

Inclusive Policies and Governance in Banyuwangi Regency

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Abstract

This study examines inclusive policies and governance in Banyuwangi Regency, focusing on the interaction between policy actors and sectors within an inclusive governance framework. The study analyzes the roles of key stakeholders, including the local government, legislative institutions, social services, civil society organizations, private sector, media, and community groups in shaping and implementing inclusive policies. The findings show that inclusive governance in Banyuwangi is strengthened by the synergy between multi-actor involvement and cross-sectoral integration. Key sectors include public service delivery, policy regulation, education and employment access, disability services, digital innovation, skills development, and participatory assessment mechanisms, that are interconnected and oriented toward addressing the needs of vulnerable and marginalized groups. There is a shift from a charity based approach toward a rights based and empowerment-driven model, supported by collaborative governance mechanisms and adaptive policy innovations. The effectiveness of inclusive governance depends on strong collaboration among stakeholders, alignment across sectors, and the capacity of governance systems to ensure equitable access, participation, and representation for all society.

Keywords: *inclusive policies, inclusive governance, multi actor collaboration, cross sectoral integration*

Abstrak

Penelitian ini mengkaji kebijakan dan tata kelola inklusif di Kabupaten Banyuwangi, dengan fokus pada interaksi antara aktor dan sektor kebijakan dalam kerangka Inclusive Governance. Analisis peran para pemangku kepentingan utama, termasuk pemerintah daerah, lembaga legislatif, dinas sosial, organisasi masyarakat sipil, sektor swasta, media, serta kelompok masyarakat dalam perumusan dan implementasi kebijakan inklusif. Hasil penelitian menunjukkan bahwa tata kelola inklusif di Banyuwangi diperkuat oleh sinergi antara keterlibatan multi-aktor dan integrasi lintas sektor. Sektor-sektor utama meliputi pelayanan publik, regulasi kebijakan, akses pendidikan dan ketenagakerjaan, layanan disabilitas, inovasi digital, pengembangan keterampilan, serta mekanisme asesmen dan partisipasi aspirasi Masyarakat yang saling terhubung dan diarahkan untuk menjawab kebutuhan kelompok rentan dan termarginalkan. Terdapat pergeseran dari pendekatan berbasis amal menuju model berbasis hak dan pemberdayaan, yang didukung oleh mekanisme tata kelola kolaboratif dan inovasi kebijakan yang adaptif. Efektivitas tata kelola inklusif bergantung pada kuatnya kolaborasi antar pemangku kepentingan, keselarasan antar sektor, serta kapasitas sistem tata kelola dalam menjamin akses, partisipasi, dan representasi yang setara bagi masyarakat.

Kata kunci: kebijakan inklusif, tata kelola inklusif, kolaborasi multi aktor, integrasi lintas sektor

INTRODUCTION

The issue of inclusion is increasingly occupying a prominent position in public policy discourse, along with increasing public demands for fair, equitable, and nondiscriminatory services. Inclusivity is understood as an effort to create open spaces for all people regardless of social, cultural, economic, or physical background. This principle emphasizes equal rights in accessing public services and participating in development. To date, the general understanding of inclusive policies tends to focus on the educational sector, particularly regarding the fulfillment disabilities. However, in the broader context of public policy, inclusion includes various other sectors such as health services, employment opportunities, social protection, skills development, and access to technology. This demonstrates that inclusion is not only related to disabilities, but also other groups in society who are vulnerable to marginalization.

Banyuwangi Regency is an interesting area to study because its local government is considered quite progressive in implementing inclusive policies across sectors. Collaboration between various actors, including the government, the Regional People's Representative Council (DPRD), local communities, the media, civil society organizations, and the public, plays a crucial role in realizing inclusive governance. The existence of various public programs and services responsive to the needs of vulnerable groups is clear evidence of the implementation of inclusive policies in this region.

Based on these conditions, this study focuses on how the Banyuwangi Regency Government's inclusive policy design is formulated and implemented. Furthermore, this study examines the actors involved and the sectors involved in these inclusive policies. Using a qualitative approach and purposive sampling technique, reinforced by literature review, to provide a comprehensive overview inclusive policy practice at the regional level.

As public demand for fair, equitable, and non-discriminatory services increases, inclusivity is understood as an effort to create open spaces for all people, regardless of social, cultural, economic, or physical background. This principle emphasizes equal rights in accessing public services and participating in development. Normatively, the commitment to inclusion has been affirmed in various national and international regulations. Law No. 8 of 2016 concerning disabilities mandates the

central and regional governments to provide disability-friendly and non-discriminatory public services. Indonesia has also ratified the Convention on the Rights of Disabilities (CRPD) through Law No. 19 of 2011, which requires the state to guarantee the fulfillment of the rights of vulnerable groups. Furthermore, the principle of inclusion is also one of the global agendas in the 2030 Sustainable Development Goals (SDGs), specifically goal 10 on reduced inequalities.

Empirically, data from the Central Statistics Agency (BPS) in 2023 recorded that approximately 22.97% of Indonesia's population falls into the vulnerable group category, including people with disabilities, the elderly, female heads of households, and the poor. In Banyuwangi, the Social Services Department in 2022 recorded more than 8,000 disabilities with diverse service needs, ranging from access to education and health care to economic empowerment. Globally, the Inclusive Development Index (IDI) released by the World Economic Forum (2018) ranked Indonesia 36th out of 74 developing countries, with key challenges in income inequality, access to health services, and social participation. A World Bank report (2021) also emphasized that marginalized groups especially disabilities still face significant barriers to accessing education and employment in Southeast Asian countries, including Indonesia. Meanwhile, the Human Development Report (UNDP, 2022) shows that the level of multidimensional inequality (multidimensional inequality index) in Indonesia remains high, indicating the urgency of strengthening inclusive policies at the regional level. Until now, the general understanding of inclusive policies has tended to focus on the education sector, particularly in fulfilling the rights. The context policy, inclusion encompasses various other sectors, such as health, employment opportunities, social protection, skills development, and access to technology. This demonstrates that inclusion targets not only disabilities, but also other groups potentially marginalized in development.

