

Synchronization of Labor Protection Norms for Deaf Workers Through a Reasonable Accommodation Approach

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Abstract

The employment rate of deaf workers in Indonesia remains low, with most concentrated in the informal sector despite their constitutional rights and the country's commitment to the Convention on the Rights of Persons with Disabilities (CRPD). This study addresses the gap between legal recognition and the implementation of labor rights by examining shortcomings in labor market integration from normative, structural, and implementation perspectives, as well as analyzing the rights of deaf workers through a comparative approach. It employs a normative legal method with prescriptive and comparative analysis, including a comparison with the UK's Equality Act 2010. The results indicate that the quota-based approach in Indonesia is constrained by unclear technical standards of reasonable accommodation, weak sanctions, and regulatory inconsistencies, resulting in inclusive employment practices that are largely formalistic with low compliance rates. The inability to achieve employment targets is attributed to misinterpretations of the "physically healthy" requirement in employment regulations, structural weaknesses in the financing of assistive technology, and implementation practices that rely heavily on corporate interpretation. This study recommends establishing a disability employment fund, integrating reasonable accommodation into national regulations, and strengthening institutional oversight to ensure sustainable and inclusive employment.

Keywords: Deaf Workers; Disability Employment Fund; Labor Protection; Employment Rights; Reasonable Accommodation.

A. INTRODUCTION

Employment opportunities for people with disabilities remain relatively limited to the present day (Fatimah et al., 2023). This situation is also reflected in the low labor force participation rate of people with hearing impairments in Indonesia, with the majority working in the informal sector, which offers minimal labor protections. Data from the Central Statistics Agency (BPS) (2023, cited in MPR, 2025) indicate that many people with disabilities of productive age have not yet gained equal access to formal employment opportunities. This situation highlights the gap between the normative recognition of the right to work and its actual implementation in labor practices. This study focuses on people with hearing disabilities because they face unique communication challenges in the workplace, which can affect their productivity and how well they fit in socially at work (Sadikin et al., 2024). These conditions have not yet been fully accommodated in national regulations, specifically regarding standards for providing appropriate accommodations for people with hearing disabilities, such as sign language interpreters and various other forms of communication support. In addition, the availability of reasonable accommodations is a key prerequisite for creating an inclusive work environment (Downing, 2023). The absence of clear regulations regarding the standards for implementing such reasonable accommodations potentially creates a gap in the legal protection of the right to work for people who are deaf.

The right to work is not merely a social policy but a constitutional right and a human right that is legally enforceable, as affirmed in Article 27, section (2) of the 1945 Constitution of the Republic of Indonesia. These provisions are consistent with Indonesia's character as a nation governed by the rule of law that upholds the

principles of justice and equality before the law for all citizens without exception. The Constitution of the Republic of Indonesia also provides strong guarantees for the protection of human rights, including the right of every person to equal treatment before the law and fair access to justice (Salsabila et al., 2025). Furthermore, through its ratification of the Convention on the Rights of Persons with Disabilities, Indonesia is obligated to ensure the principles of non-discrimination and equal opportunity, as well as to provide reasonable accommodations for persons with disabilities (Arrivanissa, 2023). These principles of non-discrimination and equal opportunity reflect the concept of equality before the law as a constitutional mandate that demands the realization of substantive equality, not merely formal recognition in legal norms. In this context, the existence of accessible facilities for people with disabilities is a crucial aspect of fulfilling the right to work; consequently, if such facilities are not adequately provided, this situation may potentially conflict with the protection standards recognized in the Convention on the Rights of Persons with Disabilities (Firmanda et al., 2025).

People with disabilities are normatively entitled to employment and to reasonable accommodations, as guaranteed by various national legal instruments (Syarweny, 2025), including Law No. 8 of 2016 on Persons with Disabilities, which mandates a quota of 2% for persons with disabilities in the workforce for government agencies and 1% for the private sector (Mawarningsih & Trustisari, 2024). This regulation is in line with the principle that people with disabilities have equal dignity and worth as human beings who must be respected and held in high regard (Asmar et al., 2022).

