

RINGKASAN

Penelitian ini mengkaji pengalaman perempuan penyandang disabilitas netra dalam mengakses dan menjalani dunia kerja dengan menyoroti tantangan, hambatan, serta strategi bertahan yang mereka lakukan. Latar belakang penelitian didasarkan pada kenyataan bahwa perempuan disabilitas masih menghadapi diskriminasi berlapis akibat persilangan antara gender dan disabilitas. Kondisi tersebut berdampak pada terbatasnya peluang kerja, minimnya akomodasi yang layak, serta kuatnya stigma sosial, sehingga persoalan ketenagakerjaan perempuan disabilitas tidak hanya bersifat individual, tetapi juga struktural dan kultural.

Penelitian ini menggunakan pendekatan kualitatif dengan metode fenomenologi untuk memahami secara mendalam makna pengalaman hidup perempuan disabilitas dalam dunia kerja. Informan penelitian berjumlah dua orang perempuan penyandang disabilitas netra yang merupakan anggota Komunitas DifaLitera Surakarta. Data dikumpulkan melalui wawancara mendalam, observasi, dan dokumentasi, kemudian dianalisis melalui proses reduksi data, penyajian data, serta penarikan kesimpulan guna menemukan esensi pengalaman yang dialami informan.

Hasil penelitian menunjukkan bahwa perempuan disabilitas menghadapi hambatan dan tantangan yang bersifat multidimensional berupa keterbatasan peluang kerja, rendahnya pemahaman perusahaan, hambatan teknis, stigma sosial, dan tekanan psikologis di tengah dukungan struktural yang belum optimal. Aksesibilitas kerja tidak hanya terkait ketersediaan pekerjaan, tetapi juga penerimaan sosial, akomodasi layak, dan pengakuan kapasitas sebagai pekerja setara. Untuk mengahadapinya, perempuan disabilitas mengembangkan strategi adaptif melalui peningkatan keterampilan, penyesuaian kerja, ketahanan psikologis, serta dukungan komunitas DifaLitera Surakarta. Oleh karena itu, upaya mewujudkan dunia kerja yang inklusif memerlukan pendekatan yang holistik, tidak hanya berfokus pada penyediaan lapangan kerja, tetapi juga pada perubahan cara pandang, penyediaan akomodasi yang layak, serta pengakuan penuh terhadap kapasitas dan martabat perempuan disabilitas sebagai subjek kerja yang setara.

SUMMARY

This study examines the experiences of women with visual impairments in accessing and participating in the workforce, highlighting the challenges, obstacles, and coping strategies they employ. The background of this study is based on the fact that women with disabilities still face multiple layers of discrimination due to the intersection of gender and disability. This situation has an impact on limited job opportunities, a lack of proper accommodation, and strong social stigma, so that the issue of employment for women with disabilities is not only individual in nature, but also structural and cultural.

This study uses a qualitative approach with a phenomenological method to gain an in-depth understanding of the meaning of the life experiences of women with disabilities in the world of work. The research informants were two women with visual disabilities who are members of the Difalitera Surakarta Community. Data were collected through in-depth interviews, observation, and documentation, then analyzed through data reduction, data presentation, and conclusion drawing to find the essence of the informants' experiences.

The results of the study show that women with disabilities face multidimensional barriers and challenges in the form of limited employment opportunities, low corporate understanding, technical barriers, social stigma, and psychological pressure amid suboptimal structural support. Work accessibility is not only related to job availability, but also social acceptance, proper accommodation, and recognition of capacity as equal workers. To deal with this, women with disabilities develop adaptive strategies through skills improvement, work adjustments, psychological resilience, and support from the Difalitera Surakarta community. Therefore, efforts to create an inclusive workplace require a holistic approach, not only focusing on job creation but also on changing perspectives, providing adequate accommodations, and fully recognizing the capacity and dignity of women with disabilities as equal workers.