ABSTRACT

IMPLEMENTATION OF THE POLICY ON FULFILLING THE 1% EMPLOYMENT QUOTA FOR PERSONS WITH DISABILITIES

Author : Andi Feby Sabrina
Supervisor : Erwin Musdah

Persons with disabilities are an integral part of society who have the same rights to actively participate in various aspects of life, including the world of work. The fair and non-discriminatory fulfillment of basic rights is a primary goal of every nation. However, in reality, many persons with disabilities continue to face structural barriers, discrimination, and limited access to decent employment opportunities. Efforts to ensure the fair and equal fulfillment of basic rights are a key priority in building an inclusive society. The concept of an inclusive city emphasizes equality, justice, and the protection of human rights, particularly for vulnerable groups such as persons with disabilities, so that they can have equal opportunities in social and economic development.

This study aims to examine the implementation of the 1% employment quota policy for persons with disabilities in Makassar City and to provide appropriate policy recommendations. A descriptive qualitative approach was used, with data collected through interviews, observation, and literature review. The analysis is based on the Mazmanian and Sabatier policy implementation theory.

The research findings indicate that the main obstacles lie in the government's lack of firm policies directed at companies, resulting in many companies still not employing persons with disabilities. Other challenges include persistent stigma against persons with disabilities and the absence of clear technical guidelines and strong government oversight. The policy recommendations offered by the author include: (1) The development of technical implementation guidelines (juknis) *for the fulfillment of the 1% quota, (2). Capacity building for policy implementers, (3) Imposing sanctions on companies that fail to meet the quota obligation, and (4) Implementing a workplace infrastructure revitalization program.*

Keywords: Persons with Disabilities, Inclusive, Implementation, Stigma, Quota.

Translated by:
The AgencyE
Language Institute
File No.: 643-S1-125065