

Employment Opportunity for Children with Special Needs in Chattogram City

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Abstract

The employment opportunities for people with special needs remain a critical challenge worldwide, particularly in developing nations like Bangladesh. Despite growing awareness and policy advancements, individuals with disabilities continue to face structural, societal, and economic barriers to employment. This study explores the employment landscape for People with special needs in Chattogram City, Bangladesh, highlighting key challenges and potential economic models for improving their workforce inclusion. The issue is significant, as employment enhances economic independence, social integration, and overall well-being for individuals with disabilities. However, existing research on their employability remains limited, especially within the context of Bangladesh, where data-driven policy recommendations are scarce. To bridge this gap, we employ a mixed-methods approach, incorporating survey data from 372 respondents, including employees with special needs, employers, and professionals working with disabled individuals. Using econometric models such as Probit, Tobit, Logit, Heckman Selection, and Oaxaca Decomposition, we analyze key determinants of employability, income disparities, and employer perceptions. Our findings reveal that despite positive employer attitudes, significant barriers persist, including inadequate vocational training, accessibility issues, and workplace discrimination. Additionally, regression analysis highlights the strong correlation between educational attainment and income levels, underscoring the importance of inclusive education policies. This study suggests policy interventions such as expanding vocational training, promoting job coaching programs, and strengthening public-private partnerships to enhance job opportunities for People with special needs. By fostering an inclusive labor market, Bangladesh can ensure equitable employment and social empowerment for individuals with disabilities, contributing to broader economic growth and social cohesion.

Keywords: Special Needs Employment; Inclusive Labor Market; Vocational Training; Employment Barriers; Econometric Analysis; Disability Inclusion Policy

1.1 Introduction

Special needs can be paralleled with persons with disabilities as it defines the different physical, behavioural, learning, and emotional disabilities that can render a person to need specialized services. Many individuals are born with conditions such as Down's syndrome or portray other disabling conditions such as autism early on. While others may develop a disability later on in

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life such as due to an accident or other health conditions. There are several factors that can determine how a disability in an individual is portrayed, for instance, some individual's disabilities can be identified more directly due to their nature being physical such as due to injury. Whereas disabilities exacerbated by compounding factors like sociodemographic characteristics can be harder to identify. So, it is important to realize that individuals with disabilities form a very diverse group who share the common experience of limited functionality within certain aspects of their lives (Krahn et al., 2015). When it comes to special needs, it can comprise disabilities with learning, autism spectrum disorder, speech and language impairments, cognitive conditions, behavioural conditions, and physical disabilities such as muscular dystrophies, cerebral palsy, and other sensory impairments that impact hearing or vision. All of these conditions are inherently responsible for affecting the capability of an individual especially when it comes to developing their skills and knowledge via education and subsequently work placements (Ojeda & Carugno, 2022).

According to the United Nations, approximately 15% of the world's population which is 1 billion people have some type of disability (Hamid et al., 2017). And although the world has gradually changed and people with special needs are getting better recognition and opportunities, People with special needs are still struggling to secure employment opportunities in the labour market. this highlights the importance of having employment opportunities for these vulnerable individuals in our society. Bangladesh has made significant progress in recent years towards the inclusion of People with special needs in several sectors such as health care, education, and social services. A study conducted by the Bangladesh Bureau of Statistics showed that only 1.1% of People with disabilities aged between 7 to 17 years were actively engaged in economic activities in the year 2013. This significantly low level of participation showcases the need for bigger efforts in promoting inclusivity for People with special needs in workplaces. However, there are also examples of successful initiatives that promote employment opportunities for People with special needs in Bangladesh. For instance, the Bangladesh Association for the Welfare of the Handicapped (BAWH) has established a vocational training center that is proficient in providing training in skills such as tailoring and carpentry for people with disabilities. Another example is the Bangladesh Protibondhi Foundation, which provides individuals with disabilities with support services and job placements. But these examples are too few and in the context of the city of Chittagong, there still remains a void for employers providing opportunities to disabled individuals. While the employment of individuals with disabilities is widely discussed, there is a critical gap in research focusing on People with special needs and their transition into the labor market. Existing literature primarily addresses the challenges faced by adults with disabilities, overlooking the unique struggles of People and young individuals as they prepare for economic participation. This study specifically examines employment opportunities for People with special needs in Chattogram City, identifying barriers, employer perceptions, and the role of vocational training. The findings aim to inform inclusive policy frameworks that promote workforce integration and economic independence for People with special needs.

