

LEGAL PROTECTION FOR WORKERS WITH DISABILITIES IN THE WORKPLACE TO ENSURE EQUALITY AND WELFARE IN INDONESIA

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Abstract

This study explores the legal protections for workers with disabilities in Indonesia, highlighting the importance of ensuring equality, inclusivity, and welfare in the workplace. Despite existing laws that safeguard their rights, persons with disabilities still face discrimination, limited job opportunities, and inadequate workplace accommodations. Indonesia has ratified the United Nations Convention on the Rights of Persons with Disabilities (CRPD) and enacted Law Number 8 of 2016 on Persons with Disabilities and Law Number 13 of 2003 on Manpower. However, enforcement remains weak due to poor implementation, lack of supervision, and limited sanctions for non-compliance. Using a normative juridical research approach, this study employs legislative and conceptual methods to review relevant laws, regulations, and literature and assess their effectiveness. Results show that, although legal norms promote equal employment rights, practical challenges persist because of structural and cultural barriers. Institutions like the Disability Service Unit (ULD) and initiatives such as DNetwork play vital roles in improving accessibility and fostering inclusive employment. Additionally, some local inclusive enterprises in South Tangerang demonstrate how community efforts can empower persons with disabilities in the workforce. The study concludes that strong legal protections require not only comprehensive laws but also effective enforcement, cooperation between the government and the private sector, and ongoing public awareness campaigns to combat stigma. Developing inclusive employment policies and adaptable work environments is essential for achieving social justice and advancing the welfare and productivity of workers with disabilities in Indonesia.

Keywords: Disability Rights, Inclusive Employment, Equality, Legal Protection

INTRODUCTION

The Republic of Indonesia, grounded in the principles of Pancasila and the 1945 Constitution, venerates and upholds human dignity. Human rights, as intrinsic rights inherent to every individual, are universally applicable and must be safeguarded, respected, and maintained, including the protection of the rights of vulnerable groups, especially persons with disabilities. Human rights are a gift from God Almighty, understood as natural rights inherent in every individual. These rights are a divine gift given to humans to support and maintain their lives and dignity on earth (Muhtaj, 2009). All human beings must be recognized and respected regardless of their circumstances. Showing tolerance towards everyone, regardless of their identity or physical condition, proves that we are good citizens. Therefore, we all need to work together to overcome these barriers so that they can wholeheartedly play an active role in society.

Every individual is entitled to dignified employment and equitable treatment. Article 27, paragraph (2) of the 1945 Constitution of the Republic of Indonesia affirms that all citizens possess the right to work and to a decent livelihood. This stipulates that each citizen has equal access to employment opportunities, irrespective of ethnicity, religion, race, or other distinguishing factors. Such entitlement is fundamental to the principles of equality and social justice, which must be upheld across all spheres of community life, especially within the workplace. By fostering a just and inclusive work environment, everyone can grow in line with their skills and capabilities. However, to realize equal employment opportunities, it is essential to understand that everyone has different conditions and needs, including persons with disabilities.

Individuals with disabilities are those who have lasting physical, intellectual, mental, or sensory impairments that hinder their ability to interact with their surroundings. These impairments can create obstacles, making it difficult for them to participate fully and effectively in societal activities (Alizah et al., 2023). According to data from the Central Statistics Agency (BPS) in 2020, the population of individuals with disabilities in Indonesia reached 22.5 million, constituting approximately five percent of the nation's total population. In addition, the stigma of society towards persons with disabilities cannot be denied. A lot of individuals with disabilities continue to encounter prejudice and unjust treatment in different areas of life, including education, jobs, and access to public services. The view that persons with disabilities are individuals who are incapable or dependent on others often hinders them from developing and contributing to their full potential.

