

BBDN NEWSLETTER

TOWARDS THE SDG GOAL OF DISABILITY INCLUSIVE GROWTH



IN THIS ISSUE

1. Message from the Chief Executive Officer
2. Introduction of New Board Chairman and four Board Members
3. Online job fair for persons with disabilities 2022
4. Monitoring Visits at TVET Institutions
5. Technical Validation Workshop on "Developing Curriculum for The Health Professionals of Readymade Garments Industries of Bangladesh on Identification and Management of Common Work-related and Occupational Diseases
6. Sensitization Session on Disability Inclusion with the Executive Committee of Institute of Personnel Management (IPM) Bangladesh
7. Spot Interview and Job Placement at Team Group
8. Consultation Workshop on Developing a Roadmap on the Inclusion of Persons with Disabilities in the mainstream Labor Market of Bangladesh: Private Sector Initiative
9. Validation Workshop on Developing a Roadmap on the Inclusion of Persons with Disabilities in the Mainstream Labor Market of Bangladesh: Private Sector Initiative
10. In the News and Photo Gallery

Message from the CEO



Over the last two years Bangladesh along with the entire world, has experienced multiple waves & surges of COVID-19 outbreak. The pandemic not only impacted the health sector but also the nationwide lockdowns and other containment measures had a profound impact on both country's macro and micro economy. Many organizations in the country are struggling to stay afloat, various industries are struggling to retain employees and many lost their jobs due to mass layoffs.

People with disabilities have faced much deeper impacts. They were often the first ones to get laid off. In this

edition of our regular publication, BBDN has tried to showcase the activities we took in association with our member organizations, donors, partners and government to ensure economic safety and security for persons with disabilities. Our initiatives and activities, created job opportunities and enabled a comforting atmosphere for persons with disabilities. This edition of our newsletter features an update on all the exciting works undertaken by BBDN from January to June 2022.

Happy reading!

BBDN is delighted to have four new members on its board of trustees and a new board chairman



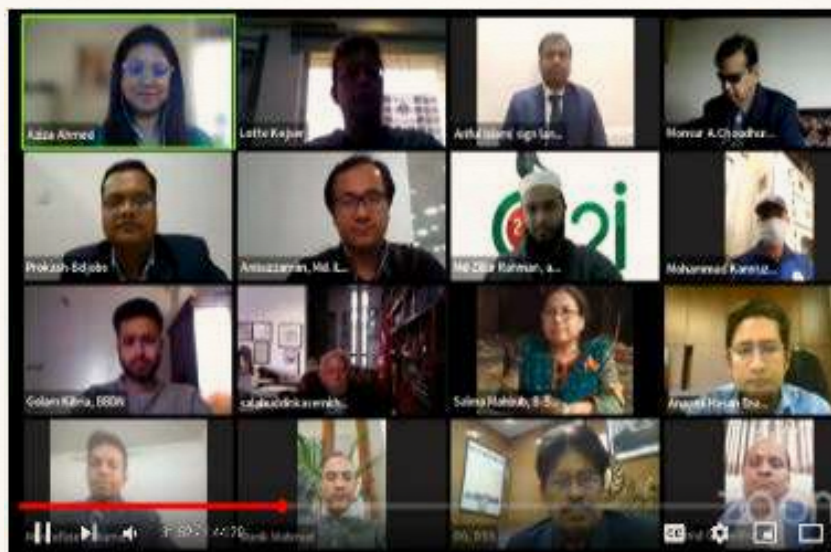
From left: Sadaf Saaz Siddiqi, Faiaz Rahman, Rashed Ahmed Chowdhury, Anis A. Khan, Monsur A. Choudhuri, Ardashir Kabir, Rupali Chowdhury

On April 17, 2022 Ardashir Kabir, President of Bangladesh Employers Federation, was nominated as the Chairman of the BBDN Board of Trustees. BBDN is also proud to onboard, Rashed Ahmed Chowdhury, Chairman, Banga Garments Ltd., ABC Building Products Ltd. and Director, Mutual Trust Bank Ltd; Rupali Chowdhury, Managing

Director of Berger Paints Bangladesh Limited and Former President of Foreign Investor of Chamber of Commerce (FICCI); M. Salman Ispahani, Chairman, M M Ispahani Limited; and Anis A. Khan, Independent Director, Advisor, Teacher and Financial Consultant, joined the Bangladesh Business & Disability Network's trustee board.

