

# Fulfillment of Employment Rights for People with Disabilities in the Middle of the Covid-19 Pandemic

Vicko Taniady<sup>1</sup>, Brillian Aditya Prawira Arafat<sup>1</sup>, Ilham Muhammad<sup>2</sup> and Beni Rifqi Yafi Hibatullah<sup>3</sup>

<sup>1</sup>Faculty of Law, University of Jember, Jember, East Java, Indonesia

<sup>2</sup>Faculty of Engineering, Diponegoro University, Semarang, Central Java, Indonesia

<sup>3</sup>Faculty of Law, Diponegoro University, Semarang, Central Java, Indonesia

**Keywords:** Human Rights, Employment Rights, People with Disabilities, and Fulfillment of Rights.

**Abstract:** This study aims to examine the fulfillment of the human rights of people with disabilities in the field of employment. The research method uses a literature study. Literacy search was carried out using several search engines. The study results indicate that fulfilling the human rights of people with disabilities is still not optimal in the employment sector in Indonesia. This is due to the lack of inclusive education and training. The fulfillment of accessibility for people with disabilities is also a problem that needs to be addressed. Seeing this, there needs to be a synergy from several parties such as employers, trade unions, and the competent government to formulate strategies that can facilitate and accommodate people with disabilities to obtain equal rights and equality in the work environment. The entry of the COVID-19 pandemic has created more problems for workers with disabilities. Seeing this, it is necessary to accelerate vaccination and provide social assistance for people with disabilities to fulfill the human rights of people with disabilities. In addition, it is necessary to strengthen Public-Private Partnership to create job opportunities for people with disabilities.

## 1 INTRODUCTION

Recognition and protection of Human Rights (HAM) is one of the characteristics of the rule of law (Gunawan et al., 2020). Article 1 paragraph 3 of the Constitution of the Republic of Indonesia has mandated that Indonesia is a country based on law. Based on John Locke's view, human rights are a right given by God to every human being as a natural right (Salfutra, 2019). So that, it can be said that no one can revoke human rights. The same thing has become the state's obligation to fulfill, protect, and respect human rights.

One of the fulfillment of human rights that needs to be highlighted is people with disabilities. Article 1 paragraph 1 of Law Number 8 of 2016 concerning People with Disabilities (after this referred to as the Law on People with Disabilities) provides an understanding related to people with disabilities as people who experience physical, intellectual, mental, and/or censorship limitations for a long time so that they experience obstacles. Moreover, the difficulty of participating fully and effectively with citizens is based on equal rights. This research will focus on fulfilling the human rights of people with disabilities

in the employment sector. People with disabilities have the same right to get a job. This is stated in Article 27 paragraph 2 of the 1945 Constitution of the Republic of Indonesia (after this referred to as the 1945 Constitution of the Republic of Indonesia), which states that every citizen has the right to get a job and a decent living.

*Like no ivory that does not reclaim*, the fulfillment of the human rights of people with disabilities in the employment sector in Indonesia is very minimal (Taniady et al., 2021). In Indonesia, people with disabilities in Indonesia live in conditions of vulnerability, backwardness, and/or poverty due to obstacles, difficulties, and even the condition of the rights of people with disabilities (Putra, 2019). Based on data from the Ministry of Manpower in 2021, there are 17.74 million working-age people with disabilities (Kementerian Ketenagakerjaan RI, 2021). Meanwhile, 7.8 million people are included in the workforce (Kementerian Ketenagakerjaan RI, 2021). This data shows that the Labor Force Participation Rate (TPAK) for people with disabilities is around 44 percent, far from the National TPAK target of 69 percent. The same data shows the number of people with disabilities working as many as 7.57 people and

the number of open groups (TPT) as many as 247,000 people, so that the Open Unemployment Rate (TPT) is 3 percent. On the other hand, the number of workers with disabilities in the informal sector is 75.71 percent, and the remaining 24.29 percent work in the formal sector (Kementerian Ketenagakerjaan RI, 2019). This, of course, has not yet achieved the optimal fulfillment of the human rights of people with disabilities in Indonesia.

