



## **“Launch of Disability Employment Campaign and EmployAbility project”**

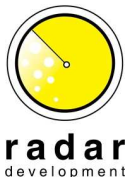
**Speech by**

**His Excellency Tim Clarke,**

**Ambassador of the European Union**

**Venue: Slipway, Terrace Restaurant**

**22 September 2011**



Honourable Deputy Minister for Labour and Employment, Dr.  
Makongoro Mahanga, on behalf of Hon. Gaudensia Kabaka, Minister  
for Labour and Employment, (Guest of Honour)

Representatives from the Ministry for Labour and Employment, and  
Ministry of Health and Social Welfare

Representatives from Disability People Organisations and CSO working  
on Inclusive Development

Distinguished Members of the Business Community and the Tanzania  
Trade Union for Industries and Commerce

Distinguished officials and staff of our partner NGOs CEFA, CCBRT and  
Radar Development,

Fellow colleagues from the Development Community and Diplomatic  
Corps

Members of the media,

Ladies and Gentlemen,

It am very happy to be here tonight to officially host the launch of two  
unique initiatives - the *Disability Employment Campaign* and the *EU  
funded Employability Project* .

Both of them address a theme which is dear to me: to make sure people with disabilities are fully included in economic life: that they can get a job, have dignity in everything they do, and exercise their full rights as Tanzanian citizens.

Too often they are the poorest of the poor. The forgotten people. No-one has more need for recognition and support.

**Wao ni maskini zaidi miongoni mwa maskini.**

**Watu waliosahaulika.**

**Wanachohitaji zaidi ni kutambuliwa na kusaidiwa.**

I am very happy that so many people, from all walks of life are present here. Solidarity of this kind is precious. Just by being here you are passing an important message. I see a number of my European Ambassador colleagues, Managing Directors and CEOs from a number of leading Tanzanian companies, Alexio Musindo the Director of ILO Office for Kenya, Rwanda, Tanzania, and Uganda.

I salute in particular those organisations that have brought this event together – CCBRT, Radar Development, and CEFA, and the companies and media houses whom have already pledged their support to the campaign we are about to launch today.

You are all true champions for disabled people. I recognise too Shiwiyata, the umbrella organization for disabled people who are doing a fantastic job.

**Nazipongeza kwa njia ya pekee mashirika yaliyoandaa hili tukio – CCBRT, Radar Development, na CEFA.**

**Ninyi ni mashujaa wa kweli kwa ajili ya watu wenye ulemavu.**

**Pia natambua Shiwiyata, shirikisho la vyama vya watu wenye ulemavu ambalo linafanya kazi nzuri sana.**

Your presence here shows that you care. It shows that you and the institutions you support will not walk away from this challenge.

Disability is both a cause and an effect of poverty.

Classic indicators of poverty such as communicable diseases, poor sanitation, poor nutrition, dangerous work conditions and transport,

and lack of medical services especially around birth, all conspire to produce impairments.

There is also much evidence that once impaired, a disabled person and his or her family will find it more difficult to escape from the poverty cycle and those who become disabled through accidents at work or other reasons are more likely to descend into chronic poverty.

Rates of poverty around the world are significantly higher in households with a disabled person. And Tanzania is no exception.

According to national statistics 8 % of Tanzanians are affected by some form of physical or intellectual impairment and 75% amongst them live in extreme poverty.

**Umoja wa Ulaya umekuwa mmoja wa wadau waliotambua tatizo hili, na wanaojaribu kuchukua hatua juu ya hili.**

**Na hapa Tanzania, tumenuia kuleta mabadiliko.**

**Tumenuia kukuza uelewa juu ya watu wenye ulemavu na kuwawezesha kuwa sehemu muhimu katika jamii kama wengine.**

The EU has become a major player in recognising this problem, and trying to do something about it. And here in Tanzania we are determined to make a difference. We are determined to highlight the needs of disabled people and help allow them to become full and active members of society.

Last year the EU launched the European Disability Strategy 2010-2020 to empower women and men with disabilities in Europe and all over the world so that they can enjoy their full rights and fully benefit from their participation in society.

Here in Tanzania we have been supporting many initiatives already to increase participation of PLWD in all spheres of society, improve their access to education, health, social services, justice, transport, and employment opportunities

We believe that the foundation for an inclusive and equitable society is also the basis for long-term economic success.

**Tunaamini kuwa msingi wa jamii inayohusisha wote na yenye usawa pia ni msingi wa mafanikio ya kiuchumi ya muda mrefu.**

Today, we single out Employment as an absolute priority need for disabled people. A job means income. A job means respect. A job means dignity. A job means life. A job means independence. A job means being able to play a full and active role in society.

