

Socialization of Constitutional Court Decision Number 130/PUU-XXIII/2025 on the Protection of Persons with Invisible Disabilities from a Labor Law Perspective in Collaboration with Yayasan Ruang Pulih Autoimun Disabilitas

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ABSTRACT - This community service activity was conducted in response to limited public understanding of the legal protection of persons with invisible disabilities in employment relations. The activity aimed to improve participants' understanding of Constitutional Court Decision Number 130/PUU-XXIII/2025 and its implications for labor rights protection. The program was implemented in collaboration with Yayasan Ruang Pulih Autoimun Disabilitas (YRPAD) through legal socialization, interactive discussions, and question-and-answer sessions. Data were collected through observation, documentation, and participant feedback, and analyzed descriptively. The results indicated improved participant understanding of Constitutional Court Decision Number 130/PUU-XXIII/2025, the legal recognition of invisible disabilities, reasonable accommodation, and non-discrimination principles in employment relations. The activity effectively strengthened legal awareness regarding disability rights. Continuous legal socialization involving relevant stakeholders is recommended to support inclusive employment practices and strengthen disability rights protection in Indonesia.

ABSTRAK - Kegiatan pengabdian kepada masyarakat ini dilaksanakan sebagai respons terhadap masih terbatasnya pemahaman mengenai perlindungan hukum penyandang disabilitas tidak kasat mata dalam hubungan ketenagakerjaan. Kegiatan ini bertujuan meningkatkan pemahaman peserta mengenai Putusan Mahkamah Konstitusi Nomor 130/PUU-XXIII/2025 dan implikasinya terhadap perlindungan hak ketenagakerjaan. Kegiatan dilaksanakan bekerja sama dengan Yayasan Ruang Pulih Autoimun Disabilitas (YRPAD) melalui sosialisasi hukum, diskusi interaktif, dan sesi tanya jawab. Data dikumpulkan melalui observasi, dokumentasi, dan umpan balik peserta, kemudian dianalisis secara deskriptif. Hasil kegiatan menunjukkan peningkatan pemahaman peserta mengenai Putusan Mahkamah Konstitusi Nomor 130/PUU-XXIII/2025, pengakuan hukum terhadap disabilitas tidak kasat mata, akomodasi yang layak, dan prinsip non-diskriminasi dalam hubungan ketenagakerjaan. Kegiatan ini efektif meningkatkan kesadaran hukum peserta mengenai hak-hak penyandang disabilitas. Oleh karena itu, sosialisasi hukum perlu dilaksanakan secara berkelanjutan dengan melibatkan berbagai pemangku kepentingan guna mendukung praktik ketenagakerjaan yang inklusif dan memperkuat perlindungan hak penyandang disabilitas di Indonesia.

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INTRODUCTION

Persons with disabilities continue to face various challenges in accessing equal opportunities in employment. These challenges are particularly significant for persons with invisible disabilities, namely disabilities that are not immediately visible to others but may substantially affect an individual's ability to participate in social and professional activities. Invisible disabilities may include autoimmune diseases, chronic illnesses, neurological disorders, and other long-term health conditions that create functional limitations. Despite their impact, these conditions are often overlooked in employment practices, resulting in limited recognition and protection within the workplace.

In Indonesia, the protection of persons with disabilities is guaranteed under Law Number 8 of 2016 concerning Persons with Disabilities. The law affirms the rights of persons with disabilities to equality, accessibility, non-discrimination, and reasonable accommodation in various sectors, including employment. However, public understanding of invisible disabilities remains limited. Many people continue to associate disability exclusively with visible physical impairments, causing individuals with chronic illnesses and autoimmune conditions to experience difficulties in obtaining recognition and protection of their rights in employment relations (Mackelprang et al., 2021).

The issue has become increasingly important following the issuance of Constitutional Court Decision Number 130/PUU-XXIII/2025. Through this decision, the Constitutional Court emphasized that chronic illness may be recognized as a disability when it results in functional limitations and is supported by appropriate medical assessment. This legal interpretation broadens the understanding of disability beyond visible physical conditions and provides a stronger legal basis for protecting individuals with invisible disabilities. Nevertheless, information regarding the substance and implications of this decision has not yet been widely understood by disability communities, employers, and the general public (National Academies of Sciences, Engineering, and Medicine et al., 2016).

