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**Profiling employment characteristics of
person with disabilities in three cities
(Ouagadougou, Koudougou and Bobo
Dioulasso) of Burkina Faso**

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Abreviation and Acronyms

BEPC: Brevet of undergraduate study:

CEP: Primary Study Certificate:

GPHC: General Population and Housing Census (RGPH in french)

HEI : High Education Institution

HM: Health Ministry (MS in French)

ID: Identity

ILO: International Labor Organization

MEF: Ministry of Economy and Finance

MLSS: Ministry of Labor and Social Security (MTSS in French)

MSANS: Ministry of Social Action and National Solidarity (MASSN in french)

MTPDE: Ministry of transport of Postes and Digital Economy (MTPEN)

MYVTE: Ministry of Youth, Vocational Training and Employment (MJFPE in French)

NA: National Assembly

NAPE: National Agencies for the Promotion of Employment

NISD: National Institute of Statistic and Demography

PM: Prime Ministry

PRES: Presidency

PWD: People with Disabilities

UN-ABPAM : The National Union of Burkinabé Associations for the Promotion of the Blind and Visually Impaired

UNCRPD: Ratification of the United Nations Convention on the Rights of Persons with Disabilities

UNDP: United Nation Development Program

WAEMU: West African Economic and Monetary Union

YWD: Youth with disabilities

Abstract

Work is a defining element of human existence. It is the way to keep us alive and meet basic needs. But it is also an activity through which people affirm their identity, in relation to themselves and in relation to those around them. Work is crucial for individual choice, the well-being of families and the stability of societies.

In Burkina, we have almost 3 226 627¹ persons are living with disabilities as almost 6.48% of the total population. According to the results of a study by the Ministry of Youth, Vocational Training and Employment (MYVTE) in collaboration with the International Labor Office (ILO), people with disabilities have less access to education (27%) compared to people without disabilities (31%). Also PWD are more affected by unemployment (5.6%) compared to people without disabilities (3.3%); and people with disabilities are more present in precarious salaried jobs (21%) compared to people without disabilities (13%). This means that PWD faced an employability problem. These low rates explain the fact that even working people with disabilities are often under-employed and relegated to low-skilled, low-paid jobs with little or no social and legal security. Indeed, what are the different factors which are causing these low rates? In order to look for the reasons for these low rates, we will by this research look for the profiles characteristics of the persons principally the youth with disabilities in Ouagadougou, koudougou and Bobo Dioulasso. With a main goal which is to analyze the situation of the youth with a disability (YWD) according to the criteria of level of study and employability in order to enhance their lifestyle instead of letting their self-confidence affected because it may discourage or even making them feeling different and could make them give up their activity. Normally the youth, without difference even with their disability has the right and the need to work to earn a living, support their families, benefit from community recognition, and improve their self-confidence and realize their life.

Keys word: persons with disabilities, employment, youth

¹ <https://www.sig.bf/2021/12/journee-internationale-des-personnes-handicapees-2021-message-de-la-ministre-de-la-femme-de-la-solidarite-nationale-de-la-famille-et-de-laction-humanitaire/> consulted the 1st June 2022

I. Introduction

Over 7 billion people in the world, more than one billion² People, or approximately 15 % of the world's population, live with some form of disability and 80% live in developing countries. Persons with disabilities (PWD) are defined as persons who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others."³ According to the Universal Declaration of Human Rights, "all human beings are born free and equal in dignity and rights". However, in many societies in developing countries, particularly in Burkina Faso, people with disabilities encounter many difficulties in their daily existence linked particularly to the specific nature of their disability. Also, people with disabilities are victims of marginalization sometimes based on prejudice on the part of members of the society in which they live. These members refuse to see in them the ability to participate in the development of society. This marginalization suffered by people with disabilities, especially young people, in their communities tends to put them in another situation of disability apart from the one they already have difficulty managing.

Our research would be to profile the characteristics of the jobs of people living with a disability in a well-defined environment that is Burkina Faso, mainly in three cities that are Ouagadougou, Koudougou and Bobo Dioulasso. Thus, we turn to the central question: **What is the level of schooling and the types of employment obtained by young people living with a disability in Ouagadougou, Koudougou and Bobo Dioulasso?** And in other to enable us to identify that, we have to clarify an overview on the study situation and the types of job (on formal, informal or entrepreneurship) of most of youth in these cities in Burkina Faso. Thus, we splitted the main question to some secondaries questions as *-What are the types of disabilities met with most youth in the area of research? -What is their studies level? -Are the youth with disabilities employed and what difficulties are they faced with?*

These questions could be ways to enable us to achieve a very specific objective which is mainly to **analyze the situation of young people living with a disability according to the criteria of level of study and employability**. In order to reach this goal, we could look for -determining the different types of disabilities that most youth faced with in Ouagadougou, Koudougou and Bobo Dioulasso, -making the inventory of youth with disabilities who studied and -enumerating the rate of youth with disabilities according to the different type of job they have.

So the article will show the method used for the research, and the different results got and the analyze of these results.

