

Work-Related Experience of Women with Disabilities: A Qualitative Study



By

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DEDICATION

*Women around
the world – I see
you!*

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LIST OF ABBREVIATIONS

BHPI	Bangladesh Health Professions Institute
CDD	Centre for Disability in Development
CRP	Centre for the Rehabilitation of the Paralysed
IRB	Institutional Review Board
JUPF	Jatiyo Protibondhi Unnayan Foundation
ILO	International Labour Organisation
SCI	Spinal Cord Injury
UTI	Urinary Tract Infection
WHO	World Health Organisation

ABSTRACT

Background: Employment is an important issue worldwide for both women with or without disabilities. In a lower-income country like Bangladesh, women with physical disabilities face challenges in education, work force, public facilities, marriage and community activities, social groups and face an increased risk of violence. But there is a lack of data to describe the whole scenario of employment participation. Therefore, this study reflects the experiences of women with disabilities at their workplace.

Aim: The aim of the study was to explore the work-related experience of women with disabilities.

Methods: Phenomenological approach of qualitative research method has been employed in this study. Through purposive sampling technique, eight women with physical disabilities and visual impairment have been selected for the study. Face-to-face semi-structured interviews were conducted following a self-developed interview guide. Interviews were recorded, transcribed, and translated before being analysed thematically according to Braun and Clark's six steps.

Results: Nine themes were arisen from the findings: i) Productive roles and responsibilities, ii) Job searching with a disability, iii) The motivation behind work, iv) Organisational facility, v) Relationship with colleagues, vi) Work-related physical and psychosocial health, vii) Workplace accommodations, viii) Barriers and ix) Recommendations. Findings of the study show that women with disabilities faced negative experiences like inaccessible physical environments surrounding workplace and washroom, discrimination, lack of promotion, and their physical and emotional

health is deteriorated in workplaces. They also faced positive experiences like family support, financial independence, and good relationship with colleagues.

Conclusion: The work-related experiences of women with disabilities show that work related advocacy in employer organisations is needed to promote inclusion at workplace. Women with disabilities need suitable working environment, accessible job searching medium, treatment for physical and psychosocial health, supportive colleagues, and work supervisors. Organisations that employ women with disabilities should also introduce facilities of transportation and accommodation. Further studies can be done to identify the employment rate, job performance, and life satisfaction of working women with disabilities. Besides physical health issues of women with disabilities in workplace can be explored.

Key words: Women with disabilities, Employment, Work-related experiences

CHAPTER I: INTRODUCTION

1.1 Background

10% of 700 million to 15% or 1.05 billion of world's population have a disability and more than half of them are women (WHO, 2011). Women experience various types of impairments, including physical, psychosocial, intellectual and sensory conditions with or without functional limitations. Women with disability refers the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others (UNWomen, 2018). However, a qualitative study in Bangladesh with eight women with disabilities found that women with physical disabilities are often discriminated, socially marginalised, and do not have access to basic social services (Rahman & Islam, 2014). Women with disabilities reported double discrimination in workplace and also the rate of women labour is less than male labour in Poland (Karolina et al., 2013). An article of Nepal elaborate that persons with disabilities excluded from senior decision-making roles and given less priority for promotions, salary hikes, and receiving official social invites in their findings (Rana et al., 2022). Persons with disabilities face barriers pursuing entrepreneurship such as lack of working capital, lack of business knowledge, lack of access to information, lack of training, mobility barriers, operational barriers, inability to deliver quality product (Dhar & Farzana, 2017).

The employment of persons with disabilities has become a priority area, with a particular focus on identifying, removing, and preventing barriers to accessibility in employment. Globally the employment rate of people with disabilities (44%) is slightly over half that for people without disabilities (75%) (Tribunedesk, 2022; UN, 2006). Survey in Bangladesh shows that 27.21 percent of persons with disabilities are

employed. Among them 40.39 percent males and 7.30 percent females with disabilities are employed. Percentage of persons with disabilities in employment is higher in rural area than that in urban area (*National Survey on Persons with Disabilities (NSPD) 2019 Project*, 2019). In Bangladesh the number of employed women is assumed to be less than 1% (Rahman & Islam, 2014). This literature was from nine years ago so we do not get any current scenario of specific statistics. Analysis of the World Health Survey results for 51 countries gives employment rates of 52.8% for men with disability and 19.6% for women with disability, compared with 64.9% for men without disability, and 29.9% for women without disability (WHO, 2011).

In Bangladesh, 27% of persons with disabilities had to change their employment because of comparatively low salary, negative attitude of the employers, unfriendly working environment, rigid organisational rules and inaccessible buildings (Jahan & Holloway, 2021). On the other hand, in United States, evidence suggests self-motivation and supportive employers are other fundamental factors that enable persons with disabilities to find employment opportunities (Behav, 2019).

The Government of Bangladesh is working on the rights of persons with disabilities especially for women with disabilities. However, Bangladesh faces problems of persons with disabilities in the country, but the main problems are not yet prioritised. Despite of UN Conventions on the Rights of Persons with Disabilities (CRPD), laws, policies, action plan, constitution, and acts, women with disabilities do not get their rights especially in employment. So, we need to increase the body of knowledge in order to present the reality to the mainstream population and to educate them about their rights of work participation (UNWomen, 2018). For this we need to do study for working women with disabilities. To create a positive change in the employment situation for

women with disabilities, there is a need to learn from both the negative and positive experiences.

1.2 Justification of the Study

The study is beneficial for occupational therapists, social workers, policy makers and employer organisations who recruit women with disabilities in planning for work-related advocacy for women with disabilities. This study assists social workers and policy makers to improve their competence in interacting with women with disabilities in work context. The experiences of working women help the health professionals to determine the area where they can support the women with disabilities physically and psychosocially. From the findings occupational therapy practitioner can make an inclusive working area for the women with disabilities through work-related advocacy. Employer organisations make the workplace accessible as the need of women with disabilities. The findings add insights on current workplace safety, accessibility and reflection of labour law which is beneficial for practitioners and policy makers. The findings add insights for future literature about situation of women with disabilities.

1.3 Operational Definition

1.3.1 Disability

“Disabilities” refer to any person who is physically, psychologically, and/or mentally not functioning properly due to social/environmental barriers. The types of disabilities are i) Autism, ii) Physical, iii) Psychosocial, iv) Visual Impaired v) Speech Disability, vi) Intellectual Disability, vii) Hearing Disability, viii) Hearing-Visual Disability ix) Cerebral Palsy, x) Down Syndrome and xi) Multiple Disabilities (*Persons with disabilities rights and protection act in Bangladesh, 2013*).

1.3.2 Work

Work is universally recognised to be an important aspect of life, providing social benefits as well as economic ones and, as a consequence, having positive impacts on individuals' health and wellbeing (ILO, 2015).

1.3.3 Employment

Employment means any activity to produce goods or provide services for pay or profit (ILO, 2015).

1.4 Study Question, Aim, Objective

1.4.1 Study Question

How is the work-related experience of women with disabilities?

1.4.2 Aim

The aim of the study was to explore the work-related experience of women with disabilities.

1.4.3 Objectives

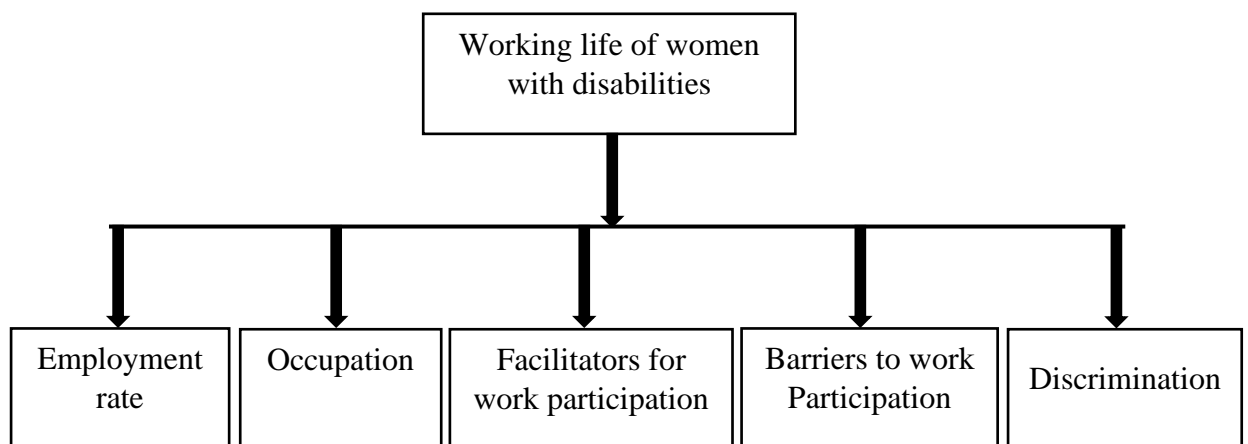
- To explore the job responsibilities of the workplace
- To identify the motivation for engaging in job
- To explore the workplace environment and facilities
- To explore relationship with colleagues
- To explore the facilitators and barriers at workplace to continue the job.
- To find suggestions of improving workplace environment for working women with disabilities.

CHAPTER II: LITERATURE REVIEW

The evidence synthesis of work-related experiences of women with disabilities is covered in this chapter. Occupations of women, their employment rate and work participations are the core themes included here based on existing literature. These themes will present the facilitators and barriers for job participations during working period. This chapter will reflect findings of various countries about working life of women with disabilities. Please see the Figure 2.1 for an overview of literature review findings.

Figure 2.1

Overview of Literature review findings



2.1 Employment Rate

The employment rate differs in low-income country and high-income country. The developed countries have higher employment rate than lower income countries. In developing countries 80% to 90 % persons with disabilities of working age are unemployed (UN, 2005). In a study of Poland where data was taken from Labour Force Survey found that only 42.2% of people with disabilities in Europe are employed; comparing this to 64.5% of employed people without disabilities proves that labour market participation of people with disabilities is low (Karolina et al., 2013). A phenomenological study was conducted in Kathmandu Valley, Nepal involving 12 in-depth interviews of women with disabilities between 28 to 50 years of age. They stated that the employment rate differs between developed countries and low and middle income countries and by socio-demographic characteristics (Rana et al., 2022). The study of Poland found that labour force participation for men and women with disabilities was 29.4% and 14.7%, respectively, while the unemployment rate was 16.1% for men and 17.2% for women (Karolina et al., 2013). In Poland the employment rate of men is more than women. In a study of Canada conducted with women around 20 to 54 years which was based on data from the 2017 Canadian Survey on Disability (CSD) where over 23,000 individuals participated in the survey. It reported 11.8% of women with disabilities are self-employed where the amount is 12.7% for men (Schimmele et al., 2021). A joint project of the Philippine Institute for Development Studies and Institute of Developing Economies looked at the employment profile of adult women with disability in Philippines. This study used multi-stage stratified random sampling where sample size of 200 was equally divided into Mandaue City and San Remigio. They shared employment rate among adult women with disabilities in Mandaue City and San Remigio who participated in the study was considerably low.

The employment rate of women with disabilities is 40 percent in Mandaue City while 31.3 percent in San Remigio (Mina, 2017).

2.1.1 Factors affecting Employment

A study of Philippine shared factors of low employment rate that were low level of education, lack of training experience, lack of employment opportunities within a community, functioning limitations and low access to assistive devices and/or services, physical barriers and lack of person with disability-friendly facilities, and low awareness on relevant policies and programs (Mina, 2017). Exploratory research in South Africa used a sample size of 35 respondents collected through snowball sampling technique. This study found that lack of equipment and machinery was one of the most significant barriers for employment of person with disabilities. Other recurring issues were discrimination, lack of business networking, hardships in obtaining start-up capital, lack of knowledge of support centres for entrepreneurs living with physical disabilities, and lack of education and training affects employment rate (Dhar & Farzana, 2017).

