

REGULATION OF THE MUNICIPALITY OF TANGERANG  
NUMBER 3 OF 2021  
ON  
RESPECT FOR, PROTECTION, AND FULFILLMENT OF RIGHTS OF PERSONS  
WITH DISABILITIES

BY THE BLESSING OF ALMIGHTY GOD

MAYOR OF TANGERANG,

Considering : a. that persons with disabilities are part of citizens who have equal rights and obligations, equal dignity and honor based on the 1945 Constitution of the Unitary State of the Republic of Indonesia and have an equal role and position in human rights;  
b. that in the life of society, nation and state, persons with disabilities have not fully received equal rights and opportunities;  
c. that in order to ensure the Respect for, Protection, and Fulfillment of Rights of persons with disabilities, a legal basis is needed as the implementer of higher legislation;  
d. that based on the considerations as referred to in point a, point b, and point c, it is necessary to issue a Regional Regulation on Respect for, Protection, and Fulfillment of Rights of Persons with Disabilities;

Observing : 1. Article 18 section (6) of the 1945 Constitution of the Republic of Indonesia;  
2. Law Number 2 of 1993 on Establishment of Level II Region Municipality of Tangerang (State Gazette of the Republic of Indonesia of 1993 Number 18, Supplement to the State Gazette of the Republic of Indonesia Number 3518);  
3. Law Number 23 of 2014 on Local Governments (State Gazette of the Republic of Indonesia of 2014 Number 244, Supplement to the State Gazette of the Republic of Indonesia Number 5587) as amended several times last by Law Number 9 of 2015 on the Second Amendment to Law Number 23 of 2014 on Local Governments (State Gazette of the Republic of Indonesia of 2015 Number 58, Supplement to the State Gazette of the Republic of Indonesia Number 5679);  
4. Law Number 8 of 2016 on Persons with Disabilities (State Gazette of the Republic of Indonesia of 2016 Number 69,

Supplement to the State Gazette of the Republic of Indonesia Number 5871);

5. Government Regulation Number 27 of 2019 on Facilitation of Access to Works for Persons with Disabilities in Reading and Using Braille, Audiobooks, and Other Means (State Gazette of the Republic of Indonesia of 2019 Number 70, Supplement to the State Gazette of the Republic of Indonesia Number 6344);
6. Government Regulation Number 52 of 2019 on Implementation of Social Welfare for Persons with Disabilities (State Gazette of the Republic of Indonesia of 2019 Number 138, Supplement to the State Gazette of the Republic of Indonesia Number 6368);
7. Government Regulation Number 70 of 2019 on Planning, Implementation, and Evaluation of the Respect for, Protection, and Fulfillment of Rights of Persons with Disabilities (State Gazette of the Republic of Indonesia of 2019 Number 184, Supplement to the State Gazette of the Republic of Indonesia Number 6399);

With Joint Approval of  
THE REGIONAL HOUSE OF REPRESENTATIVES OF THE MUNICIPALITY OF  
TANGERANG  
and  
THE MAYOR OF TANGERANG

HAS DECIDED:

To issue : REGIONAL REGULATION ON RESPECT FOR, PROTECTION, AND FULFILLMENT OF RIGHTS OF PERSONS WITH DISABILITIES.

CHAPTER I  
GENERAL PROVISIONS

Article 1

1. Region means the Municipality of Tangerang.
2. Local Government means the Mayor as an organizing element of the Local Government who leads the implementation of government affairs that are the authority of the Local Government.
3. Mayor means the Mayor of Tangerang.
4. Regional House of Representatives (Dewan Perwakilan Rakyat Daerah), hereinafter abbreviated as DPRD, means the Regional House of Representatives of the Municipality of Tangerang.
5. Regional Apparatus means a supporting element of the Mayor and the DPRD in the implementation of Government Affairs which is the authority of the Region.
6. Persons with Disabilities mean any person with long-term physical, intellectual, mental, and/or sensory limitations who may, in interacting with the environment, experience any barriers and difficulties to fully and effectively participate with other citizens on the basis of equal rights.
7. Children with Disabilities mean children with long-term physical, mental, intellectual, or sensory limitations who in interacting with the environment and attitudes of their

society may encounter obstacles that make it difficult to participate fully and effectively based on equal rights.

8. Respect means an attitude of respecting or accepting the existence of Persons with Disabilities and all of their inherent rights.
9. Protection means a conscious effort to protect, nurture and strengthen the rights of Persons with Disabilities.
10. Fulfillment means an effort to fulfill, exercise and realize the rights of Persons with Disabilities.
11. Social Rehabilitation means a process of re-functionalization and development to enable a person to be able to carry out his or her social functions reasonably in community.
12. Social Security means one of the forms of social protection to ensure that all people may fulfill basic needs of their decent life.
13. Social empowerment means an effort to develop the independence of persons with disabilities so that they are able to carry out their social role as a member of community on the basis of equality with other citizens.
14. Social Protection of Persons with Disabilities hereinafter referred to as Social Protection means all efforts directed at preventing and dealing with the risks of social shocks and vulnerabilities so that the survival of Persons with Disabilities can be fulfilled in accordance with minimum basic needs.
15. Social Assistance means an effort to provide assistance to persons with disabilities, in order to improve their social welfare.
16. Accessibility means any ease provided to Persons with Disabilities in order to realize the Equal Opportunities.
17. Job Training means an overall activity to give, acquire, improve and develop work competencies, productivity, discipline, attitudes and work ethic at certain skill levels and expertise in accordance with the level and qualifications of the position or job.
18. Manpower means every person who is able to do work to produce goods and/or services both to meet their own needs and for the community.
19. Job fair means an activity to bring together entrepreneurs or employers with persons with disabilities of working age, in order to recruit workers directly in a short time.
20. Corporation means a collection of persons and/or wealth in the form of associations or other organizations that are incorporated or unincorporated.
21. Inclusive education means an education delivery system that provides opportunities for all students who have disabilities and have the potential for intelligence and/or special talents to participate in education or learning in an educational environment together with students in general.
22. Special Supervisor Teacher means an educator who has competence in providing assistance for school community and parents for the successful implementation of inclusive education in educational units.
23. Community Organization means an organization formed by the community including professional organization,

employer association, public organization, media institution, educational institution, health institution, customary institution, religious institution and social institution.