II. Methodologies

II.1 Contextualization

Burkina Faso remains the third most populous country in the West African Economic and Monetary Union (WAEMU) after Côte d'Ivoire and Niger. Its population is very young with a proportion of 57.6% of those under 20 years old and that of higher education (19-23 years old) represents a proportion of 9.5%. According to the General Population and Housing Census (GPHC) 2019, the average annual rate of population growth remains. 2.9%. According to the 2020 United Nation Development Program (UNDP) Sustainable Human Development Report, Burkina Faso is ranked the 182nd out of 189 countries with a human development index (HDI) of 0.452 in 2019. This index is slightly up on that of the previous year (0.434). In 2020, the pace of economic growth in Burkina Faso slowed down with a rate of 1.9% against 5.7% in 2019 according to the National Institute of

² <https://www.un.org/development/desa/disabilities/news/news/international-of-persons-with-disabilities-3-december.html>, date: 30th May at 11:05 pm

³ Article 1 of the Convention on the Rights of Persons with Disabilities (2006)

Statistic and Demography (NISD) 2020 national statistical yearbook. This situation is attributable to the security and health context marked by the resurgence of terrorist attacks and the persistence of the Covid-19 pandemic.

Also, the poverty situation remains remarkable and results in a proportion of 41.4% of the population living below the national poverty line estimated at 194,629 CFA per year. On the educational level, 2/3 of Burkinabe aged 15 and over cannot read or write in any language; which corresponds to a literacy rate of 34.5% in 2017.

In addition, school life expectancy in higher education is 0.41 years. This indicates a low average duration of schooling. In terms of higher education, several efforts are being made by the authorities to improve supply and quality. of the subsector. In 2020/2021, the total number of students is 190,218.

At all levels of social life, people with disabilities face discrimination, constituting a source of vulnerability. Some of them are not considered in their social life, and some of them have difficulties having a normal academic year and a fulfilling job. This low level of education, the weak application of legal incentives in their favor and the mismatch between the training received and the existing employment opportunities are also some obstacles to the promotion of their employability. Indeed, according to the results of a national multi-sectoral study on the situation of people in general with disabilities carried out in 2008, 66% have no level of education; only 25.9% have an occupation, the majority of them in the informal sector and 76.8% are unemployed.

To solve this situation some laws have been adopted in Burkina in order to help increase the low rates of employment and the education of persons with disabilities. It is the case of:

- the legal framework, in this case Law 012-2010/NA of 1 April 2010 on the protection and promotion of the rights of persons with disabilities and the Labor Code, is favorable to access to employment for persons with disabilities;
- the government law N° 2019-530/PRES/PM/MTSS/MASSN/MS on article 8 mentions that *“each enterprise which employing more than 50% has to reserved 5% of place of employment for the persons who are living with disabilities”*⁴.
- Information, awareness-raising and communication activities on the inclusion of people with disabilities in all areas of life are constantly carried out by actors in the field of disability;
- Thematic advocacy workshops on employment were carried out for administrative and political authorities, heads of regional and municipal executives as well as private employers.
- financial and technical support to charitable structures and organizations for integrated care, including vocational training for nearly 1,200 disabled children at an estimated cost of 720 million FCFA;

However, in a climate of economic and political uncertainty, the protection of the most vulnerable members of society takes on increasing importance. Some efforts are made by the government to enhance the level of training, education and the employability of the youth with disabilities. Some rate as 30% of PWD are literate; only 23% received vocational training, the majority of them on the job. So, through this investigation, we will focus more on YWD and analyze their actual state about the studies and employment situation.

⁴ According to the initial report from Burkina Faso on the implementation of the convention on the rights of persons with disabilities

II.2 Determination of the research areas and the sampling method

II.2.1 The research areas

In Burkina, the population is almost 20,903,278⁵, This population is extremely young, as evidenced by the following statistics: 45.3% of children under 15; 32.6% of young people aged 15 to 34; 18.7% of adults aged 35 to 64 and 3.4% of people aged 65 and over. The average age of Burkinabè is 21.7 years old, according to statistics.

Ouagadougou is the capital and largest city of Burkina Faso, with an estimated population of over 2.4 million in 2019. The city is located roughly in the center of the country, in the province of Kadiogo, in the middle of the intertropical and has more than 2 966 307⁶ people, in 2021.

Bobo Dioulasso, is located in the south-west of Burkina Faso, the former colonial capital of Upper Volta and still called the economic capital. It covers an area of 13,678 ha, the city had 489,967 inhabitants and more than 1 050,000 inhabitants according to the 2016 National Institute of Statistics and Demography surveys.

Koudougou is located on the Mossi plateau 100 km west of Ouagadougou, with more than 183 332 inhabitants.

These are the three big cities of Burkina Faso. Some reasons are making us focus on these cities:

- there are the big ones with a large number of populations and of young people;
- the current insecure situation of the country caused by terrorism in the eastern, western and northern part of the country reduces considerably our area of research
- People with disabilities are living more in rural areas (80.6%) compared to 19.4% in urban centers. Those of rural areas are farmers and artisans and almost all are not attended to school. So, we are focusing on PWD in urban areas.
- We are focusing on the YWD employment profile, and in 2020-2021, the total number of students is 190,218⁷

II.2.2 Sampling methods

In order to achieve to good results, we will use a stratified sampling system, depending on the number of people per city and according to the total percentage of people living with a disability, we proceeded by rule of 3, to find the possible percentages per city. Thus, we obtained 0,92% for the city of Ouagadougou, 0,32% for the city of Koudougou and 0,04% for the city of Bobo Dioulasso. According to this subdivision, we are going to proceed by strata, that is to say that in a given zone of Ouagadougou, the situation experienced by most of the people living with a disability in this zone applies to the surrounding others. We consider a stratum is 20 YWD, so, we will take 8 strata in the city of Ouagadougou with a total of 153 people as quotas (7 strata si 20 YWD each and 1 stratum with 13 YWD), 1 stratum in Koudougou with a quota of 20 YWD and 3 strata in Bobo Dioulasso with a quota of 52 people (2 strata with 20 YWD and 1 stratum with 3 YWD) to be surveyed.

