

**EMPLOYMENT OPPORTUNITIES FOR PERSONS WITH DISABILITIES IN INDONESIA: LEGAL STUDIES BASED ON THE SDGS PERSPECTIVE****Rahmi Ayunda**International University of Batam  
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Tel./Fax: +62-778-7437111 E-mail: [rahmi@uib.ac.id](mailto:rahmi@uib.ac.id)*Submitted: Dec 22, 2020; Reviewed: Apr 23, 2021; Accepted: Jun 17, 2021***Abstract**

*Persons with disabilities are humans who have certain physical or non-physical limitations that make them unable to do activities like humans in general. As part of Indonesian citizens, persons with disabilities have the same rights. These rights include life rights, education rights, health rights, household rights, political rights, development rights, and the right to get a job. Indonesia is responsible for the welfare of all its people including people with disabilities. This has been explicitly stated in the preamble to the 1945 Constitution of the Republic of Indonesia. However, the problem is that there are still people with disabilities who do not get their rights, especially the right to work. This research is important to do because it wants to examine the problem of employment opportunities for people with disabilities based on the perspective of the Sustainable Development Goals or SDGs. Generally, SDGs are intended to achieve social justice from generation to generation, including for people with disabilities. The 8th goal of the SDGs states explicitly that the state must be able to create decent jobs for all people without exception, including the provision of jobs for people with disabilities.*

**Keywords:** *Persons with Disabilities; Labor; SDGs***INTRODUCTION**

Minority groups are very close to discriminatory treatment, in the form of words and deeds. One of the minority groups in Indonesia is a group of people with disabilities.<sup>1</sup> A person can become disabled not only because of abnormalities in the womb, but disability can also occur in children, adolescents, adults, and the

elderly.<sup>2</sup> Everyone can experience accidents on the road, work accidents, or become victims of natural disasters. This can cause a person to become disabled.<sup>3</sup>

Persons with disabilities are every person who experiences physical, intellectual, mental, and/or sensory limitations for

<sup>1</sup> Aprilina Pawestri. (2017). "Hak Penyandang Disabilitas dalam Perspektif HAM Internasional dan HAM Nasional." *Era Hukum-Jurnal Ilmiah Ilmu Hukum* 15.1, 164-182, p. 166.

<sup>2</sup> Zulkarnain Ridlwan. (2015). "Perlindungan Hak-hak Konstitusional Penyandang Disabilitas (Rights of Persons with Disabilities)." *FIAT JUSTISIA: Jurnal Ilmu Hukum* 7.2, 231-243, p. 235.

<sup>3</sup> Indah Anggriany Tampubolon. (2019). "Perlindungan Hukum Terhadap Pekerja Penyandang Disabilitas Dalam Mendapatkan Pekerjaan Yang Layak (Studi Kasus Di PT. Deaf Cafefingertalk Tangerang)." *Jurnal Pionir* 5.3, 45-55, p. 46.

a long time who in interacting with the environment may experience obstacles and difficulties to participate fully and effectively with other citizens based on equal rights. This is contained in Article 1 of Law No. 8 of 2016 concerning Persons with Disabilities (Persons with Disabilities Law). Most persons with disabilities in Indonesia live in vulnerable, underdeveloped and/or poor conditions due to restrictions, barriers, difficulties, and reduction or deprivation of rights of persons with disabilities.<sup>4</sup> Persons with Disabilities Law is here to realize equal rights and opportunities for persons with disabilities towards a life that is prosperous, independent, and without discrimination.<sup>5</sup>