The entry of the Corona Virus Disease 2019 (COVID-19) pandemic in Indonesia in early March 2020 (Taniady et al., 2020), provided even greater homework, especially the fulfillment of the rights of people with disabilities in the employment sector. As is well known, one of the employment sectors that has been heavily affected by COVID-19 is the employment sector, especially in the informal sector (Dewi et al., 2020; Perdana et al., 2020). Seeing this, it is necessary to have the latest research to examine and provide solutions to fulfill human rights for people with disabilities in the collaborative sector amid the current COVID-19 pandemic. This is due to the lack of research related to it. Therefore, there are two formulations of problems in this research, namely: 1) How is the problem of fulfilling the human rights of people with disabilities in the employment sector?; and 2) What is the strategy for optimizing the fulfillment of human rights for people with disabilities in the employment sector during the COVID-19 pandemic?

## 2 LITERATURE REVIEW

### 2.1 Human Rights

In general, human rights are one with the dignity and nature of humans themselves; therefore, they are also referred to as fundamental rights. In MPR Decree No. XVII/MPR/1988 concerning Human Rights states that human rights are fundamental rights inherent in human beings that are natural and universal as gifts from God Almighty and function to ensure survival, independence, human development, and a society that no one should ignore, deprive, or interfere. Human Rights are a set of rights inherent in the nature and existence of humans as creatures of God Almighty and are His gifts that must be respected, upheld, and protected by the state, law, government, and everyone for the sake of honor and protection of dignity, and human dignity (Setiawan, 2021).

The definition of human rights above in Indonesia is still very general and universal. Law Number 39 of 1999 Article 1 paragraph (1), which mentions the

definition of human rights "Human Rights are a set of rights attached to the nature and existence of humans as creatures of God Almighty and is His gift that must be respected, upheld and protected by the state, law, government, and everyone for the honor and protection of the dignity and human dignity." Based on the understanding of human rights from the law, it can be said that it is essential, and everyone must respect the individual rights of each person. This obligation has been stated in the law as a set of obligations so that if it is not implemented, it will not be implemented, and the protection of human rights will be enforced (Dibley, 2019).

### 2.2 People with Disabilities

According to John C. Maxwell, a person with a disability has a disability and/or can interfere with activities. Article 4 of Law no. 8/2016 defines people with disabilities in four categories. First, people with physical disabilities, namely impaired movement function, including amputation, paralyzed or stiff, paraplegic, cerebral palsy (CP), due to stroke, due to leprosy, and small people. Second, people with intellectual disabilities, namely impaired thought function due to below-average intelligence levels, including slow Third, people with mental disabilities, namely disturbances in thought, emotion, and behavior, including (a) psychosocial including schizophrenia, bipolar, depression, anxiety, and personality disorders; (b) developmental disabilities that affect social interaction skills, including autism and hyperactivity. Fourth, people with sensory disabilities, namely the disruption of one of the functions of the five senses, including visual impairment, hearing disability, and/or speech disability (Armitage & Nellums, 2020). People with disabilities are any person who experiences physical, intellectual, mental, and/or sensory limitations in the long term who is interacting with the environment may experience obstacles and difficulties to participate fully and effectively with other citizens based on equal rights (Waddington & Priestley, 2021). There are various types of people with disabilities, namely (Siswanto, 2019):

#### 1. Tuna Rungu

The definition of deafness itself is very diverse, which refers to the hearing condition of deaf children. Deafness is also a general term that indicates hearing difficulties from mild to severe, classified into deaf and hard of hearing.

2. Tuna Netra  
Tuna Netra is the condition of a person experiencing disturbances or obstacles in the sense of sight.
3. Tuna Daksa  
Tuna Daksa is a physical disability, a subtle term for people with physical abnormalities, especially limbs, such as feet, hands, or body shape.
4. Tunagrahita  
Tunagrahita is a term used to refer to children or people who have intellectual abilities below the average, or it can also be called mental retardation.
5. Tuna Laras  
Tuna Laras is a term for individuals who experience obstacles in controlling emotions and social control. Patients usually show deviant behavior and do not comply with the rules or norms that apply around them.
6. Autism  
Autism is a condition that affects a person from birth or infancy, which makes him unable to have regular social or communication relationships.

The World Health Organization or the World Health Organization (WHO) defines disability as a state of limited ability to carry out activities within the limits that are considered normal. WHO divides disability into three categories, namely: (a) impairment, which is an abnormal condition or loss of psychological or anatomical structure or function; (b) disability, namely the inability or limitation as a result of an impairment to carry out activities in a way that is considered normal for humans; (c) handicap, which is a condition that is detrimental to a person due to an impairment or disability that prevents him from fulfilling a regular role (in the context of age, gender, and cultural factors) for the person concerned (Vornholt et al., 2018).

