



Dewan Pers



International  
Labour  
Organization



*Decent Work for People with Disabilities*



# **Pocket Guide to Reporting on Disability in Indonesia**

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## Foreword Dewan Pers


### Jurnalism for equality in disability

One journalist in Nagan Raya, West Aceh, sent me an email sometimes ago. He asked me whether it was possible to work as a correspondent at West Aceh. She identified herself as being a person with disability and could only work with her right hand while her left hand was amputated when she was five. "I ask for a recommendation so that I could learn about journalistic at Press Education Agency," she wrote in her letter.

From her resume, I learned that she has works at a local media. She would like to sharpen her skill and has a dream to work at national media. I could feel that the letter was written with a high confidence and a great enthusiasm. She added that a person like her has the right to work since it is in line with the regulation of Minister of Manpower, "that each company is obliged to hire one person with disability for every 100 employees," she wrote.

I was surprised to read her email. Among thousands of my incoming emails, I gave a priority to reply her email. I was impressed on three things. First, I know that the coast of West Aceh is not a disable-friendly area with limited accessible facilities and of course she needs to struggle more compared with others. Unfortunately, the place where I work has no vacancy for a correspondent at the moment. I suggested her to work at Banda Aceh, the capital of the province since recently I heard that an online daily newspaper was in need of a correspondent for West Aceh.

Second, I was struck by this letter. So far, I ignored the rights of people with disabilities. I am sure that there are many companies that have not complied with this regulation as stated in the regulation of the Minister of Manpower. Although at the international level, ILO in fact has stressed the 1 % quota requirement of people with disabilities for companies.



Third, I believe that the physical condition of this local journalist should not be underestimated. She said that she could type quickly and agile to search for news. Basically, I believe that human being is a miraculous creature on earth that could conquer all the limitations.


In *Youtube* I often saw videos showing the abilities of people with disabilities. For instance, there is a young women without limbs but managed well to drive a car and even she got the license to fly an airplane. Indeed, she is a qualified pilot and got pilot certification. She could paint, very well at taekwondo and has a neat foot-writing. She could do her own make-up, put eye shadow, face powder and comb her hair. All are done with her feet.

But I realize that in Indonesia, of course it is not yet as easy as in Western countries wherein the rights of people with disabilities get equal attention to non-disabled ones. The problems faced here are complicated. Starting from the existence matters such as identity, status and position of people with disabilities, until on social aspect. On political matter, there are still some problems on equal rights of people with disabilities as there are many political rights of people with disabilities that have not been met. Likewise in the cultural sector and more importantly in the economic sector as it was dreamed by this local journalist from Nagan Raya.

Unfortunately, this complexity was not found in media when journalists report on the life of people with disabilities. Media often put people with disabilities as the object of reporting but exceed the limit of objectivity itself. Many of the articles exploited more on “abnormality” and create a perception on their life as a misfortune and a pity. Often media involved in reproducing wrong perception and this is still exist in the society. People with disabilities are exposed as a shame as if they experience a curse or disgrace from the ancestors.

This perception is certainly a disadvantage for people with disabilities. By reproducing wrong perception, then media has strengthened double injustice for people with disabilities. Social experts stated that our perception on a reality is a result of social construction. Cases of injustice perception on people with disabilities is inseparable from the wrong perception that undermining the fundamental rights of people with disabilities as human being.

Media that are not criticized in fact has perpetuated the construction of injustice perception in modern society, a perception that has existed for tens of decades in the minds of the people. Therefore, the role of the media becomes important to dismantle this injustice perception. Media should avoid for being used as a duplication tool of the wrong perception and at the same time should be an education tools for the society. Without the role of the media, the struggle for the



rights of people with disabilities will become such as a steep road and end up with such a dead-end road.

This critical awareness has triggered some activists and journalists to gather four years ago. Along with Yayasan Mitra Netra and led by FX Rudy Gunawan who established DIFFA magazine, an Indonesian media on disability, met with other activists in disability issues as well as with other journalists such as Jonna Damanik, Nestor Rico Tambunan, Emilia Susiati, Adrian Mulja and young volunteers from a number of universities. They also involved Alliance of Independent Journalists (AJI) and ILO.


It is worth noted that DIFFA magazine, as a specific media that voicing the problems in disability and at the same time tries to bridge the communication gap between disability and community. At the beginning, DIFFA magazine was printed in the form of audio and printed versions but due to fund limitation, it turns to the digital version through internet.

Along with AJI and ILO, Diffa plays a significant role in developing programs for mainstreaming disability issues in employment. One of its strategy is to support the development of the guidelines for reporting disability. In general, the reality of people with disabilities has not yet been proportionately and accurately portrayed by the media.

I was lucky to be one of the resource persons in the first workshop organized by ILO and DIFFA in 2013. In a quite dynamic, lively and enthusiastic workshop, some resource persons were also present such as Arswendo Atmowiloto, Mohamad Sobary, Yosef Adi Prasetya, and Heru Hendratmoko. It is also worth noted that a number of disability activists such as Aria Indrawati, Risnawati Utami, Ro'fah, and Irwan Dwikustanto were also present.

The media guidelines at your hand now is the result of the following two workshops in 2014. Although I was absent in these last two workshops but the basic references of this book is the development of the framework that was previously formulated by those resource persons, disability activists and participating journalists in the first workshop. They all work on the same spirit to realize equality for people with disabilities through the power of media.

Through this preface, I would like to highly appreciate ILO on its efforts to realize the 1% quota of employees with disabilities in Indonesia. As member of Press Council, I am glad to contribute both through the ideas and during the drafting of this media guidelines. Although, this guideline is far from being perfect, but it should be regarded as a pioneer, a breakthrough to enrich qualified journalism in Indonesia.



At the end, all parties involved in the drafting of this guidelines hope that it would useful for anyone who believe that human being as a miraculous creature on earth who is able to conquer his/her limitation. This piece of work is like a small foam in the mid of big waves of spirit of efforts for the equal rights of people with disabilities.

Yogyakarta, 1 November 2014

Nezar Patria



## Foreword ILO

There are over 1 billion people with disabilities worldwide or 15 percent of the global population. People with disabilities face an overwhelming lack of access to education, health care, employment and training opportunities, political participation and social life. Barriers to their equal participation include stigma and discrimination, lack of adequate health care and rehabilitation services, inaccessible transport and buildings and information and communication technologies. As a result, people with disabilities experience poorer health conditions, fewer economic opportunities and higher rates of poverty compared to people without disabilities.

In fact, the key in promoting equal participation of people with disabilities is the removal of barriers that deny access of people with disabilities to essential public services to improve their capabilities and enhance their participation in all aspects of life.