People with disabilities have the same rights to obtain decent work and legal protection in the workplace. However, there are still various challenges that hinder their participation in the labor market. According to a statement by the Minister of Manpower, Yassierli, in 2024, the number of working-age people with disabilities will reach 5.17 million, including 1.04 million in the workforce. He also explained that of the 1.04 million people, 10.8% or around 112,320 people are classified as having a disability unemployment rate (TPT) (Girsang, V. I., & Gandhi, G., 2024). The low percentage of participation of individuals with disabilities in the workforce is attributable to various factors. Numerous employment advertisements require applicants to be "physically and mentally healthy," which may serve as an obstacle for people with disabilities in obtaining employment opportunities (Gaol, 2020).

International guidelines, specifically the ILO Convention No. 159 of 1983 regarding Vocational Rehabilitation and Employment (Disabled Persons), mandate that each member nation establish policies and programs that assist individuals with disabilities in securing, retaining, and advancing in employment that matches their capabilities. The convention further underscores the necessity of fostering a workplace devoid of discrimination and offering accommodations and modifications that facilitate optimal performance. Additionally, Article 5 of Law Number 13 of 2003 on Manpower ("Manpower Law") in Indonesia specifies that "Every worker has equal opportunities without discrimination to secure employment." Both sets of regulations highlight the principle of equal employment opportunities for all individuals, including those with disabilities. Furthermore, both regulations emphasize the government's responsibility to formulate policies that promote labor inclusion.

All individuals, including those with disabilities, are entitled to the same employment opportunities. To promote this equality, legal safeguards are essential to protect the rights of persons with disabilities in the workplace and to guard against discrimination that might prevent their full participation. Clear regulations must also be accompanied by strict monitoring and enforcement to ensure these policies are implemented effectively. Legal protection for workers can create better working conditions, including fair wages, job security, and respect for workers' rights, thereby directly improving workers' welfare (Ratnasari Y., & Salain M, 2016).

Protecting and fulfilling the rights of persons with disabilities in obtaining employment is crucial not only from a moral standpoint but also for economic and social reasons. Ensuring equal access to job opportunities allows society to tap into the diverse talents and contributions of individuals with disabilities, fostering a more inclusive workforce that benefits everyone. By embracing this diversity, we can enhance

innovation, productivity, and overall economic growth while promoting social cohesion and equality (Mawarningsih, H, & Trustisari, H, 2024). To achieve this goal, regulations are needed that not only protect their rights but also ensure their implementation in practice. Awareness and commitment from all parties will help create a more inclusive work environment. Appropriate regulations can also help create an inclusive work environment.

Several studies have been conducted on this topic. The first study was conducted by Haniifa Mawarningsih and Hastin Trustisari in 2024, entitled "Literature Review: Challenges and Solutions for Persons with Disabilities in Obtaining Protection of Employment Rights." This study focused on the difficulties individuals with disabilities face in fulfilling their employment rights. However, it has a limitation in that it does not thoroughly explore the private sector's contribution to ensuring these rights, which is an essential aspect of creating an inclusive workplace. Meanwhile, this study focuses on the form of legal protection provided to workers with disabilities in the world of work in Indonesia. The second study, conducted by Nindiya Sukmawati in 2021, was titled "The Role of the Government in Fulfilling the Right to Employment for Persons with Disabilities." This study focuses on the challenges faced by persons with disabilities in fulfilling their right to employment in Indonesia. However, this study has a weakness in that it does not discuss the effectiveness of the government's policies, especially in enforcing sanctions against companies that do not employ persons with disabilities.

Meanwhile, this study focuses on the efficacy of government regulations implemented to protect the rights of workers with disabilities in Indonesia. Furthermore, the third study was conducted by Shendy Rahmat Farhan and Asep Suherman in 2024, titled "Legal Protection for Persons with Disabilities in the Perspective of Human Rights in Indonesia." This study focuses on the relationship between legal protection for persons with disabilities and human rights. However, it has the weakness of not discussing an in-depth evaluation of the extent to which these policies are effective in addressing the problems faced by persons with disabilities. Meanwhile, this study focuses on empowering persons with disabilities to fulfill their rights and achieve equality.

