

# Multi-stakeholder workshop on Mapping of programmes and activities on disability rights in Indonesia

ILO (PROPEL-Indonesia) &  
World Bank (DPO Window)



September, 26-27 2012  
Hotel Lumire, Jakarta, Indonesia



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## Glossary

<b>Abbreviation</b>	<b>Indonesian</b>	<b>English</b>
BPS	Badan Pusat Statistik	Statistics Indonesia
BWI		Better Work Indonesia
CSOs		Civil Society Organizations
DPOs		Disabled People's Organizations
ILO		International Labour Organization
NGOs		Non-Governmental Organizations
PNPM	Program Nasional Pengembangan Masyarakat	National Program for Community Empowerment
PROPEL		Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation
UNCRPD		UN Convention on the Rights of Persons with Disabilities

## Executive Summary

International Labour Organization (ILO) and World Bank conducted a joint workshop for two days in September 26-27 2012 at Hotel Lumire, Jakarta. This workshop is a positive step to support the implementation of the UN Convention on the Rights of Persons with Disabilities (UNCRPD) by the government of Indonesia in October 2011. The main purposes are to initiate discussions and share knowledge as well as information on institutions' and organizations' work in promoting rights of people with disabilities, specifically in the area of education, employment, social justice, organizational capacity building, gender, and research on disability sector.

Three main sessions of the workshop were conducted in sequence to achieve optimum results in achieving the laid out purposes. The first session was the introduction of *DPO Window* by the World Bank. Second, information dissemination session of Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation (PROPEL-Indonesia) project and presentations on findings of the rapid assessment on vocational training and employment services for persons with disabilities, analysis on disability legislation concerning employment and training, and Better Work Indonesia's work in promoting employment opportunities for persons with disabilities in the garment sector were conducted by ILO. Lastly, mapping activity of current disability programs / projects / initiatives by the government, disabled people's organizations (DPOs), non-governmental organizations (NGOs), international NGOs, donors, and international organizations in Indonesia was scheduled on the second day to identify current activities and focuses of DPOs in Indonesia.

In relation with information gathering from national DPOs, local and international NGOs on their recent projects and programs, evaluation was also conducted by disseminating evaluation sheets to the participants for feedback and inputs in improving the execution of a better workshop involving people with disabilities in the future. Subsequently, ILO's follow-up actions proceeding behind the completion of the workshop are also presented in this report.

## Workshop Background

Indonesia, with approximately 230 million people, is the fourth largest country by population following China, India, and the United States. It is also considered to be one of the emerging countries with steadfast economy growth and expanding middle-income society in achieving equitable development. Unfortunately, the rights and opportunities of marginalized people, including people with disabilities, are still abandoned.

Legislatively, there are two major legislations concerning persons with disabilities in Indonesia: the Act of the Republic of Indonesia No. 4/1997 concerning Persons with Disabilities, and its implementing regulation, Government Regulation No. 43/1998 (on Efforts to Improve the Social Welfare of Persons with Disabilities). However, the lack of attention and discrimination against people of disabilities in Indonesia are still deeply rooted in the stigma and inaccurate perceptions on the abilities of disabled people in carrying out their daily activities, including contributing actively in all sectors of the economy.

As a further commitment in promoting rights of people with disabilities, the Indonesian government ratified the UN Convention on the Rights of Persons with Disabilities (UNCRPD) in October 2011. This convention was then adopted into The Act of the Republic of Indonesia No. 19/2011. The ratification of UNCRPD by the Indonesian government acts as a fundamental shift from a social-welfare to a human rights approach. This includes in focusing on the removal of disabling barriers in the physical, social, cultural and economic environments to allow people with disabilities in participating and contributing in accordance to their abilities. Moreover, this approach embraces the idea of the adoption of non-discrimination laws and policies, which emphasize on the importance of equal treatments and equal opportunities.

To support the ratification of UNCRPD in Indonesia, a workshop for key stakeholders working in disability topic was conducted co-jointly by ILO and World Bank. The main purposes were to initiate discussions and share knowledge as well as information on institutions' and organizations' work in promoting rights of people with disabilities, specifically in the area of education, employment, social justice, organizational capacity building, gender, and research on disability sector.

Particularly from the perspective of **ILO**, it has been identified that better coordination and information sharing on projects and programmes are necessary for effective implementation of the current ILO project, as well as planning and strategies for future work within the area of disability in collaboration with the different line ministries, international organisations, and DPOs. In this occasion, ILO disseminated PROPEL-Indonesia project's information in supporting the government of Indonesia and other key stakeholders to address barriers to equal employment opportunities and promote disability inclusion. Additionally, as part of PROPEL-Indonesia project's strategy in improving policy and legal frameworks on employment and training of persons with disabilities, building capacity of the key stakeholders, and supporting advocacy and awareness-raising, the below listed presentations took place:

- analysis on disability legislation concerning employment and training;

- Better Work Indonesia's work in promoting employment opportunities for persons with disabilities in the garment sector;
- the findings of the rapid assessment on vocational training and employment services for persons with disabilities

Concurrently, the **World Bank** as ILO's counterpart in organizing the workshop was geared to introduce its newly established program, DPO Window, designated to provide opportunities to DPOs in increasing and improving their capabilities to achieve equal rights and social justice through grants. The main discussion points on DPO Window included the objectives of DPO Window and detailed information on the requirements to access available funding, establishing prioritized activities that need to be supported, and capacity building trainings to improve DPOs' capacity in conducting dialogues and negotiations with other key stakeholders.

### **Activities and Participants**

The workshop was primarily facilitated into three sessions over the period of two days (September 26-27 2012) at Hotel Lumire, Jakarta:

- I. Introduction of DPO Window by the World Bank
  
- II. Information dissemination of PROPEL-Indonesia and presentations on:
  - a. analysis on disability legislation concerning employment and training;
  - b. Better Work Indonesia's work in promoting employment opportunities for persons with disabilities in the garment sector;
  - c. findings of the rapid assessment on vocational training and employment services for persons with disabilities
  
- III. Mapping activity of disability programs / projects / initiatives by the government, DPOs, NGOs, international NGOs, donors, and international organizations in Indonesia. This activity aimed for productive discussions between key stakeholders and working groups in identifying and sharing information of disability work in terms of access to:
  - a. Education
  - b. Employment
  - c. Access to justice
  - d. Organizational capacity building
  - e. Gender
  - f. Research and data gathering on disability topic

The main participants of the workshop were focal points of the key line ministries, international organizations, international NGOs, national NGOs, national DPOs with representatives from Jakarta and other provinces, and civil society organizations (CSOs) with focus on disability topic<sup>1</sup>.

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<sup>1</sup> The complete list of participants is available in the Annex 6.

For maximum efficiency of discussions and the mapping exercise, professional facilitators acted as moderators in facilitating panel discussions and working groups. Bilingual interpreters in English and Indonesian, sign language interpreters, as well as volunteers were also available at the workshop. Other supporting materials would be:

- workshop description in braille, e-braille, and audio format
- PROPEL-Indonesia's project brief in braille

## **Objectives and Expected Outputs**

The main objectives of the workshop for the ILO were to:

1. promote the primary goal of PROPEL-Indonesia in accomplishing decent work for everyone, including people with disabilities;
2. disseminate initial findings of the assessment on vocational trainings and legal review on employment and training for persons with disabilities;
3. conduct a mapping activity of the disability work in Indonesia jointly with the World Bank to identify on-going activities based on the areas of work (thematic and geographical areas), desired impacts from the activities, and gaps in the disability topic

## **Session I: World Bank – DPOs' Window (September 26, 2012)**

### Opening introduction by Ms. Ekawati Liu, DPO Window coordinator

In her opening remarks of the workshop on mapping the activities of DPOs, she stressed on the importance of the event to increase the capacity of people with disabilities, as well as to convince the government in implementing the ratified UNCRPD in reality. She hoped that DPOs and other attending organizations could have a meaningful and honest discussion to collaborate jointly in raising awareness and promoting advocacy for people with disabilities in communities.

### DPO Window introduction by Sonja Litz, Government Inclusion and Justice Team Leader

Substituting the position of Mr. Sujana Royat from the Ministry of Welfare Coordination who was unable to attend, Ms. Sonja Litz from the World Bank briefly introduced the vital role of DPO Window in promoting the inclusion of people with disabilities in economy growth, social justice, and the fulfilment of rights in Indonesia. According to the World Bank's point of view, Indonesia has managed to emerge severe economic crisis and political transition in the late 1990s. However, she pointed out that marginalized and vulnerable groups remained neglected, including people with disabilities. DPO Window, which is structured on the master program of National Program for Community Empowerment (PNPM), acts as a venue to channel the needs of DPOs in obtaining funding, resources, and technical skills in building the capacity of the organizations and the people with disabilities in Indonesia through grant-making opportunities.

## **Session II: ILO – PROPEL-Indonesia (September 26, 2012)**

### Speech by Mr. Peter van Rooij, Director

Being the opening agenda for ILO's session, Mr. Peter van Rooij as the Director of ILO showed his full support on the promotion of rights for people with disabilities, specifically in accessing decent work, by stating the vital co-joint workshop with the World Bank in sharing information and exchanging knowledge between local DPOs, international and national NGOs, international organizations, and government bodies. He also reminded on the importance of Convention no. 159 on Vocational Rehabilitation and Employment for Disabled People despite the fact that Indonesia has yet to ratify the convention.

Moreover, he urged all key stakeholders to encourage companies in recruiting people with disabilities and raise awareness on the existing legislation that regulates equal employment opportunities for people with disabilities. And to mark on the recently signed mid-term ILO programming framework for the work of ILO in Indonesia, Decent Work Country Programme, he emphasized that work on disability was one priority that ILO was focusing on by removing barriers to employment and providing access to decent work for people with disabilities in reaching social protection for all.

#### Speech by Ms. Roostiwati, Representative from the Ministry of Manpower and Transmigration

Ms. Roostiwati showed the seriousness of the Ministry of Manpower and Transmigration in looking further into the disability sector and appreciated the efforts of having a workshop by introducing Mr. Saud, who is the Secretary Directory General of employment monitoring in Indonesia, and his attendance among the participant. At the same time, she also admitted the lack of implemented regulations regarding people with disabilities and offered a continuous cooperation between sub-directory for disability in the ministry and stakeholders.

In relation with the job fair that was recently organized by the ministry in Solo to promote people with disabilities in obtaining decent work in the formal sector, Ms. Roostiwati expressed the ministry's support on DPOs' activities in improving capacity and employable skills of people with disabilities. She also noted the importance of combining between the Green Jobs in Asia project, in which ILO recently completed, and disability topic. She emphasized the employment opportunities in the green jobs' area for people with disabilities to access in achieving non-discriminatory works.

#### Presentation by Ms. Sara Park, Programme Officer

The session continued with an introduction of PROPEL-Indonesia project and brief description on following presentations on findings and disability work at ILO by organizer and Programme Officer from ILO, Ms. Sara Park. She opened with the introduction of ILO as a United Nations' specialized agency with a tripartite governing structure working on the promotion of decent work for all. Entering PROPEL-Indonesia project description, she stated the aim of the project in eradicating discrimination and barriers to employment opportunities of people with disabilities.

Being in the fourth phase of the global IrishAID Partnership Programme, she further explained two strategies of PROPEL-Indonesia project: improving policy and legal frameworks, and supporting advocacy and awareness-raising. As a closing, she encouraged more involvement of



persons with disabilities in all aspects of policy development and implementation, as well as greater inclusion of persons with disabilities in vocational training and employment.

