



International  
Labour  
Organization



Jejaring  
Bisnis &  
Disabilitas  
Indonesia

# Employment for People with Disabilities Human Rights Perspective

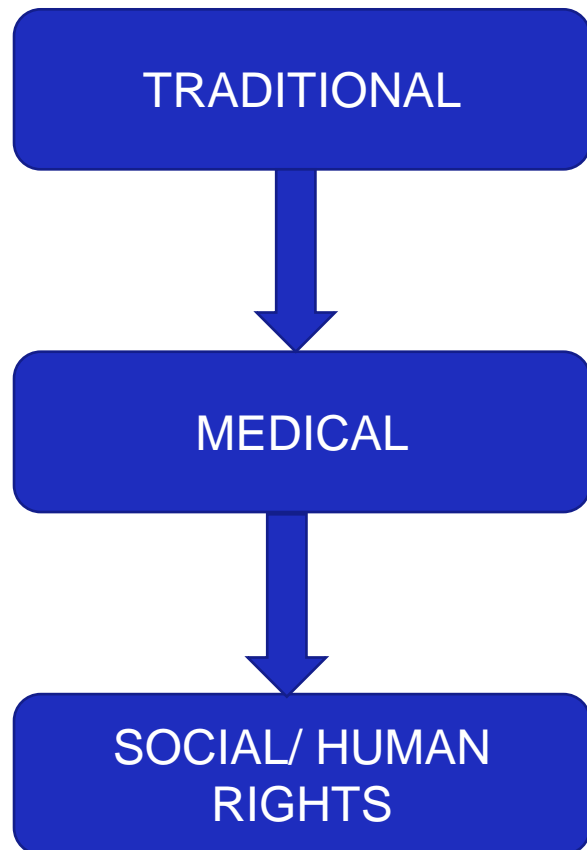
*Presented for Learning Session 3 – INSIGHT 2 Project*

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ILO Jakarta Office

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## Ways of thinking about disability:



**Bocah 10 Tahun Penyandang Disabilitas Disiksa dan Dipasung Dalam Kandang Kambing**

Kompas.com - 18/08/2020, 22:13 WIB

BAGIKAN:    

"Seharusnya orang yang mengalami schizophrenia atau bipolar dirawat dengan obat, tergantung dosisnya, sehingga mereka bekerja seperti biasa. Namun di Indonesia, perawatan ini minim sekali. Dari 34 provinsi di Indonesia, delapan provinsi tidak punya rumah sakit jiwa. Dan dari delapan provinsi itu, tiga provinsi tidak punya satu pun psikiater," kata Andreas kepada wartawan BBC Indonesia, Jerome Wirawan.

**Before 2016** **Penyandang Disabilitas Mental di Panti Sosial Terlupakan**

Ribuan perempuan disabilitas mental tinggal bertahun-tahun di panti sosial atau rehabilitasi, mengalami berbagai perlakuan tidak manusiawi. Selama ini, mereka belum mendapat perhatian khusus pemerintah.

**2016**



1. How people treat other people with disabilities?
2. How family treat their family members with disabilities?
3. What do you think about their education?
4. Where do they live?
5. Who decides on their future?
6. Who is taking care of them?
7. What do you think about their self esteem?

## CONCEPT



## DEFINITION OF DISABILITIES

DISABILITY 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**



## UN Convention on the Rights of Persons with Disabilities (2006)

- International **human rights treaty** of the United Nations  
Intended **to protect the rights and dignity** of people with disabilities.
- Parties to the Convention are required to **promote, protect, and ensure the full enjoyment of human rights** by people with disabilities and ensure that they **enjoy full equality** under the law.
- The Convention has served as the major catalyst in the global movement **from viewing people with disabilities as objects of charity, medical treatment and social protection towards viewing them as full and equal members of society, with human rights**
- Indonesia **ratified** the convention on 30 Nov 2011.



