

ILO Jakarta

Special Edition:



Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation (PROPEL-Indonesia)



Decent work is the International Labour Organization's (ILO) 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. As a result, the rights of people with disabilities to decent work are frequently denied. People with disabilities, particularly women with disabilities, face enormous attitudinal, physical and informational barriers to equal opportunities in the world of work.

Compared to non-disabled persons, they experience higher rates of unemployment and economic inactivity and are at greater risk of insufficient social protection that is a key to reducing extreme poverty.



Promoting decent work for people with disabilities

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.

In Indonesia, the global Partnership Programme titled "*Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation (PROPEL – Indonesia)*" was implemented for three years (2012-2016) to support the Government of Indonesia and other key stakeholders to address barriers to equal employment opportunities, and promote disability inclusion. 🌸





Project Strategy

Improving Policy and Legal Frameworks

- ♦ 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 given through provision of technical advice to the government, in consultation with key stakeholders through national and provincial level workshops and through technical assistance in follow-up to these workshops to give effect to the decisions taken.

Building Capacity of Constituents

- ♦ Build the capacity of key stakeholders in government, trade unions, employers' organization, and civil society organizations at national and provincial (district) levels through national and provincial trainings and workshops.
- ♦ Enhance their understanding regarding rights of persons with disabilities concerning employment and training, as well as the provisions of the UN Convention on the Rights of People with Disabilities (UNCRPD) and the Vocational Rehabilitation and Employment (Disabled persons) Convention (No. 159).

Supporting Advocacy and Awareness-raising

- ♦ Support advocacy and awareness-raising activities targeting the general public and key stakeholders, such as media, training centres, recruitment and placement agencies as well as civil society organizations at both national and provincial levels.
- ♦ Build the capacity of representatives of media, students and future law practitioners by, among others, the development of media guidelines on disability and facilitating the incorporation of disability legislation into the law curriculum of a leading university.

Key Lessons Learnt

Enabling environment: Disability is a cross-cutting issue. It is important to engage in policy initiatives and social dialogues related not only with inclusive employment, but also other matters, such as education, health, and social protection.

Continuous partnership: Work on attitudinal changes towards workers with disabilities should focus on raising the awareness and strengthening the capacity of all stakeholders, including the Ministry of Manpower, companies' representatives at the management level, trade unions, as well as DPOs' representatives in order to achieve equal employment.

Inclusive skills development: Persons with disabilities face barriers to all aspects of life, including social participation. Inaccessible transportation, lack of reasonable accommodation, limited access to education contribute to challenges in accessing the labour market. Soft and hard skills development programs and trainings are needed to ensure the capacity development of persons with disabilities in participating actively and ensuring that they can work as productive as other workers.

A gender equality approach to promote disability inclusions: Men and women with disabilities face different barriers in society, including different barriers to find and retain employment. Women with disabilities are more likely to experience double discrimination than men with disabilities. Therefore, a balance of women and men with disabilities in the workplace is crucial in truly achieving decent work for all. 🌟





Innovative Initiatives under ILO-PROPEL Indonesia

Indonesia Business Disability Network

INDONESIA has been moving towards inclusive businesses with the establishment of the Indonesian Business Disability Network (IBDN), which would be launched in 2016. The IBDN is a voluntary network comprising members of multinational enterprises and partners from employers' organizations, business networks, government, and disabled persons organizations (DPOs).

Through this Network, members will work hand-in-hand by sharing a common value that people with disabilities have talents and skills that can enhance any businesses aiming to promote equality and diversity in place of work. This Network is a result of an initiative from L'Oreal Indonesia and two business forums on inclusive employment that the ILO held in Jakarta in December 2015 and March 2016.

IBDN's core members consist of seven) companies as the following: PT L'Oreal Indonesia, Bank Mandiri, Standard Chartered Indonesia, Accor Group, PT Trans Retail Indonesia, PT Dewhirst Indonesia and Tetra Pak Stainless Engineering. The Network's vision is to build an inclusive and fair workplace that enables active participation from persons with disabilities that will lead to their equal development based on their potentials, interests, and skills.