24. Violence means any act against a Child that results in physical, psychological, sexual, and/or neglectful suffering or grief, including threats to commit unlawful acts, coercion, or deprivation of liberty.
25. Adequate Accommodation means an appropriate modification and adjustment necessary to guarantee the enjoyment or exercise of all human rights and fundamental freedoms for Persons with Disabilities on an equal basis.
26. Discrimination means any distinction, exclusion of restrictions, harassment or exclusion on the basis of disabilities that intend to restrict or eliminate or have impacts on the restriction or elimination of the recognition, enjoyment or exercise of the rights of Persons with Disabilities.
27. Committee for the Protection and Fulfillment of the Rights of Persons with Disabilities, hereinafter referred to as the Committee for Persons with Disabilities, means a non-structural institution in the Region that is ad hoc in assisting the coordination and communication of the implementation of the protection and fulfillment of the rights of persons with disabilities.
28. Regional Election Commission means the Election Commission in the Municipality of Tangerang.
29. Regional-Owned Enterprise (Badan Usaha Milik Daerah), hereinafter abbreviated as BUMD, means a business entity whose entire or most of its capital is owned by the Region.

## CHAPTER II SCOPE

### Article 2

This Regional Regulation regulates the following matters:

- a. the variety of Persons with Disabilities;
- b. the rights of Persons with Disabilities;
- c. mainstreaming of Persons with Disabilities;
- d. community participation.

## CHAPTER III PERSONS WITH DISABILITIES

### Part One Principles

### Article 3

The implementation and fulfillment of the rights of persons with disabilities is based on:

- a. respect for dignity;
- b. individual autonomy;
- c. non-discrimination;
- d. full participation;
- e. human diversity and humanity;
- f. equal opportunity;

- g. equality;
- h. hospitality
- i. accessibility;
- j. ever-growing capacity and identity of the child;
- k. inclusivity;
- l. special treatment and extra protection; and
- m. respect for the ever-growing capacity of children with disabilities and respect for children with disabilities to maintain their identity.

## Part Two Types of Persons with Disabilities

### Article 4

- (1) Types of persons with disabilities, including:
  - a. persons with physical disabilities;
  - b. persons with intellectual disabilities;
  - c. persons with mental disabilities; and/or
  - d. persons with sensory disabilities.
- (2) Types of persons with disabilities as referred to in section (1) may be experienced single, dual, or multiple for a long period of time determined by medical professionals in accordance with the provisions of legislation.

## Part Three Rights of Persons with Disabilities

### Article 5

- (1) Persons with disabilities have equal rights and opportunities that must be protected and fulfilled in accordance with their dignity and honor.
- (2) Persons with disabilities have the rights of:
  - a. life;
  - b. being free from stigma;
  - c. privacy;
  - d. justice and legal protection;
  - e. education;
  - f. employment, entrepreneurship, and cooperatives;
  - g. health;
  - h. politics;
  - i. religious practices;
  - j. sports;
  - k. culture and tourism;
  - l. social welfare;
  - m. accessibility;
  - n. public services;
  - o. protection from disasters;
  - p. habilitation and rehabilitation;
  - q. concessions;
  - r. data collection;
  - s. living independently and being involved in society;
  - t. expressing, communicating, and obtaining information;
  - u. change of place and nationality; and
  - v. being free from acts of discrimination, neglect, torture, and exploitation.

### Article 6

Respect for, Protection, and Fulfillment of the Rights of Persons with Disabilities are part of Regional Development planning and budgeting.

### Article 7

- (1) Implementation of the granting of rights for persons with disabilities in the Region is in accordance with the financial capabilities of the Region.
- (2) Implementation of rights as referred to in section (1) include:
  - a. Religious practices;
  - b. education;
  - c. workers and job opportunities;
  - d. health;
  - e. social affairs;
  - f. politics;
  - g. law;
  - h. accessibility;
  - i. disaster risk management;
  - j. place of residence;
  - k. data collection;
  - l. arts, culture, tourism, and sports; and
  - m. being free from violence against persons with disabilities.

#### Paragraph 1 Education

### Article 8

Persons with disabilities have equal rights and opportunities to obtain education in every unit, path, type and level of education without discrimination.

### Article 9

- (1) The local government provides education for persons with disabilities through the provision of:
  - a. teaching and learning facilities and infrastructure;
  - b. educators and administrative staff have qualifications in sign language and/or braille and know how to treat students with disabilities;
  - c. special assistant teachers according to the needs of the number of students with disabilities; and
  - d. basic education services.
- (2) The number of qualified professionals as referred to in section (1) point c is adjusted to the number of students and the types of disabilities.

### Article 10

The implementation of education for persons with disabilities can be conducted by the Local Government and/or the community through an inclusive regular-education system.

Article 11

- (1) The local government facilitates the implementation of inclusive educational resources in early childhood education, elementary school, and junior high school.
- (2) The implementation of inclusive education as referred to in section (1) is in accordance with the needs of students with disabilities.
- (3) Inclusive education is held in at least 1 (one) unit in each sub-district.
- (4) Facilitation of the implementation of inclusive education as referred to in section (1) is realized by the availability of inclusive education resources.

Article 12

- (1) The Local Government provides facilitation in accordance with the needs of the educational unit as referred to in Article 11 section (1).
- (2) Facilitation as referred to in section (1) can be conducted through:
  - a. inclusive education working group;
  - b. professional organization working group;
  - c. non-governmental organizations; and/or
  - d. related partner institutions both domestically and abroad.
- (3) The type of facilitation as referred to in section (1) can be in the form of:
  - a. planning, implementation, monitoring, and evaluation;
  - b. admission, identification and assessment, prevention, intervention, compensatory and advocacy services of students; and/or
  - c. modification of curriculum, individual education programs, learning, assessment, media, and learning resources as well as accessible facilities and infrastructure.

