

**Promoting Employment for  
Persons with Disabilities**

**Multistakeholder Workshop**

**6<sup>th</sup> and 7<sup>th</sup> March 2019**

**Rose Garden Hotel, Yangon**

## CONCEPT NOTE & AGENDA

### Background

In December 2011 Myanmar ratified the United Nations Convention on the Rights of Persons with Disabilities (CRPD) that makes explicit the rights of persons with disabilities not to be discriminated against in all areas of life, as well as in employment and work. The Rights of Persons with Disability Law was enacted in June 2015. Bye-law /regulations under the Law were adopted in December 2017 and chapter 8 of the bye-law provides specific provisions on promotion of employment opportunities for persons with disabilities. The Law/Bye-laws set out obligations for employers, including non-discrimination, and to make necessary adjustments and adaptations to “reasonably accommodate” persons with disabilities at workplaces.

Additionally, the Law/Bye-Laws provide for a ‘quota’ to be defined by the National Committee (which was established in September 2017). This would require employers to employ persons with disabilities as a certain percentage of their workforce. However the National Committee has not yet set a quota, and many requirements for an effective quota system are lacking, including a registration system for persons with disabilities, as well as wider enabling factors such as non-discrimination in the education system, public transport etc.

The Law also include the potential for incentives and penalties related to the quota system, such as tax exemptions for employers that employ more persons with disabilities than the quota; and a requirement for employers not meeting the quota to contribute a designated amount to a fund for protection of rights of persons with disabilities.

Disability inclusion in Myanmar workplaces should not wait to be driven by compulsory quotas. As the “business case” for inclusion of persons with disabilities has become better know, the approach of businesses to disability has shifted from charitable approaches and mere compliance, towards opportunity, innovation and alignment with business interests. Employees with disabilities can be as productive as their peers, or even more so, providing they are appropriately matched to jobs, and their needs accommodated to enable them to work effectively. Independent studies show that adopting an inclusive approach at workplaces bring advantages to business in various ways such as higher retention rate and higher attendance rates of staff. Persons with disabilities often have a positive work attitude and work ethos. Employing persons with disabilities can strengthen the reputation of the company and brand with their own staff, customers and the community.

While employing persons with disabilities makes good business sense, many businesses rarely know where and how to start. Companies can learn best by drawing on global experience, learning from their peers and receiving the support of experts. Myanmar Centre for Responsible Business's (MCRB) strategic partner in the UK, Business Disability International has a global network dedicated to making businesses disability confident.

In December 2018, MCRB and Association for Aid and Relief, Japan (AAR Japan) with the support of Japan International Cooperation Agency (JICA), the Ministry of Social Welfare, Relief and Resettlement (MSWRR) and Myanmar Federation of Persons with Disabilities (MFPD) published a bilingual handbook to support employers taking their first steps on this journey, or wanting to improve their performance. AAR Japan in Yangon has been running a Vocational Training Centre (VTC) for persons with disabilities since 2000 under the cooperation of Department of Social Welfare, Ministry of Social Welfare, Relief and Resettlement. The VTC has provided training in haircut/beauty, tailoring and computer, and supported employment of more than 1,600 persons with disabilities across Myanmar, including through establishing relationships with both international and local businesses.

### **Objectives of the 2<sup>nd</sup> Multistakeholder Forum, March 2019**

In addition to training and handbooks, there is value in a **multistakeholder platform** where companies, experts and Disabled People Organisations (DPOs) can learn from each other and find ways to cooperate in promoting employment opportunities for persons with disabilities. The first such forum was held in November 2017. This second meeting in March 2019 is intended to bring new companies and organisations into the discussion, and also provide inputs into the debate at the National Committee level, and its Employment Sub-committee.

To support a more sustained platform for learning and dialogue to encourage businesses to employ and be inclusive of persons with disabilities as customers, MCRB and the International Labour Organization (ILO) propose that Myanmar's business community come together to establish a **Myanmar Business and Disability Network** in 2019, as part of the ILO-supported Global Business and Disability Network (GBDN)<sup>1</sup>. The GBDN brings together multinational businesses, employer federations, civil society and other stakeholders. The GBDN works closely with national-level networks, which often also are members of the GBDN. Currently there are over 20 national business and disability

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<sup>1</sup> [www.businessanddisability.org/](http://www.businessanddisability.org/)

networks across the world, in developed and developing countries. ILO has directly supported strengthening of existing networks and creating new networks. National Business and Disability Networks engage closely with employer organisations (for example the Union of Myanmar Federation of Chambers of Commerce and Industry (UMFCCI) in Myanmar) as well as with DPOs and the government.