IBDN is automatically be a member of ILO Global Business and Disability Network that has members of multinational enterprises, employers' organizations, business networks and disabled persons' organizations in countries such as China, Saudi Arabia, Costa Rica and Bangladesh. 🌸

Four main activities that are also the content of the Network's Charter which will be carried out by the core members are:

1. **Readiness of companies aiming for inclusive workplace** (by strengthening infrastructure, mindset, accessibility, reasonable accommodation, education and training as well as awareness raising through information exchange).
2. **Readiness of persons with disabilities in entering labor market** (by strengthening mindset, skills, communication, reasonable accommodation, education and training as well as awareness raising).
3. **Potential-based recruitment** of persons with disabilities.
4. **Commercial collaboration** with persons with disabilities.



Towards Inclusive Media on Disability in Indonesia

Sensitizing journalists on disability issues

A SERIES of media trainings were conducted in collaboration with Diffa Magazine and the Alliance of Independent Journalist (AJI) Jakarta in targeted areas of the ILO-PROPEL Indonesia. These media engagement trainings were aimed to raise awareness amongst journalists on how to deal with disability issues sensitively and portray people with disabilities in a better and more positive manner through their respective media.

The training was also aimed at improving the journalists' skills of writing on disability issues while keeping in line with the principles of journalistic ethics and promoting the values of quality journalism.

As part of the practical learning experience, a factory visit was conducted. One of the conducted factory visits was to PT Omron Manufacturing of Indonesia in Cikarang, West Java. During the visit, the journalists observed working conditions of all workers, including workers with disabilities and had an opportunity to interview and talk to the management of PT Omron and some workers with different disabilities.

During the visit, one of the participating journalists exclaimed that "this is actually the first time I am interacting with workers with disabilities at the workplace. I see that they are able to work in a factory just like other non-disabled workers." ❀

"I would like to show you that we have the capabilities but not the opportunities. I do enjoy an equal working treatment here and I also enjoy exactly the same benefits as well as training opportunities."

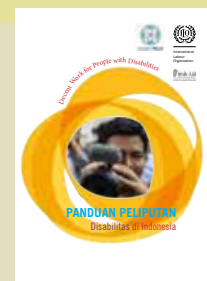


Lifiana,
Disabled
workers



Media guidelines on disability

THE MEDIA play a critical role in influencing public perception and attitudes about disability. Perceptions created by the media inform the way people with disabilities are treated in society. The media, therefore, has a responsibility to raise awareness about the rights of disabled persons; ensure that their rights are promoted and protected; and, accurately portray how people with disabilities live, what they are doing and how they contribute to their communities.



To support the Indonesian media in providing greater coverage on disability, the ILO, in collaboration with the Indonesian Press Council (Dewan Pers), launched the Media Guide on Disability in Jakarta in 2014. The launch was organized in conjunction with the commemoration of the International Disability Day.

The first of its kind, the Guide is created to provide a practical resource to media professionals interested in reporting on the issues facing people with disabilities in Indonesia. It is a 'one-stop' source for information on global disability statistics, and provides practical guidance on appropriate terminology, tips on reporting, references to key national and international standards with a particular focus on the right to training and employment of people with disabilities.

The Guide also provides contact details of organizations working on disability issues. This Guide is intended for people working as editors, journalists, broadcasters, producers, programme makers and presenters. They are also relevant to people working as web editors, and on interactive multimedia products. ❀





Their stories, their hopes

They break the barriers

THE CAMERA person was a person with hearing impairment, the sound person has a visual impairment, the script writer was physically disabled, and the editors were also persons with different disabilities—visual, hearing and physical disabilities. They worked together producing two remarkable video diaries, documenting their voices and uniqueness as persons with disabilities titled “Job (Un)fair” and “Where is Our Access?”

For one month, 19 participants with visual, hearing and physical disabilities were involved in intensive workshops in October 2013. During the workshops, the participants independently identified their own experiences, difficulties, hopes and voices using a so-called video diary method. 🌸



Yudhi Hermawan,
Participant
with visual
impairment

“The uniqueness of these videos is that people with different types of disability should work together. It is really a life-changing experience and I wish that these video diaries enhance awareness among the public at large, particularly decision makers, about disability.”





