

Empowerment of Marginalized Group

# **DISABILITY MANAGEMENT: THE INDONESIAN EXPERIENCE**

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Persons with Disabilities mean any person with long-term physical, intellectual, mental, and/or sensory limitations who may, in interacting with the environment, experience any barriers and difficulties to fully and effectively participate with other citizens on the basis of equal rights.

**Law on Disabilities (No. 8/2016)**

# INDONESIA PROFILE

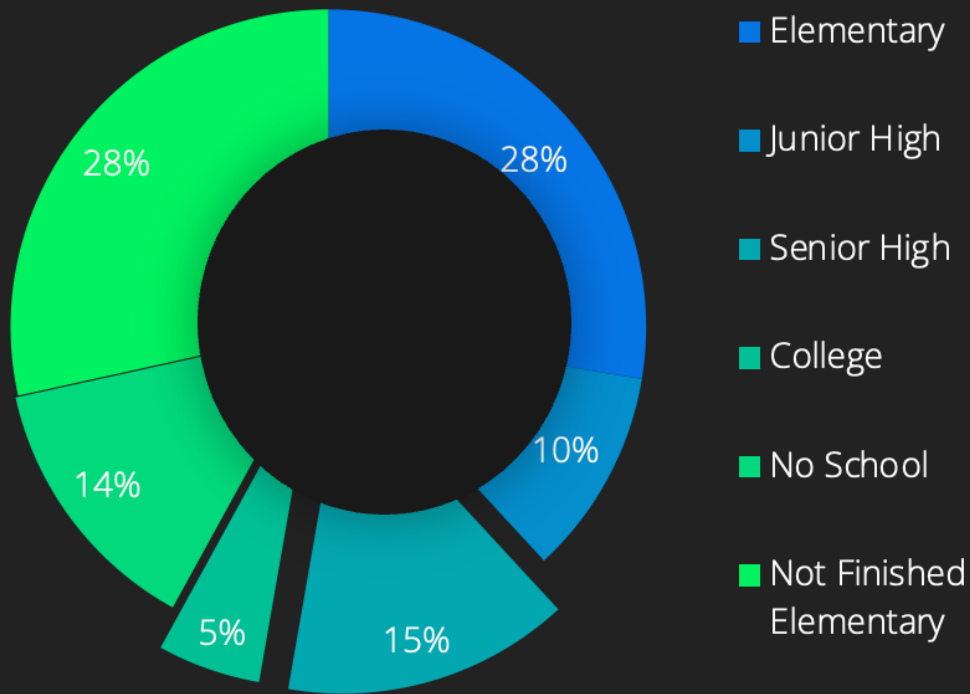
8,5% of the Population are People with Disability