As part of society, people with disabilities have the same rights. These rights include life rights, education rights, health rights, household rights, political rights, development rights, and the right to get a job. The Indonesian state is a democratic country, so every citizen is obliged to exercise his rights and obligations in a balanced manner for a better and more ad-

vanced life.<sup>6</sup> Employment rights for every Indonesian citizen are regulated in Article 27 paragraph (2) of the 1945 Constitution of the Republic of Indonesia which states that every citizen has the right to work and a decent living for humanity. Then Article 38 of Law No. 39 of 1999 concerning Human Rights (Human Rights Law) also stipulates that every citizen, according to his talents, skills, and abilities, has the right to decent work. From these articles, it is clear that all Indonesian citizens, including persons with disabilities, can be given jobs so that they can live properly as human beings who have rights protected by law. Even though the 1945 Constitution of the Republic of Indonesia and the Human Rights Law have provided rights for persons with disabilities to obtain jobs until now the fulfillment of these rights has not been maximized. Persons with disabilities still experience various acts of discrimination, especially the obstacles in the requirement of “being physically and mentally healthy” which is always one of the general requirements that everyone must-have.<sup>7</sup>

Several previous research related to the issue of fulfilling the rights of persons

<sup>4</sup> Zulfah Latuconsina. (2014). “Afirmasi Kebijakan Pemerintah Dalam Fasilitasi Kerja Bagi Penyandang Disabilitas.” *Pandecta: Jurnal Penelitian Ilmu Hukum (Research Law Journal)* 9.2, 207-215, p. 209.

<sup>5</sup> Hamzah Ba'agil. (2020). “Analisis Yuridis Pelaksanaan Perlindungan Hukum Terhadap Hak Tenaga Kerja Perempuan (Studi Kasus di UD. Tiga Topi Kota Surabaya).” *Dinamika: Jurnal Ilmiah Ilmu Hukum* 26.15, 1781-1788, p. 1782.

<sup>6</sup> Kadek Januarsa Adi Sudharma. (2017). “Implementasi Asas Keseimbangan Pada Kontrak Kerja Bagi Tenaga Kerja Penyandang Disabilitas Yang Diterapkan Oleh Yayasan Nirlaba Di Provinsi Bali.” *Jurnal Panorama Hukum* 2.2, 203-214, p. 209.

<sup>7</sup> Indah Anggriany Tampubolon. (2019). *Op.Cit.*, p. 46.

with disabilities to get a job have been carried out by Susiana and Wardah in 2019 which examined the fulfillment of the rights of persons with disabilities in obtaining employment at State-Owned Enterprises<sup>8</sup>; by Ismail Shaleh in 2018 who reviewed the implementation of fulfilling the rights of people with labor disabilities in Semarang<sup>9</sup>; and by Istifarroh, and Widhi Cahyo Nugroho in 2019 who studied the protection of the rights of disabilities to find work in private companies and state-owned companies.<sup>10</sup> Unlike previous studies, current research is important because it wants to examine the problem of employment opportunities for people with disabilities based on the perspective of Sustainable Development Goals or SDGs. Generally, sustainable development is defined as the achievement of social justice from generation to generation<sup>11</sup>, including for people with disabilities. The achievement of the SDGs requires efforts to improve the rights of

citizens, including the right to work for people with disabilities, and promote a healthy and safe work environment. The development approach to the economic sector in sustainable development must focus on increasing the skills of workers to increase competitiveness in obtaining decent work.

## METHOD

The research method used is the method of normative legal research (legal research). This research emphasizes document study or library research because it focuses more on the use of secondary data. Secondary data is research data obtained indirectly.<sup>12</sup> The data in this writing is secondary data, namely library materials which include official documents, library books, laws and regulations, scientific papers, articles, and documents related to research material. This legal research data collection technique is through literature study. Secondary data is divided into primary, secondary, and tertiary legal materials.<sup>13</sup>

Discuss primary legal data such as the Law on Persons with Disabilities, the La-

<sup>8</sup> Susiana & Wardah. (2019). "Pemenuhan Hak Penyandang Disabilitas Dalam Mendapatkan Pekerjaan Di BUMN." *Law Reform* 15.2, 225-238, p. 225.

