

A Comparative Study on Social Policies for Disabled Labor Force between Indonesia and Australia

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Abstract

Disabled labor force have the same rights and potential to contribute to economic activities regardless of their limitation and incapability. This paper is comparing the social security of disabled labor force between Indonesia and Australia. Indonesia is still a developing country with an archipelago form while Australia is one massive area with vast array of ecosystem. Both countries have strong diversity with many races live together. While in some aspects both of the countries might have some similarities, but as for welfare states, both are very different. This research involved eight disabled people in Jakarta. This research looks at whether the social class of disabled people also affecting their capabilities and social capital, thus also affecting their chances to enter the labour market. The findings show that digital economy duplicates the effect on social class, where it does not accessible for all social class of the disabled people and create a more significant gap between classes.

Keywords:

disabled labor force; social security; Esping-Enderson; Indonesia; Australia

Introduction

As a human being, everyone in this world including those who are diffable has the same rights to live, socialize and contribute to the community. While there are many laws that try to provide protection and an equal situation for disabled labor force, but in reality, there are still a lot of discrimination pointed at the disabled people. They have the same rights and potential to contribute to economic activities regardless of their limitation and incapability. It is the government's task to provide the law and social policy for disabled people. Indonesia have a small portion of its citizens with disabilities. They need social policies that provide them with equal access to job opporinities and protect them from vulnerabilities and risks. This paper is aiming to compare social security policies for disabled labor forces in Indonesia and Australia. It will assess whether the policy are adequate enough to fulfill their needs. Through the comparison, the paper will raise a question whether Indonesia can apply Australian system for its disabled labor forces.

I argue that even though Indonesia and Australia has very different welfare states, the government of Indonesia could learn more about providing good social policy and social security for disabled labor force. This paper will explain the background principle of Indonesia and the real condition of disabled labor force with the laws, social policy and social security that already implemented. After that, I will explain about the social policy and social security for disabled people in Australia, which later on will be compared and studied whether such policies can be implemented also in Indonesia. In order to learn more about a proper way to provide a good social policy and social security for disabled labor force, The Government of Indonesia should took an example from a developed country that already implement a decent social security for disabled people.

Why Indonesia and Australia? Indonesia and Australia is two very different countries and yet live so closely together. Indonesia is still a developing country with an archipelago form while Australia is one massive area with vast array of ecosystem. Both countries have strong diversity with many races live together. While in some aspects both of the countries might have some similarities, but as for welfare states, both are very different. If we look from Esping- Andersen typology, Indonesia can be categorized as “Social Democratic” while Australia is “Liberal”. In social democratic, the state acts as caretaker for a lot of things or fully decommodified while in liberal, the state focused mainly for low income groups and push other people to go with private social protection (Ebbinghaus, 2012). This is why Indonesian Government is facing a lot of problem to apply social policies across the country. The state try to cover all the social policies for all the provinces even though not all of area can use the same policy as well as the others. With hundreds of races and with different cultures, it is hard to centralized social policies to apply in every area around Indonesia. Because each local government in every area, province or district have to follow central government orders even though each area have different characteristic of citizens. The law and social policy might not be suitable if it implemented in certain area because of the citizen’s behavior and culture.

“A Just and Civilized Humanity” and “Social Justice for All Indonesian”. Those are the second and the fifth principles of Pancasila. Based on those principles, every individual in Indonesia should have the same right and the same opportunities to join the labor force. Everyone has the same potential to contribute for the country. However, in reality, some of the citizens with disabilities have more problems to handle. Most of people with disabilities faces discrimination and unfair treatment from companies or employers even though they have the same right as everyone else. There are many people with disability feel excluded from the society

because of the discrimination from the society. The discrimination could be in the form of attitude towards them or the infrastructure that does not provide access for people with disabilities. Another problem for the disabled people is the lack of awareness from other people. Even though there are facilities that already implemented to help people with disabilities, but the stigma around disabled people made such facilities ineffective.