Lower- middle- income countries like Philippine may face these similar factors like lack of education, functioning limitations etc of low employment. On the other hand, persons with disabilities of upper- middle- income countries like South Africa may also faces barriers such as discrimination, lack of training etc.

2.2 Occupation

All the evidence suggests that the general occupations for women with disabilities varies from country to country. Some common occupations reported as sales, business, finance, administration, equipment operators, transport, health occupation,

management and leadership roles, homemaking etc. There was a study of Canada with ten types of disabilities of women around 20 to 54 years which was based on data from the 2017 Canadian Survey on Disability (CSD). In this study over 23,000 individuals participated in the survey. Participants shared that there were significant differences between women and men with disabilities in occupational group (Schimmele et al., 2021). In Canada women with disabilities were more likely to be employed in sales and service followed by business, finance, and administration, whereas men with disabilities were more likely to be employed in trades, transport, and equipment operators. For example, about double the proportion of women (25%) than men (11%) were employed in business, finance, and administration jobs. About four times as many women (12%) as men (3%) were employed in health occupations. A higher proportion of women (28%) than men (22%) were employed in sales and service occupations. A far higher proportion of men (26%) than women (3%) were employed in the trades, transport, and as equipment operators in Canada (Schimmele et al., 2021). A study of Australia which conducted eight interviews with a semi structured interview guide of women who were employee or volunteer in sports organisation shared that people with a disability are afforded fewer opportunities for management and leadership roles (Hanlon & Taylor, 2022). A study of Bangladesh which conducted semi-structured in-depth interviews of 15 women who had either a spinal cord injury or amputation shared that women with disabilities were perceived as incapable of income generation and mostly anticipated to be confined at home to complete house chores or do nothing (Quinn et al., 2016).

2.3 Facilitators for Work Participation

Different countries of the evidence suggest varieties of facilitators that engage participants in works such as family encouragements, workplace facilities, workplace design, furniture, wages etc. A phenomenological study using qualitative design was conducted purposively between 28 to 50 years of age of participants in Nepal stated that families of participants strongly emphasised them to develop themselves by schooling and engaging in other activities for job. The findings of this study show family encouragement has also enabled employment participation for the participants (Rana et al., 2022). A study of United States conducted an in-depth semi structured qualitative interviews adopting a phenomenological framework with 37 women with disabilities. The participants thought of their workplace as a source that bolsters their identity in a positive way. Twenty-eight participants who hold advanced degrees and work in higher-paying professions spoke about the relative privilege their workplace rendered them with authority, income, and a sense of feeling included in the society which motivate them to engage in job (Chowdhury et al., 2022). The findings of a study Jordan conducted with random convenient sample of 306 women with disabilities shared women with disabilities feel comfortable and satisfied with the design of the workplace and the availability of furniture (Ababneh & AlShaik, 2021). The degree of trust these women had in their manager and those around them in the workplace impacted on their confidence in exactly what to disclose about their disability (Hanlon & Taylor, 2022).

2.4 Barriers to Work Participation

Along with the support systems women with disabilities faces some challenges which hampers to do job duties and demotivate women with disabilities to continue the job.

A study of Australia found that most participants described situations about inaccessibility of workplace where their request for accessibility to organisation resulted in a negative experience. As a result, they felt unsupported and left that particular organisation (Hanlon & Taylor, 2022). Personal and environmental factors, such as low accessibility of medical and transport services and lack of educational qualifications and skills, were significant barriers to employment for persons with disabilities living in Nepal (Rana et al., 2022). In a study of United States found out that women with disabilities face intentional and unintentional structural discrimination and must weigh the pros and cons of disclosure and navigate devaluation threats in pursuing workplace accommodations (Behav, 2019). A study from the Jordan participants reported that special tools and equipment for persons with disabilities (such as elevators, voice and light alarms, chairs and tables) are the lowest in availability at the workplace (Ababneh & AlShaik, 2021). A qualitative study with in-depth interviews of 42 participants explored direct and indirect disability-related costs amongst working-aged adults with disabilities in Dhaka, Bangladesh and Nairobi, Kenya. In this study transportation costs were widely reported as they are not provided transportation or accommodation from the organisation, particularly by people with mobility limitations. Participants often perceived that they had a higher need for transportation to go to work than people for people with visual and physical impairments, could not walk long distances. Some participants with mobility limitations also reported having to pay higher rates to travel similar distances as a person without a disability (Banks et al., 2022). A partnership study of Bangladesh and Kenya found out that some persons with disabilities have low self-esteem about their ability to be employed and may not even try to find employment. A combination of environmental barriers, negative societal feedback and messages as well as diminished

social activities restricted people with disabilities access to social networks, especially of friends and family members, that could help in finding employment (Jahan & Holloway, 2021).

2.5 Discrimination

Evidence suggests that participants face different discrimination in workplace such as gender, disability status, wages discrimination etc. Participants of United States reported about isolation and hopelessness, a sense of tokenism or de-legitimization, limitations of provided accommodations, the intersection of gender and disability, and how multiple layers of identity fuel marginalisation. Thirty of the 37 participants concurred that they face discrimination associated with gender and disability status. In this study participants made comments on circumstances where they felt that they would have been at an advantage had they been a man with disabilities (Chowdhury et al., 2022). Besides another study in United States shared wage discrimination was shown for women with disabilities (O'Hara, 2004). Women were more likely to be employed part-time and had lower wages compared with men in Canada. The authors also found that about 13% of women with any disability indicated they worked a part-time job because of childcare responsibilities. In general, child care is one of the reasons that women (with or without disabilities) with children have part-time employment (Schimmele et al., 2021). Overprotective behaviour from family members, discrimination by employers in recruitment, and continuance in employment were barriers in Nepal. It also includes several participants said they were not being provided with equal opportunities to continue employment when working in offices that hired both persons with and without disabilities (Rana et al., 2022). A study of United State claimed that the management and the co-worker views are judgmental towards the

participants. Most of the time their creativity is neglected behind other colleagues without disability (Chowdhury et al., 2022). On the other hand, the study of Australia reported women who had successfully navigated various forms of exclusion and discrimination, and who openly displayed their disability identity, were approached by organisations (Hanlon & Taylor, 2022).

2.6 Key Gaps of the Evidence

- Among 14 reviewed literatures, there were only three articles in Nepal, Jordan and Canada which explored working experience of women with disabilities. Other articles partially addressed this issue.
- Most of the articles covered the age of participants between 20-45 years but 18 to 59 years is the working age of Bangladesh.
- Only two articles were found in Bangladesh worked on women with physical disabilities but not women with other types of disabilities.
- Some studies focused on occupation, salary, promotion, gender discrimination of working women with disabilities. But other important areas of work-related experiences such as: health status, relationship with colleagues was not focused well.
- There was a lack of data to describe the whole scenario of employment participation in Bangladesh and globally.
- Job searching medium with disability, motivation behind the work, coping strategies in workplaces has not been addressed anywhere in the published literature.

CHAPTER III: METHODS

3.1 Study Design

3.1.1 Method

This study followed the qualitative study design. The qualitative study design was selected because qualitative research focus on the social world instead of the world of nature. It was used to address questions that are associated with the ‘how’s and whys’ of people’s action. Qualitative research aims to capture lived experiences of the social world and the meanings people give these experiences from their own perspective (Liamputtong, 2017).

3.1.2 Approach

This study followed the phenomenological approach. Phenomenological approach used in this study as the student researcher explored what a working woman with disabilities experiences at the workplace in her everyday lives. There includes participant’s story, what individual undergoing through experience in her own words. The goal of phenomenology is to describe the meaning of this experience both in terms of what was experienced and how it was experience (Neubauer et al., 2019).

3.2 Study Setting and Period

3.2.1 Study Setting

This study was conducted in different government organisation, NGO, corporate office and hospital of Dhaka district. The name of these organisations was not disclosed here to protect the identity of participant. There was Dhaka based participants in this study.

Seven participants among eight participants participated in the study from their workplace. Only one participant participated from her house nearby her office location.

3.2.2 Study period

The study period was from April 2022 to February 2023 and data collection period was between 1st November to 30th November, 2022.

3.3 Study Participants

3.3.1 Study Population

Working women with disabilities from Dhaka district.

3.3.2 Sampling Technique

Student researcher used purposive sampling method for collecting the sample in this study. In this strategy, the researcher selected individuals and sites for study because they can purposefully inform an understanding of the research problem and central phenomenon in the study (Creswell & Poth, 2018). Participants were selected in this study based on some inclusion and exclusion criteria. The inclusion and exclusion criteria are given below.

3.3.3 Inclusion Criteria for the participant

- Age range was 18 to 59 years.
- Women with different types of disabilities (physical, psychosocial, visual impaired, intellectual disability, hearing disability, cerebral palsy, down syndrome, autism, multiple disabilities)
- Women who used assistive device and worked for minimum six months

The age range was selected as the Bangladesh government employee age range is 18 to 59 years (*Retirement age for men and women in Bangladesh, 2022*).

Persons with disabilities rights and protection act in Bangladesh have included these types disabilities and to explore a more significant result all the types were included in this study (*Persons with disabilities rights and protection act in Bangladesh, 2013*).

3.3.4 Exclusion criteria for the participant

- Women employees who were working in night shift. Because their experiences, working pattern and physical condition will vary from others who are working in day shift.
- Women who are mute

3.3.5 Participants Overview

In this study seven participants had physical disability and one was visually impaired. Only one participant was working with pregnancy during data collection period. The participants' overview is shown in Table 3.1.

Table 3.1

Participants' overview

Name	Age (year)	Marital status	Types of Disability	Assistive device	Duration of work experience	Designation	Working sector
Kanika	43	Married	Visual impaired	White stick	5 years	Section Assistant secretary	NGO
Khushi	25	Unmarried	Physical	Wheelchair	5 years	Junior receptionist	NGO
Fatema	30	Unmarried	Physical	Wheelchair	3 years	Receptionist	Govt. Org
Keya	31	Married (separate)	Physical	Wheelchair	7 years	Receptionist	NGO
Maya	44	Unmarried	Physical	Wheelchair	21 years	Executive Director	NGO
Sophia	29	Unmarried	Physical	Wheelchair, Walking frame	1 year	Assistant Principal Officer	Corporate office
Habiba	25	Married	Physical	Wheelchair	2.5 years	Senior nurse	Hospital
Samiya	28	Married (separate)	Physical	Crutch, artificial limb	1 year	Project Accountant	NGO

3.4 Ethical considerations

The ethics was maintained by World Medical Association Declaration of Helsinki Ethical Principles for Medical Research Involving Human Subjects (*World Medical Association Declaration of Helsinki, 1964-2013*).

3.4.1 Ethical approval from IRB

The ethical clearance has been approved from the Institutional Review Board of BHPI explaining the purpose of the research, through the Department of Occupational Therapy, Bangladesh Health Professions Institute (BHPI). The IRB number: CRP/BHPI/IRB/09/22/622 (See Appendix A for details). Permission from the different workplace of participants were taken before taking participants information.

3.4.2 Informed Consent

The participants were informed about the purpose and other details of the study through the information sheet and those who felt willing to participate, their data was collected. Written consent was taken from the participants (See Appendix B and C for details).

3.4.3 Right of Refusal to Participate or withdraw

In this study, participation was fully voluntary, and they had the right to withdraw consent within one month from the time of interview for the limited time of completing this study (See Appendix B and C for details).