Article 13

Education providers are obligated to provide information to the community about the inclusive education system.

Article 14

- (1) To ensure the fulfillment of accessible teaching and learning facilities and infrastructure as well as adequate accommodation, education providers are obligated to involve parents of students with disabilities in the School Committee.
- (2) Education providers are prohibited from using inclusive education funds other than for the education of students with disabilities.

Article 15

Regional Apparatus that has the main tasks and functions in the field of education is obligated to provide public service information about the inclusive education system for persons with disabilities, their families, and the community.

### Article 16

Further provisions regarding the Implementation of Inclusive Education in accordance with the field of government affairs are regulated by a Mayor Regulation.

### Paragraph 2 Manpower and Job Opportunities

#### Article 17

- (1) Persons with disabilities have the right to work in the Local Government, private and/or community sectors without discrimination on the basis of disability.
- (2) Persons with Disabilities have equal rights and opportunities to get a job and/or do a decent independent-business.

#### Article 18

- (1) Regional Apparatus that has the main duties and functions in the field of manpower is obligated to provide and disseminate information on the potential of human resources for persons with disabilities and information on job opportunities.
- (2) The information as referred to in section (1) at least contains about:
  - a. the number of persons with disabilities of working age;
  - b. types of disabilities; and
  - c. their competencies.
- (3) The information as referred to in section (2) must be constantly updated, and can be easily accessed by persons with disabilities in an accessible manner, including through official websites.

#### Article 19

- (1) Regional Apparatus that has the main duties and functions in the field of manpower is obligated to organize an accessible job fair.
- (2) Information regarding the implementation of the job fair is disseminated to persons with disabilities through printed, electronic, and other media that can be accessed by persons with disabilities.

#### Article 20

Regional Apparatus that has the main duties and functions in the field of manpower are obligated to:

- a. coordinate the planning, development, expansion and placement of the workers with disabilities;
- b. coordinate the recruitment process for workers with disabilities; and
- c. facilitate the realization of independent businesses for persons with disabilities.

#### Article 21

Regional Apparatus that has the main duties and functions in the field of manpower is obligated to facilitate the implementation of dissemination and awareness programs of

the right to work for persons with disabilities to local governments, entrepreneurs and the community.

#### Article 22

Local Government, BUMD, and private companies in the regions are obligated to provide accessible work facilities according to the needs of workers with disabilities.

#### Article 23

- (1) Every person with a disability has the right and opportunity to receive job training to equip and improve his or her competencies in accordance with individual conditions and needs.
- (2) The type of job training as referred to in section (1) is adjusted to the needs.
- (3) Job training as referred to in section (1) is hosted by:
  - a. Local Government;
  - b. social rehabilitation organizers;
  - c. community organizations engaged in job training; and
  - d. companies that use workers with disabilities.

#### Article 24

Persons with disabilities can take part in job training as referred to in Article 23 section (1) together with non-disabled participants in a training environment and in an accessible manner.

#### Article 25

The provider of job training as referred to in Article 23 section (3) point b, point c, and point d is an institution that has been registered with the Local Government.

#### Article 26

- (1) The provider of job training as referred to in Article 23 section (3) is obligated to provide a certificate as a proof of graduation and equality.
- (2) The certificate of graduation as referred to in section (1) must contain the level of competence that has been mastered by the person with disability.

#### Article 27

- (1) The Local Government conducts monitoring and post-job training assistance on the implementation and results of job training.
- (2) In conducting the monitoring, the Local Government may cooperate with the Disability Committee and/or Disability Organizations.

#### Article 28

- (1) Local Government and BUMDs are obligated to employ persons with disabilities at least 2% (two percent) of the total number of their employees or workers.
- (2) Private companies in the regions are obligated to employ persons with disabilities at least 1% (one percent) of the total number of employees or workers.

### Article 29

The obligations of BUMD and/or private companies in the regions as referred to in Article 28 are carried out if they have at least 100 (one hundred) employees.

### Article 30

- (1) BUMDs and/or private companies are obligated to provide adequate accommodation and facilities that are easily accessible to workers with disabilities.
- (2) BUMDs and/or private companies are obligated to open a complaint mechanism for unfulfilled rights of Persons with Disabilities.
- (3) The Local Government is obligated to disseminate the provision of Decent Accommodation and facilities that are easily accessible to workers with disabilities.
- (4) BUMDs and/or private companies that do not provide adequate accommodation and facilities that are easily accessible to Persons with Disabilities are subject to administrative sanctions in the form of:
  - a. written reprimand;
  - b. termination of operational activities;
  - c. suspension of business licenses; and
  - d. revocation of business license.

### Article 31

- (1) Local Government, BUMDs and/or private companies that employ workers with disabilities are obligated to:
  - a. provide accessibility and adequate accommodation, as well as safe and healthy working environment conditions;
  - b. provide equal treatment to workers with disabilities, including in terms of remuneration for workers with disabilities in accordance with wage requirements; and
  - c. provide employment contract documents or letter of appointment as workers to every worker with a disability.
- (2) Local Government, BUMDs and/or private companies consult with the City Disability Committee and/or disability organizations in the provision of accessibility and decent accommodation, as well as safe and healthy working environment conditions.

### Article 32

Regional Apparatus that has the main duties and functions in the field of manpower is obligated to conduct mediation in the event of unilateral termination of employment on the basis of disability.

### Article 33

- (1) The Local Government gives awards to companies/employers that employ persons with disabilities.
- (2) The award as referred to in section (1) may be in the form of local tax relief.

#### Article 34

Regional Apparatus that has the main duties and functions in the field of manpower, BUMD, and private companies in the Region are obligated to provide equal protection and treatment in remuneration for workers with disabilities in accordance with wage requirements.

#### Article 35

- (1) Local Government, BUMDs and private companies are obligated to provide employment contract documents or letters of appointment as workers to every worker with a disability.
- (2) In the event that BUMD and private companies do not provide employment contracts as referred to in section (1), administrative sanctions are imposed in the form of:
  - a. written reprimand; and/or
  - b. administrative fines.