The implementation of affirmative action policies in Indonesia, including the requirement to meet employment quotas for people with disabilities, continues to face various challenges due to employers' low awareness of their legal obligations, limited accessible infrastructure, social stigma against people with disabilities, and weak oversight and enforcement mechanisms (Rizkiah et al., 2025). Lots of companies in Indonesia still lack a proper understanding of the principles of social inclusion in the workplace, which include awareness, accessibility, participation, and support (Nurhayati et al., 2025). This limited understanding ultimately reinforces various barriers to the implementation of affirmative action policies, meaning that existing regulations have not yet been fully able to shift the employment paradigm from an exclusive to an inclusive model (Hafid et al., 2025). These conditions ultimately indicate that the effectiveness of regulations in ensuring the protection of the rights of persons with disabilities still faces various shortcomings, as reflected in the disharmony of norms, the regulatory vacuum in certain areas, and failures in implementation.

This problem of disharmony indicates that the issues at hand are not only related to the existence of legal norms but also to the weakness of regulatory enforcement and the mechanisms for implementing them. Therefore, this article argues that the weak protection of the labor rights of the deaf in Indonesia is due to the low enforceability of regulations and the lack of mechanisms establishing the state's positive obligation to ensure the provision of reasonable accommodations in the workplace. Based on that background, this study examines three research questions: why there is a failure to integrate deaf employees into the workforce, as viewed from normative, structural, and implementation perspectives; how the rights and obligations of deaf workers are

regulated from a comparative legal perspective between Indonesia and the United Kingdom, and how an effective and inclusive regulatory model can be formulated to ensure the fulfillment of the right to work for deaf persons with disabilities.

Previous studies on legal protection for persons with disabilities in Indonesia still leave analytical gaps, especially in the aspect of implementing employment policies for persons with disabilities. Nashiha et al. (2025) review the policy on meeting employment quotas for people with disabilities as a strategy to ensure equal employment opportunities; however, their study has not thoroughly examined the enforceability of the national regulations governing this obligation. In line with this, Warjiyati and Sukanto (2023) emphasize the importance of a human rights framework in national regulations governing the protection of workers with disabilities; however, they have not examined the implementation of the doctrine of the state's positive obligation in ensuring the fulfillment of these rights, which could potentially create a gap between legal norms and their implementation in practice.

Another study conducted by Gorga and Rasji (2023) analyzed national regulations regarding the protection of workers with disabilities, however, that study did not systematically classify the factors contributing to regulatory failure in the implementation of inclusive labor policies. Therefore, this study was designed to fill this research gap by focusing the analysis on the main question: what factors cause regulatory failures in the implementation of inclusive employment policies for workers with hearing disabilities, who, in practice, are still often overlooked in both the regulatory framework and the implementation mechanisms of employment policies.

The novelty of this research lies in the use of vertical and horizontal synchronization analysis of national regulations, as well as a comparative study approach using the anti-discrimination legal framework of the Equality Act 2010 in the United Kingdom. The analysis focuses on testing the enforceability of regulations and the implementation of the state's positive obligations to formulate a more effective and inclusive labor regulation model in ensuring the fulfillment of the right to work for persons with disabilities in Indonesia.

RESEARCH METHOD

This study identifies legal issues stemming from inconsistencies in vertical regulations from the 1945 Constitution down to implementing regulations on employment for people with disabilities in Indonesia—which have the potential to lead to covert discrimination against deaf workers, as well as the inefficiency of the employment inclusion quota system compared to the duty of reasonable accommodation under the UK's Equality Act 2010. The analysis was conducted using a functional comparative approach by comparing the normative functions of the quota system in Indonesia and the reasonable accommodation mechanism in the UK, including their effectiveness in practice (law in action) through the Employment Tribunal and Access to Work mechanisms, as well as their implications for the development of funding schemes such as the Disability Employment Fund in Indonesia. This study also employs a prescriptive normative legal approach through vertical and horizontal harmonization to examine the consistency of the legal hierarchy and the potential for conflicts between regulations, as well as grammatical and systematic interpretation to clarify norms that are open to multiple interpretations. Historical and case-based approaches were not used in depth because the research

focuses on currently applicable norms, with the collection of primary and secondary legal materials through a literature review analyzed qualitatively.

