

Employment And Social Security For Sensoric Disabilities In Dealing With New Normal Era

Ida Ayu Made Gayatri

Universitas Ngurah Rai

A. Introduction

The impact of the Covid 19 Pandemic caused economic crises in various countries including Indonesia. During the Corona Virus Deases 2019 or Covid 19, the central and regional governments did not apply a lock down, but implemented a Large-Scale Social Restrictions (PSBB, *Pembatasan Sosial Berskala Besar*) in various regions in Indonesia and the Community Activity Restrictions (PKM, *Pembatasan Kegiatan Masyarakat*) imposed in Denpasar City. This regulation does not completely close access to community activities in the public sphere. But, it provides restrictions by setting administrative rules for residents who are forced to work or carry out activities outside the home and sanctions for those who do not have a complete travel permit issued by the authorities.

The impact of these regulations certainly limits the scope of life of the community at large, including Person with Disabilities (*Penyandang Disabilitas*). Accessibility to various aspects of life such as in the field of rehabilitation services and empowerment programs are limited and even delayed. Persons with Disabilities are the world's largest minority group. They are not only vulnerable because of their disability but also because other sources that support themselves, including the state is also facing

critical situations and crises. The economic chain of nations experienced cracked and people live in uncertainty life as impact of Covid 19 Pandemic. It has an impact on the fate of Workers with Disabilities and social security for them in dealing with the Covid 19 Pandemic.

In Law No. 13 of 2003 concerning Employment stated that labor is anyone who is able to do work to produce goods or services both to meet their own needs and for the community. In this law, it is stated that employment is all matters relating to labor before, during and after work. Normatively the provisions for employing workers with disabilities were regulated in Law No. 4 of 1997 concerning Person with Impairment (*Penyandang Cacat*). Socialization of the regulation was still very minimal and employers still did not understand the 1% quota requirement must employ Person with Disabilities from the number of workers in their company (Agustin Erna Rochmawati, 2016).

The rights of Persons with Disabilities to work is specifically regulated in Law No. 8 of 2016 concerning Persons with Disabilities in the seventh section concerning the Rights to Work, Entrepreneurship and Cooperatives. In chapter 11 describing the rights of Persons with Disabilities, namely: a) obtaining work organized by the government, regional government or the private sector without discrimination; b) get the same wages as workers who are not disabled in the same type of work and responsibilities; c) obtain proper accommodation at work; d) not be dismissed because of disability reasons; e) get the program back to work; f) fair, proportionate and dignified work placement; g) have the opportunity to develop a career path and all the normative rights inherent in it; and h) promoting business, owning a job, self-employed, developing cooperatives and starting their own businesses.

In fact, Law No. 8 of 2016 Article 53 paragraph (1) states that of the Government, Regional Government, State-Owned Enterprises, and Regional-Owned Enterprises must employ at least 2% (two percent) of Person with Disabilities from the number of employees or workers. In paragraph (2) a private company is required to employ at least 1% (one percent) of Persons with Disabilities from the number of employees or workers.

Although the government has shown good faith in fulfilling the rights of Person with Disabilities, the reality is that the participation of Persons with Disabilities in the field of work is still low due to stigma and discrimination. Stigma on Persons with Disabilities occurs when their conditions are equated with the sickness and helples, so that they are pitied and cared for for their survival, and also that Person with Disabilities are vulnerable to being used as cheap production tools (Nugroho, 2019).

Selection of prospective civil servants (CPNS, Calon Pegawai Negeri Sipil) was also not considered as disability-friendly. The provisions in the requirements of Persons with Disabilities must be able to hear, to see and to speak properly were forms of discriminatory conditions on the recruitment of CPNS 2019 and considered to greatly limit the participation of Persons with Disabilities (BBC, 2019).

The rights of Persons with Disabilities in the field of work tend to be violated. A number of obstacles faced by Persons with Disabilities include a) the existence of discrimination in certain occupations and positions ; b) a gap between competence and acceptance requirements in the work environment; and, c) the low education and skills of persons with disabilities in State-Owned Enterprises (BUMN, *Badan Usaha Milik Negara*) (Susiana, 2019).