3.4.4 Confidentiality

Student researcher ensured and maintained confidentiality of the participants. Only the student researcher and the supervisor had access to the interviews, and this was clearly stated in the information sheet. Their name and identity were not disclosed to anyone except for the supervisor, and it was stated on the information sheet. Student researcher also took signature in transcription contract form from the volunteers for not to reveal the information (See Appendix D for details). The participants were also informed that their identity will remain confidential for future uses, such as report writing, publication, conference or any other written materials and verbal discussion.

3.4.5 Unequal Relationship

The student researcher did not have any unequal or power relationship with the participants.

3.4.6 Risk and Beneficence

The participants did not have any risk from this research. The student researcher did not provide any monetary benefit to the participants.

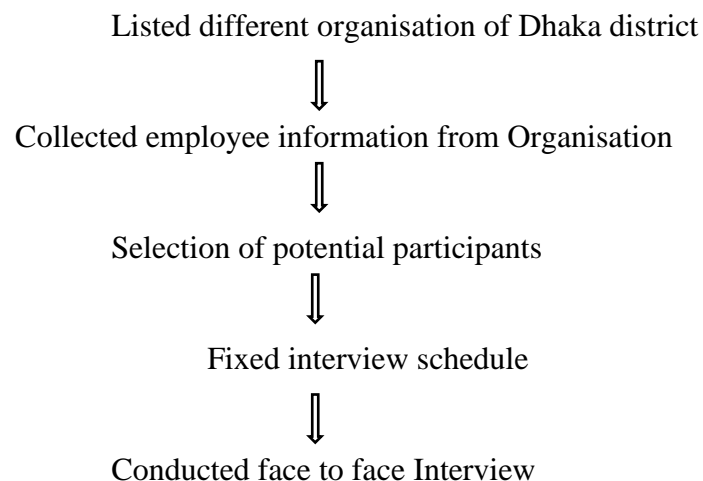
3.5 Data Collection Process

3.5.1 Participant Recruitment Process

Figure 3.1 shows the participant recruitment process.

Figure 3.1

Overview of participant recruitment process



From Dhaka district different organisation were selected where women with disabilities are engaged in job. Then the student researcher found out location of organisation and contact number of the responsible authorities from different sources. The respected supervisor was also involved in selecting the organisation. Then student researcher visited those working place and took information of employees. The student researcher

then made a potential list of participants according to inclusion and exclusion criteria (see section 3.4.1 and 3.4.2 for details) and took interview schedule fitted with them.

3.5.2 Data Collection method

The data were collected through a face-to-face semi structured interview. Through the face-to-face interview the student researcher developed rapport with the participants for taking in-depth information. Semi structured interview had been selected as here the researcher had prepared some broad open-ended questions with the intention of eliciting in depth information, while at the same time enabling participants to elaborate on their responses (Liamputtong, 2017). The data collection method was followed by COREQ (COnsolidated criteria for REporting Qualitative research) checklist (Tong et al., 2007). A quiet place was selected for interview to avoid distraction and environment noise. So, the participant could feel comfort and gave adequate attention to interview. The researcher collected all the data herself through interview. Before start recording the formal interview researcher build rapport with the participants and made them comfortable for interview. As part of building rapport, researcher introduced with participant about self, explained about the cause of interview about the aim of the study and its importance as stated in information sheet. Participants could understand easily about interview most of the time, participants showed interest to talk for interview. The student researcher made Bangla interview guide and conducted interview in Bangla because the entire participants were Bangladeshi. The average time for interview was 20-30 minutes. The interviews were recorded by mobile recorder.

3.5.3 Data collection instrument

A semi-structured interview guide used to conduct interview for the working women with disabilities. A semi-structured interview guide developed by student researcher which was both in Bangla and English. There were questions about one's job responsibilities, motivations, facilities, environment, accessibility, co-worker relationships, barriers and recommendations for working area. The interview guide was developed based on the literature review findings (Behav, 2019; Quinn et al., 2016; Rahman & Islam, 2014; Rana et al., 2022; Schimmele et al., 2021) and in discussion with the supervisor (See Appendix E for details).

3.5.4 Field test

Before starting the collection of data, the student researcher accomplished the field test with one participant. This test had been performed to find out the difficulties that are existing in the questioners to achieve the aim and objective of this study or not and there no change after the field test in this study.

3.5.5 Non-participant

There was one non participant with a participant who worked in a hospital. The participants allowed her as there was no space to give interview individually in the workplace. But the non-participant did not affect the interview. Participant provided information comfortably.

3.6 Data Management and Analysis

The student researcher used thematic analysis according to Braun and Clarke's six steps of thematic analysis to analyse the data (Braun & Clarke, 2006). The six steps are given below:

1. **Familiarising with data:** At first the student researcher transcribed data verbatim in Bengali as first language and translated them in English. She took help from volunteers in translating four interviews and refined the translation. She translated another four interviews by herself. After that the respected supervisor re-checked all the transcription and translation. Then the student researcher read the data two times thoroughly to understand the meaning of data and noted down initial ideas.
2. **Generating initial codes:** In this step the student researcher generated interesting features of the data by highlighting interesting sentences and generated some initial code from the interesting sentences and named them. The initial codes were checked by the supervisor.
3. **Searching for themes:** The student researcher wrote down all the codes in paper and highlighted the similar codes through reading the translation and discussing with supervisor. Then the student researcher collated codes into potential theme and wrote them in different sticky notes and hanged them in wall. Through this gathered all data relevant to each potential theme.
4. **Reviewing themes:** In this fourth step the student researcher re checked if the themes worked in relation to the coded extracts and the entire data set, generated

a thematic ‘map’ of the analysis and discussed with supervisor. Nine themes were emerged from the study with the help of supervisor.

5. **Defining and naming themes:** Here student researcher refined the specifics of each theme, and the overall story the analysis tells, generated clear definitions and named for each theme. The respected supervisor re checked all the theme.
6. **Producing the report:** Finally, the student researcher produced a scholarly report in the dissertation by writing the results chapter with verbatim quotes from participants.

3.7 Trustworthiness

Trustworthiness was maintained by following methodological rigour and interpretive rigour (Fossey et al., 2002).

3.7.1 Methodological rigour

Congruence

Congruence was maintained by the following steps:

- This study followed the phenomenological approach (see section 3.2 for details) of qualitative study design which perfectly fit to achieve the aim and objectives to explore the work-related experience of women with disabilities.

Responsiveness to Social Context

Responsiveness was maintained by the following steps:

- The research design was developed and adapted to respond to real-life situations within the social settings in which it was conducted.

- The student researcher engaged with participants and became familiar with the context by face-to-face verbal communication with participants.

Appropriateness

Appropriateness was maintained by the following steps:

- To include the best participant for the research problem this purposive sampling is most fitted (see section 3.4 for details).
- Eight participants were selected in this study based on some inclusion and exclusion criteria (see section 3.4.1 and 3.4.2 for details).

Adequacy

Adequacy was maintained by the following steps:

- An interview guide used in face-to-face interview which was in Bangla.
- The interview recorded by mobile recorder.
- Participant's opinions and voice are presented in verbatim quotation which represented the originality of data.
- The description of the methods was detailed enough to enable the reader to understand the context of study.

Transparency

Transparency was maintained by the following steps:

- All the data transcribed verbatim in Bengali as first language and transcribed in English for academic view.

- Data were analysed by Braun and Clarke's six step (see section 3.8 for details).
- The respected supervisor rechecked all the transcription and data analysis which provided multiple views in the data.

3.7.2 Interpretive rigour

Authenticity

Authenticity was maintained by the following steps:

- Participants' views were presented in verbatim quotes in the study.
- After participants' statement student researcher rechecked the explanation verbally with the participants.
- Participants were not involved in documenting, checking or analysing data, or reviewing the analysis because of short study time period.

Coherence

Coherence was maintained by the following steps:

- The student researcher transcribed data verbatim listening to the audio in Bengali as first language and translated them in English.
- The respected supervisor listened to the audio record and rechecked all the transcription and refined data analysis which provided multiple views in the data.

Reciprocity

Reciprocity was maintained by the following steps:

- The student researcher wrote down different codes from similar data and the supervisor checked them for multiple involvement.
- After data analysis the student researcher collated all the similar codes and made potential themes discussing with supervisor.

Typicality

Typicality was maintained by the following steps:

- In South Asia those country has similar infrastructure will find relatable findings of this study.

Permeability of the Researcher's

Permeability of the researcher's was maintained by the following steps:

- The student researcher's intentions, preconceptions, values, or preferred theories were strictly maintained by following ethical guidelines.
- The student researcher and the supervisor reviewed all data and there was no chance of biasness in this study.

CHAPTER IV: RESULTS

In this study, eight women with disabilities from different working sectors shared their work-related information. The results chapter include an overview of the findings. Nine themes were arisen from the findings: i) Productive roles and responsibilities, ii) Job searching with a disability, iii) The motivation behind work, iv) Organisational facility, v) Relationship with colleagues, vi) Work-related physical and psychosocial health, vii) Workplace accommodations, viii) Barriers and ix) Recommendations. Each theme is sorted with some sub-theme shown in Table 4.1. They are given below in this chapter:

Table 4.1*Overview of results*

Themes	Sub-themes
Productive Roles and Responsibilities	Front desk job
	Managerial job
	Finance and accountancy
	Health profession
Job searching with a disability	Positive experience regarding job seeking
	Negative experience regarding job seeking
The motivation behind work	Financial Independence
	The job helps overcoming negative feelings
	Self-reliant
	Proving the society wrong
Organisational facility	Transportation
	Accommodation
	Career development
	Human Resource policies
Relationship with colleagues	Collaboration
	Acceptance
Workplace accommodations	Physical environment
	Ergonomic settings
Work-related physical and psychosocial health	Emotional Health
	Physical health
Barriers	Unmet Needs
	Relocating house
	Stigma and discrimination
Recommendations	Transportation and accommodation
	Skill development and adaptation

4.1 Theme One: Productive Roles and Responsibilities

The productive roles for women with disabilities differs from one participant to another such as front desk job, finance and accountancy, managerial job and health professions. Women with Disabilities shared that they tried to do their work-related responsibilities on time. They shared their various responsibilities according to their job position. They shared that they need to provide information, keep records of patients, manage staffs, accountancy, advocating and also advise treatment etc. The related sub-themes are given below:

4.1.1 Sub-theme One: Front Desk Job

Front desk job was reported as the most common job among the participants in this study which was in non-government and government organisation. Most of the participants shared that they had to communicate with people of different demographic backgrounds such as: donors, patients, customers, government authority, lawyers, and also with different companies. For this, they always tried to maintain polite behaviour with everyone though they have other personal problem or limitations for their condition. Kanika who was section assistant secretary shared that “I have to attend incoming- outgoing phone calls, check and provide visiting cards to visitors and keep entry records of staffs into office.”

4.1.2 Sub-theme Two: Finance and Accountancy

All the participants, except the section assistance secretary and senior nurse, stated that they had a duty of money transaction and calculation. Samiya, Maya and Sophia shared that they liked to work in accountancy and Khushi, Keya and Fatema who were receptionist shared that they had to be in stress about money calculation if the calculation was not correct. Therefore, these people needed a lot of skills such as

accountancy, Microsoft PowerPoint, Excel, banking etc. A project accountant, Samiya said,

“I have to record those bill vouchers... I need to prepare a Monthly report. Then it has to be sent to the donor. It contains many other things such as records of tax... I do all work on computers and communicate with banks.”

4.1.3 Sub-theme Three: Managerial Job

Three participants shared that they had roles to oversee the job function of another person or group of people in NGO and corporate office. They also shared that they had to oversee the operation of a specific function within a company. Maya who was an entrepreneur and working for more than eighteen years to establish an NGO and successfully running the organisation stated “I have to manage staff of the organisation and also monitor discipline in the organisation. We have two branches of this organisation... I have to supervise these offices.” Another two participants named Samiya and Sophia who had just more than one year of work experiences also performing managing role. Though Maya and Samiya working with the organisation who works for person with disability but Sophia works in a corporate office where she was the only staff with disability. Sophia stated that “I need to instruct my team members how to deal with clients and also find solution of product problems with higher authority.”