Yayasan Ruang Pulih Autoimun Disabilitas (YRPAD) is a community organization that focuses on supporting individuals living with autoimmune conditions and other invisible disabilities. Based on preliminary communication and needs assessment conducted with the foundation, several challenges were identified. First, many members had limited understanding of the legal implications of Constitutional Court Decision Number 130/PUU-XXIII/2025. Second, participants lacked adequate knowledge regarding labor rights and legal protection mechanisms available to persons with invisible disabilities. Third, awareness regarding reasonable accommodation and non-discriminatory employment practices remained relatively limited (Halvorsen & Hvinden, 2015).

To address these challenges, legal socialization was considered an appropriate community service approach. Through legal education activities, participants can obtain accurate information regarding disability rights, labor protection, reasonable accommodation, and the implications of Constitutional Court Decision Number 130/PUU-XXIII/2025. In addition, interactive discussions provide opportunities for participants to share experiences and discuss practical challenges encountered in employment relations (De Prins et al., 2020; Francis et al., 2013).

Therefore, this community service activity was conducted in collaboration with Yayasan Ruang Pulih Autoimun Disabilitas (YRPAD) through a legal socialization program concerning Constitutional Court Decision Number 130/PUU-XXIII/2025 from a labor law perspective. The activity aimed to improve



participants' understanding of the legal recognition of invisible disabilities, strengthen awareness of labor rights, and promote inclusive employment practices. Through this activity, participants are expected to gain a better understanding of their rights and contribute to the development of a more inclusive and non-discriminatory employment environment.

RESEARCH METHOD

This community service activity was conducted in collaboration with Yayasan Ruang Pulih Autoimun Disabilitas (YRPAD), a community organization that supports individuals living with autoimmune conditions and other invisible disabilities. The activity was designed as a legal socialization program aimed at increasing participants' understanding of Constitutional Court Decision Number 130/PUU-XXIII/2025 and its implications for the protection of labor rights of persons with invisible disabilities. Prior to the implementation of the activity, the service team coordinated with YRPAD to identify the needs and challenges faced by community members regarding disability recognition, labor protection, and access to reasonable accommodation in employment relations. The results of these preliminary discussions were used as the basis for preparing educational materials and determining the scope of the socialization program.

The activity was implemented through legal education sessions consisting of presentations, interactive discussions, and question-and-answer sessions. The presentation materials focused on the legal recognition of invisible disabilities, the significance of Constitutional Court Decision Number 130/PUU-XXIII/2025, the role of medical assessment in disability recognition, the principle of non-discrimination, and the provision of reasonable accommodation in employment. During the discussion sessions, participants were encouraged to share their experiences and perspectives regarding the challenges faced by persons with autoimmune conditions and other invisible disabilities in accessing employment opportunities and exercising their labor rights. The interactive approach was intended to facilitate knowledge exchange and strengthen participants' understanding of the legal issues discussed during the activity.

Evaluation of the activity was conducted through observation, documentation, and participant feedback. Participant engagement during the presentations and discussions was observed to assess the effectiveness of the socialization process. Documentation of the activity was collected to support the implementation report, while participant feedback was used to identify their level of understanding and perceptions regarding the legal protection of persons with invisible disabilities. The data obtained from observations, discussions, and participant feedback were analyzed descriptively to evaluate the implementation and outcomes of the community service activity. The findings were subsequently used to assess the contribution of legal socialization in strengthening legal awareness and promoting inclusive employment practices for persons with invisible disabilities.

RESULTS AND DISCUSSION

The community service activity was conducted in collaboration with Yayasan Ruang Pulih Autoimun Disabilitas (YRPAD) through a legal socialization program concerning Constitutional Court Decision Number 130/PUU-XXIII/2025 and its implications for the protection of persons with invisible disabilities in employment relations. The activity aimed to enhance participants' understanding of disability rights, labor law protection, reasonable accommodation, and the principle of non-discrimination in the workplace.

The implementation of the activity began with the delivery of educational materials regarding the



legal recognition of invisible disabilities under Indonesian law. Participants were introduced to the concept of invisible disabilities, particularly those associated with autoimmune conditions and chronic illnesses, which are often overlooked despite creating significant barriers to participation in employment and social life. The presentation also explained the legal significance of Constitutional Court Decision Number 130/PUU-XXIII/2025 and its contribution to strengthening the protection of persons with invisible disabilities.

