

Shin Shin Apparel Ltd.



A JOURNEY TOWARDS INCLUSION

Shin Shin Apparel Ltd. is one reputed private Company in the RMG sector located at East Norshingapur, Zirabo, Savar, Dhaka. Shin Shin Apparel Ltd.s Ltd. is having two production floors each floor with an area of 72,000 square feet built on a land area of 3 acres, to accommodate current needs & future growth. The structural compliance of the building has been certified by number of foreign and local organizations including ACCORD.

Company's product includes Woven Bottoms, Skirt, Dresses, Short, Infants Wear, School uniform, polyester & Poly-viscose.

Hiring and Retention of Person with Disabilities

Shin Shin Apparel Ltd. is committed to the recruitment, development and retention of top talent, including individuals who have a disability. It believes that qualified candidates and people with disabilities are a unique source of talent who can deliver substantial value to the company.

For Shin Shin Apparel Ltd., the employment of people with disabilities is a matter of business case and not one of charity. In the company all the employees are given duties that are of importance for the

company, which means that the employees with disability aren't there only to fulfil the quota requirements, but also to be included in the workplace together with the rest of the staff.

And if they fail to achieve the company's goals and aimed results, they can be dismissed from the company according to the same directives as any other employee.



Company make workplace accessible for wheelchair user.
I follow company's disciplinary procedure, I know the complaint mechanism procedure of the company.
Recently I got married I save certain amount of my salary to start a small business in my village in future.



Shyamoli Akter, employee with wheel chair user

Partnering with i2i project, CDD

In 2019, To better inclusion of people with disabilities into the workforce, Shin Shin Apparel Ltd. entered in to a partnership with i2i project, Centre for Disability in Development (CDD) to promote inclusive employment. Under this partnership, initially CDD conducted training program for Shin Shin Apparel Ltd. Ltd on **Disability & Gender inclusion, Safeguarding and health and safety issues.**

HR Staffs attended this training program. CDD also carried out accessibility and gender inclusion assessment to determine what parts of Shin Shin Apparel Ltd. are accessible for persons with disabilities and where

improvement is needed. Assessment covered Physical infrastructure, Website, Human Resource and Policy part of the company. Based on assessment findings, CDD provided short, medium and long term action plan to Shin Shin Apparel Ltd. for accessible workplace.

Then CDD support Shin Shin Apparel Ltd. to implement this action plan, which include conduct follow up meeting, sharing resources materials, booklet and arranged training titled “Way of making workplace inclusive and accessible” for HR, Admin, production, IT, medical and Engineering department staffs at factory level.



Training program on Way of making workplace inclusive and accessible.

Outcome of the Partnership

Considering assessment action plan, Shin Shin Apparel Ltd. provides a variety of accommodations for employees with disabilities based on individual needs. This includes providing extra rest time, adapted chairs, adjustable desks and adapted equipment. Effort has been made to ensure its physical environment is accessible for employees with disabilities. Special ramps with railings have been constructed for improved access to buildings. Toilets with proper signages are also being installed.

Now Shin Shin Apparel Ltd. seeks to make its entire workforce aware of its inclusion and diversity policies. At the workplace, now Persons with disabilities have not encountered any forms of discrimination in career advancement and growth. New employees also receive inclusion and diversity training as part of their orientation. Company attempted to make it website accessible. They developed Return to Work Policy and assigned deputy manager HR as focal person of disability inclusion.

Since 2016, Shin Shin Apparel Ltd. has been promoting inclusive workplace now they set a target of having at least 5 per cent of its workforce comprised of person with disabilities. To this end, operational and recruitment committee is working to meet this company’s target and commitment on disability inclusion. Disability inclusion is now a core value of the Shin Shin Apparel Ltd., which currently employs 36

people with disabilities, of whom, 3 are employees with wheel chair user (two are women with disabilities and one is man with disabilities). Today, Shin Shin Apparel Ltd. plays a leadership role in disability inclusion in the workplace in Bangladesh.



We are satisfied with the performance of employees with disabilities. Company assessed not just their workplace performance but other factors as well, including absenteeism, turnover, and commitment to work tasks. The results were surprisingly positive. The evaluation demonstrated that their performance was above average and benefited from a strong task-orientation and a commitment to quality service.

Mr. Mostafizur Rahman
Deputy Manager, HR and Focal Person on Disability
Shin Shin Apparel Ltd.



Ramp for Barrier free workplace



Accessible Entrance



Counseling Program for Employees with Disabilities



Accessible Wash Room for Male and Female Staffs

Lessons learned and advice

Based on their own experiences, Shin Shin Apparel Ltd. encourages other companies to replicate their programme and general approach to disability inclusion; offering the following specific advice on what the company considers key for any initiative to succeed:

Building an inclusive organization is a process: Shin Shin Apparel Ltd. realized that employing persons with disabilities requires more than educating employers; it also requires changes in policies, facilities and attitudes within the organization – which is a process that takes time.

Management commitment makes a difference: Shin Shin Apparel Ltd. learned that engaging the leadership in disability inclusion is vital. Disability inclusion is an issue that needs to be dealt with at the core of the organization and this can only happen if the leadership is informed and committed.

Learning from others can save time and money. The approach to learn from experiences and good practice examples of other enterprises has proven successful, as exchanging experiences and practical solutions often saves time and money

Training persons with disabilities is not enough – awareness-raising is also needed at workplaces for disability inclusion