Banyuwangi Regency is an interesting area to study because of its local government with its progressive public service innovation. Since 2010, various inclusion-based programs have been launched, such as the Public Service Mall, the Disability Service Unit, and village-based community empowerment programs. Collaboration across actors, the local government, DPRD, local communities, the

media, civil society organizations, and wider community is a crucial factor in promoting inclusive governance practices. Based on these conditions, this study focuses on how the Banyuwangi Regency Government's inclusive policy design is formulated and implemented. Furthermore, this study examines the actors involved and the sectors that are part of these inclusive policies.

This study qualitative approach and purposive sampling technique strengthened by literature studies and previous research roadmaps, this study is expected to provide a comprehensive overview of inclusive policy practices at the regional level within the framework of sustainable development. Please tidy up to avoid repetition of the same sentence Normatively, the commitment to inclusion has been emphasized in various national and international regulations. Law Number 8 of 2016 concerning Disabilities mandates the central and regional governments to provide disability-friendly and non-discriminatory public services. In addition, Indonesia also ratified the Convention on the Rights of Disabilities (CRPD) through Law No. 19 of 2011 which emphasizes the state's obligation to ensure the rights of vulnerable groups. Minister of Home Affairs Regulation (Permendagri) Number 86 of 2017 also directs regional governments to integrate the principle of inclusion in development planning. From an empirical perspective, data from the Central Statistics Agency (BPS) in 2023 noted that around 22.97% of Indonesia's population falls into the vulnerable group category, including disabilities, the elderly, female heads of households, and the poor. In Banyuwangi alone, the Social Services Department recorded more than 8,000 disabilities in 2022 with varying service needs. Furthermore, the 2022 Indonesian Inclusive Development Index (IDI) shows disparities in access to education, health care, and the economy across community groups, reinforcing the urgency of inclusive policies at the regional level. Until now, the general understanding of inclusive policies has tended to focus on the education sector, particularly regarding the fulfillment of the rights. However, in the broader context of public policy, inclusion actually encompasses the health sector, employment opportunities, social protection, skills development, and even access to technology. This demonstrates that inclusion is not only related to disabilities, but also other potentially marginalized groups. Banyuwangi Regency is an interesting area to study because its local government is considered quite progressive in implementing

inclusive policies across sectors. Since 2010, the Banyuwangi Regency Government has launched various public service innovations, such as the Public Service Mall and the Disability Service Unit, which emphasize access for all citizens. Collaboration between the regional government, the Regional People's Representative Council (DPRD), local communities, the media, civil society organizations, and citizens is key to developing inclusive governance.

Based on these conditions, this study focuses on how the Banyuwangi Regency Government's inclusive policy design is formulated and implemented. Furthermore, this study examines the actors involved and the sectors that are part of the inclusive policy. Using a qualitative approach and purposive sampling technique, reinforced by literature studies and previous research roadmaps, this research comprehensive overview of inclusive policy practices at the regional level. The central problem of this study lies in understanding how inclusive policy constructed by the Banyuwangi Regency Government is framed within the broader context of regional development. In addition, the research examines the interaction between state and non-state actors, particularly in the processes of policy formulation and implementation, which often involve diverse interests and institutional roles. Furthermore, this study seeks to assess the extent to which the sectors incorporated within inclusive policies contribute to enhancing access and participation for vulnerable groups in development processes. In line with these research problems, the objectives of this study are to develop an inclusive policy design model applicable to the Banyuwangi Regency Government. It also aims to identify the key actors involved in the formulation and implementation of inclusive policies, encompassing both governmental and non-governmental stakeholders. Moreover, the study intends to map the strategic sectors included in the inclusive policy framework, thereby providing a comprehensive understanding of its scope and operational dimensions.

From an academic perspective, this research is expected to contribute to the advancement of public policy studies, particularly in relation to public service delivery and regulatory frameworks that emphasize inclusivity. Practically, the findings are anticipated to provide meaningful perspectives that can assist policymakers and relevant stakeholders in formulating and enhancing strategies and policies strategies for inclusive

policy implementation. In addition, this study provides a detailed examination of the design of inclusive policies in Banyuwangi Regency, including the actors involved and the sectors addressed within such policies.

The expected outputs of this research include the publication of scientific articles in nationally accredited journals, as well as the enrichment of teaching materials for public policy courses and the development of academic references for policy formulation. Through these outputs, the study is intended to generate both theoretical contributions and practical implications for the advancement of inclusive governance.

LITERATURE REVIEW

Inclusive Policy

The implementation of inclusive policies in Banyuwangi Regency involves various actors working together to ensure equal rights and services for disabilities. The implementation of inclusive policies in Banyuwangi Regency encompasses various integrated sectors to ensure the rights and services for disabilities. Inclusive policies are policies designed to ensure that all individuals, without exception, have equal access to services, rights, and opportunities in society. These policies aim to remove barriers that hinder the participation of vulnerable groups, such as disabilities, women, indigenous peoples, and other marginalized groups, in various aspects of life, including education, employment, health, and public services.

Understanding inclusive policies from various sources, Inclusive policies are policies that ensure that all individuals, including those with special needs, have full and equal access to education and social life. In general, inclusive policies emphasize the principles of fairness, accessibility, and equality for all people, and strive to eliminate discrimination and create a welcoming environment for all individuals. Inclusive policies are a set of policies and practices that ensure that all individuals, including those with special needs or from vulnerable groups, can access basic services such as education, health and employment without discrimination. Focuses on creating a system that supports equality in various sectors of life. Emphasizes the importance of accessibility, equal opportunity, and respect for diversity (UNESCO).