However, what is the definition of people with disabilities itself? People with disabilities is groups of citizens that have limitation regarding to their physical or mental impairments and made them struggle to join and participate in the community. The disabilities gave the person limitation to interact with their surroundings. (Indonesia Health Minister, 2015). These disabilities are related to the physical or mental impairments and resulting in a limitation in the individual's lives. According to Sophie Mitra, there are four model of disability: First is the Medical model, which explain that disability was caused by a disease, an accident or other health condition that need medical treatment and rehabilitation. Second is the Social model; this model find that disability is made by the society rather than an attribute to a person. This model explain that disability happens because of discrimination from the society. The third is the Nagi model which also known as the functional limitation paradigm. This model refers to anatomical or physiological impairments. The final model is the International Classification of Functioning (ICF) which classified by the WHO. This model explain that disability comes from health condition of an individual, which lead to limitation in activity (Mitra, 2006) Because of this limitation, disabled people need facilities and help from the government to be able to join the labor market. Because of the lack access to labor market, disabled people often related to poverty.

Methods

For this paper, writer is using desk research or secondary research as a methodology. The method has the purpose to review previous research findings and use it as an understanding or a framework of the paper. The benefit of desk research is time efficiency and more focused on certain issue that being chosen (Travis, 2016). There are two types of desk research, which is internal desk research and external desk research. The difference is about the coverage of research. Internal research is doing the research inside certain boundaries, for example inside an organization, while external research is doing the research without the boundaries as long as the data still relevant for the research (Juneja, 2018).

Literature Review

Indonesia is a country that praises the idea of the welfare state. It is written in the constitution law year 1945 that express welfare for the people of Indonesia. That law explains that to achieve wellness and prosperity for the people, the government of Indonesia should provide social security programs such as health care, work-related benefit, and poverty control. In the constitution law year 1945, specifically article 27 through article 31 and 34, stated that every individual has the right to have a job and treated respectfully by the employer. The reports also said for every person deserve decent work and a fair life regardless of having disabilities or not. The law is the foundation to protect and provide an inclusive environment for disabled people (Rizano, 2014).

As Rizano (2014) stated in his research at Pekanbaru, Riau, the main problem that we can see in the disabled labour force at Indonesia is discrimination. The law number 8 the year 2016 about disabled labour force is not widely informed to the companies, either the state companies or the private companies. There is no substantial punishment from the government to the companies that failed to provide job opportunities for disabled people. Some companies are not fully transparent for job opportunities for disabled people. Other problems come from the disabled people themselves that unaware about the law protecting them or feel discriminated before applying for job opportunities.

Disabled people have been described in low and middle-income countries as being at higher risk of material deprivation assessed by income or spending. There is widespread recognition of the cycle between the material aspect of poverty and disability. In a multidimensional approach, the literature has addressed the links between limitations and various additional debt factors. Disabilities can increase the risk of exclusion from school or lead to less learning achievement, less access to healthcare, less employment, lower-income and more significant difficulties in making friends or participation in community life because of prejudice and discrimination, which often contribute to mental distress. Such specific negative associations are disproportionate to the deprivation and disability metric and have been identified in various contexts with various socio-demographic characteristics including states, urban-rural environments, race, age, ethnicity or religion. In LMICs the pathways of causality between poverty and disability have not been investigated in many cases despite literature that explores the relationship between disability and deprivation, which therefore requires more study.

Other research is done in Yogyakarta, studying law number 13 the year 2003 about employment in Indonesia. In article 67 of law number 13 year, 2003 stated that every employer

that employ people with disabilities have the responsibility to protect that suit his/her limitations. Many of the government social policy is in the form of charity rather than empowering disabled people to join the labour market. Thus, stakeholder awareness of disabled people is still minimal. Many of the disabled people in Yogyakarta could not enter the labour market because of discrimination from the employer (Gope, 2015).

However, not all companies in Indonesia are unaware or discriminate people with disabilities in the workplace. A study about an inclusive environment in the workplace, specifically in PT. Trans Retail Indonesia, has shown how to manage the situation in the company with the disabled labour force. The company started to manage their disabled employee from the level of understanding the disability, their recruitment process, the development and compensation to maintain the employee. The company treat the employee with professionalism as well as support them, mentoring and counselling (Poerwanti, 2017).

