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Research Article

Indonesian Society is Not Disabled Friendly?

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Abstract

The case of a state official required a Deaf person to answer questions submitted to a deaf person on World Disabilities Day in 2021 by using spoken language and refusing to use sign language because it was considered that the disabled have the same abilities as the nondisabled group. The perception of these state officials is a representation of the Indonesian population in understanding disabilities. The purpose of this research is to prove that Indonesia already has a policy to align the life positions of disabled people with non-disabled people, but these policies do not reach the community level, so that people are not friendly to people with disabilities. This research uses descriptive qualitative method by analyzing interview data and indirect observation, as well as combining secondary data obtained from previous research, the website found that facilities in the form of infrastructure were uneven and low sign language skills for non-disabled groups led to a lack of knowledge about the existence of disabilities. The result of this study shows that the disabled group cannot adapt to their own environment so that the existence of disabilities is not widely known by the public. The lack of knowledge about people with disabilities causes people to think that disabled groups are the same as non-disabled groups. Such perception is then considered by the people of Indonesia to be unfriendly to persons with disabilities.

Keywords: Society; Disabled Friendly; Government Policy; Knowledge; Sign Language; Infrastructure.

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INTRODUCTION

During the commemoration of World Disabled Day which fell on December 3, 2021, the Indonesian people witnessed a state official asking a person with disabilities to answer questions directed at them using spoken language and forbidding him to use sign language. The reason for this official is that a person with disabilities must maximize all of the organs of the human body to be trained and utilized so that they can function normally like humans who are not disabled. Furthermore, an official gave an example of several persons with disabilities who were considered successful in using the functions of the body's organs, especially communicating using spoken language. Not only that, it was also added that God has created all the organs of the human body to be used (Detik.com Team, 2021).

The action of an Indonesian state official to use spoken language received protests from various parties without exception from the assistants with disabilities and the disabled themselves (Febryan, et al., 2021). The reasons that emerged were that the action was considered to be ignorant of disabilities and had violated human rights because it forced its will without considering the conditions of deaf disabilities that have different levels of severity. In addition, this action does not recognize that sign language is the most effective language used to establish communication with the Deaf disabled in particular (Ansori, 2020).

The case of "not disabled friendly" as carried out by an official is a representation of Indonesian society. This is due to the low level of knowledge about the disabled, so that in certain cases there is a negative stigma on the disabled so that their abilities are often not taken into account by the community. Therefore, it is not surprising that the disabled in Indonesia are still a minority group and their existence has not been considered, even their participation in development is still very minimal, namely out of 17.74 people who are included in the disabled workforce, only 7.8 people get jobs. only 44 percent of the labor force participation rate. This number is much lower than the national participation rate of 69 percent (Pebrianto, 2021). Therefore, the existence of disabled groups has not been fully recognized by society. Even though the Government has provided great opportunities for groups with disabilities to be able to participate in society to create equality for groups with disabilities. This policy inconsistency and acceptance of people with disabilities causes Indonesia to be considered not disabled-friendly.

Research on efforts to create disability-friendly in various fields has been extensively researched by intellectuals not only at home but also abroad, at least it can be categorized into 3 areas: first, studies on education, these studies show that people with disabilities have broad access in the field of education, it's just that it's still lacking so that people with disabilities still feel like strangers in their environment (Atika, et al., 2022; Delport, 2021; Kunnath & Mathew, 2019; Munifah & Ardiyansyah, 2022; Nafisah, 2021; Prayogo &

Sholikhati, 2021; Ratnasari, 2021; Suprihatiningrum, 2022; Weedon, 2017). Second, studies on the empowerment of people with disabilities. These studies show that people with disabilities receive protection from a legal or socio-economic perspective. They receive assistance to expand access so that they do not experience violence or discrimination in all fields (Apriyani & Rahmiaji, 2022; Meekosha & Soldatic, 2011; Megawati, 2021; Munifah & Ardiyansyah, 2022; Handoyo, et al., 2021). Third, study of persons with disabilities in infrastructure accessibility (Ahmad, 2015; Bodaghi et al., 2017; Bodaghi & Zainab, 2013; Darmawan et al., 2014; Druckman et al., 2021; Ferry, 2010; Gray, Matthew; Tudball, 2003; Isrowiyanti Isrowiyanti, 2013; Jensen & Nielsen, 2001; Niko & Nusantara, 2016; Niyisabwa & Musenyente, 2022; Samboma, 2021; Stewart, 2020; Tanuwidjaja et al., 2017). These studies are efforts to be disabled friendly by completing infrastructure, even though in practice it still has drawbacks because it has not accommodated all the needs of disabled groups. This research complements the studies above with a focus on finding problems of societal unfriendliness towards disabled groups.