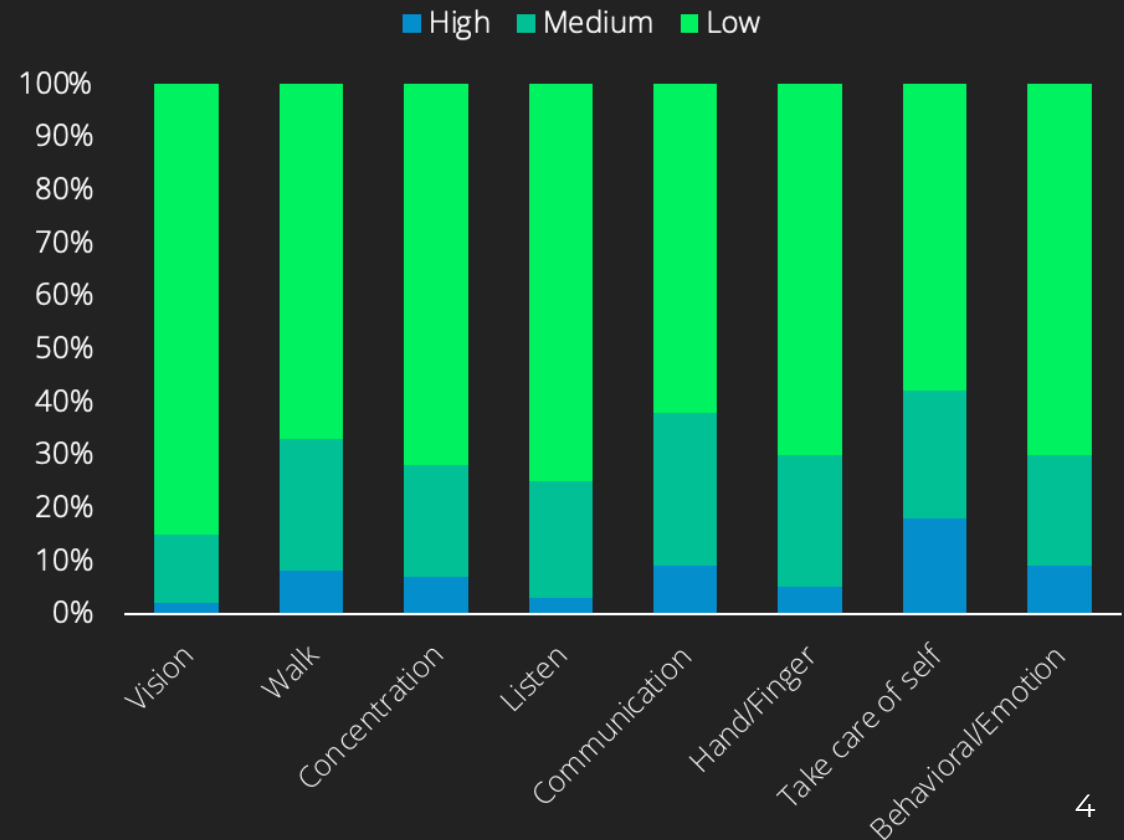
# THE CAPABILITY

Only 20% of People with Disability have Access to High Education

Education Level Person With Disability



Proportion of Disability Level Based on Type



# DISABILITY AND EMPLOYMENT

The 3 Biggest Sectors Absorbing PwD are Mostly Hazardous  
Due to its Casualties and Informality



1



Agriculture, Forestry,  
Fisheries

46%

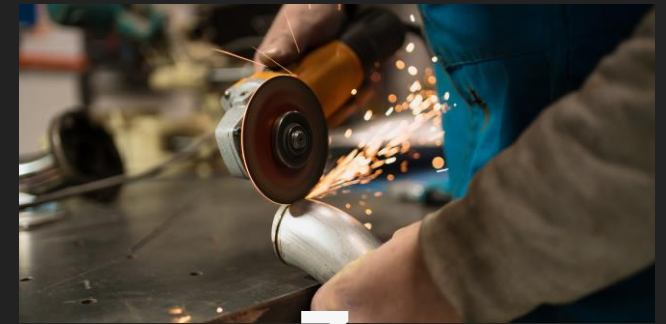


2



Wholesale and Retail Trades,  
Car and Motorcycle Repair

15%



3



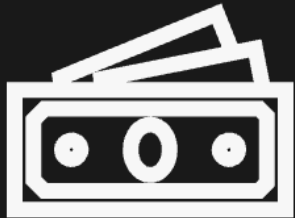
Processing and  
Manufacturing Industry

8%

# GOVERNMENT PROGRAM

Intervention to Assist People with Disability in their Daily Life

Allowance for Persons with  
Severe Disabilities (ASPDB)



**IDR 600.000/Quarter  
or  
IDR 2.400.000/Year**

Distribute food two meals  
a day



**IDR 30.000  
per Day**

Education and Culture



**12 Million\***  
Per Semester

# THE LAW

## PERSON WITH DISABILITY



### Law No. 19/2011

Indonesia ratified the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)



### Law No. 8/2016 Disability

Article 11 - work without discrimination and equal standard wages

Article 52 - The National and Local Governments shall ensure equal access for Disabilities Persons to all benefits and programs in the national employment social security system.



### Minister Of Manpower Regulation No. 10/2016

Procedures For Provision of RTW Programs And Promotional And Preventive Activities

Currently, The RTW Program eligible only for formal workers.

