

Bridging the Gap: Challenges and Perspectives in Indonesia's Disability Employment Policy Implementation

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Abstract

This study explores the implementation of disability employment policies from the perspectives of the Ministry of Manpower and NGOs, focusing on Law No 8 of 2016. The law mandates employment quotas for persons with disabilities (PWDs) in public and private sectors. Using Birkland's top-down approach and the 7C Protocol, the research identifies key barriers to policy implementation, including weak enforcement, limited employer awareness, and workplace inaccessibility. While the law's goals are clear, practical challenges such as resource constraints and social stigma impede its success. NGOs provide vital training and advocacy but struggle to connect policy goals with real employment opportunities. The study suggests that improving enforcement, increasing collaboration among stakeholders, and providing better support for employers are crucial to achieving inclusive employment for PWDs. This research offers insights and recommendations for enhancing the effectiveness of disability employment policies.

Keywords

effective employment; employment quotas; *UU No 8 Tahun 2016*; policy implementation