Location/cities	Population	Rate	Proposal number/ Survey	Proposal Number/ interviews	Total per city for the investigation
Burkina Faso	20 903 278	6,48%			
Ouagadougou	2 966 307	0.92%	145	8	153
Bobo Dioulasso	1 050 000	0.32%	51	1	52

⁵ https://datacommons.org/ranking/Count_Person/Country/africa?h=country%2FBFA consulted on August 2022

⁶ <https://www.populationdata.net/pays/burkina-faso/> consulted on August 2022

⁷ Higher Education Scoreboard 2020/2021, January 2022, page 4

Koudougou	183 332	0.04%	17	3	20
			213	12	225

Table 1: Number of YWD investigated per city

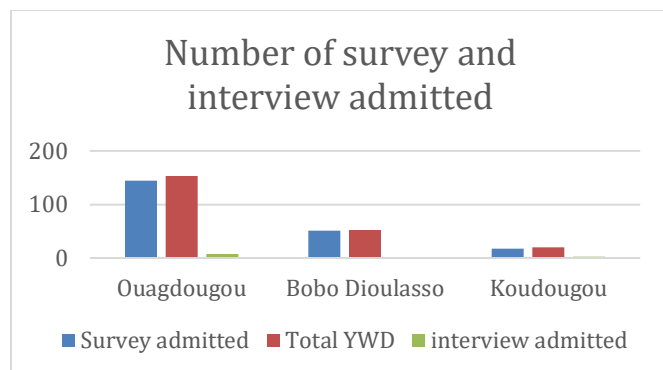


Figure 1: number of survey and interview admitted

II.3 Technical description and conduct of the investigation

We started our survey from 15th of July to 25th of July. For this project were concerned the youth from 18 years old, supposed to be the interval of age of being at school. For the success of the data collection, we organized interviews with some structures (association, government, private institutions) in Ouagadougou, Koudougou and Bobo Dioulasso for qualitative data collection, and proceeded by a survey for quantitative data. The mains sections about the questioners and the interviews were around those points:

1. The identification (ID) of the responsible of the survey (name and the city)
2. The ID of the interviewed person (sex, age, living city, marital status)
3. The type of disability (type, existence or not of locomotion)
4. The education profile (the level of study, the degree or certificate got, employment situation)
5. The employment characteristics (type of enterprise, the type of contract, professional experience, the type of salary, relation with the other member of the enterprise)
6. The Difficulties due to the disability (the impact of the disability on the job, looking and finding a job).

About the conduct of the investigation, we worked with a team of seven persons (the project manager for the all supervision of the investigation, the assistant for the checking of data qualities and saving, and five investigators, three of them in Ouagadougou, one in Koudougou and one in Bobo Dioulasso. In order to respect the quota of gender we have three girls and 4 men so 42,85% of women in the investigation team.

City	Enterprises
Ouagadougou	Somisa/ Mine
	Huawei: entreprise of computing
	Ministry of Education
	National center of PWD
	Entrepreneurs/Carpenters
	The National Union of Burkinabé Associations for the Promotion of the Blind and Visually Impaired (UN-ABPAM) of Ouagadougou
	National Water service (Onea)

	National Centers for People with Disabilities of Ouagadougou
Koudougou	Association Koyanga
Bobo Dioulasso	Entrepreneurs
	Associations
	Government

Table 2: The different enterprises met for interviews

III. Outcomes and analyze

According to the item 72 thematic areas, these domains are concerned: the “poverty eradication”, “Education and skills revolution”, “supporting young people” mainly persons with disabilities. So many people with disabilities have some adapted training (education and skills) and looking for a professional insertion improvement.

The results and analyze according to the different sectors of investigation:

III.1 The identification of the responsible of the survey

During the various investigation, a team was mobilized to be able to submit the various questionnaires to the people targeted by the team:

Cities	Name of the investigator	Number of persons surveyed and interviewed
Ouagadougou	Sawadogo Ismael	55
	Ouedraogo Abdoul Aziz	55
	Dabilgou Nafissatou	43
Koudougou	Tiendrebeogo Brigitte	20
Bobo Dioulasso	Traoré Abdoul Fatahou	52
Total		225

Table 3: The investigators and the number of persons investigated

III.2 The ID information of the interviewed person

In this point we will clarify the information linked to the sex, the age, the city where these YWD are living and the marital status of those YWD. Indeed, the percentage recorded a rate of 71.6% young men with disabilities versus 28.4% for young disabled females.

The results of the surveys by age category show that the majority of people with disabilities over the age of 35 have a proportion of 37.6%. This high proportion tells us that this age group is facing integration difficulties at the professional level. At this age group follows the age group of 26 to 35 years with a use of 35% and 27.4% for the age group of 18 to 25 years.

