

ILO Jakarta

Special Edition

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PROMOTING RIGHTS AND OPPORTUNITIES FOR PEOPLE WITH DISABILITIES IN INDONESIA (UN PARTNERSHIP TO PROMOTE THE RIGHTS OF PERSONS WITH DISABILITIES – UNPRPD)

In 2011, six UN agencies (ILO, WHO, UNDP, OHCHR, UNICEF and UN DESA) established the UN Partnership on the Rights of Persons with Disabilities (UNPRPD) – a multi-donor trust fund (MDTF) to support collaboration between UN agencies in country-level programmes to promote the rights and opportunities for persons with disabilities. The goal of the UNPRPD was to develop the capacities of national stakeholders, particularly governments and organizations of persons with disabilities, for the effective implementation of the UN Convention on the Rights of Persons with Disabilities (UNCRPD).

One of the first implementing countries of the UNPRPD was Indonesia. Although there had lately been increased attention on disability rights by the Indonesian government, with a highlight the ratification of the UNCRPD in November 2011, and the issuance of Law No. 8 on People with Disability in 2016, there was still a strong need for increased awareness of rights of persons with disabilities, as well as strengthened disability architecture.

In Indonesia the project was jointly implemented between the ILO, WHO and UNESCO, in partnership with the national entities such as the Association of Indonesian Municipalities (APEKSI) and various disability rights non-governmental organizations (NGOs).

Project Strategy

- Capacity development for the organizations of people with disabilities and government agencies.
- Capacity development for disability data collection.

Actions taken to promote equal employment opportunity

Towards inclusive cities in Indonesia



“Inclusive cities are important for Indonesia and are part of the efforts to reduce poverty and realize the commitment of the country to the Sustainable Development Goals (SDGs). Cities should be liveable for all people, including people with disabilities. There are many ways that can done by the mayors to improve its city decency through the development of inclusive infrastructure and facilities as well as educational and health services.”



Prof. Dr. Bambang P.S. Brodjonegoro
Minister of National Planning Development (Bappenas)

Fourteen mayors across Indonesia signed the Charter of the Network of Indonesian Mayors for Inclusive Cities in Indonesia during the UN-sponsored High-Level Meeting of Mayors for Inclusive Cities, held in Jakarta on 31 October 2017. The signing was witnessed by the Minister of National Planning Development (Bappenas), HE. Prof. Dr. Bambang P.S Brodjonegoro and the United Nations Resident Coordinator for Indonesia, Anita Nirody.

The Charter was aimed to respect and support the involvement and participation of people with disabilities in all aspects of life across cities in the country. The Charter was signed by Mayors from South Tangerang, Padang, Banjarmasin, Mojokerto, Ambon, Bengkulu, Surakarta, Kupang, Jambi, Central Jakarta, Metro Lampung, Banda Aceh, Yogyakarta dan Depansar.

Minister Bambang greatly appreciated the initiatives taken by the city authorities to be



more inclusive for all its people, including people with disabilities. He also urged mayors to involve people with disabilities in the process of city planning development to ensure inclusive infrastructure, social facilities and economic opportunities who are necessary for sustainable and inclusive urban development.

Supporting the Minister's statement, Airin R. Diani, Head of the Association of Indonesian Municipalities (APEKSI), said that APEKSI will continue to support efforts taken by cities across Indonesia to be liveable cities for all, including for people with disabilities as well as for other groups like women, children and elderly.

"Therefore, city development planning from infrastructure, social facilities to transportation and educational as well as health services by both the government and private sector should be inclusive, accommodating the needs of people with disabilities," she said.

In this one-day meeting, good practices and positive transformations from various cities were presented. Padang city, for example, has built more inclusive social facilities; while Mojokerto city has focused on providing inclusive job fair and equal employment opportunity for people with disabilities. In addition, Ambon city has focused on inclusive educational system; while Metro Lampung cities has promoted

economic opportunities for people with disabilities.

The meeting also presented lessons learned and challenges in the implementation of the Law No. 8 Year 2016 on Disability and the importance of data collection and use for designing more effective policies. The meeting concluded with the interactive session on equal employment opportunities and the presentation of the latest ILO's rapid assessment on employment for persons with disabilities.

As an immediate follow-up to the meeting, a technical meeting was conducted on 1 November by the task force of the Mayors' Network to further identify follow-up activities. The meeting discussed the possibility to do a pilot collaboration between the ILO and the inclusive cities on fair, inclusive recruitment.