People with a disability tend to have a healthy relationship with each other. Because of the struggle and difficulties that they face, the connection between them is secure. The sense of kinship and trust among people with disabilities is powerful. Thus, it could become a valuable asset for them to create a big network to help each other. The form of Community Based Organization (CBO) is one of the ways to fight disabled people rights. One example of the CBO is Sahabat Difabel that has a training program for the disabled as well as providing job opportunities for them. It is still not optimum for empowering disabled people. However, it is a concept that can be improved with the help of a social policy program from the government (Mutiah, 2017).

From the cases above prove that to create an inclusive environment for the disabled people, all we need is an understanding for their need and provide a social policy that protects and give them opportunities to join the labour market. A social security program has to be provided for them, especially in the digital economy era. Empowering the disabled people with social security could be a challenge for the government. The government of Indonesia could learn from the states of Odisha in India, where the government have a specific Social Security and Empowerment of Persons with Disabilities Department (SSEPD, 2018). The government of Odisha try to empower people with disabilities to join the labour market or give pension benefit through social security program.

Discussion

Indonesia Disabled Labor Force

Having disabilities in a society that have a little awareness of them is hard. The public facilities for disabled people are still minimal and not decent enough. Even the rehabilitation center for the disabled people have the same level as the rehabilitation facilities for drug addicts as if disabilities are some kind of “diseases” that need to be cured immediately (UNY, 2014).

According to Central Bureau of Statistics Indonesia (BPS), in 2015, from the total population of Indonesia, there are 8,56% citizen that have disabilities (Central Bureau of Statistic, 2015). Even though this number is not really accurate according to BPS because of the limitation from their staff, but this data already gave us a rough description of people with disabilities. Moreover, from the data we can conclude that there are potential for Indonesia economic growth if the disabled labor force could join the labor market.

In a global perspective, there are 15% of human being that have disabilities and more than 70% of them is on their working age. For a while, the rights and the access of people with disabilities in the labour market have been minimal. However, in 2008 the United Nations (UN) asked for every country to join the Convention on the Rights of Person with Disabilities (CRPD).

This convention has the purpose to include people with disabilities in economic activity to create dependency among them. This convention affects some countries to develop law and policy that more suitable for disabled people. Indonesian government put out new law Number 8 Year 2016 adopt the UN Convention in which there is shifting from ‘pity’ perspective to ‘empowerment’ perspective towards disabled people.

There are certain laws that have been made specifically for disabled people. The old Law of Indonesia Number 4 Year 1997 about People with disabilities stated that every company should at least employ one disabled worker for every 100 worker or 1% from the whole employees (BetterWork, 2012). This law is already outdated and no longer relevant in this modern day. There is an update on that law from the government, which is The Law of Indonesia Number 8 Yyear 2016 about people with disabilities. The new law stated new definition of disabled person which is “any person with longstanding physical, intellectual, mental and / or sensory limitations in interacting with the environment may experience barriers and difficulties to participate fully and effectively with other citizens on the basis of equal rights”. The new law have the goal to change the paradigm about disabled people that they have the same right and have the same potential to become a contributor for the country (Ratnaningsih, 2016). The new law also change the proportion of disabled labor force in labor market. Public sector or government agencies have to fulfill at least 2% of their workers are disabled labor and 1% for private sector. These changes are an attempt to open up the labor market for the disabled. The law number 8

year 2016 also stated that government have the obligation to provide social security for disabled people. The social security come in a form of direct money transfer, training, and counseling.

The other laws are the Law number 36 Year 2009 about health that stated every health services for disabled people are for maintaining their longevity and productivity so they can socialize and economically active. It is the government responsibilities to provide such health facilities for disabled people. There are also law of Indonesia number 39 year 1999 about human rights, The law of Indonesia number 40 year 2004 about National Social Security System and The law of Indonesia number 20 year 2003 about National Education System. These laws are the basic foundation for every regions to make their own local law to provide a better quality infrastructures and services for disabled people (PresidenRI, 2016).

Even with all the laws that try to provide a better life quality for disabled people, in reality, the condition for most of disabled people are far from decent. According to Institute of Economic and Community Inquiry (Lembaga Penyelidikan Ekonomi dan Masyarakat or LPEM), in late 2016, there are 12.15% from the population of Indonesia that have disabilities. From that figure, only 54.26% can get into education facilities, while the rest of them does not finish elementary school or even does not get an education at all. That is one of the reasons the disabled people are having difficulties to join the labor force. From all of the disabled population in Indonesia, only 51.12% that joined in the labor market while people with no disabilities can get to 70.40% (Haniy, 2016). That means the education facilities in Indonesia does not accommodate or accessible for disabled people. The discrimination in education facilities made people with disabilities have confident issues since they were young. In Indonesia there are “extraordinary school” that are provided for people with special needs, but the number of that school is not enough and rarely accessible for people in rural areas.

