

**YANGON UNIVERSITY OF ECONOMICS  
MASTER OF DEVELOPMENT STUDIES PROGRAMME**

**A STUDY ON THE CHALLENGES OF DISABLED WORKERS  
(Case Study: Physical Disabled Workers in Hlaing Tharyar  
Township and South Dagon Township)**

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MDevS - 1 (15<sup>th</sup> BATCH)**

**NOVEMBER, 2020**

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**(Case Study: Physical Disabled Workers in Hlaing Tharyar**  
**Township and South Dagon Township)**

This thesis is submitted to the Board of Examiners on partial fulfillment of  
requirements for the Degree of Master of Development Studies

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## **ABSTRACT**

This study focuses on the challenges faced by disabled workers in Hlaing Tharyar and South Dagon townships. The objectives of this study are to explore the current situation of disabled people in Yangon Region and to examine the physical, social, economic and health challenges of physical disabled workers in selected townships. This study used descriptive method with quantitative approach. The result found that there are five disabled care centers and seven private disabled organizations in Yangon Region. Disabled workers who find jobs by themselves are facing more physical, financial and health challenges than the workers who get job from disabled organizations. On the other hand, economic challenges like wage discrimination are more faced by the workers who get job from disabled organizations. This study suggested that it is needed to create disabled friendly environment in the workplace and give awareness of the funding support program for disabled workers who find job by themselves.

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## **LIST OF ABBREVIATIONS**

ADL	Activities of Daily Living
CRPD	Convention on the Rights of Persons with Disabilities
CSO	Civil Society Organizations
DSW	Department of Social Welfare
INGO	International Non-governmental Organizations
NGO	Non-governmental Organizations
PWDs	Person with Disabilities
UN	United Nations



# **CHAPTER I**

## **INTRODUCTION**

### **1.1 Rationale of the Study**

Disability is part of the human condition, and at some stage in life, almost all will be temporarily or permanently affected. According to the United Nations Convention on the Rights of Persons with Disabilities, persons with disabilities include those who are physically, emotionally, intellectually or sensitively disabled in the long term and who, in contact with different barriers, may inhibit their complete and effective participation on an equal basis with others in society. One billion people, or 15 per cent of the world's population, experience some form of disability, and in developing countries the prevalence of disability is higher. The disabled people are facing challenges that prevent them from enjoying their full civil, political, economic, social, cultural and developmental rights. This is largely due to lack of awareness, ignorance and prejudice in the society. It is also because some legislation fails to protect the rights of persons with disabilities. The challenges of disabled person are different depend on their cause of disability. The main categories of disabilities are physical disability, intellectual or learning disability, psychiatric disability, visual impairments and neurological disability.

Moreover, poverty may increase the risk of disability through malnutrition, inadequate access to education and health care, unsafe working conditions, a polluted environment, and lack of access to safe water and sanitation. Disability may increase the risk of poverty, through lack of employment and increased cost of living with a disability. Employment is central to the capacity of persons with disabilities to keep up a decent standard of living for themselves and for families, and also employment is a significant factor influencing the chances to participate fully in society. Work is a characterizing highlight of human presence in many societies the capacity to work is seen as one of the most important ways in which people can make their individual contributions to the communities.

In Myanmar, many of the disabilities might face discrimination on many levels, within their families and communities, at the regional level and also at the national level. Most disabled people suffer from some discrimination or exclusion, but the degree and severity often depend on the nature of people impairment and varying personal situations. Disabled children and women are particularly vulnerable. Moreover, the major challenges of disabilities face concerning employment in Myanmar are: access to, and poor quality, education: lack of capacity and confidence to seek for a job effectively, lack of information, technical assistance and transportation; negative attitudes of employers or coworkers; lack of accessible workplaces; and lack of training facilities or capacity building programs for people with disabilities. According to thematic report on disability of the Union of Myanmar (2014), out of a total of 50.3 million people, 2.3 million people (4.6 percent of the population) have some form of disability, and persons with disabilities aged 15-64 years are less likely to take part in the labor force compared to those without disabilities. Only 47.2pc of those with a mild walking disability participate in the labor force, compared to 67.6pc of those without disabilities. It further decreases to 29pc for male and 15pc for female with moderate or severe walking disabilities respectively. Increasing employment participation for people with disabilities is part of the rights of persons with disabilities law (2015) to address labor shortages, as well as reducing economic pressures associated with welfare dependence. With these rights, people with disabilities should no longer be discriminated against, marginalized or socially excluded from the workforce. People with disabilities should have equal rights to employment and subsequently, equitable opportunities towards training and development so that disabled person can be a part of any nation's growth and economic development.

This vulnerable community is also generally constrained in their attempts to find jobs, despite the value of work for people with disabilities. Many employers are still afraid to employ disabled workers in their organization and most of the time, disabled people, not even given chance to apply for the job in the particular organization. The challenges faced by disabled employees will vary from individual to individual, depending on a whole range of factors. In many cases, the disability itself may prevent people from working in certain jobs, whilst in other cases; there are a range of preventable historical and attitudinal barriers that can make work more difficult for those living with a disability. For these reasons, disabled employees are

facing more forms of physical, social, economic and health challenges in the living life compared with the abled employees. The disable employees in Myanmar are also facing these challenges around the country. Especially, Yangon has the second largest disability population in the country and many types of disabled people are working for the living life.

## **1.2 Objectives of the Study**

The objectives of the study are to describe the current situation of disabled people in Yangon region and to examine the physical, social, economic and health challenges of physical disabled workers.

## **1.3 Method of Study**

Descriptive method is applied for this study. Primary data and secondary data are used in this study. The primary data are collected through semi-structured questionnaire with quantitative for 52 physical disabled workers who get job with the help of disabled organizations and 52 physical disabled workers who find job by themselves. The secondary data are collected from INGOs, CSOs, other publications, papers, thematic report on disability of the Union of Myanmar.

## **1.4 Scope and Limitation of the Study**

This study focuses on Yangon region. Yangon region has thirty-three townships and many of physical disabled. person are living there. Among them, Hlaing Tharyar township and South Dagon township have the most disabled population. Therefore, this study only focuses on physical disabled workers in these townships. Moreover, there are other types of disability such as intellectual disability, physical impairment, visual impairment and hearing impairment are not included in this study.

## **1.5 Organization of the Study**

There are five chapters in this study. Chapter one is the Introduction chapter including rationale, objective, method, scope and limitations, and organization of the study. Chapter two reveals the literature Review of the disability. Chapter three presents the overview of the disabilities' situation in Myanmar. Chapter Four analyzes the challenges of physical disabled worker in selected townships. Chapter Five describes the findings of this study and some recommendations for the disabled worker.

## **CHAPTER II**

### **LITERATURE REVIEW**

#### **2.1 Definition of Disability**

A disability is any condition of impairment of the body or mind that makes it harder for the person with the disability to perform certain tasks and communicate with the world around them. According to the U.N. Convention on the Rights of Persons with Disabilities 2006 persons with disabilities who have long-term physical, mental, intellectual or sensory disabilities, which, in contact with different obstacles, may inhibit their complete and effective participation on an equal basis with those in society. This very general definition of disability serves as groundwork for several disciplines in research.

Also, psychologists are more and more concerned with issues related to health impairments and the effects on reduced societal participation. Due to an ageing workforce, somatic and mental health issues become more pronounced and therefore attract growing notice to especially work- and organizational psychologists. Somatic and mental disorders do not only present in symptoms, but regularly affect activities, capacities and participation, thus result in disability. Many workplaces hardly accept any form of deviating behavior especially related to performance. Therefore, illness-related participation disorders are directly important of work. The form and degree of occupational disability derives both from the body or physical impairment as such, but also from the working background, which is the job demands and the work environment encountered by the person with impairment. For this reason, the particular work-related behaviors and skills of a person with a somatic or mental illness must not only be addressed, but also the disabling factors within the person's environment must be taken into consideration when identifying the condition. (Muschalla, 2012)

## **2.2 Types of Disabilities**

Different physical and mental impairments include groups of disability forms that can hamper or decrease the capacity of an individual to perform their everyday activities. These impairments can be termed as disability of the person to do his/her day to day activities. Disability can be broken down into a number of broad sub-categories, which include the following six main types of disability.

### **(i) Physical Disabilities**

A physical impairment is one that impacts the mobility or dexterity of a person. For mobility assistance, a person with a physical disability may need to use some type of equipment. It also includes individuals who have lost limbs or who need minor modifications because of the form of their body to allow them to participate completely in community.

Paraplegia and Quadriplegia are what many individuals first consider as a physical disability. Paraplegia results from spinal cord injury that happens below the neck, while quadriplegia refers to spinal cord injury in the neck. The consequence of either condition can be differing degrees of limb loss and other mobility. Other types of physical disability, such as polio (a disease acquired), cerebral paralysis (damage to brain tissue during fetal stages) and some genetic conditions can result in loss of mobility. (Eske, 2020).

### **(ii) Intellectual or Learning Disabilities**

People with an intellectual, learning, or cognitive impairment have a reduced capacity to understand assignments or process knowledge. A learning disability may make it difficult for a person to take in information and communicate what disabled person know. In reading, writing, or mathematics, learning disabilities may trigger problems. About 3% and 10% of the population is affected by learning disabilities and attention deficit disorder. As students, people with these disabilities are often intelligent, creative, and productive (David, 2019).

### **(iii) Psychiatric Disabilities**

At any age, a psychological disorder (or mental illness) may develop and is often not noticeable to other individuals. Psychiatric disorders in the world seem to be

the most overlooked disabilities, and the behaviors of people can be based on prejudice and misconceptions.

Stress-related disorders, severe depression, bipolar disorder (formally called manic-depressive illness), anxiety, and schizophrenia may be classified in mental illnesses. Depression is the most common non-psychotic mental illness (psychosis being a disorder which features the loss of contact with reality) (Uppal, 2012).

**(iv) Visual Impairments**

Visual impairment, also referred to as vision impairment or loss of vision, is a diminished ability to see to a degree that creates difficulties that typically can not be resolved, such as glasses. Visual impairments also include those with a diminished ability to see and there is no access to glasses or contact lenses for disabled people. Visual impairment is also defined as the best visual acuity correction that is worse than either 20/40 or 20/60. For total or almost complete vision loss, the term blindness is used. With normal daily activities such as driving, reading, socializing, and walking, visual impairment can cause difficulties. Only 5% of 'blind' people are unable to see anything. A number of causes, including disease, injuries, and congenital disorders, may cause visual impairment. (Andrew A Dahal, 2014).

**(v) Hearing Impairments**

A wide variety of causes, including physical injury, illness during pregnancy, or exposure to extremely loud noises, can cause deafness and hearing loss. There is a disparity between those who are deaf and those who have a hearing loss. Those hearing up to three years of age often have comparatively good speech and lip-reading ability (TUCKER, 2003).

**(vi) Neurological Disabilities**

A neurological disorder is related to nervous system damage that results in the loss of certain physical or mental functions. A neurological disability may affect a person's capacity to move or manipulate things or the way these people act or express their feelings. The way these disabled people think and process information may also be significantly influenced. The brain and the spine are the regions most closely linked with neurology in the body. Neurological disorder can also result in heart

attacks, extreme infections, and lack of oxygen to the brain (National Educational Association of Disabled Students, 2016).

## **2.3 Models of Disability**

Disability has come to be studied from different views in an emerging academic field called Disability Studies. This discipline examines and hypothesizes about aspects that depict disability, such as cultural, economic, social and political factors. Academics, advocates, disability rights movements, and physicians are engaged in a series of discussions to discuss different models of disability. These models are tools for defining disability and are crucial because disabled play a significant role in determining the strategies that government and society devise to help meet the needs of people with disabilities. Numerous models of disability exist; however, the two most prominent are the medical model and the social model (Retief, 2015).

