

ABSTRACT

The population of Indonesia reached 275.36 million people in 2022, with 17.5 million of them being individuals with disabilities, encompassing various categories such as visual, hearing, communication, physical, and intellectual disabilities. Individuals with mild disabilities have better employment opportunities compared to those with severe disabilities. Among the severe categories, individuals with intellectual disabilities are the least employed. The percentage of disabled workers is lower compared to non-disabled workers, indicating economic inequality and employment discrimination. Many business owners are reluctant to hire people with disabilities due to the perceived high cost of providing adequate facilities. However, in a work environment for individuals with disabilities, workplace adjustments and ergonomic design are crucial as poor environment and posture can lead to health issues such as back pain, joint injuries, circulation problems, and fatigue. These issues reduce productivity and comfort at work and increase the risk of accidents, particularly for workers with intellectual disabilities. This study focuses on designing strategies to create inclusive design innovations through creative work furniture models for intellectual disabilities and developing SOPs for furniture usage to enhance worker safety, security, and health. The aim of this research is not only to fulfill inclusive obligations but also to ensure that the potential of workers with intellectual disabilities is optimized and their productivity increased through accommodative work furniture innovations. The method used in this research is a qualitative approach with Design Thinking methodology. It is hoped that this research will create an inclusive and friendly work environment for individuals with intellectual disabilities.

Keywords: *Innovation, Design Strategy, Intellectual Disability, Furniture, Creative Industry.*