism and creative economy industry. However, these industries remain under the agricultural industry which continues to dominate, like other provinces in Indonesia. This cannot be separated from Indonesia's condition as an agricultural country (Lailatussuyukriah, 2015).

The craft industry is a famous creative economy and processing industry in Yogyakarta Province. Bank Indonesia (central bank) reports that the craft industry in Yogyakarta Province had the highest growth in recent years, even though it had experienced the second highest decline due to the COVID-19 pandemic (Bank Indonesia, 2022).

At the same time, Yogyakarta Province is known as an inclusive region for disabilities. Regional Regulation Number 5 of 2022 concerning Implementation of Respect, Protection and

Fulfillment of the Rights of Persons with Disabilities protects disability's interest in the province. Article 16 of DI Yogyakarta Provincial Regulation 5/2022 mandates the provincial government to implement DI Yogyakarta Province as an inclusive region for disabilities in work and entrepreneurship, along with the obligation to protect all organisations as a forum that implements inclusiveness for disabilities.

The MSME to be researched is Sagata, based in Yogyakarta Province. Through several media publications, Sagata presents itself as a business that is inclusive of people with disabilities and displays and promotes its products. Researchers focused on the following problems:

1. Examine efforts to realise an inclusive environment and economic independence by Sagata as an independent economic form in the form of MSMEs and the extent to which Sagata are protected and facilitated as an MSME.
2. Analyse the role of Sagata in realising an inclusive and independent economy, especially on inclusiveness for disabilities following applicable laws.

There are several related studies, like the implementation of the human rights of persons with disabilities (Caughey, 2021), inclusion as sustainable development for persons with disabilities (Probosiwi, 2017), disability rights as full citizenship in the country (Kirakosyan, 2015), protection of civil rights for persons with disabilities as part of employment policy (Bruyère, 2000). Unlike these, this research combines legal and civics views to understand the concept and the implementation of inclusive and independent economics, which is still lacking. It is important to show that the legal aspect is very important and influences society and civics in implementation.

Method

This study uses a normative-empirical legal research method. Normative legal research is a research method concerning elements of normative law (Muhammad, 2004), but empirical elements in this case also support it. Referring to the stages described by Abdulkadir Muhammad, this research was conducted by exploring written favourable legal provisions aimed at issues and problems related to society, so the study was carried out through two stages: 1) an assessment of the applicable normative laws; 2) application to predefined conditions.

The statutory approach and case approach are selected in this research because the various legal rules that will be studied are the focus of the research (Fajar & Achmad, 2009). In collecting data, researchers used documentation studies. Furthermore, researchers used Miles and Huberman's data analysis method, which consists of three paths: data reduction, data presentation, and drawing conclusions and verification (Milles & Huberman, 1992). The author examined various laws and regulations related to the focus topic during research. Then, the author looked at the realisation by Sagata and reflected it in civics concepts and theories.

Result and Discussion

The relationship between citizenship behavior, performance, and career outcomes in individuals has a positive relationship (Bergeron et al., 2011). From the civics side, it shows the urgency to engage disability rights as citizens amid the current situation that disability rights awareness is becoming an issue that is increasingly being featured (Yoshida et al., 1990). Regarding the understanding, a combination of government processes, property rights, and violations can change public participation (Tennille, 2005). A culture that is ascribed to outside the community mediates the representational aspect (Tyler, 2012). Cosmopolitan virtues have reflected the world in cultivating a high concern or feeling for the world (Smith, 2007).

The understanding from the civics side needs to be linked to disability issues. The urgency of participation in the rights of persons with disabilities is one of the interventions for developing persons with disabilities (Dispenza, 2019). Related to economic interests, a

comprehensive talent, achievement, interest, career maturity, and self-efficacy model provides an information integration model for the career sustainability of persons with disabilities (Klein et al., 1997).

These efforts need to be carried out communally. Community involvement is important in a democratic country (Hidayah, 2020). In ecology, it demands social responsibility in citizenship (Valencia Sáiz, 2005). The values education approach increases voice and agency (Vincent, 2018). The meetings facilitate transactivity in development planning by transferring knowledge between communities (Taufiq et al., 2021).

The term citizen, in a narrow sense, is a city dweller and, in a broad sense, is a person who resides within the state's borders (Abdin, 2008), which means without distinguishing each background and condition of a citizen. The challenge in developing a legal strategy can limit the regulation of public interest objectives (Carstensen, 2011).

There are several challenges for persons with disabilities in obtaining their basic rights, namely stigmatisation, infrastructure barriers, transportation barriers, and information barriers (Mukhopadhyay & Moswela, 2019). Social rights are important in articulating rights for persons with disabilities (Hirschmann, 2015). Challenges and opportunities exist to advance disability rights (Wehbi, 2011).