### **2.3.1 Medical Model**

The medical model looks at a person's impairment first and focuses on the impairment as the cause of disabled people being unable to access goods and services or being able to participate fully in society. The medical model has been the influence model in implementation of policy for people with disability for more than a century. According to this model, mental or physical limitations are the cause of disability. With considerable input from physicians, the World Health Organization provided the following definitions

- "Impairment: loss or abnormality of psychological or anatomical structure or function.
- Disability: any restriction or inability (due to impairment) to perform an activity in a manner or area that is considered normal for a person.
- Handicap: any disadvantages for a given person as a result of impairment or disability that limits or prevents that person from fulfilling his or her normal role.

The Medical Model recognizes individuals with disabilities as sick people. This criterion relieves them of their day-to-day societal responsibilities such as: finding a job, fulfilling family obligations, achieving education goals, and so on. For the sake of getting better, disabled should be in the hands of the medical community.

Therefore, the first step is to treat the disability or find a cure. If this fails, the model intends to provide care and services to support people with disabilities.

However, because of the medical model's emphasis on care, people with disabilities may be excused from the normal duties of society, such as work, and institutionalization and segregation are eventually justified. This has negative impact on employment outcomes as it limits opportunities for people with disabilities to make choices, become financially self-sufficient, and reach their full professional potential. Moreover, the mindset of employers is negatively affected by current preconceptions that the Model promotes. When a condition is considered as 'medical', it is from this fact that a person with disability is vulnerable to poor health, and leave of absence because of illness. Likewise, disabled people's health is expected to decline, resulting in them being less productive than the colleagues. (Ireland, 2018).

### **2.3.2 Social Model**

Generally, when speaking about disabilities, the social model is the preferred model. According to the social model of disability, disability is caused by the way in which society is organized, rather than by a person's impairment or difference. It looks at ways to eliminate obstacles that limit disabled people's life choices. Once barriers are removed, disabled people can become independent and equal in society by choosing and controlling the lives. There are three types of barriers, which all interact:

- Structural barriers: these refer to the underlying norms, mores and ideologies of organizations and institutions which are based on judgments of 'normality' and which are sustained by hierarchies of power.
- Environmental barriers: these refer to physical barriers within the environment, for example steps, holes in the pavement and lack of resources for disabled people, for example lack of Braille and lack of sign language interpreters. It also refers to the way's things are done, which may exclude disabled people.
- Attitudinal barriers: these refer to the adverse attitudes and behavior of people towards disabled people. (Sally French, 2013).

It can be seen that the social model of disability locates disability not within the individual disabled person, but within society. Thus, the person who uses a



wheelchair is not disabled by paralysis but by building design, lack of lifts, rigid work practices, and the attitudes and behavior of others. Similarly, the visually impaired person is not disabled by lack of sight, but by lack of Braille and large print, cluttered pavements and stereotypical ideas about blindness. Finkelstein (1981, 1998) has argued that non-disabled people would be equally disabled if the environment were not designed with their needs in mind, for example if the height of doorways only accommodated wheelchair users. Human beings fashion the world to suit the human's own capabilities and limitations, and disabled people do want nothing more than that.

The social model varies from the medical model because it focuses on society, rather than individual. In addition, it focuses on the unique abilities and needs of the individual, while the medical model treats each individual under the same disability classification in the same continent. This will change negative attitudes that employers can have toward people with disabilities. In contrast, the medical model of disability continues to provide sheltered or separate employment opportunities, which are not part of the open labor market. This has significant impact on people with disabilities and policy makers (Myhill W. , 2016).

#### **2.4 Human Rights and People with Disabilities**

Disability is also defined in terms of the consequences of functionality of a physical, sensory or intellectual impairment and impact on social participation, including the obstacles to participation in a particular society. This model is increasingly deployed in order to articulate both the interactive nature of disability, individual circumstances, physical and social environment and the social consequences of many disabilities.

In the human-right point of view, the Convention on the Rights of Persons with Disabilities, CRPD was promulgated under the order A/RES/61/106 by the UN General Assembly on 13th December 2006. In the Convention, the points for the global countries to implement the tasks of making the disabled persons enjoy their in born rights, dignities and people's respects towards them, removal of discrimination by people and the acquisition of equal rights such as capable bodies.

According to the CRPD, PWDs include those that have long-term physical, emotional, intellectual or sensory impairments that can impede their complete and successful involvement in contact with different obstacles. This definition has changed cause disability from the individuals to the interaction with various barriers

which may hinder them. Therefore, current perspective views disability on the basis of factors outside the disabled person which emphasize the environment which is disabling. It also classifies disability as a human rights issue. Human rights are based on the fundamental principle of respect in relation to individual freedom, justice and peace. Having a human right is both universal and inalienable (RIGHTS, 2014).

Every individual can enjoy human rights and disabled person have their respective dignities, as can the persons with disabilities because the latter ones as well belong to human societies. Every human, including the disabled, has an inborn dignity. For this, disabled person has rights for an access to academic learning, rights to cast votes, rights to be elected, freedom of expression, freedom of collection of news and information and etc., like the abled bodies. Being citizens living in the country, disabled person has all the citizen rights. Kinds of the rights disabled person get must be the human rights disabled person deserve as human beings, absolutely not the kind given out of pity. To fulfill these needs it is incumbent upon the State in which disabled person are residing.

As for the rules and laws promulgated, disabled person needs to be effective ones. Each and every one of us is responsible for them not to be segregated on the wrong pretext of disabilities. In case discriminations were allowed, disabled person might be deprived of their inborn rights, reputations and potential developments. Forbidding their progress will be a hindrance for them as well as a great burden for their families. People with disabilities also have their own talents, which are likely to have positive for families and for the country (Dr.Khine Khine Win, 2018).

## **2.5 Barriers Employment of the Disabilities**

Jobs helps identify the position of a person in the society. The unemployed are also removed from major social group events and positions. Until recently, the expectation for people with disabilities was disabled person usually would not work.

In general, barriers or risk factors for workers with mental disorders are related to the design, organization and management of work, as well as to the social context of work. Thus, disabled person includes organizational characteristics and interpersonal relationships at work. Disabled people were more likely than non-disabled people to select as a limitation difficulty with transport (affecting a quarter of unemployed disabled people), the attitudes of employers or colleagues, anxiety or lack of confidence, and issues relating to access and support such as difficulty getting

into buildings, difficulty using facilities and lack of special aids or equipment. Some significant barriers for employment of disabilities are prejudice, employer's attitude and motivation and family support (Muschalla, 2012).

**(i) Prejudice**

There are several theories concerning prejudice in general, yet prejudice research in social psychology concerning disability is considerably sparser. Dual models of individual experience are one model that has gained some attention. This model implies that when initial person perception occurs, attention is first paid to the person's defining features, such as the typical appearance of a person with Down's syndrome with a flat face and oblique eyes. This focus on people's physical sparser a basis for social classification which creates the basis for prejudice. Once categorization has been created, thoughts may occur like "people with Down's syndrome are helpless and slow", these thoughts may be inaccurate, but the classification and prejudiced thoughts have already been made.

Classifying people allows us to simplify and develop our social worlds, by assuming that all disabled people are alike, with similar personalities, goals, and behaviors and so on. Since people are often initially characterized by their physical features, people with a psychological disability are less likely to experience this type of immediate stigma; a person with Borderline personality disorder is less likely to be classified as someone who is paralyzed and uses a wheelchair. However, all aspects related to psychological disabilities can also be used for classification. Although the psychological disability may take longer to emerge and thus be less prone to stereotypes, people with psychological disabilities have more difficulties because disabled person are often not considered impaired enough to be called disabled (Sellevoll, 2016).

**(ii) Employers' Attitudes**

Employers have a superior role to play in integrating disabled people into work. Even the legislation in many countries forces them to hire people with disabilities; many employers choose to block the employment of disabled workers. The reasons this are manifold. Aside from a common lack of awareness concerning disabilities in general, employers often do not know the needs of employees and have no knowledge of how disabled person adapt to work. Concerned employers report

regularly on the cost of the accommodation process to disabled workers and the length of training. From the employers' point of view, research has shown both positive and negative attitudes towards the employment of people with disabilities. On the positive side, employers have been found to be in favor of hiring disabled people, especially those employers having previous experiences (Geiecker).

On the other hand, studies highlighted that employers lack confidence in level of productivity and quality of people with disabilities in terms of performance, and more generally their employability and fear related costs. Employers express concerns related to the quantity and qualities of work performed by people with disabilities and are afraid of poor flexibility and high absenteeism. In addition, employers worry that mental disorders are not well motivated to work, or are unable to handle anger and follow instructions. An employer may have associated with negative perception about their business; in the sense that individuals with disabilities would make the business appear less attractive in the eyes of consumers. As a result, employers may be less willing to hire people with disabilities.

However, good coordination between the applicant and the job can make a real difference for an employer in deciding to hire a disabled person. Employers also value importance to knowledge and information about disabilities, and a good and stable communication with disability employment agencies or professional to be contacted if problems arise at work. In particular, employers in smaller businesses recognized people with disabilities as less qualified and less able to perform their job compared to employers in large companies, where employees with disabilities were more likely to be accommodated. Employers appreciate that disabled person have learned about a disability and all related consequences, such as in how far the disability affects the worker (Andersson, 2012).

Employers must establish a reliable workplace environment that facilitates disclosure of a disability, if necessary, be able to stay in touch with health agencies for the assistance of specialist. Therefore, the attitude and openness of employers, their previous contact and experiences in employing people with disabilities, are key factors that influence whether the result of workplace inclusion is positive or negative. However, even if the employer is willing to hire and accept disabled people, also other challenges and obstacles may arise in the practical process of integrating future disabled employees into their work (Jelon, 2014).

### **(iii) Motivation and Family Support**

Disability suffered either from birth or after an accident the artist was not easy to be accepted and passed by the disabled, it is still faced with a little confidence and support. These people need support and encouragement in ensuring their survival is assured. The role of counseling is needed in the formation of career and motivates the disabled to be more positive in entering the workforce. Furthermore, complicating the situation when these people, are not get full support from the family. Many of the parents of disabled children with not trying to help children with disabilities improve their capabilities. It is very important to direct involvement in parent and family support to children from a young age. Disabled person not only expect a lack of physical assistance and protection only even more of it. Most parents do not enroll children with disabilities under the Social Welfare Department it is difficult for these people help and documentation. It also resulted in them cannot be right that it should. The attitudes of parents who wash their hands when the children to rehabilitation centers cannot foster more positive children with disabilities. Hope this group is essentially to parents and families to give encouragement and support to have a much better life and succeed in life (Norhasyikin Rozali1, 2017).

## **2.6 Challenges of Disable Workers**

Disability is interpreted differently by various individuals depending on their socio-economic roles. Physical (structural), mental, economic, and psychological, education, community, and health/medical issues are the challenges facing disabled people. The complexity of disability is that it is associated with poverty (Center for Disease Control and Prevention, 2019).

