

The Efforts of the DKI Jakarta Provincial Government to Meet the Two Percent Quota of Workers with Disabilities in DKI Jakarta Province

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ABSTRACT. This study aims to determine: (1) the efforts made by the Provincial Government of DKI Jakarta to meet the two percent quota of workers with disabilities in the DKI Jakarta provincial government, especially State Civil Servants (ASN), (2) the obstacles faced in fulfilling quota two percent of workers with disabilities in the DKI Jakarta provincial government, (3) the efforts made by the DKI Jakarta provincial government to overcome these obstacles (4) how is the implementation of Law No.8 / 2016 on workers with disabilities in the DKI Jakarta provincial government. This research is a descriptive study with a qualitative approach. This research was conducted at the DKI Jakarta Provincial Civil Service Agency, DKI Jakarta Provincial Manpower and Transmigration Office, DKI Jakarta Provincial Government Social Service. Collecting data in this study using interviews and documentation. Checking the validity of the data in this study using cross check. Data analysis techniques include: data reduction, data presentation and drawing conclusions. The results show that: (1) the efforts of the DKI Jakarta provincial government to meet the two percent quota of workers with disabilities are equal opportunities for ASN with disabilities to agencies within the DKI Jakarta Provincial Government (2) obstacles encountered in fulfilling the two percent quota of workforce persons with disabilities, namely the lack of facilities and infrastructure needed by workers with disabilities, (3) efforts to overcome these obstacles are the need for coordination, training and budget allocation to complement the facilities and infrastructure for ASN with disabilities (4) implementation of Law No. 8/2016 not fully run as it should be according to the research results.

Keywords: *workers, persons with disabilities, employees of the State Civil Apparatus (ASN).*

1. INTRODUCTION

Not everyone in the world is born with a perfect condition both mentally and physically or even people who are born in a perfect condition, however, experience events that make them imperfect mentally or physically. People who experience this condition can be said to be persons with disabilities. Persons with disabilities are a term for an individual who experiences limited prospects for himself in living his daily life as a result of physical, intellectual, or mental censorship obstacles. As a signatory to the Convention on the Rights of Persons with Disabilities, Indonesia passed Law Number 19 Year 2011 concerning Ratification of the Convention on the Rights of Persons with Disabilities (Convention on the Rights of Persons with Disabilities) or the so-called CRPD which shows the commitment and

seriousness of the Indonesian Government to respect, protect and fulfill the rights of persons with disabilities who are in the end, it is hoped that it can improve the welfare of persons with disabilities. Article 27 of Law Number 19 Year 2011 states that "employing persons with disabilities in the government sector." This is one of the foundations for the right of persons with disabilities to be accepted to work in the government. In the main points of the contents of the Convention in point 3 also states: "States that participate in the convention are obliged to realize the rights contained in the convention, Indonesia also has Law No.8 of 2016 concerning PwDs (hereinafter referred to as the Disability Law) which states "Persons with Disabilities are everyone who experiences physical, intellectual, mental, and / sensory limitations for a long period of time who

interacts with the environment can experience obstacles and difficulties in participating fully and effectively with other citizens based on equal rights. " Article 11 concerning the rights of persons with disabilities states that every person with disabilities has equal rights and opportunities in employment, entrepreneurship and cooperatives. The government has also stipulated Law no. 8 of 2016 concerning Persons with Disabilities, in particular Article 145 which states that "The Government and Local Governments are required to ensure the recruitment process,

Law Number 4 of 1997 concerning Persons with Disabilities and regulated in its implementing regulations, namely the DKI Jakarta Provincial Regulation Number 10 of 2011 concerning the Protection of Persons with Disabilities, the government has actually facilitated its citizens to obtain basic rights such as work, especially for persons with disabilities who are under In one of the articles it states that every person with disabilities has equal opportunities in various fields, including the manpower sector. Law Number 5 of 2014 concerning State Civil Servants in article 1 Number 22 states "The Merit System is a policy and management of the state civil apparatus (ASN) which is based on qualifications, competence and performance in a fair and reasonable manner without differentiating from political background, race, color, religion, origin, gender, marital status, age or disability condition. Even though there are government regulations that facilitate persons with disabilities to obtain one of their basic rights, namely employment, especially the Governor of DKI Jakarta Regulation Number 107 of 2014 which regulates the 2% quota for persons with disabilities in private companies and government agencies, difficulties for persons with disabilities are still encountered. in getting a job. ASN (State Civil Apparatus) is a profession for PNS (Civil Servant) and PPPK (Government Employee with Work Agreement), who serve in government agencies.

