

## Article

# Fulfilling Disability Rights to Work: H.L.A. Hart & Lawrence Friedman's Perspectives

Fachran D. Muhammad<sup>1</sup>, Humaidi<sup>2</sup>, Mujiburrahem<sup>3</sup>

<sup>1</sup> University of Sussex, Brighton, United Kingdom;  
email : Fm438@sussex.ac.uk

<sup>2</sup> Universitas Islam Malang, Malang, Indonesia;  
email : humaidikaha@unisma.ac.id

<sup>3</sup> Universitas Muhammadiyah Malang (UMM), Malang, Indonesia;  
email : mujiburtrz@gmail.com

## Abstract

The fulfillment of the rights of persons with disabilities in accessing employment is a significant issue in global legal and policy discourse. Despite various international instruments, such as the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), calling for equal access to employment, the implementation of these rights still faces a gap between ideal legal norms (*das sollen*) and the reality of implementation (*das sein*). In Indonesia, although laws like Law No. 8/2016 guarantee the right of persons with disabilities to access employment, various barriers such as discrimination, limited accessibility, and low awareness of inclusion remain prevalent. This article analyzes this issue through the lens of two major thinkers in legal philosophy: H.L.A. Hart, who emphasizes the importance of primary and secondary rules and the role of the rule of recognition, and Lawrence Friedman, who highlights the role of legal structure, legal substance, and legal culture. By integrating these normative-analytical and sociological perspectives, this article provides a comprehensive framework that considers aspects of legal rules, institutional structures, and legal culture to understand the challenges in fulfilling the rights of persons with disabilities in the employment sector, particularly in Indonesia. Through this approach, this article offers policy recommendations focusing on strengthening the rule of recognition, clarifying legal norms, reforming institutional structures, and transforming legal culture to bridge the gap between *das sollen* and *das sein*, particularly in the context of developing countries like Indonesia, with the ultimate goal of achieving more effective inclusion in the labor market.

## Keywords

Disability Rights, H.L.A. Hart, Inclusion Employment Policy, Lawrence Friedman, *Das sollen* and *Das sein*



## INTRODUCTION

Fulfilling the rights of persons with disabilities in accessing employment is a critical issue in both global and national legal frameworks. International instruments, such as the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), emphasize equal access to employment as a fundamental human right. At the national level, Indonesia has adopted Law No. 8/2016 on Persons with Disabilities, which explicitly guarantees the right to work. Despite these efforts, a significant gap persists between *das sollen* (the ideal norms established in the law) and *das sein* (the realities of implementation), hindering the effective realization of these rights.

This gap manifests through structural, cultural, and systemic barriers that continue to limit employment opportunities for persons with disabilities. Discrimination in hiring practices, inadequate workplace accessibility, and limited public awareness about inclusion remain prevalent challenges (Scientific et al., 2024). These issues are further compounded by weak enforcement mechanisms and insufficient oversight of regulatory implementation. To address this complexity, an analytical framework that integrates legal substance, structures, and cultural dimensions is essential.

Two prominent thinkers in legal philosophy, H.L.A. Hart and Lawrence Friedman, offer complementary perspectives to analyze this multidimensional problem. Hart's analytical jurisprudence focuses on the distinction between primary rules, such as rights guaranteed under Law No. 8/2016, and secondary rules, including enforcement mechanisms and monitoring systems. He highlights that weaknesses in the rules of recognition—how legal rules are acknowledged, implemented, and complied with—contribute significantly to ineffective law enforcement. Furthermore, Hart emphasizes that ambiguous or poorly understood legal norms exacerbate the gap between *das sollen* and *das sein* (Sistyawan, Saraswati, A.I.w, Jayawibawa, & Aris, 2024).

Meanwhile, Friedman's sociological jurisprudence highlights the interplay between legal structure, legal substance, and legal culture. He argues that weak institutional structures, insufficiently detailed regulations, and cultural stigma toward persons with disabilities undermine the law's effectiveness. Together, Hart and Friedman provide a robust analytical foundation for exploring both normative and sociological dimensions of this issue.

Existing studies have explored various aspects of disability rights, particularly regarding accessibility and discrimination in employment. For example, Barnes & Mercer (2021) emphasize the importance of inclusive policies to foster workforce participation, while Fatimah & Wibisono (2020) focus on policy implementation in Indonesia but neglect the cultural dimension. This research addresses these gaps by integrating the perspectives of Hart and Friedman, providing a holistic analysis of regulatory, structural, and cultural factors influencing the fulfillment of disability rights.

By combining normative-analytical and sociological approaches, this

article offers a novel framework for understanding the legal complexities in implementing inclusive policies. This multidisciplinary approach bridges theoretical insights and practical challenges, contributing to the development of more inclusive legal practices in Indonesia and beyond.

## METHOD

This research employs a descriptive-analytical qualitative approach to examine legal issues pertaining to the fulfillment of the rights of persons with disabilities in accessing employment in Indonesia, focusing on the implementation of Law No. 8/2016. This study analyzes the gap between legal norms (*das sollen*) and implementation reality (*das sein*), utilizing the theoretical frameworks of H.L.A. Hart (the concept of law as rules and obligations) and Lawrence Friedman (the legal system comprising substance, structure, and legal culture). The case study is focused on the Indonesian context to provide an in-depth understanding of the specific challenges and opportunities within the country.

## RESULT AND DISCUSSION

### *Indonesian Government Policy and Implementation of Employment Rights for Persons with Disabilities*

People with disabilities are vulnerable to discrimination, marginalization and social inequality. One of the most pressing issues is their difficulty in accessing employment. Data from the Central Statistics Agency (BPS) shows that the unemployment rate of people with disabilities is much higher than that of non-disabled groups. The contributing factors vary, ranging from lack of physical accessibility, low public awareness, to deep-rooted stigma against their abilities (Mohapatra et al., 2024).

In the midst of these conditions, the Indonesian government has responded by issuing Law No. 8/2016 on Persons with Disabilities, which regulates various rights of persons with disabilities, including the right to work. This law represents Indonesia's commitment to the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), which has been ratified through Law No. 19/2011 (Mohapatra et al., 2024). However, the implementation of this policy still faces various obstacles that require more serious attention.

The fulfillment of the human right to employment for persons with disabilities is an integral part of human rights. Employment provides not only income, but also dignity, independence and social participation (Abaitey et al., 2023). In this context, states have a moral and legal obligation to create conditions that enable persons with disabilities to participate equally in the labor market (Shahidi et al., 2023). The untapped economic potential of people with disabilities is often seen as a social burden, even though they have significant economic potential (Hayvon et al., 2024). Studies show that with the right access, they can be a productive part of the workforce (Cole et al., 2024). Ignoring their rights means setting aside the huge potential that can contribute to the national economy.

Although the law provides for equality, reality shows a large gap between people with disabilities and other groups in accessing employment. For example, only a small percentage of companies fulfill the 1% employment quota for people with disabilities, as stipulated in Law No. 8/2016. This emphasizes the urgency for more effective implementation. Government policy based on Law No. 8/2016 stipulates the rights of persons with disabilities, including the right to employment. Persons with disabilities have equal rights to employment without discrimination (Sun, 2024). Therefore, the government and private sector are required to provide a minimum of 1% (government) and 2% (private) of total employment for people with disabilities (Rosalina & Setiyowati, 2024). Furthermore, physical and non-physical accessibility, the workplace must be disability-friendly, including physical infrastructure, technology, and work procedures. Prior to job placement for people with disabilities, the government is required to provide skills training for people with disabilities according to labor market needs (Li et al., 2024).