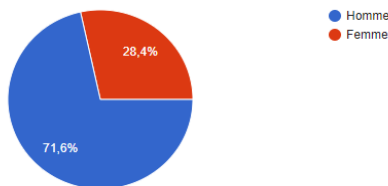


Figure 2: percentage of gender investigated

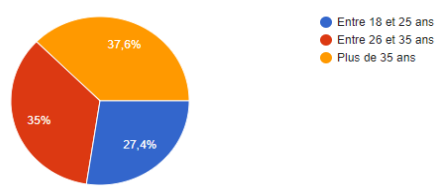


Figure 3: The rate of age of investigated persons

The results of the surveys according to the category of place of residence show that the majority of young disabled people with a proportion of 68.8% live in Ouagadougou against 22.6% in Bobo-

Dioulasso and 8.8% in Koudougou. About their marital status, 66.2% are single, 5.4% are living with a family without getting married, and 28.4% are legally married.

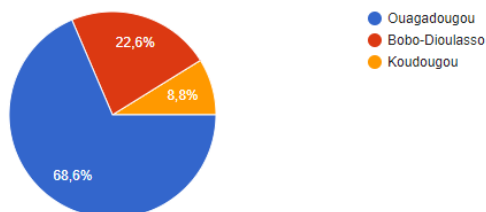


Figure 4: Percentage of the investigated persons according to where there are living

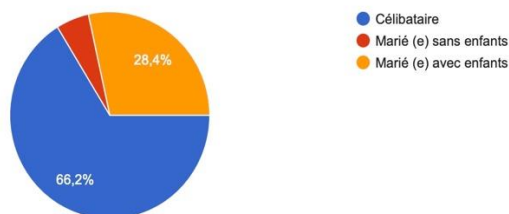


Figure 5: Percentage of investigated persons according to their marital status

III.3 The type of disability

In the world we have four main types of disabilities as, motor disability, sensory disability, mental handicap or intellectual disability, psychic or cognitive disability.

The international neuromodulation society define the motor disability or motor impairment the partial or total loss of function of a body part, usually a limb or limbs. This may result in muscle weakness, poor stamina, lack of muscle control, or total paralysis⁸. The Virginia Department of Education are defining the “Sensory disabilities” can involve any of the five senses, but for educational purposes, it generally refers to a disability related to hearing, vision, or both hearing and vision. Sensory disabilities affect access – access to visual and/or auditory information. Most content information is presented visually and/or auditorily in the classroom. It is important that children experiencing a vision and/or a hearing loss are appropriately identified to ensure access to education⁹.

Intellectual disability (ID), once called mental retardation, is characterized by below-average intelligence or mental ability and a lack of skills necessary for day-to-day living. People with intellectual disabilities can and do learn new skills, but they learn them more slowly¹⁰.

The psychological disability is the state where the emotion and/or thoughts of the person are affected.¹¹

In Burkina, especially in the three cities, Ouagadougou, Koudougou and Bobo Dioulasso, according to our survey, we distinguish the existence of these four types of disability. There is a high proportion of motor disability with a percentage of 58.4%. Then the sensory disability with a proportion of 37.6% (detailed as 18.1% of auditory and 19.5% for visual handicap). Only 3.5% is the rate of mental handicap and 1.3% for psychic handicap.

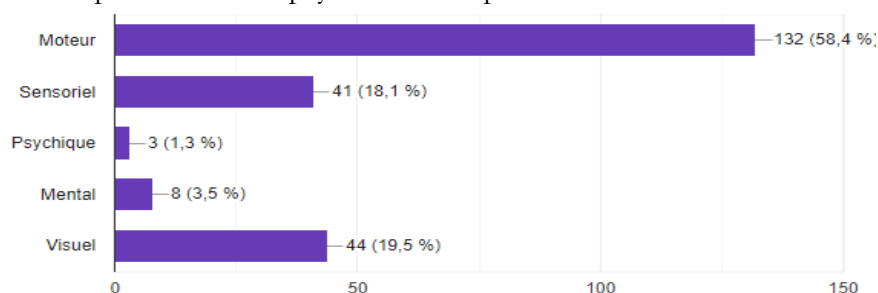


Figure 6: Percentage of investigated person according to the type of disability

⁸ <https://www.neuromodulation.com/motor-impairment> consulted on July 2022

⁹ https://doe.virginia.gov/special_ed/disabilities/sensory_disabilities/index.shtml consulted on July 2022

¹⁰ <https://www.webmd.com/parenting/baby/child-intellectual-disability> consulted on July 2022

¹¹ https://handicapossible.com/handicaps-guides/psychic-handicaps/#grand_un consulted on July 2022

The results of the surveys according to the means of transport show that young people with disabilities who own a means of transport have a proportion of 51.4% against 48.6% of people who do not have one. The results of the surveys according to the type of means of transport show that the majority of young people with disabilities own a motorcycle or a three-wheeled motorbike or a bicycle.