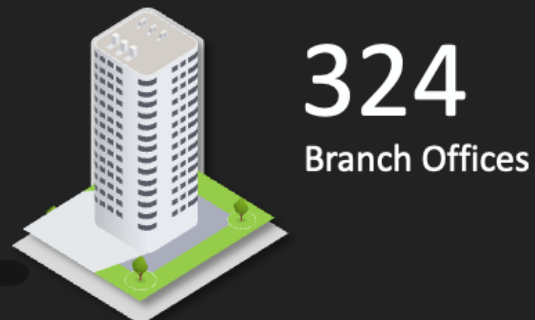
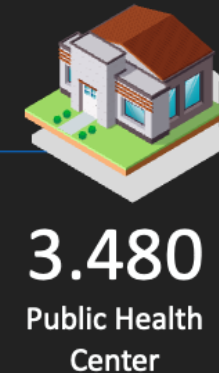
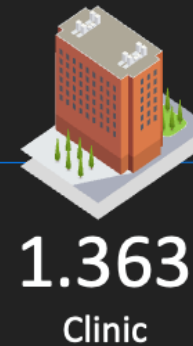
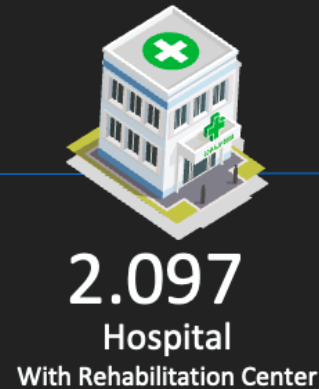


### Government Regulation No. 60/2020

The disability service unit

# RETURN TO WORK (RTW) PROGRAM

BPJS Ketenagakerjaan Began to Implement RTW since 2015





# BPJS KETENAGAKERJAAN and RETURN TO WORK PROGRAM

**RETURN TO WORK  
(RTW)**

**SUCCESS RATE**

**86,30%**

Out of 1,738 Cases

**COMPANY COMMITED**

**75.075**

**JOB OFFERING**

**COMPANY OFFERING**

**250**

The **Inequality** of  
Employment Opportunities for  
Person With Disabilities



**Inclusive**  
**Job Center (IJC)**

# MOVING FORWARD TO INCLUSIVE

The digitalization of employment creates a new type of employment

People with Disabilities still face barriers in finding work

Indonesia's inclusivity index is still low in terms of equal opportunities for people with disabilities

In general, Employers have the desire to recruit People with Disabilities but have limited understanding

## PUSH & PULL

Lack of enforcement from the government for the implementation of an inclusive work ecosystem as a whole

It requires commitment from top management so that a company can change to be inclusive and recruit workers with disabilities

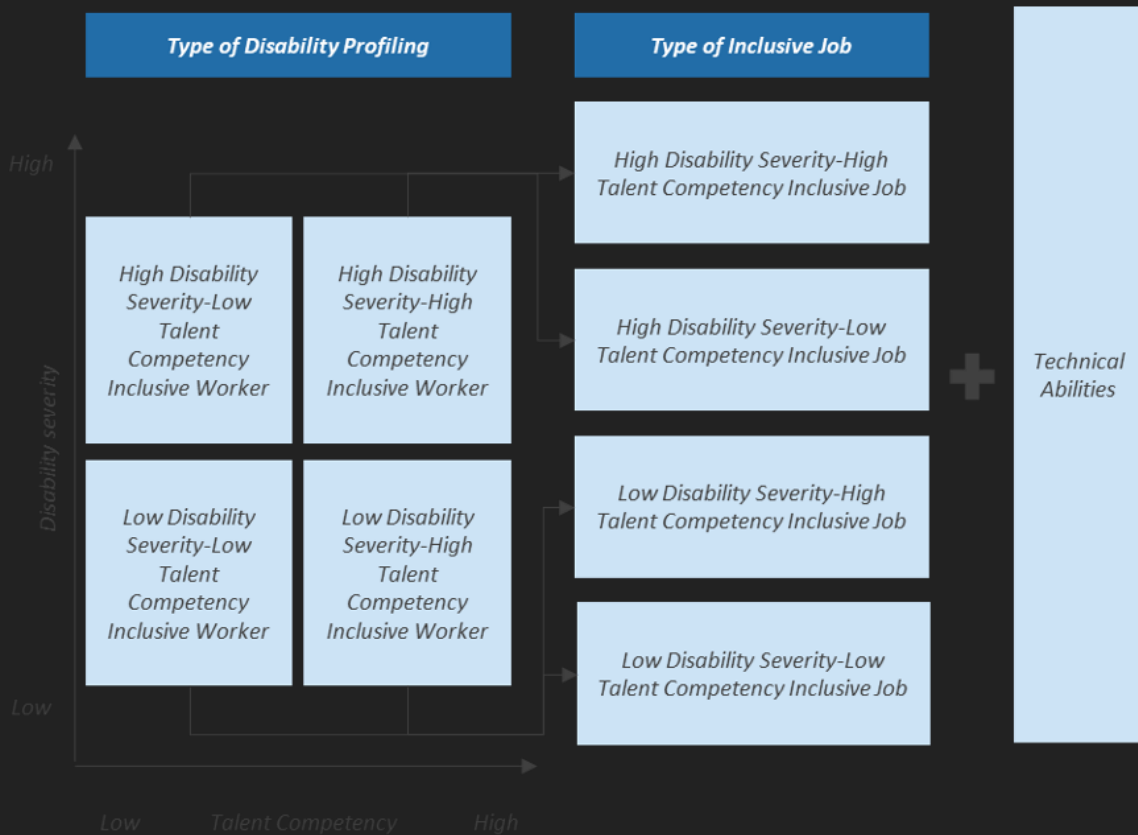
There is still no Inclusive Job Center that offers a one stop solution for Disabled Workers and Employers