Disability is an Indonesian word that comes from the English word for disability (plural: disabilities) which means disability or disability. Persons with disabilities is a substitute term for persons with disabilities or people with disabilities or people with disabilities or disabilities that were often used in the past. Some people have the opinion that the use of the term disabled is considered to give a negative stigma against someone. This is based on giving the word the

person who seems to indicate that he is given a disability label attached to his whole person. Persons with disabilities according to Law Number 19 of 2011 concerning the Ratification of the Convention on the Right of Person with Disabilities are people who have physical, mental, or physical disabilities. Intellectual, or sensory in the long term who interacts with the environment and the attitudes of the community can encounter obstacles that make it difficult to participate fully and effectively based on equal rights. As stated in Article 28A of the 1945 Constitution, everyone has the right to live and has the right to defend life and life. Then the right to get decent work is specifically regulated in Article 27 Paragraph (2) that every citizen has the right to work and a decent living for humanity. Apart from that, Article 28D Paragraph (2) of the 1945 Constitution has mandated that basically everyone has the right to work and receive fair and proper compensation and treatment in this working relationship. The fulfillment of these rights cannot be separated from the obligations of the regional government as one of the holders of power. Local governments have the power to make regulations / policies as a representation of local governments to realize and protect these rights. The obligation of local governments is stated in Article 28I that the protection, promotion, enforcement and fulfillment of human rights are the responsibility of the state, especially local governments.

In the Big Indonesian Dictionary (KBBI), "State Apparatus" is defined as "the apparatus of the State", especially those covering the areas of institution, management, and personnel, which have the responsibility of carrying out the day-to-day administration of the government. Based on Law Number 5 of 2014, there are several definitions related to the state civil apparatus. The State Civil Apparatus (ASN) is a profession for Civil Servants and Government Employees with a Work Agreement who work for government agencies. The discussion on ASN is part of the civil service management of the State under the authority of the President as head of government (passal 4 paragraph 1 UUD NRI 1945). ASN is a state administrator found in all lines of government. Administrative activities are carried out by ASN as a human resource to drive the government bureaucracy. According to Paul Pigors, the objectives of managing the state personnel are: 1). So that its use and performance can be effective, not wasteful and

produce the appropriate work needed; 2). Career development is clearly guaranteed in accordance with self- competence and position competency; 3). Guaranteed life welfare.

Data based on the Inter-Census Population Survey or SUPAS 2015, there are 21.84 million people or 8.5 percent of Indonesia's population are people with disabilities, and almost half of people with disabilities in Indonesia are people with multiple disabilities. Among the big cities in Indonesia, DKI Jakarta Province is the capital city of the country and also the city with the largest population with a population of around 10 million (BPS DKI Jakarta 2015).

TABLE 1. Total Population Of Dki Jakarta Based On Regency / City

Regency / City	Population (soul)
Thousand Islands	23,011
South Jakarta	2,164,070
East Jakarta	2,817,994
Central Jakarta	910,381
west Jakarta	2,430,410
North Jakarta	1,729,444
amount	10,075,310

Source: BPS 2015 SUPAS

Of the total population of DKI Jakarta based on districts / cities according to the table above, there are around million people with disabilities. Details regarding the number of persons with disabilities in DKI Jakarta can be seen in table 1.2 concerning the number of persons with disabilities by type of disability as follows:

TABLE 2. Number of Persons With Disabilities Based On The Type Of Disability

Type of Disability	Number (soul)
Seeing difficulties / disturbances	470,595
Difficulty Hearing impairment	163,020
Difficulty using feet / walking	246,036
Difficulty Using Hands / fingers	106,202
Difficulty / Disturbance Remembering or concentrating	156,929
Behavioral / emotional disorders	97,864
Talking and / or understanding difficulties / disorders in communicating with others	85,661
amount	1,326,307

Source: BPS 2015 SUPAS

From the table above, DKI Jakarta as the province with the largest population in Indonesia, there is also a high number of people with disabilities with a ratio of 8: 1, which means that in every 8 residents of Jakarta there is 1 person with a disability. What then becomes a problem is whether the number of jobs available can facilitate all the residents of Jakarta. Addressing persons with disabilities requires not only rehabilitation, but also accessibility, equality and justice where people with disabilities can play a full role as society and citizens. Therefore, the government continues to strive to provide care for persons with disabilities, especially in terms of equal opportunities and rights in all aspects of life.