Disability video diaries: “SAME – Spaces, Opportunities and Treatment for Persons with Disabilities”

IN THE midst of hundreds of job seekers who had come for the first job fair for persons with disabilities, held in November 2013 in Jakarta, Yudhi Hermawan or Wawan, 19 years old, was eagerly looking for jobs. He tirelessly visited one participating company after another at the job fair. Yet, unfortunately, wherever he went, all the companies he talked to said that they did not have openings for persons with disabilities like Wawan. They added that they were not aware that the job fair was targeted at persons with disabilities.

Meanwhile, Maria Theresia Lanina, a student at the Persons with Disabilities Foundation (YPAC), had to struggle to climb up the stairs to the busway stop, while her colleagues carried her wheelchair. Assisted by her sister, Maria carefully took one step by another by tightly holding the staircase hand grip. “The last stair is too high and difficult to climb as there is no hand grip,” said Maria while getting back to her wheelchair. It was another obstacle in her path of getting onto the busway.

The stories of Wawan and Maria were captured in their two video diaries titled “Job (Un)fair and Where is Our Access?”, supported by the ILO and Kampung Halaman Foundation (YKH). Under the campaign of “**SAME: Spaces, Opportunities and Treatment for Persons with**



Disabilities”, these two videos were produced by persons with disabilities themselves featuring two important rights of persons with disabilities: rights to decent employment and accessibility of public facilities.

These videos were launched by the ILO and YKH in December 2013, in collaboration with Cineplex 21, the biggest cinema chain in the country, in XXI cinemas in four cities: Jakarta, Semarang, Yogyakarta and Surabaya. These videos were continued to screen as part of the effort to raise the awareness about the rights of people with disabilities. 🌸

Using their own words and selection of scenes, these videos document daily lives, plights, journeys and hopes of persons with disabilities. The first of its kinds, the videos were part of the campaign activities using a participatory video in the format of video diaries to raise awareness on issues related to disabilities.



Around **15 per cent** of the world’s population consists of **persons with disabilities** – **over one billion people**. They constitute the world’s largest minority group.



They hope that the videos will...



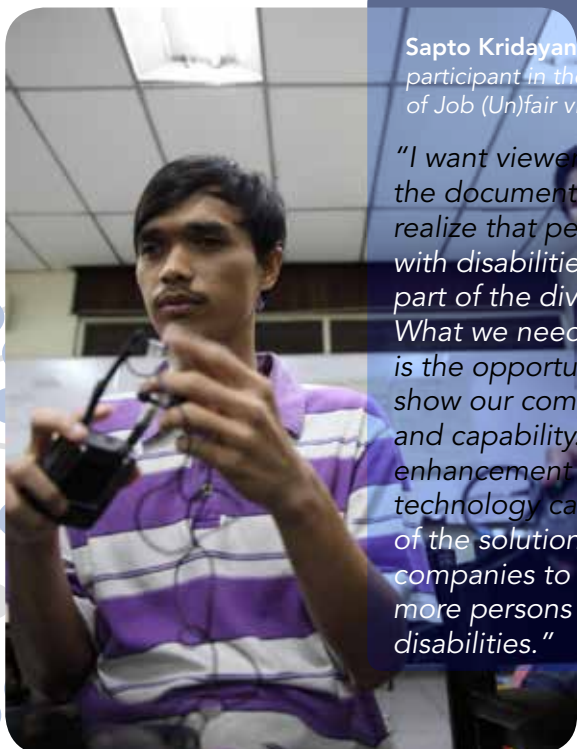
Laura Lesmana Wijaya,
participant in the making
of Job (Un)fair video.

"Through these videos, I wish that the society has a better understanding about the importance of sign language for persons with hearing impairment."



Toto Sugiharto,
participant in the making of
Where is Our Access video.

"The society tends to have prejudice about persons with disabilities. Through these video diaries, I want to show the society that persons with disabilities have the same potential."



