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## RESEARCH ARTICLE

Section: *Sociology and Community Development***Reframing disability in development discourse: A cultural critique of CSR narratives in Surakarta, Indonesia**Laily Furaida<sup>1\*</sup> , Ravik Karsidi<sup>1</sup>, Drajat Tri Kartono<sup>1</sup> & Sapja Anantanyu<sup>1</sup><sup>1</sup>Universitas Sebelas Maret Surakarta, 57126, Indonesia\*Correspondence: [mbaklel@student.uns.ac.id](mailto:mbaklel@student.uns.ac.id)**ABSTRACT**

Disability, often framed through developmental or medical paradigms, is increasingly recognized as a cultural and political construct shaped by societal narratives and institutional discourse. This study offers a cultural critique of how disability and empowerment are represented within corporate social responsibility (CSR) programs initiated by state-owned enterprises in Surakarta, Indonesia. Drawing on a qualitative, interpretive approach, we analyze narratives from 25 informants—including persons with disabilities, CSR officers, community leaders, and local officials—focusing on how CSR initiatives mediate concepts of productivity, agency, and social worth. Rather than evaluating program effectiveness, this study examines the discursive construction of “empowerment” and “inclusion” within CSR frameworks, revealing tensions between neoliberal logics of entrepreneurialism and the lived realities of individuals with disabilities. The analysis highlights how CSR initiatives often reproduce normative able-bodied assumptions, while simultaneously offering spaces for counter-narratives and resistance. This research contributes to critical disability studies and post-development discourse by foregrounding the cultural dimensions of empowerment and challenging technocratic solutions to structural marginalization.

**KEYWORDS:** corporate social responsibility, disabilities, empowerment, skills

**Research Journal in Advanced Humanities**

Volume 6, Issue 4, 2025

ISSN: 2708-5945 (Print)

ISSN: 2708-5953 (Online)

**ARTICLE HISTORY**

Submitted: 08 August 2025

Accepted: 18 September 2025

Published: 21 October 2025

**HOW TO CITE**

Furaida, L., Karsidi, R., Tri Kartono, D., & Anantanyu, S. (2025). Reframing disability in development discourse: A cultural critique of CSR narratives in Surakarta, Indonesia. *Research Journal in Advanced Humanities*, 6(4). <https://doi.org/10.58256/d0kr4f86>



Published in Nairobi, Kenya by Royallite Global, an imprint of Royallite Publishers Limited

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## 1. Introduction

Disability is not merely a biological or medical condition—it is also a complex, multifaceted construct that encompasses cultural, political, and symbolic aspects. Across societies, the figure of the “disabled person” is often framed through lenses of dependency, vulnerability, or productivity, shaping both institutional practices and everyday interactions. In development contexts such as Indonesia, these cultural narratives intersect with state policies and corporate initiatives in complex ways, often revealing underlying tensions between inclusion and paternalism, as well as empowerment and control.

While Indonesian legal frameworks—such as Law No. 8 of 2016 on Persons with Disabilities and the Human Rights Law No. 39 of 1999—acknowledge persons with disabilities as part of vulnerable groups entitled to state protection, the actual discourse around disability continues to reflect entrenched ableist attitudes. Terms like “vulnerability” and “rehabilitation” carry implicit assumptions of deficiency and dependence, framing disability as a problem to be solved rather than a social identity to be recognized and included on equal terms. Such framing contributes to what critical disability theorists call ableism—a system of beliefs and practices that privilege normative bodily and cognitive abilities, while marginalizing those who diverge from these standards (Garland-Thomson, 2002; Davis, 2013).

In this discursive landscape, corporate social responsibility (CSR) initiatives—particularly those run by Indonesian state-owned enterprises—emerge as powerful cultural actors. While often positioned as tools for economic inclusion, these programs also reproduce specific narratives of what it means to be “empowered,” “productive,” or “entrepreneurial.” This study investigates how CSR programs aimed at disability communities in Surakarta construct these narratives and how individuals with disabilities navigate, resist, or reproduce them. Drawing on qualitative data from interviews with persons with disabilities, CSR managers, government officials, and civil society actors, the research explores how empowerment is imagined and operationalized through CSR. Rather than focusing solely on program outcomes or effectiveness, this study adopts a cultural and critical perspective, interrogating how disability, development, and entrepreneurship are discursively framed. Specifically, it engages with the concept of “disabilitypreneurship”—the encouragement of entrepreneurial identities among persons with disabilities—not merely as an economic strategy, but as a cultural narrative embedded in broader neoliberal and post-development logics.

This approach is informed by critical social theory, particularly frameworks that emphasize the role of discourse in shaping power relations and social hierarchies (Foucault, 1980; Escobar, 1995). Empowerment, in this sense, is not just about access to resources or skills but also about how identities are constructed and legitimized within institutional structures. The language of inclusion, while appearing progressive, may mask deeper dynamics of exclusion if it rests on narrow definitions of value, ability, and contribution.