Law No. 8 of 2016 concerning disabilities (Indonesia), affirms that inclusive

policies aim to ensure equitable access and opportunities for persons with disabilities across various domains of life, including education, employment, and healthcare access to public services. Inclusive policies are policies that ensure that disabilities possess the same rights across different areas of life, including education, employment, and healthcare, also access to public services. Explanation: The government is required to provide disability friendly facilities in public spaces. Guarantee equal opportunities in the world of work for disabilities.

World Bank defines inclusive policies as development strategies that aim to reduce social and economic inequalities, so that every individual and community is included in the development process without exclusion. Ministry of education, culture, research, and technology of Indonesia: In the context of education, inclusive policy refers to an education system that enables every child, including disabilities, to learn together in a regular school environment with appropriate support. Inclusive policies are development policies that aim to ensure that every individual, especially vulnerable groups such as disabilities, women, and the poor, can participate in and benefit from economic and social development. Emphasizes the importance of reducing social and economic disparities. Promotes equal access to employment, public services, and decision-making.

Inclusive policy refers to a set of public decisions, regulations, and programs designed to ensure equitable access, participation, and benefits of development for all segments of society, particularly vulnerable and marginalized groups. It emphasizes the principles of equality, non-discrimination, and recognition of diverse social, economic, and cultural needs, thereby enabling individuals to access public services and actively participate in development processes. Indicators of Inclusive Policy, these indicators focus on the substance, design, and outcomes of policies:

- a. Accessibility: The extent to which all groups, including vulnerable populations, can access public services, programs, and policy benefits without barriers (physical, economic, social, or digital).
- b. Equity: The degree to which policies ensure fair and just distribution of resources and opportunities, addressing structural inequalities rather than treating all groups identically.

- c. Participation: The involvement of citizens, especially marginalized groups in policy formulation, implementation, and evaluation processes.
- d. Responsiveness: The ability of policies to reflect and respond to the diverse needs and conditions of different social groups.
- e. Protection of Vulnerable Groups: The presence of affirmative measures or safeguards for groups such as disabilities, the elderly, women, and other marginalized communities.
- f. Cross-Sectoral Integration: The alignment and coordination of policies across key sectors (e.g., education, health, employment, social services) to ensure comprehensive inclusion.
- g. Sustainability: The continuity and long-term impact of policies in promoting inclusive development outcomes.
- h. Outcome Effectiveness: The extent to which inclusive policies lead to measurable improvements in access, participation, and well-being.

Inclusive Governance

Inclusive governance is an approach to governing that emphasizes participatory, transparent, and accountable decision-making processes involving multiple stakeholders. Within the framework of Public Administration and Governance Studies, this concept reflects a shift from traditional, hierarchical government models toward more collaborative and network-based arrangements. It recognizes that effective governance cannot be achieved solely by the state, but requires the active involvement of various actors, including government institutions, the private sector, civil society, and community groups.

From a theoretical perspective, inclusive governance is closely related to Collaborative Governance, which emphasizes joint decision-making processes among public and non-state actors. Scholars such as Chris Ansell and Alison Gash argue that collaboration enhances policy effectiveness by integrating diverse perspectives, resources, and expertise. Similarly, frameworks promoted by United Nations and World Bank highlight inclusivity as a key principle of good governance, particularly in ensuring that marginalized and vulnerable populations are not excluded from

development processes.

Inclusive governance prioritizes principles of equity, representation, and social justice. It ensures that all citizens regardless of socioeconomic status, gender, disability, or other characteristics have equal opportunities to participate in decision-making and access public services. This aligns with the broader concept of Social Inclusion, which seeks to eliminate barriers that prevent individuals or groups from fully participating in society. In practice, inclusive governance is operationalized through participatory planning, stakeholder engagement, transparent policy processes, and accountability mechanisms. Ultimately, the goal of inclusive governance is to create a fair, open, and responsive system of governance that guarantees equal representation, access, and participation for all citizens. By fostering collaboration among multiple actors and ensuring that policies are responsive to diverse needs, inclusive governance contributes to more sustainable, legitimate, and effective public policies.

Inclusive governance is an approach to governing that promotes participatory, transparent, and accountable decision-making processes that engage a range of stakeholders, emphasizing collaborative efforts between government and other relevant actors. It highlights collaboration among government, private sector, civil society, and communities to ensure that policies are responsive to the needs of all groups, including the most vulnerable. The goal of inclusive governance is to create a fair and open system that guarantees equal representation, access, and participation for all citizens. Indicators of Inclusive Governance, these indicators focus on governance processes, institutional arrangements, and stakeholder engagement:

- a. Multi-Actor Participation: The involvement of a wide range of stakeholders, such as public institutions, private sector entities, and civil society organizations, media, and communities, in decision-making processes.
- b. Transparency: The openness and availability of information regarding policy processes, decisions, and outcomes.
- c. Accountability: The extent to which decision-makers are held responsible for their actions and policy results by the public and oversight institutions.

- d. Collaboration: The degree of coordination, partnership, and shared responsibility among actors across sectors and levels of governance.
- e. Inclusive Representation: The presence and meaningful inclusion of marginalized and vulnerable groups in governance and decision-making forums.
- f. Access to Information: The ability of citizens to obtain relevant, accurate, and timely information about policies and governance processes.
- g. Adaptability and Innovation: The capacity of governance systems to respond to changing conditions and develop innovative, inclusive solutions.
- h. Implementation Effectiveness: The extent to which policies are executed efficiently and achieve their intended inclusive outcomes.

