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# ► Mapping Workers with Disabilities in Indonesia

## Policy Suggestions and Recommendations

*Tendy Gunawan, Jafen F. Rezki*



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# 01

## INTRODUCTION



## ► Long before the COVID-19 pandemic in 2020

People with disabilities already had significant challenges and obstacles in getting access to information, health, transportation, and infrastructure, as well as jobs. In addition, the COVID-19 pandemic has had a greater impact for various reasons.

First, they have a higher risk of contracting the virus due to physical barriers in accessing information, precautions and are more likely to endure a serious impact because of pre-existing health conditions, as well as limited access to health care.

Moreover, restrictions on mobility and social interaction have increased pre-existing barriers for persons with disabilities and created new disturbances and risks to their freedom, health, and life. Furthermore, the solutions proposed by stakeholders are, in most cases, are not inclusive of persons with disabilities.<sup>1</sup>

Various aids provided by the government in dealing with the COVID-19 pandemic are general in nature, targeting the beneficiaries of the most economically impacted community groups: workers who have lost their jobs, small, medium, and large entrepreneurs, Family Hope Programme (PKH) beneficiaries, and the youth.

In addition to social assistance for persons with disabilities that existed before the pandemic, various existing government assistance programs do not specialise in access for persons with disabilities. Nevertheless, people with disabilities are one of the priority groups in getting the vaccine in June 2021.

In 2017, ILO produced a report "Mapping Persons with Disabilities (PWD) in Indonesia Labor Market", prepared by the Institute for Economic and Community Research (LPEM), Faculty of Economics and Business, University of Indonesia, based on the 2016 National Labour Force Survey (SAKERNAS).

The report attempts to map the conditions of persons with disabilities in the Indonesian labour market, particularly in relation to the socio-economic conditions of persons with disabilities, the characteristics of persons with disabilities employed, and the distribution of wages for persons with disabilities<sup>2</sup> which also includes various definitions of disability, different sources of data on the number of persons with disabilities, and the legal and regulatory basis for employment of persons with disabilities.

Several advances related to regulation, in particular, the derivative regulations of Law no. 8 year 2016 on Persons with Disabilities have been made since the report was published in 2017. This report aims to provide an overview of employment for workers with disabilities from its first publication in 2017, describing the progress that has been made and to analyse the impact of the COVID-19 pandemic on workers with disabilities in particular.

<sup>1</sup>ILO, Global Business and Disability Network, 2021, An Inclusive Digital Economy for People with Disabilities  
[https://www.ilo.org/global/topics/disability-and-work/WCMS\\_769852/lang--en/index.htm](https://www.ilo.org/global/topics/disability-and-work/WCMS_769852/lang--en/index.htm)

<sup>2</sup>ILO, 2017, Mapping Persons With Disabilities (PWD) in Indonesia Labor Market - Recent Report  
[https://www.ilo.org/jakarta/whatwedo/publications/WCMS\\_587669/lang--en/index.htm](https://www.ilo.org/jakarta/whatwedo/publications/WCMS_587669/lang--en/index.htm)

A photograph of a woman with dark hair tied back, wearing an orange and white checkered headscarf and a yellow polo shirt. She is looking down at her hands, which are working on a loom. Her hands are positioned over a white fabric strip. The background is blurred, showing what appears to be a workshop or factory setting.

# 02

MAPPING PERSONS WITH DISABILITIES IN  
THE LABOUR MARKET IN INDONESIA

## 2.1. Prevalence and Types of Disabilities in Indonesia

► Standardization of disability measurement needs to be a priority, as it has become the basis of analysis for policy makers

► **Table 1. Disability prevalence based on various data sources**

Data Collection Activity	Year	Disability Measurement	Answer Category	Disability Prevalence	Number of Observation
Podes	2014	Asking village officials about the number of PwDs in the village for nine types of disabilities: visually impaired, deaf, mute, speech-impaired, physically and mentally disabled, intellectually disabled, handicapped	State the number of PwDs in the village for each type of disability	0.4 %	82,190 villages
	2018			0.4 %	83,931 villages
Susenas	2018	Ask the individual if he/she has any dysfunction/limitation/disability in seeing (even after using glasses), hearing (even after using a hearing aid), communicating with others (in terms of speaking), remembering/concentrating, walking/climbing, and self-care	Three answers categories: no, mild, severe	11 %	264,226,891
	2019			10 %	267,303,490
	2020			8 %	270,311,824
Sakernas	2017	Asking the individual whether he has difficulty/impaired in seeing, hearing, walking/climbing (mobility), using/moving fingers/hands, speaking and/or understanding/communicating with others, other disabilities (e.g. remembering, concentrating, emotional, self care etc.)	Three answers categories: no, moderate, severe	10.2 %	20,575,229
	2018			10.6 %	20,602,633
	2019			10.5 %	20,728,227
	2020			8.8 %	17,952,509

Source: Author's calculation

The prevalence of persons with disabilities based on Sakernas 2020 decreased significantly as shown in Table 1. However, this decline needs to be interpreted more carefully. One thing to note here is the large difference in the data generated from the different surveys.

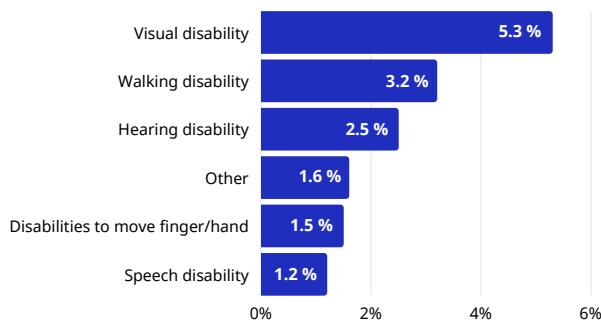
Standardization of disability measurement methods is needed and should be a priority, which will affect the analysis and design of policies, and also facilitate comparison with other countries.

► Differences in categories and scales of measurement of disability between different surveys are obstacles and challenges to obtaining accurate information as a basis for policy making

## ► Mapping Workers with Disabilities in Indonesia 02 MAPPING PERSONS WITH DISABILITIES IN THE LABOUR MARKET IN INDONESIA

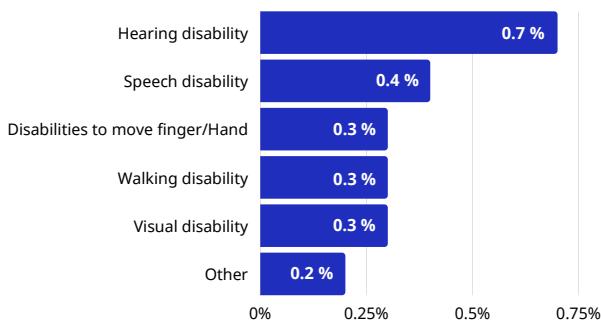
As shown in Figure 1 and Figure 2, visual disabilities have the largest percentage of disabilities on the mild scale, followed by walking and hearing disabilities, while hearing disabilities have the largest percentage of disabilities hearing, followed by speech and hand movement disabilities.