In addition to Law No. 8/2016, there are supporting policies such as Minister of Manpower Regulation No. 10/2021 on Guidelines for Placement and Training of Persons with Disabilities and Government Regulation No. 60/2020 on Disability Service Units in the World of Work (Central Government of the Republic of Indonesia, 2020). These instruments aim to ensure targeted and measurable implementation. Although work quotas have been set, implementation is far from ideal. Many companies, including government agencies, do not fulfill these quotas, with no clear legal consequences and weak monitoring and sanctions exacerbating this situation. Social stigma and a work culture that is not inclusive of the capabilities of people with disabilities remain major barriers (Jacob et al., 2023).

So many companies are reluctant to hire people with disabilities due to stereotypes that they are less productive or require additional costs. A non-inclusive work culture also creates an unsupportive environment. For example, Infrastructure and Accessibility Limitations Many workplaces in Indonesia are still not disability-friendly (Kurnianto et al., 2023). This includes physical access such as entrances and public facilities, as well as technological accessibility that is often overlooked. Fourth, Low Awareness and Skills People with disabilities often lack access to adequate education and job training, making it difficult to compete in the job market (Kapsalis et al., 2024). On the other hand, many employers do not have sufficient understanding of the needs and potential of people with disabilities. *Das sollen* and *Das sein* in Government policies regulated in Law No. 8/2016 represent *das sollen*, or the ideal norm to be achieved. However, the reality of implementation (*das sein*) shows that various elements of the law have not run effectively (Kapsalis et al., 2024). H.L.A. Hart in his view Failure in implementation can be attributed to weaknesses in the rules of recognition, where legal norms governing the rights of persons with disabilities are not recognized or consistently applied by stakeholders. Then, secondary rules such as monitoring mechanisms and sanctions are not strong enough to ensure compliance.



According to Lawrence Friedman, although the law contains the principle of equality, the substance of the policy has not fully addressed the practical needs of persons with disabilities (Anwar et al., 2023). Weak legal structures or responsible institutions often lack the resources and capacity to implement policies effectively. A legal culture steeped in societal stigma undermines awareness to accept people with disabilities in the workplace (Ngazis et al., 2023).

Recommendations to improve the inclusion of persons with disabilities in the workforce. The first step in improving the implementation of disability inclusion in the world of work is to strengthen law enforcement (Saran et al., 2023). Effective and measurable monitoring mechanisms are needed to ensure that every company complies with the stipulated provisions (Anggraini & Susetyo, 2024). This oversight can involve regular audits and transparent periodic reporting. Incentivizing companies that successfully implement these policies will encourage wider compliance (Nguyen, 2024). On the other hand, the application of strict and consistent sanctions for violating companies will emphasize that disability inclusion is an obligation that cannot be ignored.

Sustainable social change is also inseparable from education and awareness-raising efforts (Sebti & Elder, 2024). Public awareness campaigns need to be promoted to change the social stigma still attached to people with disabilities. This campaign should include various layers of society and industry sectors, so as to create a broader understanding of the importance of inclusion (Wiadsyah, 2024). In addition, companies need to be given special training on how to create a disability-friendly work environment. By doing so, they will have the necessary knowledge and skills to effectively support coworkers with disabilities. Inclusive infrastructure is one of the key factors in supporting the participation of people with disabilities in the workforce (Usman et al., 2024). Therefore, there needs to be a strong push to develop disability-friendly work facilities in various sectors, both public and private. These developments include physical adjustments such as ramps (Nowakowski & Gronostajska, 2024), elevators, and easily accessible toilets (Carnemolla et al., 2024). The adoption of technologies that support the work activities of people with disabilities is also very important. These technologies can include screen reader software, alternative communication devices (Rensfeld Flink et al., 2024), as well as flexible remote working systems.

Effective implementation of disability inclusion policies requires cooperation from various parties. Governments (Zhuang et al., 2024), businesses (Mauksch & Dey, 2024), civil society organizations (Ashalatha et al., 2024), and disability communities should collaborate with each other in designing and evaluating policies related to workplace inclusion (Stabenow & Anderson, 2024). By involving the disability community in this process, the resulting policies will be more in line with their needs and aspirations. Increased synergy between various parties will create a more inclusive and sustainable work environment.

### *The Application of H.L.A. Hart's Legal Theory in the Indonesian Context*

H.L.A. Hart (1907-1992) is one of the leading legal philosophers of the 20th century who is known for his profound thoughts on the structure and function of law in society (Puharinen, 2024). As a major figure in the legal positivism school, Hart developed highly influential concepts, particularly regarding the distinction between law as an existing norm (positive law) and the principles of justice or morality that should be guided (morality). Hart's idea focuses on the importance of legal norms accepted by society as the basis of legal power. In the Indonesian context, the application of Hart's theory is very relevant to analyze, considering that Indonesia is in the process of strengthening a legal system based on positive norms, but also faces challenges related to the implementation of social justice (Sistyawan, Saraswati, A.I.W, Jayawibawa, & Aris, 2024).

One of the central ideas in Hart's thinking is the concept of legal positivism developed in his most famous work, *The Concept of Law* (1961). In this book, Hart argues that law is a set of rules recognized and accepted by society, which serves to regulate the behavior of individuals and groups in a social system. According to Hart, law must be understood as a system formed through the recognition of primary rules and secondary rules. Primary rules are basic rules that govern people's behavior, such as the prohibition of stealing or the obligation to pay taxes. These rules are direct and regulate what can and cannot be done in everyday life.

Meanwhile, secondary rules are rules that regulate the ways to create, change, and delete primary rules. Hart highlights three main types of secondary rules, namely Rules of Recognition, rules that give legitimacy to the existence of other rules in the legal system. Rules of Change - rules that allow changes in the law through certain procedures. Rules of Adjudication - rules that authorize certain institutions or parties to interpret and enforce legal rules (P. F. Hart et al., 2024).

Hart emphasizes that the success of law lies in the social recognition of these rules (State et al., 2024). Without societal recognition, legal rules are ineffective and cannot serve to regulate social behavior. Although Hart accepted the relationship between law and morality, he emphasized that law is not synonymous with morality. According to Hart, law is a system that is separate from morality, and the two do not necessarily coincide (Behrendt, 2024). Hart distinguishes between positive law and moral or ethical values. This is in contrast to natural law theory, which assumes that law and morality should always work together (Kaššaj & Peráček, 2024). Hart argues that the difference between law and morality is precisely the basis for legal flexibility in the face of social change.

Hart also argues that law should be understood as a dynamic system that evolves according to the needs of society (A. O. Hart & Ph, 2024). He emphasizes the importance of rules of change in law, which allow society to adapt to changing times. This leads to the understanding that law is not something static and rigid (Royall et al., 2023), but can develop and change along with social and political developments.

The application of Hart's ideas in Indonesia can be seen from the existing legal structure. Indonesia as a state of law adheres to the principle of the rule of law as reflected in the 1945 Constitution (UUD 1945), which positions the law as the foundation for every state policy and action. In this context, the application of the rule of law in Indonesia can be analyzed by referring to primary rules and secondary rules.

