



**EmployAbility: Promoting FORMAL employment of persons with disabilities**

Project Synopsis:

Title	EmployAbility: Promoting formal employment of persons with disabilities
Total cost of the action	249,639 (EURO)
Donors:	European Union (EU) 217,639 EURO, 88% total costs Disability Aid Abroad (Irish NGO) 32,000 EURO, 12 % total costs
Total duration of the action	18 months (Sept. 2011 – Feb. 2013)
Lead Implementing partner	CCBRT (TZ ONG)
Formal Implementing Partner(s)	Radar Development (TZ ONG) Trade Union for Industry and Commerce (TUICO)
Associates	Ministry of Health and Social Welfare Ministry of Labour and Employment
Action location	Tanzania
Objectives of the action	<b>Overall objective:</b> To promote the formal employment of persons with disabilities (PWD) and to facilitate and contribute to a more inclusive society in which all members can participate equally. <b>Specific objective:</b> To promote disability in the workplace by improving access to disability employment information and support services, strengthening participation of PWD in employment, raising awareness and changing perceptions of disability.
Target group(s)	<b>Public and private sector employers</b> – survey in 326 companies and two government ministries, support services for 10 companies, employers overall; <b>PWD</b> – 40 jobseekers with disabilities will participate to the on-the-job training & employment pilot <b>Trade Union for Industry and Commerce (TUICO)</b> –60,000 members; <b>Government institutions</b> - Ministry of Health and Social Welfare, Ministry of Labour, Employment and Youth Development, Ministry of Education and Vocational Training, Prime Minister's Office and the President's Office;

	<p><b>CCBRT, Radar and other disability organisations</b> – 20 staff members;</p> <p><b>Broad Public</b> - population in Dar es Salaam (approximately four million inhabitants) and beyond.</p>
Final beneficiaries	PWDs and their families enjoying increased livelihood opportunities through a more conducive environment for formal employment of PWDs and a more inclusive society.
Estimated results	<p><b>Result 1:</b> Reliable data on employment levels of PWD are available and inform policy development, planning and lobby</p> <p><b>Result 2:</b> Improved disability employment support within the workplace for PWD and employers</p> <p><b>Result 3:</b> Increased employment opportunities for PWD in reasonably adjusted workplaces</p> <p><b>Result 4:</b> Public, government and employers have increased awareness of the rights and capacities of PWD in employment</p>
Main activities	<ul style="list-style-type: none"> <li>• Carry out disability employment surveys in TUICO membership, companies and government</li> <li>• Publish and share survey finding with relevant stakeholders</li> <li>• Conduct training of trainers and develop disability and employment training courses</li> <li>• Establish a disability committee in TUICO</li> <li>• Deliver training and advisory services to employers</li> <li>• Recruit and place 20 PWD in the on-the-job training &amp; employment pilot</li> <li>• Provide disability recruitment services</li> <li>• Provide support and follow-up services to employers and placed candidates</li> <li>• Organise events (launch, media and public conferences) on disability employment</li> <li>• Produce and broadcast radio messages and TV spots on disability employment</li> <li>• Document project experiences and lessons learnt for sharing with relevant stakeholders</li> </ul>

For further information:

CCBRT: [jaki.kweka@ccbrt.or.tz](mailto:jaki.kweka@ccbrt.or.tz); [suzan.boon@ccbrt.or.tz](mailto:suzan.boon@ccbrt.or.tz)  
EU: [Serena.BERTAINA@eeas.europa.eu](mailto:Serena.BERTAINA@eeas.europa.eu)