### **(i) Economic Challenges**

Economic challenges are measured by their wage discrimination in workplace, income status and provide financial support to the family. A disabled person faces a myriad of economic challenges. Mostly disabled person arises out of the discrimination that disabled person face at family, institutional and central government level. Disabilities are less or not educated at all. Their level of participation in the economic arena is thus limited. Disabled people are unlikely to be accorded equal access to programs that empower the general populace. Their level of involvement in the economic arena is therefore limited. Because of these economic

conditions, their medical needs cannot be sufficiently met. Disabilities cannot even afford to acquire special appliances to aid them whether disabled person are crutches, wheel chairs and artificial limbs. The lack of resources creates a circle of poverty to the disabled as disabled person least afford to send their own children to school. This means even at their old age where disabled person cannot even do the menial jobs of vending, disabled person do not have children who can assist them financially since the children will also be struggling financially (T.Masarira, 2017).

**(ii) Physical Challenges**

Physical challenges are measured by workplace barriers, workplace accidents and using public transportation. Many challenges that people with disabilities face are physical or architectural barriers. Physical challenges happen when features of buildings or spaces limit people's access. Physical challenges are structural obstacles in natural or manmade environments that prevent or block mobility (moving around in the environment) or access.

- Steps and curbs that prohibit an individual with mobility disability from entering or using a sidewalk in a house.;
- Mammography equipment that requires a woman with mobility impairment to stand; and
- Absence of a weight scale that accommodates wheelchairs or others who have difficulty stepping up (Center for Disease Control and Prevention, 2019).

**(iii) Socio and Psychological Challenges**

Social and psychological challenges are measured by discrimination on the environment for being of disability, family support and participation in social occasions. Disabled persons also suffer from socio or emotional and psychological challenges due to the way society view the disabled. Typically, people pass remarks and comments that are disrespectful. In general, when referring to disabled people, people even use derogatory terms. Sometimes disabled person is not even counted as humans and are referred to as disabled-chimera. It is for this reason the word disabled are being substituted with physically or mentally challenged. At all levels of the family, government and international levels, these social attitudes are observed. For instance, the 2016 Para Olympics had difficulties in finding sponsors for the

tournament yet the tournament for the able bodied had no difficulties in being sponsored (United Nations, Department of Economic and Social Affairs, 2018).

Even when disabled decide to enter into marriages it affects them as disabled person are stigmatized. Superstitious beliefs frown at marriages between an able body and a disabled person. It is considered by the family of the able-bodied person as a bad omen. Capable people are not so willing to marry the physically disabled. Even when the disabled person finds a partner, it may not accept. Some healing and deliverance churches have entered the band wagon, added to the psychological, in addition to the common views that disabled people may have committed abominable sins. These disabled people cast aspersions towards the disabled and view disabled as lacking in faith when disabled person are not healed after being prayed for. This highlights how difficult it is to incorporate the disabled with the rest of society. (T.Masarira, 2017).

#### **(iv) Education Challenges**

Education challenges are measured by schooling years. People with disabilities lack equal opportunities to get an education. This is due to unfair procedures that the disabled have traditionally looked down on. In order to attain education, the able bodied children are given first preference. Many schools may not be open or far away for the disabled, even though there are opportunities to attend school. Many people with disabilities often need special schools that are very few and do not accommodate all those with disabilities who can afford to attend due to geographical difficulties. Although person with disabilities and the families recognize some disabled person as slow learners and perceive the value of education, and especially educational institutions, in maintaining skills through life-long education, disabled person express fears of the long-term effects of increased isolation from society that institutionalization, residential and non-residential, brings. On the part of the families, these include fears of disabled person and it reduced confidence to communicate with others and further lowered self-esteem, which could result in increased difficulties to gain basic vocational training which would further impact upon their isolation from the community (Silyanov, 2015).

Many disabled people themselves state that disabled person would prefer not to become residential students and able to make decisions about their own life and eventually having a personal income that will support them and increase their self-

esteem. People with mild intellectual disabilities also explained that they want to be able to communicate with their peers and to be part of the community. Yet, a lack of peer workshops or shelter workshops for disabled person will continue to make institutions attractive not just to child orphan disabled person and disabled person with moderate or severe disability, but to adult disabled person with mild disability, with or without families (T.Masarira, 2017).

**(v) Health Challenges**

Health challenges are measured by knowing health education, health knowledge and how easy to get assistive devices. The disabled had little access to knowledge about sexual and reproductive education and general health. Disabled person usually lacks family planning knowledge and access. As a result, disabled person has many children compounding their financial challenges to look after the children. Ability to services for health care is also a problem. There are some clinics far away and some are not affordable. The HIV and AIDS scourge has adversely affected the disabled as disabled person have been excluded in special education on the disease as far as prevention, management and treatment. There is no readily available material in braille for the blind. Some disabled are physically and sexually abused. By the time the abuse is discovered it will be too late to get proper and correct treatment (Center for Disease Control and Prevention, 2019).

**2.7 Review on Previous Studies**

Suet LengKhoo, Ling Ta Tiun and Lay Wah Lee (2013) studied on “Unseen challenges, unheard voices, unspoken desires: experiences of employment by Malaysians with physical disabilities”. This study shows that it is the disabling atmosphere and occupational challenges in Malaysia that hinder the advancement of Malaysians with physical disabilities in the world of work. Most of disabled employees, job is not match with their education qualifications. The welfare and rights of people with disabilities are not considered top priority by the government. Malaysians with physical disabilities no longer want to be objects of charity or sympathy. Just like their able-bodied peers, they too want to experience and enjoy their rights as fully-fledged Malaysian citizens.

SelviNarayanan (2011) studied on “ Challenges Faced by Disabled People at Working Place in Malaysia”. It indicates that there are many disabled workers who



are experiencing a lot of problems and challenges. Although there have been many attempts to encourage the integration of people with disabilities through public servant policy and legislation which intended to enabling workplace inclusion, little has changed to date. As there are strategies and initiatives in place working to reduce these barriers of cost, awareness, and difficulty, more actions are needed. Moreover, it needs to break down the barriers to employment and strengthen this important path to belonging and participation in society. Increasing the role of employment as a pathway out of poverty for disabled people will not only be beneficial these people but also employers who hire them as well as our wider society.

Kasambula Abdul Hakeem (2015) studied on “People with Physical Disabilities and Their Working Life”. This was highlighted by the fact that people with disabilities are either inactive or unemployed. It also indicates that the fact that people with disabilities are less employed in various institutions shows that disabled person are unable to enter the labor market and are excluded from economic development that effects that the working lives of the people with disabilities.

Anna E. Murray (2014) studied on “Employer Attitudes Towards Disability in the Workplace: A Descriptive Study of the Policy Environment”. These studies show that the AODA, the Ontario Human Rights Code, and the Labor Relations Act establish the requirement of anti-discrimination in all private sector workplaces for employees with disabilities, by providing reasonable accommodation. As a result of this view, the employers’ attitude has been influenced, with employers seeing people with disabilities as special and less able, believing that disabled person possesses traits that somehow differ from the ‘norm’. In addition, due to the requirement of personal accommodations, employers have also come to believe that the cost of accommodation is much higher than the reality. It is essential that employers view accommodation as a relatively affordable implementation, as the results obtained allow employers to see people with disabilities as a fully capable group, who do not differ much from themselves.

Tiun Ling Ta, Lee Lay Wah, Khoo Suet Leng (2011) studied on “Employment of People with Disabilities in the Northern States of Peninsular Malaysia: Employers’ Perspective”. These findings show that most of the employer’s support employment of persons with disabilities. However, very few have such enabling policies, or a mechanism to deal with problems related to persons with disabilities, or a built environment that is fully accessible to people with disabilities. Disabled person is also

worried about the ability of disabled workers to comprehend and obey orders, as well as the costs of employing and training them. These results imply that if employers want to fulfil their intentions to recruit disabled person, a lot has to be done to employ and keep them in their jobs.

Heather Jane Shamrock (2016) studied on “The Lived Experience of People with Physical Disabilities in Timor Leste”. The results showed a wide range of experiences in the lives of people with disabilities and the research method, photovoice provide depth and understanding of the details of everyday life. The results based on a series of experiences of people with disabilities, indicated the effectiveness of people with disabilities themselves actively involving in the disability sector. Another important finding was the comprehensive impact of poverty which penetrated the lives of people with disabilities, Poverty influenced their ability to keep good health, to receive an education, to participate in family and community activities and to buy food and necessities for life. The research also highlights to the importance of inclusive policies and practice in disaster planning and disaster management in a post-conflict, fragile state.

Swe Swe Hlaing (2017) studied on “Employees with Physical Disability In Yangon Region”. This study showed that employment rates of persons with physical disabilities is significantly increased within two years in Yangon region Person with disabilities with higher level education has more opportunity to get job. Very few persons with disabilities are working in management level. Person with disabilities are needed to have higher education level to get higher position of job.

Naw Hmwe Hmwe Tun(2014) studied on “Rehabilitation Services for Persons with Disabilities in National Rehabilitation Hospital”. It was found that major causes of disabilities are traumatic and the person whose working place is lack of safety job has higher risk to be disability. The rehabilitation services are important for person with disabilities to get back to work and to participate in society. If the employer has safer working environment, the risk to be disability also will be less.

## **CHAPTER III**

### **OVERVIEW OF DISABILITY SITUATION IN MYANMAR**

#### **3.1 Disability Population and Employment in Myanmar**

Myanmar has a population of over 50 million people. According to the 2014 census, there are 2.3 million people with disabilities in Myanmar, which is 4.6 percent of the population. Disabled population rates are different between state and region.

For the employment sector, although more and more companies employ people with disabilities in Myanmar, more needs to be done to ensure equal employment conditions. For many disabled employees in Myanmar, unemployment is more a result of prejudice and poor understanding than of the disability itself. To integrate the disabled into the workforce, the public need to be educated about persons with disabilities and promoting social inclusion are essential. Disabled employees can be productive and can fill most work positions if they are given the right environment. Participation in the labor market is an essential factor to create an individual's sense of worthiness by contributing to society. Disabled people can work just like others, and employers can take advantage of a new talent pool. Even there are 2.3 million disabled persons in Myanmar only 37% of them have jobs, the rest are unemployed. However, the majority of the disabled employed worker are not working decent works. According to the statement released by Myanmar Physically Handicapped Association 2017, only 3% of disabled employed workers have decent jobs such as government and some private organizations. The rest of disabled workers are doing random jobs like selling newspaper, selling lottery ticket and selling flowers. Therefore, the disabled population and employment conditions in Myanmar are shown in table 3.1.

**Table (3.1) Disability Population and Employment in Myanmar, 2014 Census**

<b>State/Region</b>	<b>Total Population</b>	<b>Disabled Population</b>	<b>Disabled Employee Population (15-64ages)</b>	<b>Percentage of Disabled Employee</b>
Ayeyarwady	6184829	472619	213519	45%
Yangon	7360703	250441	70034	28%
Shan	5824432	228074	119510	52%
Mandalay	6165723	204328	59019	29%
Bago	4867373	202431	58171	29%
Magway	3917055	201800	69074	34%
Sagaing	5325347	177852	51737	29%
Rakhine	2098807	112179	37708	34%
Mon	2054393	109298	36080	33%
Kayin	1504362	99389	40119	40%
Tanintharyi	1408401	98133	47777	49%
Kachin	1642841	65837	29769	45%
Nay Pyi Taw	1160242	36583	16224	44%
Chin	478801	35669	22553	63%
Kayah	286627	16617	10264	62%
Union	50279900	2311250	849518	37%

Source: (Ministry of Labour, Immigration and Population, 2017)

According to the Table 3.1, shows that Ayeyarwady region has the highest disabled population and Yangon region has the second highest disabled population in lower Myanmar. In the upper Myanmar, Shan state has the highest disabled population and Mandalay region has the second highest disabled population. And also, Ayeyarwady region has not only the highest in lower Myanmar but also in the whole country. The total disabled population is 472619. On the other hand, Kayah state rank the lowest in term of disability population which about only 16617.