By examining CSR programs in the former Surakarta Residency, this study contributes to broader conversations in disability studies, development humanities, and cultural critique. It foregrounds the voices of disabled individuals while analyzing the symbolic and institutional frameworks that shape their participation. Ultimately, this research asks: Whose version of empowerment is being promoted? And what cultural meanings are attached to “being disabled” in Indonesia’s development discourse?

## 2. Theoretical Framework

This study is situated at the intersection of critical disability studies, development discourse, and cultural critique, drawing on interdisciplinary theories to analyze how persons with disabilities are constructed as subjects within corporate and institutional narratives.

### 2.1 Disability as Cultural and Discursive Construct

Disability is not simply a medical condition or functional limitation; it is also a culturally mediated identity, shaped by language, symbols, and power relations. Critical disability scholars such as Garland-Thomson (2002) and Davis (2013) argue that disability must be understood not only through physical impairment but through the discursive practices that assign meaning to bodies. These practices, often grounded in ableism, define normative standards of ability, rendering disabled individuals as “other,” less productive, or in need of rehabilitation.

In Indonesia, terms such as “penyandang disabilitas” and policy framings that emphasize vulnerability or social service dependency reinforce a charity-oriented paradigm, where empowerment is granted rather than

claimed. This framework limits agency and narrows the cultural imagination around what it means to live as a person with a disability. Such representations also influence how social inclusion is operationalized—especially in state and corporate initiatives.

## **2.2 Empowerment as a Narrative of Power**

The concept of empowerment has been central to development practice since the 1990s, but its meaning has shifted over time. Initially rooted in social justice and grassroots participation, empowerment has increasingly been co-opted into neoliberal discourse, emphasizing individual responsibility, self-management, and market readiness (Parsons et al., 1994; Ife, 2016).

Drawing on Foucault's (1980) notion of power as productive rather than merely repressive, this study views empowerment not as a neutral or universally positive process, but as a technology of governance—a way institutions shape subjects according to particular rationalities. Who gets to define empowerment? And what kind of subject does it produce? These questions are especially pertinent in the context of disability, where “empowerment” often comes with expectations of normative productivity and entrepreneurialism.

## **2.3 CSR and the Neoliberal Imagination**

Corporate Social Responsibility (CSR) has become a dominant mechanism through which companies—particularly state-owned enterprises in Indonesia—engage with social issues, including those related to disability. While often framed as philanthropic or ethical, CSR can also function as a cultural and ideological apparatus. Scholars like Banerjee (2008) and Blowfield & Frynas (2005) argue that CSR reproduces neoliberal logics by positioning the private sector as a moral actor, while simultaneously shifting responsibility away from the state. In this framework, marginalized groups are “included” only to the extent that they conform to market logics. This is particularly evident in programs promoting economic independence through entrepreneurship. While these initiatives may offer opportunities, they also reinforce the idea that value is tied to productivity and that inclusion depends on one's ability to generate economic return.

## **2.4 Disabilitypreneurship: Between Resistance and Assimilation**

The concept of disabilitypreneurship—the encouragement of entrepreneurial activity among people with disabilities—embodies this tension between empowerment and assimilation. On one hand, it can be a space of creativity, agency, and resistance, where disabled individuals reframe their identities and disrupt limiting narratives. On the other, it can reinforce the pressure to perform according to able-bodied standards of success. This duality is central to this study's inquiry. By examining how CSR programs in Surakarta promote “entrepreneurial empowerment” for persons with disabilities, we interrogate how subjectivity is produced, how empowerment is imagined, and how persons with disabilities respond to these scripts. Are they passive recipients, strategic actors, or both? Moreover, what do their narratives reveal about the broader cultural construction of inclusion?

## **3. Method**

This study employed a qualitative approach supported by a systemic methodology. The research paradigm reflects the researcher's worldview in interpreting everyday phenomena, delineating the scope of inquiry, and shaping the overall research design (Daymon & Holloway, 2008; Krisyantono, 2020; Moleong, 2011). This study adopted a constructivist-participatory paradigm, which posits that reality is socially constructed through human cognitive processes, and that researchers are actively engaged in conceptualizing models and contributing to problem-solving within the research context.

The researchers conducted a preliminary field study to identify problems and analyze empowerment needs within CSR programs, focusing on the application of the disabilitypreneurship educational training concept in Central Java, Indonesia. State-owned enterprises were selected as the research setting based on several considerations, including their relevance and the availability of opinions and information that could support and strengthen the empowerment of persons with disabilities. Data collection relied primarily on in-depth interviews, employing multiple strategies to ensure the comprehensiveness of the information gathered. The process began with preliminary visits to establish agreements and confirm the willingness of participants to

serve as informants. Once consent was obtained, interviews were conducted using flexible methods tailored to the comfort and convenience of the informants. These methods included direct face-to-face interviews, online sessions via Zoom, written responses, voice notes, and extended informal conversations conducted over a period of time. This flexible and adaptive approach allowed researchers to obtain rich and comprehensive data that addressed the study's objectives.

