

# **Study on "Mapping of Prospective Employers for Young Persons with Disabilities"**

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## **EXECUTIVE SUMMARY**

Bangladesh is one of the most densely populated countries of the world, with about 150 million people.<sup>1</sup> It is estimated that 15% people with disability of the world's population lives with a disability<sup>2</sup>. Due to stigma, discrimination and inaccessibility, people with disabilities are less likely to access basic services such as education, employment and healthcare. The lack of access to vital services and programs contributes to their marginalization and exclusion, with little or no option to escape from poverty. Persons with disabilities tend to experience higher unemployment and have lower earnings than people without disabilities. People assumed that there are many young persons with disabilities struggling to live a life of dignity in Bangladesh due to lack of employment opportunity

In view of the above, a study was conducted for mapping of local employers who could provide employment opportunities for young persons with disabilities and produce a document outlining the results of this mapping. The objective of the study includes identify prospective employers for advancing employment opportunities for young persons with disabilities. The methodology of the study consisting of review of literature, development and pre-testing of tools of information collection, survey, focus group discussion, key Informants Interview etc.

Through the study major findings were identified – traditional misconceptions of employers towards employing persons with disabilities, absence of disability issue in the HR Policy, inaccessible workplace, negative attitude of the colleagues, very limited CSR activities on disability issues, majority of the persons with disabilities are working in the RMG and Textile sector in the Non-Executive position, motivational factors of employing persons with disabilities include humanitarian aspect, advocacy of NGOs, DPOs & international agencies, initiative of foreign buyers and employers' association, lack of coordinated initiative of employers' association, NGOs and Government in advancing employment issue of young persons with disabilities.

In the light of the findings and observations some recommendations were made to the government, private sector employers and other stakeholders like NGOs, international development agencies, DPOs and media. Major recommendations are strengthening policy documents and their implementation, development of a national level strategy, create a central employment cell, monitor the implementation of the current employment quota system, sensitize employers, organize job fair, ensure accessibility at the work place and training institutions, develop partnership with vocational training providing Institutions, NGOs, DPOs, international development agencies to get skilled work force with disabilities, CSR focused on disability issue, skill development training meeting demand of the job market, carrier guidance services, placement services, and other technical supports for job seekers with disabilities, partnership with government and private sector vocational training providing institutions for employability, strengthen collaboration with employers' association, NGOs, Media and Government in advancing employment issue of young people with disabilities.

It is expected that the study would contribute in advancing employment generation of young persons with disabilities in Bangladesh.

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<sup>1</sup> Government of Bangladesh, Bangladesh Population and Housing Census 2011

<sup>2</sup> World Health Organization and World Bank, World Report on Disability 2011