The lack of legal regulations governing the protection and empowerment of persons with disabilities regarding sanctions imposed on employers creates a legal vacuum and leads to legal uncertainty. The government needs to ensure the fulfillment of workers with disabilities' rights through tiered job training, from basic to advanced levels, to improve their competence and independence. This empowerment program is essential so that persons with disabilities have equal and competitive employment opportunities in the world of work (Eeng, A., & Indriani, E., 2007). Therefore, this paper is expected to complement the discussion of regulatory issues affecting workers with disabilities in Indonesia. The discussion will also focus on the legal protections available to workers with disabilities in the Indonesian workplace, as well as the obstacles and challenges they face in achieving welfare and equality. In addition, this study analyzes the regulations implemented to protect the rights of workers with disabilities in Indonesia.

RESEARCH METHOD

This study employs normative legal research, focusing on the analysis of legal texts, including laws, regulations, and other legal documents. Its goal is to understand the meaning and application of legal norms within the relevant legal system. This forms the foundation of legal theory by examining the core principles behind existing regulations and assessing their suitability and relevance to social dynamics and community needs. Additionally, the author uses methods such as literature review, legal text analysis, and interpretation of laws and regulations (Negara, T. A. S. 2023). The study employs both legislative and conceptual approaches. The legislative approach, rooted in legal science, helps understand the legal basis by studying accepted theories, concepts, and principles in law. It involves reviewing and analyzing relevant legal regulations (Marzuki, PM. 2007).

The research materials include primary sources such as Law Number 8 of 2016 on Persons with Disabilities, Law Number 13 of 2003 on Manpower, and Minister of Labour Regulation Number 21 of 2020 on Reasonable Accommodation for Persons with Disabilities in the Workplace, as well as secondary sources such as books, academic journals, and other relevant literature. Data collection is conducted through library research, involving the review of books, literature, records, and reports related to the research topic (Nazir, M. 2003). Secondary data are gathered from pertinent books, previous journals, and supporting sources. The collected data are analyzed using descriptive methods to transparently and systematically interpret the legal phenomena based on the research findings.

RESULTS AND DISCUSSION

Regulations Related to Workers with Disabilities in Indonesia

The involvement of individuals with disabilities in the labor market is crucial for economic development. In addition, the right to employment is an essential element of human rights, encompassing individuals with disabilities, as protected by various national and international legal frameworks (Adityarani, 2020). The workforce, which includes workers with disabilities, plays a crucial role as both a driver and a target of development in efforts to achieve welfare for all citizens (Mulyadi, 2003). Incorporating individuals with disabilities into the workforce fosters a more inclusive job market. This approach not only maximizes the potential of human resources but also reduces dependency on social support systems. Over 15% of the global population has a disability, and this figure is rising as the average human lifespan increases (Milleniar, 2022).

This situation necessitates the implementation of robust regulations to guarantee that individuals with disabilities are afforded equal employment opportunities and are safeguarded against discrimination. Globally, the dedication to upholding the rights of persons with disabilities is codified in the 2006 United Nations Convention on the Rights of Persons with Disabilities (CRPD), which has been ratified by numerous nations, including Indonesia, through Law Number 19 of 2011 concerning the Ratification of the Convention on the Rights of Persons with Disabilities. This convention affirms the obligation of states to guarantee accessibility, equal opportunities, and protection from discriminatory treatment in the world of work. When viewed in Indonesia in general, persons with disabilities still face poor living conditions, including limited employment opportunities, difficulties in meeting their daily needs, and the failure to fully fulfill their human rights (Syahbuddin, 1999).