#### Article 36

- (1) The Local Government expands employment opportunities for workers with disabilities in the form of productive and sustainable independent businesses.
- (2) Regional Apparatus that has the main duties and functions in the fields of manpower, industry, trade, and cooperatives facilitates the expansion of employment opportunities as referred to in section (1) by:
  - a. making efforts to strengthen and develop economic businesses of persons with disabilities through cooperation and partnerships with business actors; and/or
  - b. include entrepreneurs with disabilities in product exhibitions.

#### Article 37

The Local Government facilitates independent business owners with disabilities to obtain equal rights and opportunities in obtaining access to capital in banking financial institutions and/or non-banking financial institutions owned by the Local Government or the private.

#### Article 38

Further provisions regarding Manpower and Job Opportunities in accordance with the field of government affairs are regulated by a Mayor Regulation.

#### Paragraph 3 Health

#### Article 39

Every person with a disability has the right to receive qualified health services in accordance with the conditions and needs of individuals with disabilities.

#### Article 40

Persons with disabilities cannot be defined as individuals who are physically and spiritually unhealthy.

**Article 41**

Local Government is obligated to give efforts qualified health services in accordance with the conditions and needs of persons with disabilities in need.

**Article 42**

Health Service efforts for persons with disabilities are based on the principles of ease, safety, comfort, and quality.

**Article 43**

Health Service efforts as referred to in Article 42 include:

- a. promotive;
- b. preventive;
- c. curative; and
- d. rehabilitative activities.

**Article 44**

Health Service efforts in the form of promotive activities as referred to in Article 43 point a include:

- a. dissemination of information about disability;
- b. dissemination of information on disease prevention;
- c. counseling on early detection of disability; and
- d. counseling on general health issues.

**Article 45**

Health Service efforts in the form of preventive activities as referred to in Article 43 point b include efforts to prevent a health problem provided to persons with disabilities by creating a healthy living environment by including community participation.

**Article 46**

- (1) Health Service efforts in the form of curative activities as referred to in Article 43 point c are carried out through the provision of health and medical services.
- (2) Health and medical services as referred to in section (1) can be carried out through available health facilities.
- (3) Health and medical services as referred to in section (1) must be in accordance with the medical indications of persons with disabilities.
- (4) Health services as referred to in section (1) must be carried out with quality service standards and the support of family and community.

**Article 47**

- (1) Rehabilitative Health Service Efforts are conducted in each health facility in accordance with medical indications.
- (2) For special services, it can be served at regional public hospitals and private hospitals according to medical indications.
- (3) Regional public hospitals and private hospitals as referred to in section (2) must enter into a cooperation agreement with the security agency.

**Article 48**

Health Service efforts in the form of rehabilitative activities as referred to in Article 43 point d are supported by the full participation of families and community.

**Article 49**

The Local Government is obligated to ensure the availability of professionals, equipment and medicine in order to provide safe and quality health services for persons with disabilities.

**Article 50**

The Local Government coordinates with private health providers to ensure the availability of health service facilities.

**Article 51**

- (1) Every person with a disability has the right to receive qualified health services.
- (2) Persons with disabilities have the right to receive health services in accordance with the applicable health security provisions.

**Paragraph 4  
Social Affairs**

**Article 52**

- (1) Persons with disabilities have the right and/or opportunity to obtain:
  - a. social rehabilitation;
  - b. social security;
  - c. social empowerment; and
  - d. social protection.
- (2) Rights and/or opportunities as referred to in section (1) are implemented and facilitated by Regional Apparatus that has the main duties and functions in the social field.

**Article 53**

Social rehabilitation as referred to in Article 52 section (1) point a is conducted in the family and community environment through:

- a. dissemination and improvement of public awareness about Persons with Disabilities;
- b. consultation and facilitation regarding the development of social skills of persons with disabilities; and
- c. the provision of adaptive aids to support the mobility, function and social participation of Persons with Disabilities.

**Article 54**

- (1) Social security as referred to in Article 52 section (1) b is intended to meet the basic needs of persons with disabilities.
- (2) Social security is provided in the form of continuous direct assistance.

#### Article 55

- (1) Social empowerment as referred to in Article 52 section (1) point c is directed to develop the independence of persons with disabilities so that they are able to conduct their social role as a member of society on the basis of equality with other citizens.
- (2) Social empowerment as referred to in section (1) is carried out through improving the ability of persons with disabilities, community empowerment, as well as the development of organizations for persons with disabilities.
- (3) Regional Apparatus whose duties and functions in the social field coordinates, facilitates, and organizes social empowerment.

#### Article 56

Social empowerment as referred to in Article 55 section (2) is conducted in the form of:

- a. providing motivation;
- b. skills training;
- c. mentoring; and
- d. provision of capital, business equipment and facilitation of business premises.

#### Article 57

- (1) Social protection as referred to in Article 53 section (1) point d, is intended to prevent and overcome the risk of shock and vulnerability of persons with disabilities so that their survival can be fulfilled in accordance with basic needs.
- (2) Social protection is implemented through:
  - a. social assistance; and
  - b. legal aid.
- (3) Social protection is carried out in accordance with the provisions of legislation.

#### Article 58

The Local Government through the Regional Apparatus which has the main duties and function in the social sector becomes the organizer and facilitator of the implementation of social rehabilitation, social security, social empowerment and social protection for persons with disabilities.

#### Article 59

Further provisions regarding the implementation of the social sector are regulated by a Mayor Regulation.

#### Paragraph 5 Politics

#### Article 60

- (1) Persons with disabilities have equal rights and opportunities to express opinions in the fields of government, development and/or society orally, in writing, and/or through sign language.
- (2) In political life, persons with disabilities have the same rights and opportunities to be elected and vote.

Article 61

- (1) The Local Government provides periodic, planned, directed and continuous political education for persons with disabilities, including dissemination of general elections/regional head elections that are accessible and the provision of accessible dissemination tools.
- (2) The local government facilitates dissemination and information, technical and/or assistance provision regarding the implementation of accessible general elections.