As Indonesian citizens, people with disabilities have the same position, rights, obligations and roles as other Indonesian citizens. Even the 1945 Constitution of the Republic of Indonesia stipulates that everyone gets special facilities and treatment to obtain equal opportunities and benefits to achieve equality and justice. As a form of legal protection for the fulfillment of human rights in Indonesia, especially for the right to get decent work for people with disabilities, Indonesia must have a set of legal regulations that are fair and firm in regulating state apparatuses that are alert and pro-disability, and an inclusive society towards disability issues. Opportunities to get equal status, rights and

obligations for people with disabilities can only be realized if accessibility is available, i.e. a facility for people with disabilities to achieve equal opportunities in obtaining equal positions, rights, and obligations so that efforts are needed to provide accessibility for people with disabilities. With these efforts, it is hoped that people with disabilities can be integrated into realizing national development goals in general and improving the social welfare of people with disabilities. The implementation of efforts to improve social welfare, among others, is carried out through equal opportunities for people with disabilities, which are essentially the joint responsibility of the government, the community, families, and people with disabilities themselves (Barnes, 1996).

The fact shows that employment is an essential factor of livelihood and self-esteem for every individual, especially people with disabilities. It provides income and security and helps overcome social isolation, unequal status, and respect that shadows disability (Jurado-Caraballo et al., 2020). However, people with disabilities are often seen as unproductive, incapable members of society of carrying out their duties and responsibilities so that their rights are neglected. Because of that stigma, a lack of emphasis is placed on workplace accommodation.

Over one billion people with disabilities, out of which 80 percent live in developing countries worldwide (World Health Organization, 2011), and over 450 million people within this population are in the working-age (Spaull, 2013). In Indonesia, the proportion of disabilities in productive age (15 – 59) is 22 percent (Prasojo, 2020). This prevalence shows the significant number of people with disability unemployed, and this low rates of labor market participation are one of the essential pathways through which disability may lead to poverty.

People with disabilities also often have extremely high medical costs due to their disability and that is one excuse why people with disabilities should be employed. Access to information, one of the obstacles for people with disabilities to entering labor markets, can be a further barrier for people with disabilities, especially people with visual impairments (Butler et al., 2002). Therefore, supported employment, with accessible information in job opportunities and job consultation, can integrate people with disabilities into the competitive labor market to accommodate the increasing numbers of people with disabilities in the working-age population (Brown et al., 2020).

### 2.3 Human Rights Fulfillment

Fulfilling human rights is an action or effort to protect the community from arbitrariness that does not follow the rule of law to create order and peace (Irawan et al., 2021). The principles and fundamental human rights are accommodated in the state constitution, the 1945 Constitution of the Republic of Indonesia, which was even born earlier than the Universal Declaration of Human Rights. Article 28D paragraph (1) of the 1945 Constitution of the Republic of Indonesia describes legal recognition and certainty in the same way without discrimination. The fulfillment of human rights is achieved when the protection of human dignity before the law is also regulated by Law Number 39 of 1999 concerning Human Rights.

In addition, to protecting the public from arbitrary actions by the authorities, the existence of human rights requires the state to fulfill and guarantee the enforcement of the rights of citizens. The human rights framework implementation parameters are divided into 2 (two) main paradigms (Zaini, 2016). First, human rights see rights as values that must be fulfilled. In this case, there are fundamental rights related to economic, social, and cultural rights, which mean the extent to which citizens' quality of life. Second, that human rights see rights as values that must be protected, where fundamental rights are in the form of civil and political rights. These civil and political rights must be protected, which will cause problems and insecurity if not fulfilled.

## 3 METHOD

The method used in this literature review is to use the keywords Law Subject Headings, namely Human Rights, Employment Rights, People with Disabilities, and Fulfillment of Rights. Literacy searches were carried out using search engines like Google scholar, Scimedirect, Researchgate, and SpringerLink. Inclusion criteria in the literature used were legal research journals on Human Rights and descriptive research on the fulfillment of rights for people with disabilities. The publication provisions used are within the last ten years, and there are at least two keywords from this literature review. The exclusion criteria used were research journals outside of publications in the last ten years. From the results of the literacy search using inclusion and exclusion criteria, 26 journals are using in this research.

## 4 RESULTS AND DISCUSSION

### 4.1 The Problems of Fulfilling Human Rights of People with Disabilities in the Employment Sector

Equations Employment problems in Indonesia are crucial problems; several parties have made various breakthroughs, especially the government, in tackling the high unemployment rate (Dewita Hia, 2015). In addition to focusing on reducing unemployment, the government should also implement inclusive principles in work. People with disabilities are also entitled to access decent work in this country, including private companies and government agencies.