## 4. Results

### 4.1 Corporate Social Responsibility and the paradigm of educational normalization

The dynamic changes of recent years are clearly shaping every aspect of our lives. The relentless advancement of globalization and digitization is eradicating distance-related restrictions. Social and economic changes challenged the assumptions of classical economics, which stated that profit maximization was the exclusive objective of any firm. During the development of public awareness, the necessity to alter the prevailing perception of business and its surrounding groups became evident. Consequently, society was assured of the establishment of discussions and adherence to rules and business practices, while also recognizing that such cooperation enhances profit optimization and generates significant reputational advantages. The concept of social responsibility and cultivating a positive reputation as a vital investment is widely acknowledged. Corporate Social Responsibility encompasses corporate actions that address social needs independent of legal requirements. A fundamental aspect of such socially responsible activities is the complete autonomy in the actions undertaken (Lii, Lee, 2011). Additionally, it aligns with consumer expectations and enhances corporate reputation and performance while supporting commendable causes (Nan, Heo, 2007). Corporate Social Responsibility is defined as the ongoing obligation of businesses to act ethically and foster economic progress while enhancing the quality of life for employees, their families, and the broader community and society—World Business Council for Sustainable Development.

Disabled people are included in one of the groups in need of social welfare services. Social Welfare Service Recipients, hereinafter referred to as PPKS, are individuals, families, groups, and/or communities who, due to obstacles, difficulties, or disorders, cannot carry out their social functions, so that their physical, spiritual, and social needs cannot be met adequately and reasonably (Dinsos, 2021). The concept of disability in its development is adjusted to the understanding of the relationship between impairment (dysfunction/limitations/body conditions) and disability through the approach or model used (Salim & Yulianto, 2021). Disability, according to the 'Social Model of Disability', is the result of how a person's physical or mental characteristics affect their functioning in an environment and expectations for efforts to function the capacities they have (Silvers, 2000). Referring to disability data from the Coordinating Ministry for Human Development and Culture, the number of people with disabilities in Indonesia in 2023 reached 22.97 million people or around 8.5% of the population of Indonesia, with the largest number of disabilities in the elderly. Meanwhile, based on the Ministry of Home Affairs database, the number of people with disabilities who registered their NIK as of January 17, 2024 was 567,823 people. The number of male disabilities was greater, namely 328,498 people, while the number of female disabilities was 239,235 people.