► Figure 1. Types of mild disabilities by percentage, 2020



Source: Sakernas, Author's calculation

► Figure 2. Types of severe disabilities by percentage, 2020



Source: Sakernas, Author's calculation

Differences in categories and scales of measurement of disability between different surveys also become an obstacle and a challenge to obtain accurate information as a basis for policymaking. Respondents will also find it difficult to distinguish between what constitutes a mild disability and a severe disability, so the answer will be very subjective.

The categories and measurement scales in Sakernas also do not capture data on persons with mental and intellectual disabilities.

## 2.2. Demographics of Persons with Disabilities in Indonesia

► Figure 3. Distribution of persons with disabilities by province, 2020

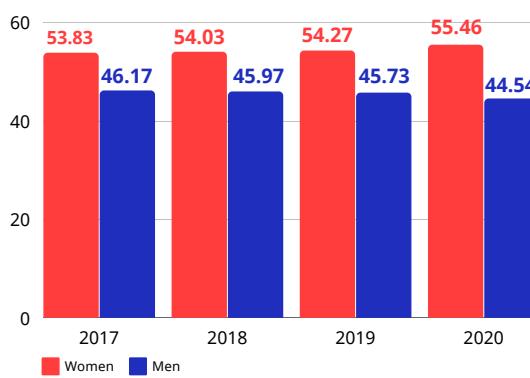


Province	Disability Rate (%)
West Java	16.46
East Java	14.91
Central Java	12.61
North Sumatra	5.72
Banten	4.96
Bangka Belitung Islands	0.55
Gorontalo	0.54
North Maluku	0.51
West Papua	0.3
North Kalimantan	0.25
Indonesia median	1,515

Source: Sakernas, Author's calculation

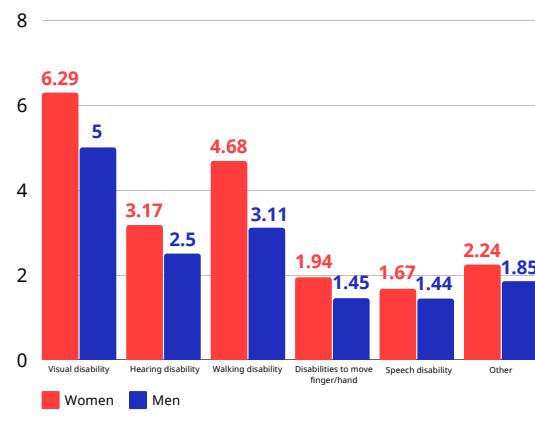
► In general, women have a higher prevalence of disability than men, across all types of disability

► Figure 4. Distribution of persons with disabilities by gender and types of disabilities (%), 2020



Source: Sakernas, Author's calculation

► **Figure 5. Distribution of persons with disabilities by gender (%), 2020**

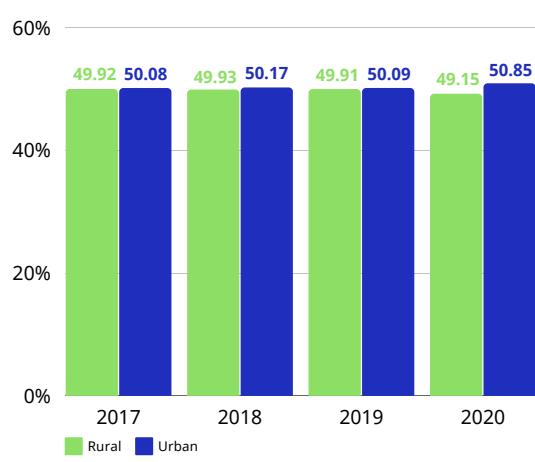


Source: Sakernas, Author's calculation

Although the differences between the types of disability amongst the two genders were merely noticeable, the two figures above show that women are more vulnerable to disability, hence the need for programs and policies that are gender-sensitive.

 **There are no significant differences in places of residence of persons with disabilities, rural or urban**

► **Figure 6. Distribution of persons with disabilities by residence, 2020**

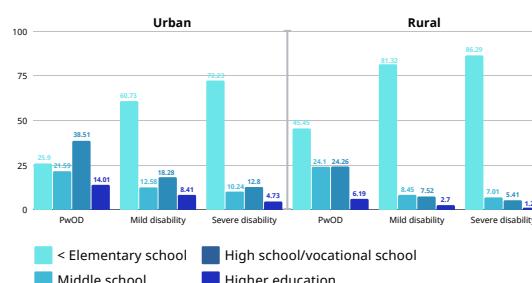


Source: Sakernas, Author's calculation

There is no significant difference in the place of residence of persons with disabilities, in rural or urban areas. However, if we look further, the number of people with disabilities who receive higher education in rural areas is much lower than those without disabilities.

This indicates that it is still difficult to access education for persons with disabilities in rural areas. Nonetheless, there are more opportunities to work for persons with disabilities in rural areas. This can be seen from the ratio of people with disabilities in rural areas who work which are much higher than in urban areas.

► **Figure 7. Distribution of persons with disabilities by residency & education (%), 2020**



Source: Sakernas, Author's calculation

 **Higher education has not fully guaranteed access to work for persons with disabilities in urban areas, and those in rural areas work in sectors that do not require higher education**

## ► Mapping Workers with Disabilities in Indonesia 02 MAPPING PERSONS WITH DISABILITIES IN THE LABOUR MARKET IN INDONESIA

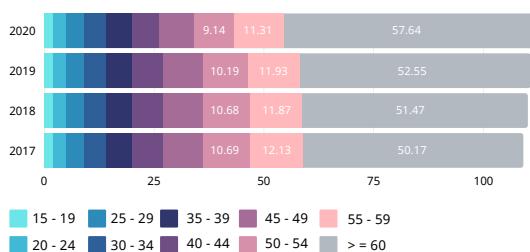
### ► Figure 8. Distribution of persons with disabilities by residency & employment status, 2020



This indicates that it is likely that higher education will not be able to guarantee access to employment for persons with disabilities in urban areas. In addition, people with disabilities in rural areas work in sectors that do not require higher education.

 **The prevalence of disability increases with age. Adjustment of accommodation for persons with disabilities is not only for persons with disabilities but will be beneficial for all levels of society**

### ► Figure 9. Distribution of persons with disabilities by age (%), 2020

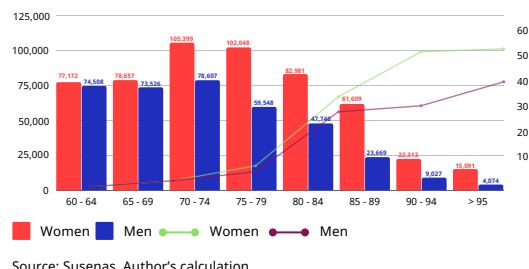


The prevalence of disabilities increases with age as referred to in Figure 10. This is due to reduced mobility and increased levels of disability along with increasing barriers experienced by the elderly due to various physical conditions and declining health. Often the challenge for adjusting adequate accommodation for persons with disabilities is in convincing policy-

makers in both companies and the public to allocate budgets and make changes.

