

OPEN DISCUSSION

Opening Opportunities for Persons with Disabilities in Formal Working Sector (PROPEL-Indonesia – Collaborating Committee of 10 Disabled Persons' Organizations in Bandung)



January, 31 2013

Department of Manpower and Transmigration
Office, Bandung, West Java, Indonesia

Santy Otto – February, 26 2013



Irish Aid

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An Roinn Gnóthaí Eachtracha



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Glossary

Abbreviation	Indonesian	English
APINDO	Asosiasi Pengusaha Indonesia	Indonesia's Employers Association
CEO	Direktur Eksekutif	Chief Executive Officer
DPD-ITMI	Dewan Pimpinan Daerah-Ikatan Tunanetra Muslim Indonesia	Regional Branch Council-Association of the Blind Muslim Indonesia
DPO	Organisasi Penyandang Disabilitas	Disabled People's Organization
DPR-D	Dewan Perwakilan Rakyat Daerah	Regional House of Representative
ILO	Organisasi Perburuhan Internasional	International Labour Organization
NGO	Organisasi Non-Pemerintah	Non-Governmental Organization
PROPEL	Mendorong Hak dan Peluang bagi Para Penyandang Disabilitas dalam Pekerjaan Melalui Peraturan Perundang-undangan	Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation
UNCRPD	Konvensi Persatuan Bangsa-Bangsa Mengenai Hak-Hak Penyandang Disabilitas	UN Convention on the Rights of Persons with Disabilities

Executive Summary

The ILO's PROPEL-Indonesia (*Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation*) project and Collaborating Committee of 10 Disabled Persons' Organizations (DPOs) in Bandung, West Java conducted a one-day open discussion in January 31, 2013 at Department of Manpower and Transmigration Office, Bandung, West Java. This open discussion is an initiative to create a path in improving the working condition and promoting rights of persons with disabilities in accessing formal employment sector in Bandung, West Java. The main objectives are to socialize rights to employment access for persons with disabilities, raise awareness among stakeholders to promote rights of persons with disabilities to access the formal sector, provide supports to further implement 1% quota in West Java, and advocate the government and other key stakeholders to provide accessible employment opportunities for persons with disabilities.

One panel discussion and one group discussion sessions were conducted in sequence to achieve optimum results in achieving the laid out purposes. The panel presentation was done by each representative from the Department of Manpower and Transmigration Office of West Java, Indonesia's Employers Association (APINDO), and the community of persons with disabilities. The group discussion session was conducted by forming three groups to discuss on producing substantial outputs to shape a strategy in continuing the open discussion in realizing the outputs that has been agreed upon.

The open discussion aims to invite stakeholders in analysing condition for persons with disabilities in obtaining vocational trainings to enter the formal sector, in specific to further accommodate trainings for persons with disabilities in responding to the formal sector market, conduct workshops and trainings for government and key stakeholders in creating equal opportunities for persons with disabilities in work places, and create a guideline to support key stakeholders in managing persons with disabilities in the working environment. Ultimately, the discussion projects the establishment of an information center on employment for persons with disabilities in alliance with the Department of Manpower and Transmigration Office of West Java.

Workshop Background

West Java is a home of approximately 46 million people in Indonesia. Positioned in the western part of Java Island, West Java enjoys economic benefits and income growth due to the close proximity with Jakarta, the nation capital of Indonesia. With Bandung as the capital city, West Java is one of the three priority areas of the PROPEL-Indonesia project .

The Indonesian government ratified the UN Convention on the Rights of Persons with Disabilities (UNCRPD) in November 2011 as a further commitment in promoting rights of persons with disabilities. This convention was then adopted into The Act of the Republic of Indonesia No. 19/2011. The ratification of UNCRPD by the Indonesian government acts as a fundamental shift from a social-welfare to a human rights-based approach.

However, the implementation of UNCRPD is yet to take place at the national and provincial levels, including in West Java. The existing Act of the Republic of Indonesia No. 4/1997 concerning Handicapped¹ Persons, and its implementing regulation, Government Regulation No. 43/1998 on Efforts to Improve the Social Welfare of Persons with Disabilities are still active as legal framework despite the inconsistency with the contents of UNCRPD.

To achieve better inclusion and equal employment for persons with disabilities, and raise awareness among ILO's stakeholders (the local government, APINDO, and the trade unions) in the importance of hiring persons with disabilities in formal sector, ILO-PROPEL Project organized one-day open tripartite discussion in concert with the Collaborating Committee of 10 disabled persons' organizations (DPOs) in Bandung and the Department of Manpower and Transmigration Office of West Java.

Activities and Participants

The one-day open discussion was facilitated into an introduction session, a panel discussion, and a group discussion at the Department of Manpower and Transmigration Office in Bandung, West Java:

- I. Introduction session by Mr. Aden Ahmad, Chairman of Collaborating Committee
- II. Welcoming speech by Sara Park, ILO
- III. Panel presentation and discussion²:
 - a. Mr. Hening Widiatmoko, Head of West Java's Department of Manpower and

¹ The usage of the term "handicapped" has been changed to "disabled" or "disability" after the ratification of UNCRPD.

² West Java's Regional House of Representative (DPR-D) did not attend the discussion despite the invitation.