B. RESULT AND DISCUSSION

1. Factors Contributing to the Failure of the Absorption of Deaf People Workers in Indonesia's Productive Age Group

The failure to integrate deaf individuals of working age into the workforce is a phenomenon that reflects a mismatch between the structure of labor regulations and the legal principles that guarantee justice and equality. From the perspective of the principles of non-discrimination and equality before the law, every individual should have equal access to employment without restrictions based on personal circumstances. However, the dominance of the medical paradigm in labor regulations actually frames disability as an inherent incapacity of the individual (Farrisqi & Pribadi, 2021), leading policy approaches to focus more on the “normalization” of the individual rather than on adapting the work environment.

This situation indicates a deviation from the principle of distributive justice in the labor system. The social paradigm that should underpin policy has been sidelined, even though this approach emphasizes that the primary barriers stem from social structures and regulations that are not inclusive. As a result, people with disabilities are treated as objects of administrative screening rather than as legal subjects entitled to equal access to employment.

The dominance of the medical paradigm in labor regulations is also reflected in the application of formalistic standards, such as occupational health

requirements. Normatively, these standards appear neutral, but in practice they have the potential to violate the principle of substantive justice because they disregard the actual circumstances of people with disabilities. Data from the International Labour Organization (2024) show that the labor force participation rate among people with disabilities is significantly lower than that of the non-disabled population, which analytically indicates a regulatory failure to ensure equal access.

John Rawls' theory of justice provides a framework for analyzing inequalities in access to employment for people with disabilities. The principle of equal basic liberties and the difference principle emphasize that inequality is justifiable only if it yields the greatest benefit for the least advantaged group. However, existing employment policies have not provided structural benefits for people with disabilities and thus do not meet Rawlsian standards of justice.

Social stigma in society exacerbates disparities in employment access for people with disabilities. The perception that people with disabilities have lower productivity (Erissa & Widinarsih, 2022) has direct implications for hiring decisions (Mulyani et al., 2022). Analytically, this situation indicates that discrimination is not merely normative but is also internalized within socio-economic practices. Its effects not only limit access to employment but also erode the self-confidence of people with disabilities (Kusmawati et al., 2024).

Issues regarding the interpretation of legal norms, particularly those related to the "good physical health" requirement, are one of the barriers to employment. This provision is often interpreted narrowly by employers (Wahyuni et al., 2025), leading to indirect discrimination. Conceptually, this requirement should be

understood as the ability to perform job functions, not an absolute physical condition.

People with hearing impairments possess work capabilities that align with the demands of the modern economy, thus, the low rate of employment among this group further underscores that the primary barriers are structural and regulatory in nature, rather than individual. Their proficiency in digital fields demonstrates that sensory limitations do not necessarily hinder workplace productivity.

The factors leading to failure can be systematically illustrated in the following scheme:

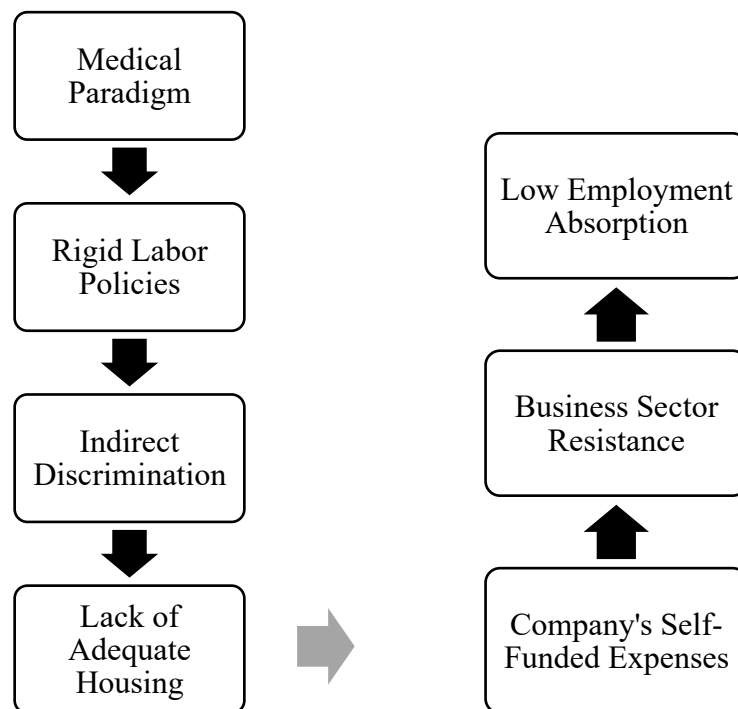


Image 1. Scheme of Factors Contributing to the Failure to Employ People with Hearing Impairments