Article 62

- (1) Persons with disabilities have the right to establish and/or participate in organizations without discrimination based on disability.
- (2) The Local Government is obligated to provide organizational assistance as referred to in section (1) through increasing the capacity of human resources and institutional development.

Article 63

The Local Government is obligated to facilitate persons with disabilities to:

- a. participate in development program planning activities at the Urban Village level, Subdistrict level, and regional level; and
- b. participate in decision-making in the fields of government, development and community.

Article 64

- (1) The Local Government organizes political education on a regular, planned, directed and continuous basis for persons with disabilities.
- (2) The Local Government facilitates persons with disabilities to obtain information, accessibility, reasonable accommodation, and/or assistance in the implementation of general elections in accordance with the types of disabilities and their needs.

Article 65

Persons with disabilities have the right to exercise their right to vote in an accessible way.

Article 66

- (1) The form of accessibility, reasonable accommodation, and/or assistance as referred to in Article 64 section (2), including in the form of:
  - a. the provision of election dissemination tools that are accessible and in accordance with types of disabilities;
  - b. provision of sign language interpreters;
  - c. provision of templates (voting aids for the blind);
  - d. accessible polling stations; and
  - e. provision of Mobile Polling Stations for persons with disabilities who are constrained by mobility.

- (2) The Local Government is obligated to provide training to the organizers of general elections, presidential elections, and the election of Regional Heads on the procedures for providing services to persons with disabilities in exercising their voting rights.
- (3) To implement the provisions as referred to in section (1), the Local Government cooperates with the Regional Election Commission.

**Paragraph 6  
Law**

**Article 67**

Persons with Disabilities have equal rights and positions before the law.

**Article 68**

- (1) The Local Government facilitates services for persons with disabilities who are economically disadvantaged who are involved in legal problems.
- (2) The Regional Apparatus in charge of social affairs provides companions who are able to communicate with persons with disabilities who are involved in legal problems as referred to in section (1).

**Paragraph 7  
Accessibility**

**Article 69**

- (1) The Local Government and the community are obligated to facilitate the fulfillment of the accessibility of public facilities for persons with disabilities.
- (2) Efforts in realization of the accessibility of the use of public facilities as referred to in section (1) must meet the principles of ease, security/safety, comfort, health, and independence in terms of having, reaching, entering and utilizing public facilities.

**Article 70**

Accessibility as referred to in Article 69 section (1) includes:

- a. physical accessibility; and
- b. nonphysical accessibility.

**Article 71**

Physical accessibility as referred to in Article 70 point a includes accessibility in:

- a. public buildings;
- b. public facilities;
- c. traffic infrastructure; and.
- d. public transportation.

**Article 72**

Nonphysical accessibility as referred to in Article 70 point b includes ease of:

- a. information; and
- b. special services.

### Article 73

Public buildings as referred to in Article 71 point a are buildings used for the public interest along with facilities inside and outside the building.

### Article 74

Public facilities as referred to in Article 71 point b are facilities used for the public interest.

### Article 75

Traffic infrastructure as referred to in Article 71 point c is a public road equipped with facilities in the form of:

- a. traffic signs;
- b. markings;
- c. sidewalk;
- d. traffic signaling devices;
- e. road lighting equipment;
- f. road-user control and safety devices;
- g. road surveillance and security equipment; and
- h. facilities for bicycle users, pedestrians and persons with disabilities.

### Article 76

- (1) Public transportation as referred to in Article 71 point d is a service in the form of:
  - a. land transportation;
  - b. rail transportation;
  - c. river transportation; and
- (2) Public transportation as referred to in section (1) is adjusted to the conditions and financial capabilities of the region.

### Article 77

Information services as referred to in Article 72 point a are efforts of explanations through the media that are in accordance with the conditions and needs of persons with disabilities in terms of public services, using existing facilities in public buildings, traffic facilities, communication facilities, and public transportation.

### Article 78

Special services as referred to in Article 72 point b are in the form of assistance that is provided specifically for persons with disabilities in accordance with their conditions and needs in terms of public services, using existing facilities in public buildings, traffic facilities, communication facilities and public transportation.

## Paragraph 8 Disaster Risk Management

### Article 79

Every person with a disability has the right and obligation to participate in every stage of the disaster management process which includes:

- a. pre-disaster;
- b. emergency response; and
- c. post-disaster.

#### Article 80

Every person with a disability has the right to access priority services and service facilities in every stage of the disaster management process according to their needs.

#### Article 81

- (1) Regional Apparatus and institutions that have duties and functions in the field of disaster management conduct training and simulations for rescuing persons with disabilities in emergency situations to the community.
- (2) Training and rescue simulation as referred to in section (1) is also provided to every person with a disability.

#### Article 82

- (1) Regional Apparatus that has the main duties and functions in the field of disaster management prepares operational policies in the form of standard operations and evacuation and rescue procedures in emergency situations that provide special protection for persons with disabilities.
- (2) Further provisions regarding operational policies as referred to in section (1) are regulated by a Mayor Regulation.

#### Article 83

The implementation of emergency response is an effort to protect person with disabilities by giving priority in the form of rescue, evacuation, security, health services, psycho-social and the fulfillment of basic needs.

#### Article 84

Protection efforts as referred to in Article 83 are conducted by relevant agencies and/or institutions coordinated by Regional Apparatus that have duties and functions in the field of disaster management with a pattern of assistance and facilitation.

#### Article 85

Regional Apparatus and institutions engaged in disaster management provide accessibility and fulfillment of special needs at evacuation sites and temporary housing locations.

#### Article 86

Regional Apparatus and institutions engaged in disaster management are obligated to rehabilitate and reconstruct persons with disabilities who have experienced the impact of disasters in accordance with the provisions of legislation.

#### Paragraph 9 Residence

#### Article 87

- (1) Every person with a disability has the right to have a suitable place of residence.

(2) Local governments facilitate access to persons with disabilities in obtaining decent housing.

Paragraph 9  
Right to Worship

Article 88

One of the goals of human development in Tangerang City is to create human beings with moral character. Persons with disabilities also have a natural right to worship Almighty God. Places of worship provide access to persons with disabilities to obtain the right to worship by providing facilities that can support persons with disabilities to worship.

