

**Project Information**

- **Country:** Malaysia
- **Project Name:** The Project to Support Participation of Persons with Disabilities Phase I & II (Technical Cooperation)
- **Cooperation Period:** 2009 - 2015
- **Implementing Organization:** Ministry of Women, Family and Community Development

**1. Background and Project Summary**

In Malaysia, support for persons with disabilities (PWDs) is addressed with the concept of Community Based Rehabilitation (CBR). CBR centers play a large role in the communities to provide various support services to persons and children with disabilities. However, because of delayed legislation and lack of people's awareness, efforts towards social participation of PWDs including employment have been insufficient. Self-reliance support for PWDs is still an issue to be tackled.

With this situation in mind, The Project to Support Participation of PWDs Phase I has been implemented for three years starting in 2009. Establishment of new policies and services, namely Supported Employment or Job Coach (SE/JC)<sup>\*1</sup> and introduction of Disability Equality Training are two main activities of the Project. Among companies which hire participants of Job Coach Trainings during Phase I, there is a company in which PWDs (intellectual disabilities, hearing disabilities, etc.) work the same as persons without disabilities with normal salaries. Their retention rate is high. In Phase II, with the objective of facilitating and improving social participation related to employment of PWDs, the Project disseminates past achievements from pilot areas to all over Malaysia and toward other ASEAN countries.

<sup>\*1</sup>**Supported Employment** promotes integrated, on-going support and paid employment for PWDs. **Job Coaches** are the key personnel in Supported Employment. Besides providing individualized support for PWDs, Job Coaches also provide support for employers to create sustainable employment.

**2. Situation of Women with Disabilities in Developing Countries from the Gender Perspective**

Women with disabilities face multiple forms of discrimination: discrimination as a woman in addition to discrimination as a PWDs. Generally, women with disabilities have limited opportunities to get health services, education, and skills training compared to men with disabilities or women without disabilities. Additionally, poverty, the legal status of women and other issues further limit their opportunities in

developing countries. In many countries, employment opportunities for women with disabilities are quite limited due to the lack of education or skills training. Research by WHO in 51 countries around the world<sup>\*2</sup> shows the employment rates of men without disabilities, women without disabilities, men with disabilities, and women with disabilities are 64.9 %, 29.9 %, 52.8 %, and 19.6 % respectively.

<sup>\*2</sup> WHO (2011), World Report on Disability

**3. Achievements from the Gender Perspective****(1) Training of Female Job Coaches**

About 70 % of the participants of the Job Coach trainings conducted by the Project are women.

Among the participants from the CBR center staff and NGO staff who would be a nucleus of supporting activities as a Job



Coach, more than 80 % are women. In the Project, development of female Job Coaches is attempted by providing capacity development opportunities through training, etc. Matching the needs of women with disabilities through gender-sensitive activities by these female Job Coaches, it is expected that utilization of Job Coach services by women with disabilities will be increased.

**(2) Promotion of Social Participation of Women with Disabilities**

Through supporting Job Coach services, the Project promotes social participation of women with disabilities. Development of many female Job Coaches, as stated in the previous section, leads to promotion of social participation of women with disabilities. The follow-up survey by the Project showed that 102 (about 37%) of the 275 PWDs who got jobs with the support of the Job Coaches are women. Many of them are employed in the retailing industries, restaurants, and factories.

The development of many female Job Coaches contributes to the social participation of women with disabilities including employment. It is expected that the social participation of women with disabilities will be promoted in the whole area of ASEAN by dissemination of Job Coach services throughout Malaysia as well as to ASEAN countries.