In Indonesia, after the ratification of the UN Convention on the Rights of Persons with Disabilities (UNCPRD) in November 2011, more attention has been given to promoting rights of people with disabilities by Government, international organizations and disabled people's organizations, through a variety of measures including raising awareness activities, revision of existing laws and regulations concerning rights of people with disabilities to ensure increased participation of people with disabilities in political, social and economic life.

Towards this challenge, since 2013, ILO worked with media in developing pocket media guidelines in portraying people with disabilities in Indonesia. It was realized that media play a critical role in influencing public perception and attitudes about disability. Perceptions created by the media inform the way people with disabilities are treated in society.

This pocket media guidelines is expected to provide practical resources of information for media professionals interested in reporting on people with disability issues in Indonesia. Better and proper portrayal of people with disabilities will help raising public awareness and respect to people with disabilities which in turn will promote efforts towards a more inclusive society in Indonesia.

Peter van Rooij  
Director ILO Jakarta Office

November 2014







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# About this Pocket Guide

This Guide has been created to provide a practical resource to media professionals interested in reporting on the issues facing people with disabilities in Indonesia. It is a 'one-stop' source for information on global disability statistics, and provides practical guidance on appropriate terminology, tips on reporting, references to key national and international standards with a particular focus on the right to training and employment of people with disabilities. It also provides contact details of organizations working on disability issues. This pocket guide is intended for people working as editors, journalists, broadcasters, producers, programme makers and presenters. They are also relevant to people working as web editors, and on interactive multimedia products.



The goal of the Guide is to enhance understanding and awareness of disability issues among media professionals. Better informed reporting will help raise public awareness on disability rights; portray the issues more accurately and with greater depth; foster respect for disabled persons as productive citizens and through the process promote a more inclusive and tolerant Indonesian society.

The media play a critical role in influencing public perception and attitudes about disability. Perceptions created by the media inform the way people with disabilities are treated in society. The media, therefore, has a responsibility to raise awareness about the rights of disabled persons; ensure that their rights are promoted and protected; and, accurately portray how people with disabilities live, what they are doing and how they contribute to their communities.

This resource tool is intended for use by media professionals – *editors, journalists, broadcasters, producers, programme makers and presenters*. It is also relevant to people working as web editors, and on interactive media.





# The basics

There are over 1 billion people with disabilities worldwide. That's roughly 15 per cent of the global population. While many young people and adults with disabilities are fully integrated into all spheres of society, as a group, people with disabilities face an overwhelming lack of access to education, health care, employment and training opportunities, political participation and social life. Barriers to their participation and economic life include stigma and discrimination, lack of adequate health care and rehabilitation services, inaccessible transport and buildings and information and communication technologies. As a result, people with disabilities experience poorer health, lower educational achievements, and have fewer economic opportunities and higher rates of poverty than people without disabilities.

Over the past decades, there has been a growing realization that limitations to the participation of people with disabilities in society and its institutions stem from interactions between the individual's impairment and the barriers – *attitudinal, physical, social, economic and cultural*. This trend has helped to focus attention on the rights and access to opportunities of disabled persons on an equal basis with others. This approach, also known as a rights-based approach to disability, gets its inspiration from the human rights movement.

A key to promoting a rights-based approach to disability is the removal of barriers that deny people with disabilities access to essential public goods and services (education, health, skills training, accessible and user-friendly public transportation and buildings) which are essential to enhancing their capabilities and participation, reducing isolation, promoting their economic empowerment and improving living standards as well as those of their families.

## The rights based approach to disability

Focusing only on the impairment or on the disabled person as someone to be 'cured' is called the 'medical model' of disability. This approach often overlooks the disabled persons' abilities. In contrast, the 'social model' sees the barriers to participation arising from the way in which a society is built and organized, and attitudes and mistaken assumptions about disabled persons, in combination with their impairment.

Over the past decades, there has been a dramatic shift in how disability has been viewed. Increasingly, persons with disabilities are being seen as holders of rights. Under this rights-based approach, persons with disabilities can and should be able to determine the course of their lives as much as any other member of society. This approach is linked to the social model in that it recognizes that a transformation within society is needed to ensure equality and justice for all.

Human rights are fundamental principles through which every individual can gain justice and equality. Ultimately, the rights-based approach aims to empower disabled persons and ensure their active participation in social, economic, political and cultural life. Changes are needed in society to ensure this.

## Disability

The term disability covers a wide range of different physical, sensory, intellectual or psycho-social impairments which may or may not affect a person's ability to carry out their day to day activities, including their jobs.

Women and men with disabilities work in all sectors of the economy and in all types of roles. Many have demonstrated that with the right opportunities and adjustment to a job or work environment, where required, they can make a valuable contribution to the world of work.



## Facts: Global

- Persons with disabilities represent 15 per cent of the world's population, or more than one billion people. They constitute the world's largest minority group.<sup>1</sup>
- Disabled people are at a higher risk of poverty in every country, whether measured in traditional economic indicators such as GDP or, more broadly, in non-monetary aspects of living standards such as education, health and living conditions.
- Disabled women are at greater risk of poverty than men with disabilities. Their poverty is linked to their very limited opportunities for education and skills development.<sup>2</sup>
- Approximately 785 million women and men with disabilities are of working age, but the majority do not work. Those who do work often earn less than their non-disabled counterparts in the informal economy, with little or no social protection.
- Excluding people with disabilities from the labour force results in estimated GDP losses ranging from 3 to 7 per cent.<sup>3</sup>
- People with disabilities are frequently excluded from education, vocational training and employment opportunities.
- More than 90 percent of children with disabilities in developing countries do not attend school (UNESCO) while only 1 per cent of women with disabilities are literate (UNDP).



## Facts: Disability in Indonesia

It is often difficult to estimate the number of people with disabilities in a country because of the differences in how disability is defined and methods of data collection. The annual Core National Social and Economic Survey (SUSENAS) by the Central Bureau of Statistics of Indonesia under a common agreement with the Ministry of Social Affairs[i],<sup>4</sup> reports that:

- People with disabilities number nearly 2.4 per cent of the population, or 5.8 million.
- The percentage of females with disabilities is higher (56 per cent) than males with disabilities (44 per cent).
- Over 40 per cent of children with disabilities do not go to school. Of these, approximately 35 per cent live in urban areas and nearly 48 per cent in rural areas.

However, recent World Health Organization (WHO) and World Bank surveys estimated that approximately 15 per cent of the country's population is disabled.