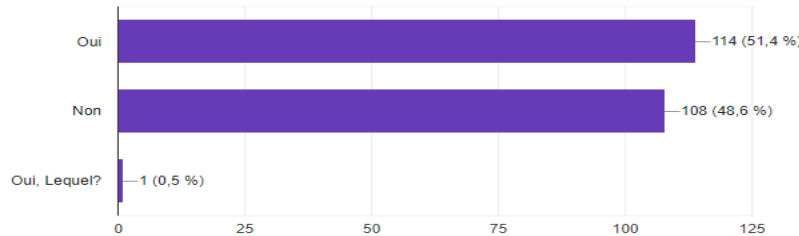


Figure 7: Percentage of investigated person according to the means of locomotion

III.4 The education profile of YWD

The results of the graph below show us that 37.2% of young people with disabilities have no education, against 62.8% with an education. Among those ones, 18.1% has a primary level 16.8% with a secondary level, the 27.9% others have universities studies and/ or are doing professional trainings. With 134 answers about the level of training of degree/diploma got, the majority of YWD have the Baccalaureate diploma. They occupy a proportion of 26.9% against 11.9% with a bachelor's degree. Young people with disabilities with the primary certification diploma have a proportion of 25.4% against 11.9% who obtained the BEPC.

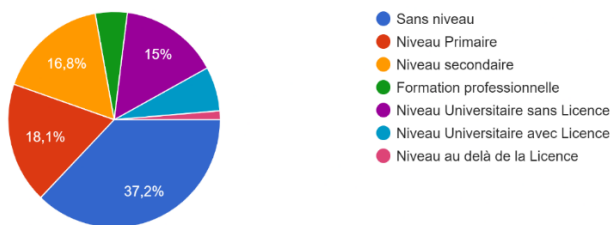


Figure 8: Percentage of investigated person according to the level of study

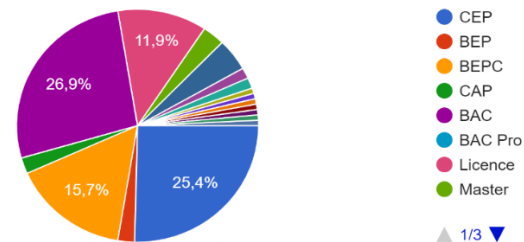


Figure 9: Percentage of investigated person according to the type of degree

III.5 The employment characteristics of YWD

The results concerning the number of employees in a company show us that only 23.5% of YWD are working in a company against 76.5% who are not employed in a company. These results show the difficulties that young people encounter when looking for a job.

The results of this graph in the right side is showing the different condition linked to the contract in which some YWD are working.

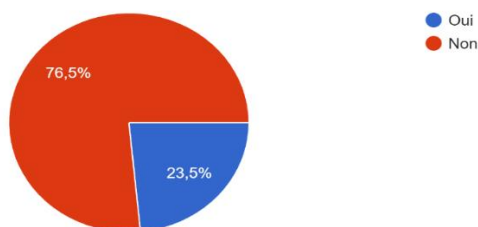


Figure 10: Percentage of investigated person according to the employment level in enterprise

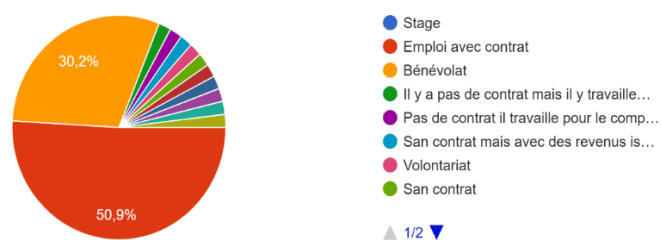


Figure 11: Percentage of investigated person according to the type of contract for the job

Among the 23.5% of YWD, 60.4% of them have a professional experience. And this experience is old than a year for 76.9% of them and the other 23.1% with less than 1 year old work experience.

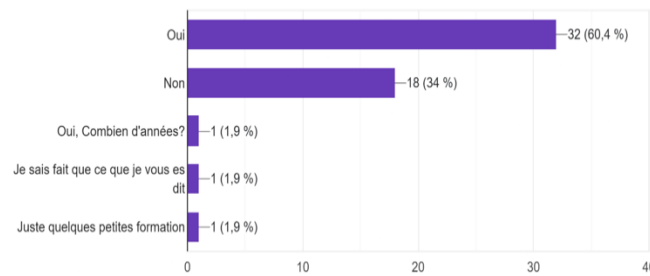


Figure 12: Percentage of investigated YWD who have professional experience

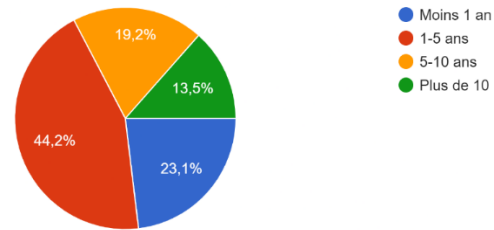


Figure 13: Percentage of investigated YWD according to the number of years experiences

The majority of young people with disabilities receive a salary as a resource. 35.9% of the YWD has more than 100 000 FCA as a salary in enterprises, the 64.1% has different type of salary. Maybe less than 100 000 of has money according to the profit amount, and other are entrepreneurs so they are investing for the success of their project, even unfortunately they couldn't have 100 000 as salary per month.

