



International
Labour
Organization

Project Brief

PROPEL – INDONESIA Phase II (Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation)



Development Objective

Better work and employment opportunities created for men and women with disabilities, through the creation of an enabling legal and policy environment, the promotion of skills development opportunities, employability of persons with disabilities and measures to eliminate discrimination.

Immediate Objectives

- Enabling legal and policy environment for better employment and training opportunities for women and men with disabilities is created.
- Employability and employment of young women and men with disabilities is enhanced through skills training and a job placement mechanism.
- Constituents are knowledgeable and have the capacity to address non-discrimination issues and barriers to equal employment opportunities for women and men with disabilities.

Key Partners

- Ministry of Manpower
- Ministry of Social Affairs
- Trade Union Confederations
- Indonesian Employers' Associations (Apindo)
- Disabled People's Organizations
- Universities
- Mass Media

Duration

2 years (2014– 2015)

Geographical Coverage

PROPEL-Indonesia will be active on the national level, as well as in the two priority provinces of the Indonesian Decent Work Country Program (DWCP) namely, East Nusa Tenggara (NTT), East Java. In addition, the project will work in West Java.

Donor



Budget

USD 304,641

Contact

Dyah R. Sudarto | Programme Officer | dyah@ilo.org



Project Background

Decent work is the ILO's primary goal for everyone, including persons with disabilities. The ILO has worked for over 50 years to promote skills development and employment opportunities for people with disabilities based on the principles of equal opportunity, equal treatment, mainstreaming into vocational rehabilitation. Despite progress in promoting disability rights, persons with disabilities still face discrimination and barriers to full participation in social, economic, political and cultural life. Of an estimated 1 billion people with disabilities, at least 750 million are of working age. They have less access to skills training, are more likely to be unemployed or earn less than non-disabled people, especially if they are women. Also, many work in the unprotected, informal economy.

Since 2001, the ILO-Irish Aid Partnership Programme has worked in selected countries of South East Asia and East and Southern Africa to promote decent work

and a better life for people with disabilities through enabling legal and policy environments, and by providing entrepreneurship development training and access to related services, with a particular emphasis on women with disabilities. The programme has also promoted the inclusion of persons with disabilities alongside non-disabled people in programmes and services relating to employment promotion and economic and social development.

Indonesia has in 1999 ratified the Discrimination (Employment and Occupation) Convention 1958 (No. 111). Nevertheless, it has yet to ratify the Vocational Rehabilitation and Employment (Disabled persons) Convention (No. 159). In October 2011, Indonesia ratified the UN Convention on the Rights of People with Disabilities (UNCRPD). The ratification of the UN convention, which promotes the equal treatment of disabled people, is an important step towards improving rights for disabled people. People with disabilities are recognised as among the most vulnerable groups in Indonesia, facing discrimination in access to education, skills training and employment. Current legislation on disability - the Act of the Republic of Indonesia Number 4/1997 concerning Disabled People, and its implementing regulation, Government Regulation No. 43/1998, as well as the Ministry of Manpower and Transmigration Decree Number 205/1999- focuses mainly on social welfare provisions. While a quota system is in place to promote employment opportunities in the open labour market, regulations have not been adopted to give effect to this requirement, with the result that it has not been implemented.

In the current phase of the global Partnership Programme (2014-2015), *Promoting Rights and Opportunities for People with Disabilities in Employment*

through Legislation (PROPEL – Indonesia Phase II) will support the Government of Indonesia and other key stakeholders to address barriers to equal employment opportunities, and promote disability inclusion.

Project Strategy

I. Improving Policy and Legal Frameworks

PROPEL-Indonesia aims at to support the addressing of gaps in policy and legislative protection on employment and training of persons with disability to ensure they are consistent with international standards. Support will be given through provision of technical advice and support to the government, in consultation with key stakeholder; through national and provincial level workshops to consider the findings of a review to be commissioned and deciding on action required; and through technical assistance in follow-up to these workshops, to give effect to the decisions taken.

II. Building Capacity of Constituents

PROPEL-Indonesia aims to build capacity of key stakeholders in Government, trade unions, employers' organization, and civil society organizations, at national and provincial (district) levels. In order to enhance the understanding of rights of persons with disabilities concerning employment and training, as well as the provisions of the UNCRPD and the Vocational Rehabilitation and Employment (Disabled persons) Convention (No. 159), capacity building will be done through national and provincial trainings and workshops.