Primary rules in Indonesia are reflected in various laws that regulate social life (Muhtar et al., 2024), economy (Amalia & Musa, 2023), politics and culture (Sumardi Efendi, a 1 Khairil Akbar & A, 2024). For example, in the Indonesian criminal law system, there are rules governing criminal offenses such as the Criminal Code (KUHP), which is the main rule in upholding social order.

Meanwhile, secondary rules in Indonesia are manifested in various regulations governing how the law is formed, changed, and applied (Sumardi Efendi, a 1 Khairil Akbar & A, 2024). The rule of recognition in Indonesia is evident in the role of the Constitutional Court, which has the authority to review laws against the 1945 Constitution. The law-making process in Indonesia can also be considered an example of the application of rules of change, where the House of Representatives (DPR) and the President as state institutions have the authority to amend or revoke existing laws (Agung & Sarwono, 2024).

Although Indonesia adopts a positive legal system, the relationship between law and morality is often a contentious topic. As Hart points out, although law is not synonymous with morality, in practice the two often interact. In Indonesia, many laws are based on moral values that exist in society, for example in family law and customary law. However, on the other hand, the Indonesian legal system also faces great challenges in distinguishing positive law from morality, especially in cases where national law and religious or customary values conflict.

In the Indonesian context, the application of Hart's legal concept faces several challenges, among others: First, Weak Law Enforcement Although Indonesia has a complete legal framework, the main problem is weak law enforcement. The lack of effective supervision and low level of compliance with the law leads to the ineffectiveness of the existing legal system. This is a major challenge in realizing a legal system that is in line with Hart's theory, where the recognition of the rule of law by society is very important.

Second, Legal and Cultural Plurality Indonesia has a plural legal system, with national law, customary law, and religious law (Bagiastra et al., 2024). This plurality creates its own challenges in applying the concept of Hart's law, especially in relation to rules of recognition that can vary from one region to another, or from one social group to another (Côté, 2024).

Third, the Need for Flexible and Responsive Law Indonesian law, despite its rules of change, is often caught up in an inability to adapt quickly to social and technological change. One of the biggest challenges is the lack of innovation in legal reforms that keep up with the times.

### *Examining the Relevance of Lawrence Friedman's Legal System Theory in the Indonesian Context*

Lawrence Friedman is one of the leading thinkers in the field of legal theory, known for his sociological approach to law. In his most influential work (Siregar et al., 2024), *Legal System and Lawyer's Role*, Friedman emphasized the importance of understanding law as a system that not only consists of written rules (legal norms), but is also influenced by social, cultural, and political factors (Begum et al., 2024). This theory is known as sociological jurisprudence or the sociology of law. According to Friedman, law cannot be understood separately from the social context in which it applies (Waldani, 2024). In the Indonesian context, the application of Friedman's ideas provides a broader understanding of how law works in a pluralistic and rapidly developing society.

Friedman argues that law cannot be understood only through the text or rules in the law (Bogdandy, 2024). He sees law as part of a broader social system that includes the culture, economy, politics and institutions that exist in society. Law, in Friedman's view, consists of three main elements: First, Legal Rules are norms established by the legislature and recognized by the state as guidelines to regulate the behavior of individuals and groups in society (Elena et al., 2024). These rules can be written laws, such as laws, or unwritten laws, such as customary laws or religious laws that apply in some communities. Second, Legal Structure The legal structure includes the institutions that create, implement and enforce the law (Aiman, 2024). These institutions include courts, police, prosecutor's offices, and various government bodies that work to ensure the law is properly implemented (Weenas, 2024).

Third, Legal Culture (Budaya Hukum) Legal culture is the attitudes, beliefs, and values present in society regarding the law and its role. This includes the extent to which society adheres to the law, the level of trust they have in the judicial system, and how they interpret legal rules in their daily lives. This legal culture is greatly influenced by the social, political, and historical factors present in society.

According to Friedman, these three elements cannot be separated from one another. They interact with each other and form a dynamic legal system (Samosir & Yunara, 2024). Therefore, to understand the law, we must view it within a broader social context (Neuroscience et al., 2023), not just within the framework of formal rules present in legislation

Friedman also emphasized that the law must be responsive to the social changes occurring in society (Susilowardani, 2024). The law cannot be viewed as something static, but must be able to adapt to the changing times. Along with changes in values, technology, and social structures, the law must also evolve to meet the ever-changing needs of society (Ajiga et al., 2024). In this case, the law functions to create social order, but it must also be flexible to keep up with existing social dynamics.

Friedman identified two ways in which law can adapt to social change. First, Organized Change Organized change occurs through legal reforms



carried out by state institutions, such as the legislature or the judiciary (Ibrahim, Rahmawati, & Rudiati, 2024). This can take the form of changes in laws or legal decisions that are adjusted to the new social situation (Busch et al., 2024).

Second, Unorganized Change unorganized change occurs outside the direct control of state institutions, for example, through developments in societal habits or social practices (Agyare, 2024), which ultimately influence legal perspectives.

Friedman also emphasized the importance of the aspect of social justice in law. According to him, the law should not only regulate relationships between individuals but also guarantee justice and protect the rights of society, especially vulnerable and marginalized groups. The success of the legal system, according to Friedman, lies not only in the application of rules but also in its ability to create social justice for all layers of society.

In the context of Indonesia, Friedman's idea of law as a social system consisting of legal rules, legal structures, and legal culture is very relevant (Asmara, 2024). Indonesia, as a country with ethnic, religious, and cultural diversity, faces significant challenges in building a legal system that can accommodate that plurality. The law in Indonesia is not only composed of written rules but is also influenced by diverse legal cultures, including customary and religious laws that apply in various regions (Widjaja, 2024).

First, Legal Rules in Indonesia Indonesia has various legal regulations that govern societal life, starting from the 1945 Constitution (UUD 1945), which serves as the constitutional foundation of the state, to various sectoral laws that regulate specific fields, such as the Criminal Code (KUHP), the Labor Law, and the Child Protection Law. However, despite the abundance of these legal regulations, a major challenge is how these rules can be effectively implemented across all regions of Indonesia, which have significant social, cultural, and economic differences. (Rahman et al., 2024).

Second, the Legal Structure in Indonesia The legal structure of Indonesia consists of various state institutions that have their respective roles, such as the Supreme Court, the Constitutional Court, the Police, and the Prosecutor's Office. Although there are many institutions involved in law enforcement, the main challenge is the uneven enforcement of the law, especially in remote areas that often have limited access to the formal legal system. The issue of corruption and abuse of power in some state institutions also poses an obstacle in ensuring that the law is applied fairly.

Third, Legal Culture in Indonesia The legal culture in Indonesia is greatly influenced by the social and cultural values present in society. In several regions, customary and religious laws play a very important role in regulating social life. This creates challenges in harmonizing national positive law with customary and religious laws present in society. Moreover, public trust in the legal system is often influenced by social and economic factors, with a large portion of the community feeling distant from access to justice and preferring informal problem resolution (Kennedy & Wartoyo, 2024).

Friedman emphasizes that the law must be responsive to social change (Abdussamad et al., 2024). In Indonesia, although there have been efforts to reform the law, such as the enactment of the Omnibus Law to improve the economic and labor systems, there is still a significant gap between organized and unorganized changes in society (Friedman, Fried, & Gelb, 2024)

For example, the development of information technology and digitalization in Indonesia demands changes in the legal regulations governing the technology sector and data privacy. However, Indonesian law is still slow in responding to these changes, often lagging behind the developments occurring in society.