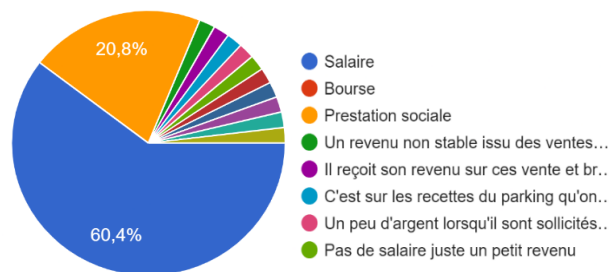


Figure 14: Percentage of investigated YWD according to the type of revenue

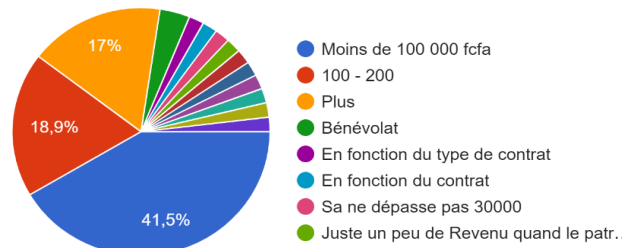


Figure 15: Percentage of investigated YWD according to the amount of salary, or revenue

17.3% of YWD are entrepreneurs. The different activities they are doing are :

- the training domain are teachers,
- parking manager,
- breeding,
- sewing embroidery,
- weaving,
- Seller (clothes, ..)
- guarding.

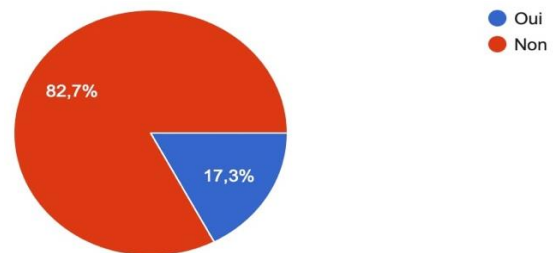


Figure 16: Percentage of investigated YWD who are entrepreneurs

III.6 The Difficulties due to the disability

The job finding is another problem to solve by YWD, indeed, 61.1% of those YWD has difficulties to find a job and 63.6% did at least three years as mean time of looking for a job. 19.3% did from 1 month to 3 years and finally just 17.1% were lucky and found a job less than a month.

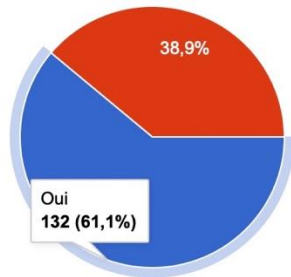


Figure 17: Percentage of investigated YWD according to the job finding difficulties

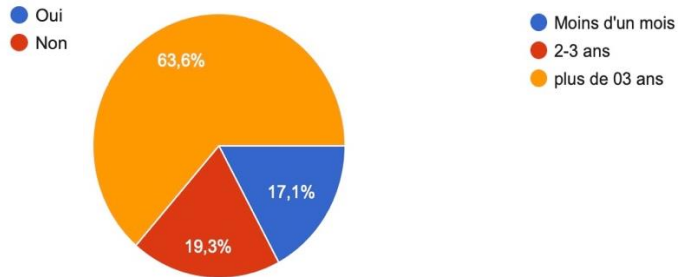


Figure 18: Percentage of investigated YWD according to the mean time before job finding

After interviews, some ideas called “Heart beating” are collected from many YWD:

Always need funding, I have big dreams myself
 I ask everyone to help us because we are suffering a lot
 Take into account the elderly, they need to be assisted
 We are asking for work materials
 We invite people of good will to support us by buying our goods that we put on the market
 We ask people to support us in our activities
 Thank you all.... obviously, a bit in a hurry to get to her workplace
 Thank you to those who support us
 I sell groundnuts and peanuts. If I got support, I'll open a shop and stay put

Saved us because we no longer have too much hope, the lack of means of transport often penalizes me enormously
 We ask the authorities to look at us too, because we are the children of this country too... I am an activist in an association but we lack everything
 I just want to be well integrated into society
 The state only has to really support us in our activities, it will boost us even more
 I would really like someone to help me get funding for my breeding project.
 I already thank my employer for his trust because it was not easy "
 "I'm happy here and fulfilled what more could you ask for. God bless my country"
 Because it was not easy, when you know how you are a little stigmatized in general. I urge the authorities to do better for people with disabilities "



Here at the center we are paid according to what we do so I hope that you can entrust us with your welding and carpentry work.
 I would like the state to think of us in their decision-making, especially for competitions, even if I'm older, I fight for those who come to be treated well. Because our generation is a sacrificed generation
 remember us
 really help us
 I hope that the National Institute of the Statistic and Demography (NISD) will consider doing like you and have a figure regarding people living with disabilities

The state either continue to support people with disabilities, because many have levels but unfortunately during the competition exams we also forget them, you will have to really follow the imposed quotas because this is not respected everywhere
 I have hearing problems, so with those around me I have some communication problems.
 Take into account the disabled in the various competitions
 Give us our chance. Increase the number of positions in the competition
 I don't have a job because I have a malformation in my spine, I didn't have a home too. I help my mother in her solo business.
 After my training I open my workshop. I need support for this, please help us
 I just want to tell people that we are as human as they are. Just because I don't have feet doesn't mean I'm half a woman. Thanks

He would like the state to be very attentive to people with disabilities because their socio-professional integration is very slow or even non-existent.

We thank the people who come to help us, in particular Rotary and the San Forgotten Lions Club, which is making efforts as well.

We are asking for support at the state level, which is certainly done, but we still need it "

Come and help us because we need it too much.

My handicap plays against me a little, because I would have liked to evolve in another field... but that one also begins to please me since I am like in a family

High blood pressure crippled me and now I can't work

"Disability should not be a fatality...