For the employment sector, it is found that Chin state has the highest disabled employee percentage by the ratio of disabled population and disabled employee. Although Yangon region ranks the second highest disabled population, the percentage of disabled employee is the lowest in Myanmar.

### **3.2 Challenges of Disabled Employee in Myanmar**

In Myanmar, disabled people are facing difficulties while seeking job. It is important to get equal employment condition for disabled people. According to article 349 (a) of the Constitution, that citizens shall enjoy equal opportunity in carrying out the occupation functions. Chapter (10) of the Rights of Persons with Disabilities Law also includes provision to ensure job placement by means of a quota system in the public and private sectors according to the National Disability Rights Committee. Myanmar's 2014 census point out that persons with disabilities, aged 15-64 years are less likely to be participating in the labour force compared to those without a disability. In the workforce, just 47.2% of people with a moderate walking disability participate, compared to 67.6% of those without a disability, a 20% difference. Mostly, families living in rural areas, with little or no education, tend to hold strong prejudice against persons with disabilities. Disabilities are stereotyped as a consequence of bad deeds committed in the past lives. Within the household, family members consider persons with disabilities as 'abnormal' and to be kept away from the outside world. Besides poor medical aid or treatment, persons with disabilities are discouraged or prevented from seeking higher education or employment. The perception towards persons with disabilities as 'abnormal' results in them being confined inside the household where they experience rather insecurity, discomfort, and discrimination (Aung Nang Shan, 2015).

Challenges faced by people with disabilities while finding employment are often depended on their specific disability. Persons with visual, hearing, and speech impairments will have different difficulties in communicating and learning, while physical impairments, such as a person with a loss of limbs may have more difficulty than others to perform physical tasks or to move around at the workplace. Likewise, a person with hearing or speech impairment may find it more difficult to engage in work requiring communication than those without such impairments. Specific requirements relating to different types of disabilities for persons with disabilities at workplace are often neglected. Many workplaces still disabled unfriendly or inaccessible to wheelchair users, while others may not make information available to the visually impaired. In some cases, many of the employees with disabilities have their labor rights violated without reasonable accommodation: getting lower wages, no job status and having to work below their potentials, being exploited on the ground of disabilities. Disabled people have no equal rights to vocational training and

programs for a living. Therefore, they have fewer employment opportunities and become low-paid workers, having to work in domestic and random jobs (Aung Nang Shan, 2015).

The ability of persons with disabilities to secure employment is highly dependent on whether or not the potential workplace is disabled friendly. The willingness and initiatives on part of the Myanmar employers is required in order to make the workplace suitable for persons with disabilities by adapting the environment according to their needs. Creating employment opportunities for persons with disabilities have been on voluntary initiatives rather than as a rights-based approach. The problems faced by persons with disabilities in seeking employment in Myanmar can be attributed to the lack of awareness among employers. Besides the rights of persons with disabilities, the employers may not know the potential positive contribution persons with disabilities can make towards the organization or business. (The Myanmar Centre for Responsible Business (MCRB) and the Association for Aid and Relief, 2018).

### **3.3 Disability Law in Myanmar**

Myanmar Disability Employment Act was enacted in 1958, and is intended only for soldiers with disabilities. It is not for citizens that at first no one has the right to enjoy. Subsequently, on December 7, 2011, the United Nations Convention on the Rights of Persons with Disabilities (CRPD) was ratified. Also, on March 30, 2012, the Disabled Family and Deceased Soldiers Supporting Act was enacted. The purpose of this Act is to provide exclusive support for persons with disabilities in defense services. On June 5, 2015, Myanmar Persons with Disability Rights Law was enacted. Chapter 10 copes with 'access to jobs for people with disabilities' and sets out the employers' responsibilities.

The Law provides for the possibility of introducing of an obligation for companies to hire a quota (percentage) of disabled person to be confirmed by the National Committee established in September 2017. If they Fail to reach the quota, this may result in fines to be used in the Fund to protect the rights of disabled person. The law also provides for the possibility of tax incentives if the employer employs more than a fixed disability quota. A quota for employment of persons with disabilities has not yet been set.

The law provides for the possibility of introducing a company obligation to introduce a quota (percentage) for people with disabilities, to be confirmed by the National Committee established in September 2017. Failure to reach the quota may result in fines to be used in the Fund to protect the rights of persons with disabilities. The law also provides for the possibility of tax incentives if the employer employs more than a fixed disability quota. The quota for the employment of people with disabilities has not yet been set.

Bye-law/regulations under the Law were adopted in December 2017 by the Ministry of Social Welfare, Relief and Resettlement. Relevant guidelines for the promotion of job opportunities for people with disabilities are set out in Chapter 8 of the by-law. It includes roles and responsibilities of the National Committee such as coordinating with government organizations, private businesses and related organizations; facilitating the establishment of specialized vocational training schools and inclusion of persons with disabilities in vocational trainings; facilitating job coach training program me, on the job training and skills development training.

The employer is required to report to the township labor offices quarterly on how many employees with disabilities have been employed in accordance with the quota to be set by the National Committee, as well as any vacant positions. Disabled person is also required to make necessary adjustments and adaptation to “reasonably accommodate” persons with disabilities at workplaces. A comprehensive procedure is also included in the chapter on how an employer who is unable to fulfill the limit should contribute a specific amount to the fund to protect the rights of individuals with disabilities.

The Draft Myanmar National Building Code includes provisions on accessibility under section 2.7. The provisions include building and design specifications and construction facilities for accessibility for persons with physical disabilities. The definition of "Universal Design" refers to eliminating obstacles for people with disabilities, whether or not detailed rules are set in place (The Myanmar Centre for Responsible Business (MCRB) and the Association for Aid and Relief, 2018).

### **3.4 Implementing Agencies and Caring Services for Disabled People in Myanmar**

The need for rehabilitation and caring services for disabled is increasing through the country. In Myanmar, public and private organizations are implementing the rehabilitation and caring services for disabled people. For the public sector, The Ministry for Social Affairs Relief and Resettlement is the governmental coordinating body for disability issues.

In providing social welfare services to those facing social problems, the Department of Social Welfare (DSW) serves as a focal department. Services such as the prevention of social issues, the emergence of volunteers who could share and provide community social services, the implementation of social change and the provision of services by methods of social work are administered by this Agency.

As a Department of Social Welfare individuals with disabilities are treated as an institution-based service of treatment.. Under the department of social welfare, there are eight different kinds of school are opened which include

- (1) Two schools for the blinds (Kyee Myin Taing, Sagaing)
- (2) Two schools for the deafs (Yangon, Mandalay)
- (3) Two schools for the disabled children(Yangon, Mandalay)
- (4) Disabled Care Centre (Yangon)
- (5) School for the Adult disabled (Yangon)

As the focal department, the main responsibilities of Department of Social Welfare are being taken measures on protection, prevention and rehabilitation programs for children and their families, young people, women, disabled people, elderly, former drug addicts and people with social problems. In addition, organizing and supporting the contribution of the voluntary organizations play the key roles in the implementation of DSW. Among other things, the Department had implemented a project on “Supporting Social Welfare Administration – Promotion of Social Participation of the Deaf Community”, with support of the Japan International Cooperation Agency (JICA). The Phase one of the project was completed between 2008 and 2010 including Standardizing Myanmar Sign Language, Distribution of Basic Myanmar Sign Language Conversation Book and Sign Language Awareness Programs. Besides, there are other projects such as training of Myanmar Sign Language trainers and trainings for Sign Language Supporters were completed in



2013. The Department had also launched community-based initiatives in collaboration with the Leprosy Mission International (Myanmar) and others.

It is the responsibility of the Ministry of Education to implement the "Education for all National Action Plan 2003-2015". It is an ambitious plan with the overall aim of introducing Inclusive Education, although with many difficulties to overcome such as lack of skilled teachers, of tutorial materials and public awareness. There are some special schools and vocational training centers for various types of disabled person, most of them are in urban areas. The Ministry has also worked with some NGOs to improve inclusive education pilot projects (e.g. Myanmar Independent Living Initiative). Most disabled children are still enrolled in special schools or institutions. According to the 2010-11 report by the Ministry of Education, "there were 801 children with disabilities in formal schools, 1450 children in special schools for the blind and the deaf, 30 students with disabilities in universities and colleges and 6 disabled students in master degree programs". This is a very small number as the population of school age disabled children is predicted at 460 000 based on government figures (2.32 %) and even more when figures from the World Disability Report are used. The Ministry of Health is primarily responsible for prevention of disabled person, such as mother and child health care and vaccinations. However, The Ministry of health is also involved in the operation of some rehabilitation centers and in health aspects of community rehabilitation projects. The division of roles and responsibilities between the Department of Social Welfare and the Ministries of Health and Education concerning disabled person seems to be unclear. It is also unclear how other ongoing development processes should be linked to community-based disability inclusive development initiatives. (Sida, 2014).

### **3.5 Disability Situation in Yangon Region**

Yangon is a region in lower Myanmar bordered by the Gulf of Martaban. It is the country's largest city. The city is composed of four districts and forty-six townships. It has the second largest disabled population around the country. Below the Table (3.2) described the population of disabled people in Yangon's four district.

**Table (3.2) Disability Population in Yangon Region**

<b>District</b>	<b>Disability Population</b>	<b>Seeing Disability</b>	<b>Hearing Disability</b>	<b>Walking Disability</b>	<b>Remembering Disability</b>
West Yangon	83,452	43,732	21,155	34,347	26,748
East Yangon	80,859	39,145	20,573	36,174	23,774
South Yangon	55,402	30,422	13,460	24,739	19,839
North Yangon	28,827	12,545	7,560	14,716	8,534
Total	250,441	125,844	62,748	109,976	78,895

Source: (Ministry of Labour, Immigration and Population, 2017)

The total disabled population is 250,441 people according to 2014 thematic report on disability. In the West district, there are eight townships and the total disabled population is 83452 people. The population in seeing disability is 43732 people, hearing disability is 21155 people, walking disability is 34347 people and remembering disability is 26748 people. There are total 80859 disabled populations in east district. Seeing disabled population is 39145 people, hearing disabled population is 20573 people, walking disabled population is 36174 people and remembering disabled population is 23774 in detail. The total disabled population is only 55402 people. The population in seeing disability is 30422 people, hearing disability is 13460 people, walking disability is 24739 people and remembering disabled population is 19839 people. Finally, the district is north district and the total disabled population is 28827 people. Seeing disabled population is 12545 people, hearing disabled population is 7560 people, walking disabled population is 14716 people and remembering disabled population is 8534 people.

### **3.6 Disabilities Caring Services and Vocational Training School in Yangon Region**

In creating job opportunity, people with disabilities need to make a livelihood which is either in non-formal ways at home and in the community, or in formal technical and vocational education and training institution. Therefore, the following lists are disabilities caring services and vocational training school in Yangon region.

### **3.6.1 Government Supported Activities for Disabilities**

Government of Myanmar made strong commitments to support person with disabilities, especially over the past decade. Department of social welfare is the main responsible government organization for caring and training disabled people. Under the department of social welfare, there are five disabled service centers Yangon region. They are School for the blind (KyeeMyinTaing), School for the deafs, School for the disabled children, Disabled Care Centre and School for the Adult disabled.