## ▶ Indonesian Regulations

- ▶ **Law No. 8 Tahun 2016 on People with Disabilities** was enacted in 2016. quota for employment
- ▶ Since the enactment of the Law on Disabilities No.8/2016, nine implementing regulations have been issued :
  - PP (Peraturan Pemerintah) No. 52 of 2019 on the Implementation of Social Welfare for Persons with Disabilities;
  - PP No. 70 of 2019 on the Planning, Budgeting and Evaluation of the Respect, Protection and Fulfillment of the Rights of Persons with Disabilities;
  - PP No. 13 of 2020 on Reasonable Accommodation for Students with Disabilities;
  - PP No. 39 of 2020 on Reasonable Accommodation for Persons with Disabilities in the Judicial Process;
  - PP No. 42/2020 on Accessibility to Settlements, Public Services, and Protection against Disasters for Persons with Disabilities;
  - PP No. 60/2020 on Employment Service Unit for People with Disabilities;
  - PP No. 67/2020 on Concessions and Incentives in Respecting, Protecting and Fulfilling the Rights of Persons with Disabilities;
  - Presidential Regulation No. 68/2020 on the National Disabilities Commission (KND); and
  - Ministry of Social Affairs Regulation No. 21/2017 concerning National Cards for Persons with Disabilities.

## ► EMPLOYMENT CHALLENGES: ILO mapping in 2017

43- 60% not  
finished  
elementary



LOW  
EDUCATION



INFORMAL  
SECTOR

65 – 75%



WORK NEAR  
HOME

**LFPR**  
**44%**



RURAL/  
AGRICULTURAL  
SECTOR

1/5 – 1/2  
of non  
disabilities



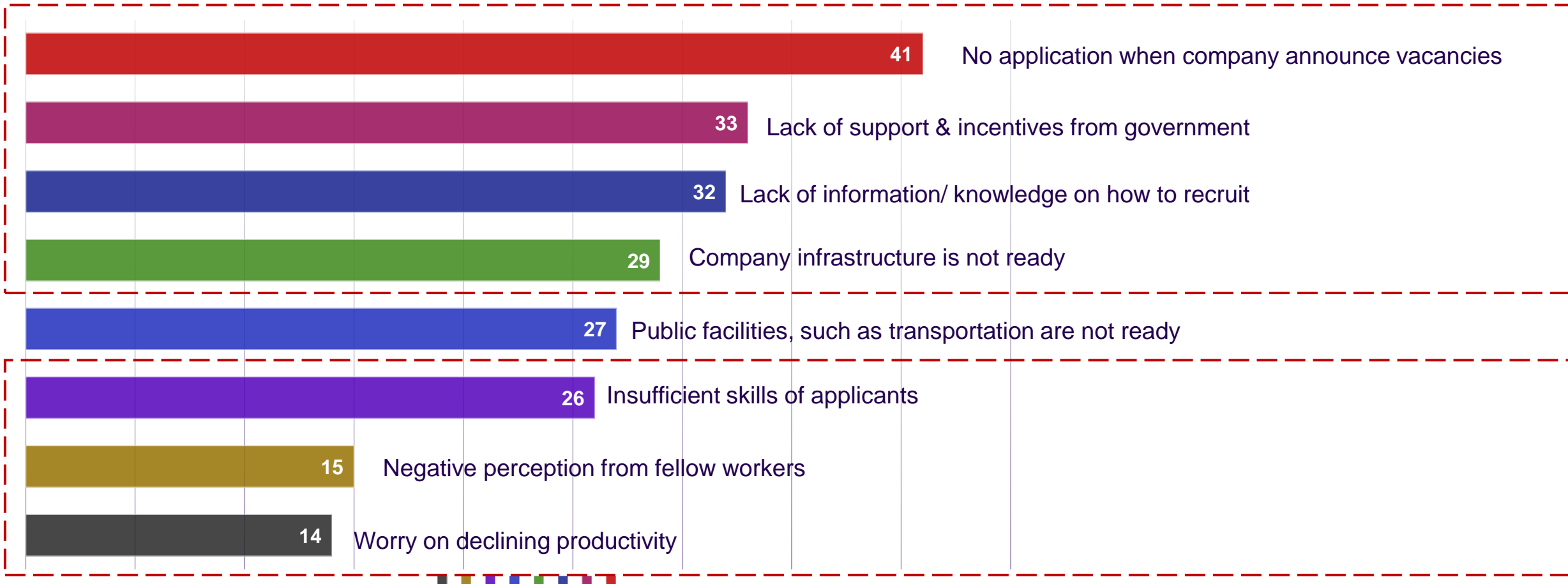
WAGE GAP

30% daily work,  
17% paid by  
piece work  
37% unpaid

OWN ACCOUNT  
WORKERS/  
UNPAID HOME  
WORKER



## EMPLOYERS POLLING - IBDN



## REKOMENDASI

### PIHAK KETIGA

Organisasi Penyandang Disabilitas, Lembaga Pelatihan, LSM, Recruitment Agency, Pemerintah Pusat/ Daerah