<sup>9</sup> Ismail Shaleh. (2018). "Implementasi Pemenuhan Hak Bagi Penyandang Disabilitas Ketenagakerjaan Di Semarang." *Kanun Jurnal Ilmu Hukum* 20.1, 63-82, p. 63.

<sup>10</sup> Istifarroh & Widhi Cahyo Nugroho. (2019). "Perlindungan Hak Disabilitas Mendapatkan Pekerjaan di Perusahaan Swasta dan Perusahaan Milik Negara." *Mimbar Keadilan* 12.1, 21-34, p. 21.

<sup>11</sup> Winshery Tan. (2020). "Pemenuhan Hak Pendidikan Anak Jalanan di Kota Batam: Tantangan Dalam Mewujudkan Sustainable Development Goals (SDGs)." *Supremasi Hukum: Jurnal Penelitian Hukum* 29.1, 46-59, p. 48.

<sup>12</sup> Kornelius Benuf & Muhamad Azhar. (2020). "Metodologi Penelitian Hukum sebagai Instrumen Mengurai Permasalahan Hukum Kontemporer." *Gema Keadilan* 7.1, 20-33, p. 24.

<sup>13</sup> Laurensius Arliman. (2018). "Peranan Metodologi Penelitian Hukum Di Dalam Perkembangan Ilmu Hukum Di Indonesia." *Soumatara Law Review* 1.1, 112-132, p. 119.

bor Law, and other regulations related to this research. Secondary legal materials such as books or journal articles related to this study. Meanwhile, tertiary legal materials are in the form of materials that support previous legal materials. This study uses descriptive-qualitative analysis techniques to obtain correct conclusions.

## ANALYSIS AND DISCUSSION

### Workers in Indonesian Labor Law

The term labor is contained in Article 1 number 2 of Law Number 13 of 2003 concerning Labor (Labor Law), which implies that labor is anyone capable of doing work to produce goods and/or services to meet their own needs, as well as for the community. The definition of every person who can do work to produce goods and/services, either to fulfill his own needs or for the community, can include every person who works by receiving wages or other forms of remuneration or anyone who works alone without receiving wages or compensation.<sup>14</sup> The workforce includes civil servants, formal workers, and people who are not yet employed or unemployed. In other words, the definition of labor is broader than work-

ers/laborers. The Labor Law in Indonesia also stipulates that the use of the term worker is always followed by the term labor, which indicates that this law defines terms with the same meaning. Article 1 point 3 of the Labor Law, provides the meaning that a worker/laborer is anyone who works and receives wages or other forms of remuneration.

Labor Law and Law No. 11 of 2020 concerning Job Creation, which has changed and deleted several articles in the Labor Law, is the legal basis for the administration of employment in Indonesia. The purpose of Labor Law is to achieve or implement social justice in the field of labor and protect workers against unlimited power from employers, for example, those who make or create regulations that are forcing so that employers do not act arbitrarily against workers as parties who weak. Labor-related regulations are intended for labor development to fulfill basic rights and protections for workers and workers/laborers and at the same time create conditions conducive to the development of the business world. Labor development has many dimensions and linkages. This linkage is not only with the interests of the workforce during, before, and after the employment period but also with the interests of employers, govern-

<sup>14</sup> Nur Aksin. (2018). "Upah Dan Tenaga Kerja (Hukum Ketenagakerjaan Dalam Islam)." *Meta-Yuridis* 1.2, 72-79, p. 73.

ment, and society.<sup>15</sup> The role of labor law is to equalize the socio-economic justice of labor and the direction that must be taken in regulating the economic needs of labor under the ideals and aspirations of the Indonesian people.