#### **(i) Ministry of Social Welfare, Relief and Resettlement; Department of Social Welfare**

Under the department of social welfare, there are five disabled service centers Yangon region. They are School for the blind (KyeeMyinTaing), School for the deafs, School for the disabled children, Disabled Care Centre and School for the Adult disabled. Under the department of social welfare, there are School for the Blind (KyeeMyinTaing), School for the Deafs, The School for the Disabled Children, Disabled Care Centre and School for the Adult Disabled.

The school for the blind (KyeeMyinTaing) with a capable of 200 persons and it was also established on January 1, 1963 in Yangon to serve blind children between 6 years and 18 years. For the primary education, the school teach students using braille within the school. Middle and high school students have to learn basic middle and high school lessons at No.4 Basic Education Middle School and No.5 Basic Education High School according to inclusive education. The late students who came to school who were taught basic counting, reading and writing and the following vocational trainings such as massage training, cane ware and fancy key chain training. Students were also taught by music training that include Myanma traditional orchestra, violin, key board and audio training.

The school for the deafs (Yangon) has been opened since June 9, 2014. It can accommodate maximum capacity of 100 persons between 6 years and 18 year. Student can attend basic primary education in that school by using sign language within this school. Middle and High school students have to learn basic middle and high school lessons at other Basic Education School in accordance with inclusive education. The school examine daily health for the students by duty teachers and once a week as a departmental doctor.

Capacity of the school for the disabled children (Yangon) has a capacity of 150 children with disabilities such as intellectual disabilities and physical disabilities between 6 years and 18 years. That school have been founded since October6, 1971 in Yangon. Disabled children need to study primary education in this school, take exam questions from ministry of education and arrange to attend middle and high schools for further study. The school teaches intellectual disabilities basic writing, reading skills in accordance with special education. The practice for all round development includes dancing, painting, craft, story telling, craft, physical exercises, activities of daily living and social relationship.

Since August 23,2006, Disabled Care Centre (Yangon) has organized in the compound of Social Welfare Training School in order to take care(100) different kinds of disabled children. There are two types of practice for children with disabilities such as practice for all around development and practice for social development. Practice for all around development intend to be able to speak clearly, to improve social relationship, to do activities of daily living by themselves, to feel their environment and to remember numbers, colors and names in accordance with special education. Practice for social development include individual analyzing, group counseling, group discussion, organizing sport competition and funfairs within school and competing outside of sport competitions.

School for the adult disabled (Yangon) was founded on August30, 1978 to teach adults disabled vocational trainings for adults disabled which is a capacity of 500disabled people. The school offer different types of vocational trainings such as electronic training, tailoring training, silk scan training, hair cutting training, photo taking training and computer training.

## **(ii) Military of Health and Sport**

National Rehabilitation Hospital, which was handed over from the Ministry of Social Welfare to Military of Health and Sport since 1965. At present, there are 30 Physical Medicine and Rehabilitation departments under general hospitals with specialists providing rehabilitative services, of which Yangon General Hospital, National Rehabilitation Hospital in Yangon and Mandalay General Hospital are the crucial departments that is fully equipped with facilities for physiotherapy and also for having in-patients. The national rehabilitation hospital provides services such as

exercise therapy, physical therapy, occupational therapy, child occupational therapy and prosthetic and orthotic workshop.

**(iii) Ministry of Defense**

The Ministry of Defence has three prosthetic and orthotic centres in Mingaladon, Pyin Oo Lwin and Aungpan townships. The Mingaladon Defense Service General hospitals was built in 1963. Under the Mingaladon Defense Service General hospitals, there are 500-bprosthetic and orthopedic centers with 500 bed and rehabilitation center with 300 bed. However, these hospitals and center are mostly used for war injured soldiers.

**3.6.2 Private Sector Supported Activities for Disabilities**

Many of local and international non-governmental organization are supporting programs for disabled person ranging from vocational training and job replacement services to care and rehabilitation services. These services along with a host of integration support services intend to raise inclusion of disabled people in the community in order to improve their quality of life. Below are some local and international non-governmental organizations for disabled person in Myanmar.

**(i) Mary Chapman School for the Deaf**

The Mary Chapman School for the Deaf, established in 1920, is a day and residential program for all students who are deaf and hard of hearing, located in Yangon region, Myanmar. There are currently 40 teachers and 338 hard of hearing students. Of these students, 247 students are hostellers and 141 students are day scholars. The teachers are professionals and recognized as leaders in their field of instruction. They help every student to reach their full capacity by providing and excellent education in a friendly and caring environment. From the earliest detection of a hearing problem, the school support children with the communication skills and self-confidence to live a happy and productive life.

**(ii) Association for Aid & Relief (Japan)**

The Association for Aid and Relief, Japan (AAR Japan) is a non-governmental organization (NGO) dedicated to, among other programs, providing disaster assistance, disability assistance and mine action. It was founded in 1979 as an

organization with no political, ideological, or religious affiliation. Currently, AAR has offices in 10 countries.

AAR Japan has been operating a vocational training center in Yangon. AAR provides technical training to disabled people to help them acquire hairdressing, computer skills and sewing. To make the job easier, AAR creates course that is tailored to their culture and attributes. For example, in Myanmar, students learn to sew tailor-made clothes, that is part of their culture. Many graduates find successful employment or start their own business.

**(iii) Singapore International Foundation (SIF)**

The Singapore International Foundation (SIF) is non-profit organisation established in 1991. Its mission is to build a better world through shared ideas, skills and experiences to improve lives and increase understanding between Singaporeans and the communities of the world.

A three-year healthcare training project was initiated in Yangon on 31 August 2018 by the Singapore International Foundation (SIF), Yangon General Hospital (YGH) and Singapore Health Services (SingHealth). This Ambitious Trauma Rehabilitation Care Project aims to enhance the overall quality of Myanmar's trauma rehabilitation care, which in turn will help 30,000 patients over three years in the Yangon region.

The three-year project introduces a train-the-trainer methodology to address system of care knowledge, process issues and knowledge in trauma rehabilitation care. This will train up to 180 healthcare professionals in Myanmar, and identify 60 master trainers from this pool. They will in turn train other healthcare professionals in Myanmar by building the professional skills of the wider healthcare community in Myanmar.

**(iv) Shwe Min Tha Foundation**

SMTF is a public, non-profit, non-religious, non-political and non-governmental organization of the Shwe Minn Tha Foundation (Myanmar) (NGO). It is established by Mr. Myat Thu Win (Shwe Minn Tha Group), a disabled himself, on May 8,2008. The Shwe Min Tha foundation aims to help disabled people become self-reliant through a value system based on the promise and regulation of SMTF to create a better world where disabled people fulfill themselves as individuals and play

a constructive role in society. The Shwe Min Tha foundation strives to build an inclusive society by taking them throughout their individual disabilities in capacity building for employment opportunities. Recently, Shwe Mintha Foundation supported 50,000 kyats to 300 women in the period of the Covid-19 pandemic in collaboration with the Department of Rehabilitation in Yangon region.

**(v) Eden Centre for Disabled Children**

Eden Centre for Disabled Children (ECDC) has become the leading institution for rehabilitation and care of disabled youths in Myanmar since its inception more than twenty years ago. Starting with 14 children and only 2 employees in 2000, the ECDC currently has more than 200 students and 60 employees. The facility is well equipped to meet the children's needs, with 2 therapy rooms, 5 classroom, and 1 hydrotherapy room.

Eden aims to create a compassionate, welcoming and inspiring community for children with disabilities by offering resources and supporting people with disabilities who respect, appreciate and embrace them, and enabling them to live their lives with dignity and on an equal basis with others. In addition to providing direct services, Eden also raises awareness and provides technical support to community, local and disability support organizations and advocates for change.

**(vi) Handicap International**

Handicap International is an independent international aid organization that works in situations of poverty and exclusion, conflict and disaster. It works alongside disabled and vulnerable people in more than 60 countries around the world. Handicap International support mines and explosive victim of war and disabled people and helps them to get rehabilitation treatment and psychological support in Myanmar. The organization trains and provides financial support to disabled organizations to help disabled people play a role in their community and feel involved. The organization also provides people with risk education on mines and explosive victims of war. The goal is to ensure that disabled people and the most vulnerable are taken into account in contingency plans, and can protect themselves in an emergency.

HI ensures disabled people have access to services such as healthcare and education and can access new sources of income. The organization has created rehabilitation centres and provides prostheses and mobility aids (wheelchairs, crutches

and walking frames) to disabled people. This specific device is manufactured in workshops inside five camps around the country.

**(vii) Myanmar Christian Fellowship of the Blind**

The Myanmar Christian Fellowship of the Blinds (MCFB) was established on 4 April, 1975 with (14) persons. As it was initially launched by blind Christians, it was named and called Myanmar Christian Fellowship of the Blinds. After emergence of a society that can organize the scattered blind persons and take responsibility for the benefit of the blinds and it was formed that the blind are strengthened and that the blind themselves work together in their own capacity in social welfare.

In 1981, it became a religious mission of the (Self Supporting Kayin Baptist Mission Society). From the donation of Christoffle Blinden Mission (C.B.M) of Germany, own land space, office building were being acquired. In 1992, country's leaders themselves recognized MCFB. In addition to Blinds of the world, World Blind Union (W.B.U) had recognized this institution as members in 1996. The school offer academic courses for blind children from Preschool to Grade Eleven. There are also other training courses such as orientation and mobility, audio-assisted classroom (for primary) and daily living skills. In addition, under Rehabilitation and Employment service department blind students have received vocational trainings, coordinating with Yangon Education for the Blind. After completing the trainings, the students who need help looking for a job can apply application.



## **CHAPTER IV**

### **ANALYSIS ON PHYSICAL CHALLENGES OF DISABLED WORKERS**

#### **4.1 Profile of Survey Area**

This study only focuses on physical disabled workers who get the job on the basis disability organizations' linking or who find the job by themselves in Yangon region. Yangon region consist of four districts. Within these four districts, the west and east districts have the most disabled population. Hlinethayar Township in the west district has the largest number of disabled people and so does South Dagon in east district. Hlaingthaya Township is located in the western part of Yangon, Myanmar. It is one of the biggest township in country and it is also the most populated township. The township comprises 20 wards and nine village tracts and shares borders with Htantabin Township in the north and west, Insein Township, Mayangon Township, and Hlaing Township in the east across the Yangon River, and Twante Township in the south. South Dagon is located in the southeastern part of Yangon, Myanmar. The township comprises 26 wards and three village tracts, and shares borders with North Dagon Township and East Dagon Township in the north, Thingangyun Township in the west across the Pazundaung Creek, the Bago River in the east, and Dagon Seikkan Township in the south. South Dagon is one of the new satellite towns founded in 1989 by the military government.

#### **4.2 Survey Design**

In this study, the physical disabled workers are divided by two groups. The first group disabled workers are physical disabled workers who get job with the help of disabled organizations and the second group disabled workers are disabled workers who find job by themselves. The survey approached using both quantitative and qualitative data collection tools which include primary data collection through semi-structured questionnaire. The total numbers of respondents are 104. For the second group, fifty-two disabled workers, the data were collected physical disabled workers

who find the job by themselves in both townships. In both townships, the respondents are selected by snowball sampling method. The total number of physical disabled people is 15759 in Hlaing Tharyar. These people consist of who are employed and also who are unemployed. Hlaing Tharyar Township comprises 20 wards. Among these wards, ward6, ward7 and ward8 have the most physical disabled people. So, 20 respondents from ward 6 and ward 7, 12 respondents from ward 8 in Hlaing Tharyar township. In the South Dagon township, the total physical disabled population is 13875. The total numbers of physical disabled people are employed and also unemployed. There are 26 wards in South Dagon Township. Among them ward 55 and 57 have the most physical disabled population. Therefore, 10 respondents from ward57 and 10 respondents from ward 55 are collected. For the first group, fifty-two disabled workers, the data were collected by using random sampling method for physical disabled workers who get the job on the basis of disability organizations' linking in both townships.