The different of this study with the previous studies is on the focus of the problem, why are Indonesians not friendly to people with disabilities? This study aims to determine the factors that make society unfriendly to persons with disabilities. This research is important to do to add insight from various multidisciplinary perspectives. In addition to providing recommendations for policy makers related to policies on equality of persons with disabilities and non-disabilities.

RESEARCH METHODS

This research on disabled-friendly Indonesian society is descriptive qualitative in nature by using netnography methods by taking data from the internet and combining them in the field. The steps are as follows: first, map out laws and government decisions related to disabilities in advance so that the forms of policies provided by the government regarding people with disabilities in Indonesia are known. This data is presented in the form of tables obtained from the website. Second, statements from officials and observers who care about the disabled in Indonesia on the website via YouTube which are presented in the form of pictures and statements from officials and observers of the disabled and also people with disabilities related to cases of exploding state officials. Third, interviewing 5 parents who have disabled children and 5 deaf disabilities in Yogyakarta. The selection of informants through direct appointment because they are considered to know the information needed. This interview was conducted to confirm the data regarding the statement obtained from the website about the disabled.

Indirect observation method is used to strengthen the data. The observed data is data that cannot be revealed during interviews, such as infrastructure in Surabaya and Lampung. These two provinces were chosen to see the differences in facilities and infrastructure for people with disabilities which are considered representative because Surabaya represents Java Island and Lampung represents Sumatra Island. Analysis of the data was carried out by following the model developed by Huberman and Miles, 1984 (in Denzin and Lincoln, 1994), known as the interaction model. This model starts from data collection, data reduction, presentation of analyzed data, and drawing conclusions. Data is presented using valid narratives, images and tables.

RESULTS AND DISCUSSION

Government Regulations on Disabilities

Data on the total status of the population with disabilities is very difficult to track. This has been proven The Director General of Social Rehabilitation of the Ministry of Social Affairs of the Republic of Indonesia does not yet have data that comprehensively explains the number and typology of persons with disabilities. Based on 2020 running data from the Central Bureau of Statistics (BPS), the number of persons with disabilities in Indonesia reached 22.5 million, or around five percent (Bureau of Public Relations of the Ministry of Social Affairs of the Republic of Indonesia, 2020). Minister of Social Affairs Juliari P. Batubara ensures that his staff strengthens aspects of justice and equal rights for persons with disabilities. Persons with disabilities have the right to receive the same treatment as nondisabled citizens in many respects, including access to information.

In this regard, the government made policies related to disability. The policy has been formalized and socialized by the state and even the implementation of the policy has been realized. State policies related to persons with disabilities are shown in table 1 which are always improved and changed every year to suit the needs of persons with disabilities.

Table 1. Government Regulations on Disabilities

Date	Government regulations	Contents of Government Regulations	Source
February 28, 1997	Constitution No.4 of 1997	Regarding Persons with disabilities, but this arrangement does not yet have a human rights perspective. The content material in Law Number 4 of 1997 concerning persons with disabilities is more compassionate (<i>charity based</i>) and the fulfilment of the rights of persons with disabilities is still considered a social problem whose new policy of fulfilling their rights is social security, social rehabilitation, social assistance, and increase in social welfare.	RI President No. 4/1997