#### Presentation by Mr. Jaka Santos, consultant<sup>2</sup>

While serving full-time as a senior counsel at Simbolon & Partners law firm, Mr. Jaka Santos conducted a legal review on employment and training for people with disabilities. Prior touching on the subject relating with employment and legislation in Indonesia, he laid out several crucial points in understanding the existing regulations and legal system in Indonesia:

- the continuous transformation of Indonesia's government administration and the amendment of the 1945 Constitution of the Republic of Indonesia
- the general characteristic of the constitutional acts that leads to the establishment of implementing regulations such as government regulations, president's instructions, ministerial regulations, and ministerial instructions for further detailed executions
- the transformation from centralization to decentralization in Indonesia
- the necessary comprehension from the citizens on whether to establish counterpart with the national or the local government in seeking justice

Specific on the disability topic, Mr. Santos compared between the original version and amended transcript of the 1945 Constitution of the Republic of Indonesia. He explained that although there were only two acts<sup>3</sup> relating to the fulfilment of basic human rights in the original constitution, there have been several additions in the amended constitution, which also include persons with disabilities.<sup>4</sup> However, despite the amendment of the constitution, he further explained that the realization of these acts has not yet reflected in other implementing regulations due to the constantly changing structure of system in Indonesia. Moreover, he concluded that this discrepancy between the underlying constitution and the implementing regulations was the primary issue of the government agencies' inability to optimize the execution of the constitution in society.

#### Presentation by Ms. Olivia Krishanty, enterprise advisor, Better Work Indonesia

After the coffee break, Ms. Olivia Krishanty, the enterprise advisor from Better Work Indonesia (BWI), continued with a presentation on BWI program and its commitment in promoting workers with disabilities in labour-intensive working places. The aim of this program is to increase the productivity through the improvement of working condition in order to strengthen the competition in labour-intensive industrial sector. Working mainly in Jakarta, Bogor, Depok, Tangerang, and Bekasi areas, the program is set to assist international buyers in implementing a standardized social audit and code of ethics in their factories as one factory may serve requests from several different buyers. She explained that BWI's intervention would eliminate duplication and unnecessary resources to conduct similar social audit.

Relating to disability topic and BWI's work, Ms. Krishanty explained that there was a significant

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<sup>2</sup> The complete information is available in the report by Mr. Jaka Santos.

<sup>3</sup> These are the Act number 27 on employment and decent work for all and 31 on the access to learning.

<sup>4</sup> The several additions are the Act number 28 (point C on education, D on equal treatment and equal opportunity, H on social protection, and I on basic human rights), and 34 on health care services.

finding during a pilot project assessment of the lack of compliance from the factories to oblige with '1% Quota'<sup>5</sup> regulation. As a result, BWI has been approached by several international buyers for advice in solving the issue. Consequently, BWI has conducted a few meetings between international buyers and DPOs to discuss the matter. She added that the lack of information on disability topic and little reference on hiring people with disabilities were the top reasons given by companies on the lack of workers with disabilities in the working environment.

Ms. Krishanty added that currently some steps had been taken, including preparing a guideline for employing people with disabilities, hiring a consultant to review and raise awareness on disability issues among stakeholders in the garment industry, and conducting meetings to introduce international buyers to existing DPOs in Jakarta.

#### Presentation by Mr. Gorm Skjaerlund, consultant<sup>6</sup>

Mr. Gorm Skjaerlund presented findings and recommendations on a rapid assessment he conducted on vocational training and employment services for persons with disabilities in Indonesia with East Nusa Tenggara and Jogjakarta provinces as the main focus areas. He emphasized that the current situation of the areas displayed major gaps concerning barriers to employment opportunities in terms of the lack of training opportunities and little services and supports for people with disabilities. The underlying issue he pointed was the lack of human, organizational, and financial resources in the ministries and stakeholders in the disabled communities combined with poor coordination in respecting agencies.

Furthermore, Mr. Skjaerlund discussed his findings on the different results occurred from formal and informal trainings for people with disabilities. Concerning the ability of disabled people in obtaining employment, he revealed that people with disabilities had less opportunity to find employment in the formal than the informal sector. Another major issue that he pointed out was the lack of data that led to the difficulty in addressing core issues of the disabled communities. In addition, the inability of the disabled communities in acting as a pressure group to be a strong united voice and advocate for people with disabilities was identified as an obstacle for potential partners and donors to initiate discussions and programs.

Simultaneously, recommendations for the above issues were presented. Proactive approach from the disabled communities, the utilization of private training institutions, and consideration on alternative forms of entrepreneurship trainings were some of the suggested methods in providing employment opportunities for people with disabilities. Mr. Skjaerlund also encouraged a mutual cooperation within and between ministerial bodies, labour unions, employers, and DPOs. Regarding data, he suggested on the standardized data collection

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<sup>5</sup> Under the Act of the Republic of Indonesia Number 4/1997 concerning Persons with Disabilities, and its implementing regulation, Government Regulation No. 43/1998 (on Efforts to Improve the Social Welfare of Persons with Disabilities), Indonesia adopted a quota system that requires companies with the capacity of over 100 employees to employ 1% of persons with disabilities.

<sup>6</sup> The complete information is available in the report: Rapid Assessment of Vocational Training and Employment for Persons with Disabilities in Indonesia by Gorm Skjaerlund.

procedure and collaboration with Statistics Indonesia (Badan Pusat Statistik - BPS) in formulating methodology, requirements, and other important aspects to achieve a set of valid data on the statistics of people with disabilities in Indonesia.

### **Session III: Mapping activity (September 27, 2012)<sup>7</sup>**

Mapping activity of the disability programs / projects / initiatives in Indonesia aimed to identify on-going activities based on the areas of work (thematic and geographical areas), desired impacts from the activities, and gaps in the disability topic. This session included key stakeholders from the government, DPOs, NGOs, international NGOs, donors, and international organizations based in Indonesia. The available thematic work included disability work in achieving the access to employment / entrepreneurship, research, education, gender, organizational capacity building, and access to justice.

#### **1. Employment / entrepreneurship**

It has been identified that the access to formal sector remains as one of the fundamental challenges for people with disabilities in acquiring decent work. Only two out of eight participating organizations in this thematic area mentioned that they worked together with companies or the formal sector in bridging communication between employers and DPOs, and promoting the skills of workers in disabilities by matching their capacities and skills with available positions in companies. Some of the reasons noted are the limited requests from companies to employ workers with disabilities, the lack of employable skills, and the insufficient education background of people with disabilities.

Most of the organizations are active in providing vocational trainings and entrepreneurial learning to promote financial independency, improve income, and increase the life quality of people with disabilities. Unfortunately, the numbers of people with disabilities who were able to transfer the obtained trainings into employment opportunities provided by each organization are still estimated figures and the success indicators differ from one organization to another. In addition, little access to information, business opportunities, and available capital are considered as obstacles to encourage people with disabilities in exploring the informal sector.

Other employment-related activities mentioned are counseling and CSR approach. However, the effectiveness and valid data of these activities were not mentioned due to the on-going process of these activities.

#### **2. Research**

This thematic area attracted the attention of stakeholders from the government agencies, research institutions, international organization, as well as the media and national workers' confederation. The main purposes for organizations participating in this theme were to build the correct perception of people with disabilities in the society, influence public policy in

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<sup>7</sup> The complete mapping matrix for each thematic area is available in Annex 4.

adjusting to the current condition of disabled community, and improve reliable data on people with disabilities in Indonesia. Through valid data and research, most of the participating organizations and agencies expressed their objectives in reaching policy makers and authoritative figures at the national level and beyond to promote the roles of people with disabilities in national development.

### 3. Education

Education is seen as a cross-cutting thematic area where information dissemination to disabled and non-disabled communities on the rights of people with disabilities can be achieved. The activities mentioned were varied according to the type of disability, however, four main activities were presented: program on teaching sign language; inclusive education; advocacy, socialization, and policy making; and capacity building and trainings. The areas of work are mostly local or regional within Indonesia combined with some national programs that a number of organizations are doing or planning to do in the future.

### 4. Gender

Despite the fact that this topic only had three participating DPOs, their current activities showed a strong experience of socialization on UN CRPD, networking, and advocacy at the local and national levels. They focused on targeted components such as families, schools, and local governments in educating and providing information on disability and assistance for women with disabilities.

### 5. Capacity building

This thematic area had the highest number of participating organizations. Nine organizations discussed on the importance of raising awareness not only to non-disabled communities, but also the crucial awareness campaign and advocacy for people with disabilities on their rights based on UN CRPD. During their brief presentation, the lack of participation of people with disabilities in development and the minimum support from the government were their underlying reasons to prioritize this focus on building the capacity of disabled community. They also discussed on improving the capability of their organizations that would lead to sustainable development and existence in providing services and assistance for disabled and non-disabled people.

### 6. Access to justice

The emphasis on UN CRPD and disability-related laws at national and local levels were repeatedly mentioned in this group. The main purposes of improving the access to legislation were to mainstream disability topic in achieving equal rights for people with disabilities and achieve socialization of UN CRPD to various elements in Indonesia.

### Presentation by Ms. Amy Sims, World Bank

A brief moment was given to Amy Sims from the World Bank to introduce a program called Creative Community. She also showed a short video on the program's activity in several communities in Majalengka, West Java. The program is aiming to improve the communities' capacity by approaching the society through traditional values. She would like to receive

feedback from the participants on how to improve this program so that it would be inclusive for people with disabilities.

## **Evaluation<sup>8</sup>**

For future improvements, participants were asked to complete an evaluation form that would assist in assessing the workshop's overall performance, encourage feedback on participants' issues and concerns, as well as identify participants' learning from the presentations and discussions. The evaluation was conducted at the end of each day during the two-day workshop. The answers from each question were further categorized based on the same or similar responses.

### Useful information from the two-day workshop

After the completion of the two-day workshop, a strong majority highlighted that information on World Bank's project DPO-window, PROPEL-Indonesia, and the information from the mapping exercise of DPOs' activities were considered essential for the participants' areas of expertise. Participants also found that the information sharing session by ILO on accessibility to employment, employment opportunities and government's policy on employment for persons with disabilities as useful. In addition, sharing knowledge on the access to funding, resources, and capacity building for DPOs were valuable for their organisation.

### Learning from ILO's presentations and discussions

Specific on ILO's session, close to half of the participants expressed that the workshop presentations and discussions improved their knowledge on legislation and regulations regarding disability and employment. Participants appreciated the updates given by the presenters on the strategic efforts from ILO on disability topic as one of its targets through PROPEL-Indonesia, the transformation of regulations in relation with people with disabilities in Indonesia, the lack of valid data on the population of people with disabilities, and the efforts made by BWI project to promote equality in the working environment. The evaluation also shows that the workshop has increased participants' awareness on the lack of enforcing the '1% quota'. Explanations on the gap between existing regulations and the practice in society also raised the participants' attention.

### Follow-up actions upon the completion of the workshop

Participants expressed various ways in treating the information they received from the World Bank's DPO Window and ILO's session. In general, socialization and dissemination of the information shared during the workshop to networks and communities are the most popular channel among participants. Additionally, participants highlighted the importance to advocate on the rights of decent work for people with disabilities to other key stakeholders. The information is also considered as a source of knowledge and a basis for further researches. The improvement of data quality of organizations and local governments is also aimed through the optimal usage of the information.