The other accessibility problem is the lack of public transport or infrastructures to provide better services for disabled people. There are not enough ramps in public buildings for people with disabilities to access. There are a lot of state owned corporate building that does not even have ramps for disabled people even though they have to provide employment opportunities for disabled people. The discrimination to people with disabilities are clearly visible through the infrastructure of the building that does not provide accessibility for them.

The main problem for disabled labor force I think are accessibility and awareness. The accessibility aspect in this case is on education facilities, health facilities, and public infrastructure. It is hard for implement the laws and help the disabled people in a country that already used to “normality”. The disabled people’s needs are not a priority even though it has

potential for economic growth. The awareness from the society is something to be reminded that every disabled person is equal and have the same right as everyone else.

Another problem for the government of Indonesia is to determined the number of people with disabilities who are considered in working age. This occurred due to the limitation of human resource and the differences in defining people with disabilities. As a result, it is difficult to measure the accuracy of disabled people data. In this research, I will use the definition from BPS as the national bureau of statistics that does the survey and census to the citizens.

Having disabilities is creating a limitation for the individual. The disabilities are not only limit on the way people interact with others and the environment but also restrict their access to the labour market. Previous research shows that there is a 17.6% declining probability for disabled people to get employed (Insert reference here). Disabilities also reduce the participation of disabled people in the labour market because they do not see the opportunities and the purpose of joining the labour market. This could affect other family members that do not have a disability and creating dependency towards them. The lack of job opportunities is one of the factors that lead to the reluctant of disabled people to join the labour market.

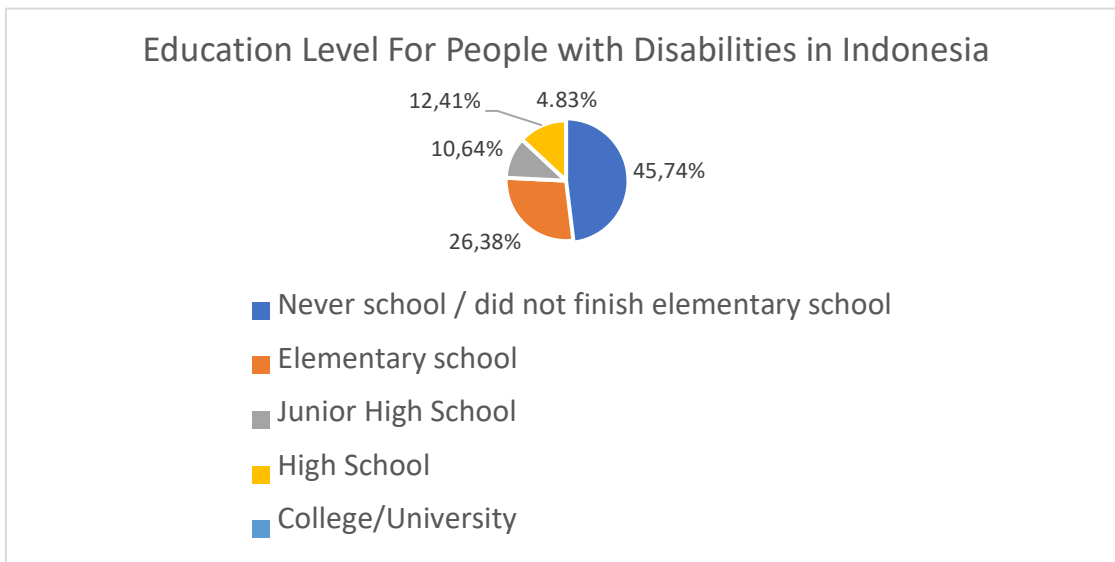
In Indonesia, one of the significant problems for disabled people to enter the labour market is the education level requirement. Many of the private companies ask high education level for their recruitment process. However, due to the limitation of access to education for disabled people, many of them do not have a high education level. The difficulties also come from economic perspective where many disabled people live under the poverty line, which caused them very unlikely to continue their education.