Paragraph 11  
Data Collection

Article 89

(1) Regional Apparatus that has the main duties and functions in the field of data collection is obligated to collect appropriate information, including statistics and data that enable local governments to formulate and implement policies for persons with disabilities.

(2) Each Regional Apparatus is obligated to collect data on persons with disabilities related to their main duties and functions.

(3) The process of collecting and processing information as referred to in sections (1) and (2) must:

- be in accordance with the provisions of legislation;
- ensure confidentiality and respect for the privacy of persons with disabilities; and
- be in accordance with ethical principles in the collection and use of statistical data.

(4) The information collected as regulated in section (1) must:

- be useful to assist in the implementation of policies of local governments; and
- be able to identify and overcome obstacles faced by persons with disabilities in detail and separately in accordance with the need to obtain their rights.

(5) The Local Government is responsible for the management and dissemination of statistical data from data collection activities for Persons with Disabilities.

Paragraph 12  
Arts, Culture, Tourism and Sports

Article 90

Persons with disabilities have the same rights and opportunities to conduct activities and enjoy accessible arts, culture, tourism, and sports.

Article 91

The Regional Apparatus which has the main duties and functions in the fields of arts, culture and sports coordinates and facilitates the development of arts, culture and sports for persons with disabilities.

Article 92

- (1) The Local Government gives awards to persons with disabilities who have achievements.
- (2) The awards to persons with disabilities as referred to in section (1) must be equivalent to the similar award given.

Paragraph 13

Freedom from Violence against Persons with Disabilities

Article 93

- (1) The Local Government guarantees that persons with disabilities are free from all forms of violence, discrimination and exploitation.
- (2) Local Government, corporations, community institutions and the community are obligated to conduct prevention of violence, discrimination and exploitation against persons with disabilities.

Article 94

Prevention as referred to in Article 93 section (2) includes:

- a. making and preparing programs and budgets to prevent violence, discrimination and exploitation of persons with disabilities within and at the government, corporations and community institutions;
- b. disseminating and implementing programs to prevent violence, discrimination and exploitation of persons with disabilities to the community; and
- c. safety monitoring of the environment in which persons with disabilities do activities and/or live.

Article 95

- (1) The Local Government is obligated to provide assistance and support to persons with disabilities who are victims of violence, discrimination and exploitation.
- (2) The Local Government is obligated to provide rehabilitation to persons with disabilities who are victims and perpetrators of violence, discrimination and exploitation.

Article 96

Rehabilitation as referred to in Article 95 section (2) is an effort to restore the victim's condition and improve the behavior of the perpetrator through the provision of educational, spiritual, legal, medical, psychological, psychiatric and/or psycho-social services.

Article 97

After rehabilitation as referred to in Article 95 section (2), the Local Government together with the community is obligated to provide support for the reintegration process of victims and perpetrators of violence so that they can be accepted back into the social life of the community.

## CHAPTER IV SOCIAL ASSISTANCE

### Article 98

Social assistance is directed to help persons with disabilities to improve their level of welfare and independence.

### Article 99

Social assistance for persons with disabilities as referred to in Article 98 can be in the form of:

- a. material;
- b. service facilities; and
- c. information.

### Article 100

- (1) Social assistance is provided by the Local Government and/or community institutions in an integrated manner.
- (2) Social assistance as referred to in section (1) is conducted by the Local Government through the Regional Apparatus which has the main duties and functions in the social sector.
- (3) Social assistance as referred to in section (1) is conducted based on the direction and purpose of providing social assistance in accordance with the provisions of legislation.

## CHAPTER V WOMEN AND CHILDREN WITH DISABILITIES

### Article 101

- (1) The Local Government is obligated to guarantee full and equal rights and welfare for women with disabilities in all fields of political, social, economic, and cultural development.
- (2) The Local Government guarantees that women with disabilities are free from gender-based injustice.
- (3) Local Government are obligated to ensure the full development, advancement, and empowerment of women, with the aim of providing them with guarantees for the implementation and human rights and fundamental freedoms.

### Article 102

- (1) The Local Government guarantees the fulfillment of the rights and protection of children with disabilities on the basis of equality with other children.
- (2) In all actions concerning children with disabilities, the best interests of the children are the primary consideration.
- (3) The Local Government guarantees that children with disabilities have the right to express their views freely on all matters affecting them, that their views are considered in accordance with their age and maturity, on the basis of equality with other children, and that disability assistance is provided and appropriate to their age to realize such rights.

### Article 103

Local Government is obligated to provide service and quick action units for the protection of women and children with disabilities who are victims of violence.

## CHAPTER VI MAINSTREAMING PERSONS WITH DISABILITIES

### Article 104

- (1) The Local Government mainstreams persons with disabilities in the implementation of deliberative activities for planning and implementation of development activities.
- (2) The Local Government conducts coordination in the context of respecting the implementation of the protection and fulfillment of the rights of persons with disabilities.
- (3) The Local Government conducts dissemination and the rights of persons with disabilities to:
  - a. all officials and staff of the Local Government;
  - b. public service providers;
  - c. the Subdistrict and Urban Village governments;
  - d. entrepreneurs;
  - e. persons with disabilities; and
  - f. families with disabilities and the community.

### Article 105

- (1) The Local Government is obligated to prepare a Regional Action Plan on the protection and fulfillment of the rights of persons with disabilities.
- (2) Further provisions regarding the Regional Action Plan on the protection and fulfillment of the rights of persons with disabilities are regulated by a Mayor Regulation.

## CHAPTER VII COMMUNITY PARTICIPATION

### Article 106

- (1) The community participates in the fulfillment of the rights of persons with disabilities.
- (2) Community participation in the fulfillment of rights persons with disabilities as referred to in section (1) may be carried out by individuals, groups, legal entities, business entities and/or social institutions.