Online Job Fair for Persons with Disabilities 2022

26th to 27th January, 2022



Session for Closing Ceremony - Online Job Fair for Persons with Disabilities 2022

To mark the 50th anniversary of Bangladesh BBDN hosted a two-day long online job fair for persons with disabilities from January 26 to 27, 2022 to facilitate a minimum of 50 jobs placement. The fair was arranged by the cooperation of the European Union funded ILO Skills 21 project and the FCDO-funded Innovation to Inclusion (i2i) project where the technical support was provided by the Aspire to Innovate (a2i) program of the Bangladesh Government and Bdjobs. The goal of this fair was to connect qualified candidates with disabilities with employers by leveraging technology to enhance their employment opportunities.

Dr. Md. Omar Faruque, Director General, Directorate of Bangladesh Technical Education, Dr. Dewan Muhammad

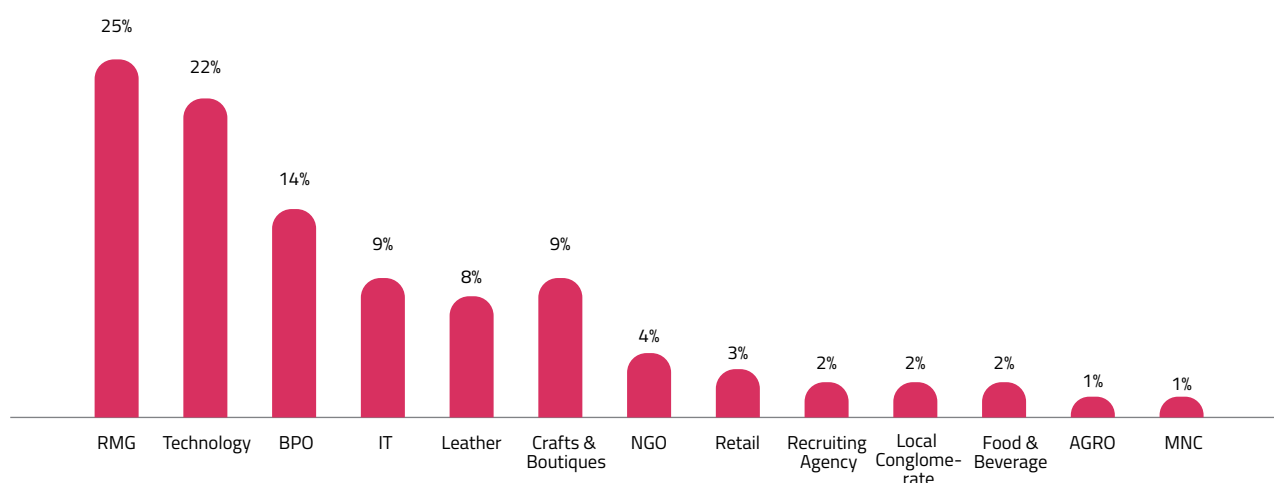
Humayun Kabir, Project Director (Joint Secretary), Aspire to Innovate (a2i) Mr. Ardashir Kabir, President of Bangladesh Employers Federation and Chairman of BBDN, Mr. Zahir-bin-Siddique, Country Representative, Leonard Cheshire, Mr. Fahim Mashroor, Managing Director and CEO, Bdjobs, Mr. Mostafa Azad Chowdhury, Senior Vice President of Federation of Bangladesh Chambers of Commerce and Industry (FBCCI), Tuomo Poutiainen, Country Director, International Labour Organization (ILO) in Bangladesh, addressed the inauguration event, among others.

Dr. Md. Omar Faruque, Director General, Directorate of Bangladesh Technical Education stated that the Ministry of Education is in charge of a substantial portion of the government's special programs for persons with disabilities. The philosophy that they cherish in their minds about persons with disabilities is that persons with disabilities are a part of this society and their rights should be well established in this society. To ensure this, the Technical Education Board Disability Inclusion Advisory Group was formed, and a 5% quota in technical education for people with

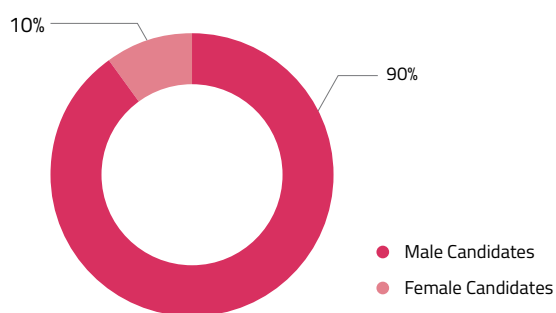
disabilities is always maintained.