Sources: Data compiled by the author, 2026

The diagram illustrates an interdependent causal relationship among normative, structural, and implementation factors. Weak normative factors result in unresponsive regulations, which in turn reinforce structural barriers in the form of stigma and labor market preferences. These structural barriers subsequently affect policy implementation, thereby creating a recurring cycle of exclusion.

The lack of clarity regarding legal protections for people with disabilities highlights weaknesses in the area of legal certainty (Azizah et al., 2025). While Law No. 8 of 2016 does establish mandatory employment quotas for people with disabilities, it has not yet addressed implementation issues such as funding for assistive technology and workplace accommodations (Wiraputra, 2021).

Companies, as economic actors, tend to avoid hiring people with disabilities due to cost-efficiency considerations (Triana & Astuti, 2022), which indicates that discrimination is not always explicit but often manifests itself in the form of economic rationalization. This situation underscores that the low employment rate of deaf individuals is a manifestation of the failure of public policy to integrate the principles of justice, legal certainty, and public benefit in a balanced manner; thus, without inclusive policy reform and structural support from the state, the fulfillment of the labor rights of people with disabilities will remain hindered (Amaliah, 2016).

2. A Comparison of Regulations Governing the Rights and Obligations of Workers with Disabilities in Indonesia and the United Kingdom

Indonesia and the United Kingdom have enacted laws to protect the rights and obligations of workers with disabilities, with a particular focus on the deaf

community, a group that is often marginalized due to communication barriers. Indonesia's legal framework, which focuses on the rights and obligations of workers with disabilities, particularly the deaf, employs a quota system. This approach centers on achieving mandated hiring targets as the primary method to promote workplace inclusion. Consequently, in Indonesia, the legal protections afforded to deaf workers are often limited to basic compliance requirements regarding the quota (Noer & Yustikaningrum, 2022). This approach is based on Article 53 of Law No. 8 of 2016, which requires public sector organizations to employ at least 2% and private companies to employ at least 1% of their total workforce with disabilities. However, these requirements often conflict with companies' specific skill needs. As a result, recruitment becomes difficult, and covert discrimination arises because companies are reluctant to make accommodations without a clear basis in competence.

The discrepancy between regulations and their implementation becomes increasingly evident when compared to Article 27(2) of the 1945 Constitution, which guarantees the right to work and a decent standard of living for every citizen, as well as the mandate of the Convention on the Rights of Persons with Disabilities (CRPD), ratified through Law No. 19 of 2011. However, this model is formative-procedural in nature, prioritizing quantity (meeting percentage targets) over the quality of substantive accommodations, resulting in weak vertical synchronization, where the hierarchy of Constitution → Law → implementing regulations is disrupted due to the absence of concrete technical provisions such as the obligation to provide Sign Language Interpreters (SLIs) for the deaf, communication technology standards, or progressive criminal sanctions. This is

what creates a regulatory fog, where normative implementation is not supported by clear implementing regulations (Sudirman, 2025).

Empirical data indicates that the implementation of labor policies for people with disabilities in Indonesia still faces significant challenges. According to the Ministry of Manpower of the Republic of Indonesia (2026a), the rate of corporate compliance in reporting job vacancies in accordance with Presidential Regulation No. 57 of 2023 remains below 10%. In addition, people with disabilities, including those who are deaf, blind, and physically disabled, still face access barriers, such as limited sign language interpreter (SLI) services and assistive technology, which affect their opportunities to fully participate in the workforce. The administrative penalties outlined in Article 190(2) of Law No. 13 of 2003 concerning Manpower, encompassing measures from reprimands to operational limitations, have demonstrated a lack of efficacy in deterring non-compliance (Uswati, 2024), primarily because they lack the support of criminal sanctions or sufficiently substantial fines to ensure adherence by businesses. As a result, certain companies exhibit a propensity to overlook these requirements, seemingly unconcerned about the potential legal repercussions (Abrianto & Tinambunan, 2025).