This difficulty occurred due to the lack of social capital power between people with disabilities. They have secure social capital connection inside the community, but less potent to outside the community. If we take a look at Robert Putnam's theory of social capital, the relationship of their social capital is limited at the micro-level and at most at the meso level. This creates a barrier for disabled community to interact with other people. Another reason for the low level of disabled labour force in Indonesia is discrimination in salary. This condition makes working in formal sector is less desirable for disabled people.

In 2015, the survey from BPS found out that there is 12.15% of the citizen of Indonesia who have disabilities and older than 15 years old (around 22.8 million people). We divide them by the severity of the disability that they have. Approximately 1.87% have a heavy disability, while the rest 10.29% have light disability. The amount of people with light disability is five times

more than people with heavy disability. The significant portion of people with disability lives on Java island. This is understandable since 58% of Indonesian citizen is living on Java.

Figure 1.
Education Level for People with Disabilities in Indonesia



Source: Processed by Author

Another problem for the disabled community in Indonesia is education level. Almost half of the disabled people in Indonesia do not have the accessibility to get education nor finish the primary elementary school. This shows their capabilities and their opportunities to enter the labour market is reduced even more. Not only their disabilities are limiting them to do their everyday activities and work, but also there is a limitation from their education level. As most of the companies in the formal sector have minimum requirement of education level, most of the disabled people are not able to participate in the labour market.

The discrimination towards the disabled community comes from a few directions. There is corporation discrimination, where the disabled people always are seen as a burden and a liability to the companies if they are hiring people with disability. There is environment discrimination, which is the responsibilities of the Indonesian government to provide a more supportive and inclusive environment. However, this issue requires a lot of compensation from matter and time to create a more inclusive environment for the disabled. Other discrimination coming from physical and social discrimination, where sometimes it could come from the closest relation of the disabled. Discrimination towards disabled people could come from families or neighbours who feel ashamed of their relationship and could fundamentally affect the self-esteem

of the disabled person themselves. The growth of digital economy in Indonesia is one of the possibility to empower disabled people and enhance their capabilities to enter the labour market.

Indonesian Social Security

One of Indonesia's government attempts to improve their people's welfare and health is to provide social security. These programs have the purpose to cover not only civil servants but also public sector, private sector and informal sector. In September 2004, Indonesian parliament passed the law concerning National Social Security System (Sistem Jaminan Sosial Nasional or SJSN). The law consists of mandatory programs that has to be provided: health insurance, old age savings, worker pensions, work related accident insurance, and death benefits. SJSN was framed during Indonesia's reformation and monetary crisis. It was a result of instability economic trauma. It stated in Indonesian Constitution, article 28H that every Indonesian citizens have the right of social security.

SJSN law was made to provide state institution guidelines for managing social security programs in Indonesia. All the social security programs are compulsory, client's contribution are based on percentage of salary or fixed income for the formal sector worker. Indonesian labor that work in informal sector could pay the contribution with fix amount of fee. The government will subsidize the contribution for the poor (Chopra, 2015). However, SJSN does not provide a clear guidelines for important decision-for example, SJSN does not specify the contribution rates and retirement age for worker pension.

It took seven years for Indonesian legislative body to provide with new law of "Badan Penyelenggara Jaminan Sosial or BPJS" law following SJSN law. The government appointed state institution to manage the programs, provide the services, and collect contribution from the clients. SJSN law and BPJS law necessitate every individual to join health insurance and every private sector employer to register their employees in work insurance. BPJS have the authority to punish every employers who avoid their obligation with administrative sanctions. Because of political issue of presidential election, BPJS law was put on hold and passed two years after its deadline in 2011. BPJS law appointed two state institution to become social security institution. "PT Askes" will become "BPJS Kesehatan" that manage health insurance and "PT Jamsostek" will become "BPJS Ketenagakerjaan" that manage labor insurance.