4.1.4 Sub-theme Four: Health Profession

One participant, Habiba who was registered as nurse in Bangladesh but due to lack of infrastructure in the hospital limited her to practice in nursing. Therefore, she was transferred to an alternative unit which was not related to practicing nursing. She only provided information to the patient. Habiba stated that “In spite of practicing nursing

my current responsibilities include talking with teenage boys and girls and finding solutions for their problems.”

4.2 Theme Two: Job Searching with a Disability

Participants reported how they searched job considering their disability. They shared that they searched job by reading newspaper advertisement, circular in internet. They also talked personally with Human Resource department or other medium of different organisations who works with person with disability. They also took help from individual networking of the organisations. The related sub-themes are given below:

4.2.1 Sub-theme One: Positive Experience Regarding Job Seeking

Four participants shared that they got help from family about job advertisements. Three participants shared that different staffs from health sector informed them about jobs. Habiba who worked in government hospital, said

“Actually, I got the government job by my luck (smiling)... I was posted to a remoted area. But for my disability, I could not join the working place which I got. Later communicating with different governments’ higher authorities, I changed my workplace and took the transfer to my current workplace.”

Keya stated

“One staff from social welfare department of an NGO told me if you want to join at our organisation then you have to start your study again and I did... when there was job circular the staff informed me by phone call... I gave interview and got selected.”

4.2.2 Sub-theme Two: Negative Experience Regarding Job Seeking

Five participants shared that they had to face challenges during searching for jobs. Some of the jobs they could not join because of lack of accessibility of washroom, physical environment, lack of ramp and lack of accommodation near the offices. Two participants shared that they had to face rejection for disclosing their disability in job interviews which was reported to them by employer. Fatema stated that “I got a job before this one and told the authority to shift the cabin to ground floor and they refused to do it. They told they did not want to hire person with disability.”

4.3 Theme Three: The motivation behind work

All the participants shared that they wanted to engage in work to become independent. They also shared that their family motivated them to study and get jobs, otherwise they will lag far behind. Two participants shared that their occupational therapists, social worker and peers with disability motivated them to engage in job. Reducing burden of family, financial independence and self-reliant are the facilitators behind engaging in working. The related sub-themes are:

4.3.1 Sub-theme One: Financial Independence

Participants shared that they felt good about helping their families through their incomes. They did not need to depend on family. Kanika stated “Working life gives me a feeling that I am successful, I do not need to depend on others. I earn by myself and bear my expenses for living (smiling) which is why I engage in my job.”

4.3.2 Sub-theme Two: Job Helps overcoming Negative Feelings

Most of the participants shared that they were stressed and unhappy when they were jobless. Two participants shared that they had suicidal thoughts about thinking how they would manage family without job. They included after engaging job, working all

day gave them mental peace. Seven participants shared working made them forget all their problems. Sophia stated “I had suicidal thoughts from unemployment. I did not have any choice as there is no one in the family for earnings. Later a corporate office gave a circular... And I get that corporate job” Sophia also added “I am satisfied with my working life. They are giving me everything I need ...I do not need to worried about my family. Now I feel good for this job (smiling).”

4.3.3 Sub-theme Three: Self-Reliant

Most of the participants shared a thought that they engaged in work to be independent. It is important for person with disabilities to enable them to make the most of their ability in terms of their self-fulfilment and satisfaction of life. Khushi, a junior receptionist stated “I choose to work to be self-reliant (smiling)... When a person studied well, she has thinking that she will do something. I also thought that I will engage in a job, and I am here.” One of the participants shared that she wanted to work for disability inclusion and so established an organisation. Maya stated “In 2005, six women with disabilities like me thought that there should be an organisation for women which will only work for women with disabilities. So, we started the work for establishing NGO in 2005.”

4.3.4 Sub-theme Four: Proving the Society Wrong

Most of the participants claimed that people looked at them in different way for their limitations. So, they wanted to achieve success and showed them that people with disabilities are also equal member of the society. Samiya, a project accountant stated “My family members ignited this thought into my mind that I need to study and show everyone that you achieve something.” Maya an entrepreneur of NGO stated “My family members always take my advice for their future activities. My brother told me that he felt proud to introduce me as his elder sister to everyone.”

4.4 Theme Four: Organisational Facility

All the participants shared the advantages and disadvantages of their organisational facility. Regarding organisational facility, they talked about transportation, accommodation, salary, promotion etc. The related sub-themes are described as follows:

4.4.1 Sub-theme One: Transportation

Five participants shared there were no facilities for transportation from the organisation to commute between office and home. Sophia and Habiba managed transportation by themselves. And other three stayed at the residential facility of the organisation to continue the job, so they do not have to take hassle for it. Three participants shared that they are getting staff cars from the organisation for transportation. But the transports were not designed according to need of person with disabilities but they somehow manage to access cars with the help of other staffs and passengers. Kanika stated “I come to the office by staff car... We are paying a little for it. It is not that much. But we are getting the service which is a big thing (smiley face).”

4.4.2 Sub-theme Two: Accommodation

All the participants stressed on having an accessible accommodation. All of them need of accessible accommodation because they were wheelchair user or using another assistive device. Three participants, Khushi, Keya and Fatema who are receptionist reported that the organisation had the facility of accommodation on the premise of their office and they are also accessible as their needs which facilitated them in work participation. Other participants reported that they had to manage accommodation themselves outside of the organisation. Fatema who worked as a receptionist in Government organisation stated “We are getting the facility of a quarter inside the

organisation... This is not free we have to pay for it... But only the room cost is lower than others.’’

4.4.3 Sub-theme Three: Career Development

Participants shared about their job increment, training facility and other ways of personal development opportunity at work. Some participants shared that by working, they were able to develop themselves and improved their skills whereas some of the participants reported that they had no opportunity for personal growth or promotion. So far none of the participants reported getting a promotion but they are expecting one. Keya shared,

‘‘I do not think we will change from here. We are applying for jobs many times from here. Those who sit in the receptionist once, do not get promotion. And they will not change who become active. Because the authority know that it is very difficult to train a receptionist.’’

Khushi reported that ‘‘It is a very long process to get a promotion here which is sad.’’

4.4.4 Sub-theme Four: Human Resources policies

All the participants described about their leave policy, salary, health and safety policy and security system. Kanika, Habiba, Samiya and Fatema reported that they were provided two days off in a week. Sophia, Keya and Khushi reported that had only one day off where Maya an entrepreneur need to work every day. Participants also shared that they get sick leave and other casual leave. However, most of the participants claimed that the salary is not sufficient for them considering the current living expenses of the country. But Fatema and Kanika reported according to their qualification the salary is standard. Keya stated,

“The salary I get is not enough and if I buy good clothes then I will not be able to eat well in that month... If I was good financially and mentally then I would think that it is okay to work all day.”

4.5 Theme Five: Relationship with Colleagues

All the participants talked about their relationships with colleagues and their support. Most of them were pleased with the behaviour of their colleague. A few participants shared bad experiences.

4.5.1 Sub-theme One: Collaboration

All participants described that they had a good relationship with every colleague with or without disability. They mentioned getting help from colleagues at work. Sophia told that,

“The colleagues are very helpful. If I cannot do anything they help me. For example, I need to heat food, and colleagues help me to do it... Also, if there is an empty washroom and two of us are waiting then she gives priority to me and let me use the washroom first.”

4.5.2 Sub-theme Two: Acceptance

Most of the participants shared that everyone in the organisations accepted them with their disabilities. But Habiba and Khushi said that they were not accepted by colleagues cordially in their job sector. Khushi who has myopathy shared that

“I need assistance to move in uneven places. I need to take support from someone... For this some people told me about this that you need support for moving here and there, you are dependent on others... When they told me these things, I feel sad.”

Samiya stated that

“Thanks to the Almighty, everyone is good and supportive. They told that they are satisfied with my work and they also take help if they need... They also engage me and other staff who has disability in every program of the office.”

4.6 Theme Six: Workplace Accommodations

All the participants shared their positive and negative experiences regarding workplace accommodation such as washroom accessibility, accessible physical environment, furniture, ramp and working space etc. Accordingly, the related sub-themes are given below.

4.6.1 Sub-theme One: Physical Environment

Most of the participants shared that the physical environment of the workplace was suitable according to their needs as their employer organisations were working for the person with disability. Kanika also got this organisation facility and stated

“For the person with visually impairment, there are landmarks on the floor at my office... There is dot on the floor. There are stairs with railings. Here we also have a talking service in the elevator which is not present in most of the other places.”

A few participants shared that there was ramp which was not appropriately measured and they could not move to other department for inaccessible environment. All the participants said the washroom was the most important need for all women with disabilities. Six participants shared that they had the accessibility of the washroom. Two of them shared that they could be able to modify the washroom according to their needs. Two participants shared that lack of an accessible washroom they were facing physical

problems. Habiba stated “The ramps are not appropriately designed... I cannot move alone on the ramp of this building.”

Sophia who used two types of assistive device in a corporate office stated

“I can walk with a walking frame so I can manage to go washroom... The door of the washroom is too small to enter with a w/c... I go with the help of a walking frame then I transfer to a wheelchair and come back. That's easy for me. But for other person with disabilities that's not suitable.”

4.6.2 Sub-theme Two: Ergonomic Settings

Most of the participants said that there were no problems in ergonomic settings. Keya, Khushi and Fatema reported there were measurement issues like inappropriate table, chair as their need of person with disability. For this, they had to face physical problems. Keya stated “There is a measurements problem on the table. We had pain for hanging our elbows.”

4.7 Theme Seven: Work-Related Physical and Psychosocial Health

All the working women with disabilities in this study shared about their work stress, physical health, and psychosocial health. Most of them shared for ergonomic setting and long working time they were facing health issues.

4.7.1 Sub-theme One: Emotional Health

Three participants shared that work was sometimes stressful as they worked overtime without proper weekend. They could not give time to themselves and also to the family members. They shared difficulties about balancing work and family. Sometimes work stress also affects the family relationship. For this Samiya, Kanika and Habiba reported they could not concentrate on work properly and sometimes got irritated to others.

Sophia stated,

“I need help sometimes to perform my duty. I became stressed if I do not get help from the boss and. If the salary is not paid on time, then become furious about how I maintain my family... I always over think about my work like am I doing right or wrong.”

4.7.2 Sub-theme Two: Physical Health

All the participants faced negative experiences regarding their physical health. All of them shared some common physical problems such as back pain, neck pain, shoulder pain, hand pain, developing scoliosis and headache. Habiba shared her physical status during pregnancy period during working that,

“Beyond my six months of pregnancy, I am fighting with conditions like Urinary Tract Infection... It happened due to lack of an accessible washroom. Because the washroom is necessary for the life of a person with spinal cord injury... I cannot drink sufficient water.”

4.8 Theme Eight: Barriers

Along with the inaccessibility issues, participants had faced some other barriers such as poor organisational management, hectic work schedule, leaving family and relocating house, gender discrimination, stigma etc. to continue the job. Accordingly, the related sub-themes are

4.8.1 Sub-theme One: Unmet Needs

Four participants claimed that the management of the organisation did not solve their work-related issues timely such as taking time for finding solution as people with disabilities needs, sufficient rest time and long-time working hour.

Khushi stated “We informed the authority about our needs as a person with disability. But they took two years to modify my table as my need.”