Inclusive Policy Actors

Inclusive policy actors refer to a diverse set of stakeholders involved in the formulation, implementation, and evaluation of public policies, with a particular emphasis on ensuring inclusivity, equity, and participation for all groups in society. In public policy theory, actors are not limited to formal governmental institutions but also encompass actors beyond the state, including civil society groups and private sector organizations, academics, and the media. Thomas R. Dye argues that policy actors are those who significantly influence policy outcomes, either directly or indirectly, through decision-making processes. This perspective highlights that inclusive policy requires the active engagement of multiple actors to ensure that policies reflect the needs of diverse communities, especially marginalized groups.

From a governance standpoint, inclusive policy actors are closely associated with collaborative and participatory governance frameworks. James E. Anderson explains that policy actors operate across different levels and arenas, involving both formal institutions and informal networks. Similarly, Organization for Economic Co-operation and Development emphasizes that inclusive governance involves interactions between state and non-state actors in shaping and implementing policies. This multi-actor engagement strengthens legitimacy,

accountability, and responsiveness in governance processes, while also addressing power imbalances that often exclude vulnerable populations from decision-making. Inclusive policy actors play a crucial role in advancing equitable and sustainable development outcomes. According to the World Bank, effective inclusive development depends on collaboration between governments, the private sector, and civil society to ensure that no one is left behind. Archon Fung also highlights that meaningful participation requires not only representation but also empowerment and deliberation in governance processes. Therefore, inclusive policy actors can be understood as a dynamic and collaborative network of stakeholders who collectively work to promote social justice, equitable access, and inclusive governance.

Inclusive Policy Sector

The inclusive policy sector refers to the various areas or sectors within govern Understanding the inclusive policy sector requires recognizing that inclusivity extends across multiple interconnected areas of development rather than being confined to a single domain. The inclusive policy sector refers to key fields such as education, health, employment, social protection, and public services, where policies are designed to ensure equitable access and participation for every member of society, especially those who are marginalized or in vulnerable situations, The World Bank, inclusive development depends on expanding opportunities and making certain that every segment of the population can benefit from growth and public services. In this sense, sectoral policies become the primary instrument through which inclusivity is operationalized in practice.

From a governance perspective, the inclusive policy sector highlights the importance of cross-sectoral integration in addressing complex social inequalities. The Organization for Economic Co-operation and Development emphasizes that inclusive governance requires coordination across policy domains to ensure coherent and effective outcomes. Similarly, Amartya Sen argues that development should be understood as the expansion of capabilities, which can only be achieved

when multiple sectors such as education, health, and economic opportunities work together to remove barriers to participation. This approach underlines that inclusivity is not merely about access, but also about improving the quality and relevance of services across sectors.

Furthermore, the effectiveness of the inclusive policy sector depends on its responsiveness to diverse social needs through targeted interventions and innovation. The United Nations Development Programme highlights that inclusive policies must address structural inequalities by designing sector-specific strategies, such as disability services, digital inclusion, and skills development programs. These initiatives demonstrate how sectoral policies can be tailored to empower marginalized groups and promote equitable outcomes. Ultimately, understanding the inclusive policy sector underscores the need for integrated, adaptive, and participatory approaches to ensure sustainable and inclusive development.

The inclusive policy sector encompasses various areas focused on inclusive policy formulation, such as education, public services, employment, health, transportation, and technology. Its primary goal is to ensure equal access for all individuals, especially vulnerable groups, to full participation in social and economic life.

RESEARCH METHODS

This research uses a qualitative research design, with the research located in Banyuwangi. The focus of the study is descriptive in nature, aiming to explore and understand phenomena related to inclusive policy within their real-life context. Therefore, a qualitative approach is considered appropriate to guide the processes of identifying, collecting, organizing, and interpreting the data obtained. Through this approach, present holistic and accurate conditions and issues observed in the field. Qualitative research is employed to examine phenomena in their natural settings, where the researcher functions as the primary instrument. Data are gathered using multiple

techniques, often combined through triangulation, and are analyzed inductively to emphasize meaning rather than statistical generalization. In line with this, Bogdan and Biklen (Sugiyono, 2020) highlight that qualitative descriptive research primarily produces data in the form of words or visual representations rather than numerical figures. The analyzed data are then presented descriptively to ensure clarity and ease of understanding a detailed account, interpretation, and explanation of existing conditions related to the design of inclusive policies implemented by the Banyuwangi Regency Government. In particular, the research seeks to identify the actors involved and to examine the sectors covered within the inclusive policy framework. Specifically, this research can be outlined as follows. First, it employs a descriptive qualitative method. Second, the study is conducted within the institutional setting of the Banyuwangi Regency Government. Third, the data are gathered through interviews and document analysis. Fourth, informants are chosen using purposive sampling to ensure their relevance to the research objectives. The data are then analyzed through several stages, including data reduction, data display, and conclusion.

The focus problem definition, which aims to allow researchers to focus and concentrate on their chosen research. Furthermore, by establishing a precise and clear research focus, researchers can solidify and identify what needs to be reduced and what needs to be accumulated. The focus of this research is as follows: how the Banyuwangi Regency Government's Inclusive Policy is designed. Who are the actors and what are the sectors involved in the Banyuwangi Regency Government's Inclusive Policy.

The research period is the time used by the researcher to conduct the research after obtaining research permit, and in this research, it will be carried out from January 2025 to May 2025. The research location is the place where the researcher will research and obtain information that will be presented in the research results. In this research, the location where the researcher will conduct the research is: the location in Banyuwangi, East Java.

RESULTS AND DISCUSSION

Strategies and Innovations of the Banyuwangi Regency Government in Implementing Inclusive Policies

The Banyuwangi Regency Government has implemented various strategies and innovations to implement inclusive policies, particularly in the education sector. Through these strategies and innovations, the Banyuwangi Regency Government strives to create an inclusive environment, ensuring that every individual receives equal access and services in various aspects of life. Banyuwangi Regency has demonstrated a strong commitment to implementing inclusive policies across various sectors to ensure equal access and services for all its citizens, including disabilities. Through these policies and programs, Banyuwangi strives to create a friendly and accessible environment for all its citizens, especially disabilities, to ensure equality in various aspects of life. Through these programs, Banyuwangi demonstrates a strong commitment to creating an inclusive and friendly environment for disabilities, ensuring that no one is left behind in access to education and public services.