Social justice is a major issue in the Indonesian legal system (Governance et al., 2024). Friedman emphasizes that the law must function to ensure that the rights of every individual are protected, especially marginalized groups such as women, children, and persons with disabilities. Although there have been several policies to support social justice, such as Law Number 8 of 2016 concerning Persons with Disabilities, there are still significant challenges in the implementation of these policies, particularly related to social discrimination and accessibility to public services.

### *Exploring the Complexities of Disability Employment Rights: An Application of H.L.A. Hart's Legal Theory*

The rights of persons with disabilities in accessing employment are one of the important issues in society that is increasingly gaining attention. Persons with disabilities (Bhatti et al., 2024), despite having potential equivalent to that of other individuals, often face significant barriers in obtaining decent employment. From a legal perspective, one approach to understanding this issue is through the theory of H.L.A. Hart, a key figure in legal positivism, who emphasizes the importance of legal rules recognized by society and how law functions as a means to create social order. Using Hart's perspective, this article will outline the various issues faced by people with disabilities in accessing employment in Indonesia and how the legal system can play a role in facilitating the fulfillment of their rights.

H.L.A. Hart, in his monumental work *The Concept of Law*, posits that law consists of two main categories, namely primary rules and secondary rules (Baude & Sachs, 2023)2023. Primary rules are rules that directly regulate societal behavior, such as certain prohibitions or obligations that must be adhered to, while secondary rules are rules that govern how these primary rules can be changed, modified, or enforced. One of the key elements in Hart's theory is the concept of rules of recognition, which refers to the legal recognition by society and authorized institutions. In the context of Indonesia, the fulfillment of the rights of persons with disabilities to access employment must be viewed within the framework of positive law that is recognized and accepted by all layers of society.

According to Hart, law functions to create social order and protect individual rights, including the rights of persons with disabilities (Krupiy

& Scheinin, 2023). The law in force in Indonesia, such as Law Number 8 of 2016 on Persons with Disabilities, aims to ensure that persons with disabilities have equal access to job opportunities, which is part of fulfilling their rights. However, the main issue faced is the imbalance between the existence of existing legal regulations and their implementation on the ground (Al-Billeh et al., 2023). This is the main issue that will be discussed in this article.

Although Indonesia has Law Number 8 of 2016 concerning Persons with Disabilities, which provides a legal basis for the fulfillment of the rights of persons with disabilities in various aspects of life (Itasari, 2020), including employment, there are still several obstacles that hinder the effective implementation of this law. These obstacles are not only legal in nature but also social, cultural, and structural.

One of the main issues faced in fulfilling the rights of persons with disabilities is the uncertainty in the implementation of the law. The existing laws explicitly regulate the rights of persons with disabilities to obtain equal access in the workforce, but in practice (Izulkha & Darmawan, 2023), the implementation of these regulations often encounters various obstacles. In many places, both in the public and private sectors, there is no clear mechanism to ensure that persons with disabilities are given equal opportunities to work (Muhammad Aufa, Abdillah Sihombing & Rizky Darmawansyah Sihombing, 2024). Often, persons with disabilities are not well accommodated by companies or institutions, either due to the lack of disability-friendly facilities or because of the social stigma that still exists in society.

From H.L.A. Hart's perspective, this issue can be analyzed through the concept of rules of recognition. The law must be recognized and accepted by society in order to function effectively (Green & Hart, 2023). In the context of fulfilling the rights of persons with disabilities, although there are regulations governing their rights, social recognition of these rights is not yet fully present (Bach & Kerzner, 2022).

Beyond formal legal aspects, cultural and social barriers also significantly affect the ability of people with disabilities to access employment (Schur et al., 2024). Stigma and stereotypes against people with disabilities often become the main barriers for them to obtain decent employment. Many people still consider individuals with disabilities as less productive, or even incapable of working in certain positions. Such views are very much contrary to the basic principles of justice and equality contained in H.L.A. Hart's theory, which emphasizes the importance of recognizing individual rights within the legal system.

This stigma is often reinforced by the uncertainty in the implementation of affirmative policies that provide special opportunities for people with disabilities to work in the public or private sector. Although legally, people with disabilities should have equal opportunities, in reality, they are often marginalized or even excluded from the recruitment process. Therefore, to ensure that the law can function effectively, there needs to be cultural and social changes that support the acceptance of people with disabilities in the world of work (Rana et al., 2024). One important factor in fulfilling the rights of people with disabilities to work

is physical accessibility and disability-friendly facilities. Workplaces that are not friendly to people with disabilities, both in terms of infrastructure and in terms of work adjustments, hinder them from accessing work. For example, the lack of facilities for people with motor disabilities, such as wheelchair access, or the company's unpreparedness in providing appropriate work aids (Olatona, 2024, 2024). Existing laws require companies to provide adequate facilities, but there is often no adequate oversight to ensure that companies comply with these provisions. From Hart's perspective, this problem relates to secondary rules, especially the rules of change and the rules of adjudication (H. L. A. Hart, 2024). To ensure that the rights of people with disabilities are fulfilled, there needs to be a clear mechanism for changing or updating policies governing accessibility, as well as an institution that has the authority to enforce these rules (H. L. A. Hart, 2024).

One of the first steps to improve the situation is to strengthen the implementation of existing laws. Laws that provide the right for people with disabilities to access employment already exist, but are often late or not implemented properly. For this reason, stricter supervision is needed from the government and related institutions, as well as clear sanctions for companies that do not fulfill their obligations to people with disabilities. In this case, the implementation of the rules of recognition must be carried out by prioritizing equal rights for people with disabilities in all employment sectors (Natasya Desi Sofa Laela, 2024.).

One solution to reduce social and cultural barriers is to improve education and training for communities and companies on the importance of disability inclusion (Palalar Alkan et al., 2024). Awareness campaigns to change the public's view of people with disabilities are essential so that they can be accepted into the workforce. In addition, companies also need to be trained to understand how to accommodate the needs of people with disabilities in the workplace, both in terms of physical facilities and flexible work policies (Macdonald et al., 2024). Providing disability-friendly infrastructure is essential to ensure workplace accessibility for people with disabilities. The government needs to provide incentives or support to companies to provide the necessary facilities (Dert, 2024) as well as supervise companies that do not meet accessibility standards. In addition, assistive technology also needs to be promoted to help people with disabilities do their jobs more efficiently.

### *Exploring the Complexities of Disability Employment Rights: An Application of Lawrence Friedman's Legal System Theory*

Fulfillment of the rights of persons with disabilities in accessing employment is one of the important issues in modern society (Franklin Junior, 2024). Persons with disabilities, despite having the same potential as other individuals, often face obstacles in obtaining decent employment, which can provide economic independence and opportunities to participate fully in social life. In this case, the legal system and government policies play an important role in ensuring that the rights of persons with disabilities are respected and fulfilled, especially in



terms of access to employment. The legal perspective of Lawrence Friedman, a legal expert who is famous for his approach to the relationship between law, society, and culture, offers relevant insights to unravel various problems in fulfilling the rights of persons with disabilities in accessing employment in Indonesia. Lawrence Friedman is known for his social legal theory which emphasizes the importance of interaction between law, society, and culture in shaping and influencing the implementation of law. According to Friedman, law is not just a set of static rules, but a dynamic system influenced by social, political, and cultural factors (Putra & Pangestika, 2024). Law can be better understood if we see it in a broader context, namely how law functions in society and how social values influence the implementation of the law.

