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Employer Perspectives on Hiring People with
Disabilities: A Comparative Study of
Bangladesh and Japan

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Executive Summary

It is estimated that 10- 15% persons with disability of the world's population lives with a disability and estimated 80% of persons with disabilities live in developing countries [world report on disability 2011, WHO & World Bank]. The rate of persons with disabilities in Japan is 6.2% while 9.1% is in Bangladesh [ESCAP, 2015]

In 1949, Japan passed the first Law for the Welfare of Persons with Physical Disabilities. In 1960, Japan established disability employment. Another Law for Employment Promotion of Persons with Disabilities introduced mandatory quota system for the employment of persons with disabilities in 1976. The law stipulates that 2.0% of the positions at all private-sector companies employing 50 or more persons should be filled with persons with disabilities [Tomoko Otake].

In 03rd October 2013, the Bangladesh National Parliament passed the Rights & Protection of Persons with Disabilities Act 2013 and on January 12, 2012 Ministry of Public Administration announced 1% quota for Bangladesh Civil Service (BCS). On January 20, 2014, the government of Japan as the 140th country ratified the United Nations Convention on the Rights of Persons with Disabilities while the Government of Bangladesh (GoB) ratified in 2007.

The aim of this comparative study is to find out disability quota scheme, disability employment ratio, causes of disability employment creation and employment challenges faced by the private employers at the workplace. The methodology of the study is consisted of review of literatures, survey questionnaires and key informant interviews etc. to collect both qualitative and quantitative information.

After analysing the data, the study gives the following major findings. Firstly, Japan has mandatory quota of 2.0% for private sector job while Bangladesh has no quota for private job. Secondly, the ratio of hiring persons with disabilities in Japanese private organizations is less than 3%. On the other hand, Bangladesh is less than 1%. Thirdly, all Japanese respondent private organizations of the study are hiring persons with disabilities because of the proper implementation of legislations and policies while the implementation of law is hardly visible in Bangladesh. But, some private sector employers are employing persons with disabilities for the buyer policy. Finally, this comparative study extracts that lack of disability knowledge and information, more hiring labor cost, failing to match the skills needed, interacting difficulties at workplace are the main challenges faced by the private sector employers of Japan and Bangladesh at the time of hiring persons with disabilities which causes low employment opportunities.

It is expected that the study would be lesson learning for stakeholders of both countries - Japan and Bangladesh.

Abbreviation & Acronyms

BCS	Bangladesh Civil Service
CRP	Centre for the Rehabilitation of the Paralyzed
DPO	Disable Persons Organization
ESCAP	Economic and Social Commission for Asia and the Pacific
EwD	Employees with Disabilities
GoB	Government of Bangladesh
HR	Human Resource
HRM	Human Resources Management
ILO	International Labor Organization
ISML	Interfab Shirt Manufacturing Limited
JEED	Japan Organization for Employment of the Elderly and Persons with Disabilities
MoPA	Ministry of Public Administration
NGO	Non-Government Organization
PWD	Persons/People with Disabilities
P&D	Product and Development
RMG	Ready Made Garments
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
WHO	World Health Organization

1. INTRODUCTION

1.1. Background of the Study

One billion persons, or 15 % of the world's population, experience some form of disability, and disability prevalence is higher for developing countries. One-fifth of the estimated global total, or between 110 million and 190 million persons, experience significant disabilities.¹ The current population of Japan is 127 million of which 6.2% is persons with disabilities while 9.1% is in Bangladesh [ESCAP, 2015].

Persons with disabilities, on average as a group, are more likely to experience adverse socioeconomic outcomes than persons without disabilities, such as less education, worse health outcomes, less employment, and higher poverty rates. Persons with disabilities are most vulnerable and deprived segment of the population having limited opportunities of education, training and employment [Md Abdul Jalil]. As a result the scope of job opportunity is inadequate in both public and private sectors. Thirty years ago the Japanese government passed the Law for Employment Promotion, etc. of Persons with Disabilities (sic) making it mandatory for companies to ensure a certain percentage of disabled persons in their workforce. In Japan the law stipulates that 2.0% percent of the positions at all private-sector companies employing 50 or more persons should be filled with persons with disabilities [Tomoko Otake]. Law for Employment Promotion, etc. of the Disabled Persons (1960, Law No. 123) played the central role in promoting employment for disabled persons through the Quota System and Levy and Grant System. On the other hand, In Bangladeshi government job, 1% quota for Bangladesh Civil Service (BCS) and 5% quota for 3rd & 4th grade employment are allocated.

On January 20, 2014, the government of Japan ratified the United Nations Convention on the Rights of Persons with Disabilities while the Government of Bangladesh (GoB) in 2007 ratified UN CRPD.

In 03rd October 2013, the Bangladesh National Parliament passed the Rights & Protection of Persons with Disabilities Act 2013 with a view to ensuring the rights and dignity of persons with disabilities. The aim of the act is to guarantee the educational, physical and mental improvement of disabled persons and to support their participation in social and state activities by removing all sorts of discrimination.²

In 1949, Japan passed the first Law for the Welfare of Persons with Physical Disabilities. In 1970, The Basic Law on the Measures for Persons with Intellectual and Physical Disabilities, passed in 1970 and amended in 1993 and 2004 to become the Basic Law for Persons with Disabilities in Japan.

