

INTI SARI

Penelitian ini menganalisis evolusi regulasi serta implementasi kebijakan ketenagakerjaan bagi penyandang disabilitas di Indonesia selama periode 2015–2025. Kajian dilakukan menggunakan metode narrative literature review melalui penelusuran artikel pada Google Scholar dengan kata kunci terkait ketenagakerjaan disabilitas, kebijakan kuota, dan Unit Layanan Disabilitas (ULD). Dari 20 artikel yang ditemukan, sembilan artikel dipilih berdasarkan relevansi topik, konteks Indonesia, dan keterkaitannya dengan kerangka regulasi nasional. Analisis tematik menunjukkan bahwa meskipun kerangka hukum Indonesia telah bergeser secara signifikan dari pendekatan medis-karitatif menuju paradigma berbasis hak asasi manusia pasca-ratifikasi CRPD, implementasi kebijakan masih menghadapi tantangan yang kompleks. Hambatan utama meliputi rendahnya pemenuhan kuota, kapasitas ULD yang belum merata, minimnya pemahaman pemberi kerja mengenai akomodasi yang layak, serta koordinasi lintas instansi yang belum optimal. Meski demikian, beberapa daerah memperlihatkan praktik baik melalui inovasi layanan dan kolaborasi multipihak. Temuan ini menegaskan perlunya penguatan kelembagaan, peningkatan kapasitas aktor implementasi, serta harmonisasi antara regulasi nasional dan praktik lokal untuk memperluas ketenagakerjaan inklusif bagi penyandang disabilitas di Indonesia.

Kata kunci: ketenagakerjaan disabilitas, kebijakan kuota, akomodasi yang layak, Unit Layanan Disabilitas (ULD), implementasi kebijakan

ABSTRACT

This study examines the evolution of disability employment regulations and the implementation of related policies in Indonesia between 2015 and 2025. Using a narrative literature review approach, relevant articles were identified through Google Scholar using keywords related to disability employment, quota policies, and Disability Service Units (ULD). From an initial pool of 20 articles, nine were selected based on topical relevance, Indonesian context, and alignment with national regulatory frameworks. Thematic analysis reveals that although Indonesia's legal framework has undergone a substantial paradigm shift—from medical and charity approaches to a human rights-based framework following the ratification of the CRPD—the implementation of disability employment policies continues to face persistent challenges. Key barriers include low compliance with employment quotas, uneven capacity of ULDs, limited employer awareness of reasonable accommodation, and weak interagency coordination. Nonetheless, several regions demonstrate promising practices through service innovation and multi-stakeholder collaboration. These findings highlight the need for institutional strengthening, enhanced implementation capacity, and better alignment between national regulations and local practices to advance inclusive employment for persons with disabilities in Indonesia.

Keywords: disability employment, quota policy, reasonable accommodation, Disability Service Unit (ULD), policy implementation