### **Employment Rights for Persons with Disabilities in Indonesia**

In general, people with disabilities are humans who have certain physical or non-physical limitations that make them unable to do activities like humans in general.<sup>16</sup> Persons with disabilities usually require the involvement of other parties or special assistive devices that are deliberately designed to facilitate persons with disabilities in carrying out their daily activities. Behind these limitations, every person with a disability certainly can do certain things, but the methods used are different from those used by humans in general.<sup>17</sup>

Legal protection for persons with disabilities in Indonesia has been regulated in Law Number 8 of 2016 concerning Persons with Disabilities (Persons with Disabilities Law). Article 1 paragraph 1 of this Law states that persons with disabili-

ties are any person who has long-term physical, intellectual, mental, or sensory limitations who is interacting with the environment may experience obstacles and difficulties to participate fully and effectively with other citizens of the State based on equal rights.

Philosophically, the state is responsible for the welfare of all its people, including people with disabilities. This has been explicitly stated in the preamble to the 1945 Constitution of the Republic of Indonesia, in the phrase advancing the general welfare as stated in the fourth paragraph. One form of implementation of the mandate of the 1945 Constitution is to ensure that all people, including persons with disabilities, get a decent job. With decent work, people can fulfill all their needs to improve their welfare.

Labor protection aims to ensure the basic rights of workers, guarantee of equality and any discrimination to achieve the welfare of workers and their families still pay attention to the development of the business world and the interests of employers.<sup>18</sup> Persons with disabilities often face discrimination, so do people with disabilities. It is difficult to find work. Legislation related to labor protection is the Labor Law and its implementing regu-

<sup>15</sup> Ujanag Charda. (2015). "Karakteristik Undang-Undang Ketenagakerjaan Dalam Perlindungan Hukum Terhadap Tenaga Kerja." *Jurnal Wawasan Yuridika* 32.1, 1-21, p. 12.

<sup>16</sup> Aprilina Pawestri. (2017). *Op.Cit.*, p.167.

<sup>17</sup> Zulfah Latuconsina. (2014). *Op.Cit.*, p. 211.

<sup>18</sup> Indah Anggriany Tampubolon. (2019). *Op.Cit.*, p. 50.

lations in the labor sector.

The right to work and the right to work are human rights. Protection and fulfillment of these rights provide an important meaning for the achievement of a decent standard of living.<sup>19</sup> The government must realize this right as well as possible. The purpose of work protection is to ensure the harmonious working relationship system without pressure from the strong to the weak. Thus, work protection can be carried out either by providing guidance, compensation, or by increasing recognition of human rights, physical protection, and socio-economy through the prevailing norms in the company.<sup>20</sup>

In theory, employment protection is divided into the following three types: 1). Social protection is protection related to community efforts, the goal is that workers can enjoy and develop their life like ordinary people, especially as members of the community and family members. Social protection is also called occupational health; 2). Technical protection, which is a type of protection related to business. Efforts to protect workers or laborers from accidents caused by work tools or materi-

als. This kind of protection is commonly called work safety. What is meant by technical protection includes work safety, namely protection of workers or laborers from possible dangers caused by the use of work tools or materials; and 3). Economic protection is a type of protection that relates to providing sufficient income to workers or workers to meet their daily needs and their families, including when workers or workers cannot work for other reasons against their will. This protection is commonly called social security.<sup>21</sup>

The provisions of Article 5 of the Labor Law stipulate that every worker has equal opportunity without discrimination to get a job. In the elucidation of Article 5 of the Labor Law, it is explained that every worker has the same rights and opportunities to obtain a decent job and livelihood regardless of gender, ethnicity, race, religion, and political orientation according to the interests and abilities of the workforce concerned, including treatment. the same for people with disabilities. In this regulation, we can see that every worker has the same opportunity without discrimination to get a job, even though

<sup>19</sup> Prajnaparamita, Kanyaka. (2018). "Perlindungan Tenaga Kerja Anak." *Administrative Law & Governance Journal* 1, 112-128, p. 113.

<sup>20</sup> Pamungkas Satya Putra. (2019). "Aksesibilitas Perlindungan Hukum Bagi Tenaga Kerja Penyandang Disabilitas di Kabupaten Karawang." *Mimbar Hukum-Fakultas Hukum Universitas Gadjah Mada* 31.2, 205-221, p. 211.