It is argued that accommodation adjustment for persons with disabilities will only benefit one community, however, it will benefit all groups of society and pushes an inclusive agenda. Based on the data from the 2020 Susenas as seen in figure 10, almost half of the elderly, especially women, are persons with disabilities.

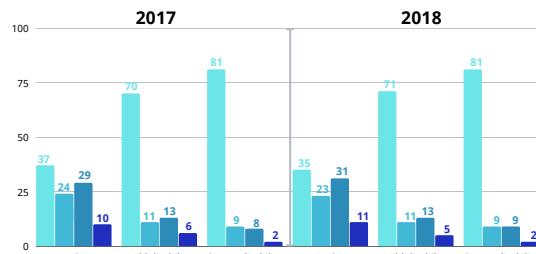
### ► Figure 10. Number & percentage of elderly people with disabilities, by age and gender, the National Socioeconomic Survey (Susenas) 2020

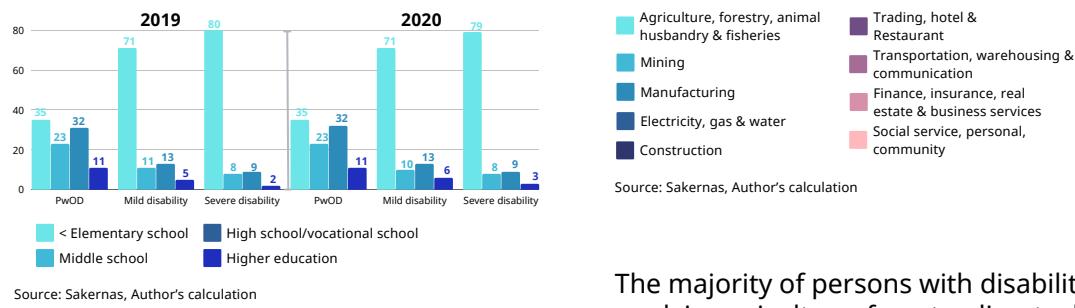


 **The level of education is a big challenge for people with disabilities to get decent jobs,**

► 70%-80% of people with disabilities only graduate from elementary school, twice as people without disabilities

### ► Figure 11. Distribution of persons with disabilities by level of education, 2020





The level of education is a big challenge for people with disabilities to get decent jobs, 70%-80% of people with disabilities only graduate from elementary school, twice as big as people without disabilities. Persons with disabilities has very limited tertiary education, 3% for people with severe disabilities, and 6% for people with mild disabilities, compared to 11% for people without disabilities.

Source: Sakernas, Author's calculation

The majority of persons with disabilities work in agriculture, forestry, livestock & fisheries (47.9% in 2020) where this sector is dominated by informal workers, followed by trade, restaurants, and hotels (21.8% in 2020). As we all know, the restaurant and hotel trade sector are one of the most affected during the COVID-19 pandemic.

There is an increasing trend of the proportion of people with disabilities who are self-employed, from 54.66% in 2017 to 58.25% in 2020, and conversely, the trend of the proportion of people with disabilities who work tends to decrease, from the majority of persons with disabilities work in agriculture, forestry, livestock & fisheries (47.9% in 2020) where this sector is dominated by informal workers, followed by trade, restaurants, and hotels (21.8% in 2020).

## 2.3. Conditions of Workers with Disability in Indonesia

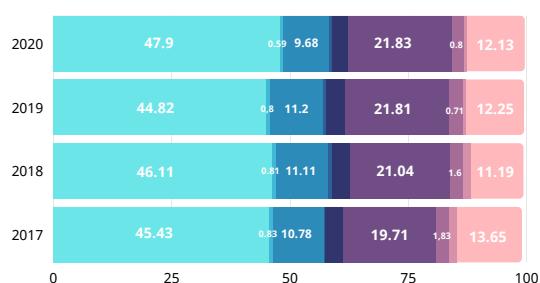
### 2.3.1. Employment Sector

There is an increasing trend of the proportion of persons with disabilities who are self-employed, and conversely the proportion of persons with disabilities who are working tends to decrease

### 2.3.2. Entrepreneurship & Informality

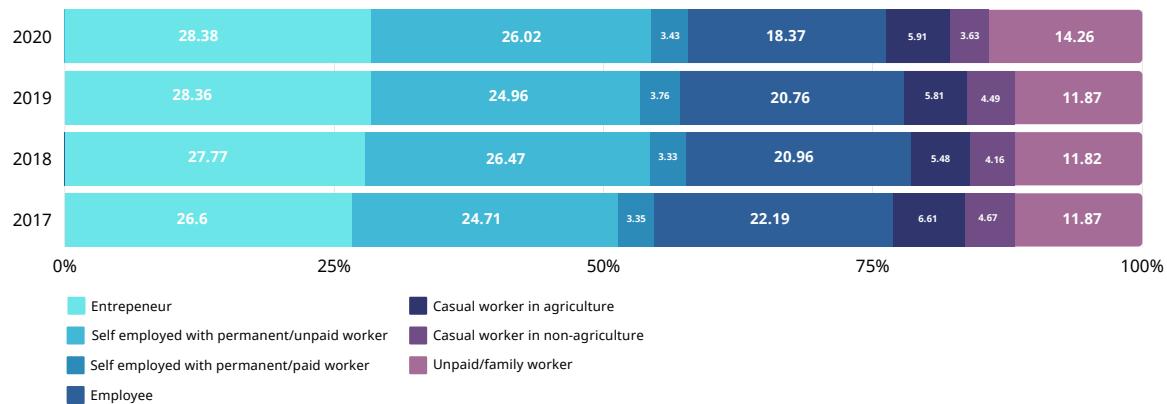
The proportion of persons with disabilities who are self-employed is 1.5 times higher than the proportion of people without disabilities who are self-employed

► **Figure 12. Distribution of persons with disabilities by employment sector, 2020**



► **Mapping Workers with Disabilities in Indonesia**  
**02 MAPPING PERSONS WITH DISABILITIES IN THE LABOUR MARKET IN INDONESIA**

