

CHAPTER V

CONCLUSION AND RECOMMENDATION

5.1 Conclusion

The findings from this research assert that various distinctive factors play a key role in determining the full-time labour force participation of women with disabilities in Indonesia. The factors include types of education, wages, marital status, residence, and age, but the extent of the influence is determined by the type of disability. In all studies, education is an indicator that has a positive effect on the probability of women with disabilities working more than 35 hours a week. Appropriate levels of education are found to enhance full-time participation particularly among visual, hearing, and mobility disabled women. Even wages are able to increase the odds of being employed full time regardless of the disability, particularly for women with mental disorders. This is in line with arguments for enhancing the economic status of women with disabilities in order to enable them to participate in full-time work. On the other hand, marital status, in most cases, tended to lower the odds of full-time working, particularly so for the visual, hearing and mobility disabled women. This denotes household duties or some other aspects related to marriage that could impede the labour force engagement of such women.

The location, in particular, seems to have a favorable effect on full-time labor force engagement, more so for women with speech disabilities, whose residence is in the urban area. This element indicates that the provision of facilities and employment in these cities is a contributing factor enabling women with disabilities to engage in full-time work. Age also helps to create more opportunities for full-time employment, especially with respect to hearing and speech disabilities. Individuals in the older age cohorts are more likely to work for forty or more hours a week as compared to the younger cohorts, which could be attributed to their work experience and economic obligations. In conclusion, the study argues that in order to enhance the labour force participation of women in Indonesia, it is possible to enhance the outcomes of existing policies and programs aimed at women's education, decent work, urban employment, and support of married disabled

women. Outreaches also stress that a particular type of disability calls for a certain intervention in order to maximize full time workforce engagement.

5.2 Recommendations

On the basis of the data outcomes, it is possible to provide the following recommendations:

1. The evolution of specialized forms of education: For women who experience barriers in visual, hearing, walking, communication, holding or mental aspects it is vital to ensure that the education and the vocational training are inclusive and tailored to their specific needs. For all the people in training who are blind or deaf, for instance, there should be provision of resources such as assistive technologies such as screen readers or hearing aids in the teaching learning environment. On the other hand, for the participants in training who are disabled and cannot walk or handle things a special provision should be made, such as making the premises and reading materials for the training accessible to persons with such disabilities clean necessary requirements. Women who are mentally incapacitated also need assistance in the course of teaching or learning processes.
2. Policy statement on the payment of a living wage and employment of persons with disabilities: Promote the adoption of just living wages to women with visual, hearing, walking, communication, holding or mental social disabilities. For example, corporate strategies could include providing a speech or psychosocial disorder focused women employment and living wage and wage for the women with vision or hearing impairment. Offering additional benefits for the employers hiring to these groups at risk with disabilities could also go a long way in bridging the employment and wage level disparities encouraging their full-time employment.
3. Installment plan for married women with disabilities: The concern regarding work flexibility for married women with visual, hearing, walking, communication, holding or mental challenged women should be addressed through agencies. For instance, women with difficulty in locomotion or gesticulation may be assisted by altering working hours as well as provision of supportive work environments. On the other hand, women suffering from speech

or mental disability would be assisted with better childcare services. Such services enable women with disabilities to engage in paid work while still attending to their domestic duties.

4. Better employment opportunities for women in urban centers and supportive structures: Employment opportunities in urban centers as well as the available supportive structures are important for visual, hearing, walking, communication, holding or mental challenged women. For instance, in the case of women with walking or grip disabilities, appropriate working environments should encompass a high degree of physical access such as disability access doors and lifts. At the same time, women suffering from vision or hearing impairment should have their workplace equipped with proper visual aids and effective sound information systems. On the other hand, women who are mentally challenged should be provided with a workspace where they are not subject to any stressing conditions and is generally safe.
5. Education and qualifications for all ages: Assist women who suffer from difficult visual, hearing, walking, communication, holding or mental abilities through specialized retraining and certification programs. Such women who are hearing or visually challenged can be trained using technology in order to be incorporated within the labour market. Whereas women suffering from mobility and gripping issues can be offered training that is less physically straining like computer related courses. Opportunities exist for training women with mental disabilities, where the rehabilitation training involves psychosocial training, to enable them be ready for full time engagement.
6. Availability of mental health services and psychosocial support: Women with visual, hearing, walking, communication, holding or mental impairments and other forms of disabilities need access to mental health care as they equally face psychosocial barriers to employment. This assistance can be in the form of job placement services for women experiencing difficulties with speech or mental issues and stress management training for women who are visually or aurally impaired. Moreover, for the women who experience walking or gripping challenges, interventions such as rehabilitation programs that incorporate workplace adjustment skills are also crucial.