Transmigration Agency

- b. Mr. Jhoni Dharma, Representative of Indonesia's Employers' Association (APINDO) of West Java
 - c. Mr. Y. Tri Bagio M.Pd., Representative of Disabled Persons' Organizations (DPOs)
- IV. Group discussion: "Analyzing the implementation and available employment opportunities for persons with disabilities in the formal sector"

The main participants of the workshop were officials of the provincial government of West Java, officials of each regent's local government in West Java, organizations of workers and employers, DPOs, universities, and media representatives.³

For maximum efficiency of the open discussion, a bilingual interpreter in English and Indonesian, sign language interpreters, as well as volunteers were also available at the event.

Other supporting materials:

- A video showing an example of a company (Walgreens) in the United States that provides a special attention on hiring persons with disabilities in the working area: (<http://www.youtube.com/watch?v=8ZPcKmfe7lo>)

Objectives and Expected Outputs

The main objectives of the workshop for the ILO were to:

1. Raise awareness of and promote employment access for persons with disabilities
2. Provide support to further implement 1% quota in West Java
3. Advocate for the government and other key stakeholders to provide accessible employment opportunities for persons with disabilities
4. Create a two-way communication between the government and other key stakeholders, specifically on the needs of persons with disabilities in formal sector

The possibility to establish an information center on employment for persons with disabilities at the Department of Manpower and Transmigration of West Java Province was also considered as a result of the open discussion.

The Collaborating Committee drafted the agreed outputs along with the West Java local government, the city councils in West Java, APINDO West Java, and DPOs to cooperate in:

- analyzing conditions (challenges and opportunities) for persons with disabilities in obtaining vocational training to gain access to employment opportunities

³ The complete list of participants is available in the Annex 5.

- accommodating trainings for persons with disabilities in responding to the formal sector market
- conducting workshops and trainings for government and key stakeholders in creating equal opportunities for persons with disabilities at a provincial level
- disseminating guidelines to support key stakeholders in managing persons with disabilities in the work places
- supporting the media to portray lives and employment opportunities of persons with disabilities to promote rights of persons with disabilities.

Session I: Introduction session

Mr. Aden Ahmad, Chairman of Collaborating Committee

Mr. Ahmad pointed out several factors that are considered to be the causes of inequality between the lives of persons with disabilities and non-disabled people:

- lack of education
- lack of skills and professional trainings
- lack of employment opportunity
- lack of acknowledgement and trust

In alignment with the UNCRPD Article 27(1) that mentions:

“States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.”

He also explained that the open discussion is one part of serial activities in raising awareness on the importance of persons with disabilities in Indonesia and in celebrating International Disability Day on December 3rd in the previous year of 2012.

Session II: Video Introduction

Sara Park, ILO

After showing a three-minute video from one of the warehouses of Walgreens, a company in the United States that employs persons with disabilities, Ms. Park explained the main points of the video and some general remarks:

1. There is a diversity of types of disability among the workers, including autism, deaf, cerebral palsy, blind, mentally challenged, Down syndrome, and others.
2. Workers with disabilities are able to conduct various activities according to their

abilities.

3. Socialization to other companies is needed to deliver the message that workers with disabilities are able to do work according to their abilities.
4. The company featured in the video hires persons with disabilities by looking from the business perspective, not from charity-based perspective.
5. The warehouse featured in the video has a high productivity level compared to other warehouses under the same company.

She emphasized that these main points could be delivered to companies and businesses when talking about hiring persons with disabilities. As a background, the son of Walgreens' founder and Chief Executing Officer (CEO) is a child with autism, which triggered the founder of Walgreens to recruit persons with disabilities. The company's hiring policy is also geared to create an equal working environment, including equal pay, equal workload, and equal expectation. By conducting regular checks on the workers' activities, the workers could avoid difficulties that may hinder productivity, minimize accidents, minimize turnover, and decrease absenteeism. More than 40% of the warehouse workers are persons with disabilities.

Session III: Panel presentation and discussion

Mr. Aif Rifa'i, Assistant for Welfare Department representing Mr. Achmad Heryawan, Governor of West Java

- Adoption on the recognition of disability issues in the Act of the Republic of Indonesia No.4/1997 in providing opportunities and equal rights as Indonesian citizens. This recognition also shows that Indonesia's government has given full attention to disability issue with the principal of independency, equality, and participation by persons with disabilities. With the Regional Government Regulation No.10/2006 on the social protection of persons with disabilities through rehabilitation programs, public services, and skills trainings.
- The above regulations are the foundation for other regents in West Java to follow in promoting disability in their areas.

Mr. Hening Widiatmoko, Head of West Java's Department of Manpower and Transmigration Agency

- The principal idea is equal opportunity for persons with disabilities in all aspects of life, especially in accessing employment. Persons with disabilities are also citizens who play an important role in contributing to development based on their capacity and capability.
- Admitted that there has been numerous regulations, including the 1% quota that is not

implemented well due to:

- Unavailability of physical accessibility in buildings for persons with disabilities to conduct their work
- Lack of public awareness to assist in creating a disability-friendly environment
- Unavailability of monitoring from the related government officials in implementing regulations that support persons with disabilities
- Unpreparedness and lack of authority of the government officials in giving sanctions for employers and business owners who are not obeying the regulations
- Continuous socialization for all stakeholders in integrating disability topic in all development programs. Without a clear coordination with all parties involved, an effective socialization would not be possible.
- Implementing regulations should not be considered as burdens, but a duty that must be carried out for the welfare of all citizens.

