PEMENUNAN HAK TENAGA KERJA PENYANDANG DISABILITAS DALAM ORGANISASI NIRLABA DI BALI

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ABSTRACT

Foundation as a not-for-profit organization whom social mission often make related parties that deals with employment forgot about the importance of supervision towards system of managing human resources who works for the non-profit organization. Moreover, if the non-profit organization addresses issue in the field of disability and empower the people with disabilities by providing opportunities for them to work, therefore review of fulfillment and guarantee of the rights in the workplace is often neglected. To minimize the possibility of the reduction towards rights in the workplace faced by people with disabilities in Bali as well as ensure there is no discrimination, then supervision and profound review regarding granting rights and working facilities is absolute rights that must be done. This research is empirical legal research based on laws and regulations that govern about equalization and the rights of persons with disability, and then associated with facts in real field, observing the reactions and interactions when these regulations apply in the community with a descriptive qualitative approach. The data in this research based on primary and secondary data. Data collection techniques used is interview and questionnaire.

The arrangement of the treatment for employee with disability in non-profit organization in Bali has been maximum. It can be seen as the foundation has provided the opportunity for people with disabilities to work through a variety of ways according to the vision and mission of the foundation to empower people with disabilities and treat employee equally with the typical employee either from recruitment to hiring, as well the burden of responsibility, the right to wages and break periods are also provided fairly.

Key words: disability, fulfillment of the rights