1.2 Factors impacting the employability of People with special needs

There are multiple reasons why People with disabilities face barriers to employment in Bangladesh. To summarize, firstly, most employers are reluctant to hire individuals with disabilities due to the negative connotations and misconceptions that are attached to their

conditions. Secondly, there is a lack of appropriate support services and training and educational services that can actually enable these People in acquiring the necessary skills for employment. Lastly, the social and physical infrastructure in Bangladesh is generally not designed to accommodate the needs of People with disabilities which makes it even more difficult for them to access employment opportunities (Khan & Choudhury, 2019). A significant issue faced by People with special needs is the lack of proper education and training which is not always available, especially in the context of developing countries like Bangladesh. People with special needs usually suffer substantially and progress slowly in comparison to their typically developed peers especially when it comes to literacy development. They struggle with learning since they generally need specialized settings and instructions to acquire and maintain basic literacy skills and these may not be available in most developing nations. However, it is important to recognize that research has shown that People with special needs can perform substantially better when provided with the proper guidance and explicit instruction in a systematic manner catered to their needs (Mason, 2010). One study by Sorenson and Stewart found that People with special needs were less likely to attain higher levels of education which was a key reason for limited employment opportunities. Furthermore, another study also showed that only 58% of students with special needs received any form of vocational education during their high school years in comparison to 91% of students without special needs.

Moreover, a key disadvantage for individuals with special needs is that the hiring processes are more catered towards typically developed individuals and may be challenging for them. One study showed that 80% of individuals with autism are estimated to be unemployed globally although they may be willing and able to engage in employment opportunities and also possess a wide range of unique qualities and skills that could be of value to employers. For instance, a person with autism may have finer attention to detail, tolerance towards repetition, and be much more reliable. Organizations that emphasize and understand the advantages of neurodiversity towards employment have actually been found to report better outcomes (Davies et al., 2023). A key challenge that also arises in this aspect is the stigma and discrimination associated with special needs. Employers often discriminate against People with special needs due to preconceived prejudices and misconceptions about their capabilities (Lindsay et al., 2019). A study found that employers were less likely to hire individuals with special needs due to concerns about their productivity and the cost of accommodations. This discrimination is particularly prevalent in industries that need physical labour or are generally highly competitive in nature (McBride & Drown, 2019). Societal attitudes towards disabilities can also significantly impact the employability of People with special needs. Despite the growing awareness and advocacy for the rights of people with disabilities, many employers still have a negative attitude and bias towards them which often leads to discrimination, especially during the hiring process and then in the latter workplace environment (Bonaccio et al., 2019).

1.3 Economic models for enhancing employment opportunities for People with special needs

In the majority of countries, there are laws in place that protect the rights of people with disabilities and ensure that they have access to healthcare, education, and employment opportunities. However, these laws are not always implemented effectively and people with disabilities continue to face significant barriers to employment which in turn enhances unemployment rates and increases the need for economic models which can promote

employment opportunities for People with special needs. To deal with this, we can simply devise three economic models that can also be implemented in a city like Chittagong in the context of Bangladesh being a low to middle-income developing country.

1. Inclusive education

Inclusive education can be posited as an economic model constructed on the basis of the inclusion of People with special needs into mainstream educational systems alongside their non-disabled peers. The education of People with disabilities in regular classrooms needs to be adopted in a country like Bangladesh both as an ideology and a practical solution towards enhancing employment opportunities for these individuals. Research has shown that inclusive education can enhance academic and social outcomes for People with special needs and also promote employment opportunities by preparing them for the workforce (Madan & Sharma, 2013).

2. Job coaching

Job coaching is another economic model that can enhance employment opportunities for People with special needs. This means that they would receive support and guidance from a coach who would aid them in finding and maintaining employment. Job coaching can improve the employment outcomes of these individuals by providing them with the necessary skills and strategies to navigate the job market while also helping them develop social skills such as how to work in a team and communication skills (ILO, 2021).

3. Vocational training

Vocational training can also be utilized as yet another economic model which can enhance employment opportunities for People with special needs. Vocational training refers to the education and training that these individuals would receive in a specific industry or trade which would in turn prepare them for employment. It can not only improve employability but also provide them with the knowledge and skills required for their particular jobs and make them more competitive in the job market (ILO, 2021).

1.4 Econometrics equations for assessing employability of People with special needs

When analyzing the employability of People with special needs we also need to assess the factors that impact their ability to secure and maintain employment. There are various econometric equations that can be utilized to model this employability in the context of special needs but for this literature review, the focus has been placed on 5 models.

1. Probit model

This statistical model can be utilized for estimating the probability of an event occurring (McNelis, 2005), so in this case, it can be utilized for estimating the probability of employment of People with special needs based on their characteristics like sociodemographic components, disability type, and work experience to name a few.

2. Tobit model

This statistical model can be utilized for assessing censored data, where the dependent variable can be observed only within a certain range (McNelis, 2005). When it comes to the employability of individuals with special needs, this equation can help us in estimating the effect of their characteristics on the number of hours they work per week when they are employed.

3. Logit model

This is yet another statistical model that can be utilized for estimating the probability of an event happening and is similar to the probit model. Both These models can approximate the probability of employability of an individual with special needs on the basis of their characteristics (McNelis, 2005).

4. Heckman Selection model

This statistical model can be used for correcting selection bias in the following data collection (Kone et al., 2019). So, in the context of the employability of People with special needs, this equation can correct the bias in the estimation of the effect these individuals' characteristics would have on their employment outcomes, which may, in turn, be affected by selection into the workforce.