Mr. Jhoni Dharma, representing Mr. Dedi Widjaya, Head of Indonesia's Employers' Association (APINDO) of West Java

Mr. Dharma opened his remark by introducing the history of APINDO, which was established on January, 31 1952. He introduced several important points regarding employment and disability inclusion in the work place:

- Legal framework in regulating employment and its connection with persons with disabilities:
 - the Act of the Republic of Indonesia No.4/1997 on Handicapped Persons
 - Government Regulation No.43/1998 on Efforts to Improve the Social Welfare of Persons with Disabilities
- APINDO of West Java is supporting the implementation of the existing Acts of the Republic of Indonesia by advocating the messages of hiring persons with disabilities to companies.
- Challenges and barriers:
 - Lack of socialization of the existing regulations on persons with disabilities
 - Attitudinal barrier that underestimates the capability of persons with disabilities in working environment
- Recommendations:
 - Socialize the Act of the Republic of Indonesia on employment
 - Provide skills trainings for persons with disabilities
 - Public and private entities to provide entrepreneurship opportunities for persons with disabilities in establishing business opportunities

Mr. Y. Tri Bagio M.Pd., Representative of Disabled Persons' Organizations (DPOs)

- According to data statistics, the population in West Java is approximately 46 million people and 10% of the population is persons with disabilities. Estimation of productive age among persons with disabilities is 400,000 people.
- There are approximately 43,000 companies and factories in West Java with various categories of industry.
- 'Inclusion' is a concept to provide as much opportunity as possible to all elements of society. Inclusion in employment sector must be an obligation that is based on the existing regulations.
- When an accurate data is available, it will be a basis to implement regulations.
- With the availability of jobs, the life quality of persons with disabilities will improve.

Session IV: Group discussion: "Analyzing the implementation and available employment opportunities for persons with disabilities in the formal sector"

Mr. Yudi Yusfar, Head of Regional Branch Council-Association of the Blind Muslim Indonesia (DPD-ITMI) of West Java

- Mr. Yudi explained the differences between permanent (an occupation with fixed period until retirement) and temporary (depending on the length of the occupation period itself) occupations:
 - Workers or labourers are people who are conducting a job within a length of period. In the Act of the Republic of Indonesia No.13 on employment, there are two categories of occupation mentioned: 16-64 years old of productive age and non-productive period due to age and other factors.
- Two types of employment sectors were mentioned:
 - Informal sector that does not require a certain criteria with unofficial characteristics
 - Formal sector that has formal settings, requires certain criteria and qualification
- Persons with disabilities are not fully accommodated due to the lack of understanding on regulations. Examples: a person who is blind and capable of doing packing task at a matches company will not be hired due to the fear of causing a fire incident at the factory; mutation⁴ results in an unmatched skills and expertise; persons with disabilities are hired but not given substantial tasks to develop their skills.
- In general, persons with disabilities in Indonesia are provided with access to employment based on charity. This condition is different with developed countries

⁴ "Mutation" is a term in Indonesian context to describe a condition where a person is reposted in different area and/or different duty.

where persons with disabilities are hired based on their profession, human rights perspective, and their capabilities in carrying out the tasks.

- Efforts that can be pursued to accommodate persons with disabilities in employment sector:
 - An information center for persons with disabilities in collaboration with the Department of Manpower and Transmigration Office, Bandung, West Java
 - A continual discussion in realizing accessibility into employment for persons with disabilities is needed. A real action from all stakeholders is required to provide technology trainings and vocational trainings that are useful for persons with disabilities to acquire jobs.

There were two main issues for the group discussion session:

1. To identify needs for persons with disabilities in the employment sector
2. To analyze action plans and necessary job descriptions in obtaining employment in the formal sector

Outcome from Group 1: Green Team

Needs for persons with disabilities in employment sector:

- A complete **database** that consists of information and personal data on qualifications and skills from each member. This database is to be prepared by the DPOs.
- **Counselling** that is provided by the disability community in providing guidance on selecting employment opportunities that match persons with disabilities' skills and capabilities.
- **Advocacy** aiming the local government and APINDO on equal rights in employment sector for persons with disabilities.

Actions that the local government should do for the disability community in employment:

- **Provide trainings** to improve knowledge and skills of persons with disabilities
- **Conduct socialization** on available vacancies and development programs / projects for persons with disabilities
- **Awareness raising and information sharing** on the Act of the Republic of Indonesia for employers and employment issues for persons with disabilities
- **Improve the implementation** of the Act of the Republic of Indonesia and regulations related to employment for persons with disabilities by enforcing the realization of the stated laws
- **Improve the quality of government officials' candidates** in understanding disability topic
- **Impose sanctions** for employers that are not complying with the Act of the Republic of

Indonesia and **provide rewards** for employers that are complying with the Act.

Support from APINDO:

- **Support placement for workers** that is adjusted with their skills and capabilities
- **Improve the accessibility** in working places and facilities
- **Improve skills** by conducting trainings

In specific to the flow of information sharing on opportunities in employment sector, persons with disabilities could access:

1. The local government
2. APINDO as the representative of employers
3. The local community
4. The mass media

Outcome from Group 2: Red Team

Requirements to support persons with disabilities:

- **Mechanism that will encourage DPOs to involve with decision making** within the communities and local government
- **Synergizing effort (coordination) by all stakeholders**, including employers, local government, and community
- **Improve and increase opportunities for trainings** for persons with disabilities
- **Improvement of implementation on regulations** to employers
- **Placement for persons with disabilities** who have been trained
- **Enhance communication from different stakeholders**, especially the local government
- **Advocacy to enforce the existing regulations**
- **Improvement in employment-related information dissemination**
- **Recommendation to all stakeholders** on the existing regulations to be sent to sub-districts
- **Improvement on the quality of information** from various sectors
- **Advocacy to the Regional House of Representative of West Java** for further follow-up at the provincial level