The objectives of the March Forum are therefore to

- Raise awareness among a wider group of businesses, and in particular human resources managers, of the handbook for employers in Myanmar: “Employing Persons with Disabilities” and discuss the issues it raises with international and local experts
- Build awareness of what initiatives government, DPOs and other employers in the private sector have taken, and intend to take, to promote employment and social inclusion of persons with disabilities, including the work of the National Committee and Employment Sub-Committee
- Establish networks between businesses, DPOs and individual persons with disabilities to promote disability inclusion by businesses, and explore the opportunity to create a Myanmar Business Disability Network, and any challenges. The workshop will be held in English and Burmese with interpretation and sign language/other support for persons with disabilities.

## Agenda Day 1

08:30 – 09:00	Registration
09:00 – 09:50	<p><b>Welcoming Remarks</b></p> <ul style="list-style-type: none"> <li>Vicky Bowman, Director of Myanmar Centre for Responsible Business, MCRB</li> </ul> <p><b>Opening Remarks</b></p> <ul style="list-style-type: none"> <li>U Myo Aung, Permanent Secretary, Ministry of Labour, Immigration and Population.</li> <li>U Win Naing Htun, Director General of the Ministry of Social Welfare, Relief and Resettlement, MSWRR</li> <li>U Thein Lwin, Acting Chairman, Myanmar Federation of Persons with Disabilities (MFPD)</li> <li>Yoshio NAKAGAWA, Representative, AAR Japan</li> <li>U Win Naing, Vice Chairman, Myanmar Industrial Association, UMFCCI</li> </ul>
09:50 – 10:20	<p><b>Key Note speech by Jane Cordell, Result CIC, Deaf Public Speaker and Coach</b></p> <p>- 'Employment that works for everyone: Experience from elsewhere'</p>
10:20 – 10:30	Photo Session
10:30 – 11:00	Tea Break
11:00 – 11:40	<p><b>Session 1: Overview on Legal Framework and the Government Initiatives for promotion of employment of persons with disabilities in Myanmar</b></p> <p>Presentation by U Swan Yi Ya, Director of the Rehabilitation Department, MSWRR – 40 mins</p> <ul style="list-style-type: none"> <li>Policies, Laws and Bylaw for promoting employment of persons with disabilities and what will be the requirements for business</li> <li>Initiatives of government on promoting employment of persons with disabilities (progress of forming employment subcommittee, National Action Plan)</li> <li>Progress on registration of persons with disabilities</li> </ul> <p><b>Q&amp;A</b></p>
12:00 – 12:20	<p>Presentation by Myanmar Centre for Responsible Business</p> <ul style="list-style-type: none"> <li>Introducing the Handbook</li> </ul>
12:20 – 13:30	Lunch Break
13:30 – 15:00	<b>Session 2: Creating a Business and Disability Network</b>

	<p>GBDN and National Networks: How business and DPOs are working together to promote employment of persons with disabilities? (GBDN experience: Opportunities, challenges, progress)</p> <ul style="list-style-type: none"> <li>• Peter Fremlin, an external consultant to ILO (20 mins)</li> <li>• Bangladesh Business and Disability Network experience in promoting employment of persons with disabilities (opportunities, challenges, progress) Murteza Khan, CEO, BBDN network (20 mins presentation and panel)</li> </ul> <p><b>Moderated by Rory, ILO</b> <b>Panel discussions/ Q&amp;A (30 mins)</b></p>
15:00 – 15:20	Tea Break
15:20 – 16:30	<p><b>Session 3: Panel discussion/consultation on ways forward to promote employment of persons with disabilities</b></p> <p>Panel discussion (60 mins)</p> <ul style="list-style-type: none"> <li>• Challenges/Difficulties in promoting employment of persons with disabilities/ How to overcome them?</li> <li>• How can companies and persons with disabilities work together to make a success in Myanmar? Whether and how Business and Disability Network Model can work in Myanmar? (What are opportunities and challenges?)</li> </ul> <p><b>Panelists:</b></p> <ul style="list-style-type: none"> <li>• Daw Ma Ma Naing, Director of Human Resources, Sule Shangri-La Yangon</li> <li>• Daw Yu Ya Thu, MILI / Member , National Committee</li> <li>• U Kyaw Myo Thant, Director, Department of Social Welfare</li> <li>• Dr. Zaw Moe Aung, Country Director, The Leprosy Mission Myanmar</li> <li>• Dr. Lu Mon, Executive Director, Myanmar Tourism Development Institute</li> </ul> <p><b>Moderated by Vicky Bowman, Director, Myanmar Center for Responsible Business</b> <b>Discussion/ Q&amp;A</b></p>

