

Food Relief Support for Persons with Disabilities



COVID-19 has an immense adverse health and economic impact on all sections of society including those most marginalized such as people with different types and severity of disabilities, their families, and caregivers. Bangladesh Business & Disability Network mobilized an urgent appeal to provide humanitarian assistance to the most vulnerable persons with disabilities in different parts of Bangladesh.

In the context of the Covid-19 pandemic, People with disabilities are more vulnerable to exposure, complications, and death because of physical and social barriers. While people without disabilities have access to local philanthropy support, people with disabilities cannot readily access the support, nor are they able to compete for cash or in-kind support at times. BBDN wanted to provide support throughout the country through its Resource Members (Disability NGOs and their partnering Disabled People's Organizations) to persons with disabilities before Eid-ul-Fitr 2020. Most of the distribution was completed before Eid (i.e. 25th May) while the remaining were carried forward to first & second week of June 2020.

For more, please go to this link: [Report on Food Relief Support](#)

Description of Goods



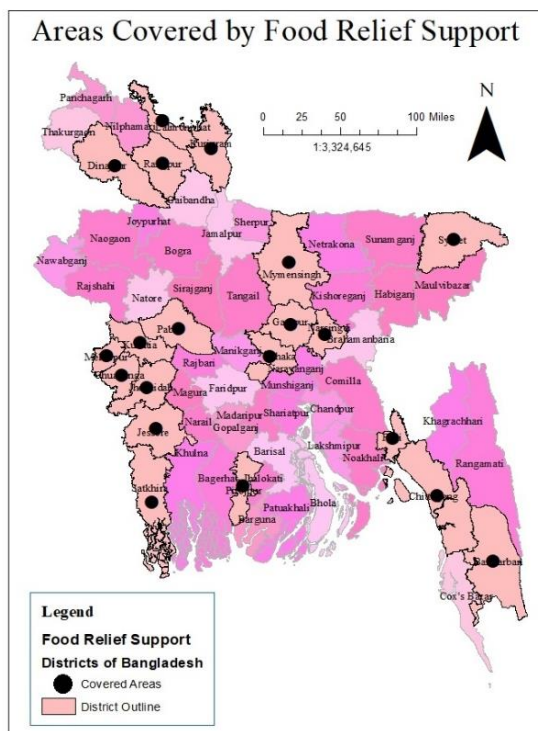
Total Family Reached 1069

Total Persons Reached 4276

Total Male 609

Total Female 460

Areas Covered by Food Relief Support





Inclusive Futures



Sightsavers



BBDN Inclusion Works Signing

On 1st April 2020, a tri-partite agreement among BBDN, Sightsavers and ADD International was signed for setting out agreed commitments for the coordination and cooperation among the three organizations to implement the “Inclusion Works” Programme, funded by UK Government Department for International Development (DFID), to create employment opportunities for people with disabilities in Bangladesh.

Inclusion Works represents one of the world’s most comprehensive attempts to date to redress the underrepresentation of people with disabilities in formal employment in developing countries. It will pilot new approaches that will create job opportunities for over 2,000 people with disabilities in Nigeria, Kenya, Uganda and Bangladesh over the next two and half years.

Under this Inclusion works Programme, BBDN will manage the employer engagement aspect, which will include relationship management of employers, on-boarding employers to the Programme and supporting employers with application of a self or guided assessment, application of the standard Inclusion Works employer disability confidence tools and approaches, arranging employers and job seekers exchange, facilitating “First-shot” internships and job placements for job seekers with disabilities and arranging 5 job fairs in Dhaka, Khulna & Chittagong.

For more info, please go to this link: [BBDN IW Signing](#)



BBDN Signs Contract with ILO Bangladesh for Implementing Skills 21 Project

On 14th June 2020, BBDN signed an agreement with ILO Bangladesh Country office to implement a project on providing Technical Assistance to Promote Social Inclusion Strategy in Seven (7) Model Institutes and Two (02) Centre for Skills Excellence under the European Union-funded skills 21 – Empowering Citizens for Inclusive Sustainable Growth Project.

The Project aims to increase productivity and better employment opportunities for youth through institutionalizing an environmentally conscious, inclusive, demand-driven, and interlinked education and skills development system responding to the needs of the labour market. The Project aims to build the capacity of relevant government agencies, education and training institutions, learners, workers, and employers with a particular focus on disadvantaged groups.