The mass media proclaiming the rights of Persons with Disabilities are also vulnerable to be violated. In the case of the graduation of dentist Romi as a civil servant was canceled by the Solok Regency Government and the State Personnel Agency, she was considered not meeting physical and spiritual health requirements, due to using a wheelchair after experiencing paraplegi after giving birth (Nilawaty, 2019).

There are no sanctions for companies that do not employ Person with Disabilities. And the placement quota for Persons with Disabilities is often used as a manipulation tool by companies engaged in the spa business to get bussiness permit. Not a few Person with Disabilities after signing a letter of cooperation or Memorandum of Understanding with the company, but the promised as mentioned on paper such as the placement of workers is never been happened.

Persons with Disabilities are identical to poverty due to physical limitations and they have high financial risks which lead them to live in poverty. Persons with Disabilities require large costs because of their disability such as in the fields of health, assistive devices and transportation. Data shows that 94.5% of Person with Severe Disabilities do not get social security (Dyah Larasati Karisma Huda, 2019).

The social security provision is stipulated in Law No. 8 of 2016 on article 93 which then implemented in article 43 of Government Regulation (PP,*Peraturan Pemerintah*) No. 52 of 2019 concerning Social Welfare for Persons with Disabilities. This regulation states that social security is providing based on national data of Persons with Disabilities.

Data collection on Persons with Disabilities is a rights which regulated in Law No. 8 of 2016 in the eighteenth

section of article 22. Data collection rights for Persons with Disabilities include the rights to: a) be recorded as a population with a disability in the activities of population registration and civil registration; b) obtain population documents; c) get card of the Person with Disability.

The rights of Persons with Disabilities to obtain social security is vulnerable to be violated such as the violation of the rights to obtain access to health and health services (Mutia Rahmi, 2018). In addition, the data collection's constraints for Persons with Disabilities are also caused by the low of ownership of population administration (Mutia Rahmi, 2018). It is also caused by physical limitations, and also the family's willingness to manage their population administration documents.

Social security for Persons with Disabilities tends to be discriminatory and given on the basis of mercy from the authorities such as the head of the environment, the interpretation of the statistics officer and the priority of the local social service rather than the rights that must be given.

The purpose of this study is to identify the obstacles or challenges faced by Person with Disabilities in the field of employment and accessibility in obtaining social security during the Covid 19 Pandemic and the new Normal era. The target of this research is Persons with Sensory Disabilities especially the blind people.

B. Discussion

1. Research Methods

The design of this study used a qualitative method through limited discussion with Persons with Sensory Disabilities especially the blind people in Bali. Those are members of the Indonesian Blind Union (Pertuni,

Persatuan Tuna Netra Indonesia) in Bali. Participants were chosen by purposive sampling, representatives of the blinds who are members of the social organisation (Ormas, *Organisasi Kemasyarakatan*) of Pertuni, at the Provincial level, branches in the regencies/city and also the blind community. Methods of data collection by observation, interviews, structured discussions and study of documents related to employment and social security for Person with Disability. Interviews were conducted and involving 15 participants and they are members of Pertuni from the Regional Executive Board (DPD, *Dewan Pengurus Daerah*), Branch Executive Board (DPC, *Dewan Pengurus Cabang*) and Blind community. DPC Pertuni lies in 9 regency/city.

Data analysis techniques using triangulation of data sources and instruments used as support in the form of a questionnaire using Google forms filled in by 15 participants. The results of the interviews are presented in this paper to provide a space for democracy without discrimination and manipulation. The voices of Person with Sensory Disability is included in this writing as manifestation of social inclusion as result of discussions as mentioned below.

