

Coffee as Liberator Inclusive Social Policy for the Disabled People (Case Study: Enabled Baristas of Temanggung)

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Abstract. This article discusses the inclusive social policy for disabled people as an effort from the Indonesian state to include disabled people in the social process. This is a qualitative library research article. It analyzes the case of the disabled from the macro, meso, and micro level. At the macro level, by applying the perspective developed by Babajanian and Hagen-Zanker [1], Indonesia is evidently has shifted its paradigm into a more inclusive one on disability from the Law No. 4 of 1997 on Impairment Bearer to Law No. 8 year 2016 on Disability bearer. The difference between those laws is that the disabled person activity and participation is included in the society. The shift is a result from the ratification of Convention on the Rights of Persons with Disabilities issued by United Nations in 2006. At the meso level, the Ministry of Social Affairs along with Temanggung Regency updated the nomenclature of the Great Hall of Social Rehabilitation for People with Intellectual Disability, to be the national reference and laboratory for intellectually disabled people rehabilitation facility. At micro level, two of the barista training participants feel that they are included in the education process. It is important to include the personal perspective of the program participants because it is one of the indicators of a successful inclusion process.

Keywords: Social Inclusion, Social Policy, Disability, Coffee, Economy

1 Introduction

The case study for this paper is the inclusion of disabled people in the social process specifically in the food industry. It attempts to analyze the case from the macro, meso, and micro level.

1.1 The Convention on the Rights of Persons with Disabilities

Approximately one billion people, or 15% of the total world population, are experiencing disabilities to a certain extent. The number of disabilities is higher in developing countries. Around twenty percent of the global number of disabilities, or between 110 million to 190 million people, are having the significant disabilities condition [2]. The condition leads to global awareness to have a disability-inclusive development. To reach an ideal condition for persons with disabilities (PD), the United Nations in 2006 declared the Convention on the Rights of Persons with Disabilities (CRPD) signed by 161 countries, and ratified by 177 countries. The Convention is the result of decades of work by the UN to change *attitudes* and *approaches* to

persons with disabilities. The paradigm towards the PD has shifted from perceiving them as “objects” of charity, medical treatment, and social protection towards PD as the “subjects” with rights who have the capacity to claim their rights and making decisions for themselves based on their free and informed consent while being active members of society. The convention clearly states its intention to have social development dimension. The convention was negotiated from 2002 to 2006, the fastest negotiated human rights treaty in UN history [3].

The Convention itself does not contain the definition of “disability” or “persons with disabilities”, however, the elements of the preamble and article 1 accommodate guidance to interpret the application of the Convention. The preamble identifies disability as “is an evolving concept and that disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others”. And for “persons with disabilities” the Article 1 mentions that “(p)ersons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others”. UN argues that there are three important things to underline. First, disability as a concept is a result of attitudinal and environmental barriers hampering PD to participate actively in the societal process, thus, the notion of disability is dependent on the context of each society. Second, disability is not viewed as a medical condition, but rather as a result of ‘interaction between negative attitudes or an unwelcoming environment’ onto a condition of a certain person. This statement implies that social and societal dimensions are inseparable features when dealing with disabilities. Thus, by removing the attitudinal and environmental barriers, the PD can be an active member of society. Third, the Convention coverage includes those who are both experiencing long-term and short-term physical, mental, intellectual, and sensory disabilities [4]. By reinterpreting disability in that manner, the UN has given the signee nations to reflect on disability conditions within each respective nation. This allows nations to make their own specific definition of disability regarding the attitudinal and environmental dimensions. Although the Convention itself provides detailed guidance on how a nation should act towards the disabled, without any clear and precise definition from the UN, for the convention to be implemented ethically and technically accordingly to the UN vision, a bold assumption lies in the Convention’s spirit that is each nation is having the *goodwill* and *capacity* to define and to include as many as possible challenging conditions of their people. The UN must bear responsibility to recheck every signee nation whether their understanding, interpretation, and implementation of the Convention are already corresponding to the UN’s vision.

1.2 Indonesia’s Context

By ratifying the Convention, Indonesia officially shifted its paradigm on disability from the charity-based policy as indicated in the Law No. 4 of 1997 on Impairment Bearer to an inclusive paradigm embodied in Law No. 8 of 2016 on Disability Bearer. The stark difference between the two is the inclusion of the PD interaction as a citizen within the respective society they live in within the latter law. The post-convention Law views the PD as active members of the state by providing the means to fulfill their cross-sectoral rights through empowerment [5].