The survey questionnaire was organized with five sections. The first component of the questionnaire was to collect the information of the demographic data of respondents such as age, sex, education, current address, marital status and income. The second part covered the physical challenges of the workplace. The third part focused on economic challenges. The fourth part was the social challenges. Final part was the health challenges.

### **4.3 Demographic Characteristics of Respondents**

The two respondents' group personal information is studied with the demographic features. The demographic characteristics include gender, age, education, marital status. In this study respondents are divided by two groups. First group respondents are disabled workers who get job with the help of disabled organizations and second group respondents are disabled workers who find job by themselves. The results of analysis on demographic characteristics of two groups are shown in Table (4.1).

**Table (4.1) Demographic Characteristics of the Both Groups Respondents**

Sr No.	Description	Disabled workers who get job with the help of disabled organizations (First Group)		Disabled workers who find job by themselves (Second Group)	
		Frequency	Percentage	Frequency	Percentage
1.	<b>Gender</b>				
	Male	33	63.5	29	55.8
	Female	19	36.5	23	44.2
	Total	52	100	52	100
2.	<b>Age Group</b>				
	20 to 40	44	84.6	30	57.7
	40 to 60	6	11.5	22	42.3
	61 and above	2	3.8	0	0
	Total	52	100	52	100
3.	<b>Education status</b>				
	No Formal Education	0	0	8	15.4
	Primary School	2	3.8	14	26.9
	Secondary School	3	5.8	19	36.5
	High School	24	46.2	8	15.4
	University Graduate	23	44.2	3	5.8
4.	Total	52	100	52	100
	<b>Marital Status</b>				
	Married	13	25	22	42.3
	Divorced	3	5.8	5	9.6
	Single	36	69.2	25	48.1
	Total	52	100	52	100

Source: Survey Data 2020

Most of the respondents of two groups were male which include 63.5% in disabled workers who get job with the help of disabled organizations and 55.8% in disabled workers who find job by themselves. The age group (20 to 40 years) is the most for both respondents group which follow 44 respondents (84.6) and 30

respondents (57.7%) respectively. There is no over 60 years of disabled workers who find job by themselves.

According to the survey results, most of the of disabled workers who get job with the help of disabled organizations passed high school and graduated disabled workers are 23 respondents. On the other hand, most of the disabled workers who find job by themselves passed secondary school and also graduated disabled workers are only 3 respondents. Based on the marital status, single workers were the most for both groups which included 36 respondents (69.2%) of disabled workers who get job with the help of disabled organizations and 25 respondents (48.1%) disabled workers who find job by themselves. Divorcee are the least for two groups 3 respondents (5.8%) of disabled workers who get job with the help of disabled organizations and 5 respondents (9.6%) disabled workers who find job by themselves

**Table (4.2) Types of Disability and Types of Jobs of the Respondents (First Group)**

Types of Jobs	Types of Disability					Total	%
	Leg and knee disability	Arm and upper disability	Paraplegia	Arm and leg disability	Cerebral Palsy		
Factory	0	0	0	0	0	0	0
Bank	16	6	0	0	0	22	42.3
Retail	0	0	0	0	0	0	0
NGO	12	4	0	0	3	19	36.5
IT	6	0	0	0	0	6	11.6
Hotel & Tourism	5	0	0	0	0	5	9.6
Own Business	0	0	0	0	0	0	0
Total	39	10	0	0	3	52	100

Source: Survey Data 2020

According to Table (4.2) most of the respondents are leg and knee disabled workers, in specific 39 respondents. In other aspects of disabilities, arm and upper disabled workers are only 10. For the occupation sectors, most of the leg and knee disabled workers and arm and upper disabled workers are working in bank for about

42.3%. Most of them are working in bank call center. And also 36.5% of disabled workers in non-governmental organizations. Only 9.6% of leg and knee disabled workers are working in hospitality and tourism sectors. They mostly work as a chef in hotels.

**Table (4.3) Types of Disability and Types of Jobs of the Respondents (Second Group)**

Types of jobs	Types of disability					Total	%
	Leg and knee disability	Arm and upper disability	Paraplegia	Arm and leg disability	Cerebral Palsy		
Factory	23	0	0	0	0	23	44.2
Bank	0	0	0	0	0	0	0
Retail	11	6	2	0	2	21	40.4
NGO	0	0	0	0	0	0	0
IT	0	0	0	0	0	0	0
Hotel and tourism	0	0	0	0	0	0	0
Own Business	7	0	1	0	0	8	15.4
Total	41	6	3	0	2	52	100

Source: Survey Data 2020

For the second group, most of the respondents are leg and knee impairment are 41. The other types of disabled workers such as, Paraplegia disabled workers are only 3 and Cerebral Palsy disabled workers are 2. For the types of jobs, most of the leg and knee disabled workers are working in garment factories and some food and beverage factories located in Hlaing Tharyar and South Dagon township for about 44.2%. 40.4% of respondents are working in retail sector such as sales and cashier positions in some restaurants, groceries stores and beauty salon. Only 15.4% respondents do own business such as tailoring shop, restaurant, and selling groceries in market and production soap with the support of families.

By comparing these two groups, leg and knee impairment are the most respondents in both groups. Most of the disabled workers who get jobs with the help

of disabled organizations are working in more decent jobs such as banking and non-governmental organizations while disabled workers who find jobs by themselves are working some factories, and retail sectors which can be assumed as low paid job.

**Table (4.4) Work Experience and Monthly Income of the Respondents (First Group)**

Work Experience	Monthly Incomes				Total	%
	Under 1 lakh	Between 1 lakh and 3 lakhs	Between 3 lakhs and 5 lakhs	Over 5 lakhs		
Under 1 year	10	6	0	0	16	30.8
Over 1 year under 2 year	2	14	3	0	20	38.5
Over 2 years under 4 years	0	7	2	0	9	17.3
Over 4 years under 6 years	0	0	4	0	5	9.6
Over 6 years under 8 years	0	0	0	0	0	0
Over 8 years under 10 years	0	0	0	0	0	0
Over 10 years	0	0	0	2	2	3.8
Total	12	27	9	2	52	100

Source: Survey Data 2020

Based on the Table (4.4), most of the respondents had under 1 year of experience which represent in 30.8%. Among the respondents, only 2 respondents had over 10 years experiences. For the income status, 27 respondents have earned between 1 lakh and 3 lakhs. Only a few respondents, 3.8% have got decent salary of over 5 lakhs.

**Table (4.5) Work Experience and Monthly Income of the Respondents  
(Second Group)**

Work Experience	Monthly Incomes				Total	%
	Under 1 lakh	Between 1 lakh and 3 lakhs	Between 3 lakhs and 5 lakhs	Over 5 lakhs		
Under 1 year	12	0	0	0	12	23.4
Over 1 year under 2 year	8	0	0	0	8	15.4
Over 2 years under 4 years	5	5	0	0	10	19.2
Over 4 years under 6 years	3	3	0	0	6	11.5
Over 6 years under 8 years	1	2	0	0	3	5.8
Over 8 years under 10 years	1	7	0	0	8	15.4
Over 10 years	0	4	1	0	5	9.6
Total	30	21	1	0	52	100

Source: Survey Data 2020

According to the Table (4.5), 12 respondents had under 1 year work experience. There are 4 respondents who had over 10 years experiences. Only 3 respondents had over 6 years under 8 years work experiences. The income level for this group represented around half of the respondents, 30 respondents have got under 1 lakh. Only 1 respondent (1.9%) has between 3 lakhs and 5 lakhs.

By comparing these two groups, most of the respondents from both groups had under 1 year work experience. Moreover, the difference can be seen the monthly income status in both groups. Most of disabled workers who get jobs with the help of disabled organizations earn monthly income between 1 lakh and 3 lakhs by getting more decent jobs while 30 disabled workers who find job by themselves are working under 1 lakh.

#### 4.4 Analysis on the Physical Challenges of Physical Disabled Workers

The first stage of analysis is the challenges of physical disabled workers in the workplace and perception on how physical disabled workers think in the challenges. Disabled workers are different from abled workers and disabled workers can face various workplace barriers due to the situation of lack of disability supportive equipment. This barrier can lead to workplace accidents in some cases. Among the challenges, it includes how disabled person can go to work or do daily activities without the need of others. Besides, using public transportation is another challenge for disabled workers. Some disabled workers such as Cerebral Palsy are slow and can walk or run like abled ones. Using the public transportation is easily a crucial for the disabled person.

**Table (4.6) Physical Challenges of Respondents for Both Groups**

Sr No.	Description	First Group				Second Group			
		Yes		No		Yes		No	
		f	%	f	%	f	%	f	%
1	Experiences of barriers in workplace	6	11.5	46	88.5	17	32.7	35	67.3
2	Workplace accident	4	7.7	48	92.3	9	13.5	43	86.5
3	Access for suitable workplace situation	38	73.1	14	26.9	22	42.3	30	57.7
4	Situation of Daily activities without the needs of others	51	98.08	1	1.92	45	86.5	7	13.5
5	Use easily the public transportation	50	96.2	2	3.8	43	82.7	9	17.3

Source: Survey Data 2020; (f = Frequency, % = Percentage)

Table (4.6) showed experience of workplace barriers for physical disabled workers for both groups. For the first group, most of the respondents are working in NGO and banks. In this sector, 6 respondents (11.5%) of disabled workers submitted that they encountered barriers in the workplace. The respondents of 46 hasn't encountered anything. In their workplace, they feel that their colleagues did not trust their ability and also submitted that it is their biggest difficulties. Moreover, some



respondents from bank pointed out that they are difficult to use ladder in their workplace. For the experience of workplace accident, only 6 respondents (11.5%) of disabled workers faced accident in workplace such as. It is because of their workplace structure rather than their mistake. For the accessing suitable workplace situation, 38 respondents (73.1%) answered that their workplace has suitable access for disabled person but 14 respondents do not access to. In addition, 51 respondents do not need other people to do their daily activities. Only 1 respondent want other people's help to do their daily activities if possible. Nearly all respondents, (96.2%) of disabled workers have any problems for using public transportation. Only 3.8% of disabled workers cannot easily use public transportation system.

For the second group, most respondents are working in low-paid jobs comparing with first groups. 17 respondents have barriers in their workplace compared with 35 respondents didn't face any barriers in their workplace. Most of the respondents are difficult in loading and unloading in their workplace. And also disabled workers are difficult in climbing ladders. For the workplace accident, 9 respondents mentioned that they faced workplace accident because their workplaces are not suitable for disabled workers. Most of the respondents, 45 respondents (86.5%) have no difficulties while doing daily activities. However, 7 respondents (13.5%) needs someone to help them if possible. For the using of public transportation, 9 respondents cannot easily use public transportation because of standing and catching rail in the bus or train.

In contrary for both groups, disabled workers who find jobs by themselves are facing more forms of barriers and accident in their workplace than disabled workers who get jobs with the help of disabled organizations. Most of second group disabled person are uneducated and also work low-paid jobs. So, their workplaces have less disabled friendly equipment than first group. Most of them from both groups can do daily activities without the needs of others. However, a small amount of 2 disabled workers who get jobs with the help of disabled organizations and 9 disabled workers who find jobs by themselves are problems with using bus or train.