A total of 847 candidates registered in the job fair. A total number of 60 employers participated in the job fair. The employers offered 132 jobs with 509 vacancies to the candidates and received 5306 job applications. Candidates with disabilities were delighted to be able to connect with this technology-based initiative amidst the pandemic. The job fair finally confirmed 30 recruitments, including 7 women with disabilities.

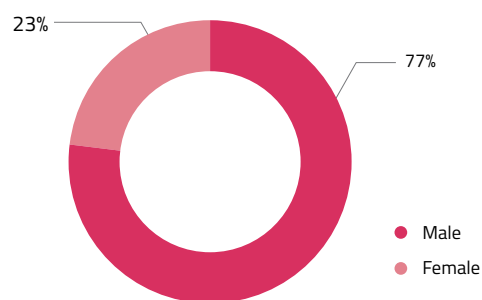
529 Vacancies offered by sectors



586 Candidate Registration



Employed candidate's percentage



Organization Name	Total Recruited	Male	Female
Jubilant Golden Harvest Limited (Domino's Pizza Bangladesh Ltd)	8	5	3
Berger Paints Bangladesh Ltd	2		2
TEAM Group	16	14	2
Catalyst Solutions	1	1	
Prediction Learning Associates Ltd	1	1	
SYS Solutions	3	3	

Monitoring Visits at TVET Institutions



Part of Monitoring Visit at Gaibandha Technical Training Center

Under the European Union-funded Skills 21 – empowering citizens for inclusive sustainable growth project, Bangladesh Business and Disability Network (BBDN) is working with ILO Bangladesh country office to provide technical assistance to promote social inclusion strategy in seven (7) model Institutions and Two (02) Centre for Skills Excellence. During the period January 2022-June 2022, BBDN conducted 2nd time monitoring visits to 7 Model Institutions-Khulna Mahila Polytechnic Institute, Institute of Marine Technology,

Bagerhat, Sylhet Technical School and College, Gaibandha Technical Training Center, Jamalpur Technical School and College, Bangladesh Sweden Polytechnic Institute, Kaptai, Rangamati, Feni Polytechnic Institute. In those monitoring visits, progresses of the institutions are measured based on the action plan developed for the institutions with the support of BBDN. The criteria/area of focus are students' enrollment, accessibility adaption, curriculum planning and delivery, governance and human resource.

Technical Validation Workshop on “Developing Curriculum for The Health Professionals of Readymade Garments Industries of Bangladesh on Identification and Management of Common Work-related and Occupational Diseases



Distinguished Guests of Technical Validation Workshop

On April 12, 2022, Bangladesh Business & Disability Network organized a Technical Validation Workshop to

gather opinions from different stakeholders on their recently conducted research paper titled, “Developing

Curriculum for The Health Professionals of Readymade Garments Industries of Bangladesh on Identification and Management of Common Work-related and Occupational Diseases." BBDN conducted this research with the Centre for the Rehabilitation of the Paralyzed (CRP) and North South University (NSU) jointly with the support of Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. The workshop was organized to identify the most prevalent and reoccurring work-related diseases in the RMG sector in Bangladesh. Also to build the capacity of health professionals working with workers. Representatives from Bangladesh Employers Federation, International Labour

Organization, Jahangirnagar University, NIPSOM, icddr, DGUV, GIZ, CRP, and NSU were present in the workshop. The objective of this workshop was to validate the findings of the research paper through professional and public health experts who are directly working in the RMG sector in Bangladesh. The exchanges of ideas and knowledge with the key stakeholders were intense and fruitful. Stakeholders in the workshop acknowledged the findings and agreed with the research team to move it forward, which gave the BBDN team a strong point of validation and confidence for further curriculum and training module development.

Sensitization Session on Disability Inclusion with the Executive Committee of Institute of Personnel Management (IPM) Bangladesh



Distinguished Guests of HR Professionals Sensitization Session on Disability Inclusion

Bangladesh Business and Disability Network has organized a sensitization session on Disability Inclusion with the Executive Committee of Institute of Personnel Management (IPM), Bangladesh on 21st March 2022. President of IPM Md. Musharraf Hossain, General Secretary, Enamul Haque and other EC members were present there. The purpose of this session was to build the disability confidence of committee and board members of Institute of Personnel

Management, Bangladesh. This was a good starting point with the Human Resource Associations to make an inclusive labor market in Bangladesh. Md. Musharraf Hossain, President, IPM organized a special job fair for persons with disabilities in his organization after the session. Every body of the session expressed their interest to work with BBDN in creating an inclusive labor market.