<sup>21</sup> Tjokorda Gde Agung Smara Raditia, & Dewa Gede Pradnya Yustiawan. (2020). "Pemenuhan Hak-Hak Tenaga Kerja Penyandang Disabilitas Yang Bekerja Pada Yayasan Di Bali." *Kertha Semaya: Journal Ilmu Hukum* 8.12, 1845-1852, p. 1849.

people with disabilities.<sup>22</sup>

Law Number 4 of 1997 is a further realization of Article 5 of the Labor Law specifically for persons with disabilities. However, the Law on Persons with Disabilities has been revoked and declared invalid by Law Number 8 of 2016 concerning Persons with Disabilities (Persons with Disabilities Law). It should be noted that persons with disabilities have the right to work, entrepreneurship, and cooperatives which include the rights:<sup>23</sup> 1). obtaining a job organized by the Government, Regional Government, or the private sector without discrimination; 2). get the same wages as workers who are not persons with disabilities in the same type of work and responsibility; 3). obtain adequate accommodation in work; 4). is not dismissed for reasons of disability; 5). get the program back to work; 6). a fair, proportional, and dignified work placement; 7). get the opportunity to develop a career ladder and all the normative rights inherent in it; and 8). developing a business, having his job, being self-employed, developing cooperatives, and starting his own business.

Article 52 of the Law on Persons

<sup>22</sup> Pamungkas Satya Putra. (2019). *Op.Cit*, p. 219.

<sup>23</sup> Sovia Hasanah. (2019). *Kesempatan Kerja bagi Penyandang Disabilitas*, <https://www.hukumonline.com/klinik/detail/ulasan/lt4b8cf8abc7dc4/kesempatan-kerja-bagi-penyandang-disabilitas/>, Diakses 11 Desember 2020.

with Disabilities states that the Government and Local Governments are required to guarantee equal access for Persons with Disabilities to benefits and programs in the national social security system in the field of labor. The prohibition of discrimination is an important part of the principle of equality. If everyone is equal, then there should be no discriminatory treatment (other than affirmative action taken to achieve equality). Article 1 point 3 of Law Number 39 of 1999 concerning Human Rights more clearly defines discrimination as any limitation, harassment, or exception that is directly or indirectly based on human differentiation based on religion, ethnicity, race, ethnicity, group, class, social status, economic status, gender, language, political beliefs, which result in, reduction, deviation or elimination, recognition, implementation or use of human rights and basic freedoms in life, both individually and collectively in the political, economic, legal, social, cultural, and other aspects of life.<sup>24</sup>

Then in Article 53 paragraph (1) and paragraph (2) of the Law on Persons with Disabilities, it states that: 1). The Government, Regional Governments, State-Owned Enterprises, and Regional Owned Enterprises are required to employ at least

<sup>24</sup> Pamungkas Satya Putra. (2019). *Op.Cit*, p. 220.



2% (two percent) of Persons with Disabilities of the number of employees or workers; and 2). Private companies are required to employ at least 1% (one percent) of Persons with Disabilities of the total number of employees or workers. According to Article 1 point 2 of the Labor Law, what is referred to as labor is any person who is capable of doing work to produce goods and/or services either to fulfill his own needs or for the community.

According to the Labor Law, a work contract or work agreement is an agreement between a worker and an employer or employer that contains the working conditions, rights, and obligations of both parties. Article 89 of the Labor Law stipulates that the minimum wage is determined by the government under the needs of a decent life and takes into account productivity and economic growth. The minimum wage can include the minimum wage by province or region/city and the minimum wage by province or region/city. Persons with disabilities are subject to the law, and in this case, they have the right to carry out legal actions. Therefore, there is absolutely no reason for laws or policies to prohibit persons with disabilities from participating in the

life of society, nation, and state.<sup>25</sup>

Persons with disabilities are often considered legally incompetent, especially when taking legal action. This prevents persons with disabilities from getting decent work and losing their rights and possible unfair treatment in social life. Workers with disabilities themselves get legal protection in Article 86 of the Labor Law, which stipulates that every worker has the right to 1). Occupational Health and Safety; 2). Morals; and 3). Treatment under human dignity and religious values.

