

Decent Work Inclusive Policy for Persons with Disabilities in Indonesia

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ABSTRACT

The many problems experienced by persons with disabilities such as difficulty in getting a job, discrimination, and inequality when getting a suitable job and fairness during work indicate that the same service for all citizens has not been fully felt. This is also due to the fact that policy studies that are inclusive of persons with disabilities have not yet been fully implemented. This study uses qualitative research methods and then describes the results of the research descriptively. The final result of this research is a strategy to provide equality for persons with disabilities in employment services.

Keyword: Inclusive Policy, Decent Work, Disabilities

INTRODUCTION

In a global context, many persons with disabilities are not employed and when they are employed, they generally earn lower incomes (WHO and the World Bank, 2011). In response to this problem, the Indonesian government has tried to provide better employment services, but the results are still far from expectations. The results of research in Indonesia, particularly in Yogyakarta, reveal that public and private organizations in the regions cannot fulfill one percent of the work quota for persons with disabilities as stipulated in Government Regulation Number 43 of 1998 concerning Efforts to Improve the Social Welfare of Persons with Disabilities. This is due to the ineffectiveness of law enforcement, the amount of training provided but not in accordance with the potential for disabilities, and public awareness and concern about disability is still lacking (Dewi, 2015).

Therefore, many people with disabilities face problems such as difficulty in getting a job, discrimination, and inequality when getting a suitable job and justice during work. According to the 2018 National Socio-Economic Survey (SUSENAS), 12.29% of Indonesian citizens (approximately 31.24 million people) are considered persons with disabilities, with 11.12% of them being in the productive age (15-64 years) (Rika et al., 2019). In 2016-2018, the average income of people with disabilities in Indonesia is lower than non-disabled people (Tadjoeddin, 2019). Age-friendly facilities in Indonesia are also limited and the existing facilities are not age-friendly so they do not support the mobility of persons with disabilities. This situation shows that the handling of disability issues in Indonesian employment services is urgent. Whereas policies related to persons with disabilities already exist, namely Law Number 8 of 2016. This law aims to protect the rights of countries with disabilities, among others, by setting a quota policy of 2% and 1% of total employment in state-owned and private companies. However, law enforcement is considered ineffective (Halimatussadiah et al., 2017). This study seeks to examine inclusive policies in Indonesia that lead to inequality of decent work for persons with disabilities in Indonesia.

METHOD

This study uses a qualitative approach. Secondary data is used to review various documents related to the employment of persons with disabilities. This study also uses regulations, reports, and articles. The information extracted from these documents is used to analyze inclusive policies related to decent work equality for persons with disabilities in Indonesia.

RESULTS AND DISCUSSION

Results

Based on Law no. 4 of 1997 concerning persons with disabilities, it can be seen that Indonesia already has regulations for persons with disabilities, where this law is considered the highest law in the country at that time. However, even so, people with disabilities are currently still considered negative, namely as people with disabilities. Therefore, the government then ratified the Convention on the Rights of Persons with Disabilities (CRPD), along with the issuance of Law no. 19 of 2011 and began to use the term Persons with Disabilities. This term is also used in the Law on Disabilities (No. 8 of 2016) where persons with disabilities are defined as people who experience "long-term physical, mental, intellectual and sensory limitations", and experience limitations and difficulties in participating fully and effectively with other citizens based on equal rights (Article 1). This law also regulates the distribution of employment services in Indonesia, where persons with disabilities are also entitled to employment, entrepreneurship, cooperatives, accessibility, public services, independent living, and free from discrimination (Article 5).

Despite the policy, there are growing concerns about employment for persons with disabilities. This situation is unavoidable, as many people with disabilities in Indonesia "have precarious jobs due to underemployment, and have few opportunities to advance their careers" (Priebe & Howell, 2014). Persons with disabilities also mostly work in the informal sector with relatively lower take-home pay than non-disabled persons (ILO, 2017).