Here are some initiatives that have been implemented:

1. Banyuwangi Mengajar Program (Program Banyuwangi Mengajar): To challenges of access to education, the government launched the "Banyuwangi Mengajar" program. This program emphasizes a more equitable distribution of educational resources, the deployment of teachers to remote areas, and the development of adequate educational infrastructure. The goal is to reduce educational disparities and ensure every child is able to obtain quality education
2. Implementation of the Zoning System: The zoning system policy was implemented to bring students closer to schools in their neighborhoods. This measure aims to reduce pressure on favorite schools and improve the quality of education across all levels. Despite facing challenges such as community resistance and disparities in quality between schools, this policy is expected to create equitable access to education.

3. **Developing Inclusive Education Services Based on the Creative Economy:** The government is pioneering a dual inclusive school model that integrates inclusive education with the creative economy. Through collaboration with micro-entrepreneurs, inclusive schools lacking teaching staff in the creative economic sector can be facilitated. This model is intended to enhance students' competencies with special needs and prepare them for economic independence.
4. **Capacity Building for Special Assistance Teachers (Guru Pendamping Khusus/ GPK):** The government has held various technical workshops for GPK, ensuring they have the necessary skills to support students with special needs. Furthermore, School Operational Assistance (BOS) funds have been maximized to advance inclusive education, along with the provision of adequate facilities and infrastructure to support these efforts.
5. **The Role of Special Needs Schools (SLB) as Resource Centers (Pusat Sumber):** SLBs in Banyuwangi serve as resource centers, collaborating with schools providing inclusive education. This collaboration aims to provide the best possible services for disabilities, ensuring they receive an education tailored to their needs.
6. **Inclusive Education:** Since being designated an Inclusive Regency in 2014, Banyuwangi has strengthened its inclusive education system. These measures include increasing accessibility, improving infrastructure, and providing educational facilities for disabilities. Schools providing inclusive education collaborate with resource centers, such as Special Needs Schools (SLB), to provide the best possible services for disabilities.
7. **Denakwangi Application** To support the identification and appropriate services for disabilities, Banyuwangi has launched the SI-DENAKWANGI (Banyuwangi Regency Special Needs Children Identification System) application. This application helps educational institutions identify students' special needs so they can provide appropriate placement and services.
8. **Clean Water and Sanitation Services:** The Banyuwangi Regency Government is committed to improving access to inclusive drinking water services.

Through the Indonesia-Australia Partnership for Infrastructure (KIAT) program within the Gender Equality and Social Inclusion (GESIT) Grant Program, Banyuwangi provides clean water management skills training for women and disabilities. In addition, the Banyuwangi Water Company (PUDAM) provides tariff relief and free home connection installation (SR) for customers with disabilities who meet certain criteria.

9. International Recognition and Support: Banyuwangi's commitment to realizing inclusive education has received appreciation from international educational institutions. Institutions such as the Global Village Foundation (GVF) and Perkins International (PI) provide support by providing adaptive wheelchairs and training for teachers and parents of disabilities. They consider Banyuwangi as a region that has rolled out many pro-disability programs. Banyuwangi, in collaboration with the Global Village Foundation (GVF) and Perkins International (PI), provides a serious commitment to realizing inclusive education, especially for children with disabilities. This collaboration focuses on increasing teacher capacity, providing facilities, and ensuring equal education for disabilities since 2021. The following are the key points of the collaboration:
 - a. Inclusive Education: The main focus is to create an accessible education ecosystem for children with disabilities in Banyuwangi.
 - b. Teacher Capacity Building: GVF and PI provide specialized training to educators to address diverse learning needs beritajatim.com.
 - c. International Appreciation: Banyuwangi is internationally recognized for its commitment to providing equal education for disabilities.
10. We Can Festival (Festival Kita Bisa): To showcase best practices in inclusive education services, Banyuwangi is holding the We Can Festival. This event aims to increase awareness of best practices for disability services and gain government policy support for inclusive education.
11. Special Needs School Resource Center: Special Needs Schools (SLB) in Banyuwangi act as resource centers, collaborating with schools providing

inclusive education. This collaboration aims to provide the best possible services for disabilities.

12. Awards and Appreciation from International Institutions: Banyuwangi's commitment to inclusive education has received praise from international educational institutions. Institutions such as the Global Village Foundation and Perkins International have provided support through the provision of adaptive wheelchairs and training for teachers and parents of disabilities. They consider Banyuwangi a region with numerous pro-disability programs.
13. Synergy between the Government and the Private Sector in optimizing the Role of the Private Sector through the Pro-Inclusive Policy Program from the Muhammadiyah NGO in the form of the SLB Muhammadiyah Licin Special Needs School and the Muhammadiyah Ahmad Dahlan and Rogojampi, also Orphanages as well as the Pro-Elderly Policy in the form of the Muhammadiyah Elderly Center.

Through this synergy, pro-inclusive policies in Banyuwangi will not only focus on government physical infrastructure but also leverage the effectiveness of Muhammadiyah social institutions. This will accelerate the fulfillment of the rights of disabilities and the elderly, creating an environment that is not only welcoming but also empowering for all levels of society. Banyuwangi strives to create a friendly and accessible environment for all its citizens, especially disabilities, to ensure equality in various aspects of life.

Inclusive Policy Actors in Banyuwangi Regency

The implementation of inclusive policies in Banyuwangi Regency involves various actors working together to ensure that disabilities receive equal rights and services. The results indicate that there are actors involved in implementing inclusive policies, as well as various sectors involved in the implementation of inclusive policies.