It is important to understand the conceptual difference between impairment, disability, and handicapped. Impairment (in Bahasa: *kecacatan*) is more on individual biological condition with organ(s) limited function caused by damage or imperfection of the physical, mental, and/or sensory condition. Disability is the limitation or loss of an individual *to participate* in societal daily life, not only caused by physical and/or mental constraints, but also from the *social* factors

that contribute to the whole process. Therefore, a PD can be a disabled person within a certain context of a situation. If the societal and physical constraints are removed, only then that person is no longer be considered as a disabled person because he/she can already do his/her task in society. The handicapped term is where a person with disabilities faces a constraint to do an important activity for his/herself. The constraint is a combination between the internal condition (*impairment*) and external factors (e.g. non-supportive facilities in public transportation). Thus, the disability word in Law no 8 year 2016 has a broad spectrum that can reach more citizens [6].

However, although Indonesia has advanced its understanding and paradigm toward disability since 2016, to this day Indonesia does not have a single data on PD due to many definitions used by many governmental institutions prior to 2016. For example, the 2010 National Census stated that 4.3% of Indonesian citizens have some kind of impairments, while the 2016 Sakernas declared 12.15% of Indonesian people are categorized as disabled [7]. If we use the National Census number, that means 10 million citizens are experiencing some kind of disability. It is already a social problem for the government to solve. The difference implies that the Indonesian government must develop a measurement for every institution below the central government to use. It is important to have a single measurement because it will serve as the basis for inclusive, proper, and precise social policy. In addition, under the spirit of the paradigm, the PD representatives must be invited to give their opinion and insight into policymaking.

2 Method

The method for this article is the library or desk research case study. It is an inquiry to explore one or more cases within a bounded system. The type of case study is instrumental case study that focuses on an issue or concern, then selects one empirical case to illustrate the issue that is being studied [8]. The data sources for this article are entirely from the secondary sources.

3 Results and Discussion

3.1 BBRSPDI History

The case for this paper is the work of Balai Besar Rehabilitasi Sosial Penyandang Disabilitas Intelektual (BBRSPDI) Kartini or Great Hall of Social Rehabilitation for People with Intellectual Disability Kartini in Temanggung regency, Central Java. BBRSPDI has a long story and it often changes its name due to certain contexts. It has changed its name nine times. It started as an institution initialized by Dutch colonial in 1904 under the name *Zwakzinnigenzorg Temanggoeng* to serve persons with intellectual disabilities. Under Japanese occupation, the name was taken over and transformed into *Roemah Perawatan Anak Lembek Ingatan*. After Indonesia declared independence, the institution was then nationalized and in 1950, the name was altered as *Panti Asuhan Lemah Ingatan* [9]. The latest transformation happened in 2018 when it celebrates its 114 birthday. The Ministry of Social Affairs of Republic of Indonesia updated BBRSPDI nomenclature to be the national reference and the laboratory to rehabilitate intellectually disabled people. BBRSPDI Chairman, Murhardjani, stated that the focus is to

enhance the social functionality and independence of intellectually disabled people so they can actively participate in the development process [10].

3.2 Barista Program at BBRSPDI

In 2018, BBRSPDI opens a barista training class for their students in cooperation with Java Temanggung Coffee (JTC) community and is supported by corporate social responsibility (CSR) of Unit Pengolahan Hasil (UPH)/Yield Processing Unit of Rumah Kopi Gesing (RKG)/Gesing Coffee House. JTC itself is a brand from RKG for all their specialty coffee. Rio Ricardo Sitanggang of JTC explains the program aims to improve the self-confidence of the intellectually disabled. Rio then forms a team consists of four baristas and the number will increase accordingly to the demand for training. He emphasizes that teaching the BBRSPDI students requires extra patience [11]. JTC has won second and eighth place in the World of Coffee [12]. By winning those positions, RKG has established its position at the international level and has earned authority in the coffee business. He adds that although coffee brewing is a very delicate art to do, however, four of the BBRSPDI students are starting to be able to serve coffee properly. Since the students do have special needs, the curriculum will be adjusted accordingly and it is open for future development [13].