2. METHOD

This study uses a qualitative method with a case study approach. Activities in each stage of the qualitative research process are carried out jointly between the head researcher and the members. Qualitative research methods are research that is used to examine the conditions of natural objects, where the researcher is the key instrument. According to Sugiyono (2011), the qualitative research method is a research method based on the post positivism philosophy, used to examine the conditions of natural objects, (as opposed to experiments) where the researcher is the key instrument, the sampling of data sources is done purposively and snowball, The collection technique is tri-accounting (combined), data analysis is inductive or qualitative, and the results of qualitative research emphasize meaning rather than generalization. Case study is the approach used in this research, because case study research is a process of collecting data and information in depth, detail, intensively, holistic, and systematic about people, events, social settings or groups using various methods and techniques as well as many sources of information to understand effectively how people, events, social settings function in their context. (Yusuf: 2017)

The sampling method used in this study is purpose sampling, which is sampling based on considerations where the selected sample is based on certain motives and targets. (Basrowi and Suwandi: 2008). According to Wijaya (2018) qualitative research does not question the number of samples. In this case the number of samples (informants) can be small, but can

also be large, mainly depending on: a) the appropriateness of the selection of key informants and b) the complexity and diversity of the social phenomena under study. Based on this, this study has 12 samples (informants) consisting of 4 people from agencies and 8 ASN people with disabilities.

The data collection methods used in this study are:

- a. An interview is an event or a process of interaction between the interviewer and the source of information or the person being interviewed through direct communication. The type of interview used is an unstructured planned interview, that is, when the researcher prepares an interview plan, but does not use a non-standard format and sequence. (Yusuf: 2017)
- b. Observation
Observation is an activity to obtain information needed to present a real picture of an event or incident to answer research questions, to help understand human behavior and evaluate to get feedback from research measurements. (Sujarweni, 2014). Researchers develop their observations based on developments that occur in the field. Researchers made observations from April 2020 to September 2020.
- c. Document Study
Document study is a method of collecting qualitative data with a large number of facts and data stored in documentation. This can be in the form of letters, daily notes, archives, photos, meeting results, activity journals, activity reports, documents, data on websites, and others (Sujarweni: 2014). The documents we obtained include meeting results, photo documentation, data on the website.

The validity and reliability of the data can be optimal, so the authors use triangulation in terms of primary and secondary data collection. Triangulation in definition is the use of two or more sources to get a comprehensive picture of a phenomenon to be studied. (Herdiansyah, 2010: 20201) Data triangulation needs to be done to check the accuracy of data obtained from trustworthy parties. (Usman and Akbar, 2003). Data analysis was carried out during data collection in the field and after all data was collected using interactive model analysis techniques. (Miles (1994) and Faisal (2003) in Sujarweni (2014: 34). Data analysis was carried out together with the data collection process with the following flow:

- a. Data reduction
- b. Presentation of data
- c. Inference and verification
- d. Final conclusion

3. RESULT AND DISCUSSION

This research was conducted in the situation of the COVID 19 pandemic PSBB in the DKI Jakarta area, while the research was conducted at the BKD Pemprov DKI Jakarta, the Social Service for the DKI Jakarta Provincial Government, the Manpower Office for the DKI Jakarta Provincial Government, Transmigration and Energy of the DKI Jakarta Provincial Government and conducted direct interviews with ASNs with disabilities who work location in the DKI Jakarta area. DKI Provincial Government megive support to people disabilities in order to work in the government. Even though they have disadvantages, people with disabilities also have the same rights. This research was conducted at the Department of Manpower, Transmigration and Energy of DKI Jakarta Province, Social Service of DKI Jakarta Province, and Regional Personnel Agency of DKI Jakarta Province.

BKD DKI Jakarta Province is part of a government structure that has the duties and functions of managing regional personnel in the government system in the DKI Jakarta Provincial Government in accordance with DKI Jakarta Provincial Regulation Number. 12 of 2014 concerning the organization of regional apparatus and Governor Regulation Number 256 of 2016 concerning the Organization and Work Procedure of Regional Personnel Bodies. Head of the DKI Jakarta Regional Civil Service Agency (BKD), Chaidir said, the allocation for CPNS with disabilities refers to Law Number 8 of 2016 concerning Persons with Disabilities, in particular Article 145 which stipulates that "The Government and Regional Governments are obliged to guarantee the recruitment process, acceptance, job training, continuity of work, and career development that is fair and without discrimination to persons with disabilities."