Most of the participants shared a common suggestion that the working hour should be reduced and the break time should be increased as they were not getting time for themselves. Kanika, Samiya, Fatema and Sophia worked for eight hours with one hour lunch break where Khushi and Keya reported that they need to work for nine hours with one hour lunch break. Besides Habiba a nurse worked for six hours and thirty minutes without lunch break in government hospital where Maya an entrepreneur had no limited time for work. Fatema stated,

“A person without a disability also feels pain when they sit for a long time. We have a disability, so we feel pain for a long time working to complete our responsibilities. In that case we cannot get enough time for our personal activities. For this the amount of work can be reduced or decreased, then maybe it would be better. The working hour is also very long.”

4.8.2 Sub-theme Two: Relocating House

All the participants said that the distance of the house was far from the office. So lack of accommodation and transportation facility they had to relocate their house near the office. For this they had communication gap with their family and lived alone. Khushi stated “My mother lives with me as I need assistance to go to office. My family suffered for this. My mother goes home every weekend.” Fatema stated “I live alone for this job.” Habiba said similarly that “I shifted my house near the office. I have to travel alone with a wheelchair.”

4.8.3 Sub-theme Three: Stigma and Discrimination

Most of the participants shared that they did not face any discrimination in workplace.

However, three participants described stigma and discrimination in the organisation.

Habiba stated

“I can do some of the works alone, but the staff or authority show a kind of attitude that you should not come here, you can send someone for the work... It seems that they do not give priority to my statement... I think one kind of stigma about disability is found in some of them.”

4.9 Theme Nine: Recommendation

All the participants suggested some suggestions for the organisations to make better workplace for women with disabilities, such as working hours, transportation, accommodation, improving themselves and adaptive capability.

4.9.1 Sub-theme Two: Transportation and Accommodation

They shared their sufferings for lack of accessible transportation and accommodation and suggested the employer to ensure these. Sophia stated,

“It is a message for my office and other government or non-government organisation that there should be a facility of transportation for people with disabilities... Those who are giving an opportunity to the people with disabilities they should keep in mind that there must have accessible accommodation near the office.”

4.9.2 Sub-theme Two: Skill Development and Adaptation

All the participants shared that woman should improve themselves through study or other skills to adapt to the job environment. Participants shared that they need more skills to overcome barriers and to perform better in due tasks. Skills included pursuing

higher study, computer training, improving communication skill, improving English etc. Maya, Samiya, Sophia shared that women with disabilities also should have the quality to adapt to situations and take stands for human rights.

Samiya stated,

“Women with disabilities need to focus on developing themselves. Obviously, study is a must. Next find out what you can do and make them your strength and talk to the organisation about your skills. Make them understand what you can do.”

CHAPTER V: DISCUSSION

This study presented the work-related experience of women with disabilities in Bangladesh. Eight women with disabilities who participated in this study worked in different NGO, hospitals, corporate office, and government organisation in Dhaka. Women with two types of disabilities participated in this study: physical disability and visual impairment.

This study found that women with disabilities perform different roles in Bangladesh which are front desk job, finance and accountancy, managerial job and health professions. The job responsibilities of participants vary from others according to their job position. In Canada a study found that 25% of women with disabilities were employed in finance, service and administration which are consistent to our study but their study also found they involved in sales and business too. (Schimmele et al., 2021). On the other hand, a different picture found in a literature of Bangladesh. In Bangladesh, women with disabilities were perceived as incapable of income generation and mostly anticipated to be confined at home to complete house chores or do nothing (Quinn et al., 2016). However, although a qualitative study cannot be generalised, our study findings contradict this result. A literature of Australia suggest that women with disability are afforded fewer opportunities for management and leadership roles (Hanlon & Taylor, 2022). This finding also reflects our study as fewer women with disability get the leadership roles in Bangladesh. The current study reported that because of their less educational qualification, they are not able to reach the top position and do not get highly paid off. Although the wage is not sufficient in current economic situation. We did not get any evidence about gender and disability pay gap in

Bangladesh so further study should be done about gender and disability pay gap in Bangladesh.

This study reported women with disabilities are mostly working in NGO which works with person with disabilities and a few works in private sector. Beside this the participation of women with disabilities is not much. But the government had declared a 10% job quota for the people with disabilities and orphans jointly (Uddin, 2022). Though we do not get the actual employment rate further study should be done to know the actual job participation of women with disabilities in Bangladesh.

The study reported the positive and negative experiences of women about searching job with a disability. They mostly searched job in newspaper and advertisement in different mediums. Family members and different staffs from health sector mostly occupational therapists and social workers helped them to search job as well. Although in our study, women with disabilities suggests their different source which they used in searching jobs but literature did not suggest anything regarding source of job searching. So, we cannot provide any clear picture about how women with disabilities from other countries searched their job.

This study found how they could not join in job for their limitations and lack of accessibility. Previous literature of Poland and Philippines also found out that the employment rate of women with disabilities is very low because of lack of training experience, lack of employment opportunities within a community, functioning limitations and low access to assistive devices and/or services, physical barriers and lack of person with disabilities-friendly facilities, and low awareness on relevant policies and programs (Karolina et al., 2013; Mina, 2017). Though there is no specific statement about women with disabilities but in Bangladesh reported persons with

disabilities had to change their employment because of comparatively low salary, negative attitude of the employers, unfriendly working environment, rigid organisational rules and inaccessible buildings (Jahan & Holloway, 2021).

This study reported women with disabilities had faced some other barriers such as poor organisational management, hectic work schedule, leaving family and relocating house. They also faced gender discrimination and stigma etc. to continue the job. Where in Nepal literature found out women with disabilities face discrimination by employers in recruitment, and continuance in employment and they were not being provided with equal opportunities to continue employment when working in offices that hired both persons with and without disabilities (Rana et al., 2022).

This study found out that reducing burden of family, income generation and becoming self-reliant are the facilitating factors behind engaging in working. This study also reported family support and to prove the society wrong about women with disabilities are the biggest motivation to them. Although Bangladesh is a country listed as a low-middle income country but United States and Nepal found similar findings. Literatures of United States and Nepal found that workplace as a source that bolsters their identity in a positive way and also the family encouragement was behind their job participation (Chowdhury et al., 2022; Rana et al., 2022) which means despite the country contexts, paid works play a positive role in life.

This current study reported the negative feelings of women with disabilities such as having suicidal thoughts for being unemployed. This also reported that job helped them to overcome the negative thoughts by income generating and made them independent. No literature has provided such information which means these findings are a new addition to the existing body of literature.

This study reported the advantages and disadvantages of their organisation facility. Most of the participants did not get the facility of transportation and accommodation. No previous literature reported about this. In Jordan literature found that women with disabilities feel comfortable and satisfied with the design of the workplace and the availability of furniture but special tools and equipment for persons with disabilities, such as elevators, voice and light alarms, chairs and tables are the lowest in availability at the workplace (Ababneh & AlShaik, 2021). This current study reported physical environment is suitable for most of the participants but there is lack of accessible washroom reported by most respondents. This study also reported that ramp and furniture did not maintain appropriate measurement.

The study found out that most of them had no opportunity for personal development like training, study, and participation in programs. Previous literature did not search about the opportunities for personal development.

This study found most of the participants had supportive and helpful experience with their co-workers. We found some of the women with disabilities get benefits from their colleagues because of their disability. However, a few had to face stigma from their colleagues. During literature review no literature found exploring the detail experiences with colleagues but stigma and discrimination are consistent with previous study. In United State, literature found out different finding that co-worker views are judgmental towards the participants. Most of the time their creativity is neglected behind other colleagues without disability (Chowdhury et al., 2022).

Women with disabilities reported physical health issues such as back pain, neck pain, shoulder pain, hand pain, scoliosis and headache. This study reported because of inaccessible washroom women with disabilities are facing condition like Urinary Tract

Infection. This current study also included participant's emotional health where they said that their work stress affects their family relationship. But no previous study has been found to report any findings about physical health and emotional health. Further study should be done on physical health issue because as a researcher there was no opportunity to measure the physical health issues in this study as that was the participants subjective experiences.

This study also finds out women's suggestions for working sector to make better workplace such as reducing working hour, arrangement for transportation and accommodation. The study also suggested women with disabilities to be employed such as skill development and adaptation higher study, computer training, improving communication skill, improving English etc. No literature has provided such information.

The overall findings of this study help us to know the qualitative views of women with disabilities of Bangladesh in workplace such as how job make them independent, the experience in job participation, health status, acceptance of co-workers, barriers to continue job and suggestions increasing employment of women with disability. This finding has important implications for developing environment accessible and create inclusive workplace through creating equal opportunities and equal participation in workplace for women with disabilities. The findings are beneficial for occupational therapists in planning for work-related advocacy for women with disabilities. The findings add insights on current workplace safety, accessibility and reflection of labour law which will be beneficial for practitioners and policy makers.

CHAPTER VI: CONCLUSION

6.1 Strengths and Limitations

There are some strengths and limitations which the student researcher has found out.

6.1.1 Strengths

- The data were collected from different government and non-government working sector which make a good sense about experiences of women with disabilities in working as these showed a variety in jobs.
- This study followed the qualitative methods to achieve the aim and objective which is best suited for the study.
- This study has new findings about health status, job searching experiences, motivations behind the work, suggestions for better workplace for women with disabilities.
- This study provided in-depth and rich data regarding work-related experiences of women with disabilities in Bangladesh.
- The student researcher followed COREQ checklist in this study.
- This study will help in future research on this phenomenon.

6.1.2 Limitations

- This study followed a qualitative methodology for which limited number of participants, potential bias from participants while responding to the interview questions restricted the generalisability of this study.
- The student researcher collected data from only Dhaka district which made these findings less generalisable.

- This study found out participants who covered only two types of disabilities: physical and visual impaired.
- This study found participants' age between 25 to 45 years where working age of people in Bangladesh between 18 to 59 years.
- If this was not the student researcher's first study, expertism in data collection might rich the data.

6.2 Practice Implication

Occupational therapists, social workers and other professionals who are working with people with disabilities can promote work-related advocacy to ensure the rights of women with disabilities in working sector. Occupational therapy practitioners can advocate for an inclusive workplace for the women with disabilities. Policy makers may find it helpful as a baseline study to advocate for national level intervention for promotion of the employment options for the persons with disabilities in the public and private sectors, facilitate joint action on training and job placement, increase the number of working sectors. Different organisations and other NGOs must up-date information on new employment and self-employment opportunities in the formal and informal sectors. This research can be used by government to make important decisions about health, safety, and the environment of workplace for women with disabilities.

6.3 Recommendation for further Research

Some research recommendations are given below:

- Conducting further research to identify the life satisfaction of working women with disabilities.
- Identifying the job performance of working women with disabilities.

- Identify the employment rate of women with disabilities.
- Exploring job experience with large group of women with disabilities.
- Future studies can be done on physical health issues of women with disabilities in workplace.

6.4 Conclusion

Women with disabilities who works in organisations works for person with disabilities get accessible environment. But other who works in other organisations had lack of accessible physical environment, washroom and ergonomic settings. All of them had common issue that they did not get sufficient wages and promotion in time. Half of the participants in this study shared they had faced discrimination such as they had to work more than male staffs, faced co-worker's neglecting behaviour towards them. Other participants shared they had a good relationship with colleagues. All the participants shared that along with health problem, discrimination, inaccessibility, the job also make them independent and provide mental peace which facilitate them to engage in job.

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APPENDICES

Appendix A: Ethical Approval Form



Ref:

Date:

CRP/BHPI/IRB/09/22/622

28th September, 2022

Bithi Ghosh
 4th Year B.Sc. in Occupational Therapy
 Session: 2017-18 Student ID: 122170268
 BHPI, CRP, Savar, Dhaka-1343, Bangladesh

Subject: Approval of the thesis proposal "Work Related Experience of Women with Disabilities: A Qualitative Study" by ethics committee.