Diagram 1. Participants of Person with Sensory Disabilities

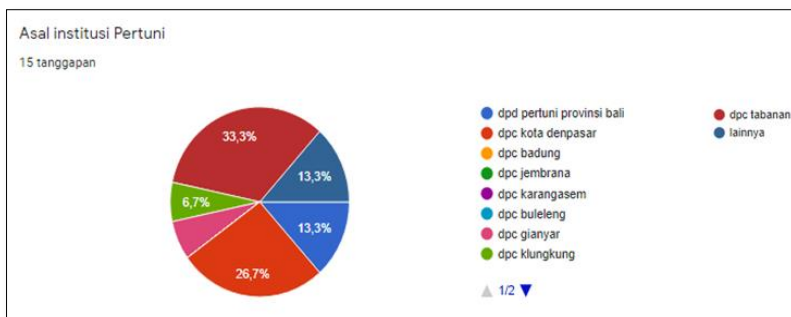


Diagram No. 1 Participants with Persons with Sensory Disabilities shows that the participants in discussion were carried out by management and members who were scattered in DPD Pertuni Bali Province 13.3%, DPC Denpasar City 26.7%, DPC Pertuni Buleleng 13.3%, DPC pertuni Gianyar 6.7%, DPC Pertuni Klungkung 6.7%, and others (community) 13.3%.

2. Persons with Disabilities and Person with Sensory Disabilities

Article 1 paragraph 1 of Law No. 8 of 2016 concerning Persons with Disabilities states that Persons with Disabilities are any person who experiences physical, intellectual, mental, and / or sensory limitations in the long term that in interacting with the environment can experience obstacles and difficulty participating fully and effectively with other citizens based on equal rights of Persons with Sensory Disabilities include those who are: deaf, having speak impairment and blind.

Persons with Disabilities in Indonesia are estimated at 8.56% or 21.84 million of Indonesia's population. The number of Person with Moderate and Severe Disabilities is in the productive age group (19-59 years) with a population of 150,704,645 reaching 9% to 12%. Persons with Disabilities have various limitations such as participation in low education, job placement training and others as well as access to limited public facilities and services (Margowiyono, 2019).

Based on the Management Information System for Persons with Disabilities (SIMPD, Sistem Informasi Manajemen Penyandang Disabilitas) from the Ministry of Social Affairs, the number of Persons with Disabilities in Bali Province is 7062. The number of Person with Visual

Impairment is 592 which consists of 225 low vision and 367 total blind as stated below.

Table 1. Data of Persons with Disabilities in Bali

Province	Physical Disability		Mental Disability		Sensory Disability				Intellectual Disability			Multiple Disabilities
	Body Impairment	Ex.Leprosy/ Chronic diseases	Mental Disorder	Autis	Deaf	Speak impairment	Low Vision	Total Blind	Slow Learning	Mental Retardation	Down Syndrom	
Bali	3044	48	963	95	168	224	225	367	36	174	66	1652

Sumber : SIMPD per 23 September 2019

The blind are those who do not see or those who is still having residual vision (low vision), unabling to read the writing with a size of 12 points in normal light even with glasses. The types of blind sensory disabilities can be divided into two, namely: total blind and low vision (Tarsidi, 2011).

The Indonesian Blind Union or Pertuni is a social organisation that protects Person with Sensory Disabilities especially blind people in 33 provinces and 220 cities, including in Bali. Based on data from the Regional Executive Board (DPD) Pertuni Bali Province, Pertuni Bali Province was established on August 31st, in 1975. The number of Pertuni members at Province and in 9 regencies/city is 320.

3. Employment for Persons with Sensory Disabilities in Bali

Discrimination in obtaining employment is also felt by Persons with Sensory Disabilities. Blind people are identical with the profession as a masseur so that other job opportunities for them become limited. Public understanding is also limited toward the ability of blind

people in other professions. Empowerment program in which held by government for the blinds tends to focus more on massage or spa training.

Based on information from I Gede Winaya, the Chairman of the DPD Pertuni Bali Province said that the profile of employment from 320 members, the majority or 65% are working as masseur. This work is carried out in various forms as an independent business in a rented house (*rumah kontrakan*) or in a boarding room (*kamar kost*), or as an on call masseur at a customer's house or hotels for tourists. There are also *masseur* who work in groups and facilitated by the government in a joint business group (KUBE, *Kelompok Usaha Bersama*).