Because disability issues are complex, there are various causes and challenges that can be seen in providing equal employment services for persons with disabilities. Such as employment services in Indonesia which are not yet comprehensive and affordable, the absence of unemployment insurance services for Indonesian workers and so on, which causes persons with disabilities to tend to be very vulnerable in poverty (Hamada, 2009; ILO, 2017).

The next challenge is how the current Law No. 8 of 2016 has not been fully implemented. This has resulted in continued employment problems for people with disabilities, such as difficulty in finding jobs and earning higher incomes, as evidenced by how people with disabilities in Indonesia tend to earn below the median income (Tadjoeddin, 2019).

The third challenge is the lack of public facilities for persons with disabilities. Accessibility is another issue, although some cities already have public facilities to accommodate persons with disabilities. According to a JICA survey, "public wheelchair corridors required by law" may not be available in Indonesia, and facilities for persons with disabilities are often useless because they do not conform to universal designs. The lack of adequate facilities also significantly hinders

persons with disabilities from moving and working independently (ILO, 2017; Tekizaitekisho LLC, 2015).

Limited access to education for persons with disabilities is the fourth challenge. The main obstacle to education for persons with disabilities is the perceived low level of education, making it difficult for persons with disabilities to participate in the economy. The government also offers vocational training programs for people with disabilities, but people with disabilities prefer to look for other jobs because skills and qualifications that are unrelated and “uncompetitive, unless accompanied by advanced equipment and existing skills” make them tend to lag behind others (Arthur o'Reilly, 2007; Priebe & Howell, 2014; Tekizaitekisho LLC, 2015).

In addition, the lack of awareness of persons with disabilities and their employment rights is another challenge. This issue of awareness is not the last issue for equal employment services. However, the four challenges above, so far need to be considered because they are important factors in shaping the current situation of persons with disabilities and their work in Indonesia. If these challenges are not properly addressed, it is unlikely that disability will become a more comprehensive and decent work mainstream in employment services in Indonesia.

Discussion

Disability inclusive policies for the Indonesian government and society can be seen as a strategy to provide better employment services and build decent work for persons with disabilities. If we look closely, disability policies are considered to be underexplored in various policies and the results are not feasible to compare, for example in terms of poverty alleviation and approaches to other sectors, the results are still not feasible (Ingal et al., 2012). However, disability inclusive policies are still important because they directly address core disability issues such as lack of awareness about disability and discrimination. Therefore, making an inclusive policy for disability is not a single strategy, it needs several comprehensive strategies that may have a wider target group, such as the poor and women. One of the keys is to include vulnerable groups, particularly persons with disabilities, in the agenda proposed by the employment service in Indonesia.

On the other hand, the government also needs to issue regulations to ensure that Law no. 8 of 2016 is well implemented at the national level. The need for collaboration across ministries and different levels in the government hierarchy, as well as creating relationships between actors and the poor, is also one of the key success factors in creating better employment services for people with disabilities (OECD, 2015).

If you look at the policies of the South African government, it can be seen that they carry out policies that emphasize the empowerment of marginalized communities, where exclusion is not only related to poverty but also race, gender and disability, but also contributes to inclusive development. By involving low-income and marginalized groups in this process and preventing their participation from being marginalized, we can reduce the risk of low product quality. It also supports community ownership, which is often critical to the success of inclusive policies (OECD South Africa, 2007).

Nor is Norway a policymaker in the form of the Asker Welfare Lab at Asker which is a new concept of citizen-centred service delivery, with all relevant municipal services investing in their well-being with external partners. This laboratory has an investment spirit and treats residents as co-investors. The aim is to improve the living standards of vulnerable communities, thereby improving the quality of life of each individual and member of the program family. Asker Welfare Lab currently focuses on three specific target groups. Families with children suffering from "vulnerable living conditions", vulnerable youth aged 17 to 25 years, and families with children with disabilities (I-Teams, 2014; OECD, 2018).