Sapto Kridayanto,
participant in the making
of Job (Un)fair video.

"I want viewers of the documentary to realize that persons with disabilities are part of the diversity. What we need the most is the opportunity to show our competency and capability. The enhancement of technology can be part of the solutions for companies to employ more persons with disabilities."



Nila Krisnawati,
participant in the making of Where is
Our Access video

"Through these videos, I would like to positively portray persons with disabilities. We are competent and we can work. Thus, I wish that the videos can promote equal rights and opportunities for persons with disabilities."



Around **82 per cent** of **people with disabilities** are in developing countries and **live below the poverty line and frequently face limited access to health, education, training and decent work.**



One opportunity, limitless possibility

What is needed for people with disabilities is one chance to show their abilities. An inclusive working environment opens limitless access to equal employment opportunities.

SURYA Sahetapy, 22 years old, never imagined that his first working experience was in the governmental office. He also never imagined that he would be the first person with disability employed by the Provincial Government of Jakarta.

He still remembered the day he applied for the first apprenticeship programme opened by the Governor of Jakarta, Basuki Tjahaja Purnama or also known as Ahok, in November 2015. The first of its kind, the programme was launched by Ahok, inspiring young Indonesians to be more involved in the developmental programmes as an effort to improve

the professionalism and transparency of the local governance.

Competed with other 500 applicants, Surya sent his essay about the general condition of deaf people in Jakarta. His essay also emphasized what the provincial government could do to develop and improve the educational system, particularly for deaf people.

When he was notified as one of the 20 selected apprentices to join the four-month apprenticeship programme, he was delighted but also stunned at the same time. "I could not believe that I was selected. I am still doing my college study and this was really my first working experience. I never imagined that it would be with the government," said Surya using sign-language, adding that he was the only apprentice with disability.

In the apprenticeship programme, he was positioned in budgeting section out of 12 sections, such as infrastructure, technology

"I used to not to care about politics, but now I have different views about it. I hope more and more people with disabilities involve in this programme to promote and advocate issues about disabilities."

and information, city planning, education, public service, and so forth. "Budgeting is new for me. I have no financial background. At the beginning, it was hard for me to follow my team, but I learnt a lot," said Surya who is majoring in English Education at the Sampoerna University, recalling his first days.

Tackling the challenges

One of the challenges for Surya was to be involved and understand the conversations and discussions around him. Without the assistance from a sign-language interpreter, he tried his best to read lips.

After two weeks without an interpreter, Surya discussed his challenge with his team leader. Since the provincial government had never employed people with disabilities, the officials were not aware about

"It was an enlightening experience as I learnt so much too from assisting Surya doing his tasks in budgeting."



Rastri Puspita Mine,
Sign-language
interpreter



“

Through young generation like Surya who tirelessly advocates and promotes equal opportunity and treatment for people with disabilities, it is hoped that more positive changes will happen in this country. More and more people with disabilities will have equal opportunities to employment, training, education and other social aspects of life.”



Santy Otto,
Project Coordinator
of the ILO's
PROPEL-Indonesia

disability issues. A sign-language interpreter was then hired to assist Surya during the apprenticeship programme.

For Rastri Puspita Mine, a sign-language interpreter, it was also her first experience dealing with the governmental issues. “It was an enlightening experience as I learnt so much too from assisting Surya doing his tasks in budgeting. My difficulty was to translate the governmental terms and numerous abbreviations used,” she told her experience.

His apprenticeship experience, however, has made Surya changed his perception about the government. “I have a more positive impression for the government. I learnt that the government actually cares about disability issues. They haven’t done much because they haven’t had adequate understanding about this.

Therefore, it is important for all the disability organizations and others who care about creating an inclusive environment surrounding us to continue advocating the government and the public at large about disability issues,” stated Surya who is also an active disability advocate.

During the apprenticeship, he said that he learnt more about the role and function of the provincial government. What he cherished the most were the chance to participate in meetings conducted with the Jakarta Governor, visits to government offices at the community level and dialogues with relevant officials.