The state has an obligation to ensure that everyone has equal access and is protected from unfair workplace treatment. In Indonesia, protection for workers with special needs is regulated explicitly in relevant laws and regulations. Law Number 8 of 2016 concerning Persons with Disabilities ("Disability Law") emphasizes in Article 4 that the state guarantees the right to work for every person with a disability without discrimination. This guarantee is not limited to employment but also includes adjustments to the position and work environment in accordance with the disability's abilities and characteristics. Efforts to ensure that the adaptation of workers with disabilities is on target for both state-owned and private companies need to be able to divide the work that is feasible for workers with disabilities.

Article 4 of the Disability Law classifies persons with disabilities into persons with physical disabilities, persons with intellectual disabilities, persons with mental disabilities, and persons with sensory disabilities (Hukumonline, 2024). This classification is an essential basis for the recruitment process, job placement, and the development of inclusive work systems and facilities. For example, people with physical disabilities may require exceptional elevator accessibility or work aids, but intellectually they are fully capable of performing administrative, technological, or specific technical tasks. Meanwhile, individuals with sensory disabilities, such as blindness or deafness, require adjustments to communication tools or accessible information systems, for example, through screen readers, written text, or sign language. For individuals with intellectual and mental disabilities, adjustments may include more intensive training, simple work instructions, and a workplace mentoring system.

For example, people with physical disabilities may require accessibility features such as ramps, special elevators, or work aids. However, they are generally very capable of performing administrative, technical, and technology-based tasks. Meanwhile, people with sensory disabilities, such as blindness or deafness, require adjustments, including accessible communication tools and information systems, such as screen readers, written text, or sign language. As for people with intellectual and mental disabilities, the accommodations needed are generally in the form of more intensive training, simple instructions, and mentoring mechanisms in the work environment. These adjustments are part of the reasonable accommodations that employers are required to provide, including a disability-friendly physical work environment, assistive devices, flexible working hours, and adapting work systems to individual needs. This policy reflects the state's commitment to providing a truly inclusive workplace, where persons with disabilities can participate fully without structural or cultural barriers (Nama, 2024).

The participation of persons with disabilities must be supported by the principles of justice and equality in the world of work, which are also regulated in Article 5 paragraph (1) of the Manpower Act, which states that every worker has the same opportunity without discrimination to obtain employment, and Article 6, which states that every worker has the right to equal treatment without discrimination from employers. This is further reinforced by the amendment to Article 67, which requires the protection of workers to be implemented in accordance with the law (Nugraha, 2014). In this context, companies are prohibited from treating prospective employees or employees differently solely because of their disability. The recruitment,

training, placement, promotion, and termination processes must be based on competence and performance, not on a person's physical or mental condition (Yasir, 2019). This is the legal basis for fair treatment and for creating a work culture that upholds the human rights of every individual. This principle affirms that equal opportunity is not only moral but also a legal obligation that must be complied with.

In the employment sector, protection is provided through the obligation for government agencies and private companies to employ persons with disabilities with a certain quota, as clarified in the Disability Law in Article 53 paragraph (1), which requires the government, local governments, state-owned enterprises, and regional-owned enterprises to employ at least 2% of persons with disabilities from the total number of employees or workers. Meanwhile, Article 53 paragraph (2) requires private companies to employ at least 1% of people with disabilities from the total number of employees or workers.

In addition, protection is provided through physical accessibility, work aids, skills training, and work system adaptations that take into account the type and level of disability. Government Regulation No. 60 of 2020 concerning the Employment Disability Service Unit (ULD) establishes a special unit under the Manpower Office in each region to facilitate persons with disabilities' access to employment information, training, and job opportunities aligned with their abilities and disability types. The ULD also provides consultation, assessment, and assistance services in the job placement process. In addition, this unit serves to bridge the needs of the business world with the potential of the disabled workforce, while encouraging the creation of an inclusive, accessible, and non-discriminatory work environment for all parties (Mallarangi & Nawangsari, 2023). The state, through the Disability Service Unit (ULD), supports the integration of persons with disabilities into the workforce to recognize their dignity, independence, and potential.