Spot Interview and Job Placement at Team Group

Team Group, one of the Founder members of BBDN, expressed their interest to hire Persons with Disabilities in their factories. With the support of B-SCAN, BBDN organized

a spot interview session for persons with disabilities. Three representatives of Team Group conducted the interview process with the close support of BBDN. 27 candidates

with disabilities sat for the interview and 15 persons with disabilities secured their job at different positions like

Industrial Executive, Sewing Operator, Quality Inspector, Packing Man, Helper, Gardener etc in Team Group.



Part of Spot Interview



Part of Spot Interview



Picture of Candidates who secured their Job at Team Group

Consultation Workshop on Developing a Roadmap on the Inclusion of Persons with Disabilities in the mainstream Labor Market of Bangladesh: Private Sector Initiative

Bangladesh Business and Disability Network (BBDN) hosted a high level consultation workshop **“Developing a Roadmap on the Inclusion of Persons with Disabilities in the mainstream Labor Market of Bangladesh: Private Sector Initiative”** on 12th June 2022, in association with Bangladesh Employers’ Federation (BEF) under Innovation to Inclusion (i2i) project funded by FCDO. The roadmap discusses possibilities to combat discrimination and promote employment of people with disabilities in the private sector. The workshop was scheduled with the two

group discussion sessions and learning sharing through a keynote presentation. Members of BBDN Board of Trustee Mr. Monsur Ahmed Choudhuri (founder trustee, Impact Foundation), and Dr. Shohrab Hossain (Executive Director, CRP) were present there.

The workshop was an opportunity to hear from Ayub Khan, (Deputy Director, Department of Social Services), Naimul Ahsan Jewel (General Secretary, National Trade Union Bangladesh), Dr. S.M Mustafizur Rahman (Deputy Programme Manager, NCDC, DGHS), A.B.M Khorshed



Part of Consultation Workshop on Developing a Roadmap on the Inclusion of Persons with Disabilities in the mainstream Labor Market of Bangladesh

Alam (Senior TVET Advisor Education Unit, World Bank). Over 50 stakeholders from government, business, trade unions, NGOs, civil society groups working for the rights of people with disabilities, as well as international organizations attended the workshop. Discussions covered the following topics: challenges faced by persons

with disabilities in seek employment, career development strategies and support for jobseekers with disabilities, diversity of workplaces, promote positive attitudes, role of civil society, academia, trade unions, private sectors and also on government's initiatives to mobilize resources for an inclusive labor market.

Validation Workshop on Developing a Roadmap on the Inclusion of Persons with Disabilities in the Mainstream Labor Market of Bangladesh: Private Sector Initiative



Distinguished Guest at the Validation Workshop on Developing a Roadmap on the Inclusion of Persons with Disabilities in the mainstream Labor Market of Bangladesh

Following the consultation workshop BBDN arranged a high level validation workshop on 28 June, 2022 to receive valuable stakeholder's recommendation on their

recently developed strategic document titled "Developing a Roadmap on the Inclusion of Persons with Disabilities in the Mainstream Labor Market of Bangladesh: Private

Sector Initiative". The roadmap intended to identify the role of actors and operationalize a set of interventions and collaborations that could lead to the systematic inclusion of people with disabilities in the open labor market system of Bangladesh, particularly in the private sector in line with the UNCRPD, ILO Code of Practice, and national legislations.

Over 50 stakeholders from government, business, trade unions, NGOs, civil society groups working for the rights of people with disabilities, as well as international organizations attended the workshop. Ms. Morsheda Akter, Deputy Secretary, Ministry of Labor and Employment and Ayub Khan, (Deputy Director, Department of Social Services), Mr. Ardashir Kabir, President, Bangladesh Employers Federation and Chairman Bangladesh Business & Disability Network Trustee Board, Member of BBDN

Board of Trustee Mr. Monsur Ahmed Choudhuri (founder trustee, Impact Foundation) and Sadaf Saaz Siddiqi (Group Director, ESKE Clothing) was present in the workshop and shared their thoughts on the strategic paper to move it forward.

The purpose of this validation workshop was to validate the findings of this strategy paper through different stakeholders who are directly or indirectly involved in the labor market and can contribute to make the labor market inclusive. All the participants both in online and offline acknowledged and showed their positivity to this strategy paper and suggested moving it forward as a priority issue which gave the BBDN team a strong point of validation and confidence to take further initiatives to approve the Roadmap.