Countries that have adopted the employment quota and levy system are mainly concentrated in Europe. In these countries, the system is founded on the long-standing acceptance of a social obligation to employ individuals with disabilities [Thorton 1998]. From an international

¹ World Bank.(2016): <http://www.worldbank.org/en/topic/disability/overview>

² Dhaka Tribune.(2014): <http://www.dhakatribune.com/juris/2014/apr/10/protecting-rights-persons-disabilities#sthash.KBut9Eyy.dpuf>

standpoint, there are two approaches to ex-pand employment opportunities for persons with disabilities of Japan: introduction of (i) a legal system on the antidiscrimination law and (ii) an employment quota system (legally-prescribed minimum employment rate system). Looking at changes in the number of persons with disabilities working for companies which are covered by the employment quota system which has brought about substantial results. According to Miwa, more recently, other three East Asian countries, i.e. South Korea, Thailand and the Philippines followed suit and introduced similar quota systems.

The Private employers of Japanese business enterprises with 50 full-time employees or more are compelled to hire 2.0% persons with disabilities in their respective organizations. But the picture of Bangladesh is totally different because there is no specific quota system for private business enterprises. In private sector, the scope of job opportunity is also inadequate. Some private organizations are recruiting persons with disabilities but the numbers are not satisfactory.

Both countries are working to promote the employment of persons with disabilities in the mainstream labor market by imposing law as well as motivating the private sector employers.

1.2. Purpose of the Study

The purpose of this comparative study of Japan and Bangladesh is to explore the disability employment quota system, disability employment status, causes of the creation of disability employment and challenges faced by the private employers at the workplace. This study gives a comparative analysis of Japanese and Bangladeshi employers' perspectives on hiring persons with disabilities which provide lesson learning to Policy makers, NGOs, Development agencies, private and public business enterprises/ organizations, DPOs, social organizations, and other stakeholders benefitted to know the employers perceptions on hiring persons with disabilities in the respective countries.

1.3. Research objectives

The specific objectives of this research are –

- ✓ To investigate the legal frameworks regarding quota system for the employment of persons with disabilities in Japan and Bangladesh;
- ✓ To find out the disability employment ratio in different private business organizations in Japan and Bangladesh;
- ✓ To explore the reasons to employ persons with disabilities by private sector employers of Japan and Bangladesh ;
- ✓ To find out the challenges faced by the private sector employers to hire persons with disabilities

2. METHODOLOGY

2.1 Survey Method:

The study was undertaken through the following activities:

Desk review

A number of documents both Japan and Bangladesh were reviewed relating to employment of persons with disabilities. For Bangladesh, documents include Rights and Protection of Persons with Disabilities Act 2013, Labor Law, National Skills Development Policy 2011, ILO Convention 159 etc. For Japan, documents include Law for the Employment Promotion of Persons with Disabilities, Policy for persons with disabilities in Japan, Basic law for persons with disabilities, Japanese National Plan of Action on Disability, Government Action Plan for Persons with Disabilities, Japan Labor Review, and other related documents i.e. UN CRPD, newspaper article, audit & CSR report, books, seminar, online resource, Journal article, etc.

Survey

To collect data about disability employment, a survey was conducted with the help of pre-designed questionnaire. The questionnaire recorded relevant information both qualitative and quantitative. Sample size of the survey was total 30 private employers in Bangladesh and the respondents were selected through a purposive sampling technique from Dhaka, Gazipur, Mymensingh district. For Japan, online survey was conducted to collect the information about 12 private organizations.

Key informant interviews

A total of 5 knowledgeable persons representing different agencies including NGOs actively involved in the employment generation of young persons with disabilities, DPOs, representative from buying house, professionals and practitioners were interviewed to gather information on policy frameworks, possible interventions and their recommendations to improve the employment situation of persons with disabilities.

2.2 Sample Design and Size

2.2.1 Sample respondent organizations

Sample respondents as the private sector employers are RMG, Textile, Pharmaceuticals, Electronics, Automobile, Developers, Engineering, Telecommunication, Hospitals, Bank, Insurance, Electronic Media, Chain Shop, Information Technology and group of company. Total sample size was 42 respondents' private business organizations in Japan and Bangladesh.

2.3 Limitations of the Study

- Budget deficiency was one of the biggest constraints for collecting data from Japan. As a result we had to rely on online communication in most of the cases.
- Language was another major problem to collect data from Japan as most of the Japanese are not comfortable to speak English.
- There were reservations from some of the employers to share details about persons with disabilities both in Japan and Bangladesh.

3. LITERATURE REVIEW

It is estimated that there are between 180 and 220 million youth with disabilities worldwide, of which nearly 80 percent live in developing countries. They are affected in far more complex way in getting job, discriminatory beliefs and attitudes, inaccessible work environments, communication barriers that contribute to further marginalization and exclusion from social and economic life. In Japan, attitudes towards persons with disabilities have traditionally been characterized by segregation, lack of integration, stigma and bias [Diversity & Inclusion in Asia Country View]. In Bangladesh, Persons with disabilities are more likely to experience adverse socioeconomic outcomes, such as less education, worse health outcomes, less employment, and higher poverty rates [Md Abdul Jalil].

3.1. Legal Frameworks

The constitution of the people's republic of Bangladesh article 29(1) states that there shall be equality of opportunity for all citizens in respect of employment or office in the service of the republic. 29(2) no citizen shall, on grounds only of religion, race, caste, sex or place of birth, be ineligible for, or discriminated against in respect of, any employment or office in the service of the republic.

The constitution of Japan in Chapter III. Rights and Duties of the Persons have clearly defined the rights and duties of all the citizens. Specially article 14 states that all of the persons are equal under the law and there shall be no discrimination in political, economic or social relations because of race, creed, sex, social status or family origin. Article 13 states that all of the persons shall be respected as individuals. There are another articles in the constitution of Japan stating the rights of the persons with disabilities. For example, Article 11 (**Fundamental human rights**), Article 12 (**Prohibition of abuse of freedoms and rights**), Article 25 (**Rights of minimum standard life**), Article 26 (**Rights and obligations of education**), Article 27 (**Rights and obligations of labor**).

