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# Policy and Implementation of Employment for Persons with Disabilities in Jakarta, Indonesia

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# Introduction

1. Jakarta, Indonesia, is a dynamic megacity, home to a diverse population including a significant number of individuals with disabilities.
2. The Government of Jakarta gives a special attention through a comprehensive disability policy , and promote the inclusion and employment of people with disabilities.
3. The Governor of DKI Jakarta Province is committed to respecting, protecting and fulfilling the rights of persons with disabilities
4. This presentation will delve into the policies and implementation strategies employed by the Jakarta government to facilitate the employment of person with disabilities.



# Legal Framework

## National Law

The foundation for employment of people with disabilities in Indonesia is laid by the Law No. 8 of 2016 concerning Persons with Disabilities. This law mandates equal rights and opportunities for people with disabilities, including employment.

## Jakarta Regional Regulations

1. Jakarta has further strengthened these provisions through Regional Regulation No. 04 of 2022 concerning the respecting, protecting and fulfilling the rights of persons with disabilities. This regulation specifically addresses the employment of people with disabilities in Jakarta, mandating quotas for their employment in both public and private sectors.
2. The Jakarta Provincial Government established the Jakarta Disability Service Unit (Unit Layanan Disabilitas Jakarta) in the Employment Sector, according to Governors Decree 442/2022, which plays a crucial role in implementing these policies and providing support services to individuals with disabilities, including employment-related assistance.
3. Circular Letter Head of Jakarta Provincial Employment Service Regarding the Obligation to Employ Persons with Disabilities at a Rate of 2% for Regional-Owned Enterprises (BUMD) and 1% for Private Companies within the DKI Jakarta Province

## **Employment Quota System for Persons with Disabilities**

The Indonesian government mandates that at least **1% of employees in private companies** and **2 % in public institutions** should be persons with disabilities.

# Strategy to Support Enforcement Of Quota Policy at Jakarta

## Awareness and Advocacy

**Raising Awareness:** Conducting public campaigns to raise awareness about the abilities of persons with disabilities and the importance of inclusive employment.

**Advocating for Disability Rights:** Promoting policies and initiatives that protect the rights of persons with disabilities in the workforce.

## Providing Support and Assistance to Persons with Disabilities

**Career Counseling and Guidance:** Offering career advice and helping individuals with disabilities identify their skills and career interests.

**Vocational Training and Skills Development:** Coordinating training programs or partnering with institutions to help people with disabilities acquire the necessary skills for the workforce.

**Assistive Technology and Workplace Modifications:** Providing recommendations for reasonable accommodations, including assistive devices and accessible workplace modifications, to ensure persons with disabilities can perform their jobs effectively.

## Facilitating Employment Opportunities for Persons with Disabilities

**Job Placement Services:** Helping individuals with disabilities find suitable job opportunities in both public and private sectors.

**Collaboration with Employers:** Building partnerships with businesses and government entities to promote inclusive hiring practices.

**Advising on Disability-Inclusive Hiring Practices:** Offering guidance to employers on how to create inclusive job descriptions and work environments that accommodate employees with disabilities.

## Facilitating Coordination Between Stakeholders

**Collaboration with Government Agencies and NGOs:** Working with various stakeholders, including local governments, non-governmental organizations (NGOs), and disability advocacy groups, to improve employment outcomes for persons with disabilities.

**Liaising with Employers and Employees:** Acting as an intermediary between workers with disabilities and employers to resolve any issues that arise in the workplace.

## **Jakarta Disability Service Unit in the Employment Sector**

Located at, Jakarta Provincial Employment Office, KKO Usman Harun Number 52, Central Jakarta.

The duties of Jakarta Disability Service Unit (Unit Layanan Disabilitas Jakarta) in the Employment Sector :

1. Planning the Respect, Protection, and Fulfillment of the right to employment for Persons with Disabilities.
2. Providing information to the Government, Regional Government, and private companies regarding fair and non-discriminatory recruitment, hiring, job training, job placement, job sustainability, and career development processes for Persons with Disabilities.
3. Providing assistance to workers with disabilities.
4. Providing assistance to Employers who hire workers with disabilities.
5. Coordinating the Disability Services Unit, Employers, and workers in the fulfillment and provision of work aids for Persons with Disabilities.