The low LFPR recorded indicates that many people with disabilities seem pessimistic or reluctant to enter the world of work. Many factors cause this condition to occur, such as social inequality, limited accessibility for people with disabilities in the work environment, non-inclusive job training, and open distrust job vacancies on the abilities of people with disabilities (Hastuti et al., 2020). On the other hand, there is much negative stigma about disabled workers that must be straightened out in terms of employment (Tan & Ramadhani, 2020).

Regarding the main problem, non-inclusive education and training are the most significant factor in the lack of participation in the workforce with disabilities (Widhawati et al., 2020). Through the Law on People with Disabilities, the state has promised that it will fulfill the rights of people with disabilities, including the right to obtain an education. If the education system alone does not apply the inclusive principle in its curriculum, we cannot expect much towards improving the quality and skills of people with disabilities. Because basically, people with disabilities need a special education and training system that is by their abilities to adapt to the existing environmental conditions (Kim Jiu et al., 2020).

Lack of accessibility for people with disabilities can also be indicated as a factor in the lack of participation in the workforce with disabilities (Widjaja et al., 2020). In public facilities, it is still rare to find disability-friendly facilities that people with disabilities need. If there is, even then many have been converted inappropriately, for example, Paving Blocks on street pavements, which have been converted as stalls for street vendors, as well as in the work environment, there are still many companies or offices that still do not provide the accessibility needed by people with disabilities (Wahyuni, 2019). The accessibility adjustments include meeting the

routine needs of employees in the workplace, such as entrances, particular stairs, and toilets. Then there is the adjustment of accessibility for certain limitations, such as hearing impairment; for example, usually in companies, the sound of alarms and sirens is a sign; in this case, a flashing light can be added to make it easier for those who are hearing impaired.

On the other hand, we often lack information on job vacancies for people with disabilities (Hidayatullah & Pranowo, 2018). There are even job vacancies providers who do not believe in the abilities possessed by people with disabilities (International Labor Organization, 2013). The job vacancy provider does not see the other side of the people with a disability, even though if you look closely, every people with a disability must have other abilities that can cover this shortcoming. This negative stigma should jointly be straightened out to avoid discrimination against people with disabilities, especially in employment issues.

The COVID-19 pandemic in Indonesia also poses a significant challenge in the employment sector, especially for workers with disabilities. As is known, people with disabilities are categorized as vulnerable to being exposed to COVID-19 (Saptoyo, 2021). Seeing this, it is necessary to limit activities for people with disabilities. On the other hand, the number of workers with disabilities is more likely to work in the informal sector, which must experience difficulties. This is due to the social restriction policy issued by the government (Mungkasa, 2020). On the other hand, due to the COVID-19 pandemic, the income of people with disabilities has also decreased. This is shown in the following figure.

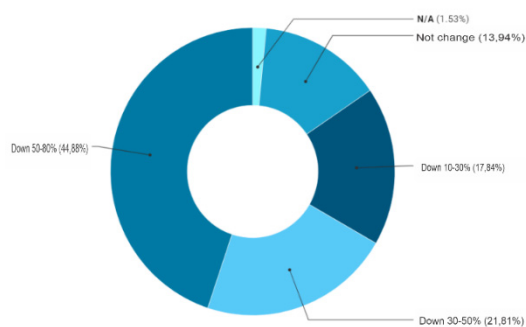


Figure 1. Decreased Workers' Income with Disabilities Due to the COVID-19 Pandemic Based on Data from 1,638 Respondents (Dzulfikar, 2020).

## 4.2 Optimizing the Fulfillment of Human Rights of People with Disabilities in the Employment Sector

In solving employment problems for people with disabilities, it is necessary to have a sense of concern and synergy from many parties, including employers, trade unions, and the government in authority (International Labor Organization, 2013). When we want inclusiveness in the work environment, at least these three elements understand their duty in seeking an inclusive and non-discriminatory working climate. Article 27, paragraph 2 of the 1945 Constitution of the Republic of Indonesia states that every citizen has the right to work and a decent living for humanity. Furthermore, Article 5 of Law Number 13 of 2003 concerning Manpower (Labor Law) explains that every worker has the same opportunity to get a job without discrimination. These two articles imply that all parties need to strive to fulfill workers' rights, including people with disabilities.

