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## RESEARCH ARTICLE

### PROFILING EMPLOYMENT CHARACTERISTICS OF PERSON WITH DISABILITIES IN THREE CITIES (OUAGADOUGOU, KOUDOUGOU AND BOBO DIOULASSO) OF BURKINA FASO

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#### 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 3 226 627 persons are living with disabilities as almost 6.48% of the total population, according to the data of the Ministry of women of national solidarity of the family and humanitarian action. 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.

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## INTRODUCTION

Over 7 billion people in the world, more than one billion<sup>1</sup> 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.<sup>2</sup> 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, unformal or entrepreneurship) of most of youth in these cities in Burkina Faso.

<sup>1</sup><https://www.un.org/development/desa/disabilities/news/international-of-persons-with-disabilities-3-december.html>, date: 30<sup>th</sup> May at 11:05 pm

<sup>2</sup>Article 1 of the Convention on the Rights of Persons with Disabilities (2006)

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.

## METHODOLOGIES

**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 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”*<sup>3</sup>.

- 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.

### Determination of the research areas and the sampling method

**The research areas:** In Burkina, the population is almost 20,903,278<sup>4</sup>. 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 2 966 307<sup>5</sup> 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 habitants. 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 190,218<sup>6</sup>

**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 20YWD and 3 strata

convention on the rights of persons with disabilities

<sup>4</sup>[https://data.commons.org/ranking/Count\\_Person/Country/africa?h=country%2FBFA](https://data.commons.org/ranking/Count_Person/Country/africa?h=country%2FBFA) consulted on August 2022

<sup>5</sup><https://www.populationdata.net/pays/burkina-faso/consulted> on August 2022

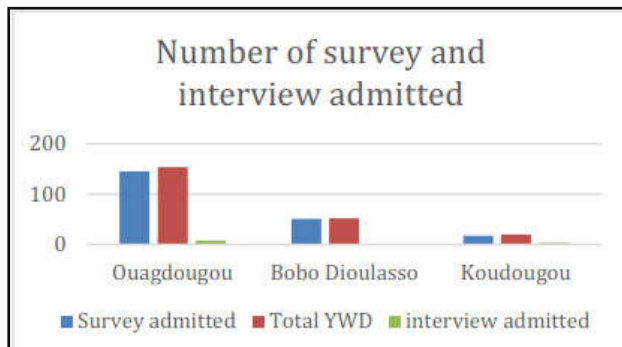
<sup>6</sup> Higher Education Scoreboard 2020/2021, January 2022, page 4

<sup>3</sup>According to the initial report from Burkina Faso on the implementation of the

in Bobo Dioulasso with a quota of 52 people (2 strata with 20 YWD and 1 stratum with 3 YWD) to be surveyed.

**Table 1. Number of YWD investigated per city**

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
Koudougou	183 332	0,04%	17	3	20
			213	12	225



**Figure 1. Number of survey and interview admitted**

**Technical description and conduct of the investigation:** We started our survey from 15<sup>th</sup> of July to 25<sup>th</sup> 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 main sections about the questioners and the interviews were around those points:

- The identification (ID) of the responsible of the survey (name and the city)
- The ID of the interviewed person (sex, age, living city, marital status)
- The type of disability (type, existence or not of locomotion)
- The education profile (the level of study, the degree or certificate got, employment situation)
- The employment characteristics (type of enterprise, the type of contract, professional experience, the type of salary, relation with the other member of the enterprise)
- 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

**Table 2. The different enterprises met for interview**

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
	Association Koyanga
Bobo Dioulasso	Entrepreneurs
	Associations
	Government

In order to respect the quota of gender we have three girls and 4 men so 42,85% of women in the investigation team.

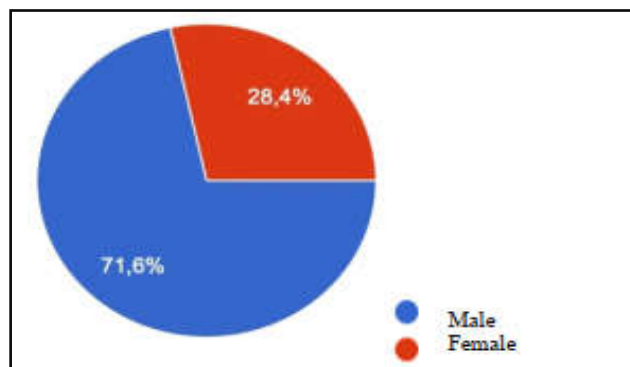
**Outcomes and analyze:** According to the item 72 thematic areas, these domains are concerned: the “poverty eradication”, “Education and skills revolution”, “supporting young people” mainly persons with disabilities. So many people with disabilities have some adapted training (education and skills)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