**Leo, tunatilia mkazo ajira kama kipaumbele muhimu kwa watu wenye ulemavu.**

**Ajira inamaanisha kipato.**

**Ajira inamaanisha heshima.**

**Ajira inamaanisha utu.**

**Ajira ni uhai.**

**Ajira inamaanisha uhuru.**

**Ajira inamaanisha uwezo wa kushiriki kikamilifu katika shughuli mbali mbali katika jamii.**

I would like to take this opportunity, in front of Minister Gaudensia Kabaka, to commend the Government of Tanzania for their efforts towards building an inclusive society. Ever since 1980 (year of Disabled people in Tanzania) the country enjoys a policy and regulatory framework that addresses rights and needs of people living with disabilities.

Recently a notable landmark was the ratification in November 2009 of the United Nations Convention on the Rights of Persons with Disabilities, and the subsequent enactment in April 2010 by the Bunge of 'The Persons with Disabilities Act of 2010.'

It has been brought to my attention that the Act requires all employers to recruit 3 % of their labor force as disabled people. This is an important political, managerial and financial target.

The steps taken so far show that the Government cares.

But is this enough ?

Have resources been mobilized ?

Can disabled people themselves see and feel the difference ?

**Je hii inatosha?**

**Je rasilimali zimeshatafutwa?**

**Je watu wenye ulemavu peke yao wanaweza kuona na kuhisi mabadiliko?**

I am told that according to a comprehensive survey undertaken earlier this year by CCBRT and Radar Development, in collaboration with the Trade Union for Industries and Commerce (TUICO) in the Dar es Salaam

region, only 0.7 % of the labour force in the formal economy is represented by persons with disabilities. So this figure has to be increased by a factor of 4 to reach the Government's own target.

Another problem is awareness – or lack of it.

The same survey shows that 93% of companies have no knowledge of the legislation in force.

So here, today, it is the job of the media, of the public and private sectors, of civil society groups, and of partners such as the EU, to pass a message.

To say with one unified voice:

- we are going to make a difference for disabled people
- **Pamoja tutaleta mabadiliko kwa watu wenye ulemavu**
- we are going to help them achieve the same rights as everyone else in society
- **Tunaenda kuwasaidia kupata na kufurahia haki zao kama watu wengine kwenye jamii**
- we are going to give them a job
- **Tunakwenda kuwapatia ajira**

**For it is not an act of charity we are calling for today but a strategic business move!**

Many employers believe that it is very difficult to employ workers with a disability and/or that the company's activities do not allow for the inclusion of PWD and fail to see the true value of these individuals.

In contrast to widespread beliefs, PWD have many abilities, skills, experiences and approaches that can be of great benefit to a company.

Experience from other countries such as Ireland and Australia where the rate of PWD enjoying employment opportunities is as high as 53% has proven that if matched with the appropriate job persons with disabilities can be at least as productive as persons without disabilities.

Even more so. In many cases PWDs have proven to excel their colleagues in motivation, punctuality, loyalty and dedication.

People with disabilities have so much to offer and it is important that we capture the potential and talent that all of our people can give.

They are a resource which shall be valued and harness.

We can not afford losing such potential.

Let me praised some companies who are showing the way: our host today The Slipway Hotel and Terrace Restaurant, the Wonder Welders, Shah Industries (Moshi), Neema Crafts (Iringa), Domus Factory, Tanzania Brewery Company, Zantel, Tigo, Bora Industries, Parlay Industries, the Runway Club, Kibo Trade, TALL, Spik & Span, Red Union, Sweet Easy Hotel, Zenufa, Sophia Hotel, Wanyama Hotel, Protea hotel, Coral Beach, Dhow Inn (Zanzibar) ...

Let me praise also TUICO – the Tanzanian Trade Union for Industries and Commerce - who has established a disability committee to support its members with disabilities.

And we shall not forget the example set by the Government, as the majority of persons with disabilities enjoying employment are indeed employed in the public sector and notably in the education sector.

I wish to congratulate you all for making a difference for disabled people.

I am sure you will all agree with me that, no matter what short term adaptation measures are required, there are ultimately long term benefits in having a workplace free from discrimination and one which promotes diversity: these enhance the profitability of the company and of the individual employees.

And finally let me praise again the organizations that are providing true leadership: CCBRT, CEFA and Radar who are doing tremendous work to help making Tanzania a more inclusive and fair society.

In the framework of the 'EmployAbility' project, we are also launching today –CCBRT and Radar Development will go a step further, ensuring specialised disability recruitment and inclusive workplace consulting services are available to all employers and candidates employees with disabilities across Tanzania.

Let's all of us pledge, individually and collectively, to make the campaign launched today a success, **let's give persons with Disabilities an opportunity.**

Thank you for listening,