# Training and Skill Development

## Training Program to Person with Disabilities

Jakarta Provincial Employment Office and other partner organizations offer vocational training programs tailored to the specific needs and abilities of individuals with disabilities. These programs equip them with skills relevant to various industries, enhancing their employability. There's 5 Regional Job Training Center at Jakarta :

No.	Regional Job Training Center	Training Program
1	East Jakarta	Motorcycle Assembly
2	East Jakarta	Motorcycle Assembly
3	East Jakarta	English
4	East Jakarta	House Keeping
5	South Jakarta	Computer Operator
6	North Jakarta	Graphic Design
7	North Jakarta	Barista
8	North Jakarta	Computer Operator
9	North Jakarta	Automotive
10	North Jakarta	Fashion
11	West Jakarta	Graphic Design
12	Central Jakarta	Computer Operator
13	Central Jakarta	Computer Engineering
14	Central Jakarta	Content Creator
15	Central Jakarta	Barista

- Job Training Center Regional East Jakarta has been prepared work skills training facilities, adapted to the needs of friends with disabilities, We have been prepared the accommodation to support training program, such as classrooms, practice rooms, toilets disability, accessibility physical, audio, and visual.
- The building will be ready for use at 2025, completed with tables and chairs as well as audio visual.

# Training and Skill Development

## Entrepreneurship Training

- Recognizing the potential for self-employment, the government also provides entrepreneurship training programs, empowering individuals with disabilities to establish their own businesses. Jakarta Entrepreneur program in Jakarta open chance to person with disabilities.
- The Jakpreneur program provides specialized training workshops designed to help participants gain skills in areas like product development, marketing, and financial management.
- Jakpreneur helps entrepreneurs, including persons with disabilities, access markets through exhibitions, bazaars, and online platforms.
- The program promotes products made by people with disabilities, creating awareness and encouraging consumers to support inclusive businesses. Networking events also help disabled entrepreneurs connect with other business owners, potential customers, and industry experts.



## Best Practice



Implementation of **disability service units** in the employment sector



Assistance to the recruitment process of person with disabilities



Job Fair for Disability has been held on 2022. will be held on 2025 .



Conducting public campaigns to raise awareness about the abilities of persons with disabilities and the importance of inclusive employment.



Collaboration with various stakeholders including non-governmental organizations (NGOs), and disability advocacy groups.



Helping individuals with disabilities find suitable job opportunities



## Best Practice



marketing facilitation for entrepreneurs with disabilities



FGD : guidance to employers on how to create inclusive job descriptions and work environments that accommodate employees with disabilities.



socialization about providing CSR for people with disabilities to private sector



Empowerment about how to start a business and preparation to work



Training computer operator to person with disabilities .



FGD training center : training to person with disabilities

## **Future Direction and Recommendation**

- Increasing training to person with disabilities
- Increasing public awareness and reducing stigma : Disability sensitivity training for HR/Company representative to realize disability inclusive, strengthening socialization about inclusive employment, providing CSR for people with disabilities to private sector
- Leveraging technology to improve accessibility, and availability information system for disability in employment sector
- Organizing disability Job Fair
- Providing incentives for informal sector workers with disabilities
- Providing Incentives for Companies Employing Persons with Disabilities according to the quota
- Strengthening Partnerships between government, NGOs, private companies, and other stakeholders.

## Conclusion

- The government of Jakarta has taken steps to promote the employment of people with disabilities through legislation, quotas, training programs, and accessibility measures.
- However, continuous efforts are needed to address ongoing challenges, such as awareness, employer compliance, and skill development.
- Collaboration among all stakeholders is crucial for the successful policy and implementation of employment for persons with disabilities in Jakarta, Indonesia.
- By fostering an inclusive workplace culture and implementing best practices, Jakarta can further empower individuals with disabilities, creating a more equitable and prosperous society.



**Jakarta's Success for Indonesia**

**THANK YOU**