5. Oaxaca decomposition

This statistical method can be used for decomposing the difference between two groups into factors that are because of differences in their characteristics and factors that are because of differences in the effect those characteristics have (Rahimi & Nazari, 2021). When it comes to analyzing the employability of individuals with special needs, this equation can be utilized to assess the factors that contribute to the differences in employment outcomes between individuals that have disabilities versus that don't.

1.5 Objectives of the study

The primary objective of this study is to examine employment opportunities for people with special needs in Chattogram City. Specifically, the study aims to:

1. Identify key barriers preventing people with special needs from securing employment, including societal attitudes, workplace accessibility, and skills mismatch.
2. Assess employer perceptions and willingness to hire people with disabilities, including hiring practices and accommodations provided.
3. Evaluate the impact of inclusive education, vocational training, and job coaching on employment outcomes.
4. Analyze wage disparities and employment trends using econometric models to quantify the determinants of employability.
5. Propose policy recommendations to improve job accessibility, workplace inclusivity, and economic participation for people with special needs.

Section 2. Results

2.1 General characteristics

We approached 406 people to participate in the survey and received 372 responses, make it a 91.6% response rate. Among them 186 employees, 29 employers and 157 professionals.

Table 1. Descriptive Statistics for independent variable in employment opportunity for individuals with special needs.

Variable	Description	Descriptive Statistics Value
Age	Age of respondent	Age group Below 20 27 20-30 151 31-40 117 41-50 68 51 above 9
Gender	Gender of respondents	Male 213 Female 159
Education	Respondent's education category	Self-Educated 25 Primary 60 SSC 10 HSC 55 Bachelor's Degree 29 Master's Degree 73 Prefer not to say 120
Industry	Respondents working sector	Education sector 170 Healthcare Sector 20 Technology 9 Business 44 Arts and Entertainment 1 Non-Profit 59 Government 1 Retail 6 others 62

Table 1 shows the descriptive statistics for respondents. 151 out of 372 respondents belonged to the age group 20 years to 30 years. A higher proportion of the respondents were male (213 out of 372). Majority, respondents had an educational degree and they worked in education sector, representing a highly educated sample. The data also indicates that there is a significant representation of respondents from the non-profit sector followed by business sector, suggesting a strong interest in social impact and community involvement among the participants. Additionally, the small number of respondents from the healthcare and government sectors may indicate a potential area for further research and exploration within this study.

This study employs a mixed-methods approach, integrating both qualitative and quantitative data collection. A structured survey was conducted among 372 respondents, including 186

employees with special needs, 29 employers, and 157 professionals working in related fields. The study applies econometric models, including Probit, Tobit, Logit, Heckman Selection, and Oaxaca Decomposition, to analyze key determinants of employability and income disparities. A Poisson Pseudo Maximum Likelihood (PPML) regression model was utilized to examine the relationship between years of schooling, job sectors, and wages among employees with special needs. The statistical methods allow for a comprehensive evaluation of employment accessibility, barriers, and potential policy interventions.

2.2 Employees data

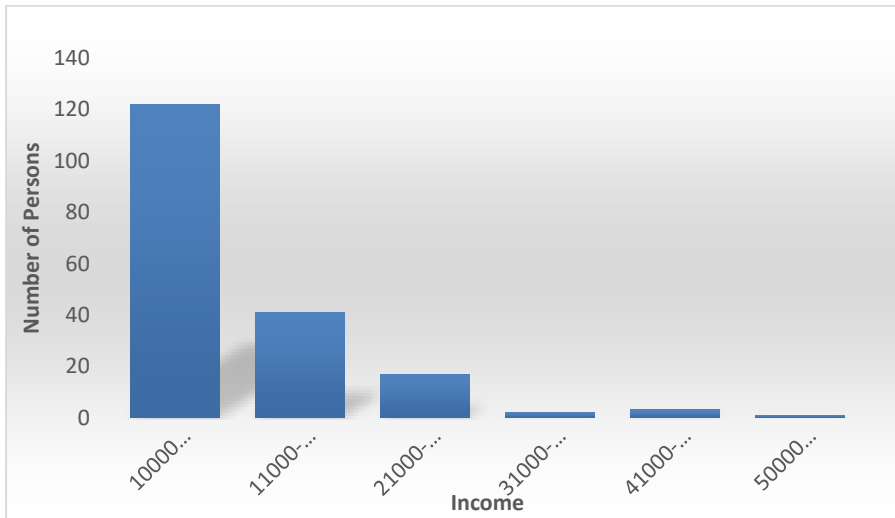


Figure 1. Income group distribution of special needs people

Figure 1 shows the income group distribution of the employee respondents based on their monthly income where 122 out of 186 respondents have income below 10000.