# Why should journalists cover disability?


There are several compelling reasons for covering disability. Among them are:

**A large portion of the population are disabled.** Disability issues remain largely uncovered by the media even though a large portion of the population lives with a disability. When the media neglects to cover an issue that potentially affects millions of Indonesians, and their families, it renders them virtually invisible and effectively hides the inequalities they face. What is more, any positive changes that occur in Indonesia with regard to people with disabilities will also remain unknown to the public. This not only presents an incorrect image about disability and disabled persons in Indonesia, but fuels stereotypes and misconceptions about them. Presenting an accurate picture of all groups in society is not only fair but the right thing to do. Recognizing that disability and individuals with disabilities should be included as part of mainstream news coverage helps ensure that everyone is counted in programmes, policies or services intended for all members of Indonesian society.



**Professional satisfaction.** In many societies around the world, the media serve as a main source of information on what is going on in the community, including information about new services and opportunities; provide useful insights and understanding of current events; and, help highlight the most pressing issues of the day. Because of this unique position, they can help ensure that disability issues are on the public agenda.

**Stop and consider:** *Covering disability issues provides you with the opportunity to make meaningful contributions to society. As a member of the media, you play a key role in setting the public agenda, thereby influencing public debate.*




**Need to provide relevant and accurate information to the public.** Journalists have a responsibility to protect particular members of society against discrimination. Providing relevant and accurate information about positive changes that have taken place in Indonesia regarding people with disabilities helps to focus attention on the issue of discrimination and exclusion of people with disabilities. In addition, providing people with disabilities with the information they need about the services and opportunities available to them through changes in national laws and policies provides an important first step toward their more active participation in society.

**Stop and consider:** *As a journalist, do you provide a service to your community by addressing important issues such as disability that affect a large segment of Indonesian society?*

**Opportunities for diversified media coverage.** For many journalists “diversity” could imply differences in ethnicity, age, gender, religion, geographic location, etc. Disability can be viewed as a cross-cutting issue – *one that traverses various issues, including those that affect all aspects of social and economic development*. Therefore, covering this issue would bring dimensions that are unique and critical to promoting a development agenda that includes everyone.

**Stop and consider:** *As a journalist, do you provide diversified media coverage of all aspects of social and economic development?.*

**Need to disseminate information on rights.** The media can help support national efforts to raise awareness among people with disabilities about their rights, as guaranteed by law.



**Stop and consider:** *As a journalist you can help influence public opinion and views so that people with disabilities enjoy the same right to participate in all sectors of society as other citizens. Through your reporting you can support the rights model of disability.*

**Developing new and interesting angles for reporting.** While not all stories on disability can be considered ‘hard news’ answering the six basic questions – *who, what, where, when, why and how* – feature stories can highlight specific issues on disability. Feature stories do not necessarily have a ‘hard news’ aspect, though they may be linked to news events. Because they are longer than hard news stories, journalists can go into more depth about the issues and their context in society.

**Stop and consider:** *You can illustrate a hard news story about a recently passed law or national initiative promoting opportunities for disabled persons to access jobs on an equal basis as those without disability with a feature story, including pictures, about a person with a disability who will directly benefit from the new law.*

**Dispel misconceptions/demystify/enlighten.** In Indonesia where there are deep rooted beliefs and attitudes about disability, reporting stories that portray people with disabilities in a positive manner will not only raise the communities’ understanding about the issue but also change negative perceptions and views about the skills and abilities of persons with disabilities, and of their contributions to the workplace and society. The portrayal of individuals with disabilities as people *with* abilities can contribute to their inclusion in the economic, political and social spheres of the country. It also promotes their dignity and well-being.

**Need to give a voice to the poorest and marginalized group.** The voices of people with disabilities are under-represented in the media. While there has been steady progress in making persons with disabilities more visible, much work remains to be done. There are millions of Indonesians with disabilities – it’s time to make their voices heard. Persons with disabilities should be interviewed on a range of daily news reports and be allowed to have their own voice.

**Economic impact.** The lack of economic and social participation of a large portion of the Indonesian population comes at a high cost to society, both in monetary terms as well as unrealized human capacity to develop and participate in social, cultural and political life. As a result, the country may not be able to achieve the goal of economic independence of its citizens. Indonesia has made strides in passing legislation that promotes the rights and opportunities of individuals with disabilities but there remains much to be done to ensure the effective implementation of existing laws and policies that will enable their full participation in the country's everyday life.



# Reporting Indonesia's stories on disability

## What are some of the topics and issues to be covered?



There are many issues that have major implications for the country's disability community and that deserve attention in any serious representation of the topic. Reporting on disability and in particular on the rights of disabled persons may not be easy, but it is an important responsibility. Drawing attention to topics and issues affecting people with disabilities will not only allow the world to see a changing Indonesia through the pens and cameras of journalists, but may also benefit the entire Indonesian people as stories reach across the country.

Journalists can help shape better understanding about disabled persons and in particular the overwhelming barriers they face with respect to health, education, employment and work, and access to the

built environment. People with disabilities can and want to actively contribute and participate in Indonesian society. Their full participation depends on the removal of these barriers.

A step in this direction begins with challenging the myths that people with disabilities are incapable and helpless. This requires replacing images that depict disabled persons as sad, passive and dependent with those showing them with dignity and pride, as capable and independent individuals who can contribute towards changes in all spheres of life.

The issues and topics below are intended to provide ideas for stories on disability. They are also instrumental in the successful promotion of the rights of disabled persons and their full inclusion in society where they can achieve financial and economic independence.



## Policy and access

There are several pieces of legislation concerning persons with disabilities: The Constitution of 1945, which guarantees the right of every man and woman in Indonesia to employment and to live in dignity, (article 27(2)); the Human Rights Law No. 39/1999, which protects the rights of citizens; and, 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). In addition, Indonesia's ratification of the UN Convention on the Rights of Persons with Disabilities (UN CRPD) in November 2011 has resulted in increased attention being given to promoting rights of people with disabilities by the government, international organizations and disabled persons organizations. In reality, disabled people are still marginalized and discriminated against and face discrimination in access to education, skills training and employment.

Low awareness of these laws and policies among Indonesian communities remains a challenge for their implementation. For people with disabilities to be able to exercise their rights, know their responsibilities and express their views and perspectives they need to have access to information. Tackling this challenge requires continued dissemination of information regarding the laws and policies already in place. Journalists have an important role to play in promoting as widely as possible laws and policies that advocate for the rights of disabled persons. (See '*Legislative structures on disability and the right to work*')

**Stop and consider:** *As a journalist preparing a story on policy and access, what are the implications of these laws? What impact does the current legislation have on promoting and creating opportunities for people with disabilities? How are these laws being enforced and what strategies are in place to support their implementation? How many people, employers, businesses, representatives of civil societies are aware of these laws? How are disabled job seekers accessing employment and training? What are the attitudes of businesses towards employing persons with disabilities? What are the gaps in policy? These are some areas within policy and access issues that you may wish to explore in your reporting. You can base your stories on one of these policy issues.*

## Public perceptions and deep rooted beliefs

Stigma, discrimination, and the inaccessible built environment are among the main barriers that keep a majority of disabled women, men and children living in poverty, dependence and social exclusion. In a rights based approach to disability, limitations imposed on persons with disabilities by the social and the physical environments are regarded as violations of their basic human rights. However, these rights are violated due to ignorance and lack of information.