One of the most important advances for persons with disabilities in the last decade has been the United Nations convention on the rights of persons with disabilities (UN CRPD). The issue of employment addressed in the CRPD particularly in preamble, general state obligations and has a separate article (article 27: work and employment) the CRPD recognizes the rights of persons with disabilities to work, on an equal basis with others.

Bangladesh disability welfare act 2001 states that appropriate work fields to be identified and persons with disabilities to be recruited in that work field, equal employment opportunity for qualified persons with disabilities specific age limit to be relaxed, and appropriate quota in government job to be reserved. There is a remarkable development to enact new Rights and Protection of Persons with Disabilities Act 2013 where a separate section included. It has been mentioned clearly the employment rights of persons with disabilities in a separate Article 10.

The Government of Bangladesh passed a series of laws, plans and policies regarding persons with disabilities which are:

- *Neuro Developmental Disorder Protection Act 2013*
- *Neuro Developmental Disorder Protection Rules 2015*
- *Disability Rights and Protection Act 2013*
- *Disability Rights and Protection Rules 2015*
- *Integrated Special Education Policy 2009 and 2016*
- *National Action Plan for Persons with Disabilities 2016*
- *National Strategic Plan for NDDs 2016-2021*
- *One year Action Plan for NDDs 2016*
- *Disability Detection Survey 2015*
- *Bangladesh Rehabilitation Council Act 2016 (Proposed)*

On the other hand, Japan started enacting a series of laws regarding persons with disabilities after the Second World War which are shown in table 3.1.

Table- 3.1. Japanese laws on persons with disabilities

Year	Laws
1949	Law for the Welfare of Persons with Physical Disabilities
1950	Mental Hygiene Law, amended in 1995 to become The Law Concerning Mental Health and the Welfare of Persons with Mental Disabilities
1961	Law for the Welfare of Persons with Intellectual Disabilities
1960	Law for the Employment Promotion of Persons with Physical Disabilities, amended in 1987 to become the Law Concerning the Employment Promotion, etc. for Persons with Disabilities (in preparation for the ratification of the ILO Convention on Vocational Rehabilitation and Employment [Disabled Persons] of 1983)
1970	The Basic Law on the Measures for Persons with Intellectual and Physical Disabilities, amended in 1993 to become the Basic Law for Persons with Disabilities
1982	The Long-term Plan of the Measures for Persons with Disabilities, which corresponded to the UN Decade of Disabled Persons (1983-1992) and the World Program of Action concerning Disabled Persons (1982)
1993	The New Long-term Plan of the Measures for Persons with Disabilities, which corresponded to the Asian and Pacific Decade of Disabled Persons (1993-2002)
1994	Law for the Promotion of the Construction of Special Buildings for Smooth Use by the Aged and the Disabled, revised in 2002
1995	Plan for Persons with Disabilities - Seven-Year Strategy toward Normalization (FY 1996 – FY 2002)
1997	Personal Care Insurance Law for the Aged
2000	Law for Promoting Easily Accessible Public Transportation Infrastructure for the Aged and the Disabled
2002	Basic Program for Persons with Disabilities (FY 2003 – FY 2012) and Five-Year Plan for Implementation of Priority Measures (FY 2003 – FY 2007), which corresponds to the 2nd Asian and Pacific Decade of Disabled Persons (2003 - 2012)
2004	Latest revision of the Basic Law for Persons with Disabilities

As per Winnie Ng and Amanda Yik, the Japanese Government, in particular the Ministry of Health, Labour and Welfare and Japan Organization for Employment of the Elderly and Persons with Disabilities (JEED) have been taking proactive steps to improve the social participation of Japan's persons with disabilities:

- In 1995, the Japanese Government implemented an Action Plan for Persons with Disabilities which was a 'seven-year normalization strategy' to promote a barrier-free society and promote independence of persons with disabilities.
- A new Basic Plan for Persons with Disabilities covering the years 2003 through 2012 was passed in 2002, with a new Action Plan for Priority Areas.³
- The Public Employment Office, known as 'Hello Work' provides advice to both individuals and companies and can help companies develop plans to meet their quotas.

3.2. The Employment Quota System

Countries that have adopted the employment quota and levy system are mainly concentrated in Europe. In these countries, the system is founded on the long-standing acceptance of a social obligation to employ individuals with disabilities [Thorton, 1998]. Miwa (1997) argues that Japan was the first East Asian country which introduced a systematic mechanism, such as quota system, for the employment of disabled persons in open labour market. Japan's system of disability employment is based on the 1960 "Act on Employment Promotion etc. of Persons with Disabilities." Disability employment policy in its present form has been developed since the amendment of the Act in 1976 [Akira Nagae]. The government's policies regarding the employment of the disabled could be divided into the following three stages, or milestones:

1. Period One (1960-1975): Efforts to promote employment of physically disabled persons
2. Period Two (1976-1986): Introduction of levy system
3. Period Three (1987 - present): Efforts to promote employment of physically and intellectually disabled persons

The government strategies to revitalize Japan include promoting the employment of persons with disabilities. On 1 April, a Ministry of Health and Welfare Law come into force requiring that, at firms in Japan with 50 or more employees, those with disabilities must account for at least 2% of the staff. Firms with 200 employees or more that do not meet this requirement are penalized [Japan Today, 2017].

