**Disability:IN Global Directory**

**Bangladesh**

**Disability Definition**

“Disability” and “persons with disabilities” refer to any person who is physically, psychologically, and/or mentally not functioning properly due to social/environmental barriers. Any person who can’t take part actively in the society is considered to be disabled.

**Legislation**

[Persons with Disabilities’ Rights and the Protection Act 2013](https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/95795/118013/F51789448/BGD95795%20Booklet.pdf): According to clause 16.2 of this act: any person, institution, authority or organization that shows any type of discrimination against persons with disabilities must follow these rights:

Persons with disabilities have the right to complain against any kind of discrimination.

If the complaint is accepted, then compensation for persons with disabilities will be given.

If the compensation is not paid, then litigation can be submitted against the convicted persons directly or indirectly.

National Policy for the Disabled: Gives guidelines for prevention, identification, rehabilitation, education, research and accessibility, among other things.

[The Disability Welfare Act 2001](https://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2019/11/Bangladesh_Disability-Welfare-Act-2001.pdf): “Addresses, among others, protection of rights of people with disabilities, equal opportunities for participation in education, training, employment opportunities etc. There are specific indications in the said Act to promote employment of the people with disabilities in government and other recruitment process.”

**Employer Requirements**

In the [2011 National Skills Development Policy](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-dhaka/documents/publication/wcms_113958.pdf), there is a 5% quota set for persons with disabilities to be incorporated into Technical and Vocational Education and Training (TVET) programs.

**Accessibility Requirements**

Article 9 CRPD: “To enable persons with disabilities to live independently and participate fully in all aspects of life, States Parties shall take appropriate measures to ensure to persons with disabilities access, on an equal basis with others, to the physical environment, to transportation, to information and communications, including information and communications technologies and systems, and to other facilities and services open or provided to the public, both in urban and in rural areas. These measures, which shall include the identification and elimination of obstacles and barriers to accessibility, shall apply to, inter alia:

a) Buildings, roads, transportation and other indoor and outdoor facilities, including schools, housing, medical facilities and workplaces;

b) Information, communications and other services, including electronic services and emergency services.”

**Cultural Norms**

Issues regarding persons with disabilities are not usually grouped with human rights organizations but they are still entitled to all rights and freedoms in their Constitution.

“The prevalence of disability in Bangladesh is believed to be high for reasons relating to overpopulation, extreme poverty, illiteracy, lack of awareness, and above all, lack of medical care and services. People with disabilities face difficulties to take part in education, employment, social activities, and indeed all aspects of life.”

International Journal of Research and Innovation in Social Science

**Insights**

“The available data and information of Bangladesh Bureau of Statistics, based on health and medical perspective shows that proportional prevalence of disability of different categories at all ages are visual 20%, physical (including leprosy and goiter) 39%, mental 13%, speech 13%, hearing 9% and autism 6%.”

**Supplier Diversity**

Additional content coming soon.

**Talent Sourcing Resources**

Additional content coming soon.

**Additional Resources**

The National Grassroots Disability Organization – Working to build the capacity of disabled people organizations to advocate for the full implementation of the CRPD

Bangladesh Protibandhi Kallyan Somity – A national cross-disabilities organization working for people with disability and run by people with disabilities. BPKS aims to establish a society where all individuals including people with disabilities enjoy their human rights.

[Bangladesh Business and Disability Network](https://www.bbdn.com.bd/page/3/) – Made up of 38 organizations, they work to facilitate enterprises that aim to make their organization accessible to persons with disabilities as employees.

**References**

[Persons with Disabilities’ Rights and the Protection Act 2013](https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/95795/118013/F51789448/BGD95795%20Booklet.pdf)

Employment Situation of People with Disabilities in Bangladesh (International Labour Organization)

Disability and Social Protection in Bangladesh