In the context of fulfilling the rights of people with disabilities to access employment, Friedman's legal theory is very relevant (Magassa & Friedman, 2024). Friedman argues that law can be an effective tool for bringing about social change, but the success of implementing the law depends heavily on the extent to which society and existing institutions support and implement the values contained in the law (Cheruvu & Krehbiel, 2024). Therefore, although Indonesia already has regulations that regulate the rights of people with disabilities to work, such as Law Number 8 of 2016 concerning Persons with Disabilities, the main problem faced is implementation and profound cultural change in society.

Legally, Indonesia has adopted various regulations that support people with disabilities to access employment. Law Number 8 of 2016 concerning Persons with Disabilities, for example, clearly regulates the rights of people with disabilities in various areas of life, including employment. This law mandates the government and the private sector to provide equal access for persons with disabilities, both in terms of employment opportunities, training, and supportive facilities in the workplace (Widjaja, Wijayanti, & Yulistyaputri, 2020) including people with disabilities, so the 1945 Constitution provides guarantees and legal protection for their implementation. The problem is the discriminatory attitude towards persons with disabilities and the low level of education of persons with disabilities as a gap between people with disabilities and non-disabled workers. The absence of exact data related to the number of workers with disabilities both in the private sector and non-private sectors (PNS, BUMN and BUMD).

However, even though the law is in place, in reality many people with disabilities still face discrimination in the workplace. This is because there is a gap between the established legal regulations and their implementation in the field. One of the contributing factors is the lack of effective supervision and clear law enforcement mechanisms. Many companies, especially in the private sector, still do not fully comply with the obligation to provide employment opportunities for people with disabilities (Maclean, Geiger, & Ned, 2024)). On the other hand, several government agencies have also not fully adapted their workplaces to be friendly to people with disabilities.

Friedman emphasizes that the law must be able to function as an instrument of social change (Friedman et al., 2024). In this context, even though

there are regulations governing the rights of people with disabilities, the role of society and organizational culture is very important to ensure that these regulations are accepted and implemented consistently. Without awareness and cultural change in society and in the workplace, even though the law is in place, its implementation will still be difficult to achieve. One of the main challenges in fulfilling the rights of people with disabilities in accessing employment is the social stigma that still sticks to them. Many people still view people with disabilities as individuals who are less capable or unproductive in the workplace. This view is very contrary to the principles of justice and equality contained in Indonesian law. In addition, this stigma is often reinforced by a lack of education and awareness regarding the rights of people with disabilities in the world of work (Widhawati, Santoso, & Apsari, 2019).

Friedman emphasizes that law is not the only factor that determines change in society. Culture and public perception play a very important role in how the law is accepted and implemented. In this case, social change that supports the inclusion of disabilities in the world of work is very much needed. The government and society need to make joint efforts to educate the wider community about the importance of providing equal opportunities for people with disabilities and eliminating the existing negative stigma.

Limited accessibility is another major problem for people with disabilities in accessing employment. Many workplaces do not provide adequate facilities for people with disabilities, such as access to wheelchairs, assistive devices, or assistive technology needed to support their work (Alam et al., 2024). This makes it difficult for people with disabilities to participate in work on an equal footing with their non-disabled peers.

According to Friedman, this accessibility problem is related to the inability of the legal system to encourage changes in existing social structures and infrastructure. Although there are regulations that require companies and public institutions to provide disability-friendly facilities, their implementation is highly dependent on the awareness and goodwill of both companies and the government (Recroes et al., 2024). Therefore, there needs to be a stronger push from the legal system to ensure that people with disabilities receive appropriate facilities and can actively participate in the world of work.

One important step to overcome the barriers faced by people with disabilities is through public education and counseling (Azis et al., 2024). A campaign to change public perceptions about the ability of people with disabilities to work is needed. The government, civil society organizations, and companies can collaborate in this effort to increase understanding that people with disabilities have the same potential to work.

Friedman argues that the law must reflect the values of society, and society itself must be involved in the process of legal change. Therefore, larger social changes, such as raising awareness about disability inclusion, must be part of a more holistic legal approach. Friedman also emphasized that laws not only need to exist, but also must be enforced. In the context of fulfilling the rights of people with disabilities to access employment, this means increasing supervision of

the implementation of existing policies and regulations (Widjaja, Wijayanti, & Yulistiyaputri, 2020) including people with disabilities, so the 1945 Constitution provides guarantees and legal protection for their implementation. The problem is the discriminatory attitude towards persons with disabilities and the low level of education of persons with disabilities as a gap between people with disabilities and non-disabled workers. The absence of exact data related to the number of workers with disabilities both in the private sector and non-private sectors (PNS, BUMN and BUMD). The government must ensure that regulations governing access to employment for people with disabilities are truly followed by all sectors, both public and private.

A clear mechanism for monitoring and imposing sanctions on parties who do not fulfill their obligations. In this case, the law does not only function as a limiting tool, but also as an instrument to encourage more inclusive social change (Kholish & Ulumuddin, 2022). The government and companies must ensure that workplaces are equipped with disability- friendly facilities, such as wheelchair access, assistive technology, and training for employees and superiors on how to interact and work with people with disabilities (Lasiyono, Ula, Sari, & Ngadas, 2024). Friedman emphasized that effective laws must be able to encourage structural changes in society, including in terms of providing the facilities necessary for disability inclusion in the workplace.

## CONCLUSION

The gap between *das sollen* (ideal legal norms) and *das sein* (reality) in fulfilling the rights of persons with disabilities reflects challenges in legal implementation. H.L.A. Hart explains that while primary rules, such as Indonesia's Law No. 8 of 2016, guarantee the right to employment, secondary rules, including monitoring mechanisms and law enforcement, are often ineffective. This failure highlights weaknesses in the rules of recognition, which concern how legal rules are acknowledged, implemented, and adhered to by society and relevant institutions. Moreover, Hart emphasizes that ambiguous legal norms or norms poorly understood by the public exacerbate this gap. Lawrence Friedman highlights that law operates within three main components: legal structure, legal substance, and legal culture. Weak legal structures, such as underperforming implementing institutions, and inadequate legal substance, which fails to address practical barriers like discrimination and workplace accessibility, present significant obstacles. Additionally, legal culture, still shaped by societal stigma against persons with disabilities, becomes a critical factor undermining the effectiveness of legal provisions. Integrating Hart's and Friedman's perspectives suggests that addressing this issue requires strengthening the rules of recognition, ensuring legal clarity, reforming implementing institutions, and transforming legal culture through education and awareness campaigns. A holistic approach is essential to bridging the gap between *das sollen* and *das sein*.