The implementation of inclusive policies involves various actors who play a role in creating a welcoming environment for all, especially disabilities. The following is a brief explanation of the roles of each actor:

1. Banyuwangi Regency Government: As the primary initiator, the local government formulates and implements inclusive policies. For example, the SEKARDADU (School for Watershed Care) program involves various government agencies in its coordination and implementation teams.
2. Regional People's Representative Council (DPRD): The DPRD plays a role in legislation and overseeing the implementation of inclusive policies. They ensure that regulations supporting the rights of disabilities are passed and implemented effectively.
3. Social Services (Dinas Sosial). The Social Services Office functions as a key implementing agency responsible for delivering welfare programs, particularly for persons with disabilities. Its roles include data collection, needs assessment, provision of assistance, and coordination with other institutions.
4. Private Sector, Businesses and enterprises that support inclusive practices through employment opportunities, corporate social responsibility (CSR), and innovation in inclusive services. The private sector contributes by promoting inclusive workplaces, supporting entrepreneurship programs, and participating in vocational and creative economic initiatives.
5. Community Groups and Grassroots Organizations Local communities play an active role in supporting inclusive programs, such as participation in social activities, counseling, and moral support for disabilities. Local communities, including disability groups, women's groups, and other marginalized populations, actively participate in identifying needs and shaping policies. They act both as beneficiaries and as active participants, ensuring that policies are grounded in real needs and lived experiences.
6. Mass Media: Mass media contributes to spreading information and increasing public awareness regarding the importance of inclusion. They also monitor

and report on the implementation of inclusive policies.

7. Civil Society and NGOs. such as the Global Village Foundation (GVF), collaborate with the government to support inclusive education for disabilities. GVF, for example, has donated 3,000 adaptive wheelchairs to disabilities needs in Banyuwangi. Pro-Inclusive Policy Program from the Muhammadiyah NGO in the form of the Muhammadiyah Licin Special Needs School and the Muhammadiyah Ahmad Dahlan and Rogojampi Orphanages as well as the Pro-Elderly Policy.
8. Working Group (Pokja): The Pokja consists of representatives from various agencies and organizations who work together to formulate and implement inclusive programs, such as the SEKARDADU program coordination team which involves various government agencies and universities.
9. Inclusive Society: The general public has an important role in creating an inclusive environment by accepting and supporting disabilities in their daily lives, representing both an actor and the ultimate goal of inclusive policy. It reflects a condition where all individuals can fully participate in social, economic, and political life. Society itself becomes an active agent in fostering inclusion through acceptance, mutual respect, and collective responsibility.

This collaboration between various actors demonstrates Banyuwangi Regency's commitment to creating an inclusive and welcoming environment for all its citizens. These actors are collaborating and coordinating, expanding and being joined by other actors. This initiative is being implemented not only by the government but also by other actors from various sectors. The following explanation is provided:

1. Banyuwangi Regency Government: plays a key role in formulating also implementing inclusive policies. On December 3, 2022, coinciding with International Day of Disabilities, the Regency Government launched the Integrated Disability Services Unit (ULD). This ULD provides services for disabilities in the areas of employment, corrections, health, legal advocacy, public services, and education.

2. Banyuwangi Regency Education Office: This office manages inclusive schools that accept children with special needs (ABK). Since 2014, the "Agage Pinter" program has been launched to support the education of disabilities. As of 2018, there were 217 inclusive schools with 275 Special Assistant Teachers (GPK) who assist disabilities during the learning process.
3. Private Companies and Government Agencies: In accordance with Law No. 8 of 2016 concerning disabilities, private companies are required to allocate a 1% quota for employees with disabilities, and government agencies a 2% quota for employees with disabilities. This policy is supported by regional regulations that ensure inclusive job opportunities for disabilities.
4. NGOs, Organizations such as the Global Village Foundation (GVF) and Perkins International (PI) play a role in supporting inclusive programs in Banyuwangi. They provide training for SLB teachers and parents of disabilities, as well as assistive devices such as wheelchairs.
5. The Pro-Inclusive Policy Program from the Muhammadiyah NGO in the form of the Muhammadiyah Licin Special Needs School and the Muhammadiyah Ahmad Dahlan and Rogojampi Orphanages as well as the Pro-Elderly Policy in the form of the Muhammadiyah Elderly Center.
6. Communities and the General Public: The active role of society in accepting and supporting disabilities is crucial to creating an inclusive environment. Public awareness and participation help reduce stigma and discrimination against disabilities.
7. Special Needs School Resource Center: Special Needs Schools (SLB) in Banyuwangi act as resource centers, collaborating with schools providing inclusive education. This collaboration aims to provide the best possible services for disabilities, wherever they are.
8. Banyuwangi Regency Government: The Banyuwangi Regency Government plays a key role in formulating and implementing inclusive policies. On December 3, 2022, coinciding with International Day of Disabilities, the

Regency Government launched the Integrated Disability Services Unit (ULD). This ULD provides services for disabilities in the areas of employment, corrections, health, legal advocacy, public services, and education.

9. DPRD and Ministry of Law and Human Rights: The drafting of the Regional Regulation (Perda) on the Protection and Fulfillment of the Rights of Disabilities in Banyuwangi Regency involves key roles from DPRD and the Ministry of Law and Human Rights (Kemenkumham). The respective roles and the drafting process:
 - a. The Role of the DPRD in Drafting Regional Regulations: Initiation and Discussion of Draft Regional Regulations: initiate draft regional regulations aimed at protecting and fulfilling the rights of persons with disabilities. At this stage, the DPRD can collaborate with the local government and various stakeholders to develop the initial draft of the regulation. Facilitating Public Participation: DPRD ensures public involvement, including organizations for disabilities, in the regulation drafting process. This participation is crucial for obtaining relevant input and ensuring that the resulting regulation meets the needs of disabilities. Discussion and Ratification: After receiving input from various parties, DPRD discusses the draft Regional Regulation in formal sessions. Following discussion and refinement, the DPRD ratifies the Regulation for enactment.
 - b. The Role of the Ministry of Law and Human Rights in Drafting Regional Regulations: Facilitation and Coordination: Through the Directorate General of Legislation, provides facilitation and coordination during the formulation of regional regulations. This includes consultation and coordination with local governments to ensure alignment with higher-level legal frameworks and regulations
Harmonization and Synchronization: Plays a role in ensuring that draft Regional Regulations do not conflict with other laws and regulations and

are in line with national policies regarding the protection of the rights of disabilities.