Dear Bithi Ghosh,
 Congratulations.

The Institutional Review Board (IRB) of BHPI has reviewed and discussed your application to conduct the above-mentioned dissertation, with yourself, as the principal investigator/author and Arifa Jahan Ema as thesis supervisor. The Following documents have been reviewed and approved:

Sr. No.	Name of the Documents
1	Dissertation/thesis/research Proposal
2	Questionnaire
3	Information sheet & consent form.

The purpose of the study is to explore the work-related experience of women with disabilities. The study involves use of a Self-developed Interview Guide to explore the work-related experience of women with disabilities that may take approximately 20 to 30 minutes to answer the Interview Guide and there is no likelihood of any harm to the participants in the study. The members of the Ethics committee have approved the study to be conducted in the presented form at the meeting held at 8.30 AM on 27th August, 2022. at BHPI (32nd IRB Meeting).

The institutional Ethics committee expects to be informed about the progress of the study, any changes occurring in the course of the study, any revision in the protocol and patient information or informed consent and ask to be provided a copy of the final report. This Ethics committee is working accordance to Nuremberg Code 1947, World Medical Association Declaration of Helsinki, 1964 - 2013 and other applicable regulation.

Best regards,

Muhammad Millat Hossain
 Associate Professor, Dept. of Rehabilitation Science
 Member Secretary, Institutional Review Board (IRB)
 BHPI, CRP, Savar, Dhaka-1343, Bangladesh

Date: 19/10/2022
Head of the Department
Department of Occupational Therapy
Bangladesh Health Professions Institute (BHPI)
CRP-Savar, Dhaka-1343, Bangladesh

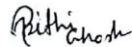
Subject: Application for permission to collect data for the research project.

Sir,

With due respect I would like to draw your kind attention that I am a 4th year student of B.Sc. in Occupational Therapy student at Bangladesh Health Professions Institute (BHPI). I have to submit a research paper to the University of Dhaka in partial fulfillment of the degree of Bachelor Science in Occupational Therapy. The settings of the research are **Centre for the Rehabilitation of the Paralyzed (CRP), Women with Disabilities Developmental Foundation, Centre for Disability in Development, Jatiyo Protibondhi Unnayan Foundation**. The research titled, "Work-related experience of women with disabilities: a Qualitative study." As it is phenomenological qualitative research, I would like to take interview of the participants who are working women with disabilities from the above settings. That's why I need permission to start my research project. I assure that anything of my project will not harmful for the participants and any data collected will be kept confidential.

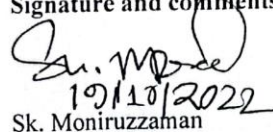
So, I look forward to having your permission to start data collection to conduct a successful study as a part of my course.

Sincerely yours,



Bithi Ghosh
4th Year B.Sc. in Occupational Therapy
Session: 2017-2018 Student ID: 122170268
Bangladesh Health Professions Institute
CRP, Savar, Dhaka-1343, Bangladesh

Signature and comments of the head of the department



19/10/2022

Sk. Moniruzzaman
Head of the department
Department of Occupational Therapy
Bangladesh Health Professions Institute

Appendix B: Information Sheet and Consent Form (English Version)

Research Title: Work-Related Experience of Women with Disabilities: A Qualitative Study

I would like to invite you to take part in a research study. Before you decide you need to understand why the research is being done and what it would involve for you. Please take time to read the following information carefully. Ask questions if anything you read is not clear or if you would like more information. Take time to decide whether or not to take part.

Who I am and what this study is about?

This is to inform that Bithi Ghosh, a student of 4th year, B. Sc in Occupational therapy Department of Bangladesh Health Professions Institute (BHPI), the academic institute of Centre for the Rehabilitation of the Paralysed (CRP), is doing a research project which is part of course curriculum. The study is supervised by Arifa Jahan Ema, Lecturer of Occupational Therapy Department, Bangladesh Health Professions Institute (BHPI). The purpose of the study is to explore the work-related experience of women with disabilities. That means what responsibilities an woman with disability need to do, how is their working environment, accessibility, facilities, barriers in their workplace is the main focus of this study.

What will taking part involve?

Self-developed interview guide will be used in the study that will take approximately 20 to 30 minutes. Researcher will ask some questions to participant following the interview guide and they need to answer them. The interview will be recorded by mobile recorder.

Why have you been invited to take part?

According to my inclusion criteria of the participants the age range will be 18 to 59 years. Women with different types of disabilities (physical, psychosocial, visual impaired, intellectual disability, hearing disability, cerebral palsy, down syndrome, autism, multiple disabilities) will be participated. And the women who use assistive device and working for minimum six months. As you have meet up all the criteria so I have invited you to take part in this study.

Do you have to take part?

In the study as a participant your participation is fully voluntary and you have the right to withdraw consent and discontinue participation in the study within 1 month without any consequence.

What are the possible risks and benefits of taking part?

For participating in this research, the participant will not get any financial help and face any problem or trouble.

Will taking part be confidential?

All the information from the participation will be keep confidential and use safety. Here only the researcher and supervisor will be permitted to access the information. And here will use anonymity of the participant. Besides there will be no address or any cue about identity of the participant.

How will information you provide be recorded, stored and protected?

All the information will be recorded on mobile and this will be kept only the researcher. Here only the researcher and supervisor will be permitted to access in the information.

What will happen to the results of the study?

The results of this study will be beneficial for occupational therapists in planning for work-related advocacy for women with disabilities. The findings will add insights for

future literature about situation of women with disabilities. From the findings Occupational therapy practitioner can make a comfortable inclusive working area for the women with disabilities. The final research product will be use in future study and will work for publications of the study.

Who should you contact for further information?

If you have any question about this research now or in future then you can ask without any hesitation to following person.

Name of the researcher: Bithi Ghosh

B. Sc in Occupational Therapy

4th year, Session: 2017-18

Department of Occupational Therapy

Bangladesh Health Professions Institute (BHPI)

Contact Number: 01627431483

Name of the supervisor: Arifa Jahan Ema

Lecturer and Course Coordinator of M.Sc. in Occupational Therapy

Department of Occupational Therapy

Bangladesh Health Professions Institute (BHPI)

CRP, Savar, Dhaka

Contact Number: 01753979041

THANK YOU

Consent Form

Title of the study: Work-Related Experience of Women with Disabilities: A Qualitative Study

In this study I am participant a participant and clearly inform about the aim of the study. In the study as a participant my participation is fully voluntary and I have the right to withdraw consent and discontinue participation in the study within 1 month.

I am..... Inform that, the all information from the participation will be keep confidential and use safety. Here only the researcher and supervisor permitted to access in the information.

I have been informed about all mentioned and agree to willingly participating in the study.

Participant signature:

Date:

Researcher signature:

Date:

Withdrawal Form

Title of the study: Work-Related Experience of Women with Disabilities: A Qualitative Study

I am..... Inform that I have the right to withdraw consent and discontinue participation in the study within 1 month. I..... want to end my participation in this study.

Participant signature:

Date:

Appendix C: Information Sheet and Consent Form (Bangla Version)

তথ্য পত্র ও সম্মতিপত্র

গবেষণার বিষয়: প্রতিবন্ধী নারীদের কর্ম জীবনের অভিজ্ঞতা

আমি আপনাকে একটি গবেষণায় অংশগ্রহণ করার জন্য আহ্বান জানাচ্ছি। আপনি কোন সিদ্ধান্ত নেওয়ার পূর্বে আপনাকে বুঝতে হবে কেন এই গবেষণাটি করা হচ্ছে এবং কি কি যুক্ত থাকবে। অনুগ্রহ করে সময় নিয়ে নিম্নোক্ত তথ্যগুলো পড়বেন। এই গবেষণা নিয়ে আপনার কোন সংশয় ও প্রশ্ন থাকলে আমাকে জিজ্ঞাসা করতে পারবেন। আমি এই গবেষণা সম্পর্ক সকল প্রশ্নের উত্তর দিতে বাধিত থাকিব।

আমার পরিচয় এবং এই গবেষণার বিষয়বস্তু

আমি বিথী ঘোষ, বাংলাদেশ হেলথ প্রফেশনস ইনস্টিটিউট (বিএইচপিআই) এর বিএসসি ইন অকুপেশনাল থেরাপি এর চতুর্থ বর্ষের একজন ছাত্রী। আমার কোর্সটা সম্পন্ন করার জন্য এই গবেষণা সম্পন্ন করতে হবে। এই গবেষণাটি তত্ত্বাবধান করবেন আরিফা জাহান ইমা, বাংলাদেশ হেলথ প্রফেশনস ইনস্টিটিউট (বিএইচপিআই) এর অকুপেশনাল থেরাপি বিভাগের প্রভাষক। এই গবেষণার লক্ষ্য হল প্রতিবন্ধী নারীদের কর্ম জীবনের অভিজ্ঞতা সম্পর্কে বিস্তারিত জানা। অর্থাৎ একজন প্রতিবন্ধী নারীদের কর্মক্ষেত্রে কি কি ধরনের দায়িত্ব পালন করতে হয়, কর্মক্ষেত্রের পরিবেশের ধরন, প্রবেশগম্যতা, সুবিধাসমূহ ও কর্মক্ষেত্রে প্রতিবন্ধকতা গুলো আলচনা করা প্রধান লক্ষ্য।

সংযুক্ত বিষয়বস্তু

এই গবেষণার জন্য নিজস্ব তৈরি সাক্ষাৎকার প্রশ্নপত্র ব্যবহার করা হবে যা সম্পন্ন করতে প্রায় বিশ থেকে ত্রিশ মিনিট সময় নেওয়া হবে। প্রশ্নপত্রটি বিভিন্ন গবেষণার তথ্য উপাত্ত নিয়ে তৈরি করা হয়েছে। গবেষক সাক্ষাৎকার প্রশ্নপত্র অনুযায়ী কিছু প্রশ্ন করবে এবং অংশগ্রহণকারীদের সেগুলো উত্তর দিতে হবে। সাক্ষাৎকারটি মোবাইল রেকর্ডারের এর মাধ্যমে লিপিবদ্ধ করা হবে।

আপনাকে কেন অংশগ্রহণের জন্য নির্বাচন করা হয়েছে?

আমার এই গবেষণার অন্তর্ভুক্ত বৈশিষ্ট্য অনুযায়ী অংশগ্রহণকারীদের বয়স হবে ১৮ থেকে ৫৯ বছরের মধ্যে। এবং যেসকল নারীদের বিভিন্ন ধরনের প্রতিবন্ধকতা রয়েছে। প্রতিবন্ধির ধরনগুলো হলো: শারীরিক, মনোসামাজিক, দৃষ্টি প্রতিবন্ধী, বুদ্ধি প্রতিবন্ধকতা, শ্রবণ প্রতিবন্ধকতা, সেরেব্রাল পালসি, ডাউন সিনড্রোম, অটিজমসহ একাধিক প্রতিবন্ধকতার সমন্বয় তারা সবাই এতে অংশগ্রহণ করতে পারবে। এর সাথে যে সকল নারী বিভিন্ন সহায়ক দ্রব্য ব্যবহার করেন এবং সর্বনিম্ন ৬ মাস কর্মজীবনের অভিজ্ঞতা রয়েছে সবাই এই গবেষণার অন্তর্ভুক্ত হতে পারবে। যেহেতু আপনি উপরোক্ত বৈশিষ্ট্য গুলো ধারণ করেন অতএব আপনি একজন উপযুক্ত অংশগ্রহণকারী।

আপনি কি অংশগ্রহণ করতে ইচ্ছুক?