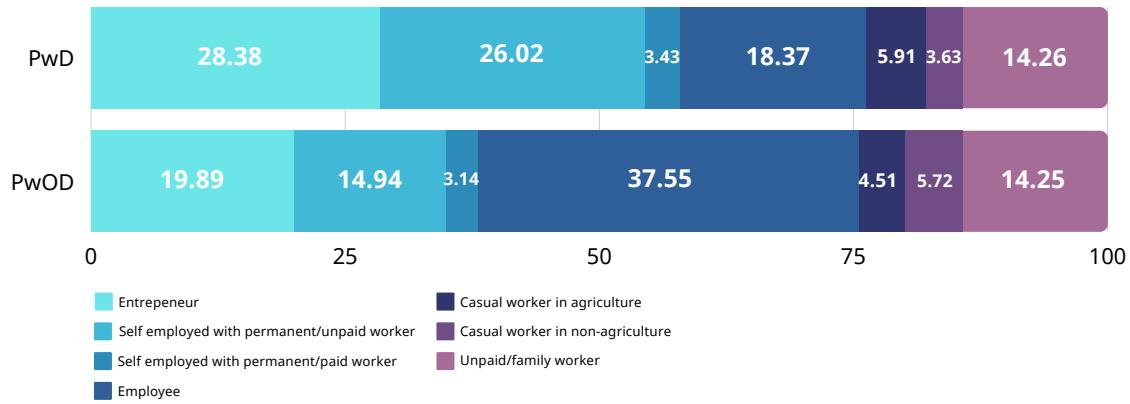
► **Figure 13. Distribution of persons with disabilities by employment status (%), 2017-2020**



The proportion of persons with disabilities who are self-employed is 1.5 times higher than the proportion of people without disabilities who are self-employed, and the proportion of persons with disabilities who work is only almost half of those without disabilities.

This indicates that people with disabilities are forced to open their own businesses because it is difficult to work and there are still few alternative jobs that can be done.

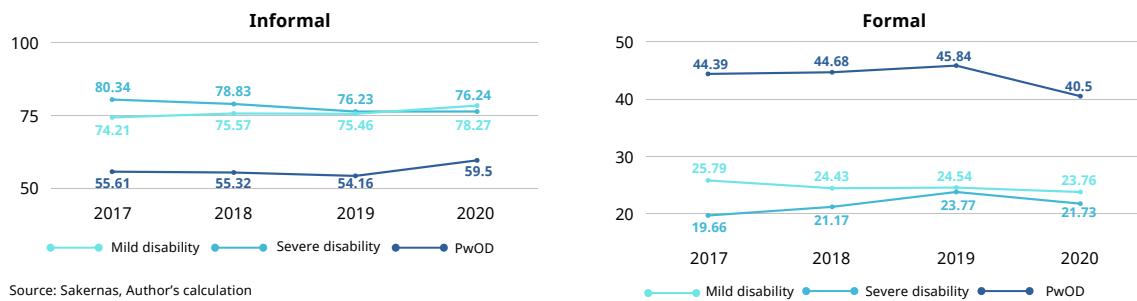
► **Figure 14. Distribution of employment status of persons with disabilities and people without disabilities by comparison, 2020**



The majority of people with disabilities work in the informal sector and the percentage has increased during the pan-

demic. Only half of the people with disabilities work in the formal sector.

► **Figure 15. Distribution of persons with disabilities by informal/formal sector (%), 2017-2020**



Source: Sakernas, Author's calculation

### 2.3.3. Wages and Income

The majority of people with disabilities work on low incomes, 82-85% under IDR 2 million, compared to 69% for people without disabilities. The proportion of people with disabilities decreases as

income increases, only 0.12%-0.52% incomes above IDR 10 million, compared to 0.84% for people without disabilities (Table 1).

► **Table 2. Income distribution comparison, 2017-2020**

Income Ranges	2017			2018			2019			2020		
	PwOD	PwD mild	PwD severe									
> 2 Million	55.25	67.2	75.86	52.21	67.13	78.32	89.55	91.19	93.59	69.09	82.71	86.42
2 - 4 Million	31.24	21.09	18.2	33.62	21.97	14.91	8.08	6.89	5.4	21.16	11.35	8.94
4 - 6 Million	8.48	7.09	3.74	8.71	6.51	3.79	1.49	1.25	0.62	6.66	4.05	3.63
6 - 8 Million	2.63	2.23	1.21	2.9	2.11	2.74	0.5	0.36	0	1.57	0.87	0.44
8 - 1 Million	1.02	1.15	0.45	1.17	1.05	0.18	0.17	0.11	0	0.69	0.5	0.45
> 10 Million	1.37	1.24	0.55	1.39	1.24	0.06	0.22	0.2	0.39	0.84	0.52	0.12

Source: Sakernas, Author's calculation

 The wage/earning gap between persons with disabilities and people without disabilities decreases as the level of education increases

► Table 3. Income by education level comparison, 2020

Education	Indicator	PwOD	Pwd-Mild	Pwd-Severe
Primary school	Average income/month	849,476	586,336	509,396
	Average working hours	35	30	26
	Average income/hours worked	6,585	6,314	6,777
Middle school	Average income/month	1,145,840	958,216	575,817
	Average working hours	37	35	31
	Average income/hours worked	8,207	8,542	5,566
High school/ vocational school	Average income/month	1,783,110	1,451,275	1,528,562
	Average working hours	39	36	30
	Average income/hours worked	12,418	11,885	11,259
> Bachelor	Average income/month	3,410,111	3,797,190	3,858,488
	Average working hours	35	33	22
	Average income/hours worked	28,735	36,453	41,161

Source: Sakernas, Author's calculation

If observed based on education level, the average monthly income of persons with mild and severe disabilities is much lower than that of people without disabilities. The low income is also due to the fact that the average working hours of persons with mild and severe disabilities

are much lower than those without disabilities. The level of education also affects the level of income. The higher the level of education, the higher the average monthly income.

#### 2.3.4. Labour Force Participation & Unemployment

 Given the low participation of persons with disabilities in the workforce (44.5%), efforts to eliminate barriers to participation of persons with disabilities in the labour market are crucial, both from the employer's perspective, and from the side of workers with disabilities

► **Table 4. Employment statistics (%), 2020**

Status	PwOD	PwD-mild	PwD-severe	Percent
Labour force	70.40	56.72	20.27	68.06 % (127,671,869)
Employed	66.42	54.63	18.32	64.31 % (120,647,697)
Unemployed	3.98	2.08	1.95	3.74 % (7,024,172)
Not in labour force	29.60	43.28	79.73	31.94 % (59,928,765)
Housewife	18.13	28.71	21.14	19.27 % (36,158,428)
Student	9.74	0.84	0.85	8.66 % (16,245,007)
Other	1.73	13.74	57.74	4.01 % (7,525,330)
Total population	100.00 % (164,804,980)	100.00 % (164,804,980)	100.00 % (164,804,980)	100 % (187,600,634)
Unemployment rate	5.65 %	3.67 %	9.63 %	5.50 %