The process of disability legal drafting in Banyuwangi:

- a. Identify Needs: The Banyuwangi Regency Government, together with DPRD, identified the need for regulations that protect the rights of disabilities, as a response to the challenges and discrimination faced by this group.
- b. Preparation of the Initial Draft: The initial draft of the Regional Regulation was prepared by DPRD together with the regional government, involving organizations of disabilities and the community to ensure that the substance of the Regional Regulation covers all important aspects.
- c. Public Consultation: The draft regional regulation is disseminated to the public to solicit input and suggestions. Active participation from disabilities and relevant organizations is crucial at this stage.
- d. Discussion and Harmonization: After receiving input, the draft Regional Regulation is further discussed by DPRD. The Ministry of Law and Human Rights participates in the harmonization process to ensure compliance with higher-level laws and regulations.
- e. Ratification and Promulgation: After a process of discussion and harmonization, DPRD ratified the Regional Regulation. The Regulation was then promulgated and came into effect as the legal basis for protecting and fulfilling the rights of disabilities in Banyuwangi Regency.

Through the active role of DPRD and the Ministry of Law and Human Rights in the process of drafting this Regional Regulation, it is hoped that the rights of disabilities in Banyuwangi Regency can be protected and fulfilled in accordance with applicable provisions. Collaboration between the government, private sector, NGOs, and the general public in Banyuwangi demonstrates a shared commitment to creating an inclusive environment for all. The implementation of inclusive policies in Banyuwangi Regency involves various actors working together to ensure disabilities receive equal rights and services.

Multi Sector Implementation of Inclusive Policies in Banyuwangi Regency

The implementation of inclusive policies in Banyuwangi Regency covers various integrated sectors to ensure the rights and services for disabilities.

1. Public Services:

The implementation of inclusive policy in the public service sector in Banyuwangi Regency reflects the local government's commitment to providing accessible facilities for persons with disabilities. This is demonstrated through the development of infrastructure such as sidewalks equipped with guiding blocks and wheelchair ramps to enhance mobility. However, practical challenges remain, including the misuse of sidewalks by street vendors and illegal parking, which obstruct accessibility. This indicates that inclusive public services require not only physical infrastructure but also effective supervision, law enforcement, and public awareness.

2. Policy Regulation

From a regulatory perspective, the Banyuwangi Regency Government enacted Regional Regulation No. 6 of 2017, this regulation serves as a legal foundation governing key sectors such as education, employment, healthcare, and public facility accessibility. It reflects a rights-based approach to inclusive policy and mandates the establishment of supporting institutional frameworks to ensure effective and sustainable implementation.

3. Education and Employment Access

In the education sector, Banyuwangi has promoted inclusive education since 2013 by ensuring that all public schools implement inclusive systems. This policy guarantees equal access to education for persons with disabilities.

Additionally, digital innovation through the SI-DENAKWANGI application enables the identification and mapping of disabilities based on their specific needs. While primarily focused on education, this initiative also contributes to improving future employment opportunities by strengthening individual capacity and preparedness.

4. Disability Services Unit (DSU) / Unit Layanan Disabilitas (ULD)

The establishment of an integrated Disability Services Unit (DSU/ULD) on December 3, 2022, marked a significant step in strengthening institutional support for inclusive policy. DSU provides cross-sectoral services, including employment, healthcare, education, legal advocacy, and public services. Its key strength lies in the integration of data within a single system, enabling better coordination among sectors and ensuring more targeted service delivery. This model represents an innovative approach to integrated governance in inclusive policy implementation.

5. Inclusive Policy App / Digital Innovation

Digital transformation plays a crucial role in advancing inclusive policy in Banyuwangi. Applications such as SI-DENOK WANGI function as tools for data collection, needs assessment, and service provision for disabilities. These innovations improve service efficiency, enhance data accuracy, and support transparency. Furthermore, digital platforms enable the government to design more responsive and evidence-based policies while expanding access to inclusive public services.

6. Skills Competence Improvement

Improving skills and competencies is a key strategy in empowering communities within an inclusive policy framework. Programs such as “Banyuwangi Ayo Kursus” provide free vocational training in areas such as makeup, graphic design, and barista skills, aiming to enhance employment and entrepreneurial opportunities. In addition, the development of inclusive education based on the creative economy, through a dual inclusive school model, integrates academic and vocational learning. Further support, including business capital assistance and programs like “Jagoan Banyuwangi” and “Warung Naik Kelas (Wenak),” strengthens inclusive economic development and promotes independence among participants.

7. Assessment and Involvement of Aspirations

Assessment and the involvement of community aspirations are essential to ensure that inclusive policies are responsive to real needs. In Banyuwangi, this is reflected in initiatives such as the “We Can” Festival and the use of digital applications to identify and map the needs of persons with disabilities. This participatory approach demonstrates that inclusive policy is not solely top-down but actively involves stakeholders, particularly disabilities, in the policy process. As a result, policies become more contextual, responsive, and socially legitimate.