Figure 1. Delivery of Legal Socialization Materials



The presentation session was conducted interactively to encourage participant engagement and facilitate a better understanding of the legal issues discussed. During the session, participants demonstrated considerable interest in the relationship between disability rights and labor law protection. Questions raised by participants indicated that many of them had previously experienced uncertainty regarding the legal status of chronic illnesses and their implications for employment opportunities. This finding suggests that legal literacy concerning invisible disabilities remains limited and requires continuous educational efforts (Aquino & Helft, 2025).

The activity continued with an interactive discussion and question-and-answer session. Participants were given the opportunity to share their experiences regarding workplace challenges, disability recognition, access to reasonable accommodation, and concerns about discrimination in recruitment and employment relations. The discussion created an inclusive learning environment that enabled participants to connect legal concepts with their everyday experiences (Kale et al., 2020).

Figure 2. Interactive Discussion and Question-and-Answer Session





The discussion revealed several important issues. First, many participants expressed concern regarding employment requirements that emphasize physical and mental health without considering individual functional capacity. Second, participants highlighted the difficulty of obtaining recognition for invisible disabilities because their conditions are not immediately visible to employers or colleagues. Third, participants emphasized the need for greater awareness among employers regarding reasonable accommodation and inclusive workplace practices. These findings demonstrate that legal protection for persons with invisible disabilities requires not only legal recognition but also practical implementation within employment settings (Prince, 2015).

The socialization activity contributed positively to participants' understanding of Constitutional Court Decision Number 130/PUU-XXIII/2025 and its implications for labor rights protection. Through the presentation and discussion sessions, participants gained a broader understanding of the concept of disability, the role of medical assessment in disability recognition, and the importance of equal treatment in employment relations. Participants also demonstrated increased awareness regarding their rights to reasonable accommodation and protection from discriminatory practices in the workplace (Bakare & Nouhi, 2024).

The results of this activity indicate that legal socialization is an effective approach for strengthening public awareness of disability rights and labor protection. The interactive method enabled participants to actively engage with the material, ask questions, and discuss real-life challenges. Furthermore, collaboration with YRPAD facilitated the dissemination of legal information to communities directly affected by issues related to invisible disabilities, thereby enhancing the relevance and impact of the activity (Noreau et al., 2015).



From a labor law perspective, Constitutional Court Decision Number 130/PUU-XXIII/2025 provides an important legal foundation for recognizing chronic illness as a potential form of disability when supported by appropriate medical assessment and evidence of functional limitations. The socialization activity helped participants understand that legal recognition should be accompanied by practical measures such as non-discrimination, reasonable accommodation, and inclusive employment policies. Consequently, the activity not only improved legal knowledge but also encouraged participants to advocate for more inclusive and equitable employment practices (Ezeafulukwe et al., 2024).

Overall, the community service activity successfully achieved its objectives by increasing participants' understanding of invisible disabilities and labor rights protection. The findings suggest that continued legal education and collaboration between academic institutions, disability organizations, employers, and policymakers are essential for promoting inclusive employment practices and ensuring effective implementation of disability rights protection in Indonesia.

CONCLUSION

This community service activity conducted in collaboration with Yayasan Ruang Pulih Autoimun Disabilitas (YRPAD) successfully enhanced participants' understanding of Constitutional Court Decision Number 130/PUU-XXIII/2025 and its implications for the protection of persons with invisible disabilities in employment relations. Through legal socialization activities consisting of presentations, discussions, and question-and-answer sessions, participants gained broader knowledge regarding the legal recognition of invisible disabilities, labor rights protection, reasonable accommodation, and the principle of non-discrimination in the workplace. The interactive approach also encouraged participants to share experiences and discuss challenges related to disability recognition and employment inclusion.

The implementation of this activity demonstrates that legal socialization can serve as an effective means of strengthening legal awareness and promoting inclusive employment practices for persons with invisible disabilities. To maximize its impact, similar activities should be carried out continuously and expanded through collaboration with employers, educational institutions, disability organizations, and policymakers to support the realization of a more inclusive and equitable employment environment in Indonesia.

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