Outcome from Group 3: Yellow Team

Requirements to support persons with disabilities:

- **Education sector to be made accessible for persons with disabilities**, especially for tertiary education level. In order to enter employment sector, specifically for formal sector, a person must have a certain education background or qualifications.
- **Advocacy for employers** to promote equal capability of persons with disabilities as

other non-disabled persons. For example: the capability in foreign languages

- **Skills and talent development trainings** for persons with disabilities
- **Improve education quality** to enhance qualification and working experience. The qualification covers minimum education, social skills and working competency
- **Commitment from the disability community and the local government** in promoting rights to access employment sector
- **Provision of the correct perception** on persons with disabilities in the society without discrimination and the understanding that persons with disabilities are equally capable as other non-disabled persons
- **Provision of equal opportunity** for persons with disabilities based on the minimum criteria of quota 1% through the lens of human rights perspective
- **Government is obliged to support persons with disabilities in obtaining higher level of education**, including tertiary education through the provision of scholarships or tuition fee exemption
- **Clarity in placement process in employment sector**. It includes recommendation for persons with disabilities who have completed training programs.
- **Capital assistance to support entrepreneurship** of persons with disabilities
- **Government's policy to provide permanent positions** for contract-based teachers, especially for those who have dedicated over 7 years in teaching but yet to obtain permanent position as educators
- **The necessity to establish a special department to build trust among employers** that persons with disabilities are able to enter formal employment settings
- **Developing the concept that each person with disabilities is as competent as non-disabled persons to be employed**. A certification program based on one's ability is also needed.
- The government has a **special commission that is approved by DPOs in advocating the needs and rights of persons with disabilities to employers**.
- **An annual promotional program** for persons with disabilities working in the government institutions

Conclusion and Next actions

Based on the group discussions and initial open discussion done by the Collaborating Committee and ILO, a **joint action by the provincial government of West Java, APINDO, and DPOs is necessary to form an information center**, including:

- updating data and documenting needs on employment for persons with disabilities
- sharing information and networking with the government
- conducting follow up discussions among the stakeholders

- advocating for persons with disabilities, especially on employment issues
- providing information on the availability of employment opportunities for persons with disabilities
- disseminating information to all areas in West Java regarding employment for persons with disabilities
- supporting the government and employers in the provision of skills trainings and education for persons with disabilities in improving the quality of workers to be able to answer the needs of the market
- conducting an intensive, focused, and continuous awareness raising on the regulations that support persons with disabilities, especially in employment topic.

Annexes

Annex 1. Draft January, 31 2013 – Mutual Agreement



PANITIA BERSAMA

ORGANISASI PENYANDANG DISABILITAS JAWA BARAT

Sekretariat : **PERUMAHAN CLUSTER BALI 2**

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Open Discussion on Employment Opportunities for Persons with Disabilities

“Opening Opportunities for Persons with Disabilities in Formal Working Sector”

AGREEMENT

We as signees of this agreement, participants of the Open Discussion on Employment Opportunities for Persons with Disabilities on January, 31 2013 at the Hall Room of the Department of Manpower and Transmigration Office, Bandung, West Java, Indonesia, agreed on the below terms:

1. The establishment of an information center on employment where the members consist of DPOs’ representatives and in collaboration with the local government, in particularly with the Department of Manpower and Transmigration Office, West Java’s APINDO, and related institutions. The roles are:
 - a. Updating employment data for persons with disabilities in West Java
 - b. Sharing employment-related information to network
2. Follow-up discussions to be conducted
3. The provision of advocacy / mediation / negotiation in promoting persons with disabilities in employment sector
4. Ensuring employment opportunities for persons with disabilities and further information dissemination to respective organizations at a province level
5. The promotion of trainings for persons with disabilities with employers and / or related government department(s)
6. The socialization of provincial’s regulations in relation with persons with disabilities and employment

Bandung, 31 Januari 2013

Annex 2. Questions and Comments from the Participants

Video Introduction Session

Comments from HWDI - Himpunan Wanita Disabilitas Indonesia (Indonesia's Women with Disabilities Association):

1. PT Dewhirst has been accommodating persons with disabilities by hiring women with disabilities into their workforce.
2. Ibis Hotel in Bandung, West Java has also been hiring persons with disabilities with undergraduate degree and good English capacity. There has been 3 members of HWDI who are working there.

Comments from Ms. Park, ILO:

We have been discussing with for example PT Dewhirst and supported BBRVBD – Balai Besar Rehabilitasi Vokasional Bina Daksa, Cibinong (The National Vocational Rehabilitation Center). For Ibis Hotel, we have communicated with them, although we did not realize that there is an educational criteria of a minimum graduates from undergraduate programs. This educational criteria does not have much impact as Dharmawangsa Hotel and Inter-Continental Hotel in Jakarta recruit their workers without this minimum requirement.

Comments from Gerkatin – Gerakan Kesejahteraan Tunarungu Indonesia, Jawa Barat (Welfare Movement for Deaf People of Indonesia, West Java):

A deaf friend of mine works at a t-shirt production factory. (S)he faces challenges when working. Each factory and/or company should provide information center, along with sign language interpretation, for deaf people to understand. Therefore, I urge the government to make a regulation that coordinates and strengthens the implementation of equal opportunities for persons with disabilities to obtain decent employment.