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<sup>8</sup> The completed results are in Annex 5. This evaluation summary was initially drafted by Nicolas Pazold.

Aside from the useful information from the workshop, participants were also asked on follow up actions upon the completion of the workshop. Mainly, the participants mentioned that expanding their network by conducting follow-up discussions, gaining more understanding from different programs, and promoting access to justice and inclusive programs would be their primary activities. Another suggestion would be to assess internal activities and conduct capacity building in order to participate in disability-related projects by ILO and World Bank. Subsequently, dissemination on workshop's learning and information to their networks and community and the initiative to start writing proposals were also mentioned.

### Feedback on the workshop

On top of learning and information gained during the workshop, the evaluation also gathered information on useful feedback for a better workshop execution in the future. Accessibility to workshop's materials and activities is regarded as a major issue. Most of participants expressed that the workshop was not "disability-friendly" enough. According to them, the workshop was lacking of materials in hard copy and other formats suitable for different kinds of impairments, including braille materials and detailed description on videos and pictures used in presentation. The method used by the facilitators and organizers to conduct the workshop is also thought to be inaccessible for persons with disabilities that hindered their understanding and interaction with other participants.

Meanwhile, lack of time for discussions, questions and answers, and mapping sessions was regarded as time management issue during the workshop. On top of that, the meeting room was not suitable and suffered over-capacity in accommodating the attended participants. Further inputs are to invite more DPOs, non DPOs and government officials from various regions in Indonesia, and provide addresses, contact numbers and emails of the attendees to all participants at the beginning of the workshop. The mapping results and meeting minutes should also be provided to each organization for information dissemination purposes.

### **ILO's next actions**

The workshop has provided with vast information on the recent activities by DPOs, organizations, and other institutions that have specific interest in disability topic in Indonesia. Particularly from ILO's perspective, there are three main points of activity that are proceeding behind the completion of the workshop:

1. Continue on the making of guidelines on employment of persons with disabilities that is designed for management level and human resource department of a company. This on-going activity is under the supervision of BWI in relation with its work to promote equal rights for workers with disabilities in the garment sector
2. Due to the vast interest shown by the DPOs and other organizations in **legislation and disability topic**, and in support of building the capacity and knowledge of DPOs in legislation, the PROPEL project will:

- a. Conduct several sessions/trainings on disability legislation issues in Jakarta and a few provinces – focusing on both national legislation and international standards, such as the UNCRPD and the ILO Convention concerning the Vocational Rehabilitation and Employment of Disabled Persons (No. 159)
  - b. Translate two main publications on decent work and disability for awareness raising and advocacy work of the stakeholders:
    - 1) *Achieving Equal Employment Opportunities for People with Disabilities through Legislation* ([http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS\\_091340/lang--en/index.htm](http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_091340/lang--en/index.htm)),
    - 2) *The Right to Decent Work of Persons with Disabilities* ([http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS\\_091349/lang--en/index.htm](http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_091349/lang--en/index.htm))
3. Subsequently, with joint collaboration with some media and journalism institutions, trainings for representatives from different media; including editors, reporters, photographers, and media stakeholders, will be organized in 2013.







## Annexes

### Annex 1. Background Description of ILO's PROPEL-Indonesia

Decent work is the ILO's primary goal for everyone, including persons with disabilities. The ILO has worked for over 50 years to promote skills development and employment opportunities for people with disabilities based on the principles of equal opportunity, equal treatment, mainstreaming into vocational rehabilitation. Since 2001, the ILO-Irish Aid Partnership Programme has worked in selected countries of South East Asia and East and Southern Africa to promote decent work and a better life for people with disabilities through enabling legal and policy environments, and by providing entrepreneurship development training and access to related services, with a particular emphasis on women with disabilities.

The programme has also promoted the inclusion of persons with disabilities alongside non-disabled people in programmes and services relating to employment promotion and economic and social development. In the current phase of the global Partnership Programme (2012-13), *Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation* (PROPEL – Indonesia) will support the Government of Indonesia and other key stakeholders to address barriers to equal employment opportunities, and promote disability inclusion.

#### ***Development Objective:***

Better work and employment opportunities created for men and women with disabilities, through the creation of an enabling legal and policy environment, the promotion of skills development opportunities and measures to eliminate discrimination.

#### ***Immediate Objectives:***

- enabling legal and policy environment for better employment and training opportunities for persons with disabilities is created
- awareness and capacity of the constituents to address non-discrimination and barriers to equal employment opportunities for persons with disabilities is enhanced

#### ***Key Partners:***

- Ministry of Manpower and Transmigration
- Ministry of Social Affairs
- Workers and Employers Organizations
- Disabled People's Organizations
- Universities and Media

## **Annex 2. Background Description of World Bank's DPO Window**

### ***Introducing grant-making program to Disabled People Organizations (DPOs Window)***

DPOs Window represents a unique grant-making opportunity for national Disabled People's Organization (DPOs) and disability-specific organizations that seek to build and strengthen their organizational capacity to fulfil the needs and aspiration of persons with disabilities in Indonesia.

The central principle and approach of DPOs Window are that persons with disabilities (PwDs) and DPOs have an obligation to be active citizens in issues related to their needs and wellbeing. Thus DPOs Window aims to provide accessible resource and technical supports necessary for DPOs and PwDs to build their own organizational capacity and foster collaborative networks and capacity buildings among donors, NGOs and governmental institutions for effective service delivery and policy dialogues that promote inclusion of people with disabilities into wider society and development efforts.

Promoting disability inclusion across poverty reduction programs in Indonesia is gaining traction after the ratification of the UN Convention on the Rights of Persons with Disabilities in October 2011. However, current efforts on disability inclusion conducted by various actors within various sectors remain disjointed and inefficient due to lack of information sharing and coordination.

#### ***Objectives***

- To introduce PNPM DPOs Window and its purposes to national Disabled People Organizations, disability-specific organizations and mainstream organizations working with people with disabilities
- To start discussion among participants on how grants application materials and resources can be made more accessible and useful, what activities should be prioritized and funded based on their experiences (wants and needs) and rights-based disability inclusion agenda, selection criteria, and capacity building activities mostly needed prior to applying DPOs window grant

#### ***Outputs & Milestones***

1. Increased knowledge about DPOs Window agenda and its purposes and procedures for applying funding from PNPM DPOs window
2. Clarity and consensus on type of activities to support and prioritize
3. Feedback from DPOs and PwDs on what materials and resources, capacity building activities and specific supports they need (to add into creation of Multi-modal mobile resource unit)

### Annex 3. Questions and Comments from the Participants

*Questions for PROPEL-Indonesia (Ms. Sara Park):*

1. Has ILO conducted mapping on the potentials available among people with disabilities so that the result(s) can be used for further intervention on existing policies in the future? ([info\\_sapda@yahoo.com](mailto:info_sapda@yahoo.com))

The ILO has not yet done a mapping of this issue – in general, it would be quite challenging to measure the capabilities of persons, as many have several skills and can always learn a new skill if trained properly. With the PROPEL project we started with looking at what kind of training opportunities there are in general for persons with disabilities in some provinces. However, a specific mapping of the capabilities or potentials available has not been done – the ILO promotes equal employment opportunities for persons with disabilities, and for this to be reached, persons with disabilities are to get better chances to get education and training. At the same time we need to raise awareness of the employers on why persons with disabilities make good employees, and what the companies can do to better manage and accommodate persons with disabilities in the workplaces (on the job training, for example).

2. The improvement of human resources, including the guarantee to receive adequate trainings on employable skills, has become a vital issue due to the low capacity of the human resources in DPOs. Is this (area to improve human resources) one of the focuses in ILO? ([infobilic@yahoo.com](mailto:infobilic@yahoo.com))

This question is definitely something the ILO also is concerned about. Lack of human resources and building capacity and training existing staff is very important and crucial to the organisation's development. This is a need that has risen in many of our discussions with different DPOs, and therefore we have taken this into account in the work plan of the ILO disability project. However, several trainings will also be conducted with the government officials, trade unions and employers. During the next few months we will assess and discuss the content of the training sessions for 2013, in consultation with the stakeholders.

3. What is the local /district government's role in the connection with PROPEL? ([anni\\_tri@yahoo.com](mailto:anni_tri@yahoo.com))

Although our main counterpart for this phase of the project (2012-13) is with our national level government partners (as well as trade unions and APINDO), we will also to some extent consult with and conduct trainings with the counterparts at the provincial level. However, unfortunately we will not be able to cover many provinces yet for this phase.

4. How are the MoMT's programs connected with PROPEL? ([anni\\_tri@yahoo.com](mailto:anni_tri@yahoo.com))

Ministry of Manpower and Transmigration (Kemenakertrans) is our main counterpart for

this project, so the aim is to work very closely with different directorates in order to firstly raise awareness of disability and employment related issues, as well as present our findings from different assessments and activities, as well as promote policies that are in line with the UNCRPD.

*Questions for Mr. Jaka Santos:*

1. Information on employment opportunities for people with disabilities / companies' hiring information is important, where can we get this information directly? ([infobilic@yahoo.com](mailto:infobilic@yahoo.com))
2. Bilic as a local DPO want to get information on various policies relating with equal opportunity, especially employment for people with disabilities. How can we get this information? ([infobilic@yahoo.com](mailto:infobilic@yahoo.com))
3. By looking into article 27 of UN CRPD on employment, it is clear that people with disabilities have the rights to open information on accessibility, market capital, labour / employment, access (tools and materials) for business. How far is the government's role (in providing) the information? ([jaya.aditya35@yahoo.co.id](mailto:jaya.aditya35@yahoo.co.id))
4. Has there been any review on mechanism or standard of practice for (managing) employment that is applied in the working area? If it is not available, there should be a process in ensuring the fulfillment of rights for people with disabilities in working area through mechanism or standard of practice. ([info\\_sapda@yahoo.com](mailto:info_sapda@yahoo.com))
5. Is there any concrete action from the Ministry of Manpower and Transmigration to enforce 1% quota for people with disabilities? ([jaimunpry@yahoo.co.id](mailto:jaimunpry@yahoo.co.id))
6. Are the policies related with disabled group applied equally / generally in each company? Or is there any specific category, for example: these policies are only applicable for companies in certain sector(s)? ([marthinsin@ysik.org](mailto:marthinsin@ysik.org))
7. How to make efforts in enforcing employment-related policies in the districts / provinces? ([edy1975\\_sehati@yahoo.co.id](mailto:edy1975_sehati@yahoo.co.id))
8. Is there any specific protection for female workers with disabilities? For example: laws that forbid night shifts for female workers with disabilities. ([lindawati133@gmail.com](mailto:lindawati133@gmail.com))
9. How to embrace / convince employers to hire people with disabilities? ([nuning\\_lestari@yahoo.com](mailto:nuning_lestari@yahoo.com))
10. The harmonization of legislation is badly needed after the ratification of Article no. 19/2011 on the ratification of UN CRPD. In the policy analysis that you are working on, do you include "state obligation" post-ratification of Article no. 19/2011? ([risnautami@gmail.com](mailto:risnautami@gmail.com))

