

RINGKASAN

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**Pemenuhan Hak Pekerjaan Bagi Penyandang
Disabilitas (Studi Penelitian Di Kabupaten
Labuhanbatu Selatan)**

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Pemenuhan hak pekerjaan bagi penyandang disabilitas merupakan bagian dari hak asasi manusia yang wajib dijamin tanpa adanya diskriminasi. Secara normatif, hak tersebut telah diatur dalam Undang-Undang Dasar Negara Republik Indonesia Tahun 1945, Undang-Undang Nomor 8 Tahun 2016 tentang Penyandang Disabilitas, serta *Convention on the Rights of Persons with Disabilities* (CRPD) yang telah diratifikasi melalui Undang-Undang Nomor 19 Tahun 2011. Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaturan hukum, implementasi, serta hambatan dalam pemenuhan hak pekerjaan bagi penyandang disabilitas di Kabupaten Labuhanbatu Selatan. Penelitian ini menggunakan metode yuridis empiris dengan pendekatan kualitatif yang bersifat deskriptif analitis. Data diperoleh melalui studi kepustakaan dan penelitian lapangan dengan melakukan wawancara kepada Badan Kepegawaian dan Pengembangan Sumber Daya Manusia (BKPSDM), Dinas Sosial, serta penyandang disabilitas di Kabupaten Labuhanbatu Selatan. Hasil penelitian menunjukkan bahwa permasalahan utama dalam pemenuhan hak pekerjaan bagi penyandang disabilitas di Kabupaten Labuhanbatu Selatan bukan terletak pada kekosongan hukum, melainkan pada belum optimalnya implementasi kebijakan. Hal ini terlihat dari belum adanya ASN maupun PPPK penyandang disabilitas di lingkungan Pemerintah Kabupaten Labuhanbatu Selatan, meskipun Undang-Undang Nomor 8 Tahun 2016 mewajibkan pemerintah daerah mempekerjakan paling sedikit 2% penyandang disabilitas dari total pegawai. Selain itu, implementasi kebijakan juga masih menghadapi berbagai hambatan, seperti terbatasnya formasi kerja, lemahnya pengawasan pemerintah daerah, kurangnya aksesibilitas dan fasilitas pendukung, serta masih adanya stigma sosial terhadap kemampuan kerja penyandang disabilitas. Kondisi tersebut menunjukkan adanya kesenjangan antara ketentuan normatif dengan realitas empiris dalam pelaksanaan hak pekerjaan bagi penyandang disabilitas. Berdasarkan hasil penelitian tersebut, diperlukan penguatan implementasi kebijakan, peningkatan pengawasan terhadap pelaksanaan kuota kerja penyandang disabilitas, penyediaan sistem rekrutmen yang inklusif, serta peningkatan aksesibilitas dan fasilitas pendukung agar pemenuhan hak pekerjaan bagi penyandang disabilitas dapat terlaksana secara setara, adil, dan non-diskriminatif.

Kata kunci : Hak Pekerjaan, Penyandang ,Disabilitas, Non-Diskriminasi.

SUMMARY

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**Fulfillment of the Right to Work for Persons
with Disabilities (A Research Study in
Kabupaten Labuhanbatu Selatan)**

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The fulfillment of employment rights for persons with disabilities is an integral part of human rights that must be guaranteed without discrimination. Normatively, these rights have been regulated under the 1945 Constitution of the Republic of Indonesia, Law Number 8 of 2016 concerning Persons with Disabilities, as well as the Convention on the Rights of Persons with Disabilities (CRPD), which has been ratified through Law Number 19 of 2011. However, in practice, the fulfillment of employment rights for persons with disabilities still faces various obstacles, particularly within the regional government sector. This study aims to identify and analyze the legal regulations, implementation, and obstacles in fulfilling the employment rights of persons with disabilities in South Labuhanbatu Regency. This research uses an empirical juridical method with a qualitative approach and descriptive analytical nature. The data were obtained through library research and field research by conducting interviews with the Regional Personnel and Human Resources Development Agency (BKPSDM), the Social Service Office, and persons with disabilities in South Labuhanbatu Regency. The results of the study indicate that the main problem in fulfilling employment rights for persons with disabilities in South Labuhanbatu Regency does not lie in the absence of legal regulations, but rather in the lack of optimal policy implementation. This can be seen from the absence of civil servants (ASN) and government employees with work agreements (PPPK) with disabilities within the South Labuhanbatu Regency Government, despite Law Number 8 of 2016 requiring regional governments to employ at least 2% persons with disabilities from the total number of employees. In addition, the implementation of the policy still faces various obstacles, such as limited job formations, weak government supervision, lack of accessibility and supporting facilities, and persistent social stigma regarding the working capabilities of persons with disabilities. These conditions indicate a gap between normative provisions and empirical realities in the implementation of employment rights for persons with disabilities. Based on the findings of this study, it is necessary to strengthen policy implementation, improve supervision over the implementation of disability employment quotas, provide an inclusive recruitment system, and enhance accessibility and supporting facilities so that the fulfillment of employment rights for persons with disabilities can be implemented equally, fairly, and without discrimination.

Keywords: persons with disabilities, right to work, non-discrimination