The following is a description of the characteristics of blind masseurs in Bali. The current leader of the KUBE is Ketut Masir with 29 workers who work on shift.

Table 2. Characteristics of Masseur in Pertuni Bali

Business Category	Business Form	Business Place	Total Member
Individual	Entrepreneur	<i>Rumah kos or rumah kontrakan (rented room/rented house)</i>	60
Individual	Worker	Hotel	3
Individual	On call/ Travelling masseurs	As requested by customers	80
Group	PERMATUBA	Hotels around Diponegoro street Denpasar	27
		Government building	29
Group	KUBE DARMA BAKTI		
Group	Buleleng Masseurs	Government buiding	10
		Total	90
		Percentage	65,3%

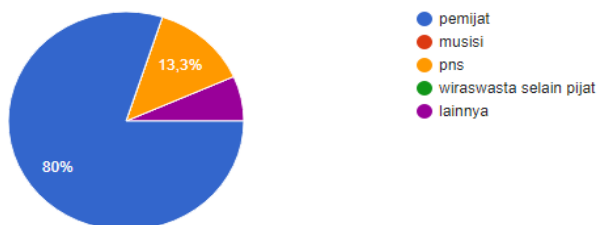
Sources: (Ida Ayu Made Gayatri, 2020)

The profession of blind people are also synonymous with musicians, composers and arrangers. Most musicians

work in groups in tourism entertainment venues. Whereas composers and music arrangers tend to work independently at home. Their genre music are various such as Pop and traditional. Another profession from the blind is being a teacher in an extraordinary school and working in the social ministry as a civil servant. The following is the profile of the participants' professions in this study.

Diagram No 2. Job/ Profession of Persons with Sensory Disabilities

profesi
15 tanggapan



Based on Diagram No.2 Job/Profession of Persons with Sensory Disabilities shows that 80% Blind People work in the field of massage as masseur (*Pemijat*), 13.3% are Civil Servants (PNS, *Pegawai Negeri Sipil*) and 6.7% others. Participants said that playing music is considered as hoby with income but not as a job.

4. Employment Challenges for Persons with Sensory Disabilities

Bali's tourism life has fallen since the onset of Covid 19 pandemic. Most of the Person with Sensory Disabilities depended on the tourism entertainment industry. A few of the tourism entertainment industry that supports the blind becomes temporarily closed and even bankrupt.

Before the Covid 19 pandemic occurred, the challenges faced by blind masseurs were competing with spas, beauty salons and covert prostitution offering massage services. Today, the blind masseurs business stagnates and in crisis due to the impact of the Covid 19 pandemic.

Blind people who work as therapists in hotels or spas must be laid off (*dirumahkan*) since April 2020 until an unspecified time limit as experienced by Mrs. Sugiani who worked at the Spa Hotel in Badung Regency.

"I was forced to move to a boarding room since I was laid off from work. I could no longer afford to pay and rent a house. Moreover, my husband and I are both blinds and living and earning from working as masseurs. And during this pandemic, touching interactions like what we do as masseurs are almost impossible, because people are still afraid of being exposed to viruses by direct touching"(interview: Sugiani, 27 July 2020).

Eka Darma Yanti is blind teacher who works as a civil servant teacher, at Special School (SLB, *Sekolah Luar Biasa*) said that, it is difficult time to teach students who are blind due to the limited technological facilities owned by families of blind students.

"Teaching blind students is not easy by using technology, moreover the blind lives depend a lot on their sense of touch or palpation" (Interview: Eka Darma, 27 July 2020).

Covid 19 Pandemic has raised new faces of poverty, including for Person with Disabilities. From March to July 2020, Person with Disabilities are unable to work and rely on feeding assistance such as rice, noodle and oil, etc from community donations and Direct Cash Assistance (BLT, *Bantuan Langsung Tunai*) of Rp. 600,000 from government.

The other work alternatives are also felt to be impossible because the economic crisis has had such a wide impact. People's purchasing power is decreasing, although the government has set a new normal era by providing opportunities for citizens to be socialized.

