



International  
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# Inclusion of People with Disabilities in Indonesia

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



## Current Global facts

- 15 per cent of the world's population are persons with disabilities – over one billion people. They constitute the world's largest minority group.
- Around 82 per cent of people with disabilities are in developing countries and live below poverty lines and frequently face limited access to health, education, training and decent work.
- 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.
- 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.
- Excluding people with disabilities from the labour force results in estimated GDP losses ranging from 3 and 7 per cent.
- People with disabilities are frequently excluded from education, vocational training and employment opportunities.
- More than 90 percent of children with disabilities in developing countries do not attend school (UNESCO) while only 1 per cent of women with disabilities are literate (UNDP).

## Current Indonesia facts

During the last decade, Indonesia has experienced steady progress in raising per capita income and significant progress in alleviating poverty. However, the country faces challenges in pursuing equitable development. Poverty rates are still very high in many parts of Indonesia and inequalities, especially for marginalized and vulnerable people, including persons with disabilities, remain important. A disabled person is often socially excluded, and faces considerable discrimination in accessing health and other services, education, and employment.

- According to BPS, SAKERNAS 2011, total of Indonesian population is: 237,641,326 persons of which the total persons on working age is: 171,755,077 persons.
- In line with WHO calculation, it is estimated that 10% of Indonesian population (24 millions) are people with disabilities.
- According to PUSDATIN data of the Ministry of Social Affairs, as of 2010, total people with disabilities in Indonesia is: 11,580,117 persons of which 3,474,035 (people with visual impairment), 3,010,830 (people with physical impairment), 2,547,626 (people with hearing impairment), 1,389,614 (people with mental impairment) and 1,158,012 (people with chronic impairment).
- While according to data of the Ministry of Manpower and Transmigration, as of 2010 total people with disabilities is: 7,126,409 persons.

Lack of accurate data on the number of persons with disabilities acts as a brake on a range of actions and measures that could be taken otherwise. In fact, there is no accurate and comprehensive data regarding persons with disabilities in Indonesia.



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## Governmental support for people with disabilities

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

- **Law No. 4/1997 on Persons with Disabilities and Government Regulation 43/1998 on Efforts to improve the Social Welfare of Persons with Disabilities** (1997/ 1998): Specifically regulate persons with disabilities. Article 14 establishes a quota of 1% for the employment of persons with disabilities in the public and private sector. Article 5 states that “every disabled person has equal rights and opportunities in all aspects of life”. Article 6 lists various rights accorded to persons with disabilities such as education, employment, equal treatment, accessibility, rehabilitation.
- **Law No. 39/1999 on Human Rights** (1999): Article 41(2) states that each person with disability has the right to facilitation and special treatment.
- **Law No.25/2009 on Public Services** (2009): Article 29 requires public service providers to provide special treatment to persons with disabilities in accordance with regulations.
- **Law No.28/2002 on the Construction of Buildings** (2002) stipulates clearly that facilities must be accessible for persons with disabilities. Article 27 expresses that facilities should be easy, safe and pleasant, especially for persons with disabilities.
- **Decree of the Minister of Manpower and Transmigration No. KEP-205/MEN/1999** (1999): Article 7 states that persons with disabilities are eligible for vocational training certificates.
- **Circular Letter of the Minister of Manpower and Transmigration No. 01.KP.01.15.2002** on job placement of workers with disabilities in the private sector.

## Key international standards on disabilities and thier status

- ILO Convention concerning Discrimination in Respect of Employment and Occupation, 1958, (No. 111). Status: *ratified on 7 June 1999*.  
  
Around the world, the existence of employment discrimination prevents too many men and women, including disabled persons, from participating in the labour market and reaching their full potential. Convention No. 111 on discrimination in employment is one of the core conventions of the ILO.
  - ILO Convention concerning Vocational Rehabilitation and Employment (Disabled Persons), 1983, (No. 159). Status: *not ratified*.  
  
Calls for specific attention to be paid to the promotion of vocational rehabilitation and employment services for disabled persons in rural areas and remote communities. Its accompanying Recommendation (No. 168) emphasizes the importance of fullest possible community participation in the planning and organization of such services.
  - United Nations Convention on the Rights of Persons with Disabilities (2006) and Optional Protocol. Status: *ratified on 30 November 2011*. Optional Protocol has not been signed.
- Article 27 on Work and employment:** Relates to the rights of persons with disabilities in work and employment, and highlights 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 people with disabilities.



# The role of the ILO

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. The following is the ILO's projects dealing with disability issues:

## Better Work Indonesia



Better work Indonesia (BWI) is part of the Better Work global programme, which is a unique partnership between the International Labour Organization (ILO) and the International Finance Corporation (IFC). It unites the expertise of the ILO in labour standards with that of the IFC in private sector development. Better Work Indonesia aims to improve compliance with labour standards and promote competitiveness in Indonesia's apparel industry by assessing current workplace conditions and offering customized advisory and training services to factories to address their individual needs. BWI is funded by the Australian Government (AusAID), the Netherlands Ministry of Foreign Affairs and the Swiss State Secretariat for Economic Affairs (SECO).



## PROPEL- Indonesia



The ILO's Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation (PROPEL-Indonesia) aims to address gaps in policy and legislative protection on employment and training

of persons with disabilities to ensure they are consistent with international standards. Funded by the Irish Aid, PROPEL-Indonesia is part of the global PROPEL Project implemented in several countries in Asia and Africa.



## UNPRPD

Promoting Rights of People with Disabilities in Indonesia



UNPRPD is UN partnership to Promote Rights of People with Disabilities in Indonesia. The Project aims to adopt advance policies on rights of people with disabilities promoted through stronger disability institution and improved disability data collection. The UNPRPD is supported by the UN Partnership to promote the Rights of Persons with Disabilities Multi-Donor Trust Fund.

# The way forward

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

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