“I used to not to care about politics, but now I have different views about it. I hope more and more people with disabilities involve in this programme to promote and advocate issues about disabilities,” he said. 🌸



Disabled people are at a **higher risk of poverty in every country**, whether measured in traditional economic indicators such as GDP or, more broadly, in non-monetary aspects of living standards such as education, health and living conditions.



Commitments from the Government

Inclusive job fair in Mojokerto: **The smallest city with big, inspiring initiatives on disabilities**

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 two-day inclusive job fair was organized in 2014.

The inclusive job fair is in line with the vision of Mojokerto as “the Service City”. This means that the city provides quality and equal services to all of its citizens, including persons with disabilities. The job fair was also part of the efforts of Mojokerto to provide persons with disabilities with decent employment in the formal economy.

Around 40 companies from various sectors participated in the job fair. Some companies specifically offered job opportunities for people with disabilities. These companies are from sectors such as PT Intidragon Suryatama—a footwear manufacture,

PT Bokormas—a cigarette company, PT Infomedia Nusantara—a human resources supplier, CV Tiara Handicraft—an embroidery company, and PT Asuransi Generaly—an insurance company.

“Our company believes that persons with disabilities have equal rights to life and employment. As long as they can do the job and there are job openings, why not? The most important requirements for us are the skills and ability to do the job,” said Pripih Erma, human resources staff for recruitment and assessment of PT Intidragon Suryatama.

Meanwhile for PT. Infomedia Nusantara, it is the company’s first time opening job opportunities to persons with disabilities. Infomedia is a human resource company which supplies skilled workers for 100 client companies, including airlines, banks, telecommunication, food

and beverage services, state-owned companies and more.

Rizky Adam, Human Resources Operations for PT Infomedia Nusantara, admitted that the main obstacle they face in recruiting workers with disabilities is the level of education. “Yet, we are determined to be more active in promoting inclusive opportunities by encouraging our clients to open more job opportunities and recruit more workers with disabilities.”

Thousands of job seekers including those with disabilities flocked to the job fair in the hope of finding a decent job. Chrisnawati, a job seeker with a physical disability, enthusiastically welcomed the job fair, with hopes of finding a position as a tailor with equal salary and benefits to those without a disability. 🌸





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.

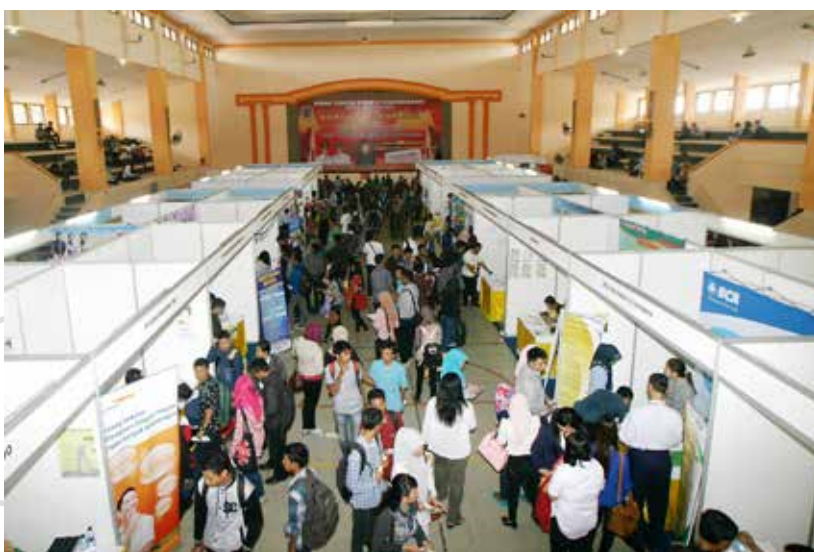
Every year the city organizes events that involve persons with disabilities where they can demonstrate their abilities, showcase their work and express their aspirations. Persons with disabilities have an equal ability and competency in the creative industry, but we need to ensure their involvement in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





Sapto Purnomo, Deputy Director for Vulnerable Labour Placement of the Directorate of Domestic Manpower Placement of the Ministry of Manpower.

