

**PEMENUHAN HAK PEKERJAAN BAGI PEKERJA PENYANDANG
DISABILITAS PADA PERUSAHAAN SWASTA
DI KABUPATEN SLEMAN BERDASARKAN
UNDANG-UNDANG NOMOR 8 TAHUN 2016
TENTANG PENYANDANG DISABILITAS
INTISARI**

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Penelitian ini bertujuan untuk mengetahui dan menganalisis penerapan kebijakan pemenuhan hak pekerjaan terhadap penyandang disabilitas yang diikuti dengan kewajiban setiap perusahaan dalam penyediaan aksesibilitas di tempat kerja. Penelitian ini juga bertujuan untuk menganalisis peran pemerintah setempat, peran perusahaan swasta, peran organisasi non-pemerintah, dan penyandang disabilitas, dalam hal pelaksanaan kebijakan pemenuhan hak pekerjaan bagi penyandang disabilitas dan penyediaan aksesibilitas di tempat kerja bagi penyandang disabilitas di Kabupaten Sleman.

Penelitian ini menggunakan metode hukum normatif empiris yang mengkaji mengenai implementasi aturan hukum dalam lingkup hak pekerjaan bagi penyandang disabilitas dengan cara meneliti bahan pustaka atau bahan sekunder. Penelitian ini mengacu kepada data primer yang dijadikan sumber utama untuk penelitian di lapangan dan bersifat deskriptif analitis. Penelitian ini menggunakan pendekatan kualitatif, dengan metode pengumpulan data dilakukan melalui wawancara dan penelitian kepustakaan.

Berdasarkan penelitian ini diketahui bahwa kebijakan pemenuhan hak pekerjaan bagi penyandang disabilitas belum terlaksana secara maksimal. Perusahaan swasta di Kabupaten Sleman belum mampu mengimplementasikan perannya secara maksimal dalam hal pemberian kesempatan kerja bagi penyandang disabilitas, maupun penyediaan aksesibilitas di tempat kerja bagi penyandang disabilitas. Dinas Tenaga Kerja dan Transmigrasi Provinsi Daerah Istimewa Yogyakarta sebagai pihak yang turut bertanggung jawab atas terlaksananya perlindungan hukum bagi penyandang disabilitas di bidang pekerjaan juga belum mampu melaksanakan perannya secara maksimal, baik dalam terlaksananya kewajiban pemenuhan hak pekerjaan maupun penyediaan aksesibilitas bagi penyandang disabilitas di tempat kerja sebagaimana telah diatur dalam peraturan perundang-undangan.

Kata Kunci : Penyandang Disabilitas, Hak Pekerjaan, Penyediaan Aksesibilitas.

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FULFILLMENT OF JOB RIGHTS FOR WORKERS WITH DISABILITIES IN PRIVATE COMPANIES IN SLEMAN DISTRICT BASED ON LAW NUMBER 8 YEAR 2016 ABOUT PERSONS WITH DISABILITIES

ABSTRACT

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This study aims to determine and analyze the implementation of policies on the fulfillment of employment rights for persons with disabilities, followed by the obligations of each company in providing accessibility in the workplace. This study also aims to analyze the role of the local government represented by the Social and Manpower Office of Sleman Regency and the Manpower and Transmigration Office of the Special Region of Yogyakarta. Analyze the role of private companies, non-governmental organizations, and persons with disabilities, in implementing policies to fulfill employment rights for persons with disabilities and the provision of workplace accessibility for persons with disabilities in Sleman Regency.

This study uses the empirical normative legal method which examines the implementation of legal rules within the scope of employment rights for persons with disabilities by examining library materials or secondary materials. This research refers to primary data which is used as the main source for field research and is analytical descriptive. This study used a qualitative approach, with data collection methods carried out through interviews and literature research.

Based on this research, it is known that the policy to fulfill the right of work for persons with disabilities has not been implemented optimally. Private companies in Sleman Regency have not been able to fully implement their roles in terms of providing job opportunities for persons with disabilities, as well as providing accessibility in the workplace for persons with disabilities. This is caused by several things, ranging from internal and external problems of the company concerned. The Department of Manpower and Transmigration of the Special Region of Yogyakarta Province as the party responsible for the implementation of legal protection for persons with disabilities in the field of work has also not been able to carry out its role optimally, both in fulfilling the obligations of fulfilling work rights and providing accessibility for persons with disabilities in the workplace as has been regulated in statutory regulations.

Keywords: Persons with Disabilities, Work Rights, Accessibility Provision.

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