However, in practice, ULD faces several problems, including uneven distribution across regions. In addition, ULD is still unable to operate optimally due to inadequate budgets in each region. The uneven budget allocation in each region has resulted in inconsistent ULD service standards, which ultimately causes confusion regarding the ULD itself. The ULD plays an important role as a liaison between prospective workers with disabilities and companies, but the often-uneven conditions of the institution have led to an enforcement gap between the laws that are made and their enforcement in the field.

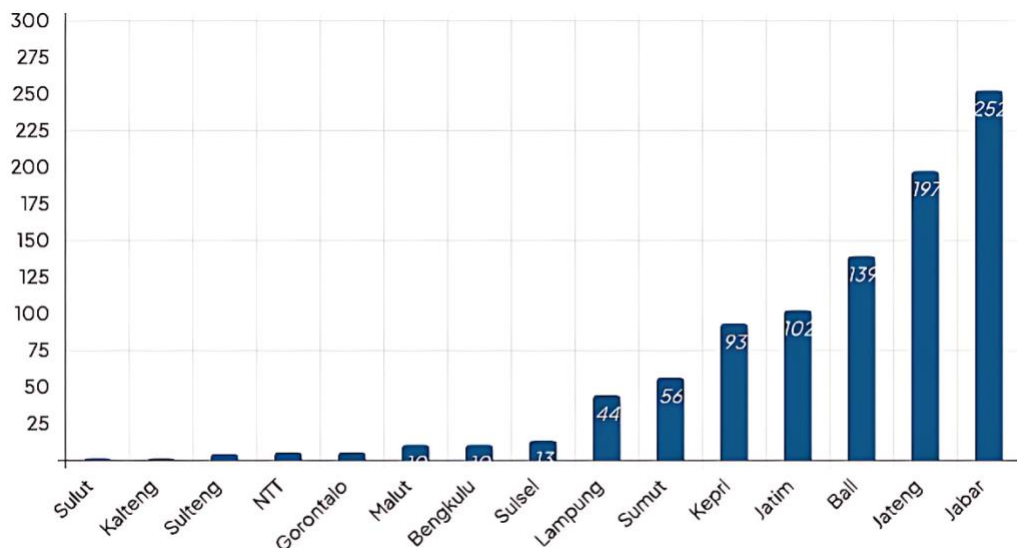


Chart 1. Province with the Highest Number of Disabled Workers Nationally in 2024

Based on data from the Ministry of Manpower, by the end of 2024, 944 workers with disabilities were officially registered through the ULD across Indonesia. A total of 252 people came from West Java, followed by Central Java (197), Bali (139), and East Java (102). Compared with the 2023 BPS data, which recorded around 763,925 persons with disabilities in the workforce, this figure shows a large gap between the legal mandate and its implementation in practice (Katadata, 2024). Inadequate oversight, insufficient outreach efforts, and the absence of penalties contribute to low compliance with workplace inclusion regulations.

This inadequate monitoring mechanism is evident in the bureaucratic obstacles to law enforcement for persons with disabilities, such as the lack of synchronization of data on persons with disabilities between institutions such as BPS, Kemensos, Kemenaker, and even ULD itself. As a result, when it comes to

evaluation, the government will find it more difficult because it does not have accurate data to evaluate quota obligations as stipulated in the Manpower Act. In addition, it will be difficult to verify whether companies are complying with the quota regulations in the Manpower Act.

As a result, many companies and government agencies fail to meet their binding obligations (Natasya, 2025). Many businesses prefer to hire workers who are not persons with disabilities, as they need to provide additional equipment to compensate for the limitations of workers with disabilities. To overcome this problem, it is essential to strengthen policies, increase supervision, and provide ongoing education so that employers clearly understand their role in creating an inclusive work environment. Although the legal framework is clear, its implementation remains inadequate, as many businesses prefer to hire non-disabled workers because of the additional support required for disabled employees (Hogan et al., 2012). This situation is further complicated by institutions and companies that do not fully comply with their legal requirements.