The barriers preventing people with disabilities from achieving financial stability and economic self-sufficiency may not be well documented in Indonesia. It may be difficult to prove overt discrimination against people with a disability by potential employers, other workers, etc. Nevertheless, many people with disabilities have been unable to become part of the workforce in Indonesia on many occasions.

Moreover, negative perceptions, ignorance and fear influence the low expectations of people with disabilities and their families about their achievement, limiting their skills attainment and independence. The few people that are skilled and able to perform certain types of jobs still face the same skepticism from potential employers. These factors contribute to people with disabilities living below the poverty level.

The media has the power to shatter these deep rooted beliefs and myths surrounding disability and disabled persons in Indonesia. They can also raise awareness among both persons with disabilities and the rest of the public about the right of people with disabilities to work and employment.

Journalists can create a platform where members of the community can discuss common myths and facts. It is also important to show successful individuals with disability at work, as providers of services or as sources of information on various topics of concern to society.





## Accessibility

Good accessibility benefits everyone. Yet, without being able to access facilities and services found in the community – *building, roads, transportation and other indoor and outdoor facilities, including schools, medical facilities and workplaces* – persons with disabilities will never be fully included. Accessibility also extends to information and communication and includes such things as audio signals found at pedestrian crossings, presentation of information (e.g. Braille), signage for finding one's way, among other items.

**Stop and consider:** *How has the passage of Law No. 28/2002 on the Construction of Buildings promoted independent living and the economic empowerment of disabled persons in Indonesia?*



## Accessible public transportation

Many people need access to public land transportation if they are to participate fully in economic and social life. The term public land transportation in this case refers to travel by bus, taxi or train. In many instances, however, it is inaccessible to many people with disabilities, either because they cannot use it or lack information about the services offered. Yet, accessible public transport services benefits everyone: people with disabilities, individuals who have recently acquired a disability, older persons, people accompanying small children, and others.

The Indonesia magazine *Diffa* published a story about a group of persons with disabilities in Jakarta who tried to use a public bus to carry out some of their activities. They started their journey from the Corridor 6 bus stop located in front of Sumantri Brodjonegoro Sport Hall in Kuningan, continued to the Dukuh Atas bus stop, and concluded at the National Monument bus stop. Along the way, they encountered many problems. For example, a limited number of designated seats for disabled persons, and open doors on buses, even when moving from one stop to the next. Open doors on buses can be very dangerous for all passengers, including persons with disabilities.



The article helped raise awareness of some of the realities facing disabled persons as they use public transportation in their daily routines, while also drawing attention to some of the shortcomings of the public bus system. By using disabled persons to tell the story, it also demonstrates how barriers to public transportation limits their opportunities for independent living, fosters social exclusion, and access to opportunities.

## Access to education and skills development

Equal access to education, skills training and the workplace is a key factor in promoting the economic empowerment and improving the living standards of people with disabilities. It is also a fundamental principle of cohesive societies. Achieving broad access to mainstream education and training and in using training to secure better opportunities for employment requires breaking down the barriers that exclude people with disabilities – attitudinal, social, cultural, economic and physical.

**Stop and consider:** *What opportunities exist in your community for people with disabilities to take part in skills training initiatives alongside non-disabled people?*

### Extraordinary Learning Schools

Among people with other forms of disability, persons with intellectual disabilities often face higher rates of unemployment and exclusion from education, training, employment, health care and other services and from belonging in their communities. Diffa magazine published a story about an SLB, or extraordinary school for Indonesia's learners with disabilities. Students with Down Syndrome receive skills training at the school's job training unit.

SLB Unit Latihan Kerja in Jalan Lebak Bulus 3, in South Jakarta, was established in 1987. Originally intended as a training centre, it was transformed into an SLB to provide better and more comprehensive services for students with all types of disabilities, from elementary (SD) to secondary (SMP) to high school (SMA). Most of the school's students are persons with Down Syndrome.

The main message conveyed by the story was that all children with disabilities, and in particular, those with intellectual disabilities, have the right to education and skills training. Access to education and training opens provides opportunities for disabled persons to realize themselves and to make meaning contribution to the economic, social and cultural development of their communities.

CASE STUDY

## Women with disabilities

People with disabilities face many obstacles in their struggle for equality. Although men and women are subject to discrimination because of their disabilities, women are at a further disadvantage because of the combined discrimination based on gender and disability. They face significantly more difficulties - in both public and private spheres - in attaining access to adequate housing, health, education, vocational training and employment. They also experience inequality in hiring, promotion rates and pay for equal work, access to training and retraining, credit and other productive resources, and rarely participate in economic decision-making. <sup>5</sup>



Promoting gender equality and the rights of disabled women is essential to the achievement of the internationally agreed development goals, including the **Millennium Development Goals**.

**Stop and consider:** *What are the advantages that disabled women's employment can bring to their families and children? How do they spend the income earned?*



## Millennium Development Goals

In 2000, world leaders came together to adopt the UN Millennium Declaration, committing their nations to a new global partnership to reduce extreme poverty. To achieve this they set out eight Millennium Development Goals (MDGs) with a deadline of 2015. In recent years, both disability advocates and representatives of the international community have expressed concern that persons with disabilities have remained largely invisible in the MDGs. They have urged that in building the future development framework – the Post-2015 agenda – persons with disabilities and the issue of disability be explicitly included and mainstreamed in national policies, plans, and programmes that contribute to the Goals and that enable persons with disabilities to participate as agents and beneficiaries of development.

The Goals are as follows:

- Eradicate extreme poverty and hunger
- Achieve universal primary education
- Promote gender equality and empower women
- Reduce child mortality
- Improve maternal health
- Combat HIV and AIDS, malaria and other diseases
- Ensure environmental sustainability
- Develop a global partnership for development

## Job Fairs for Persons with Disabilities

Job fairs provide a forum for employers to recruit and undertake initial screening of job applicants. In 2013, *Diffa* magazine published a story about the Ministry of Manpower and Transmigration's first job fair for persons with disabilities in Jakarta.

