

ABSTRAK

Tujuan Penelitian ini untuk mengetahui dan menganalisis perlindungan hukum terhadap penyandang disabilitas atas hak bekerja pada perusahaan swasta dan Usaha, Mikro, Kecil dan Menengah (UMKM) di Kota Jambi dan untuk mengetahui serta mengidentifikasi upaya yang diberikan Pemerintah Kota Jambi dalam melindungi hak bekerja penyandang disabilitas. Adapun rumusan masalah dalam penelitian ini adalah bagaimana perlindungan hukum yang diberikan kepada penyandang disabilitas terkait dengan kesempatan kerja di sektor swasta dan usaha mikro, kecil dan menengah (UMKM) di Kota Jambi dan upaya apa saja yang dilakukan pemerintah Kota Jambi untuk memberikan perlindungan hukum terhadap penyandang disabilitas dalam memperoleh pekerjaan di perusahaan swasta dan usaha mikro, kecil dan menengah (UMKM) di Kota Jambi. Metode yang digunakan adalah yuridis empiris. Hasil penelitian menunjukkan bahwa meskipun secara normatif telah diatur kewajiban perusahaan swasta untuk mempekerjakan paling sedikit 1% penyandang disabilitas dari jumlah pekerja, implementasi di Kota Jambi masih jauh dari optimal. Pemerintah Kota Jambi telah melakukan berbagai upaya, seperti sosialisasi dan fasilitasi rekrutmen, namun belum mampu mendorong pelaksanaan regulasi secara menyeluruh dan efektif. Penelitian ini merekomendasikan perlunya peningkatan pengawasan dan penegakan hukum terhadap perusahaan swasta maupun UMKM, penguatan peran pemerintah daerah dalam memberikan pelatihan dan pendampingan bagi penyandang disabilitas, serta kolaborasi lintas sektor untuk menciptakan lingkungan kerja yang inklusif. Dengan demikian, diharapkan hak bekerja bagi penyandang disabilitas dapat terwujud secara adil dan setara sesuai amanat peraturan perundang-undangan yang berlaku.

Kata kunci : Hak atas pekerjaan, Penyandang Disabilitas, Perlindungan Hukum.

ABSTRACT

The purpose of this study is to determine and analyze legal protection for people with disabilities regarding the right to work in private companies and Micro, Small and Medium Enterprises (MSMEs) in Jambi City and to determine and identify efforts made by the Jambi City Government in protecting the right to work for people with disabilities. The formulation of the problem in this study is how is the legal protection given to people with disabilities related to employment opportunities in the private sector and micro, small and medium enterprises (MSMEs) in Jambi City and what efforts are made by the Jambi City Government to provide legal protection for people with disabilities in obtaining employment in private companies and micro, small and medium enterprises (MSMEs) in Jambi City. The method used is empirical juridical. The results of the study show that although it has been normatively regulated that private companies are required to employ at least 1% of people with disabilities from the total number of workers, the implementation in Jambi City is still far from optimal. The Jambi City Government has made various efforts, such as socialization and recruitment facilitation, but has not been able to encourage the implementation of regulations comprehensively and effectively. This study recommends the need for increased supervision and law enforcement of private companies and MSMEs, strengthening the role of local governments in providing training and assistance for people with disabilities, and cross-sector collaboration to create an inclusive work environment. Thus, it is hoped that the right to work for people with disabilities can be realized fairly and equally in accordance with the mandate of applicable laws and regulations.

Keywords: *Legal Protection, Persons with Disabilities, Right to work.*