God didn't give me feet and I didn't want them myself. (Laugh)"

We suffer that everyone helps us in their own way

Thank you for the interest given to us visually impaired people

No one can help us except God

In music, as everywhere, there are difficulties. Just help us promote our music, and you'll be fine. Like it's a start

That the state fully plays its role as well as our local authorities

"We thank our various partners who come to help us.



I am a farmer, I have needs in particular for a semi-tractor to better facilitate my work. I would like through your channel to ask the authorities to help us by granting us loans.

The state is certainly making efforts but that the authorities always continue in this momentum with these different partners....because it is on them that we all depend

"I do nothing all day.

I spend my time in our association, but soon I will train for the profession of weaver, it will make me very independent "

We ask the state to provide us with equipment and tools to better be useful to society.

All I want now is my daily sustenance

We are fighting to improve our living conditions which is already not easy.. but we remain optimistic

God bless you for and keep supporting us

The authorities must make it easier for us to obtain credit and take into account our difficulties.

If I have the possibility of having financing I was going to enlarge my place of work.

Support people with disabilities who embark on entrepreneurship, especially livestock farming

Because of my disability, I had trouble getting hired in a company.. I then decided to practice a liberal profession, especially mechanics.. We pray that the government will help us because it is really not easy.

Apart from his inability to speak or hear, he is mining and farming!

I thank God because my disability does not prevent me from earning a living

I'm doing well as a photographer. I even recruited people as employees.

Today I can't say that I'm fine, because I find it difficult to make a living as a shoemaker.

Often you spend the whole day with nothing

People won't hire me cause my ears can't hear

<p>We seek the support of the state for our various support to support ourselves We fight for the state to take us into account We ask resource persons or companies to support us in one way or another. "I urge you to come to our aid....because we are in great pain. Only my friends support me" My heart cry is to ask able-bodied people to also consider us as their equals. " The market is slow. If you can find us orders that will help me a lot. I make armchairs. With my business I give thanks to God. I'm doing better than some normal people I need financial assistance to expand my mechanics "I know that if I didn't have this handicap and also if I had gone to school, I wouldn't be here. But I also thank God for giving me this ability to weave my loincloths and resell them" "I already want to come back to one of your questions. But as they say, whatever God does is good.</p>	<p>I sell condiments and I can barely support myself with what I earn. May God assist you in your work and help you move forward Thank you for thinking of people like us. If one day there is help, think of us. If I win support I will expand my mechanical workshop "I have lost my eyes since childhood after an illness. But now I managed to accept my blindness because of The National Union of Burkinabé Associations for the Promotion of the Blind and Visually Impaired (UN-ABPAM) of Ouagadougou I want to say that the person living with a disability must also be considered like any other person" Thank you for the thought, but many times we receive people who come to ask questions like you, to improve our situation, but we never see anything If you can help us, it will work out for us. With the sale of shoes, I don't earn much. With one arm I cannot do what those with two arms can do. "I sell call credits cards and also cigarettes and lotus. I am also preparing competitions. I would like the state to be able to look into the situation of PWD because in my opinion their rights are not respected " "I am really very sad because of my blindness because this handicap has not played much in my favor and I even believe that it is because of my handicap that I am not yet married. I wish I had known the joy of being a mother but unfortunately.</p>
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Figure 19: resume of the "heart beat words" to the government, to investigator to the people around the YWD

CONCLUSION

In Burkina, with 3 226 627 PWD, these persons are facing to some difficulties as being integrated in the life environment either on enterprises. The researches we did is about how to profile the characteristics of employment in three cities in Burkina Faso: Ouagadougou, the capital, Koudougou, the third populated country and Bobo Dioulasso, the economic country of Burkina Faso. The issue of access to employment for PWD is nowadays a major concern for the international community.

Indeed, most of YWD investigated are more than 18 years old, our investigation was during the month of July 2022. We remarked that the four kind of disabilities are existing in Burkina, and the high rate of disability found is the motor one. Among the 62.8% of YWD have an education, so a degree. Most of them has employed on enterprises and some of them are entrepreneurs. They are of course facing to some difficulties. So, the Burkina Faso government has also taken decisions to improve the life insertion, professional insertion and the access to the education.

The legal framework, in this case Law 012-2010/AN of 1 April 2010 on the protection and promotion of the rights of PWD and the Labor Code, is favorable to access to employment for persons with disabilities. However, their low level of education, the weak application of legal incentives in their favor and the mismatch between the training received and the existing employment opportunities are obstacles to the promotion of their employability.

These observations and facts constitute challenges to be met if we want to achieve real autonomy for people with disabilities. Some of the challenges ahead include:

- access to education and vocational training;
- access to credit and means of production;
- The effectiveness of rights to work and to adequate social protection;
- the effective application of legal texts in favor of persons with disabilities;
- the fight against negative social representations of disability.