The law for Employment Promotion of Persons with Disabilities was promulgated on June 19, 2013 in the following:

Table- 3.2. *Employment Quota for Persons with Disabilities*

Classification of Employers	Before April 2013	April 2013 & Beyond
Private Business	1.8%	2.0%
General, Prefectural & Municipal Governments	2.1%	2.3%
Board of Education	2.0%	2.2%

Table- 3.3. *Expanded Range of Employers to be covered by Quota for Persons with Disabilities*

³ <http://www.disabledworld.com/news/asia/japan/japan.php#ixzz1K8y2PfxT>

Employers Covered	Before April 2013	April 2013 & Beyond
Number of Employees	56 or more	50 or more

**With the rise of employment quota from 1.8% to 2.0 %, a business employing 50 persons or more now has to employ at least one worker with disabilities*

Table- 3.4. Expanded Range of Disabilities Covered by Employment Quota

	Before April 2013	April 2018 & Beyond (Planned)
Disabilities to be Covered	Physical & Intellectual	Physical, Intellectual and Mental Disorder (including developmental disability)

Although there are criticisms of this quota system and many companies find it easier to pay the levy than hire persons with disabilities, this initiative - together with increasing pressure to uphold reputation and engage in corporate social responsibility, has had a significant impact on the corporate sector. The result is that increasingly companies are looking to see how they can accommodate persons with disabilities at their workplace.⁴

In 2010 the prime minister of Bangladesh gave the directive while inaugurating the 12th National Disabled day and 3rd World Autism Awareness Day jointly organized by Social Welfare Ministry and National Disabled Development Foundation in the city's Mirpur. she said "I am asking you to implement the 10 percent quota reserved in recruiting disabled persons against class three and class four posts and one percent quota in class one category jobs in government services,".

As a result on January, 2012 the ministry of public administration (MoPA) gave a circulation "Reservation 1% quota for persons with disability for BCS Cadre Service and 1st and 2nd class public job" and 10 percent quotas (persons with disabilities and orphans) for third and fourth grade jobs.

3.3. Disability Employment

Government statistics show that out of a population of around 127 million in Japan, some 3.66 million are physically disabled, 3.23 million are mentally ill and 54.7 million have intellectual disabilities. This means that roughly one in 20 persons in Japan has some kind of disability.⁵ The Government has taken steps to promote accessibility and equality for persons with disabilities – including the introduction of employment quotas, but social participation of persons with disabilities remains low.⁶

Table-3.5. Employment of Persons with Disabilities by Sector (%) in Japan

Industry	21.0%
Service	19.2%
Agriculture	0.4%
Others	59.5%

Source: Disability at a Glance 2015: Strengthening Employment Prospects for Persons with Disabilities in Asia and the Pacific, Economic and Social Commission for Asia And The Pacific, United Nations

⁴ <http://search.japantimes.co.jp/cgi-bin/f120060827x1.html>

⁵ <http://www.jeed.or.jp/english/download/reference01.pdf>

⁶ <http://communitybusiness.org>

Persons with disabilities in Bangladesh tend to experience higher unemployment and have lower earnings than persons without disabilities. There are millions of young persons with disabilities struggling to live a life of dignity in Bangladesh due to lack of employment opportunity. After ratifying the UNCRPD, the government of Bangladesh has been showing now an increasing interest for the development of persons with disabilities and to work hand in hand with the non- governmental sector. For public job, quota has been introduced but for private job, there is no obligation to employ persons with disabilities for the private sector employers.

Table-3.6. Employment of Persons with Disabilities by Profession (%) in Bangladesh

	Total	Percentage
Unfit for Job and unemployed Persons with Disabilities	68.70	
Not fit for job?	751,227	53.13
Unemployment	221,507	15.67
Employment of Persons with Disabilities by Profession	31.30	
Agriculture	108,153	7.65
House Hold	137,959	9.76
Daily labor	95,955	6.79
Artist	1,043	0.07
Education	66,246	4.69
Others	31,844	2.25
Total	1,414,334	100.00

Source: Bangladesh Disability Detection Survey, 2015

In Japan, The Employment Promotion Act for Persons with Disabilities introduced a quota system for the employment of persons with disabilities in 1976, requiring private companies to employ persons with disabilities (physical or intellectual) to make up at least 2.0% of their regular workers.⁷ Although there are criticisms of this quota system and many companies find it easier to pay the levy than hire persons with disabilities.⁸

While numerous challenges exist, it is clear that employment of persons with disabilities is steadily on the rise in Japan after the first major amendment in 2013. The expectations are that this amendment will contribute not only to promotion of employment, in terms of a quantitative increase in the number of disabled persons hired, but also to qualitative improvements in working conditions, such as allocation of duties and adaptation of workplaces so as to enable continued employment over the long term. [Hiromi Sakazume]

Economic research on the effects of the system in Japan includes that of Tsuchihashi and Oyama (2008). They state that “There are problems, in terms of efficiency, with each company always having to employ persons with disabilities in proportion to their corporate scale when society as a whole employ a fixed number of such persons.”

According to ODEP report in 2008 revealed that large companies are more likely to employ, hire and actively recruit persons with disabilities.

⁷ <http://www.jeed.or.jp/english/download/reference01.pdf>

⁸ <http://search.japantimes.co.jp/cgi-bin/f120060827x1.html>

A baseline survey by Unleash Foundation Ltd in 2015 exposed that employers have encountered barriers when they consider the employment of persons with disabilities. Up to 88% of the employers expressed that there were barriers in employing PWD. Most of the barriers (69%) came from additional costs in training, supervision and accommodation, lack of management commitment and so on. Only 19% of the employers indicated that the barriers came from the candidates being lack of requisite skills or related experience.