## REFERENCES

- Abaitey, E. T., Fumey, M. P., Wiredu, J., Nyamenaose, A., Annan, J., & Moses, K. (2023). Analyzing the effect of precarious work on employee flourishing at Knust Hospital in Ghana: Does employee dignity matter? *International Journal of Development Research*, 13(10), 63990–63998. <https://doi.org/10.37118/ijdr.27261.10.2023>
- Abdussamad, Z., Harun, A. A., Muhtar, M. H., Puluhulawa, F. U., Swarianata, V., & Elfikri, N. F. (2024). Constitutional balance: Synchronizing energy and environmental policies with socio-economic mandates. *E3S Web of Conferences*, 506, 06006. <https://doi.org/10.1051/e3sconf/202450606006>
- Agung, W., & Sarwono, B. K. (2024). Strengthening the legislative function of the House of Regional Representatives in the framework of bureaucratic reform in Indonesia. *Green Governance: Exploring Politics, Social Justice, and the Environment*, 1(2), 55–61.
- Agyare, P. (2024). Contextualizing human rights in multicultural environments. *Research in Social Sciences and Technology*, 9(3), 210–230. <https://doi.org/10.46303/ressat.2024.56>
- Aiman, R. (2024). Hukum dan korupsi: Tantangan dan solusi dalam pemberantasan korupsi di Indonesia. *Peradaban Journal of Law and Society*, 3(1), 16–30. <https://doi.org/10.59001/pjls.v3i1.170>
- Ajiga, D., Okeleke, P. A., Folorunsho, S. O., & Ezeigweneme, C. (2024). Navigating ethical considerations in software development and deployment in technological giants. *International Journal of Ethics and Research Utilization*, 7(1), Article 0033. <https://doi.org/10.53430/ijeru.2024.7.1.0033>
- Alam, W. Y., & Putri, R. S. Z. R. A. (2024). Inovasi PT. Gojek Indonesia dalam pemberdayaan tenaga kerja bagi penyandang disabilitas fisik melalui layanan Go – Life. *Jurnal Mirai Management*, 9(2), 330–338. <https://doi.org/10.37531/mirai.v9i2.7571>
- Al-Billeh, T., Al-Hammouri, A., Al-Khalaileh, L., & Derbal, I. (2023). The impact of administrative control authorities on sustainable development in Jordanian legislation: What are the challenges facing administrative control authorities in achieving sustainable development? *Journal of Law and Sustainable Development*, 11(5), 1–22. <https://doi.org/10.55908/SDGS.V11I5.1129>
- Amalia, E., & Musa, E. I. O. (2023). Economic compatibility of Islamic economy and Pancasila: Implications for the postgraduate curriculum. *Indonesian Journal of Islamic Economic Law*, 1(1), 11–22. <https://doi.org/10.23917/ijoel.v1i1.3434>
- Anggraini, N. K., & Susetyo, H. (2024). Fulfillment of the constitutional rights of persons with disabilities to employment opportunities in the banking industry of state-owned enterprises. *Journal of Law, Politic and Humanities*, 4(6), 2119–2132. <https://doi.org/10.38035/jlph.v4i6.604>
- Anwar, A. C., Fadly, O. S., & Bustani, S. (2023). Legal reform in the enforcement



- of juvenile criminal law. *Riwayat: Educational Journal of History and Humanities*, 6(4), 2887–2900.
- Ashalatha, S. L., Kumar, S., Santosh, B. R., & Ravindra, B. K. (2024). Navigating UNCRPD concluding observations on Article 27: Policy exploration on disability inclusive employment. *Cogent Social Sciences*, 10(1). <https://doi.org/10.1080/23311886.2024.2425169>
- Asmara, T. (2024). Legal economic culture in the context of judges settling criminal cases in courts: What can we learn from Indonesia? *Journal of Law and Governance*, 16(1), 697–709.
- Azis, Y. Z., Rahail, E. B., & Hukum, F. (2024). SAGU: Jurnal pengabdian masyarakat. *SAGU: Jurnal Pengabdian Masyarakat*, 1(2), 65–81.
- Bach, M., & Kerzner, L. (2010). A new paradigm for protecting autonomy and the right to legal capacity: Advancing substantive equality for persons with disabilities through law, policy, and practice. Retrieved from <https://www.lco-cdo.org/wp-content/uploads/2010/11/disabilities-commissioned-paper-bach-kerzner.pdf>
- Bagiastra, A. (2024). Legal unification policy on the comparison of laws. *World Bulletin of Management and Law*, 1(1), 63–73. Retrieved from <https://www.scholarexpress.net>
- Baude, W., & Sachs, S. E. (2023). The official story of the law. *Oxford Journal of Legal Studies*, 43(1), 178–201. <https://doi.org/10.1093/ojls/gqac028>
- Begum, S., Uddin, S., Khondoker, A., Morales, E. C., & Muttaqin, W. M. (2024). Tracing the roots of socio-cultural factors in legal and religious thought: Historical and contemporary perspectives. *Journal of Socio-Legal Studies*, 2(2), 85–94.
- Behrendt, S. (2024). Facing the future: Conceiving legal obligations towards future generations. *Politics and Governance*, 12(Section 2), 1–16. <https://doi.org/10.17645/pag.7839>
- Bhatti, I., Rafi, H., & Rasool, S. (2024). Use of ICT technologies for the assistance of disabled migrants in the USA. *Revista Española de Documentación Científica*, 18(1), 66–99.
- Bogdandy, A. von. (2024). The emergence of European society through public law: A Hegelian and anti-Schmittian approach. Oxford: Oxford University Press.
- Busch, T., Barnett, M. L., Burritt, R. L., Freeman, R. E., Henriques, I., Cashore, B. W., Husted, B. W., & Panwar, R. (2024). Moving beyond “the” business case: How to make corporate sustainability work. *Business Strategy and the Environment*, 33(3), 776–787. <https://doi.org/10.1002/bse.3514>
- Carnemolla, P., Mackinnon, K., Darcy, S., & Almond, B. (2024). Public toilets for accessible and inclusive cities: Disability, design, and maintenance from the perspective of wheelchair users. *Smart and Sustainable Built Environment*, 1–28. <https://doi.org/10.1108/SASBE-01-2024-0035>
- Cheruvu, S., & Krehbiel, J. N. (2024). Do preliminary references increase public support for European law? Experimental evidence from Germany. *International Organization*, 78(1), 170–187. <https://doi.org/10.1017/>

[S0020818323000243](#)