একজন অংশগ্রহণকারী হিসেবে আপনি চাইলে স্বেচ্ছায় সংযুক্ত হতে পারেন এবং আপনি এক মাসের মধ্যে আপনাকে গবেষণা থেকে প্রত্যাহার করে নিতে পারবেন। এজন্য আপনি কারো কাছে জবাবদিহি ও ক্ষতিপূরণ দিতে বাধ্য নন।

অংশগ্রহণের ক্ষেত্রে সম্ভাব্য ঝুঁকি ও সুবিধাগুলো কি?

এই গবেষণায় অংশগ্রহণ করার জন্য অংশগ্রহণকারী কে কোন ধরনের আর্থিক সহায়তা প্রদান করা হবে না এবং অংশগ্রহণের মাধ্যমে কোন ক্ষতি ও সমস্যার সম্মুখীন হতে হবে না। এই গবেষণা থেকে প্রাপ্ত তথ্য ভবিষ্যতে পুনর্বাসন পরিসেবার উন্নতির জন্য অবদান রাখবে। এছাড়াও এই গবেষণার ফলাফল প্রতিবন্ধী নারী অধিকার নিয়ে যেসকল নীতি নির্ধারকগণ কাজ করছে তাদের উপকৃত করবে। সাক্ষাৎকারের সময় কোন সমস্যার সৃষ্টি হলে শিক্ষার্থী গবেষক বিরতি নেবে অথবা পুনরায় সাক্ষাৎকারের সময়সূচি নিবে।

অংশগ্রহণের গোপনীয়তা কিভাবে নিশ্চিত করা হবে?

সাক্ষাৎকারের সকল তথ্য যেগুলো গবেষণার কাজে ব্যবহৃত হবে সেগুলো গোপনীয়তার সাথে নিরাপদ স্থানে রাখা হবে। শুধুমাত্র গবেষক ও তত্ত্বাবধায়ক এ তথ্যগুলোর প্রবেশাধিকার পাবে এবং কারো নাম ও ঠিকানা কোথাও না ছাপিয়ে এ তথ্যগুলো প্রকাশিত হবে।

এই গবেষণার ফলাফলের ভবিষ্যত পরিকল্পনা কি?

এই গবেষণার ফলাফল অকুপেশনাল থেরাপিস্ট দের প্রতিবন্ধী নারীদের জন্য কাজ সম্পর্কিত অ্যাডভোকেসি পরিকল্পনায় সহায়তা করবে। ভবিষ্যত গবেষণার জন্য কর্মজীবী প্রতিবন্ধী নারীদের অবস্থা সম্পর্কে ধারণা তৈরি করবে। এর ফলাফলের মাধ্যমে কর্মজীবী প্রতিবন্ধী নারীরা উপকৃত হবে কেননা এই ফলাফল অকুপেশনাল থেরাপিস্টদের কর্মজীবী প্রতিবন্ধী নারীদের জন্য একটি উপযুক্ত সম্মিলিত কর্মপরিবেশ তৈরিতে সহায়তা করবে।

গবেষণার চূড়ান্ত ফলাফল বিভিন্ন বৈজ্ঞানিক জার্নাল, ব্লগ, সংবাদপত্র, কনফারেন্স ও প্রাসঙ্গিক উৎসগুলোতে প্রকাশিত হতে পারে।

এই গবেষণা সম্পর্কে জানতে কার সাথে যোগাযোগ করবেন?

অংশগ্রহণকারী হিসেবে এই গবেষণা নিয়ে আপনার কোন সংশয় বা প্রশ্ন থাকলে নিম্নোক্ত ব্যক্তিদের সাথে যোগাযোগ করতে পারেন।

গবেষকের নাম: বিথী ঘোষ

চতুর্থ বর্ষ; বিএসসি ইন অকুপেশনাল থেরাপি
বাংলাদেশ হেলথ প্রফেশনস ইনস্টিটিউট (বিএইচপিআই)
যোগাযোগ নাম্বার: ০১৬২৭৪৩১৪৮৩
ইমেইল: bithi.ot.bhpi@gmail.com

তত্ত্বাবধায়কের নাম: আরিফা জাহান ইমা

প্রভাষক, কোর্স কোঅর্ডিনেটর- এমএসসি ইন অকুপেশনাল থেরাপি
অকুপেশনাল থেরাপি বিভাগ
বাংলাদেশ হেলথ প্রফেশনস ইনস্টিটিউট (বিএইচপিআই)
যোগাযোগ নাম্বার: ০১৭৫৩৯৭৯০৪১
ইমেইল: arifajemaotbhpi@gmail.com

ধন্যবাদ

সম্মতি পত্র

আমি (অংশগ্রহণকারীর নাম), উপরোক্ত বিবৃতিটি পড়েছি এবং গবেষণায় আমার অংশগ্রহণের প্রকৃতি বুঝতে পেরেছি। আমি অবগত যে, সাক্ষাৎকারের সকল তথ্য যেগুলো গবেষণার কাজে ব্যবহৃত হবে সেগুলো গোপনীয়তার সাথে নিরাপদ স্থানে রাখা হবে। শুধুমাত্র গবেষক ও তত্ত্বাবধায়ক এ তথ্যগুলোর প্রবেশাধিকার পাবে এবং কারো নাম ও ঠিকানা কোথাও না ছাপিয়ে এ তথ্যগুলো প্রকাশিত হবে।

আমি আরও অবগত যে, আমি গবেষণার এক মাসের মধ্যে আমার অংশগ্রহণ প্রত্যাহার করতে পারব। এ জন্য আমি কারো কাছে জবাবদিহি ও ক্ষতিপূরণ দিতে বাধ্য নই।

আমি উপরোক্ত সকল তথ্যগুলো সম্পর্কে জানি এবং এই গবেষণার একজন অংশগ্রহণকারী হতে রাজী আছি।

অংশগ্রহণকারীর স্বাক্ষর

অংশগ্রহণকারীর স্বাক্ষর/ আঙুলের ছাপ.....

তারিখ.....

তথ্যগ্রহণকারীর স্বাক্ষর

তারিখ

প্রত্যাহার পত্র

আমি(অংশগ্রহণকারীর নাম)এই গবেষণার তথ্য থেকে পরিস্কারভাবে জানতে পেরেছি যে আমি গবেষণার এক মাসের মধ্যে আমার অংশগ্রহণ প্রত্যাহার করতে পারব। এবং এজন্য আমি কারো কাছে জবাবদিহি ও ক্ষতিপূরণ দিতে বাধ্য নই।

এমতাবস্থায় আমি তথ্য বিশ্লেষণ সম্পন্ন হওয়ার আগে আমি আমার সমস্ত তথ্য এই গবেষণা থেকে প্রত্যাহার করতে চাই এবং আমার কোনো তথ্য গবেষণায় অন্তর্ভুক্ত করা হবে না।

অংশগ্রহণকারীর স্বাক্ষর

অংশগ্রহণকারীর স্বাক্ষর/ আঙুলের ছাপ.....

তারিখ.....

Appendix D: Translation Contract Form (English and Bangla version)

Translation Contract Form

This is to inform that Bithi Ghosh, a student of 4th year, B. Sc in Occupational therapy Department of Bangladesh Health Professions Institute (BHPI), the academic institute of Centre for the Rehabilitation of the Paralysed (CRP), is doing a research project which is part of course curriculum. The research title is Work-Related Experience of Women with Disabilities: A Qualitative Study. The purpose of the study is to find out responsibilities of an woman with disability need to do, how is their working environment, accessibility, facilities, barriers in their workplace.

All the information from the participation will be keep confidential and use safety. Here only the researcher and supervisor permitted to access in the information.

I am..... a translator informed about the aim, objective and confidentiality of this study. I will maintain all the confidentiality during translation and will not discuss the information of participants with others.

Translator signature:

Date:

Researcher signature:

Date:

অনুবাদ চুক্তিপত্র

অকুপেশনাল থেরাপি কোর্সের পাঠ্যক্রমের একটি অংশ হিসেবে, আমি বিথী ঘোষ, বাংলাদেশ হেলথ প্রফেশন্স ইনস্টিটিউটের (বিএইচপিআই) এর বি.এসসি. ইন অকুপেশনাল থেরাপি বিভাগের ঠর্থ বর্ষের একজন ছাত্রী একটি গবেষণা কার্যক্রম পরিচালনা করতে যাচ্ছি। গবেষণাটি হল "প্রতিবন্ধী নারীদের কর্মজীবনের অভিজ্ঞতা"। গবেষণার লক্ষ্য হলো প্রতিবন্ধী নারীদের কর্মক্ষেত্রে কি কি ধরনের দায়িত্ব পালন করতে হয়, কর্মক্ষেত্রের পরিবেশের ধরন, প্রবেশগম্যতা, সুবিধা সমূহ ও কর্মক্ষেত্রে প্রতিবন্ধকতা গুলো অন্বেষণ করা।

গবেষণা পরিচালনার নিয়মানুসারে, গবেষণার গবেষক এবং তত্ত্বাবধায়ক শুধুমাত্র তথ্য অ্যাক্সেস করবেন এবং ব্যক্তিগত তথ্য ছাড়াও সাক্ষাৎকারের তথ্য অন্যকোথাও উল্লেখ করা যাবেনা।

এই গবেষণায় আমি.....একজন অনুবাদক হিসেবে কাজ করার ক্ষেত্রে গবেষণার লক্ষ্য, উদ্দেশ্য এবং তথ্য সংগ্রহের গোপনীয়তা সম্পর্কে স্পষ্টভাবে অবগত। আমি সর্বোচ্চ গোপনীয়তা রক্ষা করে এই গবেষণার তথ্য ইংরেজি অনুবাদ করবো। এই বিষয় সংশ্লিষ্ট কোন তথ্য কারো সাথে আলোচনা করবো না।

অনুবাদকের স্বাক্ষর:

তারিখ:.....

গবেষকের স্বাক্ষর:

তারিখ:....

Appendix E: Interview Guide (English and Bangla version)

Sociodemographic Sheet

Name:

Age:

Type of disability:

Reason of condition:

Marital status:

Number of Children:

Family member:

Working place:

Designation:

Type of work:

Working hour:

Financial condition:

Assistive device:

The aim of the study is to explore the work-related experience of women with disabilities.

Objective	Interview Question
To explore the job responsibilities of the workplace	1. In your work place what type of duty you have to follow? 2. Can you complete your work in time? If no, how you manage your caseload?
To identify the motivation for engaging in job	1. What is your motivation for engaging in job?
To explore relationship with colleagues	1. Do you attend office programs? if no, then why? 2. How is the relationship between you and colleague? 3. Have you ever felt discriminated at your workplace? If yes, can you please explain them.

To explore the workplace environment and facilities	<ol style="list-style-type: none"> 1. Is the work place suitable for you? Yes/no, why you think so? 2. Do they follow all the ergonomically settings? Do they ensure accessibility for you? 3. Is the salary you get are enough for you? If not, are you engage with other income source? 4. What are the facilities you have in your work place? 5. Do they provide accommodation and transport facility? 6. Is there any day care center available? 7. Do you get facilities for personal development? If yes, talk about them. 8. Is your Institute get any kind of benefits from you? If yes then how. 9. Are you satisfied with your employment? How?
To explore the facilitators and barriers at workplace to continue the job.	<ol style="list-style-type: none"> 1. What are the facilitators that encourage you in your work place? 2. Are you facing any kind of physical or psycho social barriers here? If yes, talk about them. 3. Have you ever asked anything for work purpose and workplace from the superiors? 4. If so then what are the helps you get? If not, then what was your reflection?
To find suggestions of improving workplace environment for working women with disabilities.	<ol style="list-style-type: none"> 1. What are the suggestions you would like to give for workplace development for women with disabilities?