**Table 3. The investigators and the number of persons investigated**

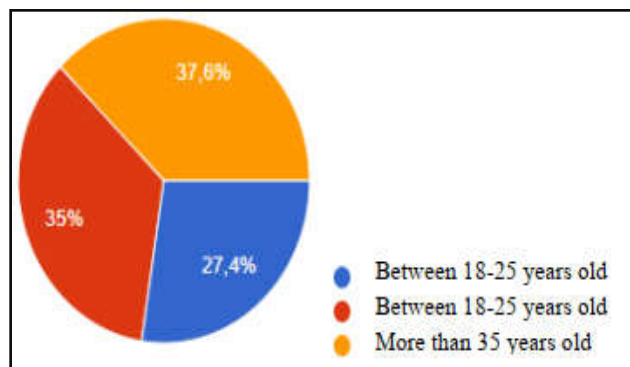
Cities	Name of the investigator	Number of persons surveyed and interviewed
Ouagadougou	Sawadogo Ismael	55
	Ouedraogo Abdou Aziz	55
	Dabilgou Nafissabou	43
Koudougou	Tiendrebeogo Brigitte	20
Bobo Dioulasso	Traoré Abdoul Fatahou	52
Total		225

**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:

**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.

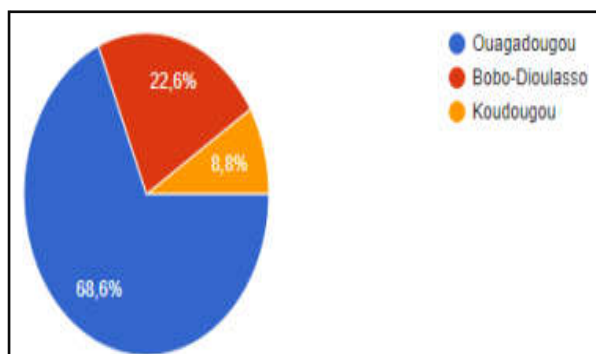


Figure 4: Percentage of the investigated persons according to where there are living

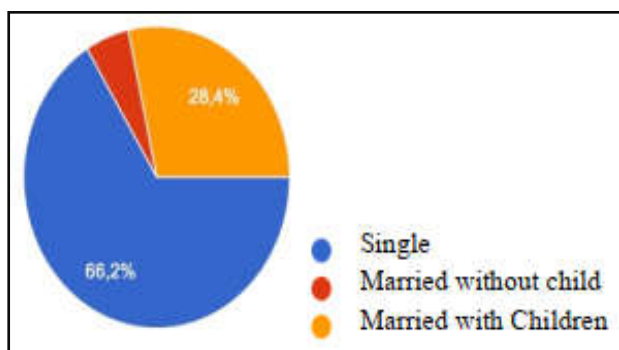


Figure 5: Percentage of investigated persons according to their marital status

**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 neuro modulation 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 paralysis<sup>7</sup>.

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 auditory in the classroom. It is important that children experiencing a vision and/or a hearing loss are appropriately identified to ensure access to education<sup>8</sup>. 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 slowly<sup>9</sup>. The psychological disability is the state where the emotion and/or thoughts of the person are affected.<sup>10</sup> 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.

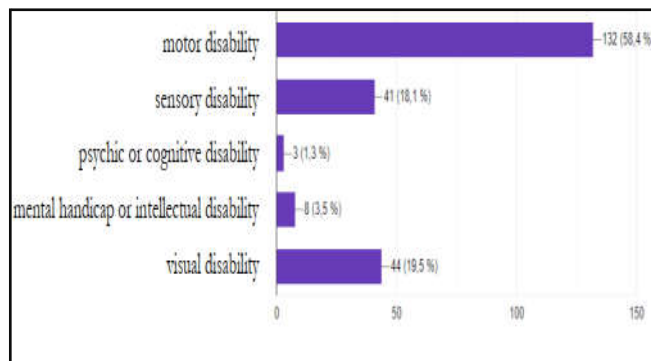


Figure 6: Percentage of investigated person according to the type of disability

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.

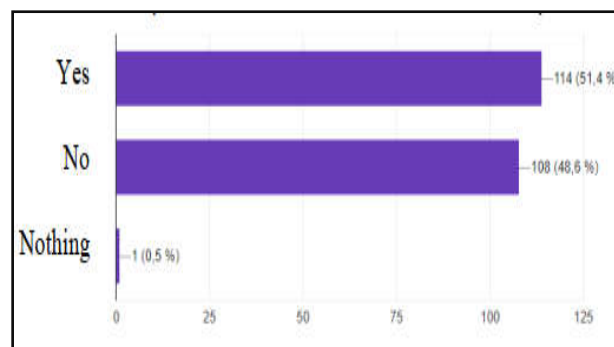


Figure 7: Percentage of investigated person according to the means of locomotion

**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 an universities studies and/ or are doing professional trainings.