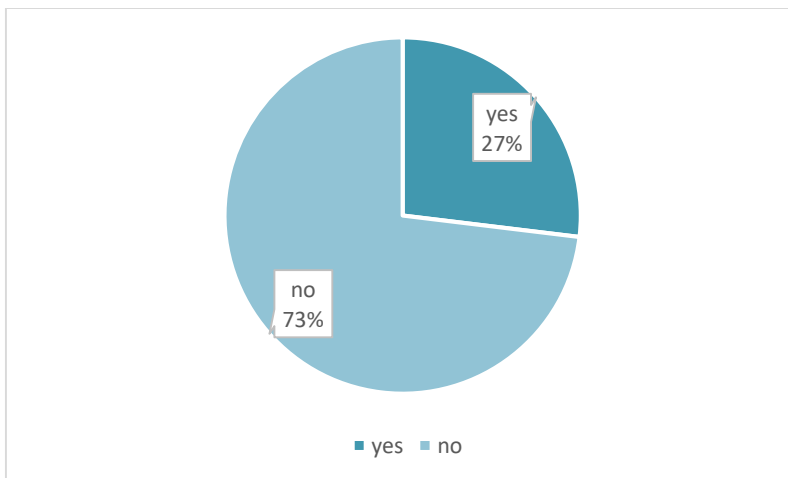


Figure 2. Sufficient Income

According to Figure 2, 73% employee with special needs agrees that the current income is not sufficient for their daily life.

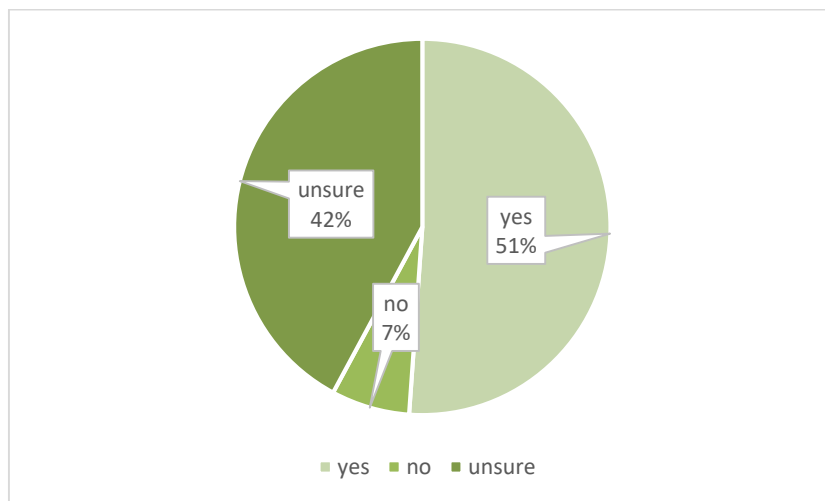


Figure 3. Working opportunity in another organization

Figure 3 shows 51% employee believes that they have working opportunity in another organization.

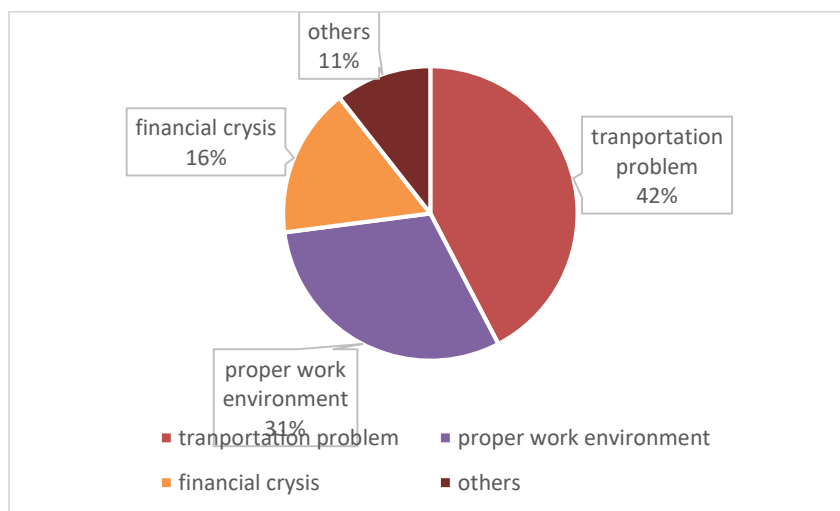


Figure 4. Problems in current place of employment

Figure 4 depicts the problems of employees with special needs face in their work place. The key problems include transportation (42%) and proper work environment (31%), followed by financial crisis (16%).