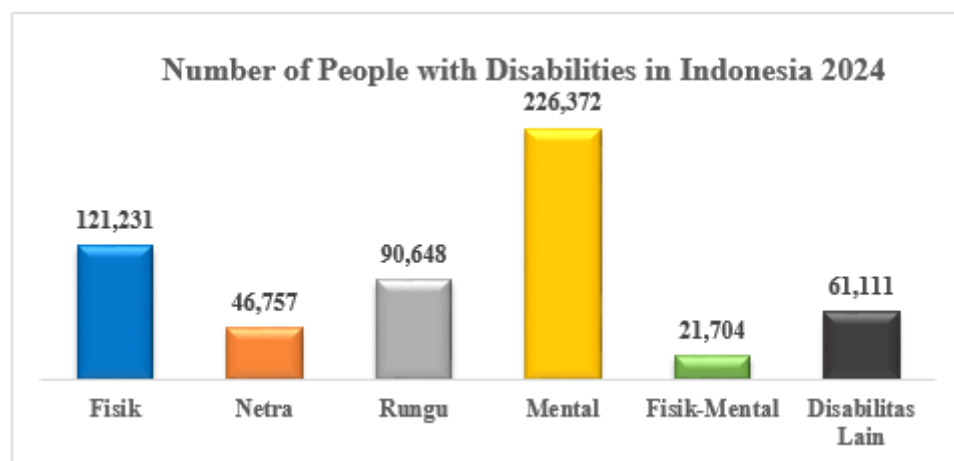
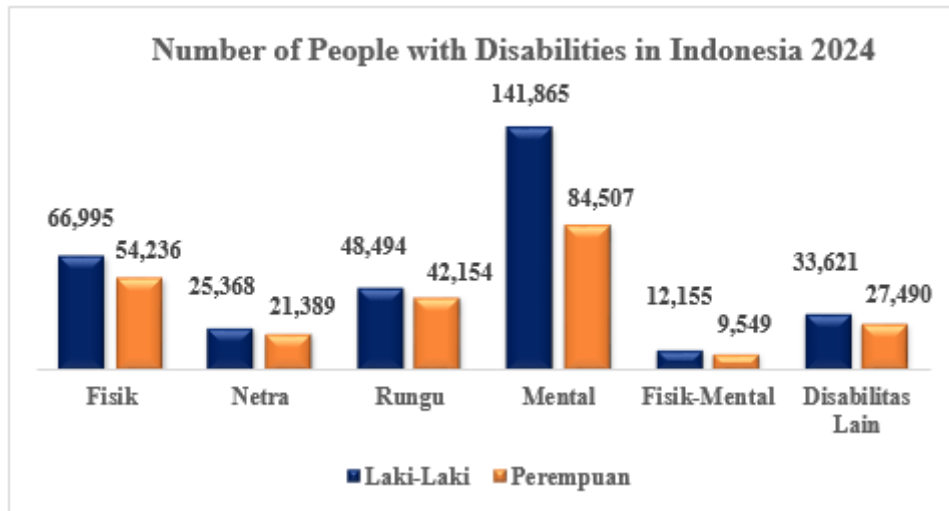
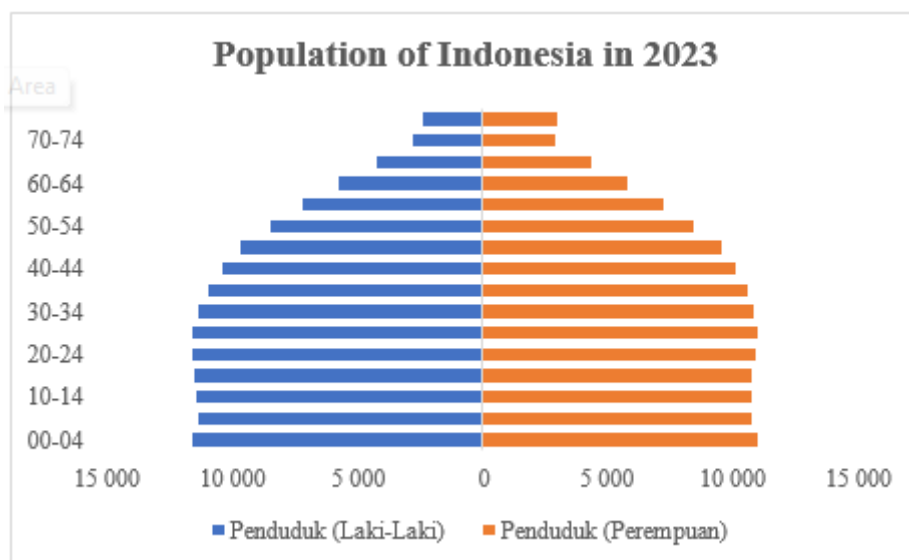


Figure 1. Graph of the Number of Indonesian People with Disabilities with NIK Based on Type



**Figure 1.** Graph of the Number of Indonesian People with Disabilities with NIK Based on Gender and Type of Disability

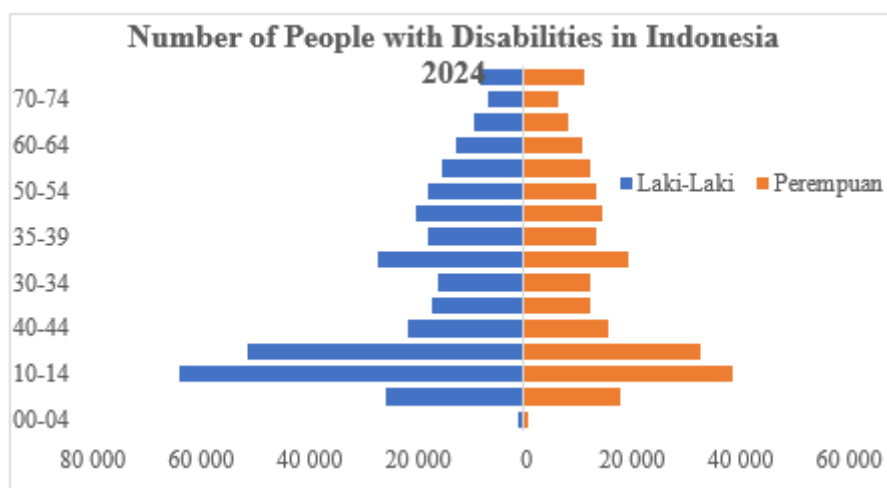
Based on the two figures, the highest number of people with disabilities is in the mental category with a total of 226,372 people, consisting of 141,865 men and 84,507 women. Physical disabilities are in second place with a total of 121,231 people, namely 66,995 men and 54,236 women. Furthermore, the deaf category recorded 90,648 people (48,494 men and 42,154 women), while the blind category reached 46,757 people (25,368 men and 21,389 women). The physical-mental category has 21,704 people (12,155 men and 9,549 women), and other disability categories recorded 61,111 people (33,621 men and 27,490 women). Furthermore, Figure 1.3 shows that the types of disabilities are also divided into age group comparisons. The contrasting comparison of the population's productive age groups places the disabled in a group that is considered unproductive, thus giving rise to social problems in fulfilling economic welfare for the elderly disabled group.