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November 10, 2011	Constitution No. 19 of 2011	Convention on the Rights of Persons with Disabilities (Convention on the Rights of Persons with Disabilities) shows the commitment and seriousness of the Government of Indonesia to respect, protect and fulfil the rights of Persons with Disabilities which in the end is expected to increase the welfare of Persons with Disabilities.	RI President No. 19/2011
April 15, 2016	Constitution No. 8 of 2016	Have equality in all aspects of administering the state and society.	RI President No. 8/2016
April 15, 2016	Explanation of the Law of the Repub- lic of Indonesia No. 8 of 2016	Regarding Persons with Disabilities placed in the Supplement to the State Gazette of the Republic of Indonesia Number 5871 by the Minister of Law and Human Rights.	RI President No. 8/2016
October 13, 2009	Constitution No. 36/2009	On Health: This law guarantees equal rights to obtain health care facilities (access to resources in the health sector) and the provision of non-discriminatory health services.	RI President No. 36/2009
February 28, 1997	Constitution No.4/1997	On Persons with Disabilities: This law appears to protect and advance the rights of persons with disabilities to work.	RI President No. 4/1997
January 12, 2009	Constitution No.1/2009	Aviation requires special treatment for persons with disabilities and sick persons, and treatment requirements	Minister of Transportation No. 1/2009
July 18, 2009	Constitution No. 25/2009	On Public Services: This law requires public service providers to be fair and not discriminate in providing public services	RI President No. 25/2009
February 2, 2012.	Circular of the Director General of Reli- gious Courts Number 231.a/DjA/HM.00/ II/2012,	Minimum standard of justice services for persons with disabilities by requiring all Religious Court Work Units throughout Indonesia to provide 3 things: Wheel Chairs, Ramps (Special lanes for persons with disabilities), and special toilets for Disabilities	Circular of the Ministry of Vic- tory 231.a/DJA/ HM.00/II/20 12
April 2, 2020,	Decree of the Secretary of the Supreme Court of the Republic of Indonesia Number 526/SEK/OT.01.1/4/2020 Supreme Court Policy Regarding Disabilities.	In general, the Supreme Court does not yet have a specific policy regarding judicial services for Persons with Disabilities, however, the Supreme Court has attempted to implement judicial services for persons with disabilities in certain areas, for example: creating a Website of the Supreme Court that is friendly for the Blind, wheelchairs and ramps into services. standards in the Supreme Court, and several other matters related to policies against persons with disabilities.	MA Secretary Decree No. 526/SEK/ OT.01.1/4/20 20
October 2, 2018	Regulation of the Minister of Trans- portation of the Republic of Indo- nesia Number 98/2017	Concerning the provision of accessibility to public transportation services for service users with special needs	Minister of transportation No 98/2007

September. 23, 1999	Constitution No.39/1999	Emphasizing that everyone has the right to protection of human Rights and basic freedoms without discrimination. Vulnerable groups (including persons with disabilities) have the right to receive treatment and protection that is more pleasing to their particularity, and that every person with disabilities/disabilities has the right to receive convenience and special treatment.	RI President No 39/1999
March 21, 1998	Government Regulation No.43/1998	Regarding efforts to improve the social welfare of persons with disabilities.	Government Regulation No.43/1998

Source: Data by researchers, 2021

Table 1 above is a policy made by the government in order to seek equality for disabled and non-disabled groups so that Indonesia is disabled-friendly. Equality is important in this policy, because groups of people with disabilities have the same access as non-disabled people in terms of public services such as education, health, aviation, the world of work, opinion, and politics as well as disability-friendly infrastructure. This policy was made to be disseminated to the community so that people know about disabilities and know more about disabilities and even recognize that disabilities are an inseparable part of society. The socialization of this policy is carried out to all Indonesian people so that the existence of disabilities can be accepted by society.

The Self-Existence of Disabilities Has Not Received Acknowledgment

The Indonesian people were shocked by the incident where the Indonesian Minister of Social Affairs asked for a deaf person to come forward in commemoration of World Disability Day. Without thinking, the minister asked to answer all the minister's questions without using sign language. Even though the assistants have informed them that deaf people cannot speak, the minister continues to insist that they be able to speak, on the pretext that disabled people have mouths to speak, ears to hear and all God's gifts must be maximized picture 1.

Treture 1. Dear District Distr

Picture 1. Deaf Disability Dialogue

Source: https://www.youtube.com/watch?v=pYAxf8JNyco

The actions of the Minister of Social Affairs immediately received strong criticism

from observers with disabilities and also people with disabilities. The obligation to use spoken language for deaf people is considered an imposition of human rights, as expressed by a disability observer:

the reason is that not all the disabled can speak, because the severity of deafness varies. Because the use of sign language is a must in communicating with people with disabilities. Apart from that, sign language is also a gift given by God to be utilized by people with disabilities. Because of this, state officials are claimed to have violated the human rights of people with disabilities.

For this action several comments from netizens as revealed in picture 2.

Picture 2. Netizen Comments



Source: https://www.youtube.com/watch?v=DrYtBZ8DlwQ

No less harsh accusations against state officials for this incident came from a disabled person who has been living in New York. In his Twitter account, he provides support for deaf people with limited knowledge about disabilities. This was revealed in his account as shown in picture 3.