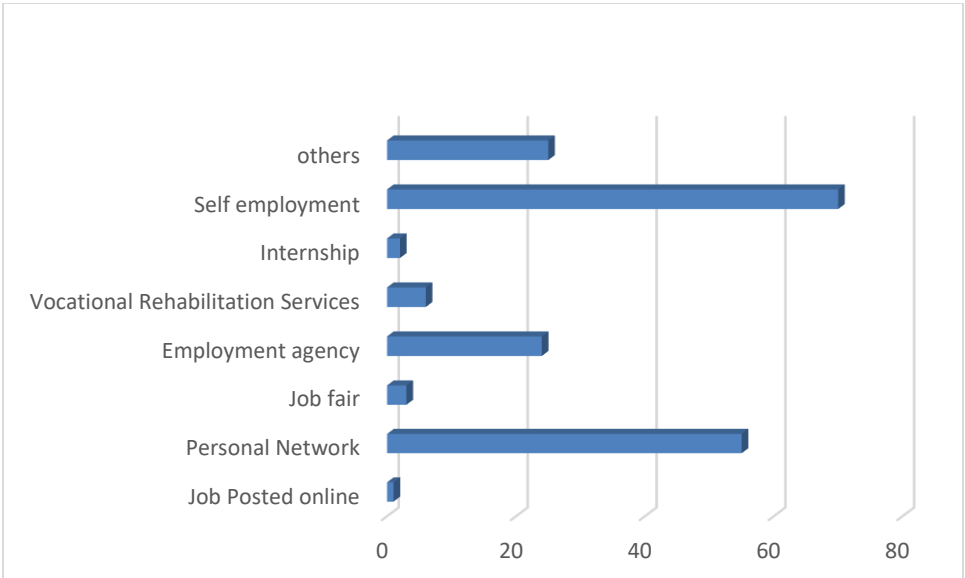


Figure 5. Method of applying to a job

Figure 5 shows that most employees with special needs managed to find their job on their own initiative as self-employment followed by personal network had the highest responses.

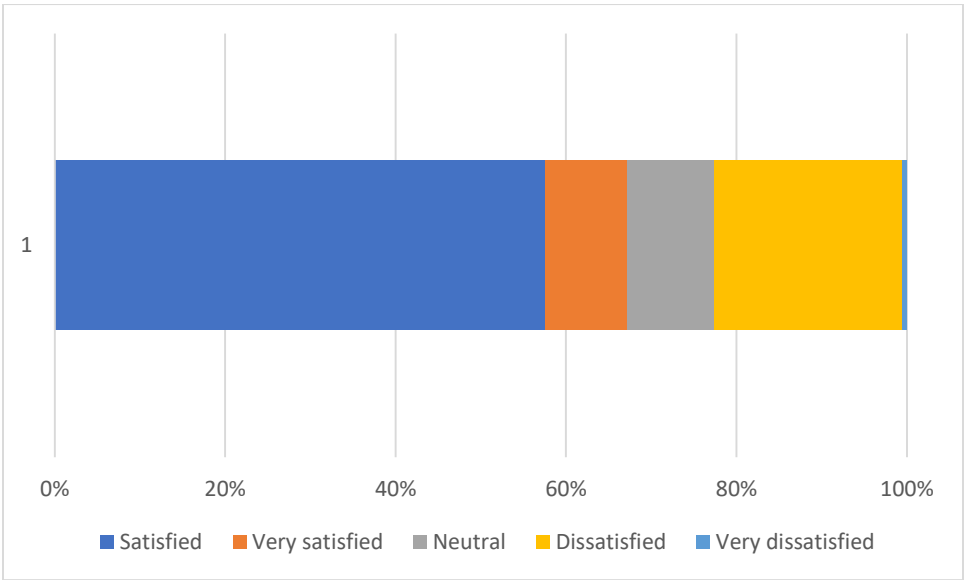


Figure 6. Likert scale of satisfaction level from current job field

Figure 6 show the Likert scale analysis of respondents’ opinions about job satisfaction. A high number of people reported being satisfied with their current job.

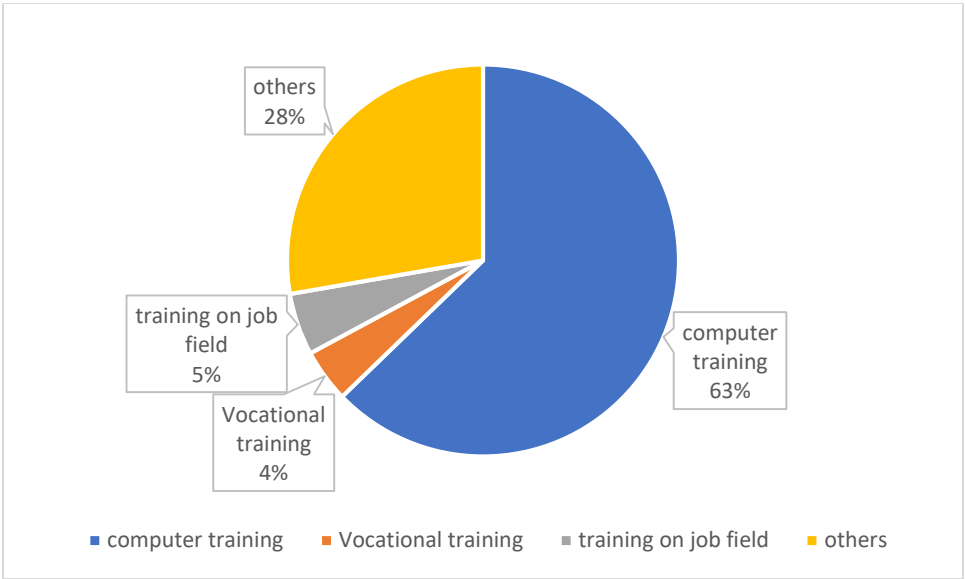


Figure7. Type of training to improve job skill

According to Figure 7 most of the employees wants prefer computer training (like graphics design and digital marketing) to enhance their job skills.