Panel presentation and discussion session

1st round (Questions)

Sri Agustini from HWDI, West Java

- From all resource persons, only a portion of the discussion that mentioned the implementation of UNCRPD through the implementation regulation of the Act of the Republic of Indonesia No.19/2011. The implementation of the rights of persons with disabilities will be much more focused on the human rights-based in the basis is the implementing regulation of UNCRPD.

- We have done open discussions with several government institutions. We recommended 180 persons with disabilities to work in formal sector and 129 people have been absorbed.
- We are ready to embrace all elements from different organizations in advocating for the promotion of rights for persons with disabilities in employment sector.
- There used to be a website administrated by the Department of Employment and Transmigration of West Java, but it has been taken over by Provincial Government of West Java. We are wondering why the responsibility is not with the Department of Employment and Transmigration as it could provide the necessary information on employment?
- Requested for a complete data on employers, companies, and factories in West Java along with e-mails and contact numbers.

Budi, a person with cerebral palsy

How can a person with cerebral palsy get a job?

Tatang, Mitra Muslim Jawa Barat (Muslim Partner West Java)

- Has the Department of Employment worked with other departments in handling employment issues for persons with disabilities?
- How far has the persons with disabilities been provided with trainings that are targeted?

1st round (Answers)

Mr. Hening Widiatmoko, Head of West Java's Department of Manpower and Transmigration Agency

- We have plenty of existing regulations that are ideal for the promotion of rights of persons with disabilities in employment sector. However, it is still limited in the implementation process. So far, West Java has regional regulations and appoints the Department of Social to be the leading agency.
- The best way is to have strategies in conducting primary tasks and functions in each department. With your suggestion on taking back the responsibility to manage the website, it will fall under the Department of Social.
- Positive thinking is necessary as a foundation to conduct programs that support the real implementation of regulations.
- Trainings are done based on needs and to do trainings, inputs from DPOs on the desired trainings are needed.
- There has to be information on the types of jobs that will match physical and psychological ability of a person.

Mr. Jhoni Dharma, representative of Indonesia's Employers' Association (APINDO) of West Java

- We can provide the data, but we need more time to update the data. We are an umbrella association for 26 DPK – Dewan Pimpinan Kabupaten (Regency Committee) of the whole West Java. Therefore, we receive an updated data form these committees. We currently have approximately 1700 members from companies in West Java.
- Persons with motoric disability also could obtain jobs as long as there is a matching combination between skills and attitudinal preparations from the jobseekers and the required vacancies.
- One of the future training priorities for persons with motoric disability is to prepare their capability in doing work and tasks.

2nd round (Questions)

Heru, Islam Nusantara University (UNINUS)

- For workers with disabilities, there should be a link-and-match system between APINDO and DPOs. Maybe it is also possible for the Department of Manpower and Transmigration Office to request data to DPOs on the types of jobs that persons with disabilities can do.
- At UNINUS, there are over 40 people who are blind, deaf, and with physical disabilities. We would like to be able to participate in a mobile training unit program as we realize we are lacking of skills and working experience
- Has ILO pushed the government to include persons with disabilities to participate more in the education sector?

Fadhli Halim, Pasca STKS – Sekolah Tinggi Kesejahteraan Sosial (Tertiary Level on Social Welfare)

- We conducted a community development and empowerment program in Cipareng area, Bandung. Initially, it was known that there were only 13 persons with disabilities, but we listed 45 persons with disabilities when we went to the field. I believe that the data will increase in numbers if we gather data on the field.
- In relation to advocacy work, I would like to get your contact details to discuss more concrete follow-ups in connection with the promotion of rights for persons with disabilities.

Jumono, Difable Movement Forum

- Jumono was hoping for a follow-up discussion and access to facilities will be provided in

the future. There are regional regulations in West Java, but the lack of socialization hinders information dissemination process to smaller regencies. There should be a similar program and budgeting for persons with disabilities in the regencies as well.

- The Department of Manpower and Transmigration should make initiatives and programs actively in relation with disability topic, whether in socializing the disability topic or conducting training programs.

2nd round (Answers)

Mr. Hening Widiatmoko, Head of West Java's Department of Manpower and Transmigration Office:

- There should be link and match between the government and DPOs. The possible solution is to continue the effort on building an information system for persons with disabilities in productive age (Angkatan Tenaga Kerja Khusus – AKSUS (Human Resources from Special Groups)).
- In our province, there is a tripartite system: government, trade unions, and employers. Consequently, there will be collaboration in providing information access to strengthen this relationship.
- There will be a joint cooperation with the Islam Nusantara University (Universitas Islam Nusantara) in the mobile training unit program.
- The regulations are there, but they are not socialized well, therefore, the implementation is not working. This will be a discussion topic in a coordinating meeting session about the support for AKSUS.
- For regencies and cities, I agree to have them arranging for budgets relating to programs for disability topic.
- Specific to integrated coordination in-between tripartite stakeholders, I will deliver the message to the Department of Social as the leading sector in regularly conduct meetings to discuss further on assisting persons with disabilities.
- This open discussion session is a preliminary session and there have been numerous inputs from the participants to be discussed next.

Mr. Jhoni Dharma, representative of Indonesia's Employers' Association (APINDO) of West Java:

- For further discussion, we are supportive and looking forward to receiving the invitation for the next discussion.
- For the information center that provides information on job vacancies, so far, we have never done it. It is the prerogative autonomy of the companies. If they need information, we (APINDO) will provide. For the future, we can coordinate further with Mr. Aden.