*Comment for ILO:*

There has been a number of programs conducted relating to people with disabilities through the government and private sector. As of now, there are some people with disabilities who already have the potential and capacity. Despite the potential and capacity that people with disabilities have, it is still challenging for them to enter the working environment. What hinders people with disabilities from being employed is the policies of the government and companies (employers) that need to be revised. (by M. Ismail, [gerkatinsolo@yahoo.com](mailto:gerkatinsolo@yahoo.com))

*Comment for the Ministry of Manpower and Transmigration:*

It has been a week that we saw a job fair for people with disabilities done in Solo by the government. After the fair, there are several reports regarding the event. Apparently, there are many companies that could include people with physical impairment, but people with hearing disability are still unable (to be employed) due to their inability to communicate. To make matter worse, companies run by people with disabilities are also still unable to accept people with hearing disability. What needs to be done is to promote sign language as a supporting communication tool. (by M. Ismail, [gerkatinsolo@yahoo.com](mailto:gerkatinsolo@yahoo.com))

*Comments for Mr. Jaka Santos:*

1. The requirement / policy of “sehat jasmani & rohani” (healthy physically & spiritually) from the Ministry of Health is considered to be discriminating. I suggest for this (requirement / policy) to be eliminated as it is no longer applicable to The Act of Health Article no. 36/2009. ([ariani\\_0704@yahoo.com](mailto:ariani_0704@yahoo.com))
2. The authority to handle the issue of inspecting companies that are not employing people with disabilities lies in the national government. This leads to the inability of the local government to do the inspection. The local (government) knows better the condition of factories in its area. The regional / local (government) should also be given the power to enforce companies in hiring people with disabilities. ([mharto@gmail.com](mailto:mharto@gmail.com))
3. Companies often mention that people with disabilities have low education background as their main reason of not hiring people with disabilities. In reality, people with disabilities holding master’s degree are also difficult to find jobs. Therefore, the issues are lack of commitment and awareness. ([mharto@gmail.com](mailto:mharto@gmail.com))
4. It seems as if there is a delay in information dissemination to public for every policy related with disability. The government appears to have a lack of seriousness by not prioritizing this (disability) matter as one urgent agenda. The disability issues are rarely exposed in national election. ([roda\\_hade@yahoo.com](mailto:roda_hade@yahoo.com))
5. There is a lack of implementation / socialization of the policy (1% quota) in the companies, so that many of them are not aware. ([roda\\_hade@yahoo.com](mailto:roda_hade@yahoo.com))

6. Since there is no standardization on the employment process for people with disabilities, it is still difficult for hiring agencies to absorb applicants from people with disabilities.  
([infoblic@yahoo.com](mailto:infoblic@yahoo.com))

## Annex 4. Mapping Results

### Employment / Entrepreneurship

#### - Part 1

Organization	Priority/Outcomes	Why ?	Target	Location	(Available/Needed) Resources
Thisable Entreprise	-CSR approach -employment services -disability	-bridge communication between companies and DPOs / people with disabilities' communities	- connecting companies' CSR programs with disability topic - matching workers with disabilities in positions based on their skills and competencies	Jakarta, Bogor, Depok, Tangerang, Bekasi	<b>Facility:</b> office, service fee <b>Funding:</b> service fee <b>Human capital:</b> 5 people with different skills
YAKKUM Rehabilitation Center	- vocational trainings - workers' allocation service - entrepreneurship	- 5-year strategic planning	- Parents of people with disabilities - People with disabilities	Jogjakarta province	- technical specialist (training instructor) - Donor program - Partnering employers - training equipment/tools - training venue
LPTKP	- workers' allocation service - vocational trainings - entrepreneurship guidance	Many workers with disabilities are: - with low education - aged and no longer able to enter the formal sector	Independent living for people with disabilities	Jakarta, Bogor, Depok, Tangerang, Bekasi	- CSRs in state-owned companies - individual donors - achievement motivation training (AMT) instructors - ribbon-making instructors - thread-making instructors - accessories-making instructors - fertilizer-production instructors - t-shirt printing instructors - clothing design instructors
GERKATIN	(future programs): - LPTKP training - regular automotive training - computer training	Difficult for deaf people to seek jobs without skills	Determine to manage own business	Jakarta	- high school level certificates from schools for children with special needs - automotive skills - computers
BILiC	- counselling - advocacy - entrepreneurship - for members and communities	To increase self-motivation of people with disabilities as a basic point of independent living	People with disabilities	Bandung and its surrounding	- Counsellors / disability supporters - Handicap International
CIQAL	- Vocational trainings - part-time jobs	People with disabilities is still unable to work according to the employers' needs	People with disabilities to become employees according to the employment market	Yogyakarta	- higher degree education as specialists - state-owned companies - individual and foreign donors

DPD Pertuni South Sulawesi	<b>Entrepreneurship:</b> - micro-credit - massage parlour - tools for the blind people	To train self-independence of our members through micro-credit	- provide opportunity to prosperity for members through micro-credit - provide employment opportunity through massage business - provide information in the existence of people with disabilities for South Sulawesi's people	South Sulawesi: <i>Kabupaten</i> <sup>9</sup> Kota Makassar, <i>Kabupaten</i> Sinjai, <i>Kabupaten</i> Goa, <i>Kabupaten</i> Enrekang, <i>Kabupaten</i> Barru	Funding resource: - utilize funding from UNDP - micro-credit Human resource: 2 people Office: the rights to occupy an office space
YAKKUM BALI	- short-term courses to access jobs - entrepreneurship - part-time jobs	- many people with disabilities are denied to work in formal sector - many people with disabilities don't understand about business opportunities	- people with disabilities to get jobs in the formal sector - people with disabilities to own a business	- Bali - Lombok - East Indonesia - training centers in Bali	Funding: ALF Infrastructure: - Yakkum Bali - Professional volunteers Facility: -Yakkum Bali

- **Part 2**

Main Activities	Organizations	Status	Reasons
Placement of workers	- Thisable Entreprise	In process, is yet to be evaluated	Companies need to be convinced
	- Pusat Rehab. Yakkum	40% of candidates can be placed into working environment	Limited request on the needs for workers
	- CIQAL	25%	Capacity and skills are still not employable
	-Yakkum Bali	50% received employment opportunities in the formal sector	people with disabilities get jobs a lot further from where they live
	-LPTKP	50%	Companies set minimum education and age limit
Vocational trainings	-Pusat Rehab Yakkum	90%	Participants could absorb knowledge and skills, and apply in formal and informal working environment
	-LPTKP	70%, still cannot be evaluated	Can work in the informal sector
	-Gerkatin	In process, is yet to be evaluated	
	-CIQAL	60%	people with disabilities' working ethic is low
	-Yakkum Bali	50%	Despite acquired skills, people with disabilities lack of capital, access to market and their income cannot support their families financially

<sup>9</sup> *Kabupaten* is a subdivision of a province or a regency.



Self-employment / entrepreneurship	-LPTKP	60%	Lack of capital
	-Pusat Rehab Yakkum	80%	Limited market and lack of network
	-DPD Pertuni South Sulawesi	50%	Business financial management is not good enough
	-Yakkum Bali	75%	Own business and have access to capital
	-BILiC	-	-
Counselling	BILIC	-	-
CSR approach	Thisable Entreprise	-	-

## Research

Organizations	Main activities	Priority	Target	Location	Resources	Status	Challenges
DIFFA	<p>1) <b>on print:</b> -Online magazine -Print magazine</p> <p>2)<b>offline:</b> -Workshops -Social movement, etc.</p>	<p>1) build perception, be the connection between people with disabilities and non-disabled, and support inclusion</p> <p>2) to be able to build perception more effectively by directly interacting with society</p>	Society, stakeholders, and disability topic	across Indonesia	<p>1)Ford Foundation, members' commitment, Mandiri</p> <p>2)Tiffa Foundation, Mandiri, members' commitment</p>	In well process	funding → disability issue is not "sexy" for public society to design an accessible funding
IDPP	<p>1)Grant project in disability research and public policy -adjustment of public policy</p> <p>2) inclusive research collaboration with higher education -guidance on inclusive higher education (best</p>	Due to urging needs to adjust public policy (ratification of UN CRPD)	<p>1)partnering universities and DPOs → ASEAN -Media -government</p> <p>2)government institutions, DPOs</p>	2)ASEAN	<p>-Universities' network -American University -Nippon Foundation</p> <p>2)partnering universities that initiated inclusive education (UIN, UGM, UI, Universities in ASEAN)</p>		<p>- legality of IDPP-ASEAN is not strong enough - build a strong partnership with affiliated organizations / partners -lack of researchers' capacity in disability topic</p>

	practice) 3)research on unpaid care work in Indonesia -poverty eradication	3)request from international donors - strategic planning	3) government -NGOs / CSOs - Universities	3) Indonesia	3) international donors		
Ministry of social affairs	Services and rehabilitation of people with disabilities	According to renstra and RPJMN	People with disabilities in Indonesia	across Indonesia	-national budget (APBN) -funding institution	-From the programs and activities' point of view, it has been successful -based on the outcomes, there are still challenges due to lack of funding	
CBM	Develop models and methodology for attitude change	Attitude change is critical	Women and children with disabilities	Based in Solo, Central Java + surrounding districts	CBM		
KSPSI	Protection, education and improve well-being of the workers and their families	Improving the well-being of all workers	Formal and informal workers	Indonesia	-from the KSPSI members -partners	Have not progressed based on planning	-build the same perception towards workers with disability - lack of support from employers towards workers with disabilities -discrimination persists
SMERU						Recently started, not yet succeeded	
WHO	-Policy development -Capacity building -Research	-Improve information for better usage	-Central government -Local government -DPO/NGO	Indonesia (nationwide)	Regular Budget Donor (Ifany)	Policy development is not working due to data inconsistency	There is still no universal perception (DPO forum). Is it via PPCI or directly to NGO/DPO? -lack of advocacy on the mainstreaming of disability to local government
BPS	Disability statistics	Achieve vision of reliable data statistics for all, including data on disability	Citizens of Indonesia	across Indonesia	National budget (APBN)	<b>Successful</b> With a side note: at the implementation stage on the field there are still barriers from the society / families, respondents who are still hiding facts on disability.	

						There are also several surveyors who are still reluctant asking about disability	
KEMENKES	Eradication of leprosy	Disability is still >10%	<i>Puskesmas</i> <sup>10</sup>	across Indonesia	-national budget (APBN) -Donors	In progress but is still missing target (25%)	-Late findings on people with leprosy -strong stigma in the society

## Education

Organization	Priority	Why	Target	Location	Resources
Sehjira Foundation	-Advocacy, awareness, socialization among students, schools for children with special needs B level and teachers across Indonesia - socialization on independency and students' participation in building positive self-esteem in deaf teenagers - make sign language program for public schools as an extracurricular in aiming for a language that can be preserved	- concerns in the lack of attention on individual development of students in schools for children with special needs B level during their learning period due to the lack of information and knowledge - many students from B level are under-educated and find difficulties in obtaining jobs - many teachers in B level are incomprehensive and ineffective in delivering learning	- students from schools for children with special needs B level in Indonesia - B level teachers - students from SD, SMP and SMA - parents - school teachers - non-disabled people's society	- Sumatra (Aceh, Batam) - Kalimantan (Pontianak, Banjarmasin, Balikpapan, Samarinda) - schools for children with special needs B level in Indonesia - Jakarta, Bogor, Tangerang, Bekasi area - public inclusive schools	- awareness institution from the education agency of <i>PKLK, pendidikan khusus dan layanan khusus</i> (special education and services) - DRF - AusAID - human resources: Motivators / successful figures, Sehjira members, GERKATIN members
PERTUNI South Sulawesi	- Let's go to school! There are still many blind students who haven't enrolled in schools in South Sulawesi - Maximize inclusive education	- the number of blind people who are going through the formal education is increasing - the number of blind people who continue to higher education is increasing	- blind people who is in educational level below 20 years old - blind people who completed education at schools for children with special needs with the age of high school students or above	South Sulawesi province	- (human resources) Pertuni administration and volunteers (funding) South Sulawesi local government - (human resources) Pertuni administration and volunteers (funding) Pertuni

<sup>10</sup> *Puskesmas* is a local public health care providers.