New normal era is understood as the order of life to adapt in the midst of the Covid 19 Pandemic by implementing the culture of health protocols. But for Person with Sensory Disabilities, the situation is not conducive to carrying out work. People still don't dare to invest in the world of entertainment and crowds. The strategy to adapt to the new normal during the Covid 19 Pandemic is to build public trust with health tests such as rapid tests or swabs at government costs.

"We depend on the crowd in the entertainment world. And as musicians I will take a health test to build public trust. I think by building public trust with medical tests, it is not only a challenge but also a cost. But if it is needed, we will certainly do it with the support of the government" (interview: Nyoman Bawa, 27 July 2020).

5. Social Security for Persons with Disabilities

Social security (*Jaminan Sosial*) is a manifestation of social protection. Social protection can be understood as a series of public actions that not only address income poverty and economic shock, but also social vulnerability (Palmer, 2013). Social security for Persons with Disabilities is regulated in Law No. 8 of 2016 concerning Persons with Disabilities in the tenth section of Social Welfare. In article 91 states that the Government and regional governments must guarantee access for Persons with Disabilities to get social rehabilitation, social security, social empowerment and social protection.

Article 93 specifically discusses social security, stating that the government and regional governments provide social security for Persons with Disabilities who are poor or who have no income (paragraph 1); Social security is provided in the form of social welfare insurance, ongoing direct assistance and special assistance (paragraph 2). The specific assistance referred to includes training, counseling, temporary care, or other related assistance (paragraph 3).

The social welfare of Persons with Disabilities is regulated in government regulation or *Peraturan Pemerintah/PP* no. 52 of 2019 concerning the Implementation of Social Welfare for Persons with Disabilities. This regulation is implementing the provisions of Article 96 of Law Number 8 Year 2016 concerning Persons with Disabilities. In this Government Regulation 52 of 2019 in article 1 paragraph 1 it is stated that Social Welfare is a condition of fulfilling the material, spiritual and social needs of citizens to be able to live properly and be able to develop themselves, so that they can carry out their social functions. Article 1 paragraph 7 states that Social Security for Persons with Disabilities, hereinafter referred to as Social Security, is an institutionalized scheme to guarantee all Persons with Disabilities in order to be able to meet their basic living needs.

Article 43 of PP No. 52 of 2019 mentions the forms of social security provided for Persons with Disabilities, namely: 1) social welfare insurance; 2) ongoing direct assistance; 3) special assistance. This social security is provided by the ministers / heads of related institutions, governors, regents / mayors to Persons with Disabilities who are recorded in national data of Persons with Disabilities. In paragraph 4 it is stated that the national

data is integrated data and it is integrated data to handling the poor and disadvantaged people.

Social security schemes carried out by the Ministry of Social Affairs are very diverse in types of terminologies and form of issuance of cards such as: Family Hope Program (PKH, *Program Keluarga Harapan*), Direct Cash Assistance (BLT, *Bantuan Langsung Tunai*) and Recipient of Contribution Assistance (PBI, *Penerima Bantuan Iuran*). And, the forms of social security cards issued by the Ministry of Social Affairs, such as: Social Protection Cards (KPS, *Kartu Perlindungan Sosial*), Community Health Insurance (Jamkesmas, *Jaminan Kesehatan Masyarakat*), Smart Indonesia Cards (KIP, *Kartu Indonesia Pintar*), Social Welfare Cards (KKS, *Kartu Kesejahteraan Sosial*), National Health Insurance- Indonesia Healthy Card (JKN-KIS, *Jaminan Kesejahteraan Nasional-Kartu Indonesia Sehat*).

PKH is an ongoing program by providing subsidies of Rp.200,000-Rp.300,000 given to families who caring for Persons with Disabilities who live with them (Dyah Larasati Karisma Huda, 2019). The basis for providing social welfare assistance for Person with Disabilities is Data Collection. In Law No. 8 of 2016 concerning Persons with Disabilities stated that data collection is regulated in part one letter r, namely the data collection rights.

