

Decent Work for People with Disabilities

Inclusion of People with Disabilities in Indonesia



International Labour Organization



FACT SHEET

Women and men with disabilities can and want to be productive members of society. In both developed and developing countries, promoting more inclusive societies and employment opportunities for people with disabilities requires improved access to basic education, vocational training relevant to labour market needs and jobs suited to their skills, interests and abilities, with adaptations as needed. Many societies are also recognizing the need to dismantle other barriers - making the physical environment more accessible, providing information in a variety of formats, and challenging attitudes and mistaken assumptions about people with disabilities.

Current situation



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Over the last decade, Indonesia has experienced steady progress in raising per capita income and alleviating poverty. However, the country faces challenges in pursuing equitable development. Poverty rates are still high and inequalities, especially for marginalized and vulnerable people, including persons with disabilities, remain a major problem. Disabled persons are often socially excluded and face considerable discrimination in accessing health and other services, education, and employment. Stronger efforts to promote the

rights of people with disabilities will require an increase in resources and attention.

There is little comprehensive data regarding people with disabilities in Indonesia. In 2006, the Asia-Pacific Development Center on Disability estimated the number of disabled persons in Indonesia to be about 1.38 per cent of the total population recorded¹. However, recent World Health Organization (WHO) figures showed that around 10-15 percent of the Indonesian population are disabled. This lack of accurate data acts as a brake on a range of actions and measures that could be taken to counter the effects of discrimination and exclusion.

¹ Asia-Pacific Development Center on Disability (APCD). Population size recorded in 2006 was 231 627 000. See <http://www.apcdfoundation.org/?q=content/indonesia>, accessed on 16 January 2013.

Governmental support for people with disabilities

The Government of Indonesia has adopted a number of laws, policies, standards and initiatives pertaining to people with disabilities. However, many of the provisions of these laws are still charity-based. The main ones are listed below.

- **Law No. 4/1997 on Persons with Disabilities and Government Regulation 43/1998 on Efforts to Improve the Social Welfare of Persons with Disabilities (1997/1998)** specifically regulates persons with disabilities. Article 14 establishes a quota for the employment of persons with disabilities in the public and private sectors. Article 5 states that “every disabled person has equal rights and opportunities in all aspects of life”. Article 6 lists various rights accorded to persons with disabilities such as education, employment, equal treatment, accessibility, and rehabilitation.
- **Law No. 39/1999 on Human Rights.** Article 41(2) states that each person with a disability has the right to facilitation and special treatment.
- **Law No. 25/2009 on Public Services.** Article 29 requires public service providers to provide special treatment to persons with disabilities in accordance with regulations.
- **Law No. 28/2002 on the Construction of Buildings** stipulates clearly that facilities must be accessible for persons with disabilities. Article 27 expresses that facilities should be easy, safe and pleasant, especially for persons with disabilities.
- **Decree of the Ministry of Manpower and Transmigration (MOMT) NO. KEP-205/MEN/1999.** Article 7 states that persons with disabilities are eligible for vocational training certificates.
- **Circular Letter of the MOMT NO. 01.KP.01.15.2002** on job placement of workers with disabilities in the private sector.



Key ministries responsible for people with disabilities

The Ministry of Social Affairs has the political mandate to address issues on people with disabilities and is responsible for coordinating the implementation of disability legislation. Other key ministries involved are:

- Ministry of Manpower and Transmigration
- Ministry of Health
- Ministry of Education and Culture
- Ministry of Transportation

Due to Indonesia having a decentralised governmental structure, actions need to be taken on a provincial and local level.

Key international standards on disability and their status

- International Labour Organization (ILO) Convention concerning Discrimination in Respect of Employment and Occupation, 1958, (No. 111). *Status: ratified 7 June 1999.*
- ILO Convention concerning Vocational Rehabilitation and Employment (Disabled Persons), 1983, (No. 159). *Status: not ratified.*
- United Nations Convention on the Rights of Persons with Disabilities (2006) and Optional Protocol. *Status: ratified 30 November 2011. Optional Protocol has not been signed.*

Indonesia also works to achieve targets set in the Biwako Millennium Framework for Action Towards an Inclusive, Barrier-free and Rights-based Society for Persons with Disabilities for the second Asian and Pacific Decade of Persons with Disabilities.

Organizations of persons with disabilities

The key national level disabled people's organisations in Indonesia are:

- Indonesian Disabled People's Organisation (PPCI)
- Association of Women with Disabilities (HWDI)
- Indonesian Blind Union (PERTUNI)
- Indonesian Association for the Welfare of the Deaf (GERKATIN)

In addition, many disabled persons' organizations have been established on a provincial basis.

Organizations for persons with disabilities

- International and National NGOs
- Indonesia currently does not have any official national organizations for persons with disabilities.

ILO implementing partners

- Ministry of Manpower and Transmigration
- Ministry of Social Affairs
- Trade Union Confederations
- Indonesian Employers' Association (APINDO)
- Disabled people's organisations
- Universities
- Media partners



ILO Photo

The role of the ILO

The primary goal of the ILO today is to promote opportunities for everyone, including people with disabilities, to obtain decent and productive work, based on the principles of freedom, equity, security and human dignity. The ILO works to achieve its goals of decent work for all through promoting labour standards, advocacy, knowledge building and technical cooperation services and partnerships, both within the ILO and externally. The Indonesia Decent Work Country Programme establishes the framework for delivery of ILO action in this country.

In Indonesia, a current ILO technical cooperation project on disability “Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation” (PROPEL- Indonesia) focuses on achieving the following goals:

- Creating an enabling legal and policy environment for better employment and training for persons with disabilities.
- Enhancing awareness and capacity of the constituents to address non-discrimination and barriers to equal employment opportunities for persons with disabilities.

The way forward

Productive and decent work enables people with disabilities to realize their aspirations, improve their living conditions and participate more actively in society.

Ensuring a disability perspective in all aspects of policy and labour legislation, effective implementation and enforcement of existing disability laws and policies and providing for equal employment and training opportunities are among the factors that contribute to the reduction of poverty and to the social and economic inclusion of people with disabilities in Indonesia.

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