Yayasan Senang Hati Tampaksiring Bali	English educational program	- to support people with disabilities to develop further - make handicrafts and learn how to paint	Government	Bali	Donors
ASB	- education for children with special needs: framework of educational agencies for inclusive education - education for children with special needs for disaster preparedness in or outside of schools	- inclusive education in improving the quality of educational services for children with special needs, especially in Yogyakarta - preparedness trainings for disaster = Building resilience of children with special needs at special, inclusive schools, and for those who are not enrolled in formal education	<b>Inclusive education's aim:</b> - educational agencies in the provincial cities in Yogyakarta - all inclusive schools in Yogyakarta (head master, teachers and inspectors) <b>Disaster training's aim:</b> - all schools (schools for children with special needs + inclusive) Yogyakarta - all schools for children with special needs in <i>Kabupaten Klaten, Kabupaten Ciamis</i> - children that are not enrolled in formal education in 5 <i>Kabupatens</i> in Yogyakarta, Klaten, Ciamis and Nias	Yogyakarta, West Java, Central Java, North Sumatera	- <b>Funding:</b> European Union, DIPECHO, German Ministry of Foreign Affairs, ASB staff - <b>Resources:</b> cadres and teachers in schools, local and national specialists
UNESCO	- Implementation of the convention, civic education, participation - Review laws regarding access to education of disable people give recommendations on good standards good practices	To improve access to education	DPOs at national level	Indonesia	UNESCO personnel, University researcher, Funding from UNESCO
Komnas HAM (Human Rights National Commission)	- People with disabilities are aware of their rights - socialization on the ratification of UN CRPD	1) little state level awareness in providing civil rights protection to people with disabilities 2) socialization of national	People with disabilities, government, blind people	Bandung	Muslim Blind Association of Indonesia, Human Rights National Commission, People with disabilities,

		regulations and UN CRPD 3)dissemination of information on the impact of the ratified UN CRPD on the improvement of well-being of people with disabilities in Indonesia			Policy makers
Yayasan Mitra Netra	1)provide services in supporting inclusive education that is comprehensive to blind students <b>Outcome:</b> The blind people study independently and enjoy a high quality education  2) provide services in access to information, including the usage of information communication and technology <b>Outcome:</b> The blind people access information independently	1)blind people need services and special facilitation to learn independently  2) blind people haven't got the access to information, including information through technology	1) blind people who are pursuing studies in schools and higher education  2) blind people in general	1)Jakarta, Bogor, Depok, Tangerang, and Bekasi  2) across Indonesia	<b>Facility:</b> Yayasan Mitra Netra's organization, donors, central government <b>Resources:</b> Individual resources, local / International donors, central and local government  <b>Human resources:</b> Yayasan Mitra Netra, volunteers, specialist / experts <b>Facility:</b> Yayasan Mitra Netra, donors, national and international cooperation, Jakarta's local government
GERKATIN SOLO	1)standardized sign language  2)potential development of deaf people (Deaf-able)	1) the biggest interaction gap that deaf people are suffering is communication (family, society, educational institution, government, companies are still not keen to learn sign language) - companies are still afraid to recruit deaf people - schools for children with special needs and regular schools are still reluctant as well  2) – many deaf people prefer to live in own group, exclusive - are still afraid to interact with the society - are still clueless on the purpose of deaf people's own lives	1) family, society, government (public servants), educational institutions (schools with special needs and regular schools)  2) deaf people's communities and society	1)Surakarta and its surroundings, (Solo and its surroundings)  2) Solo and its surroundings	1) Deaf people's communities, volunteers, modules, classes, self-funding (GERKATIN's funding)  2) still looking for sponsors (self-funding)

## Gender

Organization	Main activities and aimed changes	Why?	Target	Location	Resources	
BILiC	1) Socialization of the UN CRPD 2) Socialization and education on female gender rights, disability, productivity health 3) avoid sexual harassment on women with disabilities 4) Self-appreciation by people with disabilities	Organizational strategic planning	People with disabilities, families, society, local government	Bandung	1) self-funded BILiC facilities from <i>kelurahan</i> <sup>11</sup> and partnering <i>kecamatan</i> <sup>12</sup> 2) Opportunities from schools for children with special needs and high schools in Bandung City 3) opportunities from health care services in partnering <i>kelurahan</i>	1) Similar activities: socialization of the UN CRPD. Different point would be the target areas between BILiC and HWDI.  2) Similar activities: gender education and assistance between BILiC and SAPDA. Different point would be the target areas. Meanwhile, SAPDA focuses on women with disabilities  3) BILiC and HWDI utilize self-funded resources. HWDI is self-funding for activities related with protection legislation
SAPDA	1) Education and assistance 2) women with disabilities have knowledge on gender and disability 3) assist women with disabilities in fighting gender inequality in society	Fragile condition of women with disabilities	Women with disabilities	Yogyakarta, Central Java	Mama cash program from an NGO based in the Netherlands	4) Characteristics of each DPOs: <ul style="list-style-type: none"> <li>- BILiC: strong points on the socialization and local network, schools, local government, <i>kecamatan</i>, and <i>kelurahan</i></li> <li>- HWDI: strong points on the socialization and national network and advocacy</li> <li>- SAPDA: strong points on providing assistance and network in local government <i>kabupaten</i> level</li> </ul>
HWDI	1) Socialization of UN CRPD and local government's officials 2) draft writing on the legislation for the protection of people with disabilities 3) increase self-esteem and capability in advocating and raising awareness within the local government 4) the establishment of	Strategic planning	1) women with disabilities 2) society, people in general 3) central and local government			

<sup>11</sup> *Kelurahan* is a village.

<sup>12</sup> *Kecamatan* is a district.

	legislation on protection of people with disabilities 5) women with disabilities being active in promoting their rights					
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### Organizational Capacity Building

Organization	Priority/ Outcomes	Why?	Target	Location	(Available/ Needed) Resources
Pertuni Sumatera Utara	<ul style="list-style-type: none"> <li>- Empowering the blind members</li> <li>- Training for western &amp; Arabic braille systems</li> <li>- Cooking skills (entrepreneurship)</li> </ul>	Information access in braille will lead to better opportunities	~ 800 blind members of Pertuni in north Sumatera and surrounding areas	Medan and Deli Serdang	<ul style="list-style-type: none"> <li>- 3 staff</li> <li>- sporadic APBD (funding from local government) allocation</li> <li>- office housed within social ministerial office</li> <li>- individual donors contribution</li> <li>- networking with the government</li> </ul>
Gerkatin Pusat	<ul style="list-style-type: none"> <li>- National Congress (Rakernas)</li> <li>- Training for Indonesian Sign Language (BISINDO)</li> <li>- Capacity Building for Gerkatin branches (not developed yet)</li> </ul>	<ul style="list-style-type: none"> <li>- BISINDO as common language for deaf people</li> <li>- Access for deaf people</li> <li>- Inclusion of deaf people within society</li> <li>- No strategic program/ planning (Gerkatin Pusat is more like a club instead of organization)</li> <li>- Weak capacity among deaf people in advocating their needs</li> </ul>	29 branches of Gerkatin Local deaf members Public	Jakarta and Bali	<ul style="list-style-type: none"> <li>- Fund from Governor of Jakarta</li> <li>- Fund from local government</li> <li>- Membership fee</li> </ul>
Persani NTT (Christian Association of Amputee)	Peer counselling Computer skills training	Awareness Raising among people with disabilities with low self esteem	Members	NTT (Kupang and Belu)	4 staff Handicap International
SEHATI	CBR, RBM	Increase roles of DPOs to advocate for Perda (local disability law) and disability	PWDs, Family, Society and Government	Sukoharjo	Karina Kas APBD Handicap Int'l

		inclusion Increase roles of PWDs, their families, society, and local government			SAPDA Volunteers ( <i>Posyandu</i> <sup>13</sup> , KT DPOs, Puskesmas, RSUD, SKPD)
Indonesia Untuk Kemanusiaan	Build capacity of CSOs to self-help Fundraise Outcomes: CSOs Sustainability	Sustainability of CSOs is big issues faced by all organizations in Indonesia incl. DPOs	CSOs DPOs	National	PNPM Peduli GFW CSR Public
Handicap International	PWDs participation in every stage of development Promoting rights of PWDs Mainstreaming disability issues in every sector Inclusive education DPOs capacity building	Aligned with vision and mission of HI Realization of Inclusive society	DPOs PWDs Public Government	Aceh, Java, NTT, NTB	DIPECHO Irish Aid MA Lux, etc
Aliansi DPO Bantul Yogyakarta	Self-help within community	So we can raise our voice along with the community to empower community	PWDs and community	Bantul, Yogyakarta	Self-funded DPOs Yakkum Local Government and social ministerial office
BILIC	Peer-to-peer support (peer counseling) Foster attitudinal change toward people with disabilities within community in 2 sub-district	Foster independence within people with disabilities using peer as role model Conduct sensitivity training for community and public	- People with disabilities isolated within household - People with disabilities' families - <i>RT</i> <sup>14</sup> / <i>RW</i> <sup>15</sup> / <i>PKK</i> <sup>16</sup> - <i>Karang Taruna</i> <sup>17</sup> - <i>Posyandu</i> - District and sub-district - PNPM Rural	West Java (Bandung, Cimahi, West Bandung)	Handicap International Individual donor
Yayasan Insan Sembada (YIS) Solo	NGO Management	Crucial for managing organization to grow and be	DPOs	Solo Central Java Other locations	DPOs membership (fee/ donation)

<sup>13</sup> *Posyandu* is a center for pre- and post-natal health care and information for women and children.

<sup>14</sup> *RT* stands for *Rukun Tetangga*, which means neighbourhood.

<sup>15</sup> *RW* stands for *Rukun Warga*, which means a small village.

<sup>16</sup> *PKK* stands for *Pemberdayaan Kesejahteraan Keluarga*, which means family's well-being empowerment.

<sup>17</sup> *Karang Taruna* is a community-based youth organization.