The problem becomes even more complex when regulations fail to ensure job sustainability. As a result, 70–83% of people with disabilities are trapped in the informal sector without adequate social protection (Agung & Pribadi, 2024). Indonesia needs tangible public budget support, such as subsidies for workplace facilities for companies and direct accommodation assistance for workers with disabilities, to bridge the gap in vertical-horizontal coordination (Kemnaker,

2026b). Without this, the rights of the deaf community remain unfulfilled, preventing them from having a decent standard of living.

The United Kingdom's framework for protecting the rights and responsibilities of disabled employees exemplifies a regulatory strategy that prioritizes equality and the provision of reasonable workplace accommodations, especially for the deaf. This is rooted in a proactive human rights perspective, as articulated in Section 20 of the Equality Act 2010, which explicitly mandates that employers undertake reasonable adjustments. Therefore, this model requires businesses to proactively identify and remove physical and communication barriers that could prevent deaf individuals from fully participating in the workforce, rather than waiting for complaints or reports from those affected (Riyadi et al., 2021). This concept of an unequivocal obligation sets the UK model apart from Indonesia's numerical quota system, as it focuses not solely on achieving numerical targets or percentages of disabled workers but rather on the quality of authentic inclusion and adaptation to individual requirements. Furthermore, this approach fosters the development of a sustainable inclusive work environment and the promotion of equality, thereby enabling individuals with disabilities to work productively and enjoy an equitable negotiating position relative to their non-disabled counterparts.

This regulatory framework is also consistent with the principles set forth in Article 27 of the Convention on the Rights of Persons with Disabilities (CRPD) and the Public Sector Equality Duty (PSED) policy, which encourages public bodies to actively promote equality for persons with disabilities. In addition to enforcement mechanisms, the government also provides policy support in the

form of the Access to Work program, which offers financial assistance for workplace accommodations for people with disabilities, with a maximum annual grant of approximately £69,260 (Department for Work and Pensions, 2025a). This policy support is one of the efforts to reduce employment barriers for people with disabilities. In 2025, the labor force participation rate for people with disabilities in the UK was recorded at approximately 52.8%, while the participation rate for non-disabled workers reached approximately 82.5% (Department for Work and Pensions, 2025b).

Companies fulfill their obligation to eliminate these barriers through a range of specific accommodations. These include the provision of certified British Sign Language (BSL) interpreters, real-time captioning for meetings and presentations, lip-reading software, and visual emergency alarm systems, all of which are designed to ensure workplace safety and facilitate swift responses (Department for Work and Pensions, 2023). This approach is both qualitative and dynamic; each company is required to customize its facilities and accommodations to the specific nature of its work and the individual needs of its deaf employees, thereby ensuring that accessibility is both universal and personalized. The enforcement of the Duty to Make Reasonable Adjustments is supported by legal mechanisms, specifically the Employment Tribunal. Transgressions may incur significant repercussions, encompassing financial penalties reaching into the tens of thousands of pounds and the potential for unlimited compensation awarded to those impacted, thereby creating a compelling impetus for corporate compliance with these mandates (Department for Work and Pensions, 2026). As a result, this framework not only furnishes legal safeguards but also fosters the cultivation of a

just, impartial, and inclusive professional setting, thereby demonstrating the effective translation of human rights tenets into actionable and sustainable workplace methodologies.

The shortcomings of the UK system are unavoidable, despite its various advantages. There are no mandatory quotas like in Indonesia, so small companies often neglect their responsibilities without immediate consequences if no lawsuit is filed. High litigation costs in the Tribunal also hinder victims' access, particularly for the deaf without initial financial support, even though the Public Sector Equality Duty (PSED) encourages voluntary compliance. This indicates that, while progressive, the model relies on individual initiative and litigation. To clarify the fundamental differences between the normative quota paradigm in Indonesia and the proactive anti-discrimination approach in the United Kingdom, the following table compares the labor regulations for people with disabilities in both countries.