Source: Sakernas, Author's calculation

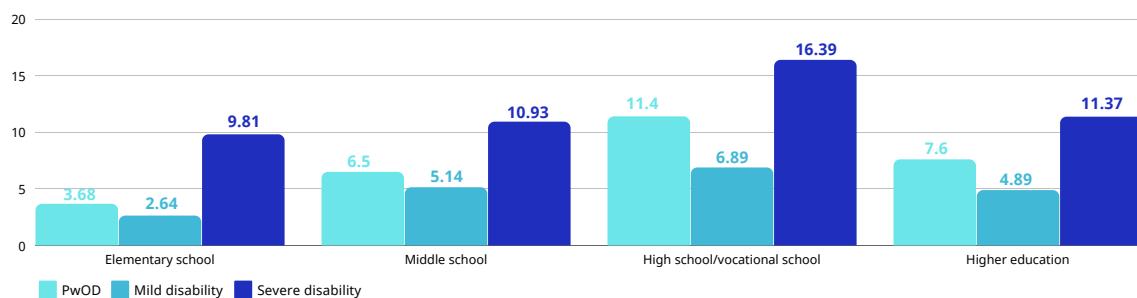
The unemployment rate for people with disabilities, especially severe ones, is much higher than those without disabilities. However, for people with mild disabilities, the unemployment rate is much lower than for those without disabilities. This is because, although it is not easy for persons with disabilities to find work as the majority of persons with disabilities who enter the workforce are usually workers who already have jobs and also have relatively better abilities or skills than persons with disabilities who do not enter the workforce. This explains why the unemployment rate for workers with mild disabilities is relatively lower. According to data from Statistics Indonesia (BPS), the population who are

not included in the labour force are people of working age (15 years and over) who are still in school, taking care of the household, or carrying out other activities outside of personal ones. This indicates that although the unemployment rate for persons with disabilities is relatively low, this value is actually caused by the low participation of the workforce for the disabled group. Efforts to eliminate barriers to the participation of persons with disabilities in the workforce are crucial, both from the employer's perspective, and from the side of workers with disabilities.

► **Approximately 55.5% of the unemployed severe disability group are aged 15-24 years and 25-34 years old. The same trend also occurs for people with mild disabilities**

► Specific programs and interventions targeting youth with disabilities are needed to improve the access of youth with disabilities to the labour market

► Figure 16. Unemployment rate by level of education, 2020

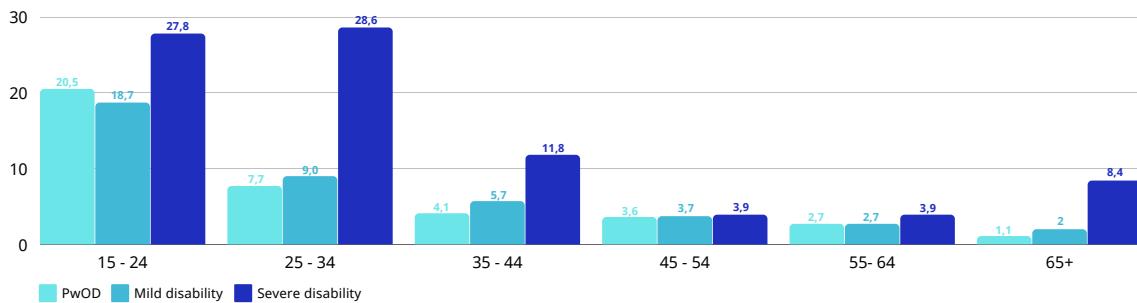


Source: Sakernas, Author's calculation

People with mild and severe disabilities who are unemployed, mostly come from those who have completed high school or vocational education. Followed by the unemployed with a bachelor's degree. The higher the unemployment rate for the disabled group who have a high school diploma and scholars indicate that the skills picked up from persons with disabilities do not match the needs of the labour market.

However, the same trend occurs for people without disabilities. Most of the unemployed are high school graduates followed by college graduates. The same trend between persons with and without disabilities indicates that the Indonesian labour market has not been able to optimally absorb high school and college graduates.

► Figure 17. Unemployment rate by age, 2020

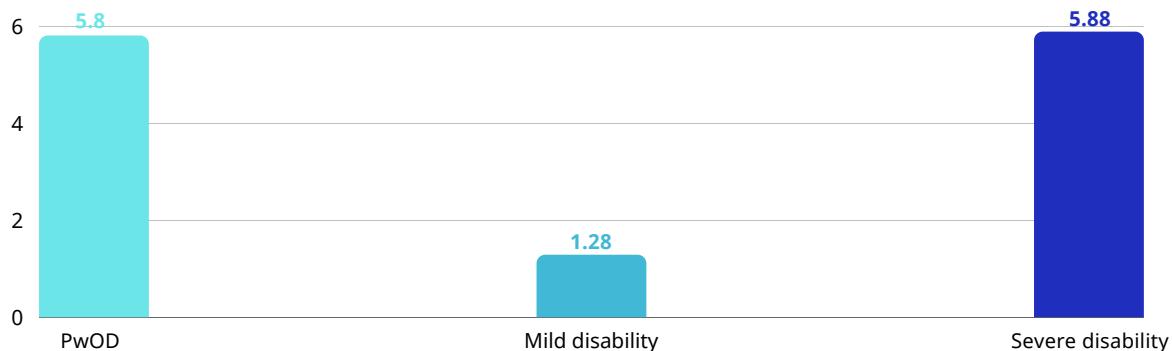


Source: Sakernas, Author's calculation

The unemployment rate based on age shows that around 55.5% of the severely disabled group who are unemployed are 15 to 24 and 25 to 34 years old. The same trend also occurs for people with mild disabilities. Specific programs and interventions are needed to improve the access of youth with disabilities to the labour market. The unemployment rate for people with severe disabilities of the age group for 65 years and over is getting bigger.

The increasing number of unemployed in the old age group is suspected to be due to the increasing difficulty of finding work in this age group. The impact is that more and more people with severe disabilities will depend on others in their old age. This also indicates that support and social protection programs are needed, especially for elderly persons with disabilities.

► **Figure 18. NEET (not in employment, education, or training) (%), 2020**



Sumber: Sakernas, Perhitungan penulis

The NEET indicator shows that quite a number of young people with severe disabilities fall into this group. The figure is much higher than for people with mild disabilities and slightly higher than for people without disabilities. The large number of young people who enter NEET indicates that there are still many young age groups who are people with disabili-

ties, especially hard to get an education, work, or training. What is interesting is the low NEET for people with mild disabilities, where further research is needed to be seen in more detail about the cause, do they have easier access to skills training, education, and or occupation?