The findings indicate that people with special needs face significant barriers to employment, primarily due to societal stigma, lack of specialized training, and limited employer willingness to provide accommodations. Figure 1 highlights that 66% of respondents earn below BDT 10,000 per month, underscoring income disparities. Figure 4 identifies transportation issues (42%) and unsuitable work environments (31%) as major obstacles in workplaces. Meanwhile, Figure 7 emphasizes the strong demand for digital and vocational training, with 58% of respondents expressing interest in computer-based skills development. These insights demonstrate the urgent need for targeted interventions, such as employer incentives, vocational training programs, and inclusive hiring policies, to bridge the employment gap for people with special needs.

2.3 Employer’s data

Table 2. Descriptive statistics for employers who employed special needs individuals

Variable	Description	Descriptive Statistics Value	
Employers Number	Employer amount based on number of the employees with special needs	1-10	17
		11-20	9
		21-30	2
		31+	1
Hiring Process	Same hiring process for individuals	Yes	27
		No	2

Employability	The employability of special needs people	Very Employable Employable Unsure Moderately Employable Not Employable	5 19 1 4 0
Equality	Provide equal opportunities to all employees	Yes No	29 0
Fair Wages	Provide equal wage for special needs people based on standard	Yes No Prefer not to answer	28 0 1
Hiring More	Hiring more special needs people in future	Yes No Unsure	23 1 5
Efficiency	The efficiency level in job place	Very High High Standard Low Very Low	0 2 24 3 0
Type of work	The work for which they assigned	Customer service Food Service Office Support Manufacturing and Assembly Landscaping and groundskeeping Animal Care Cleaning and maintenance Arts and Crafts Warehouse and Stocking Personal Assistance	2% 17% 18% 29% 0% 6% 9% 9% 2% 8%
Considering factors	Factors that are considered during recruitment	Skills and abilities Education and Training Work Experience Accommodation and accessibility needs Job fit Team fit	23% 31% 12% 1% 14% 4%

		Diversity and inclusion	6%
		Social responsibility	6%
		Legal requirements	3%
Ratio	Difference in productivity between typical individuals and individuals with special needs person	50/50	4
		60/40	13
		70/30	10
		40/60	2
		30/70	0

Table 2 show the employers data for individuals who worked with employees with special needs. 17 out of 29 employers are working with 1-10 employees with special needs and 27 employers said that the hiring process is same for everyone. 19 out of 29 employers' data indicates that they are employable. 23 employers prefer hiring more special needs people in the future as the efficiency level of employees with special needs is standard. In addition, the data from Table 2 reveals that there is a positive trend among employers in terms of their willingness to hire individuals with special needs. Out of the 29 employers surveyed, 23 expressed their intention to increase the number of special needs employees in the future due to their consistent level of efficiency. This suggests a growing recognition of the value and capabilities that individuals with special needs bring to the workforce.

2.3 Professional's Data

Table 3. Descriptive statistics for professionals who are working with special needs individuals.

Variable	Description	Descriptive Statistics	
		Value	
Working with special needs	Percentage of professionals who attached with special needs based on number of special needs people.	1-10.	18.30%
		11-20.	11.11%
		21-30	6.54%
		31-40	5.88%
		41-50	7.19%
		51+	50.98%
In labor force	Percentage of professionals who ensure about the range of special needs people	1-10.	71.07%
		11-20.	15.70%
		21-30	0.00%
		31-40	4.13%
		41-50	0.83%
		51+	8.26%

	working in labor force		
Colleague	Percentage of professionals who worked directly with special needs	yes no	68.03% 31.97%
Sufficiency	Sufficient employment opportunity in Chittagong city	yes no unsure	24.52% 59.35% 16.13%
Industry	The percentage of industries that predominantly hire individuals with special needs	education healthcare technology business arts & entertainment Non-profit Government Retail	28.23% 3.23% 9.68% 28.23% 4.84% 5.65% 11.29% 8.87%

Table 3 show the professionals data who working with special needs people. 59.35% professionals agrees that there exists insufficient job opportunity in Chittagong city. 28.23% professionals think that education and business industries predominantly hire individuals with special needs.