For more info, please go to this link: [Skills 21 Signing](#)



‘Having a diverse and inclusive environment where every person can bring their full and authentic selves to work is something we want Unilever to be famous for.’

- Alan Jope, CEO, Unilever



Unilever has been moving towards fulfilling this bold commitment by putting many of its senior staff in Bangladesh through workplace disability and inclusion training. More than 250 employees from Unilever Bangladesh team joined across three separate sessions in April.

The sensitisation sessions were delivered digitally – due to the COVID-19 outbreak – by BBDN as part of broader engagement to ensure businesses across the country are supportive of employing women and men with disabilities and that their needs are adequately met. The training for companies is a component of two consortia promoting economic inclusion – i2i (Innovation to Inclusion), led by pan-disability charity Leonard Cheshire and Inclusion Works, led by Sightsavers. Both are funded by the UK’s Department for International Development.

The webinars ended with interactive Q & A sessions where questions from the Unilever team members were addressed by the different representatives from i2i and Inclusion Works.

For more info, please go to: [In-depth Disability and Inclusion Knowledge for Businesses](#)

On 17th and 19th May of 2020, BBDN hosted 2 webinars on disability inclusive employment and COVID 19. Representatives from employers and NGOs participated in the webinar.

During the webinars, the employers shared their experience of working in this pandemic as well as their recovery plan in the aftermath of the COVID19 situation. Most of the employees in the employers’ organizations are working from home. Some employees are still working in their office premises with adopting adequate safety measures such as distribution of hand sanitizers and masks; maintaining social distance; regular temperature check up and so on.

One of the major challenges faced by these organizations is the technological adaptability. To work from home uninterrupted, the employees had to learn the uses of many online communication platforms.

Another challenge faced by the employers is to sustain their workforce throughout this pandemic. Many employees may lose their jobs after COVID19 because of the financial impacts. Some employers have gone into a hiring freeze while some suggested that employees with disabilities remain at home, particularly those who had returned to their villages.

Webinar on Disability Inclusive Employment & Covid-19

Although, the employers have been going through a tough time because of COVID 19, they remain interested to recruit people with disabilities and are open to exploring opportunities to make their organizations disability inclusive. Many organizations are interested to offer internship, apprenticeship and jobs to people with disabilities after restoration from the impacts of COVID 19 and once any recruitment freezes end.

The webinar uncovered more opportunities for BBDN to attain workforce disability inclusiveness.



Return to Work and Rehabilitation Strategy

Bangladesh Employers' Federation (BEF) and BBDN, in association with Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, organized a stakeholder consultation workshop on drafting a strategy on "Return to Work and Rehabilitation" for injured workers, at BEF premises on 23rd January 2020. This initiative is supported by the GIZ while necessary technical support is provided by the International Labour Organization (ILO).

Under the initiative, a possible strategy is being developed to up-skill and re-skill the injured workers after any industrial accident following their treatment and subsequent functional recovery.

Once the strategy is adopted, the injured workers will be given necessary training in order to facilitate their return to work in the same or different industry in similar or equivalent positions as appropriate.

The workshop was attended by representatives from workers, employers, government, and civil society organizations, particularly those working with rehabilitation and people with disabilities. All the participants unanimously agreed that developing a strategy on return to work and rehabilitation will be beneficial for the industries in the country.

For more info, please go to this link: [Return to Work and Rehabilitation Strategy](#)

Training on Return to Work Coordinator (RTWC)

BBDN and Bangladesh Employers' Federation (BEF) jointly arranged a two days long training on "Return to Work (RTW)". The training for the 1st batch was held on 14-15 December 2019 and 2nd batch on 19-20 February 2020.

The purpose of this training was to develop factory level expertise on the return to work process for those who will coordinate and facilitate the successful reintegration to work of the employees/workers after any severe injury or illness through arranging necessary medical and rehabilitation support.

At the training, over 40 business representatives attended from different companies, mainly from the RMG and leather sectors. The training program was funded by GIZ with close collaboration of DGUV under the EIPS project. For more info, please go to this link: [Training on Return to Work Coordinator \(RTWC\)](#)