As reported by Kompas Daily, two of the students, Andika (20) and Benibdrian (20) expressed their satisfaction, happiness, and gratitude toward the program. Andika, with his 91 IQ, has been struggling to be fitting in the society. He had changed jobs several times until he joined BBRSPDI where he learns to cook since he is fond of cooking. However, his dishes are deemed not very tasty. Although he is also skilled in sewing that he obtained in the institution, he does not want to be a tailor, until finally, he got in touch with coffee, which he falls in love with. His associate, Benibdrian, who have failed several times in class graduation, acquired the skill of carpentry in the institution until he is capable of building cupboard and chairs. However, he finds his pride in brewing coffee because the instructor praises his servings.

3.3 Analysis

We can analyze the case above from three levels of analysis, macro, meso and micro. From macro level, Indonesia's paradigm shift, proven by ratifying the Convention above, can be seen as an effort to mainstream disability into its broader national social policy. This is a breakthrough move from Indonesia since even the global commitment known as Millennium Development Goals, signed by 189 countries, was overlooking the disabled people in its goals formulation [14]. The paradigm shift embodies in Law No. 8 year 2016 on Disability Bearer as the structural umbrella for other regulations and social policies to take reference from. Thus, the ratification through the Law is a leap forward to better inclusion of the PD. An important indicator that the Law has a new approach is the usage of disability concept rather than impairment concept since the first concept has more social dynamics understanding on the process of being disabled. From this point, one can consider Indonesia as becoming better in understanding the dynamics of disability, and including the PD into the social process judging from the social-sensitive law. As Babajanian and Hagen-Zanker stated that social exclusion framework has important policy significance because it can be useful in examining whether a policy is exclusive or inclusive [1]. Thus, by applying the social exclusion concept to examine the Law No. 8 of 2016, one can see Indonesia commitment on social inclusion of disabled people.

At meso level, BBRSPDI as an institution under the Ministry of Social Affairs has its name changed by the Ministry to accommodate the new paradigm. The name change of the institution reflects the state's paradigm shift in dealing with people with intellectual disabilities. As stated by Murhardjani above, the new objective under the new name is to include people with intellectual disabilities in the development process. This meso-level change indicates that the macro-level change is already effective at the technical level.

BBRSPDI is also perceptive on the coffee industry development, especially since they share the same location with RKG. At the moment, the coffee industry is in its third wave characterized by the high sophistication of the coffee process from the planting, harvesting, processing, roasting, to brewing. Interaction between baristas, connoisseurs, and average consumers is the central activity within the coffee shop as the stage. There is also attention to the coffee farmers' welfare [15]. BBRSPDI is strategically holding collaboration with RKG in widening the activity choice for its beneficiaries. Since artisanal barista has a positive social position among young people today, the BBRSPDI students can enjoy such respected position that eventually will result in inclusion in the occupational sphere.

RKG as a private business institution takes its part in the social inclusion process by providing resources through its CSR program to support the barista course at BBRSPDI. The involvement of private institutions can greatly help the social inclusion effort by the state since it has limited resources. JTC community, the connoisseur community of JTC brand, as civil society organization involved in the barista training by providing technical assistance for the program. The role of civil society and private business is inseparable from comprehensive social inclusion. Therefore, the State should be open to civil society and business to synergize resources to reach a common objective.

The two aforementioned beneficiaries of the program, Andika and Benidbdrian, are already enjoying the new paradigm shift. At micro level, it is extremely important to include the personal perspective of the beneficiaries of any program because persons who are physically included in the social process are not socially included unless they feel included, and reversely, there is a possibility that persons who are not involved in the social process are feeling included [16]. Ultimately, the subjective opinion does matter as one of the program success indicators.

Boutiller and Croucher [16] argue that there are four dimensions of social inclusion namely; physical, social, psychological, and occupational aspects. They use a question for each dimension to address the ontological explanation. The quadrant is as follows.