Through these various programs, the Banyuwangi Regency Government strives to create an inclusive environment, where every individual has the opportunity to develop skills and contribute to regional economic development. It also demonstrates a strong commitment to creating an inclusive and welcoming environment for all its citizens, especially disabilities. Through these innovations, the Banyuwangi Regency Government demonstrates a strong commitment to supporting and facilitating the needs of disabilities, particularly in accessing inclusive education and public services.

Actors and Sectors of Inclusive Policy in Banyuwangi Regency

Inclusive Policy Actors	Inclusive Policy Sector
1. Banyuwangi Regency Government	1. Public service
2. Regional People's Representative Council (DPRD)	2. Policy Regulation
3. Social Services (Dinas Sosial).	3. Education and Employment Access
4. Public/ Community Groups	4. Disability Services Unit/ (ULD)
5. Private Sector	5. Inclusive Policy App/ Digital Innovation
6. Media Mass	6. Skills Competence Improvement
7. Civil Society and NGO	7. Assessment and Aspirations Involvement
8. Working Group	
9. Inclusive Society	

Inclusive Policy Actors, the implementation of inclusive policy in Banyuwangi involves a multi-stakeholder approach to ensure comprehensive coverage:

1. Banyuwangi Regency Government: As the primary policymaker and executor.
2. Regional People's Representative Council (DPRD): Responsible for legislative support and budget allocation.
3. Social Services (Dinas Sosial). The Social Services Office functions as a key implementing agency responsible for delivering welfare programs.
4. Public/ Community Groups: Active participation in grassroots implementation, Ensuring the policy meets the needs of all residents.
5. Private Sector, Businesses and enterprises that support inclusive practices through employment opportunities, corporate social responsibility (CSR), and innovation in inclusive services.
6. Mass Media: Promoting awareness and monitoring policy execution.
7. Civil Society and NGOs. Advocacy and partnership in specialized services.
8. Working Group (Pokja): Focused teams for targeted inclusive initiatives.
9. Inclusive Society: The public fosters inclusion through acceptance and support, enabling equal participation for all and representing both an actor and the goal of inclusive policy.

Inclusive Policy Sectors, these actors focus on key sectors to create a more equitable environment:

1. Public Service: Reforming bureaucratic services to be accessible for everyone.
2. Policy Regulation: Formulating specific, binding, and equitable policies.
3. Access to Education: Removing barriers to schooling for children with disabilities and vulnerable groups.
4. Disability Services Unit: Providing specialized facilities and support services based on needs.
5. Inclusive Policy Application: Implementing equality principles across all government programs.

6. Skills Competence Improvement: Providing training to increase employability, particularly for disadvantaged groups.
7. Assessment and Involvement of Aspirations: Establishing mechanisms to collect and analyze community input for policy development.

This collaborative framework integrates the roles of various stakeholders in a coordinated manner to build an inclusive ecosystem in Banyuwangi. It emphasizes not only economic growth but also equity and broad participation across all segments of society. Through this approach, the initiative seeks to promote a sustainable development model that ensures fairness, inclusivity, and equal opportunities for all community groups.

CONCLUSION

The findings of this study that inclusive policies in Banyuwangi Regency extend beyond formal regulatory instruments and are firmly embedded within a broader framework of Inclusive Governance. Within this perspective, governance is characterized by participatory, transparent, and accountable processes that actively involve a wide range of stakeholders. The study confirms that the effectiveness of inclusive policies is significantly influenced by the interaction of multiple actors and the integration of diverse sectors. Actors including the local government, legislative institutions, civil society organizations, the private sector, media, and community groups perform complementary roles in ensuring that policymaking processes are participatory, deliberative, and responsive. This multi-stakeholder collaboration plays a crucial role in bridging the gap between formal policy frameworks and their tangible social outcomes.

The inclusive governance in Banyuwangi is reinforced through the alignment and integration of key sectors, such as public service delivery, policy regulation, education and employment access, disability services, digital innovation, and skills development. These sectors are not only interconnected but also strategically oriented toward addressing the needs of vulnerable and marginalized populations. The presence of targeted initiatives, including Disability Services Units (ULD) and competency-based empowerment programs, reflects a significant shift from traditional welfare-oriented

approaches toward a rights-based and empowerment-driven governance model. This transformation is consistent with the principles of Social Inclusion and Collaborative Governance, where inclusivity is institutionalized through cross-sectoral coordination and sustained stakeholder engagement.

In conclusion, inclusive governance in Banyuwangi Regency is achieved through the synergy between diverse actors and integrated sectors, supported by collaborative mechanisms, participatory processes, and adaptive policy innovations. This integrated approach creates a governance environment that is inclusive, equitable, and sustainable. Ultimately, the study underscores that the success of inclusive policies depends on the capacity of governance systems to institutionalize collaboration, ensure accessibility, strengthen accountability, and promote equal opportunities for all members of society, particularly those who have historically been marginalized.

Based on the findings of this study, recommendations can be proposed:

1. Strengthening multi-actor coordination

The local government should enhance coordination among key actors including government institutions, legislative bodies, NGOs, the private sector, and community groups through structured and sustainable collaborative mechanisms.

2. Enhancing cross-sectoral integration

Stronger integration across sectors, particularly public services, education, employment, and disability services, is essential to ensure that inclusive policies are implemented holistically rather than in a fragmented manner.

3. Improving regulatory quality and enforcement existing regulations should be continuously updated to remain adaptive to social changes, accompanied by consistent monitoring and enforcement to ensure effective implementation.

4. Expanding inclusive digital innovation

The development of accessible digital technologies should be expanded to improve service delivery, data management, transparency, and public participation, especially for disabilities.

5. Strengthening capacity building and empowerment programs

Skills development and economic empowerment programs should be broadened to enhance the participation and independence of vulnerable groups in social and economic activities.

6. Enhancing public participation and aspirations

Mechanisms for public participation should be strengthened through inclusive consultation forums, needs assessments, and the direct involvement of marginalized groups in decision-making processes.

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