According to Dieny Istiqomah (Head of the DKI Jakarta Provincial BKD employee planning sub-division), he explained that the administrative selection process for CPNS Pemprov DKI Jakarta is either general formation, cum laude or disability in accordance with the provisions in PermenPAN which apply to the procurement of CPNS. Based on the statement, registration is made online via

sscasn.bkn.go.id. For details regarding the type of formation, requirements, registration procedures, selection process, and other provisions, please see the bkddki.jakarta.go.id website. As for the provisions for disabilities who are allowed to participate in CPNS / PNS within the DKI Provincial Government, it is listed on the DKI BKD website online. Applicants with disabilities applying for the general formation and cum laude formation are required to meet all the requirements listed in the general formation and / or cum laude formation. Applicants must attach (upload) an official certificate from a doctor at a Government Hospital or Puskesmas stating the type and degree of disability when registering. Verifying the registration requirements to ensure the conformity of formations with the type and degree of disability, prior to the implementation of the Basic Competency Selection (SKD) examination in accordance with the invitation from the regional selection committee.

Ms. Dieny stated that "The efforts made by the DKI Jakarta Provincial Government to meet the two percent quota of workers with disabilities are by distributing announcements to disability organizations coordinated by the Social Service and conducting socialization through online media. And to fulfill the rights and obligations of ASN with disabilities in accordance with the ASN Law, ASN Management Government Regulation. And to fulfill the rights of ASN with disabilities, both facilities and infrastructure and social aspects are in accordance with applicable regulations when there is a need for positions with disabilities, the organization is obliged to provide facilities and infrastructure for State Civil Servants with disabilities. And there are no special requirements / criteria for candidates for CPNS who apply to the DKI Provincial Government to follow the regulations of the Minister of Administrative Reform for CPNS procurement. And the placement of ASN with disabilities in SKPD is in accordance with the analysis of the positions given to persons with disabilities (ORB). As well as for the career advancement of ASN with disabilities, the same applies to other ASN "

The BKD of DKI Jakarta Province recorded that there were 50,528 applicants for CPNS DKI Jakarta in 2019. Participants who passed the administration and met the requirements were 41,217 people, the remaining 9,311 did not qualify. The DKI Jakarta Provincial Government opened 3,380 CPNS formations covering three fields, namely health

workers, teaching staff / teachers and technical and administrative personnel. The selection test is carried out using the 'computer-assisted' method of the National Civil Service Agency Test. A total of 440 laptops were provided for test takers. Participants with disabilities continue to take the same test as the general participants, namely with the CAT system ('computer assisted'), they will take the test with other participants. Although the DKI ASN has just opened for new vacancies disabilities in 2018, actually this opening has been done for a long time. Even so, not all available quotas can be absorbed.

The Head of BKD for the DKI Provincial Government hopes that these disabled civil servants can also achieve career paths like normal civil servants, there should not be discrimination in the DKI Jakarta Provincial government. Training and education for CPNS with disabilities is carried out in accordance with the development of positions handled by each ASN carried out by the DKI Jakarta Provincial Government Human Resources Development Agency (BPSDM). The Head of BKD for the DKI Jakarta Provincial Government is committed to providing equality and social justice. Including for persons with disabilities to become civil servants. On CPNS 2018 DKI Jakarta Provincial Government allocated 64 formations for applicants with disabilities during last vacancies with 45 applicants. After going through the selection stage, there were 23 persons with disabilities, both blind, disabled and deaf, who were declared to qualify as CPNS. After going through the selection stage, there were 23 who passed as CPNS. Currently working within the DKI Jakarta Provincial Government which is spread over a number of regional work units (SKPD). The following is the data for CPNS with disabilities who have passed:

TABLE 3. Data On Cpn with Disabilities Declared Pass

No.	SKPD	amount
1.	Jakarta Provincial Department of Communication, Informatics and Statistics	1
2.	Jakarta Provincial Library and Kerasipan Department	2
3.	Tax and retribution agencies for the province of DKI Jakarta	2
4.	Cipta Karya, spatial planning and land office of DKI Jakarta province	1
5.	Department of Manpower, Transmigration and Energy in the province of DKI Jakarta	2