Table 1
A Comparison of Labor Regulations for People with Disabilities
in Indonesia and the United Kingdom

No	Aspect Comparison	Indonesia (Law No. 8 of 2016)	English (Equality Act 2010)
1.	Key Approach	A quota system (normative) based on specific percentages (2% public, 1% private).	Anti-Discrimination (Substantive), focusing on individual rights and equality.
2.	Company Obligations	Fulfillment of administrative quotas.	Duty to Make Reasonable Accommodations.

3.	Support Mechanism	There is currently no specific (stand-alone) government financing scheme.	Access to Work is a government subsidy for equipment.
4.	Sanctions	Administrative	Employment Tribunal: high fines and unlimited compensation.
5.	Focus on Inclusion	Formalities	Qualitative

Sources: Data compiled by the author, 2026

The fundamental difference between the two jurisdictions, as presented in Table 1, lies in the shift from a quota-based approach (formality) to an accommodation-based approach (substance). This table shows that the failure of labor absorption in Indonesia stems from the absence of state financial support and technical accommodation standards, which in the UK are, in fact, the main pillars through the Access to Work scheme and the duty of Reasonable Adjustments.

3. Labour Law's Transition to Inclusivity: From Formality to Substantive Justice

The way labor laws are now implemented in Indonesia demonstrates that protections for workers with disabilities are still limited to administrative quota-meeting formalities without considering the unique requirements of each type of disability (Damanik & Andriyani, 2024). Employers frequently see meeting employment quotas for individuals with disabilities in a narrow sense as a financial burden or a charitable obligation (Nursyamsi et al., 2015) rather than acknowledging it as the realization of a fundamental right protected by the Constitution. The problem has been made worse by legal gaps in Law No. 8 of

2016 on Persons with Disabilities, especially since the definition of reasonable accommodation for people with disabilities has not yet been technically implemented in the workplace.

As stated in Article 27, paragraph (2) of the Constitution, which mandates that the state provide accessibility and legal protection, the right to work is an essential component of human rights for people with disabilities. As a result, national labor laws must adopt a rights-based strategy that calls on the government to provide complete accessibility rather than a philanthropic model of protection for workers with impairments. Indonesia's labor laws need to change from merely carrying out administrative procedures to substantive justice that is firmly based in the defense of human rights. This means that regulations should go beyond the text of the laws and strive to guarantee sufficient accessibility for all workers, especially those with disabilities.

Everyone has the right to be free from unfair or discriminatory treatment on whatever basis, according to Article 28I (2) of the Republic of Indonesia's 1945 Constitution. However, due to their lack of adequate enforceability, constitutional restrictions can be deemed ineffectual in practice. Therefore, the state must ensure through current regulations that enterprises cannot discriminate against deaf workers due to communication obstacles.

The state's positive commitment in the context of the workforce for the deaf necessitates legal protection using a redistributive justice-based strategy (John Rawls, 2017). However, this safeguard should be regarded more widely as a need for the state not simply to take a passive position or wait until a breach arises, rather than strictly as a ban on dismissal. In order to boost the economy and give

people with disabilities an equal bargaining position with the non-disabled workforce, the government must enact redistributive policies that provide suitable accessibility, opportunities, and resources. According to Rahman and Tenriliweng (2024), legal protection for people with disabilities should be viewed as a constructive obligation toward inclusion, which may be attained by upholding their substantive and sustainable rights.

The creation of a Disability Employment Fund, a self-funded program that embraces the Access to Work approach and the Duty to Make Reasonable Adjustments (Section 20), a principle as stated in the Equality Act 2010 in the United Kingdom, is one way to put the protection theory into practice. According to Article 53 of Law No. 8 of 2016, this method is implemented in Indonesia by rerouting financial contributions in the form of penalties from businesses that are unable to meet or fail to achieve the disability quota. The aforementioned dana will be used by businesses to provide specialized and accommodating services that are in line with the needs of people with disabilities of various kinds in order to support them in their workplaces, such as communication services in Bahasa Isyarat Indonesia (Bisindo) and JBI-certified services, as well as accessibility aids like a lip-reading software or an alarm visual, which are not specifically included in the national regulations that are currently in effect. The financial burden of establishing a workplace that supports all employees without discrimination is now shared by all parties under regulatory supervision thanks to this synchronization, which strengthens the state's subsidy system. In the end, redistributive interventions are essential to changing employers' attitudes about

deaf employees from seeing them only as a financial burden to appreciating them as valuable assets in a fair and competitive workplace.

