

DPUB 2 Project for Promoting Employment of Persons with Disabilities in Mongolia

DPUB 2 NEWSLETTER

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1. Visit to M-mart Running 12 Supermarkets in Ulaanbaatar



Commemorative photo with M-mart's Ms. S. Erdenetungalag, Human Resources Manager

As we have mentioned recently, DPUB2 has been visiting various companies to discuss ways to better employ persons with disabilities. Today, we would like to share with you our visit to M-mart, a supermarket, one of the subsidiaries of "Max Group," a major Mongolian company.

Max group has five subsidiers in Mongolia and employs over 3,000 people. Max Group's Max grocery store M-mart has 12 branches in Ulaanbaatar. On this day, we met with S. Erdenetungalag, the M-mart's human resources manager, as well as other retail office personnel and human resources staff. Under the guidance of the Max Group, M-mart has been hiring persons with disabilities in all five of its stores, but unfortunately, since the beginning of this year, some of them have left the company due to salary, family, and

other reasons.

According to Ms. S. Erdenetungalag among 12 disabled employees currently with the company, several have been with the company for more than 18 months, and one hearing-impairment employee has been with the company for more than 10 years.

Like other companies we have visited, M-mart is facing challenges in communicating with persons with disabilities within the company and raising awareness among other employees, so DPUB2 is organizing a four-day training course starting 18 April. The DPUB2 is happy to cooperate with the M-mart and the Max Group to promote the employment system of people with disabilities in Mongolia.

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2. First Human Resource Training for Advocating Entrepreneurs

The "First Human Resource Training for Advocating Entrepreneurs" successfully organized on April 18-21.

In the training 19 people with visual, hearing and mobility impaired people, representing from organizations of persons with disabilities attended and received their certificates. After the training the participants will have follow-up training.



After the "Human Resource Training for Advocating Entrepreneurs" seminar

3. The Second Job Coach Introductory Seminar organized successfully

DPUB2 has organized the second job coach introductory seminar on 2-3 May. The first job coach introductory seminar was online but in the second seminar, three Japanese experts were able to come Mongolia.



Professor Ogawa Hiroshi, sharing his work experience as a Job coach and explaining how to make assessments at the workplace.



Mr. Sakai Daisuke, explaining the “Advocating enterprises” before role play exercises.

The first day, the seminar began with a general work of job coach such as process, activities, assessment, and natural support etc. Several questions were raised by participants and Prof. Ogawa kindly shared his work experience as a job coach in Japan. The second day, the seminar began with a group work of “Advocacy to enterprises”. This is one of the role play which job coach need to learn. The participants took a role of job coach and negotiated with companies to employ persons with disabilities.



Mr. Inaba Kentaro, explaining the “Systematic approach” before role play exercises.



Participants were taking on the role of Job coach and negotiating to employ persons with disabilities in enterprises.

The second group work was the “Systematic instruction approach”. This is how a job coach teach job to persons with disabilities in systematic way. The participants enjoyed the role play and learned how difficult to negotiate with companies. In the closing ceremony, Prof. Ogawa addressed, Mongolian job coaches are lucky, because the Mongolian government has a policy to provide a job coach employment support service in collaboration with Japan International Cooperation Agency (JICA). We strongly wish the job coach employment support service will be successful in Mongolia.

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We strongly wish the job coach employment support service will be successful in Mongolia.



Participants were taking on the role of Job coach and experimenting “Systematic instruction approach”

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