### Article 107

Community participation in the implementation of the protection and fulfillment of the rights of persons with disabilities can be carried out through:

- a. giving advice and consideration to Local Government;
- b. education and training;
- c. procurement of facilities and infrastructure for persons with disabilities;
- d. establishment of facilities and implementation of rehabilitation for persons with disabilities;
- e. procurement and provision of assistance for experts and social workers for persons with disabilities to implement and help improve social welfare;

- f. the provision of social assistance to persons with disabilities;
- g. providing equal opportunities and treatment to persons with disabilities;
- h. involvement of persons with disabilities in community;
- i. provision of job opportunities and business; and/or
- j. other activities that support the implementation of the improvement of the fulfillment of the rights of persons with disabilities.

## CHAPTER VIII SUBDISTRICTS AND URBAN VILLAGES

### Article 108

- (1) Subdistricts and Urban Villages participate in the implementation of the protection and fulfillment of the rights of persons with disabilities.
- (2) Subdistricts and Urban Villages make and prepare programs and budgets in the implementation of the protection and fulfillment of the rights of persons with disabilities in the subdistrict and community institutions.
- (3) Participation as referred to in section (1) is through activities of:
  - a. giving advice and consideration to Local Government;
  - b. procurement of facilities and infrastructure for persons with disabilities;
  - c. helps to improve social welfare;
  - d. the provision of social assistance to persons with disabilities;
  - e. empowerment of persons with disabilities;
  - f. providing equal opportunities and treatment to persons with disabilities in all aspects of life and livelihood according to their ability;
  - g. active involvement of persons with disabilities in community activities and Subdistricts and Urban Villages;
  - h. other activities that support the implementation of the improvement of the fulfillment of the rights of persons with disabilities; and
  - i. data collection of Persons with Disabilities in each Subdistrict and Urban Village.
- (4) Subdistricts and Urban Villages can establish special institutions to strengthen the rights of persons with disabilities.

## CHAPTER IX COMMITTEE FOR THE PROTECTION AND FULFILLMENT OF THE RIGHTS OF PERSONS WITH DISABILITIES

### Article 109

- (1) Coordination and communication on the implementation of the protection and fulfillment of the rights of persons with disabilities in the Region are carried out through the Committee of Persons with Disabilities.

- (2) Composition of the Committee of Persons with Disabilities as referred to in section (2) at least consists of the following elements:
  - a. local government;
  - b. law enforcement;
  - c. organizational elements of persons with disabilities;
  - d. non-governmental organizations;
  - e. business sectors;
  - f. elements of society; and.
  - g. academics.
- (3) Further provisions regarding the Committee of Persons with Disabilities are regulated by a Mayor Regulation.

#### Article 110

- (1) The Committee of Persons with Disabilities as referred to in Article 108 section (1) has the following functions of:
  - a. giving mediation of communication and information from persons with disabilities to the Local Government or vice versa;
  - b. receiving complaints from persons with disabilities who experience cases of discrimination; and
  - c. following up on complaints from persons with disabilities.
- (2) The Committee of Persons with Disabilities has the following duties to:
  - a. encourage improvement of active participation from persons with disabilities, families and community in general in empowering and improving the welfare of persons with disabilities;
  - b. receive, accommodate, and analyze complaints and coordinate the defense in a litigation and/or non-litigation manner;
  - c. channel the aspirations of persons with disabilities to related parties; and
  - d. build a network with various parties in an effort to develop programs related to the protection and fulfillment of the rights of persons with disabilities.
  - e. Committee of Persons with Disabilities fosters and monitors organizations or disability institutions
  - f. facilitate organizations or institutions with disabilities to obtain grant funds from the Local Government.

#### Article 111

In conducting its duties, the Committee of Persons with Disabilities coordinates with all parties involved.

### CHAPTER X

### AWARDS

#### Article 112

- (1) The Local Government may give awards to Business Entities and parties who have contributed and have made efforts to protect and/or support the fulfillment of the rights of persons with disabilities in accordance with the provisions of legislation.

- (2) In giving awards to Business Entities and parties as referred to in section (1), they have first been evaluated by a team formed by the Local Government.
- (3) The team as referred to in section (2) may consist of elements of persons with disabilities, elements of the community, and related Regional Apparatus.

#### Article 113

The award as referred to in Article 110 section (1) can be given in the form of:

- a. ease in obtaining new licenses in the fields of education, health and employment;
- b. the provision of infrastructure, means and facilities to support business activities;
- c. other awards that may cause economic and financial benefits; and
- d. charters and certificates, badges, medals, cups, and/or trophies.

#### Article 114

Further provisions regarding the award procedure as referred to in Article 111 section (1) and the determination of team members as referred to in Article 111 section (2) are regulated in a Mayor Regulation.

### CHAPTER XI CLOSING PROVISIONS

#### Article 115

This Regional Regulation comes into force on the date of its promulgation.

In order that every person may know hereof, it is ordered to promulgate this Regional Regulation by its placement in the Regional Gazette of the Municipality of Tangerang.

Issued in Tangerang  
on 10 June 2021

MAYOR OF TANGERANG,

signed

ARIEF R. WISMANSYAH

Promulgated in Tangerang  
on 10 June 2021

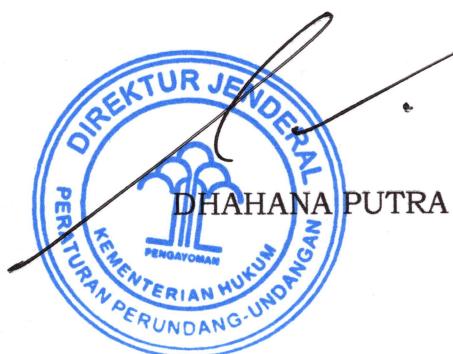
REGIONAL SECRETARY  
OF THE MUNICIPALITY OF TANGERANG,

signed

HERMAN SUWARMAN

REGIONAL GAZETTE OF THE MUNICIPALITY OF TANGERANG OF 2021  
NUMBER 3

Jakarta, 14 November 2025  
Has been translated as an Official Translation  
on behalf of Minister of Law  
of the Republic of Indonesia  
DIRECTOR GENERAL OF LEGISLATION,



**ELUCIDATION OF  
REGULATION OF THE MUNICIPALITY OF TANGERANG  
NUMBER 3 OF 2021  
ON  
IMPLEMENTATION OF PROTECTION AND FULFILLMENT OF RIGHTS OF  
PERSONS WITH DISABILITIES**

**I. GENERAL**

The protection of disability in inclusive regional development policies is in accordance with the view of the nation's life that is humane, fair and civilized, the condition of disability must be seen as a reality that hinders the persons with disabilities from participating and engaging in activities in society fully and on the same as other persons. No human being wants to be a person with a disability.