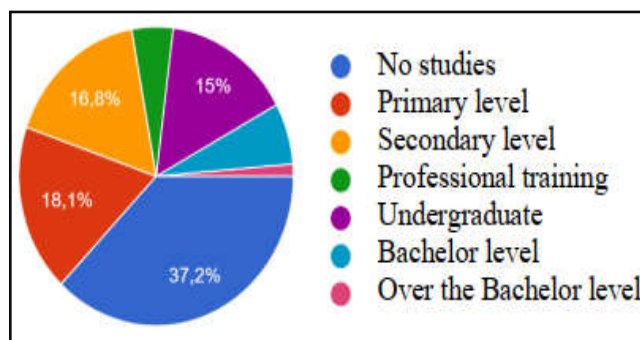


Figure 8: Percentage of investigated person according to the level of study

**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.

<sup>7</sup><https://www.neuromodulation.com/motor-impairment> consulted on july 2022  
<sup>8</sup>[https://doe.virginia.gov/special\\_ed/disabilities/sensory\\_disabilities/index.shtml](https://doe.virginia.gov/special_ed/disabilities/sensory_disabilities/index.shtml) consulted on july 2022  
<sup>9</sup><https://www.webmd.com/parenting/baby/child-intellectual-disability> consulted on july 2022  
<sup>10</sup>[https://handicappable.com/handicaps-guides/psychic-handicaps/#grand\\_unconsulted](https://handicappable.com/handicaps-guides/psychic-handicaps/#grand_unconsulted) consulted on july 2022

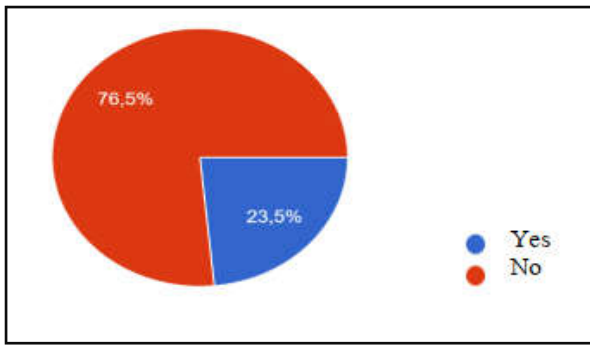


Figure 9. Percentage of investigated person according to the employment level in enterprise

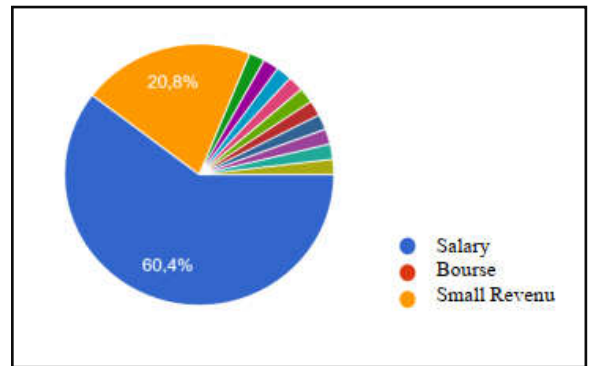


Figure 13: Percentage of investigated YWD according to the type of revenue

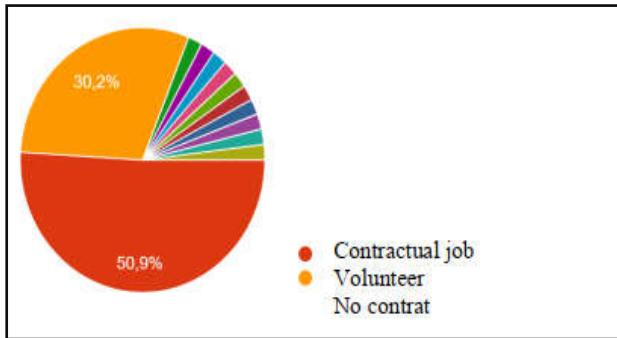


Figure 10. Percentage of investigated person according to the type of contract for the job

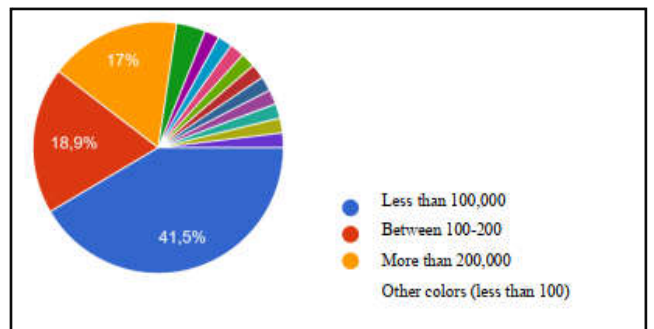


Figure 14. Percentage of investigated YWD according to the amount of salary, or revenue

The results of this graph in the right side is showing the different condition linked to the contract in which some YWD are working. Among the 23.5% of the 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. 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.