Speaking on the protection of the right to work for persons with disabilities, Berkowitz & O'Leary (2000) mention that different opportunities remain in terms of employment for persons with disabilities related to formal and informal disability employment policies and practices

Recognition of respect given to individuals is expressed by treating them as an adequate concept of respect (Liveriero, 2020). There are efforts to improve the situation's dynamic that will result in meaningful change (Marshall et al., 2021). As Branson said, civic knowledge, disposition, and skills must be developed to strengthen civic competence (Branson, 1999). Developing and practising civic values confirms the philosophical character for good citizenship (Victoria-Costa, 2013). As stated by Berthoin-Antal & Sobczak (2013) responsibility is a culturally embedded learning process.

Opportunities to realise these concepts need to pay attention to data and realities. Data on the employment of people with disabilities in Yogyakarta Province in 2021 shows that there are 254,900 people in the workforce with disabilities. In detail, 105,371 people are in working status, and 149,529 people are unemployed (Badan Pusat Statistik, 2023).

Yogyakarta Province recorded 107,891 micro and small businesses, or 3.1 percent of the number of businesses on Java Island and 2.59 percent of the number of businesses in Indonesia. A total of 221,669 micro and small business workers in DI Yogyakarta Province. There are 64,296 businesses with paid labour and 157,373 businesses with unpaid labour. Then, there are 27,891 businesses with workers with compensation per worker paid per hour, and 3,888 businesses pay workers per hour more than IDR 5,000 (Badan Pusat Statistik, 2023).

Despite that, Sagata claims to be able to cover the issues. The author had the opportunity to meet directly with the founder of MSME Sagata, Mrs. Megawati Syahril, who is currently CEO and Director. Since being founded in early 2022, MSME Sagata has become a small-scale company called PT Sagata Sukses Bersama. The company has legally had valid business permits since its founding, along with its related tax.

MSME Sagata has an office in Sleman Regency, Yogyakarta Province; the marketing and marketplace team is in Bandung City, West Java Province, and the exhibition stands at the Alana Hotel, Yogyakarta and Ciputra Mall, Jakarta. MSME Sagata markets the products in various places in Jakarta and Java Island.

Sagata has a reasonable concern in inclusive issues by recruiting workers with disabilities and workers from underprivileged families, one of whom has a child with special needs. Some

of these workers influenced the beginning of the establishment of MSME Sagata. Furthermore, each worker informed fellow other people with disabilities that MSME Sagata provides employment opportunities for people with disabilities as leather craftsmen. Most workers are residents of Sleman Regency, Yogyakarta Province, while there is one worker without disabilities who resides in Boyolali Regency, Central Java Province.

The ways of personal selling and word of mouth became a recruitment method for people with disabilities, along with MSME Sagata's efforts to openly publicist recruitment for people with disabilities through their website and Instagram account. When a person with disabilities contacts to apply as a craftsman, the applicant concerned is asked to first send their identity and home address or residence in Sleman Regency. Applicants are asked to send photos of examples of leather craft products and narratives and answer related questions.

Then, Mrs. Syahril will visit the applicant's home with disabilities with a sample of Sagata products and the materials needed to test the applicant's ability to make the same product as the sample. The applicant is accepted as a craftsman at MSME Sagata if deemed qualified. However, suppose they are deemed inadequate or inadequate. In that case, the applicants are asked to hone and develop their abilities first and do not rule out the possibility of becoming craftsmen in MSME Sagata. MSME Sagata also offers opportunities to learn how to make leather craft products, as announced on the website and Instagram account.

Recently, MSME Sagata has had a total of 14 workers, including 11 craftsmen with disabilities (ten men who are the breadwinner for each own family and one woman). Meanwhile, the other three workers are poor, one of whom has a child with disabilities as previously explained. None of the workforce is under 20 years of age. All the workers with disabilities are physically disabilities and, on average, have been disabled since birth.

All products are handmade by craftsmen with disabilities as non-permanent employees. Providing work to craftsmen with disabilities is carried out by dividing the amount of product load that must be produced evenly according to the orders received by Sagata, along with the processing time limit. The wage per ordered product was IDR 200,000, but it increased to IDR 250,000. From these calculations, it is said that it is certain that the wages of each craftsman with a disability exceed the standard wage for each MSME worker of IDR 5,000 per hour as per the BPS classification.

Mrs. Syahril said that making leather crafts by craftsmen with disabilities may take longer due to the special needs of each craftsman. Therefore, requests for sudden orders or orders that can be done quickly will be rejected. Each craftsman with disabilities finishes his work from home to suit his needs. The craftsmen's homes are all in Sleman Regency and not too far from the Sagata office.

The efforts above align with the understanding that a business in the form of an MSME has independent management, capital, small wealth, a limited number of workers, and local marketing. It can also be dynamic with innovative product diversification (Raselawati, 2011). The criteria number of MSMEs workers can be seen from the standards determined by certain agencies. The Indonesian Banking Development Institute (officially Lembaga Pengembangan Perbankan Indonesia, or LPPI) revealed that according to the World Bank, the number of workers in micro businesses has a maximum workforce of up to 10 people (Lembaga Pengembangan Perbankan Indonesia, 2015).