- Cole, D., Narayanan, S., & Vickery, S. (2024). Does leader disability status influence the operational performance of teams with individuals with disabilities? An empirical study in the apparel industry. *Journal of Operations Management*, 70(3), 459–481. <https://doi.org/10.1002/joom.1289>
- Côté, S. (2024). A multidimensional framework for examining the effects of social class on organizational behavior. *Journal of Organizational Behavior*, 50(3). <https://doi.org/10.1177/01492063221126490>
- Elena, C., Tache, P., & Săraru, C. S. (2024). Evaluating today's multi-dependencies in digital transformation, corporate governance, and public international law triad. *Cogent Social Sciences*, 10(1). <https://doi.org/10.1080/23311886.2024.2370945>
- Friedman, H., Fried, A., & Gelb, D. (2024). Corporate social responsibility and the Talmudic principle of going beyond the requirements of the law: The cornerstone of ethics. *Journal of Intercultural Management and Ethics*, 7(1), 5–25. <https://doi.org/10.35478/jime.2024.1.02>
- Friedman, V. J., Tardieu, B., Almeyda, G., Broxton, M., Friedman, D. H., Kyomuhendo, G. B., & Lifvergren, S. (2024). Action research for transforming the poverty field. *Action Research*. <https://doi.org/10.1177/14767503231221078>
- Governance, S., Nurtresna, R., & Primagraha, U. (2024). Peran hukum dalam mewujudkan keadilan sosial di masyarakat. *Bureau*, 4(2), 1581–1596. <https://doi.org/10.53363/bureau.v4i2.429>
- Green, L., & Hart, H. L. A. (1996). The concept of law revisited. *Michigan Law Review*, 94(6), 1687. <https://doi.org/10.2307/1289966>
- Hart, H. L. A. (2024). Policies, principles, and adjudication. *The American Journal of Jurisprudence*, 69(2), 127–134.
- Hart, P. F., Rodgers, W., & Hart, P. F. (2024). Competition, competitiveness, and competitive advantage in higher education institutions: A systematic literature review. *Studies in Higher Education*. <https://doi.org/10.1080/03075079.2023.2293926>
- Hayvon, J. C., Cordeiro, V. J., Dunham, J., Strömberg Jämsvi, S., Stainbrook, J., & Singhal, N. (2024). Equality in higher education opportunities: Practitioners' perspectives from global, rural, post-colonial disability. *Journal of Praxis in Higher Education*, 6(4), 30–47. <https://doi.org/10.47989/kpdc518>
- Ibrahim, S. N. K., Rahmawati, R., & Rudiati, E. (2024). The constitutional court's journey to bureaucratic reform. *International Journal of Administration, Business & Organization*, 5(1), 107–119. <https://doi.org/10.61242/ijabo.24.389>
- Itasari, E. R. (2020). Perlindungan hukum terhadap penyandang disabilitas di Kalimantan Barat. *Integralistik*, 32(2), 70–82. <https://journal.unnes.ac.id/nju/index.php/integralistik/article/view/25742>
- Izulkha, A. T., & Darmawan, M. V. (2023). Implementasi perlindungan hukum

- terhadap buruh penyandang disabilitas menurut Undang-Undang Nomor 6 Tahun 2023. *JERUMI: Journal of Education Religion Humanities and Multidisciplinary*, 1(2), 206–211. <https://doi.org/10.57235/jerumi.v1i2.1275>
- Jacob, U. S., Pillay, J., Adeoye, O. E., & Oni, T. K. (2023). Barriers to employment of people with intellectual disability. *Work*, 74(1), 207–218. <https://doi.org/10.3233/WOR-211097>
- Kapsalis, E., Jaeger, N., & Hale, J. (2024). Disabled-by-design: Effects of inaccessible urban public spaces on users of mobility assistive devices – A systematic review. *Disability and Rehabilitation: Assistive Technology*, 19(3), 604–622. <https://doi.org/10.1080/17483107.2022.2111723>
- Kennedy, A., & Wartoyo, F. X. (2024). Harmonizing diversity: Pancasila's role as the cornerstone of multi-cultural harmony as legal discourse. *Global International Journal of Innovative Research*, 2(4), 747–759. <https://doi.org/10.59613/global.v2i4.137>
- Kholish, M. A., & Ulumuddin, I. F. (2022). Supremasi hukum dan perubahan sosial: Sebuah tinjauan hukum Barat dan hukum Islam. *Peradaban Journal of Law and Society*, 1(1). <https://doi.org/10.59001/pjls.v1i1.20>
- Krupiy, T. T., & Scheinin, M. (2023). Disability discrimination in the digital realm: How the ICRPD applies to artificial intelligence decision-making processes and helps in determining the state of international human rights law. *Human Rights Law Review*, 23(3), 1–27. <https://doi.org/10.1093/hrlr/ngad019>
- Kurnianto, A. A., Khatatbeh, H., Prémusz, V., Nemeskéri, Z., & Ágoston, I. (2023). Managing disabled workers due to occupational accidents in Indonesia: A case study on return to work program. *BMC Public Health*, 23(1), 1–10. <https://doi.org/10.1186/s12889-023-15930-2>
- Lasiyono, U., Ula, F. N. R., Sari, L., & Ngadas, P. (2024). Partisipasi ekonomi penyandang disabilitas: Hambatan dan solusi di pasar kerja Indonesia. *JIM: Jurnal Ilmiah Mahasiswa Pendidikan Sejarah*, 9(4), 581–590. <https://doi.org/10.24815/jimps.v9i4.32869>
- Li, W., Ni, T., Zhang, Y., Wang, D., & Parrado, S. (2024). Can people with disabilities obtain income by using skills learned from vocational trainings? Evidence from mainland China. *Higher Education, Skills and Work-Based Learning*, 14(2), 386–408. <https://doi.org/10.1108/HESWBL-02-2023-0027>
- Macdonald, A., McDonald, J., Schmitt, T., Cai, H., Ceponis, J., Cullen, C., Dutta, P., Ruiz, A. C., & Stevens, A. (2024). New York State Climate Impacts Assessment Chapter 09: Transportation. *Annals of the New York Academy of Sciences*, 1–44. <https://doi.org/10.1111/nyas.15198>
- Maclean, N., Geiger, M., & Ned, L. (2024). Employment equity targets: How a state-owned enterprise recruits people with disabilities. *SA Journal of Human Resource Management*, 22(0), 15. <https://doi.org/10.4102/sajhrm.v22i0.2355>
- Magassa, L., & Friedman, B. (2024). Toward inclusive justice: Applying the diverse voices design method to improve the Washington State Access

- to Justice Technology Principles. *ACM Journal on Responsible Computing*, 1(3), 1–30. <https://doi.org/10.1145/3664616>
- Mahmutovic, A., & Alhamoudi, A. (2023). Understanding the relationship between the rule of law and sustainable development. *Access to Justice in Eastern Europe*, 7(1). <https://doi.org/10.33327/AJEE-18-7.1-a000102>
- Mauksch, S., & Dey, P. (2024). Treating disability as an asset (not a limitation): A critical examination of disability inclusion through social entrepreneurship. *Organization*, 31(4), 624–644. <https://doi.org/10.1177/13505084221150586>
- Mohapatra, S., Maiya, G. A., Nayak, U. U., Benny, L., Watson, J., Kinjawadekar, A., & Nandineni, R. D. (2024). Centering social justice and equity in research on accessibility to public buildings for individuals with mobility disabilities: A scoping review. *F1000Research*, 13, 930. <https://doi.org/10.12688/f1000research.153797.1>
- Sihombing, M. A. A., & Sihombing, R. D. (2024). Pemenuhan hak-hak penyandang disabilitas di bidang ketenagakerjaan berdasarkan Peraturan Presiden No. 60 Tahun 2023 tentang strategi nasional bisnis dan hak asasi manusia. *Grondwet*, 3(2), 1–17. <https://doi.org/10.61863/gr.v3i2.39>
- Muhtar, M. H., Yassine, C., Amirulkamar, S., Hammadi, A., Putri, V. S., & Achir, N. (2024). Critical study of Sharia regional regulations on women's emancipation. *International Journal of Religion*, 5(2), 23–26. <https://doi.org/10.61707/a7s8vg65>
- Susser, D., & Cabrera, L. Y. (2023). Brain data in context: Are new rights the way to mental and brain privacy? *AJOB Neuroscience*, 0(0), 1–12. <https://doi.org/10.1080/21507740.2023.2188275>
- Ngazis, M., Rosita, H., Prasetyo, T., & Wahyuningsih, S. E. (2023). Legal reconstruction of government responsibility in mental disorder rehabilitation based on the dignified justice value. *Scholars International Journal of Law, Crime and Justice*, 6(05), 323–328. <https://doi.org/10.36348/sijlcj.2023.v06i05.008>
- Nguyen, Q. H. T. (2024). Current legal framework on the protection of the rights of employees with disabilities in Vietnam – Recommendations and improvements. *Journal Title*, 22, 17737–17755.
- Nowakowski, P., & Gronostajska, B. (2024). Designing movement space for elderly and disabled people in the construction law in selected countries. *Medycyna Pracy*, 75(3), 189–197. <https://doi.org/10.13075/mp.5893.01512>
- Palalar Alkan, D., Kamasak, R., & Ozbilgin, M. (2024). Does voluntarism work for the workplace inclusion of individuals with disabilities in a country with limited equality structures? *Personnel Review*. <https://doi.org/10.1108/PR-01-2024-0041>
- Puharinen, S.-T. (2024). *Normative environmental quality as a regulatory strategy in EU environmental law*. Kuopio: University of Eastern Finland.
- Putra, N. T. E., & Pangestika, E. Q. (2024). History of customary law. *Rechtsnormen Journal of Law*, 2(1), 102–111.
- Rana, M. R. I., McBee-Black, K., & Swazan, I. S. (2024). Adaptive apparel for people with disabilities: A systematic literature review and future