From this, we see that there are still many disparities between regulations and their implementation. While the government is obligated to provide guarantees through the Disability Law, data from the Ministry of Manpower shows that many prospective workers with disabilities do not get their right to employment. Amidst this, there are systemic weaknesses in the government's implementation of the Manpower Act, which even indicate irregularities. In addition, coordination and performance between government agencies remain suboptimal and are concerning (Sutedi, 2011). The low recruitment rate of workers with visual disabilities is inseparable from the industry's limited knowledge of disability regulations (Rohman, 2019). The government needs to continue to provide significant legal protection to workers with disabilities to realize the 1945 Constitution, which stipulates that all citizens, including persons with disabilities, have the right to equal treatment and decent work. The concept of the rule of law also explains that the protection of human rights is a fundamental element that every country must have to be called a *rechtsstaat* (Asshiddiqie, 2012).

Creating an inclusive workplace for persons with disabilities is not only a moral issue but also a legal obligation and an investment in the nation's advancement. Existing regulations have provided a clear foundation, but their success depends heavily on the seriousness of all parties in implementing them (Farhan & Suherman, 2024). The government, private sector, and society need to work together to ensure that policies are effective, from meeting employment quotas to providing an accessible, friendly work environment for all. Workplace inclusion should not stop at mere discourse or formal figures. Concrete steps are needed to remove barriers, both structural and cultural, so that every individual can contribute according to their abilities (Fidiyani et al., 2024).

With firm commitment and consistent oversight, a fair and equal workplace for persons with disabilities is no longer just an ideal. Still, it can become a reality that benefits all levels of society. In addition, lawmakers and law enforcers need to create schemes that grant rights to persons with disabilities by providing workplace training opportunities, thereby increasing their participation (Dahlan & Anggoro, 2021). Thus, the welfare of workers is not only measured by financial rewards, but also by a sense of security, opportunities for development, and respect for human dignity, including access to adequate social security and health services to support a productive and dignified life.

Empowering people with disabilities to reduce unemployment in Indonesia

Well-being in the world of work encompasses more than just compensation; it includes a sense of security, opportunities for development, and respect for human dignity. One of its main pillars is access to adequate social security and health services that enable individuals to live more peaceful and productive lives. This security is not only crucial in emergencies, such as illness or workplace accidents, but also provides long-term protection through pensions and old-age security. The World Health Organization (WHO) states that *"a healthy workplace is one in which workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and well-being of workers"* (World Health Organization, 2021). This shows that a healthy work environment is not the result of a one-way policy but rather of continuous collaboration between management and workers. Besides that, one way to interpret Indonesia as a rule-of-law state is through the fifth principle of Pancasila, which emphasizes social justice, including fair labor relations (Subakdi, S., & Nugroho, 2019).

Opportunities for growth, such as training, skills development, and job promotions, are also essential elements in building holistic well-being. When employees are given room to grow, they not only feel valued but also become more emotionally and professionally engaged in their work. Well-being is not a static condition, but a dynamic process that continues to evolve as individuals' capacities increase. Fairness and respect for human rights must be the core values of every organization when workers are treated without discrimination, whether based on gender, disability, social background, or religion, a sense

of belonging and trust in the workplace is created (Herlambang et al., 2021). Indonesia's Labor Law even requires every company to guarantee equal rights and treatment to all workers. This is where welfare must be monitored as closely as possible to ensure that the rights of workers with disabilities are guaranteed.