6. Challenges of Persons with Sensory Disabilities in obtaining Social Security

Challenges of Persons with Sensory Disabilities in obtaining social security are: a) lack of knowledge of the rights and lack information about data collection mechanisms; b) discrimination in the recruitment of operators data collection; and, c) discrimination in the distribution of social security. Discrimination in this

context can be defined as the difference in the treatment of fellow citizens (based on skin color, class, ethnicity, religion and so on).

a. Rights of Data Collection and Data Collection Mechanisms

Based on information from I Gede Winaya, 80% of Person with Sensory Disabilities have lack of knowledge about the existence of data collection mechanisms for Persons with Disabilities such as: Information Systems for Disability Management (SIMP, *Sistem Manajemen Penyandang Disabilitas*), Social Welfare Information System (SIKS, *Sistem Informasi Kesejahteraan Sosial*), Integrated Database (BDT, *Basis Data Terpadu*) and Integrated Social Welfare Data (DTKS, *Data Terpadu Kesejahteraan Sosial*). This data collection mechanism also has never been socialized through the organization by authorities. Even though, these data collection determines the fate of Person with Sensory Disabilities and their families.

“I knew that I was registered with SIKS, because this year my daughter is applying for a KIP scholarship. The requirements asked me and my family should be included in the BDT and DTKS Database, so I immediately took care of the requirements to get data collection from the head of the environment, the head of village to the social service institution. Incidentally, I am a low vision person so that I am still able to take care of myself. I cannot imagine if a total blind person without a companion must take care of these requirements ”(interview: I Nyoman Bawa, 27 July 2020).

DPD Pertuni Bali Province had received 20 of Person with Disabilities Cards for which the mechanism of obtaining and using its functions is unknown.

"We don't know the mechanism of the Cards for Person with Disability is issued. And not all of our members accept this card and we don't know its function, whereas our members are spread in 9 regencies / city as many as 320 people (interview: I Gede Winaya, July 27, 2020).

b. Discrimination on Recruitment Operator Data Collection

Recruitment operator data collection for Persons with Disabilities was declared discriminatory by involving the Social Welfare Institution (LKS, Lembaga Kesejahteraan Sosial). In the Regulation of the Minister of Social Affairs (Permensos, Peraturan Menteri Sosial) of the Republic of Indonesia Number 13 of 2015 concerning Social Services for Children of Person with Disabilities, LKS is a social organization or social association which carries out the organization of social welfare formed by the community, both legal entities and non-legal entities.

Meanwhile, Pertuni Bali Province as a registered social organization nationally was not involved in operator recruitment and in training for data collection for Persons with Disabilities. Organizational prejudice and sentiments occur with regard to the transparency of operator recruitment, and there is a assumption that LKS appointed by *Permensos* may not have a legal entity. In addition, the neutrality aspect is also a discourse, considering that the data collection of Persons with Disabilities can be politic when it is not becoming priority of the LKS.

"DPD Pertuni Bali Province is a social organization that has a national structure and registered under the Ministry of Law and Human Rightss, unfortunately not involved in the process and in training to become a data collection operator. Even though we have companions or community service partners (Mitra Bakti) in 9 regencies / cities in Bali who can see or not blind (orang awas). And functionally as

a social organization, DPD Pertuni Bali Province also organizes social rehabilitation as well as the task of the LKS which is to assist the process of social integration of Persons with Disabilities in the community. In our opinion, data collection on Persons with Sensory Disabilities can involve social organizations of Persons with Disabilities such as Pertuni for legal guarantees for the fate and the rights of our members”(Interview: I Gede Winaya; July 27, 2020).

c. Discrimination in Social Security Distribution

Persons with Sensory Disabilities are still becoming passive recipients of social assistance benefits from the authorities without getting sufficient information about the origin and mechanism of obtaining it. The distribution of social assistance tends to be discriminatory and based on mercy from authorities such as: the head of the environment or the local social service.

“I didn't know the mechanism of it because suddenly I was given a JKN-KIS card by a neighbor when I was living in rented house at Pegok Denpasar. This assistance really helped my wife when she was treated for cancer ”(interview: I Gede Sukawijaya, 27 July 2020).