With dozens of prospective employers in attendance, including representatives from the airline industry, government agencies, and media outlets among others and hundreds of disabled job applicants eager to present their credentials, the job fair had the makings for a successful event. However, a lack of attention to the needs of the disabled professional job seekers – for example, no sign language interpretation – and no orientation or guidance provided to potential employers on the advantages to hiring disabled persons, resulted in limited opportunities for employment of job seekers with disabilities. The story was important for a couple of reasons: 1) drawing attention to the first event of its kind; 2). highlighting that disabled people can and do want to work; 3). and, offering concrete suggestions to event organizers on how to improve on future job fairs for disabled persons.

## Reasonable accommodation

A reasonable accommodation is any change to a job or the workplace that will enable a qualified woman or man with a disability to take part in the job application process or to perform the essential job functions. Reasonable accommodation also includes adjustments in the workplace to ensure that a person with a disability has the same rights and privileges in employment that are equal to employees without disabilities. Most workers with disabilities require no special adjustments and the cost for those who do is minimal or much lower than many employers believe.

**Stop and consider:** *What are some examples of practical and not too costly reasonable adjustments introduced by Indonesian employers for workers with disabilities?*

## Including the perspectives of people with disabilities in news stories

In dispelling myths, storytelling makes an impact on the audience. For example, many opportunities have been opened for people with disabilities in the last few years, bringing small scale entrepreneurial successes. Such stories can show how they can achieve successes and that the majority of people with disabilities can contribute to economic, social and political development.



Stories may be aired or published about a certain issue ignoring the perspectives of Indonesians with disabilities. These stories may or may not be on disability. This is not unusual. But such common reporting flaws fit into a larger framework of cultural norms and stereotypes about disability.

Journalists are not free of biases and beliefs that are inherent in the society. Journalists may overlook including the voice of people with disabilities even though they understand that keeping the balance in any reporting is a major part of journalism. Many reasons can be given for such oversight such as sources not being available for comments, the assumption that people with disabilities may not “intelligently” talk on a variety of issues, or just blatantly ignoring their perspective as unimportant or assuming the journalist could say it better, etc.

Including a disability perspective, among a variety of viewpoints, is part of the challenges faced by many journalists in covering stories that emerge within their communities. Not only should journalists include the voices of disabled persons on disability issues but also on any other major issues that concern the country as a whole. The issues that concern the general population also concern people with disabilities. On the other hand, issues that concern people with disabilities are the society’s concern as well. People with disabilities cannot be seen as separate from the society of which they are part.

**Stop and consider:** How often do you include the perspectives of people with disabilities in your news stories as either sources of information or through organizations that represent them? Where possible, allow people with disabilities to talk or demonstrate their capacity to respond to the media queries.


## What makes a disability story newsworthy?



Generally, news is classified into two types: hard and soft news. Hard news answers the five “w’s” and “how” questions in the lead. Sometimes the “why” comes later in the story as it may need more detailed analysis. In such news there is immediacy or it is considered top agenda of the country. On the other hand, “soft” news doesn’t have urgency. The audience is already aware of the issue or the event. Such news has a delayed lead. In such news the time element is not critical and is used to provide the audience with an in-depth analysis. Features, profiles, documentaries, analyses and interviews fall in this category because they can go beyond current event and news. They may be linked to news events or issues which are current and of interest to the audience.

Among the reasons cited by journalists for not reporting on disability issues are that they do not believe that disability stories are news or interesting stories for the audience. They also believe their editors share the same perceptions.

Are disability issues news stories? The answer is yes, they can be news stories. It concerns at millions of disabled people →→and their families, friends, colleagues, and neighbours in Indonesia. Would the stories be relegated to the non-news pile? The answer to this is also “yes” because it needs a skill that could make the story strong enough that the editor is convinced of its worth. This is a skill that journalists need to develop. Many international media outlets are using the human interest angle to include stories in their news broadcast, which are interesting and watched by millions.



A disability story may not make it in the hard news broadcast or newspapers' front page; however, the argument that the stories are not interesting is not true. Many stories on disability have a human element that should relegate them to the "soft" news pile. Their potential for compelling stories is high. Disability stories fit formats such as documentary, features, analysis, commentaries, profile, etc. An editor who is constantly frustrated with many competing priorities in the newsroom may not be aware of these potentials so would readily discard such issues.

Disability stories that have human interest elements draw people's empathy, concerns and emotions. A disability perspective can be taken on any political, economic or social issue. It is not just to entertain the audience with colorful stories but with a deeper and meaningful portrayal of disabilities issues.

## What makes a story compelling?

Reporting on disability and all its complexities requires sensitivity and deeper analysis. Hard news format may not be adequate enough in bringing the various details into perspective. Especially where there are misconception and ignorance about disability, deeper media coverage is a necessity.

Translation of these complex issues for the society falls on the shoulders of the journalist. The focus of the journalist is to uncover new and interesting disability stories and tell these stories in a compelling way. This, however, is not just to entertain the public but also to inform and educate them about the issues. Stories produced by journalists can help answer questions a reader might have and more about the particular disability issue they raise.

People love well told stories and such stories are engaging when using the narrative story telling structures. They will not forget stories that connect faces to issues. Disability stories are always about people. Journalistic stories are well researched, descriptive, colorful stories told through characters about their struggle and triumph. They are stories about ordinary people affected by extraordinary situations. In some instances, they are stories about struggling to live in a society that throws barriers at every turn, or about people living in poverty when they can be independent and self-sufficient.



## Some words to know when reporting on disability

### The terminology

Both words and images used to portray a person or situation can have a positive or negative effect. Avoid categorizing a person based on their disability. Refer to the person and not the disability.

**Source:** Excerpted from *Together We Rock! Building Accessible and Inclusive Communities, 'Suggested Guidelines for Language to Promote Positive Images of People with Disabilities'*, <http://www.togetherwerock.com/content/resources>





Avoid phrases like	Use phrases like
Afflicted by multiple sclerosis, cerebral palsy, etc. Person who has cerebral palsy, etc.	Person with cerebral palsy
Birth defects, deformity	Person born with a disability, Person with a disability from birth
Confined to a wheelchair, Wheelchair-bound	Person who uses a wheelchair; a wheelchair user
Cripple/crippled	Person with a physical disability, Person with a mobility impairment, Person who walks with crutches, Person who uses a walker
Attack, spells, fits	Seizure
The blind, the visually impaired	Person who is blind, Person with visual impairment
Crazy, insane, mad, demented, psychotic, lunatic, schizophrenic, deviant	Person with a mental health disability, Person who has schizophrenia, etc.
Deaf-mute, deaf and dumb	Person who is deaf, Person who is hearing impaired d phrases
Disabled community	Disability community
The Disabled	Person with a disability, People with disabilities, a woman or man with a disability, *disabled people or disabled person
Dwarf, midget	a person of short stature
Handicapped seating, parking, washrooms	accessible seating, parking, washrooms
Invalid	Person with a disability
Mentally retarded, idiot, imbecile, slow	Person with an intellectual disability, Persons with learning disabilities
Mongoloid, mongolism	Person with down syndrome
Normal	Person without a disability, non-disabled person
Spastic	Person who has muscle spasms
Suffers from Stricken with Cripple	Person with a disability, Person who has cerebral palsy, etc. (disability is not synonymous with suffering)