6.	DKI Jakarta Provincial Education Office	7
7	Department of Population and civil registration of the province of DKI Jakarta	1
8.	Jakarta Provincial Tourism and Culture Office	1
9.	DKI Jakarta Provincial Social Service	4
10.	Regional asset management agency for DKI Jakarta province	1
11.	Department of Cooperatives, small and medium enterprises and trade in the province of DKI Jakarta	1
	Total	23

Source: <https://bkddki.jakarta.go.id/>.

The Jakarta Provincial Government's social service is an implementing element that organizes government affairs in the social sector led by a head of service who is under and responsible to the Governor through the Regional Secretary. To carry out government duties in the social sector. The Social Service has the highest number of ASN with disabilities, the others are evenly distributed in 2019, the DKI Provincial Government has monitored 31 companies with a total of 183 work placements for people with disabilities. Then, in 2018 the Social Service also provided Production Economic Business (UEP) assistance to 144 people with visual disabilities, with the hope of starting an independent business. According to Rosihan Arsyad as Head of the Jakarta Social Service Subdivision, the DKI Jakarta Provincial Social Service has supported the working atmosphere for disabled civil servants, there is no discrimination against disabled ASN employees. The DKI Jakarta Provincial Social Service and the Task Implementing Unit under the Social Service have facilitated facilities and infrastructure for people with disabilities. Social Service and UPT buildings have ramps, access for attendance has also been made easier. The implementation is in accordance with the conditions expected by CPNS with disabilities. Civil servants with disabilities within the DKI Jakarta Provincial Social Service have done their job well as expected. The jobs given are tailored to their respective abilities. As the responsibility of the Jakarta Social Service, the Jakarta Regional Office of Social Affairs has assisted institutions for people with disabilities.

Social Service and UPT already have a Ramp, access for attendance has also been made easier. The government is also working on making public transportation in Jakarta available to all groups. Stations on the commuter line, for example, have

ramps, guiding blocks, and priority waiting seats. Likewise, the facilities on the train that have priority seats in each carriage and distance for wheelchair users in certain carriages. Another transportation that supports people with disabilities is Transjakarta. Transjakarta bus stops are also equipped with ramps for wheelchairs, the facilities on the Transjakarta buses are also disability-friendly. In fact, Transjakarta has Transjakarta services *Cares* which can pick up persons with disabilities to the nearest disability-friendly bus stop. The DKI Provincial Government will continue to strive to bridge work access for persons with disabilities and make DKI a friendly environment for persons with disabilities.

The Department of Manpower, Transmigration and Energy is the one that has the authority in the field of development and placement of workers in the DKI Jakarta Province. The main functions of the Manpower and Transmigration Office are formulating manpower and transmigration policies, implementing manpower and transmigration policies, labor administration, labor inspection and transmigration, reporting and evaluating the labor and transmigration sector. According to Andri Yansyah as Head of the Jakarta Manpower and Transmigration Office. Disnaker provides opportunities for people disabilities to attend training at PPKD (Regional Work Training Center), as well as provide information on vacancies in companies, in addition to monitoring companies that employ disabilities. Andi Mustajab as the head of the Jakarta Provincial Government's Disnaker said that. The efforts that have been made by the Jakarta Provincial Government Disnaker in assisting the empowerment of disabled workers are: 1) socializing Law No. 8 of 2016 and PP No. 52 of 2019 concerning a 1% quota for private companies and a 2% quota for BUMN, BUMD and agencies the government, 2) urge foundations / workers with disabilities to establish a special job fair for workers with disabilities in their institutions, 3) organize skills training to improve the quality of workers with disabilities, 4) provide opportunities for workers with disabilities to take part in training at PPKD (Training Center Disability work), 5) collecting data on workers with disabilities, 6) provision of placements for disabilities,

4. CONCLUSION AND FURTHER RESEARCH

The results of this study indicate that there are efforts made by the DKI Jakarta Provincial Government to meet the two percent quota of workers with disabilities (case study of ASN Pemprov DKI Jakarta).