In august 2011, Employment Monitoring and Evaluation Branch of AG shown that medium and large employers were more inclined to rate positively than small employers, suggesting that larger businesses may have greater capacity to support special needs in the workplace. Financial assistance including wage subsidies and offsetting the cost of any workplace modifications is an important factor in the recruitment decisions of many small employers, who are more likely than large employers to see additional upfront costs as a barrier. Employers who used Workers with disability are often considered the most reliable and loyal employees.

A research study of KU in 2015 revealed that Education, motivation and collaborative communication will be among the key factors in achieving employment success.

Some challenges exposed from research findings which are 88 % of companies in Bangladesh told that they do not employ anyone with a disability because of lack of tailored skill training like traditional training programs, lack of alternative forms of training, fitness for a job and lack of tailored interventions like no incentives to employers , limited supported employments , no sheltered employment, no separate employment agencies and only 5% employers have accommodated a staff member with disabilities ⁹

⁹ *Nuri et. al., (2012) "Impact Assessment of a Vocational Training Programme for Persons with Disabilities in Bangladesh": Vol 23, No.3, also available at: www.dcidj.org

4. FINDINGS AND ANALYSIS

4.1. Employment system of persons with disabilities in Bangladesh and Japan

Japan introduced the mandatory employment quota system for persons with disabilities in 1976 while Bangladesh did in 2012 only for public sector job. Japan uses levy systems with different mandatory quotas and coverage while Bangladesh does not. In 2013, Bangladesh government passed the disability law of The Rights and Protection of Persons with Disabilities Act though UNCRPD was ratified in 2017. Japan passed its first disability law- The Welfare of Persons with Physical Disabilities in 1949 but in 1960 new law for Promotion of the Employment of Persons with Disabilities was enacted to promote the employment of persons with disabilities which is promulgated on June 19, 2013. In addition, On January 20, 2014, the government of Japan ratified the United Nations Convention on the Rights of Persons with Disabilities [UNCRPD]. In 2013, Japan Government revised employment quota for persons with disabilities which was first introduced in 1976. Bangladesh government has no regulations for mandatory quota schemes for private employers obliged to hire a specific number of employee with disabilities. On the other hand, private sector employers in Japan are obliged to recruit 2.0% persons with disabilities if having 50 or more regular employees. These employment opportunities are available for the three range of disabilities are Physical disability, Intellectual disability and Mental disorder. In Bangladesh, there is no specific guideline on the range of disabilities like Japan. The Rights and Protection of Persons with Disabilities Act 2013 has defined 11 types of disabilities who will be given prioritized to cover the quotas for public sector job.

Table-4.1. Comparison of employment quota system for persons with disabilities

	Bangladesh	Japan
Disability Legislature	The Rights and Protection of Persons with Disabilities Act 2013.	Promotion of the Employment of Persons with Disabilities Law (Law No. 123 of 25 July 1960).
Year of UNCRPD Ratification	2007	2014
Quota for Public Sector	1% quota for 1 st class job 5% quota for 3 rd & 4 th class job	2.3% for central, prefectural & Municipal Governments and 2.2% for board of education
Quota for Private Sector	No provision of disabled quota by the government	2.0%
Covered Employers	N/A	50 or more (a business employing 50 persons or more must employ at least one EwD)
Range of Disabilities	As per RPPD act, 11 types of disabilities are included	Physical disability, Intellectual disability and Mental disorder
Quota Calculation	N/A	(Disabled Workers + Disabled Unemployed)/ (Total Regular Employees - Exempted Workers + Total Unemployed)

4.2. Disability employment status in different private business organizations in Japan and Bangladesh

The study examined 12 Japanese private business organizations that have employed persons with disabilities. The following table: 4.2 shows the total percent of persons with disabilities working in private organizations in Japan. In addition, all the organizations fulfil the Japan's statutory requirement of 2.0%.

Table-4.2. List of Japanese Organizations Employing Persons with Disabilities

Private Business Organizations In Japan	Percent (%) of Total Employee with Disabilities
Fuji Electric Global	2.43
Osaka Gas	2.35
Fast Retailing Group	2.23
OLC	2.22
Sony Group	2.20
Lawson	2.20
Sumitomo Electric Group	2.17
Hitachi Group	2.18
Murata Manufacturing Co., Ltd	2.13
Kyocera Global	2.08
Mitsubishi Electric Group	2.06
Toshiba Global	2.05

The ratio of Fast retailing group is 2.23% or 1256¹⁰ individuals in Japan. It wants to maximize hiring opportunities of persons with disabilities and be a role model to other companies. The average employees with disabilities for Sony Group in Japan is 2.20%¹¹ which above the 2.0% mandated by the Japanese law for companies over a certain size. As of April 1, 2017 the percentage of employees with disabilities become 2.30%¹² in Toshiba Group in Japan established a special subsidiary company in accordance with Toshiba's basic policy aiming to employ persons with disabilities. Fuji Electric Global promotes employment of persons with disabilities with a goal of enabling as many persons as possible with disabilities to continue working until retirement age. In 2016, persons with disabilities made up 2.43%¹³ of its workforce exceeding legally mandated ratio of 2.0%. The rate of employees with disabilities at Kyocera intending to actively employ persons with disabilities according to specific action plans developed to enhance the rate of employees with disabilities is 2.08%¹⁴ in 2016. Murata surpassing the legal minimum percentage and employing 2.13%¹⁵ persons with disabilities in the total workforce is committed to expanding employment opportunities and improving the workplace environment for the physically challenged. OLC primarily at special subsidiary company- Mihama

¹⁰ <http://www.fastretailing.com/eng/sustainability/employee/diversity.html>

¹¹ https://www.sony.net/SonyInfo/csr_report/employees/diversity/index5.html

¹² <https://www.toshiba.co.jp/csr/en/performance/social/diversity.htm>

¹³ http://www.fujielectric.com/company/csr/with_employee/diversity.html

¹⁴ http://global.kyocera.com/ecology/human_rights.html

¹⁵ <http://www.murata.com/about/csr/people/employees>

corporation co. Ltd actively employs persons with disabilities. Employees with disabilities represent 2.22%.¹⁶ The employment ratio of persons with disabilities is 2.18%¹⁷ in the entire Group of Hitachi in Japan maintaining group-wide drive to hire more persons with disabilities. Finally, the findings results in these private organizations have employed persons with disabilities to maintain the workplace diversity as well as to obey the Japan's legally required employment rate of 2.0%.