Entrepreneurs are parties who have the authority to provide employment opportunities; therefore, entrepreneurs also have the authority to manage human resources, including those with disabilities. This human resource development policy is expected to facilitate workers with disabilities to obtain equal rights in the work environment. The basic strategies of human resource management and development that can be carried out include:

1. Special admission process for people with disabilities to work in a company or agency
2. There are equal and equal opportunities for people with disabilities in doing work
3. Guaranteed contractual guarantees for people with disabilities to be able to work for a certain period

In addition to human resource management, entrepreneurs should also provide work support facilities needed by people with disabilities to carry out their jobs safely and comfortably. Trade unions are one of the forums that can be used as a support system to support disabled workers in obtaining their rights. Through this union, it is hoped that the concerns of disabled workers can be conveyed so that equality and justice are achieved in the work environment. The roles that trade unions can play in realizing this equality are as follows:

1. Voice the problems experienced by disabled workers, either to the company or to the government

2. Provide understanding and training for disabled workers on things they can develop.
3. Monitor the development of workers with disabilities through developments and the problems they currently face.

On the other hand, the entry of the COVID-19 pandemic, which has provided obstacles for people with disabilities to work, requires a solution. The urgency to accelerate vaccination is the primary step that must be done. On the other hand, there is a need for social assistance from the government for people with disabilities. Indeed, social assistance from the government has been provided to people with disabilities. However, the data collection process is not optimal (Sudarno & Utomo, 2018), making the fulfillment of the human rights of people with disabilities through social assistance still not evenly distributed. Seeing this, there is a need for a specific data collection process to be carried out.

### **4.3 Public-Private Partnership as a Strategy to Provide Employment Opportunities for People with Disabilities**

In solving employment problems people with disabilities, such as limited job opportunities, lack of supporting facilities, and a lack of trust in job providers, the Public-Private Partnership can be a solution to overcome these problems because public problems are complex can be solved through Public-Private Partnership (Ho, 2006).

Stability, capacity, and collaboration in Public-Private Partnerships are essential to creating jobs more efficiently; Public-Private Partnerships can harness the power of the public and private sectors. The public sector contributes to stability and public will, while the private sector contributes to capacity building, creativity, and access to capital (Mgaiwa & Poncian, 2016). For example, the University of Washington School of Medicine Expansion project into the South Lake Union neighborhood in 2008-2013 could create short-term and long-term jobs (Christopher M. Byrd, 2019). Partners involved in the project include Vulcan Real Estate as a developer, Perkins, Will as an architectural firm, Sellen Construction as contractor general, Turner Construction as a construction partner, and National Development Counsel for project financing. In this project, 2,000 jobs were created directly as a result of construction. These jobs include more than 1,400 University of Washington jobs and 600 union construction jobs to be created. In addition, 3,000

regional jobs are expected to be created indirectly due to the economic impact of construction facilities (Gray, 2011).

The purpose of the Public-Private Partnership, reflecting on the project above, is to develop finance and not necessarily to cooperate after the facility's construction (Roehrich et al., 2014). The government can work with the private sector to create jobs for people with disabilities through financing, business development, and public contributions to the business. The Public-Private Partnership offers a long-term, sustainable approach to developing social infrastructure to increase the value of public assets (Wang & Ma, 2021). In addition, the efforts of the Public-Private Partnership will also have a positive impact, especially during the current COVID-19 pandemic, to absorb people with disabilities in Indonesia.

## **5 CONCLUSIONS**

Employment problems in Indonesia are increasingly comprehensive, including employment issues for people with disabilities. They have to face many problems when they have to decide to enter the world of work, ranging from limited employment opportunities, lack of supporting facilities for them, to the lack of trust in job providers, they must optimize themselves to develop themselves to be able to adapt to the work environment. However, they cannot work alone; there needs to be synergy from several parties such as employers, trade unions, and the government in authority so that later these parties can formulate strategies that can facilitate and accommodate people with disabilities in order to obtain equal rights and equality in the work environment.

On the other hand, the entry of the COVID-19 pandemic has created problems for workers with disabilities. This is because many people with disabilities work in the informal sector. Seeing this, it is necessary to accelerate vaccination and provide social assistance for people with disabilities. Thus, the guarantee of the human rights of people with disabilities can be fulfilled. In addition, to absorb disabled workers, it is necessary to strengthen the implementation of the Public-Private Partnership. Through the Public-Private Partnership, it is hoped that people with disabilities will get the same job during the COVID-19 pandemic and in the future.