Even though approximately 65 percent of Indonesian labor are working within the informal economy, but not until 2014, any Indonesian citizen who work in informal economy does not covered with these programs and yet alone the disabled labor force whom mostly work in

informal sector. There are no specific social security programs for disabled labor force. BPJS Ketenagakerjaan have one program for work related accident covering for workers that got into an accident, which leads to impairment or disabilities. The program "Return to Work" only cover the labor force that already join the programs and not cover people that have disability since they were born. This program has the goal to make sure that any person that got into an accident that leads to impairment, will get his/her job back and the company will have to provide the employment for them.

As for health insurance for disabled people, it is far from decent. There are still a lot of gap that discriminate people with disabilities. The program only works on people with severe disabilities and still insensitive to the condition of disabled people (Ika, 2013). There should be more inclusive social security program for disabled people that made specific for them and fulfill their needs.

Australia Disabled Labor force

Australia is the sixth largest country by area in the world. With vast array of cultures that lives together, it has some similarities with Indonesia. However, they have very different welfare states in general. According to Esping- Andersen typology, Australia can be categorized as liberal in welfare states. The state focused on low income groups and encouraged people to use non-state alternatives for social protection.

Before we talk about social policies in Australia, first we are going to mention some facts about disabled people in Australia. According to Australia Bureau of Statistics (ABS) there are around 24 million citizen of Australia and from that figure, there are 17.9% people with disabilities or 4.3 million people. Almost one in three people have profound or severe disability from the population of disabled people in Australia. Compared to people with no disability, only 53% of disabled people have joined the labor force while people with no disability figured around 83%. The gap of labor force between people with no disability and the one who does have disability is quite big (Australia Bureau of Statistics, 2016). Therefore, if we look at the figure, there number are similar to the disabled labor force figure in Indonesia. Even though as a quantity the gap is huge but as proportion, the figure shows that the number of disabled people in Indonesia is 12.15% compared to 17.9% in Australia. However, how the social security in Australia compared to Indonesia?

The social security in Australia is a system of social welfare payment that provided by the Commonwealth Government of Australia. One of the branch of the Department of Human Services

manages it, which is centrelink. The law of social security in Australia applied only for the resident of Australia. The current law that stated about social security are the Law about Social Security year 1991, the Law about Superannuation Administration year 1992 and the Law about Family Tax year 1999. Like Indonesia, there are agencies that managed the social security for labor and health in Australia. the differences is there are specific agencies that managed certain program of social security rather than one agency that managed multiple programs of social security like BPJS Ketenagakerjaan in Indonesia. Some of the agencies are Centrelink, the Department of Human Services, Australia Institute of Human and Welfare, Australia Taxation Office and Department of Social Services.

Australian government provide social security specific for disabled people. There is disability pension for disabled people that are Australian resident. The program provided to assist disabled people with living costs, mobility, caregiver, pharmaceutical and other utilities. Australia's Department of Social Services (DSS) open up a discussion with the stakeholders to develop a supported employment policy. This program is for making a social policy that suit the employer and support disabled labor force to join the labor market. With this open discussion, DSS can see what the disabled labor force's need and how the employers can provide the infrastructure for the disabled. DSS also developed city infrastructure to gain more access for disabled people. Start from transport for disabled people, the government provide decent public transport to reduce or prohibits discrimination to the disabled people. The Disability Discrimination Act 1992 provide a standard to accessibility for disabled people. All of the aspect in public transports or public services must fulfil the standard to provide supporting premises and infrastructure for people with disabilities.

The government of Australia is trying to put equality for the disabled people by building more inclusive community for disabled people. As reported in *Shut Out: The Experience of People with Disabilities and their Families in Australia* (2009).

"People with disabilities want to bring about a transformation of their lives. They want their human rights recognised and realised. They want the things that everyone else in the community takes for granted. They want somewhere to live, a job, better health care, a good education, a chance to enjoy the company of friends and family, to go to the footy and to go to the movies. They want the chance to participate meaningfully in the life of the community. And they are hopeful. They desire change and they want others in the community to share their vision. They recognise that governments cannot work in isolation and they want others to see the benefits of building more inclusive communities (ShutOut, 2009)"

With that as a reason, the government of Australia try to develop a strategy to make “an Inclusive Australian society that enables people with disability to fulfil their potential as equal citizens”. The National Disability Strategy (NDS) is executed for ten years since 2010 to 2020. In 2008, Australian government ratified the Convention on The Rights of Person with Disabilities (CRPD) from United Nations. The strategy will be guidelines to protect, promote and fulfill the human rights of disabled people. The strategy will provide guidelines in six policy areas, which are:

1. Inclusive and Accessible Communities
2. Right Protection, Justice and Legislation
3. Economic Security
4. Personal and Community Support
5. Learning and Skills
6. Health and Wellbeing

Such policies will provide an inclusive environment for disabled people. The better opportunities will give benefits for not only people with disabilities but also their families and their carers (Australian Disability Enterprise, 2011).