Workers with disabilities and Employers both need a platform to meet existing talents and workers' needs

# THE STRATEGY WE ARE DOING

Profiling the PwD and the Company Readiness towards Inclusive

## Job Profiling



## Disability Profiling: Individual and Company

Disability Level	Index	Company Status	Very Severe Disability
Very Severe Disability	5	Inclusive Oriented Workplace	Seluruh komponen pengukuran inklusivitas dikhususkan bagi Pekerja Inklusif
Severe Disability	4	Fully Inclusive Workplace	Seluruh komponen pengukuran inklusivitas sudah baik dan tercapai
Moderate Disability	3	Nearly Inclusive Workplace	Hampir semua komponen pengukuran inklusivitas sudah baik dan tercapai
Mild Disability	2	Low Inclusive Workplace	Hanya sedikit komponen pengukuran inklusivitas sudah baik dan tercapai
No Disability	1	Non-Inclusive Workplace	Tidak ada komponen pengukuran inklusivitas yang tercapai

# STAKEHOLDER ROLE

## AND COLLABORATION IN INCLUSIVE JOB CENTER



### **BPJS KETENAGAKERJAAN**

- Provide Employment Social Security Program & Return to Work
- Simplify the claim process
- Massive Socialization
- Fully Digitalization
- e-healthcare



### **VOCATIONAL TRAINING**

Vocational Training according to the needs of person with disability and company



### **HEALTHCARE PROVIDER**

- Facilities and infrastructure to support medical rehabilitation
- Reliable medical team



### **COMPANY**

- Support by providing opportunities re-employ and guidance in implementing RTW
- Workplace environment modification (fit with disability need)/accommodation

## Challenge

## Response

### Return To Work

- Early detection of RTW patient
- Hospital in underdeveloped region
- Availability of disability-friendly vocational training center
- Social awareness of RTW Program

- Developing case severity in health care apps
- Patient able to take advance medical care in developed region with referral system
- Massive socialization with governments to provide disability-friendly vocational training centers
- Government's support for expand companies to hire disabilities

### Inclusive Job Center

- Availability of job vacation for PWD worker
- The workplace is not PWD friendly
- PWD are not confident working in companies (prefer to be self-employed)

- A persuasive approach with employers to open job vacancies for PWD.
- Promotive and preventive program for workplace adjustment for disability
- Social support from Case Manager for PWD to enter formal labor market.

In a world that often **marginalizes** those with **disabilities**, empowerment is the bridge that allows them to cross over to a place of **equality**, **dignity**, and **self-fulfillment**.