"This joint collaboration will be implemented in one or two cities using the existing platform of job fairs that are already ongoing in some of the inclusive cities. In the meeting, the working group on inclusive cities formed under the APEKSI has also drafted a work plan aimed to continue socializing its works to other cities in the country," explained Tedy Gunawan, the ILO's programme officer for disability inclusion. 🌸

Towards inclusive employment

Mojokerto city in East Java might be the smallest city in Indonesia, yet it is the first city in the country to conduct an inclusive job fair at the district level. The first two-day inclusive job fair was organized in 2014 and it has become an annual event. The Mojokerto Mayor, Drs H. Mas'ud Yunus, was one of the mayors signed the Charter of the Network of Indonesian Mayors for Inclusive Cities in Indonesia and was the only mayor who focused on inclusive job fair and employment.



Drs H. Mas'ud Yunus, the Mayor of Mojokerto City:

“No discrimination is allowed against persons with disabilities”

How will the city of Mojokerto ensure inclusion?

The vision of Mojokerto is as a service city. This means that the city should be able to serve all of its people equally, including persons with disabilities. Thus, the city is now rehabilitating its public facilities to be more accessible by requiring schools to be inclusive and reconstructing the pavements. We issue relevant regulations and allocate city budgets to support these initiatives.

Every year the city organizes events that involve persons with disabilities where they can demonstrate their abilities, showcase their work and express their aspirations. Persons with disabilities have an equal ability and competency in the creative industry, but we need to ensure their

involvement in the formal sector. The inclusive job fair is one of the ways to increase access for persons with disabilities to the formal sector.

Could you elaborate more about the inclusive job fair?

The aim of the inclusive job fair is to encourage more companies to provide more job opportunities for persons with disabilities so that they have better access to formal employment. There are five participating companies that offer inclusive jobs, and four of them are from Mojokerto.

The job fair provides a venue for all job seekers, including job seekers with disabilities, to have access to



employment information that will be beneficial for themselves as well as for their welfare. It is hoped that the job fair can help to reduce the unemployment rate in the city.

In addition, the city requires all companies to recruit and hire persons with disabilities. It is part of an effort to strengthen the implementation of national regulations at the city level. The monitoring will be conducted by the Manpower office through the existing monitoring mechanisms.

▶ What other future plans are there to promote inclusion?

It is planned to have the inclusive job fair as an annual event. In addition, the city government has received a request from the public sector to organize a more extensive, national scale job fair that includes companies from outside of East Java. 🌸

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Employment assessments for people with

In collaboration with the University of Indonesia, the ILO conducted a study on Mapping Persons with Disabilities in Indonesia. The study reveals that there is an urgent need to increase the labour-force participation of people with disabilities. This need could be fulfilled by enlarging the labour market for them.

The study also reveals that out of 12.15 per cent persons with disabilities in Indonesia, only 51.12 per cent participate in Indonesia's labor force, which is much lower compared to persons without disability at 70.40 per cent. Moreover, there are more persons with disabilities that work in the informal sector (65.55 per cent) rather than formal sector (34.45 per cent). The low



h disabilities

number of persons with disabilities who work in the formal sector is one of the main concerns of both government and private sector to meet the requirement in defined in the Law.

The study recommends three steps that should be taken to enlarge labour market for people with disabilities:

The study also **reveals** that out of **12.15 per cent persons with disabilities** in Indonesia, **only 51.12 per cent participate in Indonesia's labor force**, which is **much lower compared** to persons without disability at 70.40 per cent. Moreover, there are **more persons with disabilities that work in the informal sector** (65.55 per cent) **rather than formal sector** (34.45 per cent).

1. Establishment of formal channels to apply for jobs for people with disabilities;
2. Improvement of technology to assist people with disabilities; and
3. Disclosure of any job offer for people with disabilities to public. 🌟

Rapid Assessment on **Employment for Persons with Disabilities**

The ILO Jakarta Office conducted a rapid assessment on employment for persons with disabilities as a follow-up to the establishment of the Indonesian Business and Disability Network (IBDN) in 2016. The assessment is aimed to support companies, including the IBDN, to recruit more persons with disabilities and to encourage them to find formal jobs that are in line with their competencies.

The assessment was conducted using desk review as well as interview in four garment factories under the ILO's Better Work Indonesia programme. The assessment was conducted in June 2017.