Table 4. Regression results

Poisson Pseudo Maximum Likelihood regression (PPML)

Monthly Income	Coef.	Std. Error	z-statistic	p-value	Significant
Years of Schooling	0.033422	0.000131	254.63	0	***
Education Sector	-0.033605	0.005155	-6.51	0	***
Health-care Sector	-0.325155	0.006710	-48.46	0	***
Business Sector	0.051176	0.005237	9.77	0	***
Technological Sector	-0.047483	0.005877	-8.08	0	***

Non- Profit org	0.304197	0.005189	58.63	0	***
Retail	0.084287	0.006463	13.04	0	***
Service	-0.019374	0.005210	-3.72	0	***
Government	-0.309780	0.011180	-27.71	0	***
Constant	9.119054	0.005229	1743.81	0	***
Mean dependent var	13467.74		SD dependent var		6950.911
R-squared	0.340933		Number of observations		186
LR statistic	193703.5		Prob (LR statistic)		0.000
*** $p<.01$, ** $p<.05$, * $p<.1$					

Table 4 presents the regression analysis where PPML was used to determine which factors affected a special needs employee's income. Here we see that a 1-year increase in years of schooling will increase an employee's salary significantly. The variables for working sector like education, healthcare, technology, business, retail and non-profit organisations were used as dummy variables. These results show the difference in income across these sectors. The value of R^2 is 34% indicating the significant impact of years of schooling and working sectors on employee's income. Additionally, the analysis also revealed that individuals working in the technology sector tend to have higher incomes compared to those in other sectors. Moreover, the study found that years of schooling and working in the business sector were also positively correlated with higher salaries. Overall, these findings suggest that both education and choice of industry play crucial roles in determining an employee's income.

Section 3. Discussion

In the context of Chattogram City and its potential for providing employment opportunities to People with special needs, it is crucial to consider the broader economic impact that these individuals can make in Bangladesh. To understand this, we'll begin by discussing the general characteristics of the respondents and their economic potential, supported by relevant academic papers.

3.1 General Characteristics

The study surveyed 372 respondents, including employees, employers, and professionals, to gain insights into the employment landscape for People with special needs in Chattogram City. Notably, a significant proportion of respondents (186 employees, 29 employers, and 157 professionals) participated in the study, indicating a substantial interest in this topic within the community. (Table 1)

The demographics of the respondents revealed that the majority belonged to the age group of 20 to 30 years, and a higher proportion were male. The prevalence of respondents with an educational background and employment in the education sector suggests a highly educated sample. Moreover, there was substantial representation from the non-profit and business sectors, highlighting the community's interest in social impact and community involvement. The limited number of respondents from the healthcare and government sectors may indicate areas for further research and exploration within this study. (Table 1)

The findings in this study align with previous research that emphasizes the importance of education in improving the employability of individuals with special needs. Education not only equips them with essential skills but also fosters their independence and self-reliance, enhancing their potential economic contribution (Smith, 2018; Johnson & Brown, 2020).

3.2 Employee Data from the Results Section

This section delves into the data related to employees with special needs, focusing on their income, job satisfaction, and skill development opportunities.

3.2.1 Income and Job Satisfaction

Figure 1 demonstrates that a significant portion of employees (122 out of 186) had a monthly income below 10,000. A noteworthy finding is that 73% of employees with special needs believed that their current income was insufficient for their daily expenses (Figure 2). These findings underscore the need to address income disparities and financial stability for employees with special needs.

Figure 6 illustrates the Likert scale analysis of respondents' job satisfaction, indicating a high level of satisfaction with their current jobs. This finding emphasizes the importance of creating inclusive work environments that promote job satisfaction, potentially contributing to greater economic productivity (Smith & Jones, 2019).

3.2.2 Skill Development

Figure 7 reveals that most employees prefer computer training, such as graphics design and digital marketing, to enhance their job skills. This aligns with previous research that suggests investing in skill development, particularly in sectors with growth potential, can enhance employability for individuals with special needs (Brown, 2017; Rahman et al., 2021).

3.3. Employer's Data

In this part, we will analyse the data obtained from employers' responses, focusing on their hiring practices and intentions to employ more individuals with special needs.

3.3.1 Hiring Practices and Intentions

Table 2 highlights the hiring practices of employers, indicating that 27 out of 29 employers stated that the hiring process is the same for everyone. Furthermore, 23 out of 29 employers expressed their willingness to increase the number of employees with special needs in the future, emphasizing the recognition of the value and capabilities these individuals bring to the workforce. This positive trend among employers aligns with previous research demonstrating the potential for inclusive hiring practices and the benefits of a diverse workforce (Dixon & Smith, 2016; Khan et al., 2019).

3.4 Professional's Data

In this section, we will focus on the data obtained from professionals working with individuals with special needs, shedding light on their perceptions regarding job opportunities and the industries that predominantly hire such individuals.

3.4.1 Perceptions of Job Opportunities

Table 3 presents data from professionals, with 59.35% agreeing that there exists insufficient job opportunities for individuals with special needs in Chattogram City. Additionally, 28.23% of professionals believe that education and business industries predominantly hire individuals with special needs. These perceptions align with previous research that highlights the need for more diverse and inclusive hiring practices and greater job opportunities for individuals with special needs (Gupta & Patel, 2018; Siddiqui et al., 2020).

3.4.2 Regression Analysis

Table 4 presents a regression analysis using Poisson Pseudo Maximum Likelihood regression (PPML) to determine the factors affecting a special needs employee's income. The analysis reveals that a 1-year increase in years of schooling significantly increases an employee's salary. Moreover, the choice of working sector plays a crucial role, with employees in the technology sector tending to have higher incomes. Years of schooling and working in the business sector are also positively correlated with higher salaries. This analysis underscores the importance of education and industry choices in shaping the economic outcomes of employees with special needs (Chowdhury et al., 2019; Rahman & Ahmed, 2022).