In the world of work, labor supervision is one of the most critical instruments that reflects the role and presence of the state, as well as a form of intervention to build and encourage a culture of prevention. This culture encompasses all aspects within the scope of labor supervision, including industrial relations, wage systems related to overall working conditions, occupational safety and health (OSH), and various issues related to employment and social security (Tannasa, 2016). For this reason, there are main tasks in labor supervision, especially in the world of work, namely:

- a. Creating a disciplined working relationship between employers and workers. The bond that is formed must comply with the laws and regulations in effect.
- b. Collecting information on various issues in labor relations to develop better and more applicable labor laws and regulations.
- c. Creating a good working relationship between employers and workers. Other duties stipulated by law in the future (Siagian, 2000).

In terms of supervision, the process of oversight between employers and workers themselves has indeed been observed, but in general, the Disability Law imposes no administrative sanctions on companies that fail to fulfill their obligations to provide work. This is one of the obstacles in implementing employment for prospective workers. The law only addresses administrative sanctions for employers who do not provide adequate facilities and accommodations for workers, not their guarantees.

Meanwhile, Article 4 of the Disability Law explains that employment guarantees categorize persons with disabilities into four groups: physical, intellectual, mental, and sensory disabilities. This classification is vital for effective recruitment and for developing an inclusive work environment. For example, people with physical disabilities may need access to special elevators or work aids, but they can still excel in various roles. People with sensory disabilities, such as visual or hearing impairments, need adaptations such as screen readers or sign language. In addition, people with intellectual and mental disabilities benefit from tailored support, including intensive training and simplified work instructions (Hukumonline, 2024).

To increase employment opportunities for people with disabilities, access to information and technology is critical. To that end, a non-governmental organization called Dnetwork helps people with disabilities find work. DNetwork is an innovative digital platform that connects job seekers with disabilities with inclusive companies. This platform provides customized job vacancy information and helps companies create a disability-friendly environment. By focusing on improving the quality of life for people with disabilities in Indonesia, DNetwork promotes inclusive workplaces and facilitates their integration into society, connecting them with professional opportunities and services (Dewi et al., 2023).

To see how workers with disabilities fare in their work environment, the author interviewed with a coffee shop called SERONA in South Tangerang, which employs people with disabilities (deaf). The coffee shop refers to its deaf employees as "deaf friends." These deaf friends are usually assigned to floor staff so they can interact more with customers at the coffee shop. The coffee shop admits there are differences in treatment between deaf friends and other workers. Still, these differences are positive, as they foster greater understanding and learning among deaf friends with hearing impairments. The coffee shop's management explained that additional training is necessary to help deaf friends handle various types of customers.

At Serona, there are posters explaining basic and frequently used communication methods, such as "please," "thank you," and "hello," intended to improve communication between deaf friends, non-deaf employees, and customers. Additional learning is needed so that deaf friends can understand how to deal with various types of customers. Therefore, Serona provides Indonesian Sign Language ("BISINDO") classes held by Serona itself, which are paid and intended for employees and even the public. The aim is to provide public communication training as well. Thus, Serona indirectly complies with South Tangerang Regional Regulation No. 18 of 2019 concerning the Implementation of Protection for Persons with Disabilities, Article 18, which states that the Regional Government is responsible for ensuring that the recruitment, acceptance, job training, placement, job continuity, and career development for Persons with Disabilities are conducted fairly, free from discrimination, and receive labor protection in accordance with applicable laws and regulations. The classes and facilities at Serona were built by the coffee shop itself because the owner saw significant potential for development, but there were few places of employment. The workers at the coffee shop hope that more job opportunities will be opened to people with disabilities so that the public can better appreciate the potential of prospective workers with disabilities. According to them, deaf friends who have "disabilities" sometimes have an extraordinary work ethic and other strengths,

as evidenced by the performance of their colleagues at Serona coffee shop, who have higher morale and do not give up easily.

From the testimony of these coffee shop workers, there is still a gap between norms and practices in Indonesia regarding the empowerment of people with disabilities. As explained earlier, opportunities for people with disabilities to obtain employment have become more open since the enactment of the Disability Law (UUPD). Under this regulation, state-owned enterprises (SOEs) are required to employ persons with disabilities at a rate of 2% of their total workforce. However, the implementation of this regulation on the ground has not yet met expectations, with many persons with disabilities still unable to work, partly due to issues with the requirements (Susiana & Wardah, 2019).