## REFERENCES

- Armitage, R., & Nellums, L. B. (2020). The COVID-19 response must be disability inclusive. *The Lancet Public Health*, 5(5), e257. [https://doi.org/10.1016/S2468-2667\(20\)30076-1](https://doi.org/10.1016/S2468-2667(20)30076-1)
- Barnes, C. (1996). *Theories of disability and the origins of the oppression of disabled people in western society*. Routledge. <https://www.taylorfrancis.com/chapters/edit/10.4324/9781315841984-4/theories-disability-origins-oppression-disabled-people-western-society-colin-barnes>
- Brown, A., Britannica, Bramantyo, Braithwaite, J., Mont, D., Brahmna, H., Bowman, J. S., West, J. P., Bonaccio, S., Connelly, C. E., Gellatly, I. R., Jetha, A., Martin Ginis, K. A., Bolívar, M. P. R., Meijer, A. J., Bocquet, D., Boateng, R. O., Amankwaa, A., Blais, A., ... -, S. (2020). Persentase Penduduk Miskin September 2020 naik menjadi 10,19 persen. *Jurnal Civics: Media Kajian Kewarganegaraan*, 3(1), 1–12. <https://doi.org/10.1016/j.ssmph.2020.100601>
- Butler, S. E., Crudden, A., Sansing, W. K., & LeJeune, B. J. (2002). Employment Barriers: Access to Assistive Technology and Research Needs. *Journal of Visual Impairment & Blindness*, 96(9), 664–667. <https://doi.org/10.1177/0145482X0209600908>
- Christopher M. Byrd. (2019). *Public-Private Partnerships for Higher Education Infrastructure: A Multiple-Case Study of Public-Private Partnership Models* [Virginia Polytechnic and State University in]. [https://vtechworks.lib.vt.edu/bitstream/handle/10919/19287/Byrd\\_CM\\_T\\_2013.pdf?sequence=1](https://vtechworks.lib.vt.edu/bitstream/handle/10919/19287/Byrd_CM_T_2013.pdf?sequence=1)
- Dewi, M. M., Magdalena, F., Ariska, N. P. D., Setiyawati, N., & Rumboirusi, W. C. B. (2020). Dampak Pandemi Covid-19 terhadap Tenaga Kerja Formal di Indonesia. *Populasi*, 28(2), 32–53. <https://doi.org/10.22146/jp.63345>
- Dewita Hia, Y. (2015). Strategi Dan Kebijakan Pemerintah Dalam Menanggulangi Pengangguran. *Economica*, 1(2), 208–213. <https://doi.org/10.22202/economica.2013.v1.i2.121>
- Dibley, T. (2019). *Democratization and Disability Activism in Indonesia. In Activists in Transition* (pp. 171–186). Cornell University Press.
- Dzulfikar, L. T. (2020). *Bagaimana COVID-19 memperparah kesejahteraan penyandang disabilitas di Indonesia*. TheConversation.Com. <https://theconversation.com/bagaimana-covid-19-memperparah-kesejahteraan-penyandang-disabilitas-di-indonesia-144109>
- Gray, L. (2011). *Third Phase of UW Medicine research complex breaks ground in South Lake Union district*. UW News. <https://www.washington.edu/news/2011/07/07/third-phase-of-uw-medicine-research-complex-breaks-ground-in-south-lake-union-district/>
- Gunawan, B. P., Yustianti, S., Lestari, S. E., Effendi, E., Poernomowatie, & Affand, M. (2020). The Implementation of Indonesia As the Rule of Law Based Constitution 1945 after Amendments. *International Journal of Innovation, Creativity and Change*, 13(9), 818–827. <https://www.ijicc.net/index.php/volume-13-2020/194-vol-13-iss-9>