More employment opportunities for people with disabilities

Where are we now on promoting equal employment opportunities for people with disabilities?

Two years ago, my team and I examined the enforcement of one per cent quota (1 per 100 workers) under the previous Law No. 4/1997 on Disabled People. We examined what we had done and what we had not done. We realized that we haven't had sufficient programmes to promote disability issues. We need to do more and to date some progress have been made and more employment doors have begun to open for people with disabilities.

What progresses have been made so far?

Government of Indonesia is committed to promote equal employment opportunities for people with disabilities. In addition to the signing of the Memorandum of Understanding (MoU) between the Ministry of Manpower and the Ministry of State-Owned Enterprises on Placement and Vocational Training for People with Disabilities at the state-owned companies in December 2015, the government will open employment opportunities as civil servants for people with disabilities. These initiatives aim to showcase that the government has opened its door to inspire more and more companies in the private sector to do the same.

We also continue to raise the awareness of relevant constituents from, among others, the Manpower offices

in the provincial and district levels, enterprises, trade unions, disability organizations, and mass media through a series of interactive talk shows about the rights of people with disabilities as well as their untapped talents and potentials since two years ago. So far we have done these activities in eight provinces known as industrial areas, and we would do another four provinces in 2016. Through these interactive sessions we also learn more about challenges and concerns from the companies.

What are the challenges faced by the companies for recruiting and hiring people with disabilities?

We learnt that it is not easy for companies to find competent workers with disabilities. Some companies that are already committed to employ workers with disabilities have faced difficulties in finding workers with disabilities who have required competencies. Therefore, the Ministry of Manpower initiated a programme to match the supply with demand by developing a linkage between government's jobs network with online jobs network for disability such as DNetwork as a way to provide better access to employment.

Another effort is to encourage companies to create jobs that are suitable for people with disabilities. For example in Pekalongan, a local company hires a person with physical disability to be an administrative staff. I believe if there is a will, there will be a way.

Any other concerns from companies on disability?

The main concerns are mostly on cost and benefit. I have received questions on the high cost that should be borne by the company to adjust or even to renovate working premises, the need for intensive trainings and productivity. Yet, with support from the ILO, we educate companies that workplace adjustment is not expensive. There are ways to make this low-cost or even budget-free. And, in the contrary, the productivity of workers with disabilities are the same or even higher than other workers in some positions.

What is next as the future strategy to realize equal opportunity for people with disabilities?

We would like to continue to empower Manpower offices at provincial and district levels through the Disability Equity Training (DET) using the ILO's manual as they act as the frontline on the placement of workers with disabilities. We also continue to empower people with disabilities on entrepreneurship by developing a partnership with local NGOs, community organizations, etc. We promote products made by people with disabilities through a Disability Expo. Since last year, we have combined the organization of the Expo with Job Fairs to attract more people visiting the expo and raise the awareness of the public at large about businesses run by people with disabilities. 🌸





Active roles of the companies

Let's give them a chance like others: **A business case of Shangri-La Hotel Surabaya**

FOR YEARS companies and organizations have been seeking for a competitive advantage under the philosophy of diversity in working places as one of the ways to integrate people with disabilities in the working environment. It has been proven that there are many benefits gained by opening employment opportunities for persons with disabilities.

One company that has opened its door for workers with disabilities is the Shangri-la Hotel in Surabaya, East Java. Since 2007, Shangri-La Surabaya has applied a recruitment and hiring policy based on performance and competencies, including for persons with disabilities.

Fadli Hamzah, 35 years old, is one of the workers benefitting from this policy. He has been working in the engineering section for two

years, ensuring smooth daily hotel operation.

Using a sign-language, Ernesta expressed that she also felt the same. "I like working here, I feel motivated," she said. She also does not face any problems in communicating and collaborating with her fellow-workers.

Just like Fadli and Ernesta, for Rea Sabita Edy, the job boosts her confidence and self-motivation. As the officer for restaurant reservation, this vocational school graduate is able to communicate well with customers. She has been positioned as the company's front line in getting customers' trust for three years.