In addition, when looking at the aspect of employment guarantees for persons with disabilities, there are still many workers with disabilities who are unable to find employment, even though the principle of state responsibility emphasizes the state's obligation to implement and uphold human rights. In this case, the state is obliged to take concrete actions to guarantee, recognize, ensure, and strive to protect, promote, and respect human rights, including those of persons with disabilities (Khairunnisa, 2018). Specifically, Article 53, paragraph 1 of the Disability Law focuses on the recruitment of workers with disabilities. This law aims to create fair opportunities for groups that are often neglected (Wicaksono, 2023). Following these regulations demonstrates a commitment to human rights and non-discrimination, which also requires providing an inclusive work environment with accessible facilities and systems that accommodate various abilities (Paikah, 2017).

However, many workplaces do not fully support the principle of inclusion, which means accepting everyone regardless of background, ability, status, ethnicity, or culture. Often, organizations treat this law as a formality rather than taking meaningful action (Putra, 2024). Many still view individuals with disabilities as a burden, rather than recognizing their potential to contribute with the proper support. This misconception creates significant barriers to fair employment opportunities for people with disabilities.

Regarding the local government work environment, regional heads play a crucial and influential role in the local government structure. Their duties include assisting and accommodating, as well as providing full supervision of the fulfillment of workers' rights and protection. Regional heads also serve as executive leaders responsible for running the bureaucracy and implementing government in their regions. When viewed from the South Tangerang region, specifically in South Tangerang Mayor Regulation Number 72 of 2023 concerning the Implementation Regulations of Regional Regulation Number 18 of 2019 concerning the Implementation of Protection for Persons with Disabilities, hereinafter referred to as PERWALKOT TANGSEL, Article 14 explains the guarantee of work training, which is guaranteed by the local government, as well as Article 27, which explains that the South Tangerang government, especially regionally-owned enterprises (BUMD), is required to provide a 2% quota for prospective workers with disabilities from the total number of employees. Therefore, regional heads are required to possess intelligence and managerial skills to manage bureaucracy and run the government effectively and efficiently (Syahuri et al., 2023).

This is also reinforced by the lack of facilities and special accommodations for people with disabilities at work, as stated in Article 50 of the Disability Law, even though there are sanctions in place. However, in practice, these are still not comprehensive and adequate. The principle of human dignity holds that human rights are inherent and belong to every individual. In other words, everyone must be treated with respect, given good treatment, and recognized for their value as human beings (Eko Riyadi et al., 2021).

CONCLUSION

The participation of persons with disabilities in the world of work is an important aspect that not only strengthens inclusiveness but also encourages productivity and innovation in the work environment. Regulations such as the Disability Law and related rules have established obligations on the government and companies to provide fair employment opportunities and disability-friendly facilities. However, the reality on the ground shows that the implementation of these regulations is still not optimal due to minimal supervision, limited socialization, and limited supporting facilities. Therefore, stronger collaboration among the government, the private sector, and the community is needed to improve the implementation of inclusion policies, including by providing training and adjusting the work environment to meet the needs of persons with disabilities.

In addition, the welfare of persons with disabilities in the world of work must be a significant concern, including legal protection, access to social security, and equal opportunities for development without discrimination. Practical examples, such as training support across various institutions and technological initiatives like the DNetwork platform, show great potential to increase the participation of persons with

disabilities in the labor market. Awareness of the importance of respecting dignity and human rights must continue to be developed so that persons with disabilities can contribute to the fullest extent possible and feel safe and valued in the workplace. With concrete, consistent efforts, the inclusion of persons with disabilities is not only a legal ideal but can become a reality that brings social and economic benefits to the nation.

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