III. Supporting Advocacy and Awareness-raising

PPROPEL-Indonesia will support advocacy and awareness-raising activities targeting the general public, and key stakeholders, such as media, training centers, recruitment and placement agencies, and civil society organizations, at both national and provincial levels.

As media plays a crucial role in shaping mind-sets of the general public, for effective awareness raising and advocacy of disabled people's rights, PROPEL-Indonesia will seek to build capacity and raise awareness of representatives of media in other province. Moreover, in efforts to raise awareness of disability rights among students and future law practitioners, the project will facilitate the incorporation of disability legislation into the law curriculum of a leading university in other provinces and provide support to encourage a disability-related research among law students and staff.

Formulated Project Outputs:

The following outputs are expected from the implementation of the project's objectives:

- Review and revision of national laws on disability concerning employment and training opportunities for women and men with disabilities supported;
- Good practices of companies hiring persons with disabilities in Indonesia are compiled and disseminated to relevant stakeholders to promote inclusion of disability at workplace;



- ILO reports and tools on disability inclusion published, and disseminated in Bahasa Indonesia and disseminated among relevant stakeholders in Indonesia (Government, companies, DPOs, NGOs, INGOs and Media);

- Incorporating disability laws into law faculty curriculum in other leading universities at national and province level in Indonesia facilitated;

- Baseline survey on participation of people with disabilities completed (in general vocational training centres);

- Action plan adopted to improve physical accessibility of selected vocational training centres;

- Action plan adopted to revise curriculum revised and adapt training materials to make them accessible to persons with disabilities;

- VTC instructors needs' assessment conducted to identify disability-related

sensitization and training needs;

- Mechanism in place between job seekers with disabilities and employers (job fair, gateway platform, referral system);

- Workshops/training completed for constituents and major stakeholders on non-discrimination and equal job opportunities for women and men with disabilities, on national and provincial levels; and

- Representatives of media supported for a shift to a rights-based approach in media portrayal with articles featuring rights of women and men with disabilities at province level.

Achievements to Date

- Provided technical supports and inputs to Ministry of Manpower, Ministry of Social Affairs and disabled people organizations (DPOs) in reviewing the draft of Disability Law. In addition, PROPEL supported the involvement of DPOs from the targeted provinces to participate in the discussion of the draft with parliament.
- Provided technical supports to Ministry of Manpower at province and district level to organize inclusive job fair events. In addition, Certificate of participation is provided to companies offering jobs opportunities for people with disabilities during inclusive job fair events.
- Provided technical support to Kota Mojokerto in drafting and reviewing the Disability Law on Employment of People with Disabilities.
- Conducted consultation workshops in four universities (Semarang, Surabaya, Bandung and Kupang) to introduce and seek possibility to incorporate disability topic in the curriculum of Law faculty. In addition, grant awards is provided to students of law faculty conducting research on legal issues concerning the employment of people with disabilities.
- Strengthened the capacity of stakeholders related to disability: line ministries, trade unions, employer organizations, universities and media. For this, two series of Disability Equality trainings were conducted in Jakarta.
- Conducted Baseline Surveys in 16 Vocational Training Centres in East Java province to find

out the access of people with disabilities to skill training.

- Establishment of job placement mechanism for people with disabilities in East Java and Nusa Tenggara Timur (NTT) provinces to facilitate the access of job seekers with disabilities and job placement agencies as well as with companies.
- Media raising awareness on disability issues were conducted in collaboration with AJI Jakarta, AJI Kupang and PWI Jawa Timur. One Training of Trainer was conducted for staff of DIFFA magazine and two media trainings for media representatives were conducted in Surabaya, East Java and in Kupang, NTT.
- Development of a media guidelines on reporting disability, in collaboration with DIFFA and Dewan Pers and it was launched in December 2014.
- Conducted Media Baseline Survey to find out the perspective of variety of media (TV, Newspaper, magazine, radio, online) for the last 10 years, in reporting disability in Indonesia.



- Socialization of Video SAMA (video on the disability) to UN agencies and other stakeholders. The first of its kind, these videos were produced by persons with disabilities themselves featuring two important rights of persons with disabilities: rights to decent employment and public facilities.



ILO Jakarta Office
Menara Thamrin Level 22,
Jl. M.H. Thamrin Kav. 3
Jakarta 10250
Tel. +62 21 391 3112;
Fax. +62 21 310 0766
Email: jakarta@ilo.org;
Website: www.ilo.org/jakarta