Mr. Y. Tri Bagio M.Pd., Representative of Disabled Persons' Organizations (DPOs):

- The Act of the Republic of Indonesia No. 4/1997 still perceives persons with disabilities as objects who are merely waiting for information on employment opportunities, for instance. However, UNCRPD perceives persons with disabilities as subjects and there are employment opportunities available for them to apply in companies. There are at least 40 types of work that have been done by persons with disabilities.
- When data are available, there should be strategies to obtain information on employment for persons with disabilities.
- There has to be socialization for the employers in opening opportunities for persons with disabilities according to their skills and abilities.

Ms. Sara Park, ILO:

- Regarding the question on vocational trainings, we (ILO) have collaborated with the ministerial department. However, as we know, it is not easy to change people's mindsets. Information must be disseminated to all ministerial lines.
- For students, there should be a network established with all stakeholders regarding employment issue and this takes time.
- Bandung has a solid community and a strong relationship with the government so that communication can continue with either APINDO or the Department of Employment and Manpower. Based on ILO's recommendation, vocational training centers should move towards being inclusive training centers. For example, APINDO mentioned that it is still a challenge to fulfill the 1% quota in companies. However, multinational companies have showed support towards hiring persons with disabilities. They can encourage or require its branches around the world to fulfill the existing quota in each country to hire persons with disabilities. Last October, NIKE did a meeting with its factories, around 40 factories in total, and they conducted an awareness raising session, and mentioned that all NIKE's factories should fulfill the 1% quota.
- ILO recommends not to classify types of disabilities and types of jobs that persons with disabilities can do. Every person in the company must contribute to increase the productivity of the company.

3rd round (Questions):

Ari, The Department of Employment and Manpower of Garut, West Java

In Garut, there are 2 garment factories that open employment opportunities for persons with disabilities and they don't limit the number of workers. The Human Resource Department praises the quality of work from persons with disabilities as they are more diligent. However, when we informed on employment opportunities to the disability

community, nobody applied as they said there was no accessibility in terms of transportation and accommodation. How can the government think about resolving the issues?

Aries, The Department of Employment and Manpower of Purwakarta, West Java

- Regarding with BBRVBD, it has only been pursuing on employment opportunities for the last 2 years. It should be followed up with placement and part-time positions in West Java as a whole province and not focusing on several areas.
- The main hindrance is implementation of the Act of the Republic of Indonesia. We as the Act's monitoring team, it would be much easier to monitor if we have the regulations under the Department of Manpower and Transmigration as well. So far, it is still limited to the social-related Acts of the Republic of Indonesia.
- The result from visiting the factories is that there is a positive response. However, it is still lacking willingness and commitment.

3rd round (Answers)

Mr. Hening Widiatmoko, Head of West Java's Department of Manpower and Transmigration Office:

- We already have too many existing regulations. Implementation of these regulations should be done in all departments. We have equal role in promoting rights for persons with disabilities, although the main responsibility lies with the Department of Social. With regulations, there should be law enforcement and sanctions should be given for those who do not comply.
- In Indonesia, we still look into issues without searching for solutions.
- Our next step would be sending a notification to all shoes' companies to immediately implement regulations accordingly. There should be enforcement in the realization of quota 1% at all factories and companies.

Mr. Y. Tri Bagio M.Pd., Representative of Disabled Persons' Organizations (DPOs):

- We need to focus not on the disability, but the person's professionalism. With this shift of perception, we are hoping that people will see the equal and fundamental rights, obligations, and roles of persons with disabilities as other non-disabled people.
- Today we have one voice and know that we have a committed Head of Department of Manpower and Transmigration to enforce regulations relating with employment for persons with disabilities, especially in providing public services to all citizens.
- The classification of types of jobs that persons with disabilities can do has no intention to segregate different occupation for certain types of disabilities. I would only like to

point out that there are many different types of area that persons with disabilities can explore.

Annex 3. News in Media on the Event

Tribun Jabar: <http://jabar.tribunnews.com/2013/01/31/disnaker-desak-industri-pekerjakan-disabilitas>

Disnaker Desak Industri Pekerjaan Disabilitas

Kamis, 31 Januari 2013 21:28 WIB

BANDUNG, TRIBUN - Tidak dipungkiri, perhatian pemerintah dan dunia usaha kepada para disabilitas (penyandang cacat), baik tuna netra, tuna rungu, tuna wicara, dan sebagainya, dalam bentuk pemberian kesempatan pekerjaan, masih sangat minim.

Hal itu tidak sesuai dengan amanat Undang Undang 4/1997, yang isinya setiap perusahaan wajib mempekerjakan penyandang cacat. Akan tetapi, faktanya, sampai saat ini, di Indonesia, utamanya, Jabar, masih sangat banyak perusahaan yang belum mempekerjakan kalangan disabilitas.

Kepala Dinas Tenaga Kerja dan Transmigrasi (Disnakertrans) Jabar, Hening Widiatmoko, mengakui bahwa perhatian kepada disabilitas masih sangat minim. Di Jabar, kata Widi, perkiraannya, jumlah penyandang cacat sekitar 400 ribu orang. Akan tetapi, Widi memprediksi, kalangan disabilitas yang memperoleh pekerjaan masih sangat kecil. "Saya kira di bawah 5 persen total pekerja di Jabar," sebutnya usai Diskusi Disabilitas di Aula Disnakertrans Jabar, Jalan Soekarnohatta Bandung, Kamis (31/1).