Picture 3. Deaf Disability Comments



Source:https://www.youtube.com/watch?v=DrYtBZ8DlwQ

The statements of deaf observers and persons with disabilities that were disclosed above were strengthened by parents with disabilities. Informant Ar said that his son used a hearing aid, but could not speak, therefore he used sign language. Assistive devices were given since he was 6 years old. Even though he had heard but his son could not speak. In contrast to what was revealed by Informant R who said that his deaf child was given a hearing aid and he could communicate like he was not disabled. The hearing aid was given since it was discovered that he had hearing problems after he had a fever and a lump appeared outside his ear. An examination was carried out by the media so that the child was declared deaf.

"My child was born in good health. When he was 6 years old around the ear area there was a lump and at that time his body was barely fit. Routinely controlled by a doctor and finally my child's condition could no longer be helped so he was declared deaf". (Interview with deaf disabled parents, Yogyakarta, 2021).

Deaf and disabled people have differences from one another. The ability to communicate in spoken language is very dependent on the disability. Wanting all Deaf disabilities to communicate using spoken language is proof that the existence of disabilities has not received recognition from various parties. This is due to the low level of knowledge of the Deaf disabled.

Unequal Disabled Facilities

The Indonesian government has made efforts to complete facilities and infrastructure for people with disabilities as outlined in the regulations of the Ministry of Transportation and Telecommunications as shown in Figure 4. However, these public facilities and infrastructure seem to be still concentrated in urban areas, especially in Java. while in areas public facilities and infrastructure are inadequate. For the disabled who live in an environment with complete facilities, the accessibility of the disabled is easy so that the disabled do not experience difficulties in carrying out their activities. Setyaningsih dan Gutama (2016) revealed that the disabled in East Java have broad access not only to empowerment but also facilities and infrastructure so that the disabled are socially and economically independent.

PBB Gagas Hart Disabilitas Internacional gosphane Personal PBB tentracy Hart State PBB tentra

Figure 4. Disabled Friendly Public Facilities

Source: https://www.liputan6.com/disabilitas/read/4415692/standard-access-disarana -dan-prasarana-transportasi-untuk-pennyandang-disabilities

There is still high inequality in the availability of facilities and infrastructure for people with disabilities, both in Java and outside Java. In the provision in Lampung Province, even though there is already a policy law regarding implementation in the form of regional policies contained in Government Regulation No. 13 of 2013 and continues to be socialized by leaders in the area. However, facilities and infrastructure are not sufficient for persons with disabilities. The desire to complete the existence of these facilities and infrastructure has been socialized by the governor of Lampung (Isworo, 2020). However, the available facilities have not accommodated the needs of disabled people in Lampung.

Inequality of facilities and infrastructure in Java and outside Java can be seen in table 2 below. Even though the government is trying to pay attention to groups with disabilities, the implementation in the regions is still very lame. This difference will have an impact on

groups with disabilities in terms of accessing development because it relates to abilities belonging to the disabled group. Without exception also at the level of public understanding of disabilities. Therefore, outside Java the disabled group is a group that needs assistance, so often the existence of disabilities is not recognized by the people of Lampung. It is different from groups of people with disabilities who come from cities who are equipped with complete facilities and infrastructure.

Table 2. List of Disabled Facilities in Surabaya and in Lampung *Source: Data processed by Researchers, 2022.*