*\*This Pocket Guide uses both "people with disabilities" and "disabled people" interchangeably, reflecting accepted usage in different parts of the world.*

## Tips: On promoting the positive portrayal of persons with disabilities

It is very important that both journalists and communications professionals connect disability issue with human dignity and rights. Here are some tips for promoting the positive portrayal of persons with disabilities:

**Put the person at the center, not the impairment.** In describing a person with a disability, focus on the individual and not on their particular functional or physical limitations. For example, *say people with disabilities, children who are deaf, person of short stature*. Given editorial pressure to save space or accommodate design layouts, it is not always possible to put people first. However, always strive to keep your portrayal positive and accurate: disabled person, wheelchair user, deaf girl, blind person.

**Emphasize ability and not the disability, unless it is critical to the story.** For example, *Mr. Pakereng uses a wheelchair, walks with crutches* instead of *Mr. Pakereng is wheelchair-bound, is differently-abled*. Avoid emotional words such as unfortunate, pitiful. Avoid sad music or melodramatic introductions when reporting on disability. Never refer to individuals with a disabilities as *the disabled*.

**Show persons with disabilities as active in society.** Portraying people with disabilities as active members of society and not as passive and dependent helps to breakdown barriers and open lines of communications.

**Allow people with disabilities to speak for themselves.** Experience shows that when a disabled person speaks with confidence and authority about a particular situation, non-disabled audiences are more likely to believe that people with disabilities are knowledgeable.

**Don't overemphasize disabled 'heroes'.** Even though the public may admire 'superheroes', portraying people with disabilities as superstars raises unrealistic expectations that all people with disabilities should achieve this level.

## Glossary of disability-related terms

Disability	An evolving concept, resulting from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others (United Nations Convention on the Rights of Persons with Disabilities).
Impairment	Loss or abnormality in body structure or physiological function (including mental functions), where abnormality means significant variation from established statistical norms (World Disability Report, 2011).
Inclusion	In the context of disability, the involvement of people with disabilities on equal terms with non-disabled people.
Integration	In the context of disability, the involvement of people with disabilities on terms which are set by non-disabled people.
People with disabilities	<p>People with long-term physical, mental or intellectual impairments which, in action with various barriers, may hinder full and effective participation in society on an equal basis with others (United Nations Convention on the Rights of Persons with Disabilities).</p> <p>ILO (in relation to vocational rehabilitation and employment – Convention 159, <i>see page 38, ILO Standards</i>): An individual whose prospects of securing, retaining and advancing in suitable employment are substantially reduced as a result of a duly recognized physical or mental impairment.</p>
Reasonable accommodation	Necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms (United Nations Convention on the Rights of Persons with Disabilities).

**Source:** ILO: *Opening pathways to change using disability equality training, Guidance Notes for Facilitators, Geneva, 2012.*<sup>6</sup>

# Legislative structures on disability and the right to work

## National Disability Legislative Framework

The Government of Indonesia has adopted a number of laws, policies, standards and initiatives pertaining to people with disabilities. However, many of the provisions of these laws are still charity-based. The main laws and policies are listed below.

**Law No. 4/1997 on Persons with Disabilities and Government Regulation 43/1998 on Efforts to improve the Social Welfare of Persons with Disabilities** (1997/ 1998) specifically regulate persons with disabilities. Article 14 establishes a quota for the employment of persons with disabilities in the public and private sector. Article 5 states that “every disabled person has equal rights and opportunities in all aspects of life”. Article 6 lists various rights accorded to persons with disabilities such as education, employment, equal treatment, accessibility, rehabilitation.

**Law No. 39/1999 on Human Rights** (1999) Article 41(2) states that each person with disability has the right to facilitation and special treatment.

**Law No.25/2009 on Public Services** (2009) Article 29 requires public service providers to provide special treatment to persons with disabilities in accordance with regulations.

**Law No.28/2002 on the Construction of Buildings** (2002) stipulates clearly that facilities must be accessible for persons with disabilities. Article 27 expresses that facilities should be easy, safe and pleasant, especially for persons with disabilities.

**Decree of the Ministry of Manpower and Transmigration (MOMT) NO. KEP-205/MEN/1999** (Job Trainings and Workforce Management of People with Disabilities). Article 7 states that persons with disabilities are eligible for vocational training certificates.

**Circular Letter of the MOMT NO. 01.KP.01.15.2002** on job placement of workers with disabilities in the private sector.


## International legislative frameworks on the economic empowerment and labour rights of persons with disabilities



Economic empowerment of persons with disabilities is widely recognized as a key factor for enhancing the autonomy of persons with disabilities and their full participation in society. Policy guidance on economic empowerment of persons with disabilities through inclusive social protection and poverty reductions strategies is provided by principal human rights instruments concerning people with disabilities and by international norms and standards pertaining to social protection, including ILO social security standards. Among the principal ones are:

### **United Nations Convention on the Rights of Persons with Disabilities (UN CRPD), 2006 and its protocol**

The **United Nations Convention on the Rights of Persons with Disabilities (UN CRPD)** is an international human rights instrument of the United Nations intended to protect the rights and dignity of persons with disabilities. States Parties to the Convention are required to promote, protect, and ensure the full enjoyment of human rights by persons with disabilities and ensure that they enjoy full equality under the law.



The UN CRPD shifts the disability debate from a charity, health and welfare focus to rights and inclusion.

### **Article 1 on Purpose**

“To promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities and to promote respect for their inherent dignity”.

### **Article 8 on Awareness-raising**

Requires ratifying countries to combat stereotypes and prejudices and promote awareness of the capabilities of persons with disabilities.

### **Article 27 on Work and employment**

Relates to the rights of persons with disabilities in work and employment, and highlights the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to people with disabilities.

### **Article 28 on Adequate standard of living and social protection**

Recognizes the right of persons with disabilities to an adequate standard of living for themselves and their families, including adequate food, clothing and housing, and to the continuous improvement of living conditions.

***UN CRPD was ratified by the Indonesian Government on 30 November 2011 through the Act of the Republic of Indonesia No. 19/2011.***

## **The Covenant on Economic, Social and Cultural Rights (1966)**

Specifies the steps required for the full realization of the rights of everyone to social security, including social insurance, and to an adequate standard of living.