- Hastuti, Dewi, R. K., Pramana, R. P., & Sadaly, H. (2020). *Kendala Mewujudkan Pembangunan Inklusif terhadap Penyandang Disabilitas*. [https://www.smeru.or.id/sites/default/files/publication/disabilitaswp\\_id\\_0.pdf](https://www.smeru.or.id/sites/default/files/publication/disabilitaswp_id_0.pdf)
- Hidayatullah, A. N., & Pranowo, P. (2018). Membuka Ruang Asa dan Kesejahteraan Bagi Penyandang Disabilitas. *Jurnal Penelitian Kesejahteraan Sosial*, 17(2), 195–206.
- Ho, S. P. (2006). Model for Financial Renegotiation in Public-Private Partnership Projects and Its Policy Implications: Game Theoretic View. *Journal of Construction Engineering and Management*, 132(7), 678–688. [https://doi.org/10.1061/\(asce\)0733-9364\(2006\)132:7\(678\)](https://doi.org/10.1061/(asce)0733-9364(2006)132:7(678))
- International Labor Organization. (2013). *Pedoman ILO tentang Pengelolaan Penyandang Disabilitas di tempat kerja*. [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-jakarta/documents/publication/wcms\\_218055.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-jakarta/documents/publication/wcms_218055.pdf)
- Irawan, A. D., Samudra, K. P., & Pratama, A. (2021). Perlindungan Hak Asasi Manusia oleh Pemerintah pada Masa Pandemi COVID-19. *Jurnal Citizenship Virtues*, 1(1), 1–6. <https://doi.org/10.37640/jcv.v1i1.902>
- Jurado-Caraballo, M. Á., Quintana-García, C., & Rodríguez-Fernández, M. (2020). Trends and opportunities in research on disability and work: An interdisciplinary perspective. *BRQ Business Research Quarterly*. <https://doi.org/10.1177/2340944420972715>
- Kementerian Ketenagakerjaan RI. (2019). *Fenomena Difabel di Usia Kerja* (4th ed.).
- Kementerian Ketenagakerjaan RI. (2021). *Ketenagakerjaan dalam Data 2021* (3rd ed.). Pusat Data dan Informasi Ketenagakerjaan Redaksi. [https://satudata.kemnaker.go.id/files/2019\\_BUKU\\_KETENAGAKERJAAN\\_DALAM\\_DATA\\_1605501203.pdf](https://satudata.kemnaker.go.id/files/2019_BUKU_KETENAGAKERJAAN_DALAM_DATA_1605501203.pdf)
- Kim Jiu, C., Zulfia, N., Dwi Rahayu, I., & Jhoni Putra, G. (2020). Students with Intellectual Disability in Special Needs School: A Qualitative Study. *International Journal of Multidisciplinary Research and Publications (IJMRAP)*, 2(12), 57–60.
- Mgaiwa, S. J., & Poncian, J. (2016). Public-private partnership in higher education provision in Tanzania: implications for access to and quality of education. *Bandung: Journal of the Global South*, 3(1), 1–21. <https://doi.org/10.1186/s40728-016-0036-z>
- Mungkasa, O. (2020). Bekerja dari Rumah (Working From Home/WFH): Menuju Tatanan Baru Era Pandemi COVID 19. *Jurnal Perencanaan Pembangunan: The Indonesian Journal of Development Planning*, 4(2), 126–150. <https://doi.org/10.36574/jpp.v4i2.119>
- Perdana, A. B., Novianto, A., Fathin, C. A., Ranggajati, A., Wulansari, A. D., Dyah, R., Sulistastuti, R., Wijayanti, & Murwani, Y. (2020). Pekerja Informal di Tengah COVID-19. *Tata Kelola Penanganan Covid-19 Di*