	Program Management Community Development	sustainable To be more accountable (toward admin. and public)			Internal fund
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### Access to Justice

Organization	Priority/ Outcomes	Why?	Target	Location	(Available/ Needed) Resources
SAPDA	Legal Counselling (violence victims, discrimination, gender focus) Advocacy Kits, Discriminatory Law (i.e. Marriage Law)	Many victims don't receive services Discriminatory legal practices	Local government Women with disabilities People with disabilities Court system (judge, polices, lawyers)	Yogyakarta and Central Java	Mama Cash (the Netherlands) Trained staffs (in advocacy and counselling) DPOs network
PPCI East Kalimantan	Local disability law (PERDA Prop) on Protection and rights Advocacy and Socialization	Local regulations fit into decentralization framework, local government receptive along with momentum  Advocacy's needed to ensure that Local regulations' being implemented (not just on paper)	DPRD Social ministerial office at Provincial level BPPA UnMul Kaukus Wanita Politik Indonesia A'isyah	East Kalimantan (Samarinda)	APBD  PPCI administrators
SIGAB	- Advocating for accessible justice for people with disabilities - Establish and run online information on law and disabilities	- Disability issues and rights are still not well understood - Weak legal protection	DPO LBH Lawyers Court system	Indonesia	AIPJ/ AusAID DPOs' staff LBH Women's National Commission and Human Rights Commission
PPUA	- National consortium - Socialization of UN CRPD - Advocacy on Voting - Regulation	Membership Mandate—want to vote Discriminatory regulation	DPR DPRD KPU/D <i>Bawaslu</i> <sup>18</sup> <i>Panwaslu</i> <sup>19</sup> Voters	National + 33 Provinces	DRF IFES/ USAID  Management/ DPOs and DPD Committee
DPP PPCI	Aligning national legislation with UN CPRD Campaigning to change	Follow up on UNCRPD Ratification	DPRD (for local regulations) DPR RI	National + 33 Provinces	DRF  Administrators

<sup>18</sup> *Bawaslu* stands for *Badan Pengawasan Pemilu*, which means general election's monitoring board.

<sup>19</sup> *Panwaslu* stands for *Panitia Pengawasan Pemilu*, which means general election's monitoring committee.

	national legislation No 41 1997		Ministry of Social Affairs Ministry of Welfare Coordination Ministry of Foreign Affairs Ministry of Human Rights Human Rights National Commission HWDI PPCI branch LAPCI		
AIPJ	Disability Mainstreaming Disability-focused Program	AusAID policy Disability as cross-cutting issues Low accessibility in justice for people with disabilities	Social justice persons <ul style="list-style-type: none"> <li>• PWDs</li> <li>• Poor women</li> </ul> Institution <ul style="list-style-type: none"> <li>• Formal and informal (judge, prosecutors, DPOs, LBH, cops)</li> </ul>	Indonesia	AusAID
Handicap International	Equal opportunity Education, health CRPD Socialization Partnership with DPOs	Core Mandate	DPOs Local government Service Providers/ Organizations	Yogyakarta, Aceh, NTB, NTT	EU Irish Aid Luxembourg GIZ Private Foundation
Asia Foundation	Bureaucracy reform, legal assistance, anti-corruption, Human Rights, Islamic Laws, Civil Society, DPR		Justice system Court system Cops Civil society Organization/ national commissions	National and almost all provinces	USAID Nederland AusAID Norway

## Annex 5. Evaluation Results

### EVALUATION – Day 1 (48 sheets)

Total		I work for:
24		Disabled Persons' Organizations
5		Non-profit organizations
7		Government
3		Employers' Association of Indonesia (APINDO) or Trade union confederation
3	1 research center	Others (institution, university, international organization)
	1 IPB-CARE	
	1 Social Enterprise	
1		No answer
4	3 DPO + NGO	Double answer
	1 DPO + other	
1	1 DPO + NGO + other (univ)	Triple answer

### Session I DPOs Window

#### 1. Mention 3 things that you learnt from this session

17	Mapping of priority needs / information on current conditions of DPOs and non-DPOs
12	DPO window program
11	EO's criteria
11	Capacity building development
9	Networking
9	Funding opportunities & grant program
5	Attention on people with disabilities / DPOs
4	Access to employment / rights to work
4	General perception on disability / non-DPOs' point of view on working together with DPOs
2	Collaboration between DPOs and non-DPOs
1	DPOs' full involvement in programs for DPOs
1	Accessibility issue for persons with disabilities
1	Lack of socialization on disability topic

1	Information sharing
1	World Bank program in Indonesia
1	DPO window in PNPM-Mandiri program

#### 2. If any, mention thing(s) that is (are) unclear from this workshop for future reference

11	Complete explanation on DPO window program (how did World Bank start DPO window, types of activities that can be funded/supported, proposal writing, process sequence, mechanisms, what's next etc)
2	Purposes and expected outcomes from the workshop
2	Notes / presentations in hard copy for distribution
2	DPO window's criteria on DPO that are working with the local communities
2	Available handout materials
2	Focus and expected outcomes of the workshop are not parallel with the title of the workshop provided to the participants
1	Mapping activity in Indonesian
1	Workshop materials in braille
1	Accessible translating tools for information dissemination
1	The difference between grassroots DPO and DPO-NGO
1	Attitude and commitment of the government toward DPO window
1	Definition of the perception on disability
1	Good data on disability and the examples
1	Survey and training
1	Clear instruction and description from the facilitators (specifically for blind people)
1	More volunteers
1	The availability of the discussion for the participants through e-mail

### Session II Presentation and Discussion on PROPEL-Indonesia (ILO)

#### 3. Mention 3 (three) things that you learnt from the presentation and discussion on issues and employment

19	knowledge on legislation / regulations regarding disability and employment (changes in regulations, the existence of employment and disability regulation, the assessment on law and legislation, the gap between regulation and reality etc)
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18	Lack of valid data on people / workers with disabilities
14	Better Work Indonesia (knowledge on chain production, social audit from international buyers)
12	Attention / strategic efforts from ILO on disability topic
10	PROPEL-Indonesia
10	The importance of advocacy in raising awareness and promoting rights on employment among international buyers and others
9	study results on vocational trainings for people with disabilities in NTT and DIY
8	Capacity building, raising awareness, and building support are needed to build skills for people with disabilities
8	Unrealized 1% Quota
6	The lack of factories' knowledge / willingness to absorb people with disabilities into their work force
6	Eradicate discrimination in work and position
3	The still abandoned rights for people with disabilities
3	legal advocacy for the fulfillment of rights of people with disabilities
2	Too fast
2	ILO Convention no.159
2	MoMT / government's policy on workers with disabilities
2	Lack of attention from the government on disability topic
1	Lack of implementation on the field
1	Process / coordination between employers and DPOs in allocating workers with disabilities
1	Knowing the employers' perspective on workers with disabilities
1	Presenters haven't included full participation from people with disabilities in terms of regulation and legislation on employment
1	Work collaboration in designing a program to allocate workers with disabilities
1	Information on jobs for people with disabilities
1	Mainstreaming of people with disabilities
1	The allocation of workers with disabilities should be based on their education level

#### 4. How are you going to use the information on issues of accessibility to employment for people with disabilities?

16	Socialize / disseminate information (through SMS, internet, other media) to network / communities
8	Advocate on the rights to decent work for people with disabilities to stakeholders (local government, companies etc)
7	Source of knowledge / research (for situation analysis + mapping or research survey)
5	Improve the data quality in organizations and local governments / establish data bank and information center
4	Seek further detailed information in legislation on employment regulation for people with disabilities
3	Improve the quality and quantity of people with disabilities on employment
3	Structure organizational plan / program including people with disabilities in organization / government
2	Motivate others in improving the skills and work ethic among people with disabilities
1	Implement Better Work Indonesia program in districts without waiting for the result of the pilot project
1	Not sure whether this workshop could help my organization
1	Promote more local companies to join Better Work Indonesia
1	Provide special soft and hard skills trainings for people with disabilities
1	Realize / implement the legislation on employment of people with disabilities despite existing discrimination
1	Coordinate with Statistic Center Board (BPS) and MoMT
1	Provide information for people with disabilities to work in formal sector

#### EVALUATION – Day 2 (48 sheets)

Total		I work for:
28		Disabled Persons' Organizations
5		Non-profit organizations
5		Government
3		Employers' Association of Indonesia (APINDO) or Trade union confederation
2	1 educational institution	Others (institution, university, international organization)

	1 Social Enterprise	
4	3 DPO + NGO	Double answer
	1 DPO + other (UN WHO)	
1	1 DPO + NGO + government	Triple answer

1. From the 2-day workshop, which information is useful to you / your area of expertise?

31	Information on DPO Window, PROPEL, and mapping of DPOs' activities
8	Information sharing (on accessibility to employment, employment opportunities, government's policy on employment for persons with disabilities etc)
5	Learning on access to funding / resources / capacity building for DPOs
4	Networking and information sharing with other DPOs and non-DPOs
2	Information on the perception on disability
2	The necessity for BPS / population department to conduct better information and data gathering on people with disabilities
1	Creative teams
1	The promotion of decent work for people with disabilities
1	Information on Better Work Indonesia
1	The existing regulation on quota 1%
1	Team work that discussed 6 main topics
1	Mainstreaming of people with disabilities and development

2. How are you going to follow up the results of the workshop and learning?

20	Expand network (by establishing contacts with attended organizations / inviting other organizations) by conducting follow-up discussions / gaining more understanding from different programs / promoting access to justice / promoting inclusive programs, etc
11	Evaluate internal organization's activities by building capacity so that they parallel with World Bank / ILO programs
9	Socialize the learnings within the organization / association / community
2	Increase knowledge / inputs on future research purposes

2	Follow-up with the government /national level organization through national DPO forum / national work meetings
2	Establish cooperation between NGO - DPO – government
2	Seek for justice / put pressure on government to implement equal rights for people with disabilities through legislation
1	Open a communication with materials' presenters
1	Study further on the provided materials
1	Make priorities on internal organization's activity
1	Maximize the lacking activity(ies)
1	Establish creative community to work together with DPOs in reaching priorities
1	Give motivation to people with disabilities so that they will be able to compete in the market
1	Write proposals

3. Inputs for the attended workshop and feedback for future reference

**Accessibility to Information (including materials, tools, translators, interpreters, transcribers)**

13	Lack of workshop materials / presentation in hard copy / soft copy (e-mail distribution) / CD / adjusted formats based on the disability
6	No materials with big prints (except for this evaluation sheet) / lack of materials in braille / audio / electronic format
6	Provide audio /detailed description on materials using pictures / videos / movies
3	Delayed and lack of training kits (materials + tools)
2	transcribers are slow
2	distribute materials prior workshop
2	Lack of visual range to powerpoints
1	Translation tool often went off
1	Lack of information in Indonesian
1	Sign language interpreter was too fast

1	Lack of accessibility for the blinds
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### Time Management

10	Lack of discussion time / Q&A sessions / mapping session
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### Accommodations (hotel, meeting room, food, services)

8	meeting room is not accommodating
1	No accessible toilet in the meeting room
1	Last-minute information on certain needs and accommodations
1	Lack of volunteers
1	For hotel room deployment, don't put 2 blind people in 1 room (should be more inclusive inter-disability)

### Facilitators / organizers

10	facilitators / organizers should conduct the workshop with accessible methods for people with disabilities
1	put instructions / guidance for each session on a paper for further use during the session itself
1	discussion topic should have been decided previously by facilitators / organizers on each table
1	Each working group should have one facilitator

### Feedback

4	should invite more DPOs, non-DPOs & government officials from various regions in Indonesia
2	Every participant should be provided with addresses, contact numbers, and e-mails from all participants at the beginning of the workshop