“I got KIS because I was invited by a friend who knew that there was a program like that. So it depends on who gives the information. If no friends tell me about a free health program for Person with Disabilities, I might not have a KIS card ”(interview: I Gede Winaya, 27 July 2020).

In Pertuni Bali Province, the social security received varies by its members. Most Recipients or beneficiaries did not know the mechanism for proposing their names as beneficiaries. Some were recorded in the Integrated Database (BDT) but did not receive such facilities and only received Direct Cash Assistance (BLT, *Bantuan*

Langsung Tunai) of Rp.600,000, as experienced by Mr. Nyoman Bawa.

"I was not included in the PKH, KKS, KIS scheme, but I had received BLT of Rp. 600,000 for 3 months from May to July 2020 from the local government "(Interview: Nyoman Bawa, 27 July 2020).

And, there are blind people who do not receive BLT at all, such as Mrs. Sugiani and her husband.

"I did not get BLT, even though my husband and I were both blind. While many of my blind friends could get it. I have traced all the way to the village, but my name was not included in the list of beneficiaries "(Interview: Sugiani, 27 July 2020).

The distribution of BLT was also felt discriminatory by Mr. Sukawijaya. His wife is blind woman but did not accept BLT, whereas another blind couple, both received BLT funds.

" I only received BLT of Rp. 600,000 while my blind wife did not receive it. Whereas my friends who are a blind couple receives BLT for both "(Interview: Sukawijaya, July 26, 2020).

Mrs. Jero Sari stated that she did not know the mechanism for obtaining social assistance and fortunately she received more varied benefits from social assistance.

"Once, I had received Jamkesmas assistance that turned into JKN-KIS, then once I had received a Social Protection Card that was changed to a Social Welfare Card (KKS) and now i am receiving a PKH of 200,000 / month which is quite helpful although it is not enough to live in this covid period. But clearly, I and other blind friends had been interviewed by the statistic officers, only the final result is different. I accepted the cards, while my friend did not. I am happy because it helps me economicaly and at the same time, I am

also sad because my blind neighbor did not get it”(interview: Ms. Jero Sari, July 27, 2020).

d. Sustainability of Social Security

Article 45 of Government Regulation No. 52 of 2019 states that direct direct assistance is assistance given to Persons with Disabilities who are poor, or have no income and their livelihood depends on others. Assistance is given to Persons with Disabilities who live in families and communities or live in an nursing home (*panti*). This article focuses on Persons with Severe Disabilities.

In Covid 19 Pandemic, the government informed that BLT was given within a period of 3 months (May-July, 2020). Most Person with Disabilities currently survive with Direct Cash Assistance (BLT) given by the local government (PEMDA, *Pemerintah Daerah*) in the amount of Rp.600,000 provided from May-July 2020. And most of the blinds can survive up to this month because they have side jobs or having support from family and society.

For Persons with Sensory Disabilities, the new normal emphasizes health protocols that cannot concretely help them to survive and adapt to a social environment in which has not fully recovered yet. Pandemic has made them unemployed and not earning. Persons with Sensory Disabilities expect for sustainable social security without discrimination to sustain their economic life as mentioned under the law as their rights.

C. Conclusions

1. In the field of employment, the biggest challenge for Person with Disabilities is to wait for the the better condition for the economic recovery so that investment in business becomes open dan develop. Workers with Sensory Disabilities should rebuild

community's trust to work in the new normal era. The concrete strategies are needed to help Workers with Disabilities to work again through the provision of health and health services such as rapid tests or swabs at government funding.