Facilities in Surabaya	Facilities in Lampung
The bus is available and provides disabled seats. This bus is equipped with a special button installed near the entrance and the driver's assistant will assist persons with disabilities who want to enter and exit the bus.	Public buses provide seats for the disabled
Education Museum: there is a special path for people who cannot use the stairs.	None
Special Mosque for Disabilities: Al-Akbar Mosque Surabaya. Two special access roads for persons with disabilities, two special ablution places for the disabled, and two wheelchairs are available	Public mosques are equipped with places for ablution for the disabled and there are no special places for praying for the disabled
Road Facilities:	Road Facilities:
1. Special sidewalk with the Disabled Bollard (stake). Its function is to prevent vehicles from going up to the sidewalk, but wheelchairs can still pass.	1. Special sidewalk with the Disabled Bollard (stake). Its function is to prevent vehicles from going up to the sidewalk, but wheelchairs can still pass.
2. Tiles for the blind guide. The bumps in these tiles help the visually impaired determine which direction to walk on the pavement.	2. Tiles for the blind guide. The bumps in these tiles help the visually impaired determine which direction to walk on the pavement.
3. Pelican crossing traffic light (PCTL) which is equipped with sound signals to make pedestrians safer.	None
4. Pedestrian bridges/JPOs equipped with lifts to prioritize persons with disabilities	4. Pedestrian bridges/JPOs equipped with lifts to prioritize persons with disabilities,
Surabaya government building. The Surabaya City Government Building has also built facilities for persons with disabilities, namely sidewalks equipped with straight line patterns and dots to make it easier for persons with disabilities to walk. There are also special lifts for persons with disabilities, special lanes for wheelchair users, and special parking areas for persons with disabilities.	None
Talk Park. This park has sensors that can speak if someone is passing through the area. People with disabilities can know the type of plant even if they don't see it.	None

From table 2 above, it shows that there is an imbalance in the high availability of facil-

ities for the disabled between the island of Java, namely the city of Surabaya and the island of Sumatra, namely the city of Bandar Lampung. The difference in these facilities greatly affects the accessibility of persons with disabilities. People with disabilities who live in Java can access all public facilities that are no different from non-disabled people. On the other hand, for both persons with disabilities who live on the island of Sumatra, especially in Lampung, the accessibility of persons with disabilities is not the same as that of non-disabilities, so that persons with disabilities feel like a minority.

Although the wishes of these officials have been disclosed and socialized by Lampung officials, both in writing and through meetings on disabled people's day, the existing facilities still do not meet the needs of disabled people (Admin, 2015), so that access for persons with disabilities is still limited and highly dependent. Meanwhile, assistance with disabilities is only given to families who often do not get knowledge about the needs of disabilities, which are not only related to the physical but also the mental needs of the disabled. Mental assistance such as developing knowledge for people with disabilities so that people with disabilities have broad knowledge so that their position is equal to that of non-disabled people.

Lack of Mastery of Sign Language

Sign language is the main requirement needed by people with disabilities, especially for people with disabilities who are deaf to establish good communication between fellow people with disabilities or with non-disabilities. By using sign language they can communicate so they are not isolated in their environment. However, it seems that sign language is not mastered by the majority of the Indonesian population. Therefore, often people with disabilities think that these disabled people are people who cannot get along or actualize themselves in society. Even if they can communicate with people who are not deaf, they use sign language interpreters, which are very few in Indonesia, as compiled by Based on data compiled by the Interpreter Service Center in 2016, Indonesia only has 34 sign interpreters (Surya, 2017).

Limitations in mastering sign language are very disturbing for people with disabilities. They are not free to actualize themselves with the wider community.

Although the desire to adapt is very strong, but the environment they are very unsupportive. This was revealed by one person with disabilities in:

"My social interactions are very limited because my environment cannot use sign language, so messages cannot be conveyed properly. I can communicate with the community by using an interpreter. Meanwhile, not every day of my daily activities can be accompanied by an interpreter." (Informant Y, Deaf and Dumb disabled).

The inability to use sign language by the wider community is often stated that Indonesia is not yet disabled-friendly as revealed by one person with disabilities who compared himself living in Indonesia with deaf conditions and living abroad which has complete facilities. Abroad he can take advantage of all public facilities and can communicate in sign language with those in his environment either in sign language or in writing. Therefore, deaf people do not feel alien to their environment and they do not need to adapt themselves to the environment. But otherwise when he lived in Indonesia. Deaf people feel alien to their environment because their ability to use sign language is considered lacking. He further revealed that abroad there are far more deaf disabled companions than deaf disabled people, he revealed that there are 146 deaf interpreters while there are only 47 deaf interpreters. According to him, conditions like this are very far from Indonesia. In this regard, sign language is important for deaf people and even becomes their identity in the midst of sign language society which is a marker of their existence to be recognized (Gumelar et al., 2018).

Policy Inconsistency on Disability Equality in Society

Diffable-friendly efforts have been made by the Indonesian government through policies that accommodate the physical and mental needs of people with disabilities, in the form of laws and which are expressly approved by policy-making officials in Indonesia. However, this policy has not reached implementation in all levels of society spread across Indonesia. Because of this, often people with disabilities are still not known and their existence has not even been recognized in society. This proves that the lack of understanding about the disabled themselves is not singular but has a single meaning, that is, the disabled are considered to have the same abilities. This triggers to equate the disabled who are actually not single. Deaf disabled people are not the same as non-deaf disabled people, so the needs of deaf people are not the same as the needs of non-deaf people with disabilities.