Visualizing a systematic policy transformation process necessitates an operational model that integrates law enforcement, financial support, and the fulfillment of accessibility rights. The framework for this reconstruction is designed as a roadmap to eliminate the structural barriers that have long hindered the inclusion of people with disabilities in the workforce, particularly the deaf community in Indonesia.

The next figure shows the workflow diagram for the scheme's reconstruction model:

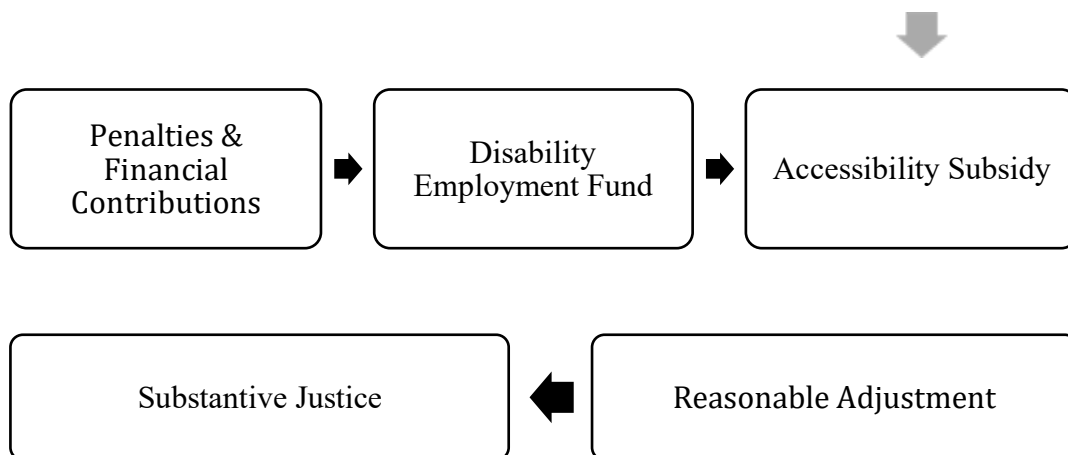


Image 2. Schematic of the Reconstruction of Inclusive Labor Laws
Sources: Data compiled by the author, 2026

The proposed model is shown in Image 2. The Scheme for the Reconstruction of Inclusive Labor Law is a policy overhaul that focuses on getting results. This system starts with better enforcing administrative sanctions and collecting contributions from businesses that haven't met their disability employment quotas. The Disability Employment Fund then takes care of these

contributions on its own. The fund is meant to act as a government subsidy to pay for sign language interpreters and assistive technology, based on an assessment of the current needs in the area.

Under this plan, employers no longer have to worry about how much it will cost to make reasonable adjustments; instead, it is a shared, structured obligation. The goal of this program is to ensure that individuals with disabilities currently employed do not face discrimination during the hiring process. This will create a workplace that encourages financial independence and long-term careers.

The reconstruction model in Image 2. in Indonesia is not effective because it doesn't take into account the difference between the rules and what really happens on the ground, even though it offers a complete answer. The success of the model's transformation depends on the country's ability to overcome its main problems, which are institutions and infrastructure.

Although reasonable accommodation models have helped workers with disabilities, there are still obstacles to their implementation in Indonesia, including a lack of institutional capacity and an uneven deployment of inclusive communication infrastructure. Access to legal remedies for deaf workers in Indonesia is still trapped in the dispute resolution process, in contrast to the United Kingdom, where employment tribunals have the power to impose severe fines and grant unlimited compensation. This condition exacerbates indirect discrimination by using physical fitness requirements as a pretext to exclude deaf applicants from certain organizations' recruiting criteria. Therefore, in order to ensure that sensory impairments are no longer mistaken for an incapacity to work, the 1945

Constitution's provisions must be aligned with implementing regulations. Additionally, discriminatory policies that restrict or stifle the potential of individuals with disabilities in the informal sector must be revised.