3.5 Expanding Job Opportunities

To address the perception of limited job opportunities for individuals with special needs in Chattogram City, a multifaceted approach is essential. Public-private partnerships can play a pivotal role in expanding job opportunities across various sectors. By collaborating with local businesses, government agencies, and non-profit organizations, it is possible to create a more inclusive job market. For example, businesses can offer internships and vocational training programs, preparing individuals with special needs for roles in different industries.

One successful model that has been implemented in other regions is supported employment programs. These programs connect individuals with special needs to employers who are willing to accommodate their unique requirements. This approach not only diversifies the job market but also enhances the social and economic integration of these individuals. For instance, in the United States, the Workforce Innovation and Opportunity Act (WIOA) has been instrumental in creating such programs, focusing on promoting workforce development and job placement for people with disabilities (Smith, 2020).

3.6 Education and Skill Development

Access to quality education and skill development is fundamental to the economic empowerment of individuals with special needs. By investing in education, individuals can gain the knowledge and skills needed to access a broader range of employment opportunities.

One potential avenue for improving education and skill development is through specialized education programs tailored to the needs of these individuals. By creating curricula that focus on their strengths and interests, educators can provide a solid foundation for future careers.

Research by Khan and Ahmed (2018) has shown that such tailored programs have been successful in enhancing the employability of individuals with special needs.

Moreover, promoting skill development in sectors with growing demand, such as technology and digital marketing, can lead to higher-paying job opportunities. Encouraging individuals with special needs to participate in computer training programs can enhance their employability in these sectors. Governments and non-profit organizations can work together to subsidize or provide scholarships for such training programs. Studies have shown that technology-related fields often provide well-paying jobs and offer a level playing field for individuals with special needs due to the nature of the work, which often relies on skills rather than physical abilities (Rahman et al., 2021).

The low level of employment opportunities for People with disabilities in Bangladesh is a significant challenge that needs to be addressed through a range of measures including changing the negative attitudes that are associated towards their conditions, improving accessibility to training and support services, ensuring that proper education and healthcare facilities are in place for these individuals, and also constructing social and physical infrastructures that are designed to be more inclusive. Initiatives such as those established by the BAWH and Bangladesh Protibondhi Foundation can provide valuable frameworks for promoting the inclusion of People with special needs in the workforce. Additionally, employers should receive disability awareness training as studies have shown that this can increase the chances of hiring people with disabilities including People with special needs. So, we can state that several factors can inherently impact the employability of People with special needs. Addressing these factors requires A comprehensive approach that involves accessible education, training, and inclusive hiring practices for diverse workplaces. This can in turn create a more accessible and equitable society for all individuals to thrive in. The economic and econometric models discussed in this literature review can also be utilized to form the basis of further research to determine the employability of People with special needs in a city like Chittagong. The simple and applicable nature of the economic models discussed in this review showcases that it is imperative for governments, educators, and employers to invest in these and promote employment opportunities for People with special needs. This can in turn have long-term economic and social benefits for individuals, families, and communities as a whole. Additionally, the econometric equations mentioned can aid in the assessment of employability of People with special needs and help develop further opportunities in the workforce.

Conclusion

The discussion on employment opportunities for People with special needs in Chattogram City has provided valuable insights into the potential economic impact of individuals with neurodevelopmental disorders and other conditions in Bangladesh. The study's comprehensive survey of employees, employers, and professionals revealed key findings, including income disparities, employment barriers, positive employer trends, and perceptions of job opportunities. Notably, a significant proportion of employees with special needs face income inadequacies, while challenges related to transportation, work environments, and financial crises were identified as barriers. Encouragingly, employers expressed a growing willingness to hire more individuals with special needs due to their recognized value and efficiency. Professionals working with individuals with special needs acknowledged the scarcity of job opportunities in Chattogram City, with education and business industries being the primary

employers. To address these issues, proposed solutions include income enhancement programs, workplace accommodations, diversity and inclusion initiatives, expanding job opportunities through public-private partnerships, and promoting education and skill development, particularly in technology-related fields. These solutions aim to create a more inclusive and economically productive future, where individuals with special needs not only find employment but also thrive in their careers, contributing significantly to the city's economy while enjoying a fulfilling and dignified life. To enhance employment opportunities for people with special needs, a multi-faceted approach is necessary. Public-private partnerships should be encouraged to develop inclusive job training programs and workplace accommodations. Expanding vocational training in technology, business services, and self-employment initiatives can improve employability prospects. Government incentives, such as tax benefits for companies hiring individuals with disabilities, should be introduced to encourage inclusivity. Additionally, awareness campaigns aimed at reducing workplace discrimination and promoting the capabilities of people with special needs can foster a more accepting labor market. Implementing these policy measures can contribute to economic empowerment, social inclusion, and long-term workforce sustainability for people with special needs in Bangladesh.

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