In legal terms, some decisions are taken in other to improve the situation of the YWD. Indeed, are voted some decisions as:

- the Ratification of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and its additional protocol;
- the Ratification of Convention 159 of the International Labor Organization (ILO) on the employment of persons with disabilities; the adoption of Law 012-2010/AN of April 1, 2010 on the protection and promotion of the rights of persons with disabilities in Burkina Faso in its articles 26 to 36, pays particular attention to vocational training and employment of persons with disabilities;
- the adoption of Decree No. 2012-829/PRES/PM/MASSN/MEF/MGFPE/MTPEN of 22 October 2012 on the adoption of social measures in favor of people with disabilities in terms of vocational training, employment and transport which provides an employment quota of 10% for persons with disabilities when recruiting in the civil service and in public State establishments, according to their qualification and the texts governing the various jobs;
- financial and technical support for people with disabilities for the realization of 2,100 individual micro-projects at a cost of about 700 million FCFA between 2013 and 2015;
- financial and technical support to charitable structures and organizations for integrated care, including vocational training for nearly 1,200 disabled children at an estimated cost of 720 million FCFA;
- the vocational training of more than 300 PWD, with master craftsmen and in the National Agencies for the Promotion of Employment (NAPE);

- The State has undertaken for a decade to build vocational and craft training centers in the capitals of the administrative regions through the regional directorates of the NAPE. These centers are open without discrimination to anyone wishing to train;
- Support for people with disabilities to facilitate their access to vocational training centers and schools (financial, material, physical and geographic accessibility);

Despite the initiatives, measures and actions undertaken, people with disabilities still live in precarious living and living conditions. It does not claim to provide an exhaustive overview of the question of the employability of PWD but will undoubtedly provide an overview of the situation and the actions undertaken both administratively and legal through international instruments and national legislation.

One of the difficult thing was the fact to meet the PWD, most of them feel that we wanted to earn money from information we were collecting about their life situation. And this mindset is making difficult the collection of the information. Nevertheless, we meet almost 225 persons and associations to collect data. As suggestions, during the different meetings and interviews we had with YWD and Associations responsible, we also understood that the YWD need to be supported and also need opportunities for making better their entrepreneurship activities.

Appendix Project Lead(s)

Name	Position	Name of organization, address, phone/s, and email/s	Role in the project
KABORE W. Rodrigue	Dean of Burkina Institute of Technology	Burkina Institute of Technology, Koudougou, Burkina Faso, 00226 73060630, rodrigue.kabore@bit.bf	Leader
SANON Emilie Laetitia	Researcher Assistant	Student, master in computer science	Assistant
Honorine DAO	Reading and adjusting	Bachelor in Litterature	Translator
OUEDRAOGO Abdoul Aziz	Investigator in Ouagadougou	Student Bachelor in communication and Marketing	Investigator
SAWADOGO Ismael	Investigator in Ouagadougou	Student Bachelor in economy	Investigator
Dabilgou Nafissatou	Investigator in Ouagadougou	Student, bachelor in foreign language literature	Investigator
Tiendrebeogo Brigitte	Investigator in Koudougou	Student of third year on law	Investigator
TRAORE Fatahou	Investigator in Bobo Dioulasso	Intern on private institution on Bobo Dioulasso	Investigator

Budget

Item	Unit Cost	Number of people	Quantity	Total (US\$)	Description	Mode of verification (receipt, honor certificate etc)
Researcher, contractual services	\$10.18	1	3 months	\$915.89	Communication fees, Fuel fees Article supervision, Data analysis Reporting writing, managing other organization needed, interviews	Honor certificate
Accommodation and fuel of the Leader to Ouaga	\$650.27	1	-	\$650.27	Accommodation to Ouaga for supervising the work and meeting with Assistant	Receipt
Corrector	\$187.06	1	-	\$187.06	Reading the article, adjusting ideas	Honor certificate
Research assistant contractual services	\$26	1	30 days	\$780	Communication fees Fuel fees Supervision of the investigation Data analysis and draft of the first part of the reporting.	Honor certificate
Stipend for Ouaga and Bobo Investigators	\$118.62	4	-	\$474.48	Stipends for the data collection	Honor certificate
Stipend for koudougou Investigator	\$55.36	1	-	\$55.36		
Mobile Data and communication credits for the investigators	\$10,91	5	10 days	\$545.60	Internet connexion fees and communication fees for data collection	Receipt
Catering per day for investigators (Bobo and Ouaga)	\$118.62	4	-	\$474.48	Catering for investigator of Koudougou	Receipt of transfert
Catering per day for investigator of Koudougou	\$55.36	1	-	\$55.36	Catering for investigator of Koudougou	Receipt of transfert
Transport fees per day (fuel) for investigators	\$10	5	10days	\$500	Paying fuel to turn around for data collection (survey, interviews)	Receipt

Facilities (meeting of preparation of the investigation)	\$51.64	7	1	\$361.50	Training of technics of data collection Meeting with all participants for directives of work, project explanation, survey understanding, drink, coffee; Lunch	Receipt
Total				\$5,000		

Work plan of the research

Activity	Planned		Realized
	Start	End	
Proposition for research project	May 2022	June 2022	Was waiting for the feedback from Ashesi
Review literature both empirical and theoretical	June 2022	July 2022	Was waiting for the feedback from Ashesi
Design the methodology of the research including data collection instruments	July 2022	July 2022	Started investigation without the feedback of Ashesi
Application and approval of ethical clearance	July 2022	July 2022	Started investigation without the feedback of Ashesi
Investigation and collection of data and information	July 2022	August 2022	Validation of the topic
Reporting of the project	August 2022	October 2022	filtrng of the collected data for starting the article
Data analysis	September 2022	October 2022	October starting redaction of the article
Finalization of reporting	November 2022	November 2022	Finalization of the reporting
Submission of the project to Research team of Ashesi	November 2022	November 2022	Submission of the article
Selecting a journal, finalizing the manuscript and submitting it for publication	December 2022	December 2022	

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