### SUPPLY

#### Pendidikan

Pendidikan yang inklusif

Pendidikan untuk tenaga pengajar

#### Transisi

Pelatihan Keterampilan,

Sertifikasi Keterampilan

Re-skilling

#### Pangsa Pasar Kerja

Pekerja Terampil berdasarkan kebutuhan pangsa pasar kerja

### DEMAND

Perusahaan yang inklusif

Insentif dari pemerintah

Dukungan untuk perusahaan

Layanan Ketenagakerjaan Disabilitas

INFORMASI PANGSA PASAR KERJA

## JEJARING BISNIS & DISABILITAS INDONESIA

Sharing of information, trainings, knowledge and resources

### 75 Perusahaan/ NGO/ lainnya

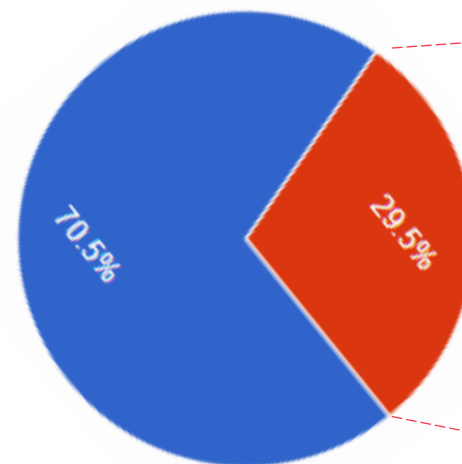
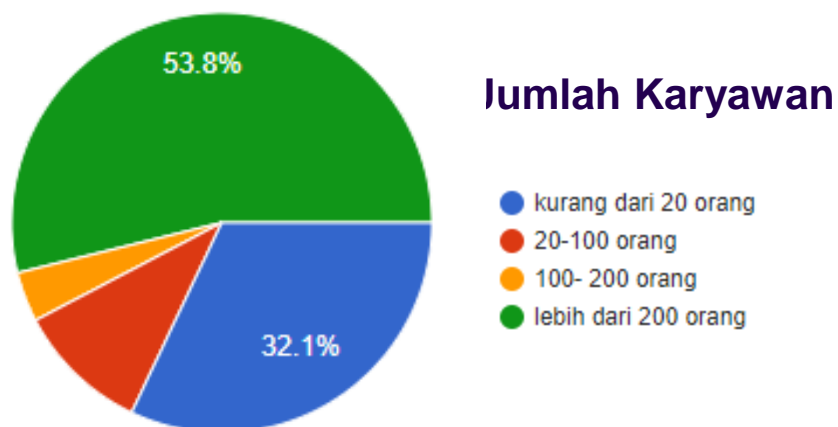
44 perusahaan swasta nasional

6 perusahaan multinasional

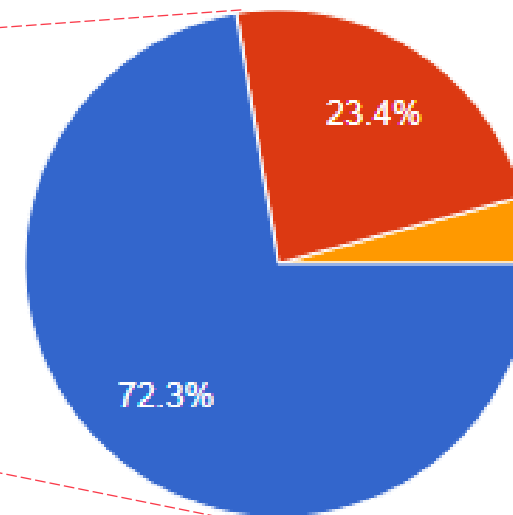
1 BUMN

16 NGO

8 lainnya



**70.5%** sudah mempunyai karyawan Disabilitas  
29.5% belum mempunyai karyawan Disabilitas



**72.3%** berminat merekrut  
23.4% mungkin merekrut  
4.3% belum bisa merekrut

# THANK YOU

**IBDN** : [bit.ly/registrasiIBDN](https://bit.ly/registrasiIBDN)

**INFORMASI** : [IBDN@ILO.ORG](mailto:IBDN@ILO.ORG)

: [gunawan@ilo.org](mailto:gunawan@ilo.org)

**TWITTER/FB** : [@IndonesialLO](https://twitter.com/IndonesialLO)