The assessment reveals that all companies interviewed have good awareness on disability law, particularly the requirement to employ at least one percent workers with disabilities. However, they still have lack of understanding about detailed provisions in the law. The assessment also highlights the low participation rate of persons with disabilities in recruitment process.



In addition, the assessment shows that companies still consider workplace adjustment as a costly expenses and not an investment. However, companies do not differentiate workers or applicants, only focusing on their competencies. Unfortunately, the number of persons with disabilities who have higher education was below 5 percent.

The assessment recommends that tripartite discussions to identify drawbacks and challenges faced by each constituent (government, workers' organizations and employers' organizations) in implementing the national law on disability, particularly in the world of work. The assessment also proposes to strengthen the role of the IBDN to share their good practices in employing workers with disabilities.

In addition, it is recommended to provide vocational guidance, vocational training, placement, employment and other related services to enable persons with disabilities to secure, retain and advance in employment as part of the efforts to ensure full participation of persons with disabilities. 🌸



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Campaign Materials

Three campaign materials on benefits gained by enterprises in hiring and employing people with disabilities were adapted to Bahasa Indonesia. The materials are the following:

1. Why should you hire people with disabilities?
2. Recruiting people with disabilities: Do and Don't
3. Myths VS. Facts on disabilities. 🌐

MYTHS VS FACTS

International Labour Organization

MYTHS People with disabilities have lower performance/attendance rates.

FACTS Studies show that **disabled employees perform on par or better than non-disabled staff** with regard to safety, performance, job attitudes, attendance and job stability/turnover.

MYTHS Accessibility benefits only people with disabilities.

FACTS **Accessibility takes into account everyone's needs**, whether or not they have a disability, and encompasses features such as colour, audio signals like those found at pedestrian crossings, braille contrast, surfaces, hearing enhancement systems (such as 'loop' systems), presentation of information, and signage for taking one's way, among other items. **Good accessibility benefits everyone.**

MYTHS Most people with disabilities require complicated and expensive adjustments.

FACTS Most workers with disabilities **require no special adjustments** and for those who do it is **minimal or much lower** than employers believe.

MYTHS People with disabilities regularly require assistance.

FACTS Everybody requires assistance from time to time, including people with disabilities. Being able to function **independently** is important for people with disabilities.

RECRUITING PEOPLE WITH DISABILITIES

International Labour Organization

Do

- **Do** learn where to find and recruit people with disabilities.
- **Do** ensure that your applications and other company forms do not ask disability-related questions and that they are in formats that are accessible to all persons with disabilities.
- **Do** consider having written job descriptions that identify the essential functions of the job.
- **Do** provide reasonable workplace accommodations that the qualified applicant will need to compete for the job

DON'T

- **Don't assume** that persons with disabilities are unemployed.
- **Don't assume** that persons with disabilities lack the necessary education and training for employment.
- **Don't ask** if a person has a disability during an employment interview.
- **Don't assume** that certain jobs are more suited to persons with disabilities.
- **Don't hire** a person with a disability who is not qualified to perform the essential functions of the job even with a reasonable workplace accommodation.
- **Don't assume** that the work environment will be unsafe if an employee has a disability.
- **Don't assume** that reasonable workplace accommodations are expensive.
- **Don't speculate** or try to imagine how you would perform a specific job if you had the applicant's disability.

WHY SHOULD YOU HIRE PEOPLE WITH DISABILITIES?

International Labour Organization

Hiring workers with disabilities can positively impact a company's bottom line. Here's why:

- **People with disabilities are an untapped resource of skills and talents.** In many countries, people with disabilities have skills that businesses need, both technical job skills and transferable problem-solving skills developed in daily life.
- **People with disabilities represent an overlooked and multibillion-dollar market segment.** That market is disabled persons and their families and friends. Ignoring the market may mean losing not only the disabled consumer but his or her family and friends, as the population ages, so does the incidence of disability. It makes sense to have employees who know first-hand about the product and service needs of this consumer segment.
- Hiring people with disabilities increases workforce morale. Many employers report that **teamwork and morale improves** when disabled workers become part of the staff.
- People with disabilities make **good, dependable employees**; employers of disabled workers consistently report that, as a group, people with disabilities perform on par or better than their non-disabled peers on measures such as productivity, safety and attendance.
- People with disabilities are **more likely to stay on the job**; the costs of job turnover, such as lost productivity and expenses related to recruitment and training, are well known to most employers.
- **Reputation** - according to a university of Massachusetts survey, **92% of the American public view companies that hire people with disabilities more favourably** than those that do not.