***The Guiding Principles on Extreme Poverty and Human Rights,<sup>7</sup> adopted by the Human Rights Council in September 2012***

Highlights the particular vulnerability of persons with disabilities to extreme poverty. They emphasize the importance of the progressive development of comprehensive national social security systems to ensure universal access to social security for all and the enjoyment of at least the minimum essential levels of economic, social and cultural rights, in line with the ILO Social Protection Floors Recommendation (see ‘ILO standards’).



## **The Resolution on Work and Employment of Persons with Disabilities, as adopted by the Human Rights Council at its 22nd session in March 2013**

Calls upon States Parties to adopt and implement appropriate measures, including legislative measures, to ensure that persons with disabilities enjoy the right to work on an equal basis with others, including by establishing and maintaining access to social protection programmes, including those created pursuant to ILO Recommendation Number 202 (*see below*), that support persons with disabilities in seeking, transitioning to and maintaining work and that recognize the additional costs that people with disabilities face in their access to the open labour market.

### **International Labour Organization (ILO) Standards**

Promoting access of persons with disabilities to vocational rehabilitation, skills development and employment as a means of improving their standard of living is an underlying aim of ILO standards relating to persons with disabilities. Among the main ones are:

#### **ILO Convention Concerning Vocational Rehabilitation and Employment (Disabled Persons), year, (No. 159) and its accompanying Recommendation No. 168 in 1983**


Calls for specific attention to be paid to the promotion of vocational rehabilitation and employment services for disabled persons in rural areas and remote communities. Its accompanying Recommendation (No. 168) emphasizes the importance of fullest possible community participation in the planning and organization of such services.

*Convention No. 159 has not yet been ratified by Indonesia.*

#### **Code of Practice on Managing Disability at the Workplace of 2001**

Reflects the significant changes which have taken place in the understanding of disability, and in legislation, policies and services concerning people with disabilities since 1983. The Code is primarily geared to employers. Though not a binding document, if employers accept the Code, they should be willing to implement all of the rules and procedures it contains.





ILO Standards and Declarations of relevance on social security and the development of poverty reduction strategies that promote the inclusion of persons with disabilities so that they can be economically empowered to improve their own livelihoods and contribute to the development of their communities and broader societies:

### **Social Protection Floors Recommendation, 2012, (No. 202)<sup>8</sup>**

Provides guidance to member States in establishing and maintaining nationally defined social protection floors as fundamental element of their national social security systems. Some of the principles set out in the Recommendation are of particular relevance for persons with disabilities, including the principles of non-discrimination, gender equality and responsiveness to special needs, as well as respect for the rights and dignity of people covered by the social security guarantees.

### **ILO Convention concerning Discrimination in Respect of employment and Occupation, 1958 (No. 111)**

Around the world, the existence of employment discrimination prevents too many men and women, including disabled persons, from participating in the labour market and reaching their full potential. Convention No. 111 on discrimination in employment is one of the core conventions of the ILO.

*Convention No. 111 was ratified by Indonesia on 7 June 1999.*

### **The ILO Declaration on Social Justice for a Fair Globalization of 2008**

Underscores the importance of creating a sustainable institutional and economic environment that enables individuals to develop and update the capacities and skills they need to enable them to be productively occupied for their personal fulfillment and the common well-being, as well as the extension of social security to all, including measures to provide basic income to all in need of such protection.

### **ILO's Human Resource Development Recommendation No 195 (2004)**

Aims to assist member States to develop the knowledge and skills of their workforce to improve competitiveness and productivity, while at the same time promoting social inclusion and decent work. The Recommendation also addresses key skills concerns faced by poor countries, such as the migration of skilled workers or "brain drain" and the need for innovative approaches to funding training.



### **Recommendation 189 concerning Job Creation in Medium and Small Enterprises (1998)**

Offers a vision of a vibrant, job-creating, poverty-fighting small enterprise sector where a majority of women and men throughout the world earn their living. Small and medium-sized enterprises also help create an environment for innovation and entrepreneurship.

### **Recommendation 193 concerning the Promotion of Cooperatives (2002)**

Encourages cooperatives, as enterprises and organizations inspired by solidarity, to respond to their members' needs and the needs of society, including disadvantaged groups. Cooperatives' success in meeting the needs of women and men with disabilities rests in the cooperative values and principles that guide their operations: non-discrimination, equality, equity and solidarity, and an emphasis on education, training, and concern for community.


NORMLEX is the ILO's information system which brings together information on International Labour Standards such as ratification information as well as national labour and social security laws, visit <http://www.ilo.org/dyn/normlex/en/f?p=1000:1:0::NO::>

# The role of the ILO in promoting disability inclusion in the world of work

The ILO is devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue in handling work-related issues.

In Indonesia, the ILO works in partnership with Irish Aid, the government of Ireland's programme of development assistance, and a range of stakeholders in the area of disability and development to promote decent work and a better life for people with disabilities through effective legislation and its implementation, and through advocating approaches to skills development, employment services and job opportunities that include person with disabilities alongside non-disabled people.





## The Partnership Programme's main stakeholder groups:

- 
- Government
  - Non-governmental organizations, including those for and of disabled persons
  - Representatives of employers' groups
  - Representatives of workers' groups
    - Media
    - Community groups
    - International agencies

# Resources

## ILO information products:

- Achieving equal employment opportunities for people with disabilities through legislation (available in Bahasa Indonesia)
- The rights on decent works for people with disabilities (available in Bahasa Indonesia)
- ILO Code of Practice: Managing disability in the workplace (available in Bahasa Indonesia)
- Count us in! Decent work for people with disabilities (Video, available in Bahasa Indonesia)

## Organizations of and for Persons with Disabilities in Indonesia

There are a number of disability peoples' organizations (DPOs) in Indonesia. Many are formed on the basis of a specific type of disability, while others cover multiple types of disabilities:



Organization	Address
<p><b>PPDI ( Persatuan Penyandang Disabilitas Indonesia)</b> PPDI is the Indonesian Disabled People's Association, and is the umbrella organization of the DPOs in the country.</p>	<p>Contact: Gufron Sakaril ppci_dpi@yahoo.co.id Tel : (021) 390 40 26</p>
<p><b>PERTUNI (Persatuan Tunanetra Indonesia/ Indonesian Blind Union)</b> Pertuni conducts various activities to expand access to education for the blind through various means such as scholarships; inclusive education; advocacy; strengthening the functions of Special Schools (Sekolah Luar Biasa/SLB) for the blind, whether as implementers of educational units or as a resource centres of inclusive education; and, conducting vocational skills training tailored to labour market demands.</p>	<p>Contact: Rina Prasarani: Chairman (visually impaired) rinalamsyah@gmail.com Tel : (021) 800 54 80</p>
<p><b>GERKATIN (Gerakan untuk Kesejahteraan Tunarungu Indonesia)</b> <b>GERKATIN supports people with hearing impairments through awareness-raising programs as well as training aimed at disabled workers.</b></p>	<p>Contact: Aprizar Zakaria: Chairman (Hearing impairment) zakariaaprizar@ymail.com Tel : 0812 966 2533 atau 0878 8692 6969 (SMS only)</p>
<p><b>Yayasan Mitra Netra</b> Among other goals, Mitra Netra aims to develop employment opportunities for persons with visual impairments. They are also committed to providing education and skills training. In addition, Mitra Netra provides awareness training to managers and workers to support the employment of persons with disabilities.</p>	<p>Contact: Arya Indrawati: Chairman (visual impairment) aria.indrawati@gmail.com Tel : 0815 1147 8478</p>
<p><b>Yayasan Wisma Cheshire</b> Located in South Jakarta, this foundation offers sewing workshops and computer training to occupants housed within their facilities.</p>	<p>Contact: Petty Elliott: Chairman Petty.elliott@gmail.com Tel : 0816 9220 99</p>
<p><b>Yayasan Emmanuel</b> Committed to improving the lives of children with disabilities, Yayasan</p>	<p>Contact: Diana: Program Coordinator Diana@yayasan-emmanuel.org Tel : 0857 1081 3311</p>

Organization	Address
<p>Emmanuel offers training and education to disadvantaged youth. The organization has a strong network and is working in several locations in Java.</p>	
<p><b>HWDI (Himpunan Wanita Disabilitas Indonesia)</b>            Established in 1997, HWDI is a women's organization that advocates for disability rights. It also advocates for equal opportunity and full participation of women with disabilities in economic and social spheres.</p>	<p>Contact:            Maulani A. Rotinsulu : Chairman            Rotinsulu.maulani@gmail.com            Tel : (021) 4904 1858</p>
<p><b>BILiC (Bandung Independent Living Center)</b>            BILiC is a non-government organization that focuses on promoting the independent living of people with disabilities.</p>	<p>Contact:            Ibu Yati Suryati Dinata            Infobilic@yahoo.com            Tel : 0813 2233 1303</p>
<p><b>CIQAL (Center of Improving Qualified Activity in Life)</b>            Based in Jogjakarta, CIQAL (Center for Improving Qualified Activity in the Life of People with Disabilities) is a non-profit organization that focuses on activities to improve the quality of life of people with disabilities through economic empowerment, and promote their independent living and equal opportunity.</p>	<p>Contact:            Ibu Nuning Suryatiningsih :            nuning_lestari@yahoo.com, ciqal2003@yahoo.com            Tel: 0274 7483 185 / 0812 2756 973</p>
<p><b>Mimi Institute</b>            Founded as a non-profit institution in 2009 by Mimi Mariani Lusli, the institute aims to create an inclusive Indonesian society. It offers sensitivity training for employers. It also aids companies in assessing the accessibility of their facilities for persons with disabilities.</p>	<p>Contact:            Mimi Lusli, Founder            info@mimiinstitute.com            Tel : (021) 5698 0294</p>
<p><b>SAPDA (Sentra Advokasi Perempuan Difabel dan Anak)</b>            Established in July 2005, SAPDA aims to promote the concept of "inclusion" as a basic human right for all people with disabilities in all spheres of society - environment, primarily education, healthcare services and employment.</p>	<p>Contact:            Nurul Saadah Andriani            http://www.sapdajogja.org/            info_sapda@yahoo.com; nurul_sa54@yahoo.com            Tel : 0274 3840 66 / 0856 2914 654</p>

Organization	Address
<p>SAPDA advocates for disability policies to be implemented in the regional level's departments of health and education.</p>	
<p><b>Yayasan Tunarungu Sehjira</b> Established as a non-profit organization in December 2001 by a group of volunteers who are hearing impaired or deaf, the group raises funds and provides information on education and employment to individuals with hearing impairments. Sehjira also provides supports to families of persons who are hearing impaired or deaf to achieve equality.</p>	<p>Contacts: Rachmita Maun Harahap sehjira_vdf@yahoo.com http://www.sehjira.or.id Tel : (021) 3608 6952</p> <p>Belle Y.C. Mantiri rawinala@indo.net.id Tel : (021) 809 04 07 / 924 9215</p>
<p><b>Lembaga Pemberdayaan Tenaga Kerja Penyandang Cacat (LPTKP)</b> LPTKP promotes the employment of people with disabilities across Indonesia, specifically Jakarta.</p>	<p>Contacts: Kasih Ani, SH lptkp_lptkp@yahoo.co.id</p> <p>Jaimun jaimunpry@yahoo.co.id Tel: 0274 8953 86</p>
<p><b>Aliansi DPO Kabupaten Bantul (Yogyakarta)</b></p>	<p>Contact: Jayadi Tel : 0878 39998060</p>
<p><b>THISABLE ENTERPRISE</b> Thisable Enterprise promotes equal opportunities for disabled persons in all sectors of Indonesian society. Thisable also assists companies in creating social responsibility programs that aim to support the personal and professional lives of disabled persons.</p>	<p>Contact: Angkie Yudistia: Chairman (Hearing impairment) angkie.yudistia@thisable.org Tel: 0811 155 3050 (SMS only) Firman Yudha Natapradja: Program Director firman.yudha@thisable.org Tel : 0858 4658 2119</p>
<p><b>KONAS Pemantau Hak Disabilitas (Jakarta)</b></p>	<p>Contact: Dra. Ariani Tel: 021 29376482 / 0813 18907184</p>
<p><b>Konas Difabel (Yogyakarta)</b></p>	<p>Contact: Risnawati Utami Tel: 0812 542315 / 0812 27289686</p>
<p><b>Persatuan Tuna Daksa Kristiani NTT (PERSANI)</b></p>	<p>Contact: Fina Bete (Ketua) Email : persaninnt@yahoo.co.id Tlp. 0821 4527 2095</p>



Organization	Address
<b>Persatuan Mandiri Kusta (PERMATA NTT)</b>	Contact: Yakob Tasou Tlp. 0852 3920 2115
<b>Persatuan Penyandang Disabilitas Indonesia – NTT</b>	Contact: Iwan Pongkapadang (Ketua) 0852 3907 6037
<b>Persatuan Penyandang Disabilitas Indonesia – Jawa Timur</b>	Contact: Adi Kurnia Djuwanto (Ketua) Tlp. 0812 3538 7356 Joko Widodo (Sekretaris) Tlp. 0838 3169 5886



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