Table- 4.3. List of Bangladeshi Organizations Employing Persons with Disabilities

Private Business Organizations In Bangladesh	Percent (%) of Total Employee with Disabilities
Keya Group	15.36
Inter Staff Apparels Ltd	2.50
Renata Limited	2.13
ISML	1.53
Aman Knitting Ltd	1.40
Pandora Sweaters Ltd	1.38
Young Socks	1.36
Fakruddin Textile Ltd.	1.33
FCI BD Ltd	1.20
Southern Garments	1.00
My TV	0.86
Mohammadia Garments	0.62
Shanta Industries Ltd.	0.60
Monno Ceramic Industries Ltd	0.50
Hopyick(Bd) Ltd	0.50
Barger Paints Bd Ltd	0.41
SQ Celsius Ltd	0.39
Chrony Group	0.38
Bitobi Garments	0.36
Viyellatex Ltd	0.36
Dekko Apparels Ltd	0.35
Urmi Garments	0.32
Energypac Electronis Ltd	0.30
Floreal International Ltd	0.30
Shagore Garments	0.30
Lab Aid Hospital	0.21
Prothom Alo Daily Newspaper	0.16
Sparrow Apparels	0.10
Pubali Bank	0.03
Grameen Phone	0.02

The study explores that Out of 30 private organizations, 21 belongs in the RMG & Textile, and the rest 9 organizations are Telecom, Ceramic, Beverage, Electronic Media , Automobile and Chain Shop etc. Garments and Textiles are hiring persons with disabilities comparatively high rather than other sectors. The study shows that only 3 organizations have above 2.0% employment ratio, 20 organizations below the 1.0% indicating that the employment opportunity of persons with disabilities in Bangladeshi private organizations are limited.

¹⁶ <http://www.olc.co.jp/en/csr/5daiji/relation/opportunity.html>

¹⁷ <http://www.hitachi.com/csr/labor/diversity.html>

Finally we can say that on an average, the ratio of hiring persons with disabilities in Japanese private organizations is less than 3%. On the other hand, Bangladesh is less than 1%.

4.3. Causes of employment generation of persons with disabilities in private sectors in Japan and Bangladesh

Employment creation of persons with disabilities in the RMG and Textile sector is a big success in Bangladesh due to the initiative of foreign retailers and buyers. NGOs those who are working for persons with disabilities, DPOs, international development agencies like ILO and employers' associations are also playing a role to promote employment in the RMG, Textile and other promising sectors. The private employers initially recruited persons with disabilities at the initiative of buyers, they like Keya Group, Inter Staff Apparels Ltd, ISML, Fakruddin textile Ltd., chrony Group, Aman Knitting Ltd. Etc. are now quite positive for employing more persons with disabilities. For example, 1536 (15.36%) persons with disabilities out of 10,000 staffs are now working in Keya Group but two years ago in 2015 it was only 1100 employee with disabilities.

Md. Porimol, general Manager (P&D), Keya Cosmetics of Keya Group Quotes *"We did not know about how persons with disabilities could work. We were interested when we saw their performance. Many factories do not know this"*

"Marks & Spencer, an UK based leading retailer of clothing, launched Marks & Start programme in 2004 to promote employment of young people with disabilities and other disadvantaged groups. In Bangladesh this programmes operates in collaboration with the Centre for Rehabilitation of the Paralyzed (CRP), an organization that provides rehabilitation services for disabled people in Bangladesh. CRP offers pre and post placement support and guidance for the trainees. Through this joint initiative a total of 960 women with disabilities were trained over the last 9 years. After that their employments have been created in 43 garments Industries."

To promote the employment of persons with disabilities, Japan established the Japanese disability employment system in 1960.¹⁸ In 1976, a levy-grant scheme was introduced and private firms were strictly requested to achieve their quotas. If they were not able to meet their levy quotas, the employers were required to pay levies.¹⁹ As a result of statutory mandate of Japanese law, private organizations are hiring persons with disabilities positively of its workforce. By examining the 12 organizations, the results show that the average percent of

¹⁸ Matsui (1998) and Hasegawa (2010) for the historical background of Japan's disability employment system.

¹⁹ Yuko Mori and Norihito Sakamoto (2017): Economic consequences of employment quota system for disabled people: Evidence from a regression discontinuity design in Japan.

PwD employees are below 2.19% which just exceeds Japan's legally requirement ratio of 2.0%. It clearly explains that Japanese private organizations strictly follow the legally mandate percentage for the promotion of persons with disabilities.