**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.

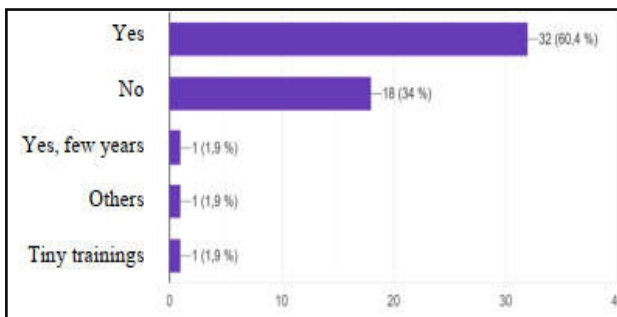


Figure 11. Percentage of investigated YWD who have professional experience

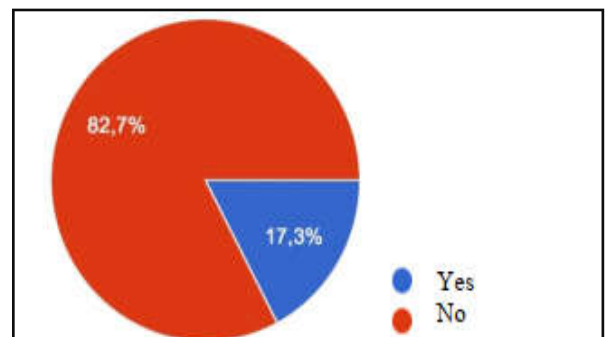


Figure 15. Percentage of investigated YWD who are entrepreneurs

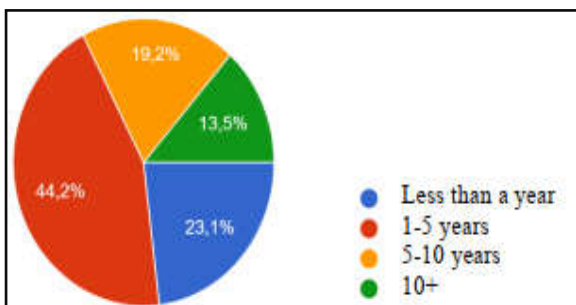


Figure 12. Percentage of investigated YWD according to the number of years experiences

**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.

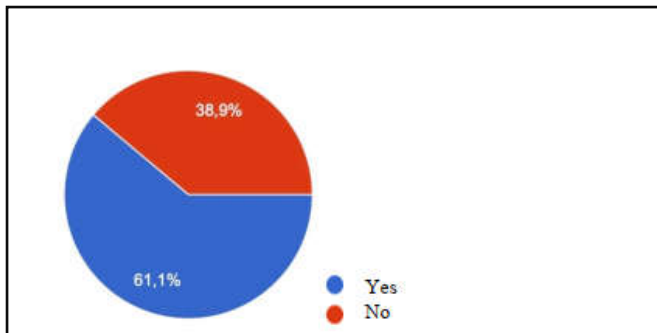


Figure 16. Percentage of investigated YWD according to the job finding difficulties

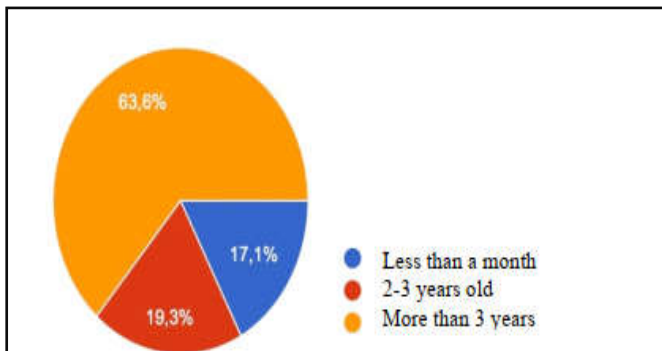


Figure 17. Percentage of investigated YWD according to the mean time before job finding

## 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 kinds 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 order 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.

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