2	Provide mapping results / meeting minutes to each organization for information dissemination purposes
2	assist new programs for a better future for people with disabilities, esp. the poor ones
1	Haven't discussed on "what's next" regarding networking activity
1	All participants should be given certificate as an evidence of participating in the workshop
1	should make database for the existing DPOs
1	should monitor / follow-up the results of workshop for realizing prioritized targets
1	should explain about disability in the beginning for equal perception - use data, baseline etc as reference to build equal perception
1	activities of the workshop are unclear
1	conduct more games
1	Should consider other alternative facilitation methods
1	conduct discussions with DPOs with similar programs
1	increase the participants' involvement
1	to discuss on legislation, need to do FGD by DPOs
1	communication through internet (information dissemination through e-mails or websites) will be better for future programs
1	collaboration with local governments
1	Give service contract to DPO to assist in providing logistics, arranging accessible tools and facilities etc
1	Provide information dissemination media and employment
1	No speaker / presenter from people with disabilities at ILO session

## Annex 6. List of Participants

Organisation	Name	Address	Email	Phone number	From
<b>DPOs</b>			-		
BILiC – Bandung Independent Living Center	Aden Achmad	Jl. Jimbaran No. D 5 Perum Cluster Bali 2 PSM Kiaracandong	<a href="mailto:Infobilic@yahoo.com">Infobilic@yahoo.com</a>	081322331303	Bandung
PPCI, Kalimantan Timur - Persatuan Penyandang Cacat Indonesia (Association for People with Disabilities)	Anni Juwairiyah	Jl. Suwandi Blok C/ No. 78 Samarinda - 75123	<a href="mailto:anni_tri@yahoo.com">anni_tri@yahoo.com</a>	0821 42 382 666	Samarinda
Yayasan Mitra Netra	Aria Indrawati	Jl Gunung Balong II No. 58, Lebak Bulus III Jakarta Selatan	<a href="mailto:aria.indrawati@gmail.com">aria.indrawati@gmail.com</a> ; <a href="mailto:aria@mitranetra.or.id">aria@mitranetra.or.id</a>	021-7651386; 081511478478	Jakarta
KONAS Pemantau Hak Disabilitas	Ariani	Jl. Rawamangun Muka Barat D.14 No. 17 Rt. 09 Rw. 12 Rawamangun 13220	<a href="mailto:ariani_0704@yahoo.com">ariani_0704@yahoo.com</a>	021-29376482 / 081318907184	Jakarta
Pertuni – Persatuan Tunanetra Indonesia, Daerah Sulawesi Selatan (Indonesia’s Blind Union)	Arifin Amir, SS	Jl. Kapten Piere Tendean Blok M No 7 Makassar, Sulawesi Selatan	<a href="mailto:pertunisulsel@yahoo.co.id">pertunisulsel@yahoo.co.id</a> , <a href="mailto:arfintolis@gmail.com">arfintolis@gmail.com</a>	0411-423053, 085299998522	Makassar
Pertuni – Persatuan Tunanetra Indonesia, Daerah Sulawesi Selatan	Fandy Dawean	Jl. Kapten Piere Tendean Blok M No 7 Makassar, Sulawesi Selatan	<a href="mailto:pertunisulsel@yahoo.co.id">pertunisulsel@yahoo.co.id</a> , <a href="mailto:arfintolis@gmail.com">arfintolis@gmail.com</a>	0411-423053, 085299998522	Makassar
Pertuni – Persatuan Tunanetra Indonesia, DPD Sumatera Utara	Lindawati	Jl. KL Yos Sudarso Lk: XI No. 7A / 86 L	<a href="mailto:lindawati_kwa@yahoo.co.id">lindawati_kwa@yahoo.co.id</a>	061 6619382	Medan
SEHATI	Edy Supriyanto	LBK SKH, JL. SERANG 11B LARANGAN RT.03/01 GAYAM SUKOHARJO	<a href="mailto:edy1975_sehati@yahoo.co.id">edy1975_sehati@yahoo.co.id</a>	081 548 743 140	Sukoharjo
PPUA PENCA – Pusat Pemilihan Umum Akses Penyandang Cacat (Center for Citizens with Disabilities Access for Election)	Drs. Harpalis Alwi	Jl. Rawamangun Muka Barat D.14 No. 17 , Rt. 09 Rw. 12 Rawamangun 13220	<a href="mailto:ppuapenca@yahoo.com">ppuapenca@yahoo.com</a> , <a href="mailto:isadsport@yahoo.com">isadsport@yahoo.com</a>	021-29376482 / 081385194952	Jakarta
AGENDA (General Election Network for Disability	Yusdiana	Jl. Cikini 5 No. 15-A; Jakarta 10330	<a href="mailto:yusdiana@agendaasia.org">yusdiana@agendaasia.org</a>	021 3190 6562	Jakarta

Access)					
AGENDA – PPUA (General Election Network for Disability Access – Access for Election)	Made Adi Gunawan (replaced Heppy Sebayang)	Jl. Cikini 5 No. 15-A; Jakarta 10330	<a href="mailto:hsebayang@agendaasia.org">hsebayang@agendaasia.org</a>	021 3190 6562	Jakarta
PPUA (Access for Election)	Harpalis Alwi		<a href="mailto:isadsport@yahoo.co.id">isadsport@yahoo.co.id</a>	0813 85194952	
YAKKUM Bali	I Nengah Latra	LBK Dinas Sosial Kabupaten Badung, Jl. Raya Denpasar Sangeh Km 17, Br. Aseman, Desa/Kec. Abianseml, Badung Bali 8352	<a href="mailto:yakkum_bali@yahoo.com">yakkum_bali@yahoo.com</a>	0361 7444620 / 94333, 0812 39 90701	Denpasar
Yayasan Senang Hati	I Nyoman Budiarta	Jl.Sasi Brata, Banjar Kawan Tengah Tampaksiring Gianyar-Bali	<a href="mailto:yayasansenanghati@yahoo.co.id">yayasansenanghati@yahoo.co.id</a>	(0361)7470718/08 7862020209	Denpasar
Pusat Rehabilitasi YAKKUM	Jaimun	JL. Kaliurang Km 13,5, Besi Yogyakarta	<a href="mailto:jaimunpry@yahoo.co.id">jaimunpry@yahoo.co.id</a>	0274-895386	Yogya
Aliansi DPO Kab. Bantul	Jayadi	Jl. Imogiri Barat km 11,5 Buluswetan, Bantul		087839998060	Yogya
Gerkatin, Pusat – Gerakan Kesejahteraan Tuna Rungu Indonesia (Welfare Movement for Deaf People of Indonesia)	Juniati Effendi	Jln. Rancho indah dalam BC No. 47, Tanjung Barat. Pasar Minggu- Jakarta Selatan.	<a href="mailto:iawd1981@yahoo.com">iawd1981@yahoo.com</a>	085738351552	Jakarta
Gerkatin	Pieromarinovluhukay			0838 20152455	
Gerkatin	Dendy H				
Gerkatin	Achmad Ridwan Rais		<a href="mailto:iwan.syakur83@yahoo.com">iwan.syakur83@yahoo.com</a>	0856 93045183	
Gerkatin	Bombay Praselyu (General Secretary)				
DPC Gerkatin Solo	Mohammad Ismail, ST	Jl. Trisula 3 No. 6 Kauman Solo 57112	<a href="mailto:office@gerkatinsolo.or.id">office@gerkatinsolo.or.id</a>	0271 7012820 & 0857 1246 8696	Solo
LPTKP – Lembaga Pemberdayaan Tenaga Kerja Penyandang Cacat	Kasih Ani, SH	HIPVI Lt.2 Gedung Wira Purusa LVRI DKI Jakarta Jl. Raden Inten II No. 2 Duren Sawit Jakarta – Timur	<a href="mailto:lptkp_lptkp@yahoo.co.id">lptkp_lptkp@yahoo.co.id</a>	021-8879423 / 085214264063	Jakarta



Himpunan Wanita Disabilitas Indonesia (Indonesia's Women with Disabilities Association)	Lindawati	Apartments & Office Menteng Square Tower A Blok AK-12 Jl. Matraman Raya No. 30 E Menteng, Jak-Pus	<a href="mailto:lindawati133@gmail.com">lindawati133@gmail.com</a>	021 - 49041858	Jakarta
Mimi Institute	Mimi Lusli	Kompleks Taman Harapan Indah. Jl. Hanoman X Blok I No. 14. Jelambar. Jakarta Barat	<a href="mailto:mlusli@mimiinstitute.com">mlusli@mimiinstitute.com</a> , <a href="mailto:info@mimiinstitute.com">info@mimiinstitute.com</a>	021-56980294	Jakarta
Asean Institute on Disability and Public Policy (IDPP)	Muhammad Joni Yulianto	Pondok I RT 5/31, Widodomartani, Ngemplak, Sleman, Yogyakarta	<a href="mailto:Joni.yulianto@aseanidpp.org">Joni.yulianto@aseanidpp.org</a>	085878469692	Yogya
CIQAL (Center for Improving Qualified Activity in Life)	Nuning Suryatiningsih	Brajan Rt 05/XIV, Tamantirto, Kasihan, Bantul, Yogyakarta	<a href="mailto:nuning_lestari@yahoo.com">nuning_lestari@yahoo.com</a> , <a href="mailto:ciqal2003@yahoo.com">ciqal2003@yahoo.com</a>	0274 7483185 / 08122756973	Yogya
Yayasan Tuna Rungu Sehjira	Rachmita Harahap	Jl. H. Merin No. 9 RT 09 RW 04 Meruya Selatan Kembangan Jakarta Selatan	<a href="mailto:sehjira_vdf@yahoo.com">sehjira_vdf@yahoo.com</a>	021 36086952	Jakarta
Yayasan Tuna Rungu Sehjira	Revita Alvi (Secretary)	Jl. H. Merin No. 9 RT 09 RW 04 Meruya Selatan Kembangan Jakarta Selatan	<a href="mailto:revita_alvi@yahoo.co.id">revita_alvi@yahoo.co.id</a>	0821 25892725	
Yayasan Tuna Rungu Sehjira	Chairunisa Eka	Jl. H. Merin No. 9 RT 09 RW 04 Meruya Selatan Kembangan Jakarta Selatan	<a href="mailto:chairunisaeka@gmail.com">chairunisaeka@gmail.com</a>		
Konas Difabel	Risnawati Utami	Jl. Kaliurang KM 4,5 Gg. Sumilir Jogja		0812542315 / 081227289686	Yogya
PERSANI, NTT – Perkumpulan Tuna Daksa Kristiani (Christian Disability Association)	Serafina Bete	Jl. H.R.Koroh No.27 Oepura Kupang-NTT	<a href="mailto:persanintt@yahoo.co.id">persanintt@yahoo.co.id</a>	082 145 272 095	NTT
SAPDA – Sentra Advokasi Perempuan Difabel dan Anak (Center of Advocacy for Disabled Women and Children)	Sri Lestari	Komplek BNI No. 25 Patangpuluhan, Wirobrajan, Yogyakarta	<a href="mailto:info_sapda@yahoo.com">info_sapda@yahoo.com</a> ; <a href="mailto:matatari@yahoo.com">matatari@yahoo.com</a>	0274- 384066, 081392172295	Yogya
SAPDA	Nurul Saadah Andriani	Komplek BNI No. 25 Patangpuluhan, Wirobrajan, Yogyakarta	<a href="mailto:info_sapda@yahoo.com">info_sapda@yahoo.com</a> ; <a href="mailto:nurul_sa54@yahoo.com">nurul_sa54@yahoo.com</a>	0274- 384066, 08562914654	Yogya
Sasana Integrasi dan Advokasi Difabel (Center of	Suharto	Perum SGPLB Blok B/30 Jl. Wates KM 3, Yogyakarta	<a href="mailto:Suharto@sigab.org">Suharto@sigab.org</a> , <a href="mailto:secretariat@sigab.org">secretariat@sigab.org</a>	0274378461	Yogya