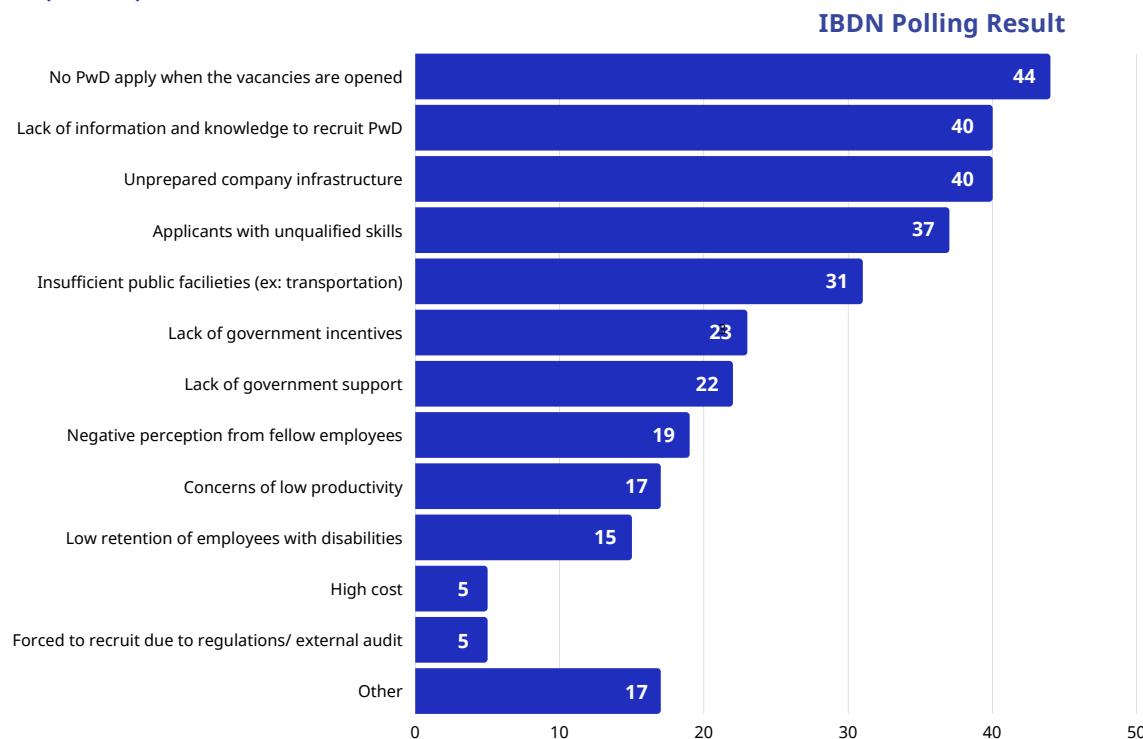
### 2.3.5. Indonesia Business and Disability Network (IBDN)

The Indonesian Business and Disability Network (IBDN) is a unique initiative by the company to promote an inclusive workplace for people with disabilities nationally. JBDI was founded in 2016 by five founding members: PT Bank Mandiri (Persero) Tbk., PT L'Oréal Indonesia, PT Standard Chartered Indonesia, PT TetraPak Stainless Engineering and PT Trans Retail Indonesia. IBDN is part of the ILO Global Business and Disability Network,<sup>3</sup> with the aim of creating a global

employment culture that respects and provides equal opportunities to persons with disabilities. Vacuum after its launch in 2016, the ILO office in Jakarta took the initiative to relaunch this network in December 2020, the JBDI secretariat is currently at the ILO Jakarta Office. A poll conducted by JBDI (Figure 19) shows that companies face various obstacles in recruiting persons with disabilities.

<sup>3</sup>Global Business & Disability Network  
<http://www.businessandDisability.org/>

► Figure 19. Company constraints in recruiting people with disabilities by polls, JBDI, 2021



Source: Indonesia Business and Disability Network (IBDN), 2021

► A third party such as JBDI is needed to bridge employers and job seekers with disabilities

A rapid assessment on employment for persons with disabilities<sup>4</sup> in Indonesia conducted by the ILO office in Jakarta in the garment sector showed similar resulting a third party such as JBDI was needed to bridge employers and job seekers with disabilities due to the following reasons:

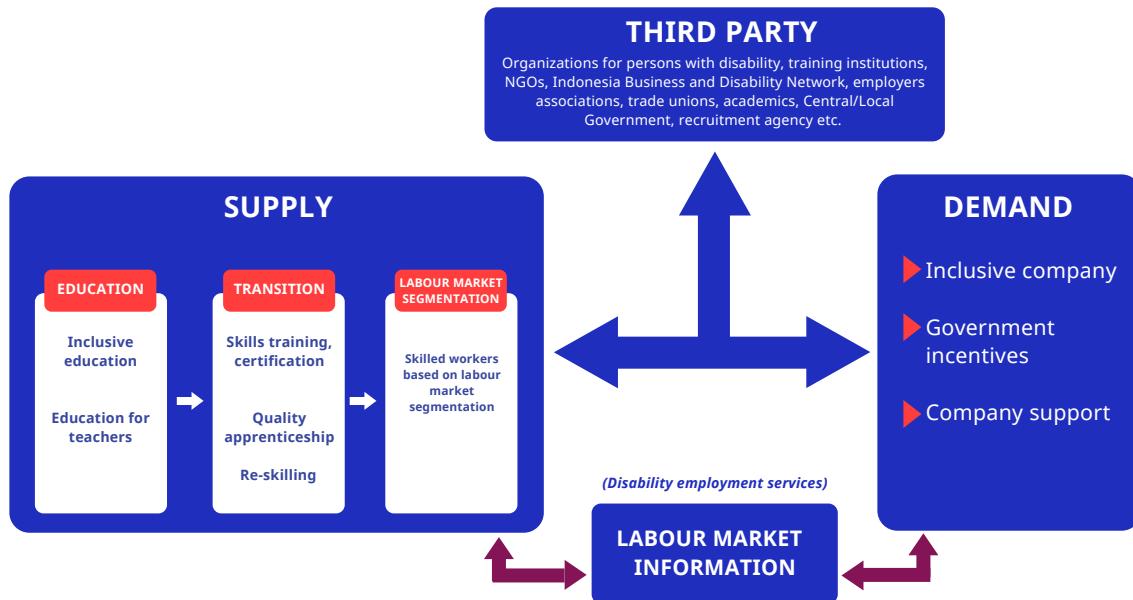
- The majority of people with disabilities are looking for work or get work references through friends or family who are already working
- Lack of understanding from the company regarding the recruitment of persons with disabilities. The role of third parties who can provide information and understanding when the company recruits persons with disabilities, even during recruitment (including preparation and during interviews)

- Inappropriate skills. The role of training institutions is important given that the majority of persons with disabilities only have basic education
- The company's difficulty in finding prospective workers with disabilities can be bridged by networking with organizations of people with disabilities that have a network in the community and have the capacity to support both companies and job seekers
- The government's role in providing support, proper understanding, and incentives through various policies and programs is important to support greater efforts to provide employment opportunities for persons with disabilities

<sup>4</sup>A Rapid Assessment on Employment for People with Disabilities, Tendy Gunawan, Grace Monica Halim  
[https://www.ilo.org/Jakarta/whatwedo/publications/WCMS\\_760037/lang--en/index.htm](https://www.ilo.org/Jakarta/whatwedo/publications/WCMS_760037/lang--en/index.htm)

▶ The role of third parties can be briefly summarized in Figure 20

► **Figure 20. Diagram of the role of third parties in bridging the demand and supply of workers with disabilities, 2021**