The lack of infrastructure adds to the low level of knowledge about persons with disabilities. The existing infrastructure in Indonesia is concentrated in Java, while outside Java it is still minimal. In addition, mastery of sign language is still very limited, so that deaf companions are still limited to the family and campus sphere. While the scope of society is still very minimal, so that people with disabilities feel foreign to their own environment. Because of that, we need a disabled-friendly environment, one of which is the availability of infrastructure that accommodates the needs of people with disabilities (Maftuhin, 2017).

The lack of understanding and knowledge about disabilities results in the fulfilment of the needs of people with disabilities not being accommodated, there are even differences in the availability of disabled facilities from one region to another. This is because the number of persons with disabilities is different which also affects the provision of needs which is al-

so different, so it is not uncommon that even though there are policies that have been legalized by the state, in practice these are not realized and are not accessible to persons with disabilities. Because of that, the existence of the disabled gives the impression that there is no equality with the nondisabled. Furthermore, disabled groups are considered a minority group that does not receive special attention from either the state or society.

The research findings coincide with those of Ugandan people who say that although the UN convention on the Rights of Persons with Disabilities 2006 has existed for the last 10 years, the Government of Botswana has not ratified the convention, as a result individuals with disabilities fail to access public services. thus these findings indicate that awareness of disability rights is still low (Mukhopadhyay & Moswela, 2020). In contrast to the results of research in the United States of America conducted Karr et al., (2022), in the United States the disabled have received recognition by the state and at the community level the disabled are not alienated from themselves because the state also facilitates disabled persons with disabilities such as sign language. Sign language is an important part for people with disabilities, so they can access public facilities because people can use sign language. In addition, facilities in the form of roads and facilities to support the disabled are available not only in urban areas but also in places far from crowds.

Negative stigma towards people with disabilities (Abdul-Chani et al., 2021; Chen & Lee, 2021; Nisa, 2021; Pinilla-Roncancio & Alkire, 2021; Plotner & Walters, 2022) so that it requires a medical social which builds rehabilitation places for them, it needs to be balanced with a social model, it is even necessary to become disabled friendly (Fikri, 2015). Policies on disabilities have become a way to achieve equality between people with disabilities and those without disabilities. It's just that the policy needs to be implemented and disseminated to the community. Fulfilling the needs of people with disabilities not only accommodates facilities and infrastructure but also an understanding of people with disabilities themselves is important in the context of Indonesia, which has a very pluralistic population. Thus, the community understands the existence of disabled people, not only the typology and types of disabled people, but also the needs of disabled people. In this way, people with disabilities will no longer experience alienation in their own environment, and equality for people with disabilities will be realized.

CONCLUSION

It turns out that Indonesian people are often seen as not being friendly to people with disabilities because of a lack of understanding about people with disabilities, which vary in terms of types and typologies of people with disabilities. Deaf and dumb people use sign language to communicate. However, Indonesian people do not have the ability to use sign language to communicate.

guage, so that the communication is responded inappropriately. Likewise, the facilities and infrastructure needed by people with disabilities are not the same from one region to another. Thus, the existence of diffables has not become a unity with non-disabled groups. As a consequence, non-disabled groups treat disabled groups the same as non-disabled people both in communicating and in carrying out their daily activities.

This research proves that even though Indonesia already has government policies related to the equality of groups of people with disabilities and non-disabilities, the implementation to achieve this equality requires facilities and infrastructure including sign language which is a facility for people with disabilities that has not been fulfilled evenly, so that people with disabilities are still isolated and do not even have access to broad as non-difable. However, there are some people with disabilities who have good access to government and have participated. This is interesting to study whether people with disabilities like this still feel isolated in the workplace environment. Studies on the success of people with disabilities that have been accepted by society like this deserve to be studied from various scientific perspectives.

Policy makers should ideally exercise strong control to meet the needs of the disabled not only in the provision of facilities and infrastructure but also the ability of the community to master sign language which is a means of communication for the disabled. Therefore, it is necessary to integrate sign language into the curriculum in basic education in Indonesia, in order to socialize the existence of disabilities to produce a disabled-friendly young generation.

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