1. The DKI Provincial Government provides support for persons with disabilities to be able to work in the government, even though they have shortcomings, people with disabilities also have the same rights as others, to get a decent job according to their abilities, because so far they often face difficulties, such as limited skills training to the field. work.
2. The efforts made by the BKD of the DKI Jakarta Provincial Government to meet the two percent quota of workers with disabilities by distributing announcements to disability organizations coordinated by the Social Service and conducting socialization through online media. And to fulfill the rights and obligations of ASN with disabilities in accordance with the ASN Law, ASN Management Government Regulation. And to fulfill the rights of ASN with disabilities, both facilities and infrastructure and social aspects are in accordance with applicable regulations when there is a need for positions with disabilities, the organization is obliged to provide facilities and infrastructure for State Civil Servants with disabilities. And there are no special requirements / criteria for candidates for CPNS who apply to the DKI Provincial Government to follow the regulations of the Minister of Administrative Reform for CPNS procurement. And the placement of ASN with disabilities in SKPD is in accordance with the analysis of the positions given to persons with disabilities (ORB). As well as for the career separation of ASN with disabilities, the same applies to other ASN
3. Efforts made by the Department of Manpower, Transmigration and Energy of the DKI Provincial Government to handle disabled workers as a standard of work competency are disabilities who enter working / productive age, require a good support system from institutions / workers with disabilities, institutions / companies that meet the requirements. are obliged to employ disabled workers in accordance with Law No.8 / 2016. While the programs that have been carried out by the Jakarta Provincial Government's Disnaker in handling Disabled Workers include: a) providing opportunities to take part in training at PPKD in 5 regions of the DKI Provincial Government, PPKD for the Market industry Rebo, PPKD specifically for condet welding, b) improving skills for workers with disabilities in the fields of: culinary and screen printing, automotive 2-wheeled vehicles, hydroponics, computers, education toys, ribbon embroidery, traditional massage, agribusiness, cellphone services, c) socialization of regulations in the field of placement of disabled workers, d) technical guidance between work for workers with disabilities
4. The Social Service has the highest number of ASN with disabilities, the others are evenly distributed in 2019, the DKI Provincial Government has monitored 31 companies with a total of 183 work placements for people with disabilities. Then, in 2018 the Social Service also provided Production Economic Business (UEP) assistance to 144 people with visual disabilities, with the hope of starting an independent business. The social environment in the DKI Jakarta Provincial Social Service has supported a working atmosphere for civil servants with disabilities, there is no discrimination against ASN employees with disabilities. The DKI Jakarta Provincial Social Service as well as the UPT under the Social Service have facilitated facilities and infrastructure for disabilities. Social Service and UPT buildings have ramps, access for attendance has also been made easier. And implementation is in accordance with the conditions expected by CPNS with disabilities. Civil servants with disabilities within the DKI Jakarta Provincial Social Service have done their job well, according to the expected conditions. The jobs given are tailored to their respective abilities. The implementation of Law no.8 of 2016 has not been well realized, it still needs improvement and evaluation for the future. The concern and seriousness of all parties are highly expected, especially the central government, provincial governments,

district and city governments as well as all levels of society who are part of the state structure, must be prepared to carry out their respective duties in various matters including social affairs and of course the affairs of people it is the collective responsibility of people to implement this law.

5. SUGGESTION

Based on the identification of problems, problem formulations and hypotheses above, I can provide suggestions to the DKI Jakarta provincial government as follows:

1. The need for special attention and supervision of the DKI Jakarta provincial government in carrying out employee recruitment selection tests for persons with disabilities, based on grouping types of limitations for each person with disabilities by means of assistance.
2. Facilitating supporting infrastructure and infrastructure as a support in carrying out work activities.
3. Disseminating information on the recruitment or selection of ASN with disabilities through print and electronic media, the DKI Jakarta Provincial Government Social Service through a coaching institution with the main requirements for persons with disabilities that are spiritually healthy so that there is no discrimination.
4. The DKI Jakarta provincial government opened a special job fair program for persons with disabilities as a forum for appreciation for persons with disabilities who have the ability and expertise so that they are able to be creative and feel as well as government programs for people with disabilities.
5. Increase the quota for ASN with disabilities as a manifestation of the state's responsibility to its people by not changing the position of ASN with disabilities to ASN for non-disabled people.
6. To maximize the role of persons with disabilities as civil servants in the DKI Jakarta provincial government, improvement and development need to be carried out on 2 supporting elements, namely infrastructure and skills or expertise.

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