**Figure 2.** Indonesian Population Pyramid Chart by Age Group

The population distribution is symmetrical in most age groups from young to young adults, with relatively equal numbers of men and women. However, in the older age groups, especially those aged 60 and above, there is a decline in the population of both sexes, with slightly larger numbers of women than men. More details are shown in Figure 1.4 below:





**Figure 3.** Pyramid Chart of Indonesian Disabled Population Who Have Registered Their NIK

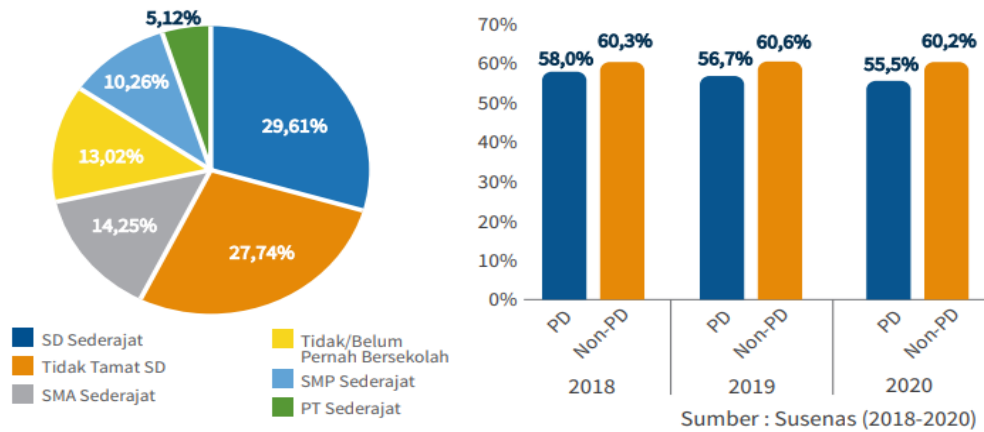
Overall, the largest number of people with disabilities are in the children and adolescent age group, especially at the age of 10-14 years. This number then decreases in the adult age group and continues to decrease in middle age and the elderly. At the age of 75 years and over, women outnumber men, which may reflect women's higher life expectancy.

Data released by the Central Statistics Agency (BPS) in 2021 recorded that the working age population of disabled people was 17.74 million people. Furthermore, the workforce that entered and was recorded was 7.8 million people. This shows that the Labor Force Participation Rate (TPAK) for people with disabilities is only 44 percent, far below the National TPAK figure of 69 percent. The decline in the level of work participation for people with disabilities proves that job absorption for groups with disabilities is not optimal. The low absorption of the disabled workforce is thought to be due to the lack of skills they have as a result of their low level of education. Disabled groups have been eliminated first in the job market so that tactical efforts and encouragement are needed in finding solutions related to increasing economic independence and welfare for disabled groups (Vershima & Almnes, 2016).

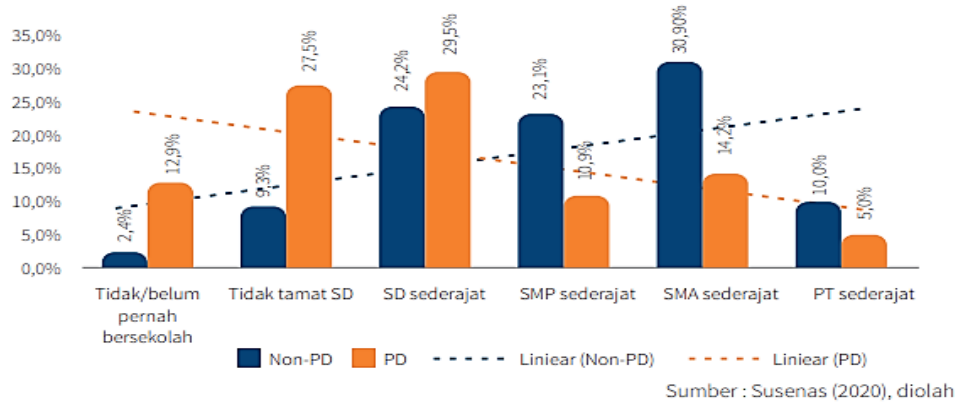
#### **4.2 Corporate Social Responsibility and managing educational diversity**