- research agenda. *International Journal of Consumer Studies*, 48(3), 1–28. <https://doi.org/10.1111/ijcs.13057>
- Recroes, C., Roy, M., & Brock, K. (2024). Social enterprise as a pathway to work, wellness, and/or substance use disorders. *CJNSER / ReCROES*, 15(1), 30–51. <https://doi.org/10.29173/cjnser635>
- Rensfeld Flink, A., Thunberg, G., Nyman, A., Broberg, M., & Åsberg Johnels, J. (2024). Augmentative and alternative communication with children with severe/profound intellectual and multiple disabilities: Speech language pathologists' clinical practices and reasoning. *Disability and Rehabilitation: Assistive Technology*, 19(3), 962–974. <https://doi.org/10.1080/17483107.2022.2137252>
- Rosalina, R., & Setiyowati, N. (2024). Stigma penyandang disabilitas dalam bekerja di Indonesia: Literature review. *Jurnal Kolaboratif Sains*, 7(3), 1076–1086. <https://doi.org/10.56338/jks.v7i3.4669>
- Royall, C. P., Charbonneau, P., Dijkstra, M., Russo, J., Smallenburg, F., Speck, T., & Valeriani, C. (2023). Colloidal hard spheres: Triumphs, challenges, and mysteries. *Review of Modern Physics*, 96(4), 1–97. <https://doi.org/10.1103/RevModPhys.96.045003>
- Samosir, G., & Yunara, E. (2024). Environmental crime as a criminal act of corruption. In *Proceedings of Atlantis Press SARL*. <https://doi.org/10.2991/978-2-38476-218-7>
- Saran, A., Hunt, X., White, H., & Kuper, H. (2023). Effectiveness of interventions for improving social inclusion outcomes for people with disabilities in low- and middle-income countries: A systematic review. *Campbell Systematic Reviews*, 19(1). <https://doi.org/10.1002/cl2.1316>
- Schur, L., Kruse, D., & Blanck, P. (2005). Corporate culture and the employment of persons with disabilities. *Behavioral Sciences and the Law*, 23(1), 3–20. <https://doi.org/10.1002/bsl.624>
- Sebti, L., & Elder, B. C. (2024). “Inclusion is definitely a possibility for all”: Promoting inclusive education through a critical professional development schools model. *School-University Partnerships*, 17(3), 285–302. <https://doi.org/10.1108/sup-06-2023-0021>
- Shahidi, F. V., Jetha, A., Kristman, V., Smith, P. M., & Gignac, M. A. (2023). The employment quality of persons with disabilities: Findings from a national survey. *Journal of Occupational Rehabilitation*, 33(4), 785–795. <https://doi.org/10.1007/s10926-023-10113-7>
- Siregar, M. A., Fikri, R. A., & Silitonga, A. (2024). Principles of legal protection of health services from the perspective of socio-legal. *Socio-Legal Studies Journal*, 1(2), 276–284.
- Sistyawan, D. J., Saraswati, R., Alwi, L. T., Jayawibawa, M., & Aris, M. S. (2024). The development of positivism's legal theory: From Bentham to Hart. *Petita: Jurnal Kajian Ilmu Hukum dan Syariah*, 9(2), 777–801. <https://doi.org/10.22373/petita.v9i2.402>
- Stabenow, A., & Anderson, J. (2024). A collaborative disability-related accommodations process in work-integrated learning. *International*

- Journal of Work-Integrated Learning*, 25(1), 127–140.
- Sumardi, E., Khairil, A., & Akbar, M. K. (2024). Exploring criminal punishments: A comparative review of Islamic and Indonesian law. *Islamic Legal Studies*, 1(1), 13–22.
- Sun, R. (2024). Discrimination against persons with disabilities in life and work. *Journal of Education, Humanities and Social Sciences*, 27, 110–116. <https://doi.org/10.54097/at3q8e69>
- Susilowardani, S. (2024). Reconstruction of online dispute resolution in Indonesian regulation. In *Proceedings of Atlantis Press SARL*. <https://doi.org/10.2991/978-2-38476-218-7>
- Usman, M., Mario, M., Renita, R., Marissangan, H., & Muhammad, R. (2024). Job inclusion: Opportunities and barriers for people with disabilities. In *Proceedings of Atlantis Press SARL*. [https://doi.org/10.2991/978-2-38476-236-1\\_19](https://doi.org/10.2991/978-2-38476-236-1_19)
- Waldani, I. (2024). Legal sociology review of the development of land services in Indonesia. *JLAST: Journal of Law and Social Transformation*, 2(1), 32–43. <https://doi.org/10.62527/jlast.2.1.12>
- Weenas, A. H. P. N. (2024). Efektivitas Undang-Undang Tindak Pidana Korupsi sebagai alat rekayasa sosial. *Jurnal Yustika: Media Hukum dan Keadilan*, 27(1), 24–41. <https://doi.org/10.24123/yustika.v27i01.6529>
- Widadsyah, M. A. (2024). Enhancing inclusive practices in workplaces: Perspectives from people with disabilities. *IJDS*, 11(1), 93–111. <https://doi.org/10.21776/ub.ijds.2024.11.1.7>
- Widhawati, M. K., Santoso, M. B., & Apsari, N. C. (2019). Ruang kerja inklusif bagi tenaga kerja dengan disabilitas fisik. *Empati: Jurnal Ilmu Kesejahteraan Sosial*, 8(2), 126–138. <https://doi.org/10.15408/empati.v8i2.8258>
- Widjaja, A. H., Wijayanti, W., & Yulistyaputri, R. (2020). Perlindungan hak penyandang disabilitas dalam memperoleh pekerjaan dan penghidupan yang layak bagi kemanusiaan. *Jurnal Konstitusi*, 17(1), 197–223. <https://doi.org/10.31078/jk1719>
- Widjaja, G. (2024). Religion and the making of national law: Literature review. *International Journal of Religion*, 5(5), 1–9. <https://doi.org/10.61707/07tg4y56>
- Zhuang, K. V., Choo, B., & Lee-Khoo, G. (2024). Towards a critical pedagogy for inclusion: Disability-led arts and its radical promise in Singapore. *Critical Arts*. <https://doi.org/10.1080/02560046.2023.2295529>