Karenanya, tegas Widi, sapaan akrabnya, pihaknya berkomitmen untuk meningkatkan perhatiannya kepada para disabilitas. Diutarakan, pihaknya mendesak supaya perusahaan-perusahaan di Jabar mempekerjakan para disabilitas, sesuai kemampuannya.

Tahap awal, ungkapnya, pihaknya membidik perusahaan-perusahaan internasional. Pasalnya, jelas dia, ada beberapa perusahaan internasional di Jabar yang memberikan kesempatan pekerjaan bagi disabilitas. "Kami segera mendata perusahaan-perusahaan mana saja yang sudah melakukannya. Itu kami jadikan pilot project bagi perusahaan-perusahaan di Jabar, tidak hanya berskala internasional, tetapi juga nasional dan lokal. Selanjutnya, kami segera menerbitkan Surat Edaran (SE) bagi perusahaan-perusahaan tersebut. Jangka menengahnya, kami meminta tripartit untuk menampung dan memfasilitas pekerja disabilitas," urainya. (win)

Penulis : win

Editor : dia

Sumber : Tribun Jabar

Tribun Jabar: <http://jabar.tribunnews.com/2013/01/31/disnaker-akan-cantumkan-pasal-tentang-disabilitas-dalam-raperda>

Disnaker Akan Cantumkan Pasal Tentang Disabilitas Dalam Raperda

Kamis, 31 Januari 2013 21:30 WIB

BANDUNG, TRIBUN - Kepala Dinas Tenaga Kerja dan Transmigrasi (Disnakertrans) Jabar, Hening Widiatmoko, mengakui bahwa perhatian kepada disabilitas masih sangat minim. Karenanya, tegas Widi, sapaan akrabnya, pihaknya berkomitmen untuk meningkatkan perhatiannya kepada para disabilitas. Diutarakan, pihaknya mendesak supaya perusahaan-perusahaan di Jabar mempekerjakan para disabilitas, sesuai kemampuannya.

Upaya lainnya, kata Widi, pihaknya meminta jajaran Pemerintah Provinsi (Pemprov) Jabar supaya mengalokasikan dana bagi pekerja disabilitas. Misalnya, jelas dia, untuk memberikan pelatihan dan keterampilan bagi para disabilitas. "Itu supaya mereka (disabilitas) memiliki keterampilan dan siap kerja," terangnya usai Diskusi Disabilitas di Aula Disnakertrans Jabar, Jalan Soekarnohatta Bandung, Kamis (31/1).

Tidak itu saja, cetus Widi, pihaknya pun berencana mencantumkan sebuah pasal yang berkaitan dengan disabilitas, yaitu, tenaga kerja khusus, ketika Pemprov Jabar menyusun dan menerbitkan Peraturan Daerah (Perda) tentang Penyelenggaraan Ketenagakerjaan. "Pasal tentang tenaga kerja khusus akan kami cantumkan dalam Raperda (Rancangan Peraturan Daerah) Ketenagakerjaan 2013," cetusnya. (win)

Penulis : IT

Editor : dia

Tribun Jabar: <http://jabar.tribunnews.com/2013/01/31/dunia-usaha-siap-pekerjakan-disabilitas>

Dunia Usaha Siap Pekerjakan Disabilitas

Kamis, 31 Januari 2013 21:54 WIB

BANDUNG, TRIBUN - Sekretaris Eksekutif DPD Asosiasi Pengusaha Indonesia (APINDO) Jabar, Rudi Martono, mengakui masih sedikit dunia industri di Jabar yang mempekerjakan kalangan disabilitas (penyandang cacat). Meski begitu, Rudi menyatakan, pada dasarnya, seluruh perusahaan di tatar Pasundan siap mematuhi regulasi dan perundang-undangan yang berlaku.

"Termasuk regulasi-regulasi yang berkaitan dengan kalangan disabilitas," tegas Rudi usai mengikuti Diskusi Disabilitas di Aula Dinas Tenaga Kerja dan Transmigrasi Jabar (Disnakertrans) Jabar, Jalan Soekarno Hatta Bandung, Kamis (31/1).

Menurutnya, tenaga kerja didasari profesionalisme. Itu berarti, jelasnya, siapa pun yang memiliki profesionalisme tentunya, orang itu dapat memperoleh kesempatan kerja. Sayangnya, data mengenai jumlah disabilitas yang sudah bekerja pada berbagai perusahaan di Jabar, Rudi tidak dapat menyebutkannya. Alasannya, kilah dia, pihaknya belum memiliki data-data tersebut. (win)

Penulis : win

Editor : dia

Sumber : Tribun Jabar

Tribun Jabar: <http://jabar.tribunnews.com/2013/01/31/industri-wajib-pekerjakan-penyandang-cacat>

Industri Wajib Pekerjaan Penyandang Cacat

Kamis, 31 Januari 2013 21:25 WIB

BANDUNG, TRIBUN - Nasib para disabilitas (penyandang cacat), baik tuna netra, tuna rungu, tuna wicara, dan sebagainya, masih belum diperhatikan, terutama dalam hal kesempatan bagi mereka untuk memperoleh pekerjaan. Padahal, berdasarkan Undang Undang 4/1997, setiap perusahaan wajib mempekerjakan penyandang cacat.