**Day 2**

08:30 – 09:00	Registration
09:00 – 09:15	Feedback and Sharing on Day 1 Workshop
09:15 – 10:50	<p><b>Session 4: Panel discussion on Job Coaching</b></p> <ul style="list-style-type: none"> <li>• Jane Cordell, Result CIC, Deaf Public Speaker and Coach (15 mins)</li> <li>• Daw Khin Myo Su, Executive Committee Member, MFPD (15 mins)</li> <li>• Dr Chit Yee Lai, Regional Officer Shwe Min Thar Foundation Myanmar (15 mins)</li> <li>• Phillippe Battle, General Manager, Novotel Yangon Max / Area General Manager, Accor Hotels Myanmar, (15 mins)</li> <li>• Peter Fremlin, an external consultant to ILO (15 mins)</li> </ul> <p>SMTF – what is job coach system, what are existing practices in Myanmar</p> <p>Jane – How can coaching help disabled people boost their opportunities for employment, progression and being role models for others?</p> <p>MFPD – share about job placement activity of MFPD, what are the gaps, how Myanmar can learn from elsewhere and establish the job coach system and practices?</p> <p>Novotel – sharing for hiring PWD, opinion on job coach system for Myanmar</p> <p><b>Moderated by Daw Swe Swe Hlaing, Employment Support Officer, AAR Japan Q&amp;A (20 mins)</b></p>
10:50 – 11:10	Tea Break
11:10 – 12:30	<p><b>Session 5: Panel discussion on Assistive Technology and Reasonable Accommodation</b></p> <p>Panel discussion on Assistive Technology and Reasonable Accommodation</p> <ul style="list-style-type: none"> <li>• U Kyaw Kyaw, Founder/Program Director, Myanmar Deaf Community Development Association (MDCDA) (15 mins)</li> <li>• Daw Aye Thinzar Maung, MILI (15 mins)</li> <li>• Daw Win Thu Mon, Vice President, Call Centre and CCTV Team, Myanma Apex Bank (15 mins)</li> <li>• U Win Shwe, Myanmar screen reader software developer (15 mins)</li> </ul> <p><b>Moderated by U Nay Lin Soe, Executive Director / Co-Founder, MILI Q&amp;A (20 mins)</b></p>

12:30 – 13:30	Lunch
13:30 – 15:00	<p><b>Session 6 (a): Existing initiatives and good practices on employment of persons with disabilities</b></p> <p>Panel Discussion on existing initiatives and good practices:</p> <ul style="list-style-type: none"> <li>• Vocational training centre for persons with disabilities (15 mins) Daw Swe Swe Hlaing, Employment Support Officer, AAR Japan</li> <li>• Development of Blind Massage by Japan Heart (15 mins) Yuta MOMOSE, Managing Director, Japan Heart</li> <li>• Daw Phoo Pwint Wai, Assistant HR Manager, Mizzima Media Group (15 mins)</li> <li>• U Kyaw Lin Naing, Joint-Secretary, Myanmar Physical Handicapped Associations, MPHA (15 mins)</li> </ul> <p><b>Facilitator: Daw Hnin Wut Yee, Research and Outreach Manager, Myanmar Centre for Responsible Business</b></p> <p><b>Q&amp;A (15 mins)</b></p>
15:00 - 15:20	Tea Break and Networking
15:20 – 16:50	<p><b>Session 6 (b): Existing initiatives and good practices on employment of persons with disabilities</b></p> <p>Panel Discussion on existing initiatives and good practices</p> <ul style="list-style-type: none"> <li>• Md.Sazaduzzaman, General Manager, BRAC Myanmar (15 mins)</li> <li>• Reiza Su Kyi, Apprentice Program Manager, Yangon Bake House (15 mins)</li> <li>• Ulla Kroeber, Founder, Lead designer, Hla Day (15 mins)</li> <li>• Katie Riley, The Leprosy Mission Myanmar (15 mins)</li> </ul> <p><b>Facilitator: U Myint Naing Kyaw, Program Associate, Myanmar Centre for Responsible Business</b></p> <p><b>Q&amp;A (15 mins)</b></p>
16:50- 17:20	Wrap-up and closing remarks (MCRB/AAR/ILO) (TBC)