Disability can occur in anyone, either because it is carried from birth or because of a work accident, traffic accident, natural disaster and so on. Therefore, in particular, this issue must be the responsibility of the state and society in general. In carrying out the responsibility of the state and society towards persons with disabilities, the government, especially local governments, should take policies by providing to fulfill the rights of persons with disabilities. Government policies must be based on a new paradigm that is in accordance with the nation's view of life, namely recognizing the limitations of persons with disabilities that can be overcome if physical accessibility is provided.

In addition, the reluctance of the business sector to provide opportunities for persons with disabilities is an undeniable reality. Moreover, the acceptance of employees for government agencies, State-Owned Enterprises/Regional-Owned Enterprises and private companies, still does not show seriousness to provide opportunities to persons with disabilities. Some public facilities and infrastructure in Tangerang City are still very minimal in providing accessibility for persons with disabilities. There are not many special sidewalk infrastructure facilities for persons with disabilities, the lack of traffic regulation instruments for persons with disabilities. Likewise for rehabilitation and coaching efforts for persons with disabilities as well as financial support for organizations for persons with disabilities. There is no institution that coordinates efforts to fulfill the rights of persons with disabilities.

Furthermore, considering the condition of the Tangerang City area which is often hit by natural disasters, the government, especially the Local Government, has an obligation to take the necessary steps to ensure the protection and safety of persons with disabilities in the event of a disaster. Thus, the existence of regional regulations is very important to be considered and immediately realized.

## II. ARTICLE BY ARTICLE

### Article 1

Sufficiently clear.

### Article 2

#### Point a

The term "respect for dignity" means the recognition of persons with disabilities who must be protected, respected, and upheld.

#### Point b

The term "right of autonomy" means the right of every person with a disability to act or not to act and be responsible for his or her own choice of action.

#### Point c

Sufficiently clear

#### Point d

Sufficiently clear

#### Point e

Sufficiently clear

#### Point f

Sufficiently clear

#### Point g

The term "full participation and involvement" means that persons with disabilities participate and actively participate in all aspects of life as citizens.

#### Point h

The term "equality of rights and opportunities" means the conditions in various systems in society and the environment, such as services, activities, information, and documentation that are made to accommodate everyone, including people with disabilities.

#### Point i

Sufficiently clear

#### Point j

Sufficiently clear

#### Point k

The term 'human diversity and humanity' means respect and acceptance of differences for people with disabilities as part of human diversity and humanity.

### Article 3

#### Section (1)

##### Point a

The term "person with physical disabilities" means the disruption of movement functions, including amputation, paralysis, paraplegia, cerebral palsy (CP), due to stroke, due to leprosy, and small people.

##### Point b

The term "persons with intellectual disabilities" means the disruption of thinking functions due to below-average intelligence levels, including slow learning, intellectual disability, and down syndrome.

##### Point c

The term by "persons with mental disabilities" means the disruption of thought, emotional, and behavioral functions, including:

- a. psychosocial including schizophrenia, bipolar, depression, anxiety, and personality disorders; and
- b. developmental disabilities that affect the ability to socialize including autism and hyperactivity.

Point d

The term "persons with sensory disabilities" means the disruption of one of the functions of the five senses, including visual disability, hearing disability, and/or speech disability.

Section (2)

The terms:

- a. "Persons with multiple disabilities" means persons with disabilities who have two or more types of disabilities, including hearing-speech disabilities and blind-deaf disabilities.
- b. "for a long period of time" means a minimum period of 6 (six) months and/or is permanent.

Article 4

Sufficiently clear.

Article 5

Sufficiently clear.

Article 6

Sufficiently clear.

Article 7

Sufficiently clear.

Article 8

Sufficiently clear.

Article 9

Sufficiently clear.

Article 10

Sufficiently clear.

Article 11

Section (1)

Sufficiently clear.

Section (2)

Sufficiently clear.

Section (3)

The term "compensatory services" means intended to facilitate children who experience impairments in certain aspects (loss of vision function, hearing, cognitive, motor and emotional and behavioral development), are transferred to other functions that allow them to replace lost functions, e.g. loss of visual function, compensated to touch functions (writing in Braille), loss of hearing function compensated to function vision (speaking with sign language)".

Article 12

Sufficiently clear.

Article 13

Sufficiently clear.

Article 14

Sufficiently clear.

Article 15

Sufficiently clear.

Article 16

Sufficiently clear.

Article 17

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Article 18

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Article 24

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Article 25

Sufficiently clear.

Article 26

Sufficiently clear.

Article 27

If the company employs less than 50 (fifty) employees, it has no obligation to employ manpower with disabilities.

Article 28

Sufficiently clear.

Article 29

Sufficiently clear.

Article 30

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Article 31

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Article 32  
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Article 33  
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Article 48  
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Article 49  
Sufficiently clear.

Article 50

Sufficiently clear.

Article 51

Section (1)

The term "special needs" means continuous therapy, brand-name drugs and other special measures needed to overcome disability.

Section (2)

Sufficiently clear.

Article 52

Sufficiently clear.

Article 53

Sufficiently clear.

Article 54

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Article 56

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Article 92

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Article 93

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Article 96

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Article 98

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Article 100

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Article 101

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Article 102

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Article 103

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Article 104

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Article 108

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Article 109

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Article 110

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Article 111

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Article 112

Sufficiently clear.

Article 113

Sufficiently clear.

Article 114

Sufficiently clear.

Article 115

Sufficiently clear.

SUPPLEMENT TO THE REGIONAL GAZETTE OF THE MUNICIPALITY OF  
TANGERANG NUMBER 3