- Indonesia: *Kajian Awal*, September, 238–252. <https://digitalpress.ugm.ac.id/book/257>
- Prasojo, P. (2020). Analisis penyerapan tenaga kerja penyandang disabilitas di kabupaten malang. *Jurnal Ilmiah Mahasiswa FEB*, 8(2), 1–12. <https://jimfeb.ub.ac.id/index.php/jimfeb/article/view/6683>
- Putra, P. S. (2019). Aksesibilitas Perlindungan Hukum Bagi Tenaga Kerja Penyandang Disabilitas Di Kabupaten Karawang. *Mimbar Hukum - Fakultas Hukum Universitas Gadjah Mada*, 31(2), 205–221. <https://doi.org/10.22146/jmh.44200>
- Roehrich, J. K., Lewis, M. A., & George, G. (2014). Are public-private partnerships a healthy option? A systematic literature review. *Social Science and Medicine*, 113, 110–119. <https://doi.org/10.1016/j.socscimed.2014.03.037>
- Salfutra, R. D. (2019). Hak Asasi Manusia dalam Perspektif Filsafat Hukum. *Jurnal Hukum Progresif*, 12(2), 2146–2158. <https://doi.org/10.33019/progresif.v12i2.977>
- Saptoyo, R. D. A. (2021). *Masuk Kelompok Rentan, Penyandang Disabilitas Berhak Divaksin Covid-19*. Kompas.Com. <https://www.kompas.com/tren/read/2021/04/27/200000665/masuk-kelompok-rentan-penyandang-disabilitas-berhak-divaksin-covid-19?page=all>
- Setiawan, K. M. P. (2021). Struggling for justice in post-authoritarian states: human rights protest in Indonesia. *The International Journal of Human Rights*, 1–25. <https://doi.org/10.1080/13642987.2021.1947805>
- Siswanto. (2019). *Pemenuhan Hak Penyandang Disabilitas Atas Pekerjaan Pada Lingkup Pemerintah Daerah Kabupaten Tulungagung Ditinjau dari Hukum Positif dan Hukum Islam* [IAIN Tulungagung]. <http://repo.iain-tulungagung.ac.id/12698/>
- Spaull, G. (2013). The employer's perspective. *Using Learning Contracts in Higher Education*, 10(1), 84–88. <https://doi.org/10.4324/9780203062029>
- Sudarno, R., & Utomo, S. D. (2018). Inovasi Pendataan Disabilitas “Inovasi dan Praktik Baik Mitra Program Peduli Disabilitas Fase 1 di Enam Provinsi.” In *The Asia Foundation*. Pusat Telaah dan Informasi Regional.
- Tan, W., & Ramadhani, D. P. (2020). Pemenuhan Hak Bekerja bagi Penyandang Disabilitas Fisik di Kota Batam. *Jurnal HAM*, 11(1), 27–37. <https://doi.org/10.30641/ham.2020.11.27-37>
- Taniady, V., Anggraeni, R. P., & Riwayanti, N. W. (2021). Regulation of Labor with Disabilities in Facing the Digital Revolution: Comparison of Indonesia, Malaysia and Australia. *Journal of Judicial Review*, 23(2), 265–274. <https://doi.org/10.37253/jjr.v23i2.5337>
- Taniady, V., Riwayanti, N. W., Anggraeni, R. P., Ananda, A. A. S., & Disemadi, H. S. (2020). Phk Dan Pandemi Covid-19: Suatu Tinjauan Hukum Berdasarkan Undang-Undang Tentang Ketenagakerjaan Di Indonesia. *Jurnal Yustisiabel*, 4(2), 97–117. <https://doi.org/10.32529/yustisiabel.v4i2.701>
- Vornholt, K., Villotti, P., Muschalla, B., Bauer, J., Colella, A., Zijlstra, F., Van Ruitenbeek, G., Uitdewilligen, S., & Corbière, M. (2018). Disability and employment—overview and highlights. *European Journal of Work and Organizational Psychology*, 27(1), 40–55. <https://doi.org/10.1080/1359432X.2017.1387536>
- Waddington, L., & Priestley, M. (2021). A human rights approach to disability assessment. *Journal of International and Comparative Social Policy*, 37(1), 1–15. <https://doi.org/10.1017/ics.2020.21>
- Wahyuni, D. (2019). Peluang dan tantangan penyandang disabilitas di dunia kerja. *Bidang Kesejahteraan Sosial Info Singkat*, 11(23), 13–18.
- Wang, N., & Ma, M. (2021). Public–private partnership as a tool for sustainable development – What literatures say? *Sustainable Development*, 29(1), 243–258. <https://doi.org/10.1002/sd.2127>
- Widhawati, M. K., Santoso, M. B., & Apsari, N. C. (2020). Ruang Kerja Inklusif Bagi Tenaga Kerja Dengan Disabilitas Fisik. *EMPATI: Jurnal Ilmu Kesejahteraan Sosial*, 8(2), 126–138. <https://doi.org/10.15408/empati.v8i2.8258>
- Widjaja, A. H., Wijayanti, W., & Yulistyaputri, R. (2020). Perlindungan Hak Penyandang Disabilitas dalam Memperoleh Pekerjaan dan Penghidupan yang Layak bagi Kemanusiaan. *Jurnal Konstitusi*, 17(1), 197–223. <https://doi.org/10.31078/jk1719>
- World Health Organization. (2011). *World Report On Disability*. [https://www.who.int/disabilities/world\\_report/2011/report.pdf](https://www.who.int/disabilities/world_report/2011/report.pdf)
- Zaini, N. A. (2016). POLITIK HUKUM DAN HAM (Kajian Hukum Terhadap Kewajiban Pemenuhan dan Perlindungan Hak Asasi Manusia Dalam Konstitusi Indonesia). *Jurnal Panorama Hukum*, 1(2), 1–16. <https://doi.org/10.21067/jph.v1i2.1412>