A strong yet adaptable oversight system is required to guarantee the efficacy of legal reforms from the standpoint of English law, with the Disability Committee actively participating at the national and regional levels to carry out frequent compliance reviews. Therefore, as stipulated in Article 190 (2) of the labor law, a more robust supervision structure with the power to apply administrative punishments that are appropriate and have a deterrent impact is required. It is not appropriate to simply deposit fines into the governmental coffers. Rather, they ought to be focused on particular actions to reinstate the rights of employees with disabilities, and the money should be used to raise the standard of suitable facilities. National standards and accessibility elements, such as the availability of certified sign language interpreters and communication technology support, such as real-time speech-to-text apps, lip-reading software, and visual alerts, must be added to this policy. People with hearing impairments can have long-term professional chances if accessibility is ensured.

The primary goal of the proposed legal reform is to give persons with disabilities, especially the deaf, genuine hope so they can pursue long-term jobs in the formal sector and avoid being marginalized as workers in the informal sector. legal reform as a social engineering tool for changing regulations that support the development of an adaptable workplace. Workers with hearing impairments have equal opportunities to reach their full potential in strategic roles like medical laboratory analyst, IT support, and finance thanks to regulatory

guarantees that ensure the provision of adequate facilities, such as sign language interpreters (SLIs) and communication technology, supported by the government's financial commitment. Indonesia can narrow regulatory loopholes and reduce the danger of indirect discrimination by enacting laws like the Equality Act 2010 that are in line with international standards. The right to employment for the deaf will ultimately be fulfilled as a fundamental constitutional right, one that is consistently upheld to achieve the substantive justice envisioned by the Constitution, rather than just an administrative formality, if people with disabilities are perceived as an asset rather than a burden.

C. CONCLUSION

Indonesia's labor law system has not yet been fully able to integrate people with hearing disabilities into the workforce in a non-discriminatory manner. This is not solely due to individual limitations but primarily to legal frameworks and labor practices that are not yet aligned with the principle of equality. A narrow interpretation of the phrase "physically and mentally fit" risks becoming a basis for exclusion in recruitment without considering job suitability. Furthermore, the absence of clear obligations regarding the provision of reasonable workplace accommodations places the full burden of adaptation on employers. This situation is exacerbated by weak oversight, ineffective institutional mechanisms, and minimal sanctions, which render legal norms unenforceable, resulting in a gap between the principle of equality and discriminatory practices on the ground.

Regulations governing the rights and obligations of workers with disabilities in Indonesia remain largely formalistic and do not yet ensure the substantive

fulfillment of their rights. Law No. 8 of 2016 has not been supported by implementing regulations that establish standards for reasonable accommodation, compliance mechanisms, and effective enforcement instruments, resulting in implementation that tends to be administrative and symbolic. In contrast, the United Kingdom, through the Equality Act 2010, has implemented a legally binding duty of reasonable accommodation that can be enforced through the Employment Tribunal and the Access to Work policy. This comparison shows that Indonesia remains focused on formal compliance, whereas the UK has implemented operational, rights-based enforcement that is legally enforceable. Therefore, regulatory reform is needed to ensure that laws are not merely declaratory but also include clear implementation mechanisms and funding provisions.

An effective and inclusive regulatory framework must hold the state fully accountable for ensuring that people with disabilities have access to employment. This requires regulations that legally mandate reasonable accommodations, accompanied by funding mechanisms for employers and measurable technical standards, including the provision of sign language interpreters and accessible communication technologies. Additionally, regulatory agencies must be strengthened with real authority to conduct periodic evaluations and impose proportionate administrative sanctions. This approach ensures that the law is not a passive norm but an active tool that guarantees the effective, fair, and equitable fulfillment of labor rights. Finally, a paradigm shift in labor law from a charitable approach to a rights-based one is necessary, with the harmonization of the constitution, laws, and implementing regulations into a consistent and enforceable system supported by employer and public awareness to eliminate negative stigma.

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