Table-4.4. Comparison of the basic reasons to employ persons with disabilities by the private sector employers of Japan and Bangladesh

Five Basic Reasons	Japan	Bangladesh
Must: Legislation and Policies	Legally mandated level of 2.0% for having 50 or more employees	No quota provision for private job
May: Someone referred or requested!	-	-
Should: Human rights, CSR, Buyer Policy, Public image, agreement and Economic reason, Workplace Diversity	Workplace Diversity	Buyer Policy
Being encouraged: By Government, Peers, NGO, Network or Other organization	In excess of the required number (200) Govt. gives allowance of 27,000 yen per month for per person	NGO, Specially CRP encourages employers to hire PwDs
Good business sense: Getting benefits/ Business case	UNIQLO	Keya Group

4.4. Challenges faced by the private employers to hire persons with disabilities

Though the respondent's organizations are positive to hire persons with disabilities, they face some constraints in the level of staff selection and in the workplace. some major challenges faced by the private sector employers both Japan and Bangladesh at the time of hiring persons with disabilities like lack of disability knowledge and information, more hiring labor cost, failing to match the skills needed, interacting difficulties at workplace which result in limited employment opportunity for persons with disabilities.

Table-4.5. Comparison of employment challenges to hire persons with disabilities

Bangladesh	Japan
Lack of information on employment opportunities	Negative perceptions on PwD's ability to perform in the workplace.
Physical barriers to workplace	How to treat and interact with persons with disabilities in the workplace
Limited education and experience and failing to match the skills needed	Lack of knowledge and experience about where to find persons with disabilities with the right skills and experiences.
Without training they cannot work	Extra costs and resources required to support persons with disabilities in the workplace.
Need more supervision	
Higher labour costs	

5. CONCLUSION

This study compared the Bangladeshi and Japanese quota scheme, disability employment ratio, causes of disability employment creation and employment challenges. Firstly, Japan has mandatory quota of 2.0% for private sector job while Bangladesh has no quota for private job. Secondly, on an average the ratio of hiring persons with disabilities in Japanese private organizations are less than 3%. On the other hand, Bangladesh is less than 1%. Thirdly, all respondent Japanese organizations of the study are hiring persons with disabilities because of the proper implementation of legislations and policies while the implementation of law is hardly visible in Bangladesh but some private sector employers are employing persons with disability for the buyer policy and the NGOs and DPOs motivations. Finally, this comparative study examines that lack of disability knowledge and information, more hiring labor cost, failing to match the skills needed, interacting difficulties at workplace are the main challenges faced by the private sector employers of Japan and Bangladesh at the time of hiring persons with disabilities.

To sum up, employment of persons with disabilities is one of the most powerful indicators of social inclusion. So, there is no alternate of promoting employment of persons with disabilities. Joint initiative of government and non-government organizations, employers' network, group of companies, multinational and international companies can play a very vital role in promoting employment of persons with disabilities both in Bangladesh and Japan.

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Annex A

List of Documents Review

For Bangladesh:

- ✓ Review employment related instruments for persons with disabilities i.e. UNCRPD
- ✓ Rights and Protection of the Persons with Disabilities Act 2013
- ✓ Labour Law 2006 (and amendments made in 2010 & 2013)
- ✓ Labour Policy 2012
- ✓ National Skills Development Policy 2011
- ✓ National Strategy for Inclusion of Persons with Disabilities in Skills Development (draft)
- ✓ ILO convention (159)

For Japan:

- ✓ Law for the Employment Promotion of Persons with Disabilities,
- ✓ Policy for persons with disabilities in Japan,
- ✓ Basic law for persons with disabilities,
- ✓ Japanese National Plan of Action on Disability,
- ✓ The Government Action Plan for Persons with Disabilities,
- ✓ Japan Labor Review

Others:

- ✓ United Nations Convention on the Rights of Persons with Disabilities
 - ✓ Newspaper Article
 - ✓ Audit Report
 - ✓ CSR Report
 - ✓ Books
 - ✓ Seminar
 - ✓ Online Resource
 - ✓ Journal Article
 - ✓ Conference Documents
-

Annex B

Respondents' Organization in Bangladesh

	Name of Respondent Organizations in Bangladesh
1	Keya Group
2	Inter Staff Apparels Ltd
3	Renata Limited
4	ISML
5	Aman Knitting Ltd
6	Pandora Sweaters Ltd
7	Young Socks
8	Fakruddin Textile Ltd.
9	FCI BD Ltd
10	Southern Garments
11	My TV
12	Mohammadia Garments
13	Shanta Industries Ltd.
14	Monno Ceramic Industries Ltd
15	Hopyick(Bd) Ltd
16	Barger Paints Bd Ltd
17	SQ Celsius Ltd
18	Chrony Group
19	Bitobi Garments
20	Viyellatex Ltd
21	Dekko Apparels Ltd
22	Urmi Garments
23	Energypac Electronis Ltd
24	Floreal International Ltd
25	Shagore Garments
26	Lab Aid Hospital
27	Prothom Alo Daily Newspaper
28	Sparrow Apparels
29	Pubali Bank
30	Grameen Phone

Annex C

Respondents' Organization in Japan

	Name of Respondent Organizations in Japan
1	Fuji Electric Global
2	Osaka Gas
3	Fast Retailing Group
4	OLC
5	Sony Group
6	Lawson
7	Sumitomo Electric Group
8	Hitachi Group
9	Murata Manufacturing Co., Ltd
10	Kyocera Global
11	Mitsubishi Electric Group
12	Toshiba Global

Annex D

Key Informants' List

List of Key Informants		
S.L.	Name of Respondents [KII]	Organization's Name
1.	Albert Mollah	Access Bangladesh Foundation
2.	Vaskar Bhattacharjee	YPSA
3.	Peter Fremlin	ILO
4.	Dr. Nafeesur Rahman	NFOWD
5.	Ramesh Halder	CRP

Annex E

Survey Questionnaire

Respondent's Name: Designation:

Name of Organization & its Address:

Email: Contact no:

People with disabilities, generally deprived of social facilities, are the most vulnerable and disadvantaged group in the society. They have limited access to employment because of infrastructural, informational, social attitude and so on. With the assistance of Waseda University of Japan, a research study on "***Employer perspectives on hiring people with Disabilities: A Comparative Study of Bangladesh and Japan***" is being conducted to know about challenges faced by both employers and employees on the employment of people with disabilities. This study aims to explore the employer perspectives on creating employment opportunity for young people with disabilities.