### **Employment Opportunities for Persons with Disabilities in the perspective of SDGs**

One of the factors that must be faced to achieve sustainable development is how to repair environmental destruction without sacrificing the needs of economic development and social justice.<sup>26</sup> Therefore, sustainable development is a development that can meet the needs of today's society without neglecting the ability of future generations to meet their needs, as a process of change in which resource use, in-

<sup>25</sup> Tjokorda Gde Agung Smara Raditia, & Dewa Gede Pradnya Yustiawan. (2020). *Op.Cit.*, p. 1850.

<sup>26</sup> Sarah Asmalia, Rahmatina Awaliah Kasri, & Abdillah Ahsan. (2018). "Exploring the Potential of Zakah for Supporting Realization of Sustainable Development Goals (SDGs) in Indonesia." *International Journal of Zakat* 3.4, 51-69, p. 55.



vestment direction,<sup>27</sup> development orientation, and institutional changes are always in balance and synergistically with each other, strengthen the potential of the present and the future to meet human needs and aspirations.<sup>28</sup>

In its activities, sustainable development utilizes all resources to improve the quality of life and welfare of the community.<sup>29</sup> The implementation of development is also an effort to maintain a balance between the natural environment (living and non-living natural resources)<sup>30</sup> and the built environment (human and artificial resources) so that the nature of the interaction and interdependence between the two remains in balanced harmony.<sup>31</sup>

There are at least three main reasons why economic development must be sustainable: 1). concerning moral reasons. The present generation who enjoy goods and services generated from natural re-

sources and the environment has a moral obligation to provide these natural resource services for future generations. This moral obligation includes not extracting natural resources that damage the environment, thereby eliminating the opportunity for future generations to enjoy the same services; 2). concerning ecological reasons. Biodiversity, for example, has a very high ecological value so that economic activity should not be directed at things that threaten the ecological function; 3). concerning economic reasons. The reason for the economic point of view is still being debated because it is not known whether the economic activity has so far met the criteria for sustainability. The economic dimension of sustainability itself is quite complex so that the economic aspect of sustainability is often limited to measuring the welfare between generations.

In 2000-2015 the United Nations (PPB) had a Millennium Development Goals (MDGs) development program then after the end of the MDGs program, it was continued with the Sustainable Development Goals (SDGs) program which was ratified at the end of September 2015. This SDGs development program is intended to be achieved by 2030. SDGs are a global action plan agreed upon by world

<sup>27</sup> Hari Sutra Disemadi. (2020). "Pemanfaatan Kebijakan Corporate Social Responsibility Sebagai Upaya Peningkatan Inclusive Business Perbankan Di Indonesia". *Nagari Law Review*, 4.1, 1-12, p. 4.

<sup>28</sup> Winshery Tan. (2020). *Op.Cit.*, p. 46.

<sup>29</sup> Hari Sutra Disemadi, & Paramita Prananingtyas. (2020). "Kebijakan Corporate Social Responsibility (CSR) sebagai Strategi Hukum dalam Pemberdayaan Masyarakat di Indonesia." *Jurnal Wawasan Yuridika* 4.1, 1-16, p. 2.

<sup>30</sup> Syukri Kurniawan, & Hari Sutra Disemadi. (2020). "Corporation's Criminal Liability in Indonesia: A Response to the Weak Enforcement of Corporate Social Responsibility." *Lentera Hukum* 7.2, 209-230, p. 211.

<sup>31</sup> Sandy Kurnia Christmas, Ichsan Muhajir, & Imam Wicaksono. (2020). "Implementation of the recognition and respect of the Dayak Iban Semunying customary law community in human rights and SDGs." *Jurnal Hukum Volkgeist* 4.2, 108-117, p. 109.

leaders, including Indonesia, to end poverty, reduce inequality, and protect the environment. The SDGs contain 17 Goals and 169 Targets that are expected to be achieved by 2030.