Table 1. The Multidimensional nature of social inclusion

Physical aspects of social inclusion <i>What helps you to feel socially included and what gets in the way?</i>	Psychological aspects of social inclusion <i>What helps you to feel socially included and what gets in the way?</i>
a. Housing	a. Self-identity
b. Finances	b. Quality and meaning of life
c. Health	c. Stigma
d. Transport	
Social aspects of social inclusion <i>What helps you to feel socially included and what gets in the way?</i>	Occupational aspects of social inclusion <i>What helps you to feel socially included and what gets in the way?</i>
a. Family	a. Self-care
b. Friends	b. Leisure
c. Culture	c. Productivity
d. Spirituality	d. Occupational deprivation

(Le Boutillier and Anna Croucher [16])

The case of Andika and Benibdrian shows that they are socially included in those four dimensions especially in the psychological social inclusion because they feel that they have accomplished something by being able to brew coffee. More to that, they receive compliments from the instructor for their brewing result. They seemed to be already experiencing physical and social aspects of social inclusion since they can join the BBRSPDI. However, it is important to note the occupational aspect of the BBRSPDI baristas. The main question on the occupational aspect is, can they get involved in the labor market? Will there be coffee shops outside BBRSPDI accept them? The Law No. 8 of 2016 in the article 53 verse 1 clearly commands the Government, Regional Government, State-Owned Company (BUMN), and Regional Government-Owned Company (BUMD) to employ at least 2% (two percent) of disabled people of the total employee or worker. In addition, in verse 2, the private company must employ at least 1% (one percent) of disabled people of the total employee or worker. The text is in a commanding manner, and is not giving a suggestion. However, this obligation needs empiric confirmation to understand the implementation in both government and private organizations. In addition, the Law in article 49 also demands the employer to pay equal remuneration between non-disabled people and disabled people on the same position and same responsibility.

The common discourse in the inclusive process usually covers the identity of ethnicity, race, religion, and gender. Inclusion through inclusive social policy has been proven to improve the economy. There are at least five economic benefits of inclusion namely; increased productivity in the workplace, improved employment outcomes, improvement in mental and physical health, reduced cost of social services, and inclusive growth [17]. One of the most important sectors in the inclusive process is education [18]. Matsui [19] even suggest that inclusion in education also should take form in integrated education between people without disability and people with disability. That way, both parties could learn from each other as his findings on Martha's Vineyard Island where schools class that almost everyone on that island can communicate with sign language even those without deafness. That way, deafness is not considered to be a disability in that island society. The integrated education will provide the illustration of the real world, especially for those with disabilities so that they can expect the challenges when they do activities in society. Ultimately, the disabled baristas from Temanggung become enabled baristas in the inclusive education thanks to the inclusive social policy.

4 Conclusion

David Pocock argued that processes of inclusion and exclusion are inseparable features of hierarchies. However, it does not justify the social exclusion that happens in any given society. The concept of social exclusion and social inclusion themselves have been discussed in social science in many paradigms and analyses, especially analysis on the structure and social position. The social exclusion concept has developed several times. At its early period, social exclusion discussion focused on the barriers that citizens experienced that hampered them to engage in effective or full participation in society. The next stage aims to analyze the experience of individuals or communities who were not getting a benefit or were unable to benefit relative to others in society, or, other society. Then, the analysis broadens the perspective to the processes that prevent individuals or groups from full or partial participation in society [20]. From the concept's evolution, we can conclude that it is equally important to analyze both the objective

dimension (in this case the social structure) and the subjective dimension of social exclusion. Finally, both analysis is important to formulate the proper social policy to be inclusive to as many people as possible in the society.

The case BBRSPDI above shows that the objective dimensions (i.e., the Law, the institution for the disabled, the barista training) are already inclusive. From the subjective dimension, the beneficiaries are also feeling to be included in the social process. However, the next important question is, will the BBRSPDI beneficiaries will get the just treatment in the labor market and work field as the Law command? The state must continue to socialize this relatively new law to all levels of government and its components, the civil society, and to the business world. The state should facilitate the “matching” process between PD education and the work field. The inclusion should check the inclusiveness level at each step of the process. For example, if the disabled are empowered and equipped with skills needed by the business, and they are hired by the business, then they must be able to travel from their home to the office effectively. It will be only disconnected or partial inclusiveness if one of the steps is exclusive to the disabled. Despite all of the challenges for the disabled, there is a good example of inclusion in the work field. Russell O’Grady, with his down syndrome, retired at 50 years of age from his position at McDonald’s restaurant chain in Australia after serving for 32 years [21]. This story proves that with good synergy and cooperation between the state, the business, and civil society, the disabled can be active in the social process.

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