

ABSTRAK

Penelitian ini bertujuan untuk mengetahui bahwa penyandang disabilitas menghadapi banyak kesulitan dalam mendapatkan pekerjaan juga mengalami diskriminasi. Dengan menggunakan metode penelitian hukum normatif, pengumpulan data studi dokumen atau bahan pustaka, pengamatan atau observasi, dan wawancara atau interview. Penyandang disabilitas sering dijadikan objek kekerasan seksual, *bullying*, dan mengalami keterbatasan dalam pergaulan sosial. Meskipun demikian, penyandang disabilitas di Kota Jambi memiliki keterampilan seperti dalam bidang jasa, teknologi, pembuatan prakarya yang bahkan bisa untuk diperjual belikan. Kota Jambi berupaya mendukung penyediaan lapangan kerja bagi penyandang disabilitas melalui Peraturan Daerah Kota Jambi Nomor 2 Tahun 2019 tentang Perlindungan Dan Pemberdayaan Bagi Lanjut Usia Dan Penyandang Disabilitas yang mewajibkan pemerintah, pemerintah daerah, BUMN (Badan Usaha Milik Negara) ,dan BUMD (Badan Usaha Milik Daerah) mempekerjakan penyandang disabilitas minimal 2% dari jumlah pegawai. Berdasarkan hasil penelitian diharapkan peran pemerintah untuk lebih tegas dalam penegakan hukum dan penerapan sanksi terhadap pihak yang melanggar sehingga hak penyandang disabilitas terhadap ketenagakerjaan terpenuhi.

Kata Kunci : Hak, Penyandang Disabilitas, Ketenagakerjaan

ABSTRACT

This study aims to find out that women with disabilities face many difficulties in getting work and also experience discrimination. By using normative legal research methods, collecting data from document studies or library materials, observations, and interviews. Women with disabilities are often used as objects of sexual violence, bullying, and experience limitations in social interactions. However, person with disabilities in Jambi City have skills such as in the fields of services, technology, making crafts that can even be bought and sold. Jambi City seeks to support the provision of employment opportunities for people with disabilities through Jambi City Regional Regulation Number 2 of 2019 concerning Protection and Empowerment of the Elderly and People with Disabilities which requires the government, regional governments, BUMN and BUMD to employ a minimum of 2% of the number of employees with disabilities. Based on the research results, it is hoped that the government's role will be more assertive in enforcing the law and implementing sanctions against those who violate it so that the rights of women with disabilities to employment are fulfilled.

Keywords : Rights, Persons with Disabilities, Employment