Indonesia is one of the countries participating in implementing the SDGs program.<sup>32</sup> The government will soon launch the TPB/SDGs Perpres through the integration of 94 of the 169 TPB/SDGs targets into the 2015-2019 RPJMN and the issuance of Presidential Regulation No. 59 of 2017 concerning the Implementation of the Achievement of the TPB/SDGs in Indonesia through a Media Briefing which was held in early August 2017. In this case, the government proves its commitment and seriousness to the SDGs Goals.

The 17 SDGs objectives are as follows: “1). End poverty in all forms everywhere; 2). End hunger, achieve better food and nutrition security, and support sustainable agriculture; 3). Ensuring healthy lives and supporting wellbeing all for all ages; 4). Ensure education is inclusive and of equal quality, while also supporting lifelong learning opportunities for all; 5). Achieve gender equality and em-

power all women and girls; 6). Ensure availability and sustainable management of clean water and sanitation for all; 7). Ensuring access to affordable, reliable, sustainable, and modern energy for all; 8). Supporting inclusive and sustainable economic growth, a full and productive workforce, and decent work for all; 9). Build resilient infrastructure, support inclusive and sustainable industrialization, and foster innovation; 10). Reducing inequality within and between countries; 11). Build cities and settlements that are inclusive, safe, resilient, and sustainable; 12). Ensure sustainable consumption and production patterns; 13). Take urgent action to combat climate change and its impacts; 14). Conserve and sustainably use marine, oceanic and maritime resources for sustainable development; 15). Protect, restore, and support the sustainable use of terrestrial ecosystems, manage forests sustainably, combat desertification, and inhibit and reverse land degradation and inhibit the loss of biodiversity; 16). Support peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels; and 17). Strengthen implementation measures and revitalize global partnerships for sustainable development”.

<sup>32</sup> Sandy Kurnia Christmas, & Marzellina Hardiyanti. (2020). “Implementasi Pengakuan Dan Penghormatan Terhadap Masyarakat Hukum Adat Dayak Iban Semuning Dan Kaitannya Dalam Sustainable Development Goals.” *Jurnal Meta-Yuridis* 3.2, 1-16, p. 4.

If it is related to employment opportunities for persons with disabilities in Indonesia which have been regulated in the existing laws and regulations, then in line with one of the objectives of the SDGs is to increase Economic growth and Decent Work, support sustainable economic development, productive employment and decent work for all (the eighth goal). Every human being has the same human rights. Human rights are not differentiated by differences in physicality, skin color, race, ethnicity, or beliefs. Human rights apply to all people in the world. Likewise, persons with disabilities have equal rights to other people. The eighth goal of the SDGs states clearly that the state must be able to create decent jobs for all people without exception, including the provision of jobs for people with disabilities.

## CONCLUSION

Accessibility of legal protection for labor for persons with disabilities in obtaining employment, at the level of policies and regulations, there is no synchronization with various applicable laws and regulations, starting from the 1945 Constitution of the Republic of Indonesia, the Law on Persons with Disabilities, and the Labor Law. The central government and local governments

are obliged to provide legal protection for the rights of persons with disabilities in obtaining employment opportunities in companies based on Article 53 paragraph (2) of Law Number 8 of 2016 concerning Persons with Disabilities. In line with the 8th goal of the SDGs is to promote Economic growth and Decent Work, support sustainable economic development, productive employment, and decent work for all. Every human being has the same human rights. Human rights are not differentiated by differences in physicality, skin color, race, ethnicity, or beliefs. Human rights apply to all people in the world. Likewise, persons with disabilities have equal rights to other people. The eighth goal of the SDGs states clearly that the state must be able to create decent jobs for all people without exception, including the provision of jobs for people with disabilities.

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