Then on the economic side, economic growth is also considered very important for the welfare of persons with disabilities, because it provides resources that help create conditions for more inclusive growth (OECD, 2015). The OECD (2015) describes inclusive growth as "economic growth that creates opportunities in all sections of the population and distributes the dividends of increasing wealth, both financial and non-monetary, equitably to society as a whole."

Transportation systems also help reduce social exclusion by increasing access to private employment, education, health care, and social networks. Wide public transport coverage is a prerequisite for good accessibility, but in reality, coverage and access are not always related due to low frequency, low station density, and inadequate network. Therefore, it is very important to identify the need for accessibility restrictions for vulnerable groups. Those with low incomes also tend to experience limited transportation options, poor quality of transport services, and travel in poor conditions (safety, reliability, comfort). This creates a "poverty trap". Other factors, such as age and disability, can also limit access to activities and services. In functional urban areas, more effective and reliable public transport infrastructure helps improve labor market performance of minority groups living in poorly connected urban areas (OECD, 2018).

In addition, an inclusive entrepreneurship policy is also needed to ensure that everyone has the same opportunity to start and run their own business. This policy seeks to support people from social groups who are underrepresented in entrepreneurship or disadvantaged in the labor market (e.g. women, youth, elderly, unemployed, ethnic minority groups and immigrants and persons with disabilities) (OECD, 2018).

Supporting youth especially unemployed disabled people with targeted interventions could be the next solution. Many young people need little support to find work, those without a high school education and those with health problems or disabilities need more intensive assistance. Skills are needed to get a decent job. Social skills have also been shown to be malleable through adolescence and early adulthood, and have a profound impact on life outcomes, labor market engagement and income, and family stability. And indeed, intensive programs combining training with accommodation, mentoring and social support have been shown to have positive long-term effects on labor market participation, income, and reduced activity (Schochet et al., 2008; T et al., 2014). Careful planning and strategies are needed, such as providing adequate facilities, creating an inclusive curriculum, designing teaching methods that improve practical skills and encourage people with disabilities to become more confident as a part of the community.

The inclusiveness of all population groups, not just women as a homogeneous group, can now become the core of policy making. Its goals and objectives are intended to be universally applicable to all countries, and to all population groups within countries. Some specific goals and targets are explicitly targeted at specific groups, such as SDG 8.8 target on labor rights for migrant

workers, or SDG 11.2 target on access to public transportation for women, children, persons with disabilities and the elderly.

Social accountability also plays a key role as it ensures that everyone's voice is heard. It is also recognized that the role of citizens in policy-making has changed the relationship between government and citizens and is key for governments to increase citizen trust. For example, the existence of mechanisms such as free, fair and transparent elections, a functioning party system, access to public information and the involvement of various stakeholders (NGOs, youth, elderly, minorities, persons with disabilities) in policy design, and service delivery and more. Importantly, policy evaluation is the key to holding governments to account. In addition, access to justice and

Legal empowerment is also one of the most important to provide awareness and tools to the public to participate more effectively in open government and consultation initiatives, but also shed light on corrupt practices and promote legal and regulatory protection. Lastly, the role of media and journalism, by acting as supervisors and as a means of providing information can also be described as a key to accountability to ensure that various individuals regardless of race, color, gender, language, religion, political or other opinion, origin, disability, or sexual orientation can have access to timely information. and accurate without discrimination.

Through this inclusive policy strategy, it is hoped that employment services in Indonesia will be improved again, including in the case that people with disabilities are expected to have decent jobs. The process of achieving equality and inclusion also requires the participation of everyone, and the results are likely to be visible after a few years. However, mainstreaming needs to be considered positively as an approach to employment services.

CONCLUSION

From the results of the study, it can be seen that employment equality for persons with disabilities in Indonesia is still lacking. This is triggered by weak law enforcement, poor employment services, and minimal supporting facilities at work. The availability of inclusive policies related to employment is a strategy to provide equitable services for persons with disabilities. For this reason, it is necessary to have a derivative policy from Law no. 8 of 2016 so that the legal basis for service implementation becomes clear.

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