সাক্ষাৎকার প্রশ্নপত্র

নাম:
 বয়স:
 প্রতিবন্ধকতার ধরন:
 প্রতিবন্ধকতার কারণ:
 সহায়ক যন্ত্র:
 বৈবাহিক অবস্থা:
 সন্তান/ সন্ততি সংখ্যা:
 পরিবারের সদস্য সংখ্যা:
 কর্মক্ষেত্রের স্থান:
 চাকুরী পদমর্যাদা:
 কাজের ধরন:
 কর্ম ঘণ্টা:
 অর্থনৈতিক অবস্থা:

- ১। কর্মক্ষেত্রে আপনাকে কি কি ধরনের দায়িত্ব পালন করতে হয় ?
- ২। দায়িত্বরত কাজগুলো কি সময়ের মধ্যে শেষ করতে পারেন? না হলে, কিভাবে কাজ সমাধান করেন।
- ৩। কমমুখী হওয়ার ক্ষেত্রে আপনার জীবনের অনুপ্রেরণা গুলো কি?
- ৪। আপনার কর্মরত প্রতিষ্ঠান থেকে আপনি কি কি সুযোগ সুবিধা গ্রহণ করেন ?
 - স্বাস্থ্য ও নিরাপত্তার ব্যবস্থা আছে কি?
 - যাতায়াত ও বাসস্থানের কোন ব্যবস্থা আছে কি?
 - ডে কেয়ার সেন্টারের ব্যবস্থা আছে কি?
- ৫। নিজের উন্নয়নের জন্য কি কোনো সুবিধা পেয়ে থাকেন? হ্যাঁ হলে কি ধরনের?
- ৬। অফিসের বিভিন্ন অনুষ্ঠানে অংশগ্রহণ করেন কি? না হলে কেন?
- ৭। নির্ধারিত বেতন কি আপনার জন্য পর্যাপ্ত? না হলে অন্য কোনো আয়ের ব্যবস্থা করছেন কি?
- ৮। সহকর্মীদের সাথে কেমন সম্পর্ক?
- ৯। কর্মক্ষেত্রে কোন ধরনের বৈষম্যের স্বীকার হয়েছেন কি? হলে কি ধরনের?
- ১০। আপনার দ্বারা প্রতিষ্ঠান কি কোন উপকারিতা লাভ করে? হ্যাঁ হলে কিভাবে।
- ১১। আপনার কাজের পরিবেশ কি আপনার জন্য উপযোগী? কি কি কারণ উপযোগী বা অনুপযোগী বলে মনে করেন।
- ১২। প্রবেশগম্যতা কি আপনার জন্য উপযোগী? আসবারপএ কি সঠিক নিয়মে তৈর করা?
- ১৩। আপনি কি আপনার কর্মজীবন নিয়ে সন্তুষ্ট?
- ১৪। আপনার কর্মক্ষেত্রের কোন বিষয়গুলো আপনাকে কাজ করতে উৎসাহ প্রদান করে ?
- ১৫। আপনি শারীরিক ও মনসামাজিকভাবে কোন সমস্যার সমুখীন বা হচ্ছেন কি না? হলে সমস্যাগুলো কি।
- ১৬। আপনার কাজের বিষয়ে ও কর্মক্ষেত্রে কোন চাহিদা উর্ধ্বতন কর্মকর্তাদের জানিয়েছেন কি? হ্যাঁ হলে কোনো সমাধান পেয়েছেন কি ? না হলে আপনার অনুভূতি কেমন ছিল ?
- ১৭। কর্মক্ষেত্রের পরিবেশ প্রতিবন্ধী নারীদের উপযোগী করার ক্ষেত্রে আপনার সুপারিশগুলো কি কি ?

Appendix F: Supervision Record Sheet

Bangladesh Health Professions Institute
 Department of Occupational Therapy
 4th Year B. Sc in Occupational Therapy
 OT 401 Research Project

Thesis Supervisor- Student Contact; face to face or electronic and guidance record

Title of thesis: Work-Related Experience of Women with Disabilities

Name of student: Bithi Ghosh

Name and designation of thesis supervisor: Arifa Johar Ema
Lecturer
Department of Occupational Therapy

Appointment No	Date	Place	Topic of discussion	Duration (Minutes/Hours)	Comments of student	Student's signature	Thesis supervisor signature
1	17.08.22	BHP1 building	<ul style="list-style-type: none"> • Contact schedule • Methodology • Overview of research 	25 minutes	<ul style="list-style-type: none"> • need to do methodology for next discussion 	Bithi Ghosh	<u>Arifa Johar Ema</u> 17.08.22
2	20.08.22	Library	<ul style="list-style-type: none"> • Methodology • sampling • Design • Approach 	2 hour 15 minutes	<ul style="list-style-type: none"> • need to think about participants, study settings. 	Bithi Ghosh	<u>Arifa Johar Ema</u> 20.08.22

3	21.08.22	Library	<ul style="list-style-type: none"> Title Aim Objective Inclusion & Exclusion Data saturation 	<ul style="list-style-type: none"> 2 hour 30 minutes 	<ul style="list-style-type: none"> prepare methodology Working age range Types of disability 	Bithi Ghosh	AMR 21.08.22
4	25.08.22	Office building	<ul style="list-style-type: none"> Power point presentation Interview Question Guide 	25 minutes	<ul style="list-style-type: none"> Slide change Information guide in Bangla 	Bithi Ghosh	AMR 25.08.22
5	28.08.22	Office building	<ul style="list-style-type: none"> Presentation sociodemographic sheet Interview 	1 hour 15 minutes	<ul style="list-style-type: none"> Methodology prepare sociodemographic sheet 	Bithi Ghosh	AMR 28.08.22
6	20.09.22	Office building	<ul style="list-style-type: none"> Feedback Research Proposal Introduction Literature Review 	55 minutes	<ul style="list-style-type: none"> Research proposal according to feedback 	Bithi Ghosh	AMR 20.09.22
7	10.10.22	Office building	<ul style="list-style-type: none"> Information sheet Consent form with drawal form 	30 minutes	<ul style="list-style-type: none"> Data collection 	Bithi Ghosh	AMR 10.10.22
8	16.10.22	Office building	<ul style="list-style-type: none"> Guideline for data collection Interview guide Data transcription, translation Literature review 	1 hour 30 minutes	<ul style="list-style-type: none"> Continue data collection Transcription update literature review 	Bithi Ghosh	AMR 16.10.22
9	08.11.22	Teachers room	<ul style="list-style-type: none"> Discussion about participants Data analysis Translation 	30 minutes	<ul style="list-style-type: none"> Re-write translation 	Bithi Ghosh	AMR 08.11.22

10	16.11.22	Office building	<ul style="list-style-type: none"> Discussion about theme Translation Data analysis 	1 hour 10 minutes	<ul style="list-style-type: none"> Translation Coding 	Bitika Ghosh	12.11.22
11	24.11.22	Office building	<ul style="list-style-type: none"> Data collection Write-up schedule Data analysis 	1 hour	<ul style="list-style-type: none"> Translation Data analysis 	Bitika Ghosh	28.11.22
12	29.11.22	Office building	<ul style="list-style-type: none"> Data analysis 	30 minutes	<ul style="list-style-type: none"> Continue analysis 	Bitika Ghosh	29.11.22
13	07.12.22	Office building	<ul style="list-style-type: none"> Data analysis Result discussion Theme discussion 	1 hour 15 minutes	<ul style="list-style-type: none"> Result draft Writing 	Bitika Ghosh	12.12.22
14	12.12.22	Office building	<ul style="list-style-type: none"> Theme discussion Result discussion 	30 minutes	<ul style="list-style-type: none"> Result writing continue 	Bitika Ghosh	12.12.22
15	20.12.22	Office building	<ul style="list-style-type: none"> Methodology discussion 	45 minutes	<ul style="list-style-type: none"> Writing Methodology 	Bitika Ghosh	20.12.22
16	03.01.23	102	<ul style="list-style-type: none"> Literature review Article searching 	20 minutes	<ul style="list-style-type: none"> Literature searching Literature review 	Bitika Ghosh	03.01.23

17	04.01.23	Office building	<ul style="list-style-type: none"> Discussion and conclusion chapter Submission schedule Discussion of literature review, results, full draft 	25 minutes	<ul style="list-style-type: none"> Submission of literature review by tomorrow Submission of full draft @ Monday 12 pm 	Bithi Ghosh	AGMA 01.01.23
18	07.01.23	Office building	<ul style="list-style-type: none"> Instruction of discussion and conclusion chapter 	10 minutes	<ul style="list-style-type: none"> Submission of full draft on Monday 	Bithi Ghosh	AGMA 01.01.23
19	14.02.23	MPS building	<ul style="list-style-type: none"> Feedback about 1st draft Discussion on literature review 	15 minutes	<ul style="list-style-type: none"> Re-write the introduction and literature review Re-write on feedback 	Bithi Ghosh	AGMA 14.02.23
20	09.04.23	Office building	<ul style="list-style-type: none"> Feedback on literature review Instruction about Introduction 	10 minutes	<ul style="list-style-type: none"> Re-write thesis draft 	Bithi Ghosh	AGMA 09.04.23
21	12.04.23	Library	<ul style="list-style-type: none"> Discussion on methodology Discussion about lit review 	10 minutes	<ul style="list-style-type: none"> Continue writing on feedback 	Bithi Ghosh	AGMA
22	18.04.23	Office building	<ul style="list-style-type: none"> Feedback discussion on result chapter 	50 minutes	<ul style="list-style-type: none"> Continue writing on thesis 	Bithi Ghosh	AGMA
23	25.04.23	Office building	<ul style="list-style-type: none"> Feedback on Result Discussion about method result and discussion chapter 	1 hour 30 minutes	<ul style="list-style-type: none"> Continue writing on thesis 	Bithi Ghosh	AGMA

Note:

1. Appointment number will cover at least a total of 40 hours; applicable only for face-to-face contact with the supervisors.
2. Students will require submitting this completed record during submission your final thesis.

24	28.04.23	Office building	<ul style="list-style-type: none"> Feedback on Discussion, Introduction, Method, conclusion 	1 hour 20 minutes	<ul style="list-style-type: none"> Continue writing on thesis Update with templates 	Bitthi Eshwari	AMMA 14.05.23
25	30.04.23	Office building	<ul style="list-style-type: none"> Presentation guideline Practice implication feedback 	20 minutes	<ul style="list-style-type: none"> Continue writing Making of presentation 	Bitthi Eshwari	AMMA 14.05.23
26	10.05.23	Library	<ul style="list-style-type: none"> Feedback on abstract Checked full thesis 	2 hour	<ul style="list-style-type: none"> Prepare presentation Complete thesis 	Bitthi Eshwari	AMMA 10.05.23
27	11.05.23	Library	<ul style="list-style-type: none"> Checked abstract of thesis 	1 hour 10 minutes	<ul style="list-style-type: none"> Prepare presentation Submit Abstract 	Bitthi Eshwari	AMMA 11.05.23
28	14.05.23	Office building	<ul style="list-style-type: none"> Feedback on presentation Checked PPT for defence 	1 hour 30 minutes	<ul style="list-style-type: none"> Prepare presentation 	Bitthi Eshwari	AMMA 14.05.23
29	03.06.23	Library	<ul style="list-style-type: none"> Checked full thesis Feedback on full thesis Guidelines for final thesis book submission 	2 hour 20 minutes	<ul style="list-style-type: none"> Complete thesis book for submission 	Bitthi Eshwari	AMMA
30							

Note:

1. Appointment number will cover at least a total of 40 hours; applicable only for face-to-face contact with the supervisors.
2. Students will require submitting this completed record during submission your final thesis.