The strategy of human resource management is predicated on the concept that staff diversity—encompassing all recognized, acceptable, and appreciated attributes that differentiate individuals—is a vital organizational resource (Brdulak, 2009; Durska, 2009; Kirton, Greene, 2010). Managing diversity involves recognizing differences among individuals within and outside the organization, formulating strategies and fostering a culture of respect, and using these differences to achieve organizational goals and objectives (Morawska–Witkowska et al., 2009). According to the principles of managing diversity, it can serve as a foundation for significant advantages (Kirton & Greene, 2010). Ultimately, the diverse knowledge, unique experiences, distinct sensitivities, and exceptional skills of disabled workers can serve as a wellspring of invaluable goods, services, inspirations, and innovations that meet the specific demands of challenged consumers, thereby generating significant profits. Employees facing challenges may contribute proposals for product or service enhancements and provide recommendations to other members within that particular market segment. Furthermore, fostering favorable word of mouth (WOM) regarding the product or firm would generate numerous new consumers. While staff diversity can enhance corporate value, in Poland, it is more pertinent to discuss the developed equal opportunity policies from which diversity management may emerge (Wright, 2001).

Aspects of education, health services, and technology have an influence on accelerating the independence of disabled groups which affects the group's ability to participate (Grigal et al, 2021; Emmanuel et al, 2021; Barbareschi et al, 2021; McVeigh et al, 2021). Figure 1.5 shows the proportion of the education level of school-age disabled people who still have the largest proportion at the elementary school level and are not pursuing education. In addition, Figure 1.5 also shows the employment rate of disabled people is still below the employment rate of non-disabled people during the period up to 2020.



**Figure 4.** Education Level and Employment Level of Disabled People in 2020

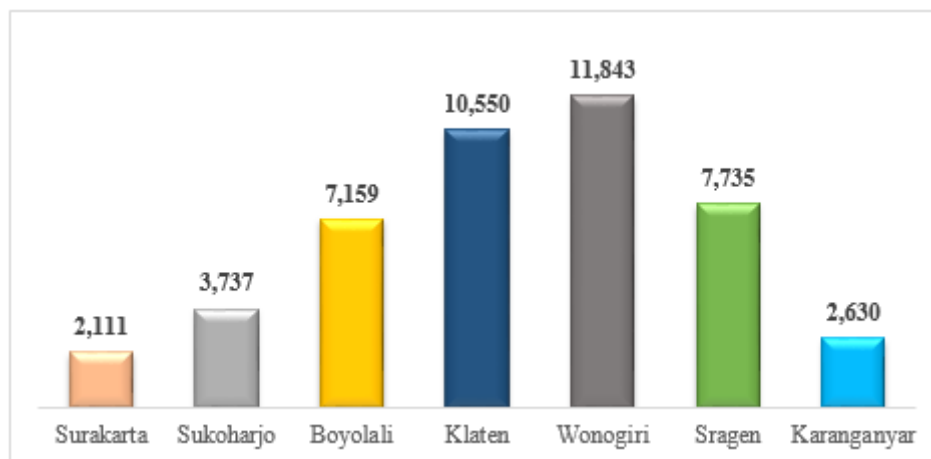


**Figure 5.** Comparison Chart of the Last Education of Disabled People Year (2020)

Based on the results of the study by Hastuti et al. (2020), one of the main obstacles in realizing inclusive development for people with disabilities is unfriendly behavior (discrimination) and lack of support from family, surrounding communities, and the government in a social system in which they live. Dammeyer & Chapman (2018) stated that discrimination against groups with disabilities affects psychological aspects, which then have an impact on their social lives. Stuart & Hinshaw, (2018) view the stigma attached to groups with disabilities as triggering discomfort (insecurity), especially in aspects related to the work environment, especially those experienced by pre-workforce teenagers, which can affect the level of life satisfaction which results in low levels of self-confidence in social interactions carried out in society (Daley et al., 2018; Stuart & Hinshaw, 2018). Hackett et al, (2020) found a close relationship between discrimination experienced by people with disabilities and the low level of welfare of the group, which if it continues to occur can weaken the labor market for people with disabilities. The most common thing that happens is discrimination in the job recruitment process where inequality related to ‘disability in work results’ is used as an excuse by job owners with certain pretexts (Bjørnshagen & Ugreninov, 2021; Chakraborty, 2021; Dewi, 2019). Efforts to eliminate barriers to participation of people with disabilities in the workforce are very crucial, both from the employer’s side and from the side of workers with disabilities. Figure 1.7 shows several obstacles for companies in recruiting workers with disabilities. This is contradictory when associated with the need for job opportunities for groups with disabilities in terms of work.