2. The challenges of Persons with Sensory Disabilities in obtaining social security are discrimination and transparency of information. So far, Person with Sensory Disabilities are still becoming passive recipients /beneficiaries of the social assistance without knowing the social security mechanism and its distribution. Sustainability in social security is needed for Person with Disability and it should be given because it is rights of Person with Disability, not based mercy or subjective judgement from leaders or authorities.
3. The basis for providing social security lies in the national data collection of Persons with Disabilities. Majority Person with Disabilities do not know any information about it. Thus, the government needs to provide education and information dissemination by involving registered of Persons with Disabilities organization (PDOs), such as Pertuni. Companion of Persons with Disabilities (*Pendamping Penyandang Disabilitas*) needs to play an active role in helping Persons with Disabilities to take care of their rights to get Person with Disability's card (*Kartu Penyandang Disabilitas*) and other documents to get social security.
4. The mechanism for recruiting operators for data collection of Person with Disabilities is felt to be discriminatory and political by not involving Person with Disability Organization (PDOs). All legal PDOs, including Pertuni must have the same rights to input

data of their members by having account for national data collection for Person with Disability from the authorities.

References

Agustin Erna Rochmawati, S. S. (2016). Perlindungan Hukum Bagi Tenaga Kerja Penyandang Disabilitas Dalam Pemenuhan Hak-Hak Pekerja Berdasarkan Undang-Undang Nomor 13 Tahun 2003 Tentang Ketenagakerjaan Di Kabupaten Semarang . *Diponegoro Law Review*, Volume 5, Nomor 2, Tahun 2016 [Http://Www.Ejournal-S1.Undip.Ac.Id/Index.Php/Dlr/](http://Www.Ejournal-S1.Undip.Ac.Id/Index.Php/Dlr/).

BBC. (2019). Seleksi CPNS 2019 Dinilai Tak Ramah Disabilitas, Transgender Dan Perempuan, PPD: 'Katanya Membuka Seluas-Luasnya, Tapi Syaratnya Membatasi'. Indonesia.

Dyah Larasati Karisma Huda, A. C. (2019). *Policy Brief: Inclusive Sosial, Protection For Person With Disability In Indonesia*. Indonesia: TNP2K, The National Team For The Acceleration Of Poverty Reduction.

Ida Ayu Made Gayatri, I. N. (2020). Challenges And Opportunities Of Blind Masseurs In Increasing Competency Through Implementation Business Standards Of Massage Parlor. *Vol 1 No 2 Maret (2020): ADI Journal On Recent Innovation (AJRI)*, DOI: <https://doi.org/10.34306/Ajri.V1i2.40>.

Margowiyono. (2019). *Isu Global Dan Paradigma Penanganan Penyandang Disabilitas*. Jakarta: Kemsos RI.

Mutia Rahmi, N. C. (2018). Pelaksanaan Asuransi Kesehatan Khusus Bagi Penyandang Disabilitas. *Pekerjaan Sosial*, ISSN: 2620-3367 Vol. 1 No: 3 Hal: 183 - 189 Desember 2018.

Nilawaty, C. (2019). Hak Bekerja Dalam UU Penyandang Disabilitas Yang Rentan Dilanggar. Jakarta.

Nugroho, I. C. (2019). Perlindungan Hak Disabilitas Mendapatkan Pekerjaan Di Perusahaan Swasta Dan Perusahaan Milik Negara. *Mimbar Keadilan*, Volume 12 Nomor 1 Februari 2019.

Palmer, M. (2013). Social Protection And Disability : A Call For Action. *Oxford Development Studies*, Vol.41, No.2, 139-154 [Http://Dx.Doi.Org/10.1080/13600818.2012.746295](http://Dx.Doi.Org/10.1080/13600818.2012.746295).

Susiana, W. (2019). Pemenuhan Hak Penyandang Disabilitas Dalam Mendapatkan Pekerjaan. *Law Reform Program Studi Magister Ilmu Hukum*, Volume 15, Nomor 2, Tahun 2019, [Https://Ejournal.Undip.Ac.Id/Index.Php/Lawreform/Article/Download/26181/15939](https://Ejournal.Undip.Ac.Id/Index.Php/Lawreform/Article/Download/26181/15939).

Tarsidi, D. (2011). *Definisi Tunanetra*. [Http://D-Tarsidi.Blogspot.Com/2011/10/Definisi-Tunanetra.Html](http://D-Tarsidi.Blogspot.Com/2011/10/Definisi-Tunanetra.Html).