In the News

1. <https://www.thedailystar.net/youth/careers/jobs/news/online-job-fair-kicks-persons-disabilities-2947896>
2. <https://www.tbsnews.net/economy/corporates/virtual-job-fair-persons-disabilities-kicks-362653>
3. <https://www.prothomalo.com/chakri/chakri-news/%E0%A6%AA%E0%A7%8D%E0%A6%B0%E0%A6%A4%E0%A6%BF%E0%A6%AC%E0%A6%A8%E0%A7%8D%E0%A6%A7%E0%A7%80%E0%A6%A6%E0%A7%87%E0%A6%B0-%E0%A6%9C%E0%A6-%A8%E0%A7%8D%E0%A6%AF-%E0%A6%85%E0%A6%A8%E0%A6%B2%E0%A6%BE%E0%A6%87%E0%A6%A8-%E0%A6%9A%E0%A6%BE%E0%A6%95%E0%A6%B0%E0%A6%BF-%E0%A6%AE%E0%A7%87%E0%A6%B2%E0%A6%BE>

Virtual job fair for persons with disabilities kicks off

Online job fair kicks off for persons with disabilities

Star Digital Report
Wed, Jan 26, 2022 09:30 PM Last updated on: Wed, Jan 26, 2022 09:53 PM

Dr. Md. Omer Faruk, D.G. Directorate of Technical Education, addresses the online job fair. Photo: Screenshot

A two-day online job fair for persons with disabilities has been inaugurated today.

With the help of the EU-backed ILO Skills 21 project and the FCDO-funded Innovation to Inclusion (i2i) project, the fair was organised by Bangladesh Business & Disability Network (BBDN) where Aspire to Innovate (azi) programme of the government and Bjobs lent technical support.

প্রতিবন্ধীদের জন্য অনলাইন চাকরি মেলা

চাকরি-সাক্ষর গ্রন্থিকা

সেফ - ৯৯ জাতীয় ১০০০, ৯৭-৯৯

বাংলাদেশে নিম্নমুদ্রা হ্রাসের উদ্দেশ্যে ইউরোপীয় ইউনিয়ন (ইইউএন) প্রতিবন্ধী ব্যক্তিদের জন্য অনলাইন চাকরি মেলায় আয়োজন করেছিল ২৬ ও ২৭ জানুয়ারি। মেলাটি ইন্টারনেট ইনসিটিভের অধীনে 'আই-ইনক্লুসিভ' প্রকল্প ২১ মাসের একটি অংশ হিসেবে ইনোভেশন টু ইনক্লুসিভ (ইইউ) আই। প্রকল্পের সহযোগিতায় আয়োজিত হয়। মেলায় অধিকার সহযোগিতা নিয়ে বাংলাদেশ সরকারের ৪ টি আই প্রোগ্রাম এবং বিভিন্ন মন্ত্রণালয়, বেসরকারি সংস্থা, এনজিওসহ সরকারি এবং বেসরকারি প্রতিষ্ঠানগুলোর মধ্যে অংশগ্রহণের সুযোগ খোলা হয়। বেসরকারি প্রতিষ্ঠানগুলোর মধ্যে অংশগ্রহণের সুযোগ খোলা হয়। বেসরকারি প্রতিষ্ঠানগুলোর মধ্যে অংশগ্রহণের সুযোগ খোলা হয়।

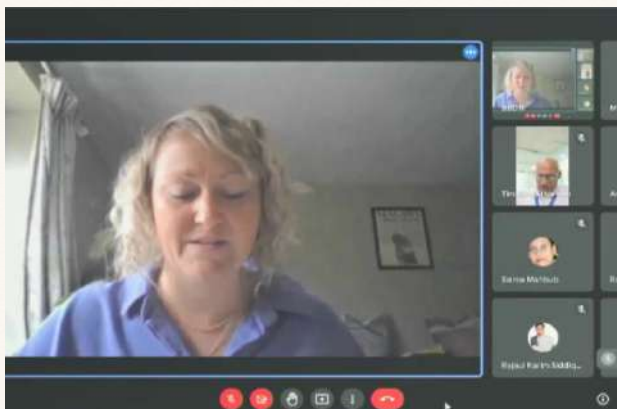
Photo Gallery:



Group Exercise at the Consultation Workshop Developing a Roadmap on the Inclusion of Persons with Disabilities in the mainstream Labor Market of Bangladesh



Part of Consultation Workshop on Developing a Roadmap on the Inclusion of Persons with Disabilities in the mainstream Labor Market of Bangladesh



Part of distinguished virtual Guest at the Validation Workshop on Developing a Roadmap on the Inclusion of Persons with Disabilities in the mainstream Labor Market of Bangladesh



Part of Candidates who attended Spot Interview by Team Group



Part of Khulna Job Fair 2022



Thank you for reading

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to pobbdn@bbdn.com.bd



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