

**PENDAPATAN DAN PRODUKTIVITAS TENAGA KERJA
PENYANDANG DISABILITAS DI INDONESIA:
ANALISIS PADA KELOMPOK WIRAUSAHA DAN NON-WIRAUSAHA**

DISERTASI

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Abstrak

Penyandang disabilitas masih menghadapi hambatan besar dalam memperoleh pekerjaan dan meningkatkan kesejahteraan ekonomi. Penelitian ini menganalisis faktor-faktor yang memengaruhi pendapatan dan produktivitas tenaga kerja penyandang disabilitas di Indonesia, dengan pembedaan antara wirausaha (non-wage employment) dan non-wirausaha (wage employment). Pemisahan ini relevan karena kedua kelompok menghadapi kondisi pasar kerja dan mekanisme pendapatan yang berbeda.

Berdasarkan Sakernas 2023, terdapat 58.652 penyandang disabilitas, namun hanya 24.627 orang yang bekerja dengan pendapatan; sebanyak 74,12% adalah wirausaha dan 25,88% non-wirausaha. Untuk menangkap hubungan timbal balik antara pendapatan dan produktivitas, penelitian menggunakan model persamaan simultan Three-Stage Least Squares (3SLS). Variabel independen meliputi pendidikan, pelatihan, pengalaman kerja, partisipasi sosial, teknologi digital, penggunaan internet, interaksi pelatihan-teknologi, serta lokasi tempat tinggal.

Hasil menunjukkan bahwa pendidikan, teknologi digital, dan internet berpengaruh positif signifikan terhadap pendapatan dan produktivitas kedua kelompok. Pelatihan konvensional berdampak negatif bagi wirausaha dan tidak signifikan bagi non-wirausaha; namun saat terintegrasi dengan teknologi digital, dampaknya menjadi positif signifikan khususnya bagi wirausaha, menandakan pentingnya pelatihan berbasis teknologi. Partisipasi sosial meningkatkan pendapatan wirausaha dan produktivitas non-wirausaha. Lokasi perkotaan meningkatkan pendapatan, tetapi tidak berpengaruh pada produktivitas.

Temuan menegaskan pentingnya penguatan modal manusia melalui pendidikan inklusif dan pelatihan berbasis teknologi bagi penyandang disabilitas. Program intervensi perlu dibedakan antara wirausaha dan non-wirausaha, serta ditunjang pemerataan infrastruktur digital ramah disabilitas di perdesaan. Keterbatasan studi meliputi tidak membedakan jenis dan tingkat keparahan disabilitas serta belum mengakomodasi faktor psikologis. Penelitian ini memperkaya kajian inklusi sosial, ekonomi digital, modal manusia, dan teori lokasi dalam konteks disabilitas serta memberikan arah kebijakan yang lebih tepat sasaran.

Kata kunci: Disabilitas, Pendapatan, Produktivitas, Wirausaha, Non-Wirausaha, 3SLS, Pendidikan, Teknologi Digital, Inklusi Sosial.

**INCOME AND LABOR PRODUCTIVITY OF PERSONS WITH
DISABILITIES IN INDONESIA: AN ANALYSIS OF
ENTREPRENEURIAL AND NON-ENTREPRENEURIAL GROUPS**
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Abstract

Persons with disabilities continue to face substantial barriers in accessing employment and improving economic well-being. This study examines the determinants of income and productivity among disabled workers in Indonesia, distinguishing between self-employed (non-wage employment) and wage-employed groups. This distinction is important because the two groups encounter different market mechanisms, constraints, and earning structures within the labor market.

Using the August 2023 Sakernas microdata, a total of 58,652 persons with disabilities were identified, of whom only 24,627 reported income. Among them, 74.12% were self-employed and 25.88% were wage-employed, reflecting the dominance of small-scale self-employment among disabled workers. To capture the bidirectional relationship between income and productivity, the study applies a simultaneous equation model using Three-Stage Least Squares (3SLS). The independent variables include education, training, work experience, social participation, digital technology, internet usage, training-technology interaction, and residential location.

The results reveal that education, digital technology, and internet use significantly improve income and productivity in both labor groups. Conventional training negatively affects the self-employed and is insignificant among wage-employed workers. However, when training is integrated with digital technologies, its effect becomes significantly positive among the self-employed, indicating the importance of technology-enhanced skills development. Social participation increases income among the self-employed and enhances productivity among wage-employed workers. Urban residence positively affects income but shows no significant relationship with productivity.

These findings highlight the importance of strengthening human capital through inclusive education and technology-based training for people with disabilities. Policy programs should be tailored to the characteristics of both self-employed and wage-employed groups and supported by equitable access to disability-friendly digital infrastructure, especially in rural areas. The study is limited by the absence of disability type and severity classifications, as well as limited consideration of psychological and social factors. Nevertheless, the study contributes to the literature on social inclusion, digital economy, human capital, and location theory, while offering policy insights to support inclusive labor market development.

Keywords: disability, income, productivity, self-employment, wage employment, 3SLS, education, digital technology, social inclusion.