The strategy realized that people have different disabilities from each other. They have specific needs and priorities based on their disabilities. Because of the diversity of the society, the strategy will be a bridge to connect disabled people’s need with commonwealth to provide the proper facilities for them. The strategy also try to facilitate people with disability in rural or remote areas. The problem with rural areas are because of the characteristic of the area like low-density population and the lack of access to services center.

” the Strategy must recognise the complexity of people’s lives and the intersection and interdependence of many areas (ShutOut, 2009)”

The goal is to improve the policy for disabled people and synchronise it with the programs that the government applied in reality. A few years ago, the Australian government established a program to support the disabled people, which called the National Disability Insurance Scheme (NDIS). The plan set the goal to provide help and support for the disabled people to pursue their life goals (NDIS, 2018).

The NDIS started with the 2013 NDIS Act. The program must help the disabled to reach their life goals and keep them in touch with the city and economic activity. This is a crucial program. The act of NDIS also established the administration of the NDIS. All governments share

the programme's fund and administration. The strategy, procurement and administration of the NDIS is the responsibility of all branches of the Australian Government. The program is administered and administered by the NDIS. The funds are given by the Eu, States and Territories, and then managed by the NDIS (NDIS, 2018).

It appears from the NDIS governance situation that the management model is the network model. By the way, both government departments operate together to establish the system to disabled people, the purpose it can be known as network management. It is focused on the wisdom for people with disabilities to receive support and achieve their goals. All the government play a role in co-production of the policy and to create the program (Bovaird, 2007). The benefit of Network Management is that many people pay attention to their goals and relate to the strategy. The most successful system will be made more dynamic and agile. The negative part of network governance is that many people participate in the lack of control and decision making (Damgaard, 2006).

It is, of course, perhaps the best way for NDIS to deliver. All the state needs to play a part and work together to create a strategy (Damgaard, 2006). Nevertheless, the absence of feedback from the disabled community itself is a void that we need to tackle. The critical aspect of co-production is the significance of the contributor's presence in network governance. When serving the disabled community, their opinions are an essential factor, as they encounter the challenges and drawbacks. The policymaking mechanism for the NDIS is somewhat lacking (Clark, 2016). The way programs work also has a gap. The goal of the NDIS program is to allow people with disabilities the ability to manage their treatment, choose a service provider and handle their financing. It offers people with disabilities the sense that they can be more independent and allow them the freedom to develop and to communicate with the group. On the other side, the funding provided by the former disability program has experienced an inevitable transformation. The transfer is not easy for disabled persons and the service provider (Skelton, 2016).

Conclusion

There is not one person that want to born with disabilities or having an accident that leads to disabilities. As a human being, they are as equal as everyone else is. They have the same rights to fulfill their needs and contribute to the society, but unfortunately because of their "differences", they sometimes treated differently and facing discrimination from the society. They are more likely to experience poor health services, low participation in education and employment, social exclusion and lack of accessibility to the infrastructures. People with disabilities should have the

same potential to contribute for the society as good as other people with all the facilities and services from the government.

As different as they can be, the government of Indonesia should take an example from some of the social policy for disabled people that implemented in Australia. The accessibility in public facilities and services are one of the main problems that disabled people are facing. The awareness from the society and employer to give the same opportunities for people with disabilities. Because of the welfare states of Australia is considered as liberal, the government can really focus on people in low- income group. The departments of the government of Australia are work together and integrated a system to create a better social policy for disabled people.

To make an inclusive environment for people with disabilities, the government of Indonesia need to work together with each other, NGOs and of course people with disabilities themselves. The input from disabled people will give a better perspective on what they needs that the government should provide. The main point of the social policies for disabled people is to fulfill their human rights as citizens because they deserve equal opportunities as well as other people.

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