"I directly deal with customers when they want to be members or to pick up vouchers," she said, adding that "As long as I work here, there has

“There is a positive impact, for everyone of course, for opening the doors for people with disabilities. For the workers, this helps them getting decent employment and for the employers, they get workers with high productivity. So this is really a win-win solution.”



Francesco d'Ovidio,
Country Director of
the ILO in Indonesia



“Not only Shangri-la-Hotel, but we hope that other five star hotels and other industries would be encouraged to do this. Let’s give these friends with disabilities a chance like others.”



Renny Herwanto,
Communications
Manager of
Shangri-La Hotel
Surabaya

been no discrimination. I work well with other colleagues, we talk and even hang out together.”

A good inclusive working environment has become a motivation for Fadli, Ernesta and Rea to work well. This is in line with the policy and commitment of the company. For Shangri-la Hotel Surabaya, workers with disabilities have the same potentials as others. Their perseverance and seriousness in working are valuable assets for the company to reach target.

“The corporate office sees employees who have disabilities as those who have equal potential as others and can be employed in the same sector

like other people at the hotel. They have good working performance, if not much better,” said Renny Herwanto, Communications Manager of Shangri-La Hotel Surabaya.

Seeing the huge contribution that can be given to the companies by people with disabilities, it is hoped that companies will open their doors wider.

“There is a positive impact, for everyone of course, for opening the doors for people with disabilities. For the workers, this helps them getting decent employment and for the employers, they get workers with high productivity. So this is really a win-win solution,” stated Francesco



d’Ovidio, Country Director of the ILO in Indonesia.

Getting decent employment is everybody’s right. Unfortunately, 38 million people with disabilities in Indonesia often face difficulties in getting jobs. What they only need is an opportunity to show and demonstrate that they have equal competencies and talents like everybody else. 🌸

Editorial

Editor-in-Chief: Francesco d’Ovidio
Deputy Editor-in-Chief: Michiko Miyamoto
Contributors: Santy Oto, Gita Lingga
Editor: Gita Lingga
Distribution: Budi Setiawati

Photos: Collection of ILO Jakarta Office

The opinions expressed herein do not necessarily reflect the views of the ILO.

For further information, please visit: www.ilo.org/jakarta



Disabled women are at greater risk of poverty than men with disabilities. Their poverty is **linked to their very limited opportunities for education and skills development.**

Approximately **785 million women and men with disabilities are of working age, but the majority of them do not work.** Those who do work often earn less than their non-disabled counterparts in the informal economy, with little or no social protection.



Opening doors to the workplace for people with disabilities: The business case of PT Dewhirst Indonesia

REALIZING the potentials of people with disabilities to companies, PT Dewhirst Menswear Indonesia, a leading garment company in the country, has been providing an equal job opportunity for job-seekers with disabilities since 2001. With a total of 2,700 workers, the company has employed 29 workers with disabilities.

"We actually want to hire more people with disabilities as we see their potentials as skillful and productive workers, and this has been the commitment from the management. However, it is not easy to find workers with disabilities. Although we always clearly notify in our job vacancies that the job opportunities are equally opened for people with disabilities, only a few or even none job applicants from them," said Hayati, HR and Recruitment Manager of PT Dewhirst.

"We have positive experiences employing people with disabilities. They have good working performance, they are eager to learn and they are loyal. To date, we have workers with disabilities at supervisory and managerial levels."



Hayati,
HR and Recruitment
Manager of
PT Dewhirst

To solve the lack of job-seekers with disabilities, Hayati said that the company attempted to find strategic solutions that, in turn, would be beneficial for the company's recruitment and hiring processes. "We had been thinking how we could hire workers with disabilities who have the required skills and competencies. We believe that people with disabilities have the same potentials, if not more, as other workers," she added.

In order to get more job applicants from people with disabilities, PT Dewhirst has developed a proactive strategy by providing training providers and vocational schools with improved vocational curriculums, particularly for skills/vocational training for persons with disabilities. The curriculums have been designed to provide an opportunity for persons with disabilities to showcase their talents and skills related to the garment sector.