Integration and Advocacy for Disabled)					
BILiC – Bandung Independent Living Center	Yati Suryati Dinata	Jl. Jimbaran No. D 5 Perum Cluster Bali 2 PSM Kiaracandong	<a href="mailto:Infobilic@yahoo.com">Infobilic@yahoo.com</a>	081322331303	Bandung
BILiC – Bandung Independent Living Center	Yuyun Yuningsih	Jl. Jimbaran No. D 5 Perum Cluster Bali 2 PSM Kiaracandong	<a href="mailto:Infobilic@yahoo.com">Infobilic@yahoo.com</a>	081322331303	Bandung
Permata	Paulus				
			-		
<b>Government</b>					
Kemensos (Ministry of Social Affairs)	Dina Ariani				
BAPPENAS – Badan Perencanaan dan Pembangunan Nasional (National Planning and Development Board)	Raudhatul		<a href="mailto:raudhatul.febrigenny@bappenas.go.id">raudhatul.febrigenny@bappenas.go.id</a>	021 3150169	
Kemnakertrans (Ministry of Manpower and Transmigration)	Enrico				
Kemnakertrans	Ari Yuliasut			0813 9228815	
Kemnakertrans	Roostiawati (Head of Manpower Research and Development Center)		<a href="mailto:roostiawati@nakertrans.go.id">roostiawati@nakertrans.go.id</a>		
Kemnakertrans	Eva (Dep. Director for Vulnerable Labor Placement)		<a href="mailto:aksus@ymail.com">aksus@ymail.com</a>	0817 9837517	
Kemnakertrans	Arfianti		<a href="mailto:arfianti_wardhani@yahoo.com">arfianti_wardhani@yahoo.com</a>	0805 1892310	
Kemnakertrans	Yunitu (PTK Khusus)			0813 11261729	
Kemnakertrans	T. Saut / P. Siahaan (Pembinaan)				

	Pengawasan Ketenegakerjaan)				
Kemnakertrans	C Hastika Wulandari (Pembinaan Pengawasan Ketenegakerjaan)		<a href="mailto:hastika.wulandari@gmail.com">hastika.wulandari@gmail.com</a>	0856 97362906	
BPS – Badan Pusat Statistik (Statistics Indonesia)	Dwi Susilo		<a href="mailto:dwis@bps.go.id">dwis@bps.go.id</a>	0812 84817437	
BPS	Sri H. Rachmad (Researcher)		<a href="mailto:shrachmat@yahoo.com">shrachmat@yahoo.com</a>	0818 8855652	
BPS	Fajar Hidayat (Staff)		<a href="mailto:fajarh@bps.go.id">fajarh@bps.go.id</a>	0811 2275726	
BPS	Nuri Taufiq		<a href="mailto:nuritaufik@bps.go.id">nuritaufik@bps.go.id</a>	0856 41395157	
TNP2K – Tim Nasional Percepatan Penanggulangan Kemiskinan (National Team for Accelerating Poverty Reduction)	Fiona Howell		<a href="mailto:fiona.howell@tnp2k.org">fiona.howell@tnp2k.org</a>	0857 18420830	
<b>Trade Unions</b>					
KSPSI – Konfederasi Serikat Pekerja Seluruh Indonesia (The Confederation of All Indonesian Workers' Union)	Subiyanto (General Secretary)				
KSPSI	Sulastrri (Staff)			0813 382935962	
KSPSI	Muji Rahayu (Ketua Program)			0821 10018152	
KSPSI	J. Toisuta			0813 83535376	
KSPSI	Andi Hadiar		<a href="mailto:andi.hadiar@yahoo.com">andi.hadiar@yahoo.com</a>	0813 10106059	
			-		
<b>National NGOs and Institutions</b>			-		
SMERU	Hariyanti	Jl. Cikini Raya No. 10A Jakarta 10330 Indonesia	<a href="mailto:hari@smeru">hari@smeru</a>		

Young Voices	Mahmudi Yusbi (National Coordinator)	Yayasan Wisma Cheshire - Leonard Cheshire Disability UK	<a href="mailto:mudi.atjeh@gmail.com">mudi.atjeh@gmail.com</a>	0852 6093315	
CARE-Institut Pertanian Bogor – IPB (Bogor Agricultural Institute)	Dahri (Secretary)	Kamus Baranangsiang IPB. Jl Raya Pajajaran		0812 9539357	
Yayasan Insan Sembada, Solo	Drs. Mulyono		<a href="mailto:g_mulyono@yahoo.com">g_mulyono@yahoo.com</a>	0813 25930125	
DIFFA Magazine	Jonna Damanik (General Manager)	Jl. Salemba Tengah 39bb Lt. 2	<a href="mailto:ionnadamanik@yahoo.com">ionnadamanik@yahoo.com</a>		
DIFFA Magazine	Artur Tian (Reporter)	Jl. Salemba Tengah 39bb Lt. 2	<a href="mailto:arturtian@gmail.com">arturtian@gmail.com</a>	0899 4507015	
DIFFA Magazine	Venny Asyita Octatia	Jl. Salemba Tengah 39bb Lt. 2	<a href="mailto:vennyoctatya@gmail.com">vennyoctatya@gmail.com</a>	0817 9011121	
Komnas HAM – Human Rights National Commission	Didi Supandi	Jl. Latuharhary 4B, Menteng, Jakarta Pusat 10310	<a href="mailto:didisupandi@rocketmail.com">didisupandi@rocketmail.com</a>		
Thisable Entreprise	Dhimas	STC Senayan 3rd Floor. #107-110, Jl. Asia Afrika. Pintu IX Senayan, Jakarta 10170		0815 19950517	
IKA	Ratna Fitriani	Jl Kemandoran 1/97 Kebayoran Lama Jakarta Selatan 12210	<a href="mailto:rfitriani@ysik.org">rfitriani@ysik.org</a>	0878 87540629	
IKA	Marthin Sinaga	Jl Kemandoran 1/97 Kebayoran Lama Jakarta Selatan 12210	<a href="mailto:marthinsin@ysik.org">marthinsin@ysik.org</a>	0816 17070138	
<b>International NGOs</b>					
Helen Keller Indonesia	Emilia Kristiyanti (Program Manager)	Jl. Bungur Dalam 23A-B, Kemang, Jakarta 12370	<a href="mailto:ekristiyanti@hki.org">ekristiyanti@hki.org</a>	0817 0727325	
ASB	Pradyfia Putri Pertini (Monitoring and evaluation coordinator)	Jl. Kaliurang Km. 10, Nglaban RT 04/ RW 15 Sinduharjo, Ngaglik Sleman Yogyakarta 55581	<a href="mailto:pradyfia.putri@asbindonesia.org">pradyfia.putri@asbindonesia.org</a>	0856 2823477	
ASB	A. Robinson (Country Director)	Jl. Kaliurang Km. 10, Nglaban RT 04/ RW 15 Sinduharjo, Ngaglik Sleman Yogyakarta 55581	<a href="mailto:alex.robinson@asbindonesia.org">alex.robinson@asbindonesia.org</a>	0813 92378440	
CBM	Matthew Hanning (Director)	Jl. Anggrek XII No. 2 Karet, Setiabudi, Jakarta 12920	<a href="mailto:mhanning@cbmindonesia.org">mhanning@cbmindonesia.org</a>	0813 10422671	

Handicap International	Mathieu Dewerse (Coordinator)	Jl. Prawirotaman III, No. 669A, Brontokusuman, Mergangsan, Yogyakarta 55153	<a href="mailto:noc@handicap-international-id.org">noc@handicap- international-id.org</a>	0877 38154222	
Handicap International	Belly Lesmana (Project Manager)	Jl. Prawirotaman III, No. 669A, Brontokusuman, Mergangsan, Yogyakarta 55153	<a href="mailto:drpm@handicap-international-id.org">drpm@handicap- international-id.org</a>	0811 2505740	
			-		
<b>Universities</b>					
Universitas Brawijaya	Slamet Thohari (General Secretary)	Center for Disability Studies and Services, PSLD-UB Lt 1, International Office, Jl Veteran 65145 Malang, East Java	<a href="mailto:sepertipagi@yahoo.com">sepertipagi@yahoo.com</a>		
Universitas Indonesia	Elygia Putri	Selo Sumarjan Research Center (SSRC), Gedung H, 6th Floor, Cubicle E, Kampus FISIP UI, Depok, 16424	<a href="mailto:ely-gy@yahoo.com">ely-gy@yahoo.com</a>	0898 9296535	
University of Sydney	Laura Smith-Khan (Researcher)		<a href="mailto:laura.smith@sydney.edu.au">laura.smith@sydney.edu.a u</a>		
University of Sydney	Mary Crock (Professor)		<a href="mailto:mary.crock@sydney.edu.au">mary.crock@sydney.edu.a u</a>		
			-		
<b>International Organisations</b>					
AusAid	Hannah Derwent			0811 860 6648	
AusAid	Patricia Bachtiar (SPM)			0812 1070157	
AusAid	Lulu Wardhani (PM)		<a href="mailto:lulu.wardhani@ausaid.gov.au">lulu.wardhani@ausaid.gov. au</a>	0812 1008545	
WHO	Gde Yogadhita (Injury Prevention)	Bina Mulia 1 Building, Jl. HR. Rasuna Said Kav 10, Jakarta 12950, INDONESIA	<a href="mailto:yogadhitag@searo.who.int">yogadhitag@searo.who.int</a>	0817 5450684	
WHO	Yodi	Bina Mulia 1 Building, Jl. HR. Rasuna Said Kav 10, Jakarta 12950, INDONESIA			

UNESCO	Mikel Aguirre	UNESCO House, Jl. Galuh (II) No. 5, Kebayoran Baru, Jakarta 12110			
UNESCO	Charaf Ahmimed (Head of Social and human Sciences Unit)	UNESCO House, Jl. Galuh (II) No. 5, Kebayoran Baru, Jakarta 12110	<a href="mailto:c.ahmimed@unesco.org">c.ahmimed@unesco.org</a>		
UNESCO	Daniel R. Garibay (Assistant Programme Specialist)	UNESCO House, Jl. Galuh (II) No. 5, Kebayoran Baru, Jakarta 12110	<a href="mailto:d.ruiz-de-garibay@unesco.org">d.ruiz-de-garibay@unesco.org</a>		
GIZ	Harmein Harun (Senior Advisor)	Wisma Bakrie 2, 6th Fl, Jl. HR Rasuna Said Kav. B 2, Jakarta 12920	<a href="mailto:harmein.harun@giz.de">harmein.harun@giz.de</a>		
UNFPA	Philip Martin	Menara Thamrin Building, Jl. MH Thamrin Kav 3, Jakarta Pusat 10250	<a href="mailto:pmartin@unfpa.org">pmartin@unfpa.org</a>	0813 14038689	
WSP/World Bank	Martin Albrecht (Water and Sanitation Specialist)		<a href="mailto:malbrecht@worldbank.org">malbrecht@worldbank.org</a>	0811 1086222	
Asia Foundation	Laurel Maclaren (Deputy Country Representative)	Jl. Adityawarman No. 40, Kebayoran Baru, Jakarta 12160	<a href="mailto:Imaclaren@fafindo.org">Imaclaren@fafindo.org</a>		