PART I: GENERAL INFORMATION OF THE ORGANIZATION

Q1.1 Name of the organization:

.....

Q1.2 Type of organization: Private Enterprise Corporation Government
 Education

Q1.3 Nature of the Business (like IT, financial Institutions, Telecom, Agro etc.):

.....

Q1.4 Number of total employees:

.....

No of People with Disabilities No of People without Disabilities

Q1.5 Kindly provide the following details information of disabled employees working at your organization.

Sl. no.	Designation	No. of Disabled Employees	Type of Disability	Male	Female
01.					
02.					
03.					
04.					
05.					

Q1.6 Does your organization follow the Govt. quota system for employing PWDs?

Yes No

Q1.7 Does the company have any employment/ HR policy on the employment of people with disabilities?

- Yes No

Q1.8 Are people with disabilities encouraged specially in job advertisement of your organization?

- Yes No

Q1.9 As disabled people working in your organization so what sort of changes you have made in your organization?

a) Modified PWD work station/ workplace Solutions

- Reading software Braille Sign Language Adjustable desk
 Others

b) Managed office accessible for people with disabilities

- Ramps Washrooms Elevators Railing
 Others

c) Arranged any special facilities for People with Disabilities?

- Accommodation facilities
 Transportation facilities
 Health Facilities
 Training/ Sheltered Workshop and
 Others

PART II: ATTITUDE TOWARDS EMPLOYEE WITH DISABILITIES

Q2.1 What is the reason to employ people with disabilities in your organization?

- Obligation to Law (specially Quota System)
 - Tax Benefit/ Levy/ Grant
 - Company Goodwill
 - Government Pressure
 - Buyer Pressure
 - Social Responsibility
 - CSR Initiative
 - Positive response from clients and end-users
 - Others, if any
-

Q2.2 Your perceptions on employees with disabilities in your organization?

- Strong loyalty
 - Dedicated to work
 - Good behavior
 - Increasing morale to other staffs
 - People welcome them
 - Like other workers
 - Negligible attrition
 - Honesty and Integrity
 - Others, if any
-
-

Q2.3 What are the benefits you have got by employing disabled people in your organization?

- Waste Less time
 - Absenteeism is less
 - Low switching cost
 - Higher retention and lower accident
 - Efficient in respective job
 - Tremendous Performance
 - Others, if any
-

Q2.4 Are you satisfied with the productivity or performance of disabled employees at your organization?

Highly Satisfied Satisfied Moderate Dissatisfied Highly Dissatisfied

Q2.8 Is there any scope to recruit persons with disabilities at your organization in the next job circulation?

Yes No

If yes, how many?

PART III: CHALLENGES FACED BY THE EMPLOYERS TO EMPLOY PWDs

Q3.1 What kind of problems you have faced while recruiting people with disabilities?

- Difficult to find qualified candidate from people with disabilities (PWDs)
 - Low response/ application against the job circulation
 - Matching qualifications and skills as per the nature of work and occupation
 - Lack of capability assessment mechanism
 - Do not know how to deal with PWDs / Lack of awareness of PWDs
 - Lack of accessible infrastructure like ramp, washroom
 - Lack of workplace solutions like Reading software for visual impaired
 - Type of disability
 - Prohibition by law (Quota system) Others, if any
-

Q3.2 What kind of challenges you have faced after job placement of people with disabilities?

- Extra workload is needed to work with PWDs
 - Working with them may cause danger or adverse effect to other staffs
 - Other staffs face difficulty to work with PWDs
 - They need special training to work effectively
 - Reasonable accommodation is needed
 - Accessible infrastructure is needed
 - Improved worked station is needed
 - Adjusting work according to disability, interest and skills of PWDs
 - Working environment and assignment of job
 - Others, if any
-
-

Q3.3 Kindly provide your opinion about Levy and Grant System for employing persons with disabilities as per The Employment of Persons with Disabilities Promotion Act amended in 2013. *(Challenges & Prospects)*

.....
.....

PART IV: SUGGESTIONS ON ENHANCING THE EMPLOYMENT OPPORTUNITY OF PWDS

Q4.1 Any suggestion regarding improvement of employment opportunity for persons with disabilities

.....
.....

Thank YOU FOR YOUR KIND COOPERATION

Name of

Interviewer..... **Date**.....

Email: **Contact no:**

.....

Annex F

KII Questionnaire

General Information of Key Informant

- **Name of the Respondent:**
- **Gender:** **Email:**
- **Name of Organization:**
- **Designation:** **Contact no:**

Sl.	Main Topic	Related Question
01	Knowledge on wage employment issue	→ What is your opinion about wage employment of people with disabilities?
02	Challenges of people with disabilities	→ What are the barriers you think responsible for lower rate of waged employment generation?
03	Job Related	→ Why business organizations are not unwilling to recruit people with disabilities?
04	Suggestion	→ What type of initiatives should be taken by the employers of both Government & non-government organization to create an amicable job market? → Your observation about the prospective fields for employment of persons with disabilities.

THANK YOU FOR YOUR KIND COOPERATION

Name of Interviewer **Date**

Email: **Contact no:**

Team Members

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2. Sk. Rokib Hussein

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1. Md. Monir Hossain

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