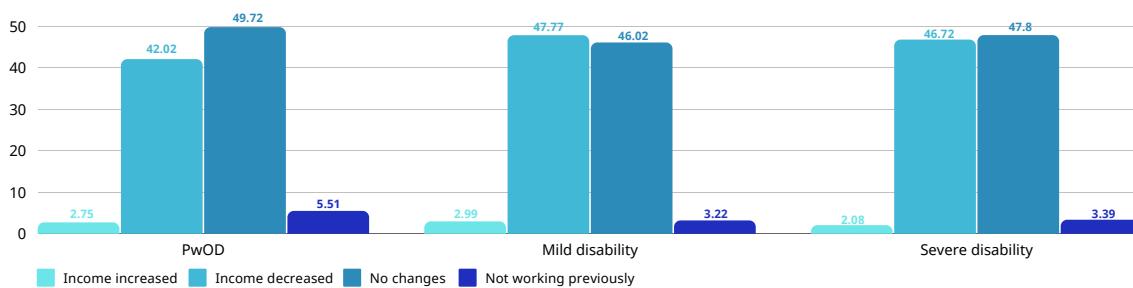


Source: Author's analysis

## 2.4. COVID-19 Impact on Workers with Disability in Indonesia

▶ COVID-19 has the same impact on the incomes of most workers in Indonesia, although the negative impact on workers with disabilities is slightly greater than for workers without disabilities

► **Figure 21. Change of incomes during February – August of 2020 (%)**

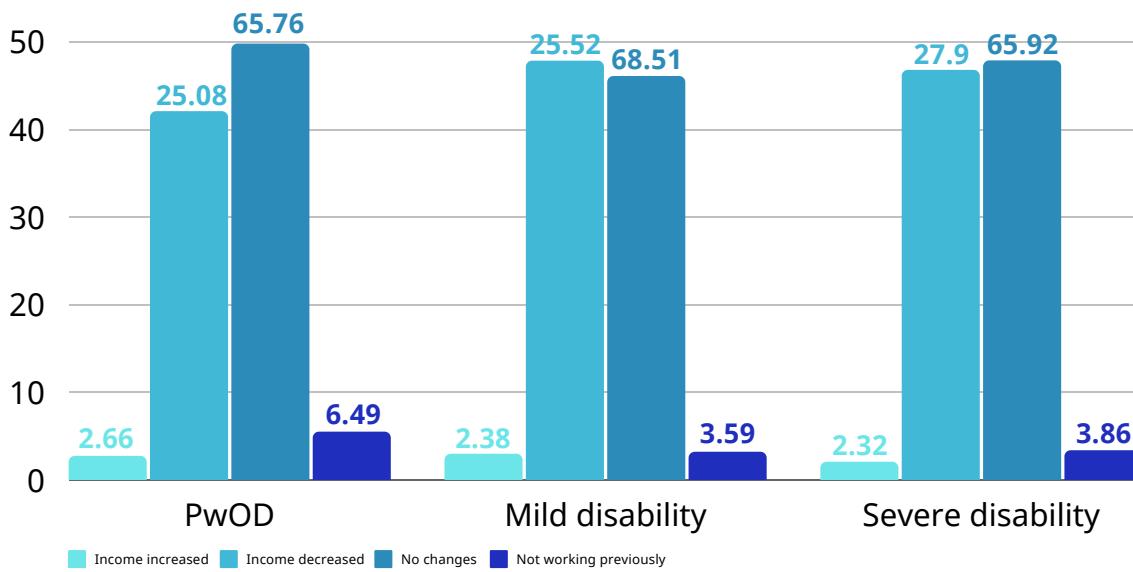


Source: Sakernas, Author's calculation

The majority of the Indonesian population's income has decreased, both for groups of people with mild and severe disabilities, as well as non-disabled people. However, the majority of people with disabilities also did not experience changes in income (Figure 21). These two indicators show that COVID-19 has greatly impacted the majority of workers with disabilities, but at the same time, many workers have not experienced any

change in income. When compared to non-disabled persons, the ratio of workers who experienced a decrease in income to those who did not experience a change was relatively the same. This trend shows that COVID-19 has the same impact on the income of most workers in Indonesia, although the negative impact on workers with disabilities is slightly greater than for workers without disabilities.

► Figure 22. Change of working hours in of 2020 (%)



Based on employment sector data, 21.8% of disabled workers work in the trade, restaurant, and hotel sectors which are heavily affected by the COVID-19 pandemic. The many reductions in working hours and workforce throughout the pandemic also led to a considerable

shift in the structure of the labour market segmentation, from formal to informal workers, and an increase in the percentage of unpaid homeworkers with disabilities, from 11.8% in 2017-2019 to 14.26% in 2020.



# 03

## VARIOUS REGULATIONS REGARDING PERSONS WITH DISABILITIES



The UN Convention on the Rights of Persons with Disabilities (UNCRPD) was ratified by the Indonesian government in 2011 and a law referring to the UNCRPD issued in 2018, regarding persons with disabilities.

This is a momentum shift from a traditional and medical perspective on persons with disabilities to a human rights perspective based on equality. Persons with disabilities are no longer seen as social objects to be pitied and must be assisted continuously, but as subjects and individuals who have the same rights and opportunities as others.

The concept of persons with disabilities in the UNCRPD says "disability is an evolving concept and that disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others" was developed and caused by the interaction between people with disabilities with attitudinal barriers and the surrounding environment, where this causes obstacles for them to participate fully and effectively in society on an equal basis with others.

In this concept, it is clearly stated that disability is not inherent in the subject, although it is caused by barriers to attitudes and the surrounding environment. Furthermore, if these attitudinal and environmental barriers are removed, disability will not occur.

This concept is very important to understand because it will affect various policies, regulations, and programs that will be made to empower people with disabilities. Changing perspectives and attitudes from a traditional perspective to an equality perspective based on human rights requires a great deal of time and effort in increasing public awareness and knowledge.

Since the ratification of the UNCRPD in 2011, the first evaluation of the implementation of the UNCRPD by the CRPD Committee was carried out in April 2020. From the evaluation results, the CRPD Committee raised a number of main issues regarding the following:

- ▶ Indonesia's plan to bring laws and policies at all levels of governance in line with the UNCRPD
- ▶ Assurance that the concept of disability is consistent with UN Conventions
- ▶ The status of the Indonesian disability Law No. 8/2016, and measures to ensure its implementation
- ▶ Established mechanisms and available human and financial resources for meaningful government consultation with persons with disabilities
- ▶ Steps were taken to ratify the Optional Protocol to the Convention

The Committee also emphasised the implementation of various articles of the UNCRPD including Article 6 on Women with Disabilities and Article 11 on Risky Situations and Humanitarian Emergencies, which are vital questions when Indonesia is dealing with the current pandemic.

Following up on the study, on June 8, 2020, the President issued Presidential Regulation on the National Commission for Disabilities (Komisi Nasional Disabilitas or KND). The establishment of this Commission is key to addressing a number of issues listed in the review, such as harmonisation policies at all levels of government (including implementing regulations), implementing UNCRPD monitoring mechanisms, and ensuring meaningful participation of organizations for people with disabilities.