Capacity building for groups of people with disabilities through structured efforts coordinated by authorized parties and parties who care becomes a special focus in the discourse of inclusive development. Inclusive development has challenges in its implementation, especially if there is no good understanding of local condition mapping, both related to authorized local organizations and the specifics of the cases that occur (Fleming et al., 2021; Sánchez, 2021). One of the loci of research on people with disabilities was conducted in the local area of the Ex-Surakarta Residency, Central Java Province. The Ex-Surakarta Residency, central java, Indonesia has dynamic conditions in the discourse of inclusive development in the areas covered by it. Groups of people with disabilities in the Ex-Surakarta Residency area are divided into different organizational

groups, but some of them choose to gather in a larger organizational framework according to the dynamics of development in each region. One group and another are often groups that overlap in terms of active members. The following graph shows the number of people with disabilities in cities and regencies within the Surakarta Residency area, namely Surakarta City, Sukoharjo Regency, Boyolali Regency, Klaten Regency, Wonogiri Regency, Sragen Regency, and Karanganyar Regency. This data covers various types of disabilities, such as physical, mental, hearing, speech disabilities, and others, with different variations in the number in each region. The data displayed is the result of collection from 2020 to 2024, which was obtained and processed from various reference sources, including the Central Statistics Agency (BPS), the Central Java Village Information System, and publications from related agencies such as Solopos Espos and Aksidifa Klaten.



**Figure 7.** Graph of the Number of People with Disabilities in the Former Surakarta Residency, central java

People with disabilities in the former Surakarta Residency, central java, Indonesia area are members of various groups or communities of people with disabilities according to organizational needs and interests in their respective associations. Some of them choose not to merge with organizations for certain reasons. Several activist groups or communities in the former Surakarta Residency area are PPRBM, YPAC, NPC Surakarta, PMDI, FORMADINA, SEHATI, Forum Permata Hati, SHG, PDB, Forum Buah Hati Jati Giri, Sanggar Waru Inklusi, FORDIS, Pamorta, Yayasan Disabilitas Jaya Abadi, FEDK (EMPATIA), Satu Hati, FKDB, KDA-KDB, Srikandi-Kresna Patra, NPC, REDIFKRA, KPT. The existing communities of people with disabilities are a place for creativity and activities that are used as information centers that can be used in the process of increasing knowledge and skills needed in the process of increasing the independence of individuals with disabilities.

Increasing the abilities of people with disabilities experiences various dynamics in the implementation process. This happens because not all groups of people with disabilities are immediately able to receive empowerment programs. There are various criteria for disabilities and levels of treatment based on the basic needs required. One concept of characteristics of people with disabilities who are considered ready and equal in receiving empowerment programs in improving welfare is called difabelpreneur. The terminology Difabelpreneur has emerged in recent years through the combination of the terms difabel and preneur which is translated as a person with disabilities who has the potential for social entrepreneurship (preneurship) in various fields that he is engaged in and has conditions that allow him to accept and adapt to all changes that are being and will be planned for him (Ghassania & Naryoso, 2021; Pasaribu & Ekaputri, 2023). Difabelpreneurs emerge as a group of people with disabilities based on several special criteria that enable them to make major changes in their lives. It is further explained that the aspects of social efforts carried out are not limited by the type of limitations and number of disabilities they have.

Increasing the capabilities of difabelpreneurs in Indonesia can be done through various program implementations. One approach to community empowerment, especially for these groups, has been carried out by corporations through corporate social responsibility (CSR) programs that are aligned with the company's strategy and objectives (Andiny, 2017; Ghassania & Naryoso, 2021; Nicky Zulmira Safitri Simatupang et al., 2019; Oktaviana, 2020; Sholehuddin et al., 2020). The forms of corporate CSR program approaches can be in the form of charitable activities, philanthropic activities, to activities that are expanded to a more real and macro policy level (citizenship). Furthermore, the aspect of sustainability in the implementation of CSR



programs is an important point in the indicators for assessing the success of the implementation of a company's CSR program.

The characteristics of difabelpreneurs are needed in an effort to increase motivation, self-confidence, independence, openness, decision-making abilities and business risks that will be faced by disabled business actors who have a higher level of vulnerability than non-disabled people (Bakker & McMullen, 2023). The improvement of abilities and skills through the State companies for education program by CSR program is expected to be an added value that is able to foster the characteristics of difablepreneurs through measures that are adjusted to the needs required by the disabled group as beneficiaries of the program (beneficiaries) so as to eliminate or at least reduce deprivation in themselves. The disabled group is considered a group that is vulnerable to deprivation so that it is affected by adverse impacts, especially related to the employment opportunities that can be obtained. This is contrary to the concept of inclusive development which requires equal rights and obligations for all members of society in various easy access to public services that affect the improvement of community welfare. The problem of inequality is closely related to the level of ability possessed by the disabled group regarding the accessibility of public services and the weak social networks needed in order to increase the economic independence of the group.