#### **4.5 Analysis on the Economic Challenges of Physical Disabled Workers**

The second stage of analyzing is economic challenges of disabled workers. Wage discrimination, financial constraint, job prospects and living stand are some of the challenges for disabled workers. Income and basic needs are very important to

survive and live without difficulties. To enhance the job opportunities for disabled worker, vocational training programs play a curial role in Myanmar. There are numerous vocational programs which was operated not only by the government but also by some non-governmental organizational. However, the main problem is whether the knowledge acquired from these programs fit in real conditions or not.

**Table (4.7) Economic Challenges of Respondents for Both Groups**

Sr No.	Description	First Group				Second Group			
		Yes		No		Yes		No	
		f	%	f	%	f	%	f	%
1	Wage discrimination	10	19.2	42	80.8	8	15.4	44	84.6
2	Enough current income for your basic needs	39	75.0	13	25.0	19	36.5	33	63.5
3	Provide financial support to the family	17	41.6	19	58.3	14	36.5	25	63.4
			7		3		9		1
4	Enjoyment of career	48	88.5	6	11.5	32	61.5	20	38.5
5	Applying Vocational training program	41	78.8	11	21.2	19	36.5	33	63.5
6.	Vocational training program and job matching	32	78.0	9	21.9	3	15.7	16	84.2
			5		5		9		1

Source: Survey Data 2020; (f = Frequency, % = Percentage)

According to Table (4.7) in first group, 10 respondents are discriminated against their salary and 42 respondents receive equal salary with other workers. Enough income can fulfill basic needs for the disabled workers. 39 respondents have enough income and only 13 respondents haven't received adequate income. Among the disabled workers, 36 disabled workers are living with their family. However, not all disabled workers cannot provide financial support to the family. Only 41.67% of disabled workers can support to the family. The others, 19 respondents cannot support to the family. Among these 19 respondents, 18 respondents said that their income only meet their basic needs and 1 respondent ask money from family. For the situation of enjoyment of career, most of the respondents, 48 respondents (88.5%)

enjoy their career while only 6 respondents don't enjoy their career. The reasons for not enjoying the career are also different. Among these 6 disabled workers, 3 respondents mentioned that the job is not match with their passion and another 3 respondents chose the reason for low income. Vocational training program play a crucial role for finding job opportunities. 41 respondents have joined programme and 32 respondents are applying the knowledge in the workplace. 11 respondents have not joined any training programme at all.

For the second group, only 8 respondents are discriminated against their salary except the rest. For the fulfilment of income and basic needs, only 19 respondents have satisfied their income and the other 33 respondents don't have enough income for their needs. For the providing financial support to the family, only 14 respondents can provide financial support to the family despite the fact that there are total 39 respondents are living with the family. For the situation of enjoyment of career, even 32 respondents enjoy their career, nearly half of the total respondents don't enjoy their career. Low income is their biggest reason for not enjoying their career. In the sector of vocational training program for career improvement, 19 respondents have joined programme and 3 respondents are applying the knowledge in the workplace. 16 respondents are working other jobs that do not match with the program.

In contrast, most of the respondents from both groups didn't receive any government grant and it is clear that the government grant is not gone viral to most disabled person. Wage discrimination is also challenging factors for both types of disabled workers and disabled workers who get job with the help of disabled organizations are more suffering wage discrimination than disabled workers who find jobs by themselves. On the other hand, based on the survey results, it can be said that, most disabled workers who find job by themselves faced more financial constraint than disabled workers who get job with the help of disabled organizations. For the enjoyment of career over half of the respondents from both groups enjoy the career according to this survey result. For the others who do not enjoy their career, low income and not match with the passion play the main reasons. Finally, disabled workers who get jobs with the help of disabled organizations have more benefit of vocational programs than disabled workers who find jobs by themselves.

#### 4.6 Analysis on Social Challenges of Physical Disabled Workers

Social challenges include people attitude toward disabilities, participation in social occasion and discouragement when feeling depressed due to disability. Disabled workers can face easily social challenges in the environment.

**Table (4.8) Social Challenges of Respondents for Both Groups**

Sr No.	Description	First Group				Second Group			
		Yes		No		Yes		No	
		f	%	f	%	f	%	f	%
1	Receiving government grant	14	26.9	38	73.1	18	34.6	34	65.4
2	Experience of discrimination to the disabled workers	32	61.5	20	38.5	30	57.69	22	42.31
3	Actively participate in social occasions	44	84.6	8	15.4	33	63.5	19	36.5
4	Feeling of discouraged because of disability.	41	78.85	11	21.15	48	92.31	4	7.69
5	Receive encouragement from family or relatives when feel discouraged	44	84.6	8	15.4	29	55.8	23	44.2
6.	My neighbors know expression that do not discriminated against people with disabilities.	20	38.46	32	61.54	11	21.5	41	78.5

Source: Survey Data 2020; (f = Frequency, % = Percentage)

For the first group, there are few people who received government grant for disabled person. In specific, 14 respondents (26.9%) received government grant for disabled person. The other respondents of 38 didn't receive any grant. Most of these 38 respondents, 33 respondents, haven't heard about this government grant. The others, 5 respondents, stated that they have already known the grant and they don't want to receive this grant. Moreover, 32 respondents out from 52 respondents are discriminated by the environments. 20 respondents do not face it. For the participation in social occasions, 44 respondents (84.6%) have actively participated in social occasions but only a few 8 respondents (15.4%) cannot participate. The reasons for these 8 respondents who cannot participate are also different. Among them, 3 respondents stated that they are difficult to get around to participate in social occasions. Similarly, the same number of 3 respondents responded that they don't want to partake in social occasions. Only 2 respondents cannot participate the social occasions because they feel that the environment discriminate them. Disabled workers can feel discouraged because of their impairment. In this group, 41 respondents feel discouraged because of their disability. Among these 41 respondents, 37 respondents feel sometimes discouraged and 4 respondents often feel discouraged. Moreover, when they feel discouraged, 84.6% of total respondents get the encouragement from family or relatives but only a few respondents (8%) do not get any comfort from family or relatives. For the knowledge of usage that do not discriminated against disabled people, 32 respondents admitted that their neighbor don't know how to says disabled people not to discriminate them. Only 20 respondents agree it.

For the second group, over half of the respondents, 34 respondents, didn't receive any government grant for disabled person. Only 18 respondents have received government grant for disabled person. Among them who haven't receive government grant, nearly all of respondents haven't heard about this government grant. When it comes to discrimination ,30 respondents (57.69%) faced discrimination on the basis of disability. The other 22 respondents didn't face any discrimination in their environment. For the situation of actively participate in social occasion are 33 respondents while 19 respondents do not actively participate in social occasions. Among the 19 respondents, 13 respondents stated that they are difficult to get around to participate in social occasions. 4 respondents are discriminated by the environment. Only 2 respondents said that they don't want to intend to participate these occasions. For the feeling of discouragement, 48 respondents feel discouraged due to their

impairment. Among these 48 respondents, 20 respondents feel often discouraged. The other 28 respondents stated that they sometimes feel discouraged. Encouragement from family or relatives make disabled person relieve when feel discouraged. In this situation, 29 respondents received encouragement and 23 respondents didn't receive. For the knowing of expression that do not discriminated against disabled people by the environment, most of the respondents, 41 respondents said that their neighbors don't know clearly this expression.

In contrast, most of the respondents from both groups didn't receive any government grant and it is clear that the government grant is not gone viral to most disabled person. For the discrimination, the number of respondents is not much different between the facing of discrimination which include 32 disabled workers who get job with the help of disabled organizations and 30 disabled workers who find job by themselves. Similarly, most disabled workers who get job with the help of disabled organizations can actively participate in social occasions and also receive encouragement from family or relatives when feel discouraged than disabled workers who find job by themselves. For the using of expression that do not discriminate against disabled people, most of the respondents' neighbors from both groups do not understand this expression for disabled people. Disabled workers who get job with the help of disabled organizations have a greater number of neighbors who understand this expression than disabled workers who find jobs by themselves.

#### **4.7 Analysis on Health Challenges of Physical Disabled Workers**

Good health play essential role to live well in social environment. Financial barriers and lack of knowledge in health education are challenging disabled person in all aspects. Below questionnaire are designed to analyze specifically to know all the health challenges that disabled workers face.

**Table (4.9) Health Challenges of Respondents for Both Groups**

Sr No.	Description	First Group				Second Group			
		Yes		No		Yes		No	
		f	%	f	%	f	%	f	%
1	Comfort situation to receive treatment when feel illness	49	94.2	3	5.8	41	78.8	11	21.2
2	Experience of discrimination when you get the healthcare service at hospitals or clinics	8	15.4	44	84.6	21	40.4	31	59.6
3	Experienced any health education or health talk arranged for persons with disabilities	35	67.3	20	32.7	18	34.6	34	65.4
4	Understanding of spouse when you feel illness related to disability	21	87.5	3	12.5	23	82.15	5	17.85
5	Easy access to assistive devices	11	73.33	4	26.67	4	22.22	14	77.78

Source: Survey Data 2020; (f = Frequency, % = Percentage)

Based on the obtained data in Table (4.9), 49 respondents can receive easily treatment but 3 respondents have no access to receive treatment comfortably when feel illness. Some disabled workers are discriminated by the health workers because of their impairment when receiving health care services. 8 respondents feel discriminated when they receive health care services at hospitals or clinics. The other 44 respondents do not have any problems when receiving treatment. Knowing health

education and health knowledge for disability is another challenging factor for disabled people. In this sector, 35 respondents experience health education or health talk arranged for persons with disabilities. Another challenge is the situation of understanding spouse conditions when disabled person feel illness related to disability. The married disabled workers are 24 and nearly all of the respondents have good partners because 21 respondents out from total respondents understand to the disabled workers when they feel illness related to disability. For the using of assistive device condition, 15 respondents are needed to use assistive device. Among these respondents, 11 respondents can get easily assistive device and only 4 respondents cannot easily get it. The sources of receiving assistive device are also different. Most of the respondents, 9 respondents received assistive device from NGO and INGO and 4 respondents bought assistive device themselves. Only 2 respondents are supported assistive device by family.

For the second group, 41 respondents can receive easily treatment but 11 respondents have no access to receive treatment comfortably when feel illness. In some health care places, disabled person can face discrimination because of their disability. For this challenge, 21 respondents said that they are discriminated by health workers. For the experience of health education or health talk arranged for persons with disabilities, 18 respondents have experienced health education or health talk for person with disabilities. The other 34 respondents have never experienced any health education or health talk for disabilities. Another challenge is the situation of understanding spouse conditions when disabled person feel illness related to disability. The married disabled workers are 24 and nearly all of the respondents have good partners because 21 respondents out from total respondents understand to the disabled workers when they feel illness related to disability. For the using of assistive device condition, 18 respondents are needed to use assistive device. Among these 18 respondents, 4 respondents can get easily assistive device and only 14 respondents cannot get it. The sources of receiving assistive device are also different. Most of the respondents, 9 respondents received assistive from NGO and INGO and 4 respondents bought assistive device themselves. Only 2 respondents are supported assistive device by family.

By Comparing these two groups, there is no big difference for the situation of receiving treatment comfortably. However, for the situation of facing discrimination when receiving treatment in health care services, disabled workers who find jobs by



themselves faced more forms of discrimination than disabled workers who get job with the help of disabled organizations. For the knowing of health education and health knowledge, most of the disabled workers who find job by themselves lack these education or knowledge than disabled workers who get job with the help of disabled organizations. For the getting of assistive device easily, most of the disabled workers who get job with the help of disabled organizations get more easily than disabled workers who find jobs by themselves.