Slightly different from these criteria, quoting from BPS, LPPI explains that the criteria for MSMEs are based on the number of workers, unlike businesses on a large industrial scale with a workforce of 100 people or more. The number of workers for an MSME as a micro or household industry has a workforce of 1 to 4 people (Lembaga Pengembangan Perbankan Indonesia, 2015). Another MSMEs criteria classifies four groups of MSMEs based on business perspective (Lembaga Pengembangan Perbankan Indonesia, 2015).

With their unique characteristics, MSMEs have their potential and challenges. MSMEs' development has quite a large potential and is possible to do. The independence of MSMEs is strengthened by the culture itself, where MSMEs have been implemented on the principles of togetherness, democratic economics, independence, balance, progress, sustainability, efficiency, justice, and national economic unity (Firnaherera, 2015). The government has prepared MSMEs to enter the era of free trade since the ASEAN free market gates opened in early 2016 (Nikijuluw, 2017). Unfortunately, this was done amidst the government's unpreparedness, which should be able to optimise the benefits of world trade liberalisation (Tambunan, 2005, p. 19). Even each WTO member country does not have the same understanding regarding MSMEs (International Trade Center, 2014).

The reality shows that most MSMEs in Indonesia operating in the informal sector must be more administratively registered (Mourougane, 2012). Each region should be encouraged to guide MSMEs and industrial development based on each region's potential conditions and capabilities (Pasaribu, 2007). At the same time, MSMEs contribute quite a lot to state income, but the number of MSMEs capable of exporting is still much smaller than large-scale businesses (Mourougane, 2012). This only explains a few of the existing problems of MSMEs, such as limited use of technology, small number of skilled workers, minimal knowledge of potential sales markets and access to capital (Tambunan, 2011). Also, MSMEs should have a long-term business plan and learn from experience and environment related to exports and general trade (Tambunan, 2002).

Despite the challenges, Sagata shows its existence of an inclusive and independent economy by carrying out the number of workers with disabilities, as explained, or 78% of total workers. The figure exceeds the minimum requirement of 1% of the workers with disabilities under the mandate of Article 53 of the Disabilities Law, which is meant per 100 workers, which means it is intended for large-scale companies.

Inclusiveness is realised by empowering local craftsmen from among the people with disabilities as workers. The recruitment process until acceptance as workers is adjusted to the conditions of craftsmen with disabilities while still being carried out professionally. This shows that MSME Sagata implements Article 11 of the Disabilities Law regarding the absence of negative discrimination for people with disabilities to obtain work. The understandings are in line with the development of civics (Sunarso et.al., 2024) how important a strong understanding and awareness is for members of a group (Hanum et.al., 2024), so that it has a positive impact on their involvement and fulfilment as citizens (Suharno, 2024).

Not only inclusivity, but Sagata also has values as an independent MSME economy, like the missions to produce the highest quality handmade handicraft products, encourage the awareness of local products in supporting sustainable national resilience, and open up new opportunities by expanding its market. Related to these values, MSME Sagata is willing to be a major producer of domestic handicraft products that always excel in service and product quality as the brand vision. The values espoused by MSME Sagata, along with things that MSME Sagata has done and continues to do, demonstrate the principles of togetherness, democratic economics, independence, balance, progress, sustainability, efficiency, justice, and national economic unity.

As previously explained, the implementation of Goal 8 SDGs is carried out through the SDGs. This also aligns with the ten targets in efforts to achieve Goal 8 SDGs in Indonesia. Linked to the TPB targets set by the central government, the facts show that MSME Sagata can create a productive, decent work environment and equal pay for work of equal value for women and men, including people with disabilities.

Conclusion

This research shows that MSME Sagata shows the role of an independent local economy and creates an inclusive work environment, which contributes to achieving Goal 8 SDGs. The

independence achievements are carried out by having legal permits, independently owned property and management, the ability to take advantage of digital aspects and market opportunities, receiving the benefits of guidance from the central government and regional governments, establishing positive cooperation and reciprocity with related parties, and being able to diversify and market not only locally in one area.

Meanwhile, in terms of inclusiveness, Sagata succeeded in creating an inclusive economy by having a majority of the workforce with disabilities, open and fair recruitment for people with disabilities, work management adapted to the conditions of craftsmen with disabilities, fair and equitable distribution of work, and providing decent and fair wages. Those were done amidst the image of Yogyakarta Province, which is famous for its craft industry. It means that MSME Sagata can take advantage of existing opportunities and is known as an inclusive place for disabilities. The contributions of Sagata show the important role of Sagata as an independent economy and an inclusive work environment for disabilities.

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