## ► Mapping Workers with Disabilities in Indonesia 03 VARIOUS REGULATIONS REGARDING PERSONS WITH DISABILITIES

The Indonesian government has made a lot of progress since 2016 until 2020, and several implementing regulations were issued, the majority in year 2020:

- ▶ PP No. 52 of 2019 concerning the Implementation of Social Welfare for Persons with Disabilities;
- ▶ PP No. 70 of 2019 concerning Planning, Budgeting, and Evaluation of Respect, Protection and Fulfillment of the Rights of Persons with Disabilities;
- ▶ PP No. 13 of 2020 concerning Adequate Accommodation for Students with Disabilities;
- ▶ PP No. 39 of 2020 concerning Reasonable Accommodation for Persons with Disabilities in Judicial Process;
- ▶ PP No. 42 of 2020 concerning Accessibility of Settlements, Public Services, and Protection against Disasters for Persons with Disabilities;
- ▶ PP No. 60 of 2020 concerning the disability Service Unit in the field of Manpower;
- ▶ PP No. 68 of 2020 concerning the National Disability Commission (Komisi Nasional Disabilitas/ KND);
- ▶ PP No. 67 of 2020 concerning Terms and Procedures for Awarding in Respecting, Protecting, and Fulfilling the Rights of Persons with Disabilities; and
- ▶ Minister of Social Affairs Regulation No. 21 of 2017 concerning the National Card for Persons with Disabilities.

One regulation is currently still in the drafting stage, which is the "Regulation on Concessions and Incentives to Respect, Protect and Fulfil the Rights of Persons with Disabilities". With the majority of regulations having just been issued in 2020, their implementation still needs to be seen and observed further.



# 04

## RECOMMENDATIONS AND SUGGESTIONS



According to the data analysis and information that has been collected in this study, several recommendations and suggestions can be taken into account by various stakeholders, both policymakers and various other stakeholders in making programs that can address disparities in persons with disabilities, especially in the employment sector.

 **Making programs and policies based on the concept of Disability centered on human rights in accordance with the United Nations Convention on the Rights of Persons with Disabilities**

Drawing upon the UN convention on the rights of persons with disabilities, the concept of persons with disabilities is as follows: "disability is an evolving concept and that disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others".

This concept is very important because disability is the result of environmental and behavioural barriers that prevent people with disabilities from being able to participate fully and effectively in society on an equal basis. In other words, if these barriers are removed, disability will not occur.

This concept is also a major paradigm shift, where previously people with disabilities were objects that needed continuous assistance, became subjects who were empowered to participate fully and effectively when environmental and attitudinal barriers could be removed.

This concept is important for policy-makers and other stakeholders to understand in implementing programs and policies that empower persons with disabilities, byways of removing obstacles both from the external/environmental side and from the internal side of persons with disabilities themselves.

 **Equating concept/definition and measurements is important as the basis for making policies and programs for persons with disabilities inclusive**

Equalizing the concept, synchronizing the categorization and measurement of disability between government agencies and other stakeholders is an important basis in relation to implementing government policies and programs related to persons with disabilities. Differences in concepts, definitions, and categorizations will create confusion in implementing the programme and trigger debates that hinder the progress to be achieved.

For example, people with mental disabilities alongside neurodiversity are often in a gray area as this is a major obstacle to promoting inclusive education and employment. Another example, the category, and scale of measurement in Sakernas also do not capture data on persons with mental and intellectual disabilities.

As discussed in the 2017 report, available national data on persons with disabilities use concepts and categorisations that vary, so it is often not possible to synergize available data from various national institutions and data sources to describe the description and comprehensive analysis of persons with disabilities in one data system. This situation can also be attributed to the fact that the past and existing rules have not yet been synchronized and reached the parameters for categorization.

Another issue to be addressed is registration. Current regulations require individuals to self-register, which is a challenge for persons with disabilities. National data collection for persons with disabilities currently focuses on households and may not draw on data from care facilities, organization for disabled people, and social welfare agencies.

With the establishment of the National Disability Commission in 2021, it is hoped that this will become a priority for the Commission's tasks at the beginning of its term of service.

 **Empowerment programme that specializes women with disabilities as beneficiaries**

Considering the fact that women have a higher prevalence of disability than men and their low participation in the workforce, interventions, and programs that specialise in women with disabilities are needed as beneficiaries. Women with disabilities, for example, are more vulnerable to sexual violence and discrimination in employment, this is not only for people with disabilities in general but mainly for women with disabilities.

 **Improve access to secondary and tertiary education, and skills training to provide greater opportunities for decent work**

Currently, three out of four persons with disabilities only receive basic education and the majority work in the informal sector with very limited social protection. The obstacles that caused a number of dropouts to need to be addressed comprehensively. Meanwhile, access to skills training needs to be improved, so that opportunities for formal employment can be greater.

 **Intersection of social protection programs for the elderly and persons with disabilities need further attention and scrutiny**

The draft Regulation on Concessions and Incentives in Respect, Protection, and Fulfilment of the Rights of Persons with Disabilities, for example, is expected to be able to provide support services, including assistive devices and assistance services for persons with disabilities.

These support services can be considered into social protection programs for the elderly between programs and policies. Furthermore, there is a need for a broad understanding that accommodation adjustment programs for persons with disabilities are not only beneficial for persons with disabilities but for all levels of society.

 **Accommodating the increasing trend of self-employed persons with disabilities and the opportunity to work and be productive online**

As described previously, there is a significant trend of increasing the proportion of persons with disabilities who are self-employed from year to year, and the COVID-19 pandemic has also had a considerable impact on persons with disabilities, with the percentage of unpaid homeworkers increasing.

Providing easier access for young entrepreneurs, entrepreneurship training, business assistance, increasing access to finance, and encouraging the formation of social entrepreneurship and cooperatives that focus on persons with disabilities, are expected to increase the scale and quality of businesses carried out by persons with disabilities.

The COVID-19 pandemic with large-scale social restrictions, the trend of online learning and training, and the trend of working from home which is likely to continue even after the pandemic ends provides greater opportunities for people with disabilities to be empowered, work and be productive without the need to go out of the house.

Considering that so far, physical infrastructure and transportation that is not adequate enough have become a major obstacle to the mobility of persons with disabilities.

The trend of entrepreneurship and working through various platforms is also a great opportunity for people with disabilities. In 2020, for example, the ILO Office in Jakarta conducted online training for store administrators and how to create a store, where it generates a lot of interest from persons with disabilities to participate in the training.

 **The importance of support for third parties roles who can bridge employers (companies) and job seekers with disabilities**

As discussed in section 2, the role of third parties such as governments, organizations of persons with disabilities, public and private training institutions, schools and universities, employer's associations, trade unions, institutions for persons with disabilities, foundations, donors, etc. are very important to ensure where expectations can meet. JBDI supported by the ILO can be a forum for three parties (employers, job seekers, and third parties) to meet and network.

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