Not only improving the curriculums, the company also provides garment machineries to training providers and vocational schools. These

machineries are used for practical trainings of the trainees/students so that they can learn how to use the equipment properly before entering the real world of work, specifically for those who are deaf and with speech disability.

“Through this strategy, we can get competent workers who are matched with the needs and requirements of the company. We can also get skillful trainees/students with disabilities who can be absorbed and hired by the company when they graduate,” said Hayati, explaining the benefits gained by the company.

In addition, according to Hayati, PT Dewhirst opens an apprenticeship opportunity for these trainees/students, including those with disabilities. It is hoped that through the apprenticeship programme, they can further learn about their tasks and responsibilities, manage their workload and be familiar with the working conditions. “It is part of our effort to smooth the transition from school/training-to-work, particularly for workers with disabilities,” she said.

For PT Dewhirst, stated Hayati, employing people with disabilities is not a matter of charity. It is a matter of cost and benefit for the company. PT Dewhirst also conducts a monitoring and control system on the product made.

“The percentage of performance result of persons with disabilities is as equal as those with no disability. We use colour codes for working performance. Red is for performance under 50 percent, yellow is between 50 and 75 percent and green is above 75 percent. Our disabled colleagues always receive green, especially those who are deaf and with speech disability,” she said proudly. 🌸

Facts about Indonesia and Disability

- ♦ **Indonesia** has in 1999 **ratified the Discrimination (Employment and Occupation) Convention 1958 (No. 111).**
- ♦ In October 2011, **Indonesia ratified the UN Convention on the Rights of People with Disabilities (UNCRPD).** The ratification resulted in the recognition of people with disabilities as the most vulnerable group in Indonesia facing discrimination in access to education, skills training and employment.
- ♦ Previous legislation on disability—the **Act of the Republic of Indonesia No. 4/1997 concerning Disabled People**, and its implementing regulation, **Government Regulation No. 43/1998**, as well as the **Ministry of Manpower and Transmigration Decree No. 205/1999**—focuses mainly on social welfare provisions.
- ♦ Current legislation on disability—the **Act of the Republic of Indonesia No. 8/2016 on Persons with Disabilities** pivots on UNCRPD and focuses more from the lens of rights of persons with disabilities.
- ♦ A quota system is in place to **promote employment opportunities in the open labour market (2 percent for government, local government, state-owned enterprises, and local government-owned enterprises, as well as 1 percent for private companies).**



In line with WHO calculation, it is estimated that **10 per cent** of the **Indonesian population (24 millions)** consists of people with disabilities.



Communications tools

Publications

Employing persons with disabilities guideline for employers



Inclusion of people with disabilities in Indonesia



Pocket guide to reporting on disability in Indonesia



Managing disability in the workplace: ILO code of practice



Achieving equal employment opportunities for people with disabilities through legislation: Guidelines



Report of the Business Forum: Inclusive Employment Makes Business Sense



The right to decent work of persons with disabilities



Hari Perempuan Se-Dunia 2014: Kesetaraan bagi perempuan adalah kemajuan kita semua*



Business as unusual: Making workplaces inclusive of people with disabilities



Inclusion of Youth with Disabilities: The Business Case



* only available in Bahasa Indonesia

For further information about the ILO activities on disability in Indonesia, please visit: www.ilo.org/jakarta

Audio-visual campaigns

Where is our access?

Persons with disabilities have not been able to enjoy adequate public facilities up to this date. They gathered to discuss this issue. How do they use public facilities? Have they been involved in the construction of accessible public facilities?



Job (un)fair

This film is the story of disability workers who have been successfully employed by a company and persons with disabilities who are still looking for jobs. Do the companies in Indonesia have any awareness in terms of providing opportunities for persons with disabilities?



Equal job opportunity for people with disabilities

This video showcases potentials of persons with disabilities that they are as productive and competent as other workers. The video also features a business case of Shangri-La Hotel Surabaya which have opened its door to people with disabilities through its competency-based recruitment and hiring policy.