In Summary, first group disabled workers are working in more decent jobs than second group disabled workers. Second group disabled workers are facing more forms of workplace barriers and accidents than first group. For the wage discrimination, first group disabled workers were discriminated in this kind of sector than second group. And also, there is no big difference for the enjoyment of career. Both groups satisfy their career. For the social challenges, most of the respondents from both groups didn't receive any government grant and it is clear that the government grant is not gone viral to most disabled person. Among them, second group disabled workers face this challenge more than first group disabled workers. Likewise, in discrimination for being of disability, nearly over half of the respondents from both groups faced social discrimination on the environment. On the other hand, most disabled workers from first group can actively participate in social occasions and also receive encouragement from family or relatives when feel discouraged than second groups. The last is health challenges and in this challenge, most of the disabled workers from second group lack health education or knowledge than first group. Similarly, first group disabled workers receive assistive devices than second group disabled workers.

## **CHAPTER V**

### **CONCLUSION**

#### **5.1 Findings**

In Myanmar, there are 2.3 million disabled persons in Myanmar which covers 4.6% of the whole population according to 2014 census. These disabled persons include physical impairment, vision disability, and learning disability and hearing disability. Out of this 4.6% disabled persons in Myanmar, it is reported that 68.2% persons are persons with physical impairment. Many times, the people with disability are not given the required attention at homes or the society, moreover there are some incidents where the people take advantage of a person's disability and oppress disabled ones. There are several challenges that disabled person in Myanmar are facing but many times these challenges are not heard and not reported. This survey investigated the current situation of disabled people in Yangon region. Yangon region consists of 4 districts. Among them, west and east district have the most disabled population. For the rehabilitation and caring services for disabled people , there are five disabled care centers in Yangon region under the department of social welfare. Moreover, there are other seven private disabled organizations providing vocational training and rehabilitation services for disabled people.

According to the survey results of physical challenges, disabled workers who find the job by themselves face more form of workplace barriers and accidents than disabled workers who get job with the help of disabled organizations. The most barriers that disabled workers face are feeling of colleagues don't trust their ability, using ladders, loading and unloading. Over 70% of disabled workers who get job with the help of disabled organizations are working at disabled friendly workplace while 42.3% of disabled workers who find the job by themselves are working at disabled friendly workplace. For the challenges of doing daily activities, nearly all of the disabled workers from both groups can do day to day activities without the needs of others. The other challenge is how easy to use public transportation system for both group of workers. In this result, over 90% of disabled workers who get job with the

help of disabled organizations can easily use public transportation system since only 82.7% of disabled workers who find the job by themselves can easily use.

According to the survey results of economic challenges, a small number of disabled workers, 10 and 8 respondents, from both groups face wage discrimination in the workplace, this issue needs to find solution not to happen wage discrimination. Challenges of income and basic human needs condition are also included under the economic challenges. Based on the survey results, most disabled workers who get job with the help of disabled organizations get enough income for the basic needs than other group workers. Therefore, 17 disabled workers who get job with the help of disabled organizations can also provide financial support to the family since only 14 respondents can support to the family. For the career enjoyment, the survey found that most respondents from both groups enjoy their career. To enhance job opportunities for disabled people, vocational training program play crucial role for disabled people. In these programs, disabled workers who get job with the help of disabled organizations are more chance to attend this program, compared with 41 disabled workers from this group and 19 disabled workers who find the job by themselves.

Analysis of social challenges also found interesting things for both groups. Over 60% of the both groups haven't received this grant also haven't heard about the grant. Most of the respondents from both groups get discriminated on the grounds of being a disabled person. Especially, most of them face oral mocking for their being of disability. For the social activities, nearly all of the disabled workers who get the job with the help of disabled organizations can participate well in social activities. However, nearly half of the disabled workers who get job with the help of disabled organizations cannot participate well in social occasions and most of the reasons for not participate in social occasions are difficult to get around and are discriminated by the environment. Disabled person feels isolation or discouragement for the being of disability. Disabled workers from both groups sometimes feel discourage. For the 18 disabled workers who find job by themselves often feel discourage compare with 5 disabled workers who get job with the help of disabled organizations.

Finally, in the health challenges, the survey found that nearly all of the disabled workers received treatment comfortably. The most disabled workers from both groups rely on private clinic when receiving treatment. General hospitals and free of charge clinic supported by NGO are other options for healthcare services. Another challenges of discrimination situation in healthcare service sector. Even low

percent of disabled workers from both groups experienced discrimination in clinic or hospitals, this difficulty play one of the main factors in health challenges. Moreover, disabled workers who find job by themselves still face difficulties when receiving assistive device because 14 respondents out from 18 respondents answer disabled person cannot easily get the assistive device for their need for disability according to survey results.

## **5.2 Suggestion**

According to the findings and analysis from this survey, physical disabled workers face some form of physical barriers in the workplace. However, disabled workers who get job by themselves faced more forms of barriers and accidents in the workplace than disabled workers who get job by the help of disabled organizations. Therefore, it is important to create disabled friendly environment in the workplace of disabled workers who find job by themselves. Besides, disabled workers who get job with the help of disabled organizations receive more decent jobs because most of them are educated person. Therefore, education is one of the reasons for getting decent jobs. Many more institutions for people with disabilities should be established by government and other disabled organizations to access education, vocational and life skills for the improvement of their currier. Most of disabled workers from both groups didn't receive government grant for disability. To succeed funding support program, regional authorities need to make more detail inventory of the disabled population and give awareness of the funding support program to disabled people. Most of the physical disabled workers faced social discrimination. To change social attitude, the general public and service providers need to promote the inclusion of person with disabilities into society by stimulating changes in attitudes. For getting assistive device, private and public institutions for disability needs to support disabled workers who find job by themselves to get these devices easily based on the fact that only a small amount of this group can get assistive device compared with disabled workers who find job by themselves. Moreover, it is needs to provide better access to inclusive and non-discriminatory healthcare for both groups that will help ensure that their rights are met, and help persons with disabilities to achieve better health and a good quality of life.

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# APPENDIX

## Appendix 1 Survey Questionnaire for Physical Disabled Workers

### Part (1) Socio-Demographic Profile of Respondents

#### 1. Gender

- Male
- Female

#### 2. Age

- 20 to 40
- 40 to 60
- 61 and above

#### 3. Education status

- No Formal Education
- Primary School
- Secondary School
- High School University Graduate

#### 4. Marital Status

- Married
- Divorce
- Single

#### 5. Occupation Sector

- Food and Beverage
- Textile
- Banking
- Pharmacy and beauty
- Small and medium enterprise
- Non profit organizations
- Retail
- Information technology
- Hospitality and tourism



**6. Work experience**

- Under 1 year
- Over 1 year under 2 year
- Over 2 years under 4 years
- Over 4 years under 6 years
- Over 6 years under 8 years
- Over 8 years under 10 years
- Over 10 years

**7. Going to work**

- By bus
- By train
- On foot
- In own car

**8. Monthly Income**

- Under 1 lakh
- Between 1 lakh and 3 lakhs
- Between 3 lakhs and 5 lakhs
- Over 5 lakhs

**9. Types of disability**

- Leg and knee impairment
- Arm and upper impairment
- Paraplegia
- Arm and leg impairment
- Cerebral Palsy

**10. Reasons for being disability**

- Born with disability
- Accident
- Disease

**11. Assistive Device needed person**

- Yes
- No

**Part (2) Physical Challenges**

Physical Challenges			
	Content	Yes	No
1	Have you experienced any difficulties in work place?		
2	If so, what sort of experience is it? <input type="checkbox"/> Using Ladder <input type="checkbox"/> Using Toilet <input type="checkbox"/> Using platform <input type="checkbox"/> Using Tables and Desk <input type="checkbox"/> Buying foods Others-----		
		Yes	No
3	Have you experienced any accident in workplace?		
4	If so, please describe tour experience? -----		
5	Is there any suitable access for the disabled employee in workplace (eg? suitable platform, easy access to toilet?)		
6	Can you do your day to day affairs by yourself without the needs of others?		
7	Can you easily use to public transportation when you get around?		

**Part (3) Economic Challenges**

Economic Challenges			
Content		Yes	No
1	Have you ever received a government grant for disability?		
2	If not, explain why you don't receive? <ul style="list-style-type: none"> <li><input type="checkbox"/> Haven't heard about grant</li> <li><input type="checkbox"/> Due to transportation barriers</li> <li><input type="checkbox"/> Others-----</li> </ul>		
3	Is your salary equally be paid from abled employees who are in same position?		
4	Is your current income enough for your basic needs?		
5	Do you live with your family?		
6	If you live with your family, can you give financial support to your family? <ul style="list-style-type: none"> <li><input type="checkbox"/> Yes, I can support</li> <li><input type="checkbox"/> It is just only enough for me</li> <li><input type="checkbox"/> Asking money from family due to inadequate income.</li> </ul>		
7	Do you enjoy your career?		
8	If not, what are the reasons? <ul style="list-style-type: none"> <li><input type="checkbox"/> It is not my passion</li> <li><input type="checkbox"/> Low income</li> <li><input type="checkbox"/> Cannot fit in with colleagues</li> <li><input type="checkbox"/> Others-----</li> </ul>		
9	Have you ever joined any vocational training held by government or NGO?		
10	If so, are you applying the knowledge you have acquired from the training in your workplace?		
11	How did you endeavor if the knowledge you had acquired didn't fit in? <ul style="list-style-type: none"> <li><input type="checkbox"/> Apply my background education or knowledge</li> <li><input type="checkbox"/> Taught by colleagues</li> <li><input type="checkbox"/> Work Instructions</li> </ul>		

#### Part (4) Social Challenges

Social Challenges			
Content		Yes	No
1	Have you ever been discriminated on the grounds of being a disabled person?		
2	If so, which one have you encountered given below? <input type="checkbox"/> Oral mocking for being disability <input type="checkbox"/> Not employ because of disability <input type="checkbox"/> Rejected to partake in social occasions on the basis of disability		
3	Have you participated actively in social?		
4	If you are not actively participated in social occasion, what are the reasons? <input type="checkbox"/> Discriminate the environment <input type="checkbox"/> Difficult to get around <input type="checkbox"/> Not willing to partake in		
5	How often do you feel discouraged for being a disabled person? <input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Hardly ever		
6	Do your family members or relatives comfort you when you feel discouraged or small because of disability?		

**Part (5) Health Challenges**

Health Challenges			
Content		Yes	No
1	When you are in poor health, can you receive treatment comfortably?		
2	Where do you usually receive treatment? <input type="checkbox"/> General hospital <input type="checkbox"/> Private clinic <input type="checkbox"/> Free of charge clinic supported by NGO/INGO		
3	Have you experienced discrimination when you get the healthcare service at hospitals or clinics?		
4	Have you experienced any health education or health talk arranged for persons with disabilities?		
5	If you are married, does your spouse understand you when you feel illness related to disability?		
6	Can you easily access assistive devices?		
7	What types of assistive device do you need? <input type="checkbox"/> Wheelchair <input type="checkbox"/> Artificial limb <input type="checkbox"/> Crutch <input type="checkbox"/> Others-----		
8	How do you get the assistive devices?		
9	How do you get the assistive devices? <input type="checkbox"/> Buy myself <input type="checkbox"/> Receive from family <input type="checkbox"/> Receive from NGO/INGO <input type="checkbox"/> Receive from Government		
10	How many years do you need to use assistive device? <input type="checkbox"/> 1 year <input type="checkbox"/> 2 years <input type="checkbox"/> 3 years <input type="checkbox"/> Always <input type="checkbox"/> Others		