One of the breakthroughs in efforts to increase the ability and economic independence of the disabled can be carried out by State companies for education program through the corporate social responsibility (CSR) program. The State companies for education program in CSR program is considered capable of being one of the solutions to expanding access to employment opportunities for the disabled group, especially in the research area in the Regency throughout the Ex-Surakarta Residency. Expanding employment opportunities through CSR programs requires identification of points of need (need assessment) which are important values needed so that they can be used as a process whose benefits can be measured.

## 5. Discussion

Empowerment of difablepreneurs through State companies for education program by CSR programs is carried out through a mapping process of the initial situation in a place through the approaches taken. Furthermore, there is a facilitation process of various needs required by the beneficiaries. The next step needed is collaboration with various parties who have concerns (multi-stakeholder involvement). If examined further, the researcher found that the flow of the implementation of the empowerment process carried out until the prototype model formulated has similarities and approaches the working model of the Collaborative Governance system proposed by Ansell and Gash (2008) with several adjustments to a similar understanding where collaborative governance is a form of regulation where one or more public institutions directly involve non-government stakeholders in the formal, consensus-oriented and deliberative policy-making process which aims to create or implement public policies or regulate public programs or assets. Bridging collaboration and synergy between government, private sector and community in empowering disabled entrepreneurs more actively and intensively. Increase public literacy through social campaigns to change the negative stigma against disabled people and encourage community participation in supporting disabled entrepreneurs. Increase advocacy and assistance through the role as a mediator between disabled entrepreneurs, BUMN, and the government to ensure that empowerment programs run. Increase the role in balancing support through massive input on government policies as well as supervision at the level of implementing these policies. Further researchers can develop a more specific model of empowerment of disabled entrepreneurs, both in terms of geographical context and in terms of long-term evaluation research of empowerment programs for disabled entrepreneurs through BUMN CSR. Further researchers can develop research using the soft system methodology multi-method that combines several methods at once. Further researchers can conduct comparative studies between urban and rural areas to understand disparities in empowerment of disabled entrepreneurs. Further research and its development can be published in scientific journals, seminars or conferences more widely to increase academic and practical awareness regarding empowerment of disabled entrepreneurs as a form of dissemination of research results. Disabled entrepreneurs need to actively seek training and education to improve their skills in business management, marketing, and product innovation by utilizing digital platform acceleration in order to expand market reach, social networks and increase business visibility. Join a community of disabled entrepreneurs or small business associations to share experiences, opportunities, and solutions to the challenges faced. It is advisable to increase

the active role in supporting social acceptance by changing the negative stigma and campaigning for economic inclusion of disabled people through social media and community activities. Increase literacy of disabled people in order to better understand the needs of disabled people in increasing the economic independence of disabled entrepreneurs. The government, both central and regional, can formulate regulations that support economic inclusion, especially in empowering disabled entrepreneurs and formulate ongoing monitoring and evaluation mechanisms to ensure that disabled entrepreneurs empowerment programs run and provide real impacts. Supervision in the development of physical and digital infrastructure that supports mobility and daily activities of disabled entrepreneurs (public transportation and access to other public facilities).

## **6. Conclusion and Suggestions**

Mapping of disabled entrepreneurs shows that the number of disabled entrepreneurs in the former Surakarta Residency, central java, Indonesia area when compared to the total population of disabled people cannot be said to be optimally accommodated, meaning that the potential for CSR programs by State companies for education program is still a hope in the sustainability of programs for disabled people both in the provision of education, training, markets and access to capital. The implementation of State companies for education program CSR policies in empowering disabled entrepreneurs in the former Surakarta Residency, central java, Indonesia area has shown good intentions, although more massive discourse is still needed from an empowerment perspective in the prardigm of educational normalization and managing educational diversity.

State companies for education program should be able to focus more on CSR programs that support the empowerment of disabled entrepreneurs by designing specific activities, such as entrepreneurship training, business capital assistance, and continuous technical assistance so that one running program does not stop temporarily. Encourage synergy and collaboration between BUMN to avoid overlapping programs and ensure equitable distribution of resources throughout the former Surakarta Residency area. Ensure transparency in CSR budget allocation so that programs can be implemented fairly and on target. Local governments need to formulate regulations that support economic inclusion for people with disabilities, such as tax incentives, capital subsidies, and development of disability-friendly infrastructure.

**Acknowledgments:** We would like to state our thankfulness to Post Graduate School, Universitas Sebelas Maret Surakarta for allowing and supporting us for this research from the initial phase to completion.

**Conflicts of Interest:** The authors declare no conflict of interest.

**Funding.** The authors received no financial support for this research.

**Ethical Approval:** All the participants in this study were notified of its intentions. Every participant has duly executed a confidentiality agreement and a data transfer form. Similarly, all data has been de-identified, ensuring the confidentiality of the participants.

**Data Availability Statement:** All data collecting and storage protocols were authorized by the Institutional Review Board as an exempt study for program enhancement. Participant identifiers were removed to ensure anonymity.

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