"Minimalnya, 1 persen total tenaga kerja," kata Kepala Dinas Tenaga Kerja dan Transmigrasi (Disnakertrans) Jabar, Hening Widiatmoko, usai Diskusi Disabilitas di Aula Disnakertrans Jabar, Jalan Soekarno Hatta Bandung, Kamis (31/1).

Akan tetapi, aku Widi, sapaan akrabnya, sampai saat ini kesempatan para disabilitas memperoleh pekerjaan masih sangat minim. Dikatakan, di Jabar, terdapat sekitar 26 ribu perusahaan berbagai sektor. Sayang, sesalnya, sampai kini, masih sangat banyak perusahaan di Jabar yang belum memenuhi amanat UU 4/1997.

Menurutnya, kondisi yang terjadi dan dialami para disabilitas sangat memprihatinkan. Idealnya, kata Widi, apabila setiap perusahaan memiliki jumlah pekerja sesuai kuota, berdasarkan UU 4/1997, mereka wajib mempekerjakan disabilitas. "Sampai saat ini, masih sangat minim. Jika memang seluruh perusahaan di Jabar memenuhi kewajibannya sesuai UU 4/1997, berapa banyak kalangan disabilitas yang memperoleh pekerjaan," tuturnya. (win)

Penulis : win
Editor : dia
Sumber : Tribun Jabar

Tribun Medan: <http://medan.tribunnews.com/2013/02/01/penyandang-cacat-juga-punya-hak-untuk-bekerja>

Penyandang Cacat Juga Punya Hak Untuk Bekerja

Tribun Medan - Jumat, 1 Februari 2013 13:08 WIB

TRIBUN-MEDAN.com, BANDUNG - Perhatian pemerintah dan dunia industri kepada kalangan disabilitas (penyandang cacat), yaitu dalam hal pemberian kesempatan kerja, masih sangat minim. Sedangkan Undang Undang 4/1997 mewajibkan dunia industri mempekerjakan kalangan tersebut.

Tri Bagio, Ketua II Persatuan Tunanetra Indonesia (Pertuni), mengatakan sebenarnya para penyandang cacat memiliki peluang yang terbuka untuk memperoleh pekerjaan pada sektor formal dan informal. Setidaknya, penyandang cacat netra, para disabilitas dapat bekerja pada sekitar 40 bidang.

"Umpamanya, sebagai tenaga administrasi, akunting, editor, dan lainnya, sesuai kemampuannya masing-masing," ucap Tri Bagio usai Diskusi Disabilitas di Aula Disnakertrans Jabar, Jalan Soekarnohatta Bandung, Kamis (31/1). Akan tetapi, kalangan disabilitas terkendala akses informasi, terutama, mengenai lowongan kerja pada perusahaan. Jadi, pihaknya berusaha keras untuk mempermudah akses informasi tersebut.

Sementara itu, Rudi Martono, Sekretaris Eksekutif DPD Asosiasi Pengusaha Indonesia (APINDO) Jabar, mengakui masih sedikit dunia industri di Jabar yang mempekerjakan kalangan disabilitas. Meski begitu, Rudi menyatakan, pada dasarnya, seluruh perusahaan di tatar Pasundan siap mematuhi regulasi dan perundang-undangan yang berlaku.

"Termasuk regulasi-regulasi yang berkaitan dengan kalangan disabilitas," tegas Rudi.

Menurutnya, tenaga kerja didasari profesionalisme. Itu berarti, siapa pun yang memiliki profesionalisme tentunya, orang itu dapat memperoleh kesempatan kerja. Sayangnya, data mengenai jumlah disabilitas yang sudah bekerja pada berbagai perusahaan di Jabar, Rudi tidak dapat menyebutkannya. Alasannya, pihaknya belum memiliki data-data tersebut.

Tribunnews: <http://www.tribunnews.com/2013/02/01/kalangan-disabilitas-minim-akses-informasi-pekerjaan>

Kalangan Disabilitas Minim Akses Informasi Pekerjaan

Tribunnews.com - Jumat, 1 Februari 2013 02:41 WIB

TRIBUNNEWS.COM, BANDUNG - Perhatian pemerintah dan dunia industri kepada kalangan disabilitas (penyandang cacat), yaitu dalam hal pemberian kesempatan kerja, masih sangat minim. Sedangkan Undang Undang Nomor 4 tahun 1997 mewajibkan dunia industri mempekerjakan kalangan tersebut.

Ketua II Persatuan Tunanetra Indonesia (Pertuni), Tri Bagio, berpendapat, sebenarnya, para penyandang cacat memiliki peluang yang terbuka untuk memperoleh pekerjaan pada sektor formal dan informal sangat terbuka. Setidaknya, imbuh Tri, penyandang cacat netra, para disabilitas dapat bekerja pada sekitar 40 bidang.

"Umpamanya, sebagai tenaga administrasi, akunting, editor, dan lainnya, sesuai kemampuannya masing-masing," ucap Tri Bagio usai Diskusi Disabilitas di Aula Disnakertrans Jabar, Jalan Soekarno Hatta Bandung, Kamis (31/1/2013).

Akan tetapi, kata Tri, kalangan disabilitas terkendala akses informasi, terutama, mengenai lowongan kerja pada perusahaan-perusahaan. Jadi, cetus dia, pihaknya berusaha keras untuk mempermudah akses informasi tersebut.

Editor: Willy Widiyanto | Sumber: Tribun Jabar

Annex 4. Pictures





Annex 5. Participants' List

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