

Project Summary

Project Title:	International Employment Support Programme for Workers with Disabilities in Uganda. (*)
Country:	Uganda
Project Goals:	To Increase the Employment Opportunities of Disabled People in Uganda
Project partners:	Irish Congress of Trade Unions Disability Aid Abroad National Organisation of Trade Unions (NOTU) Uganda
Timescale:	2 years
Total Budget:	£52,000 [€63,482]

Proposed Trade Union Partners

Ireland

PSEU
IMPACT
INTO
NIPSA – NORTHERN IRELAND
UTU – NORTHERN IRELAND

UK

TUC

USA

AFL-CIO

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Applicant Details

Lead Partners	Disability Aid Abroad Irish Congress of Trade Unions
NI Charity No:	XR97046
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Project Details

People, especially women, with disabilities in developing countries are the '***forgotten voice***' of international development aid, and they need specific targeted help.

The experience of disabled workers in many developing countries is that disability is seen as a social and cultural stigma, and that employment opportunities and vocational training are frequently denied to disabled people. The high rate of unemployment of disabled people (80 % to 90% according to UN statistics) is evidence of the lack of adequate employment support systems and incentives.

There are an estimated 5 million people living with disabilities in Uganda, and they are among the most impoverished and marginalised members of society. Around 20% of all people living on less than one US dollar a day have a disability. Opportunities to rise above poverty are limited, in many cases by the lack of legislation to improve skills and employment options.

The Ugandan Persons with Disabilities Act, 2006, makes provisions for the elimination of all forms of discriminations against people with disabilities and towards equal opportunities. Also provides for a tax reduction of 15 per cent

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to private employers who employ ten or more persons with disabilities either as regular employees, apprentice or learner on a full time basis. However the experience among trade union groups is that few employers know of the legislation and fewer still implement it.

Disabled people in Uganda, as in most developing countries in the world, face extreme conditions of poverty, have limited opportunities for accessing education, health, suitable housing and employment opportunities.

The purpose of this international trade union project lead by Disability Aid Abroad and Irish Congress of Trade Unions is to empower disabled people, particularly women, to access their employment entitlements and opportunities using advocacy and capacity building programme experience of Irish and UK trade unions. The Uganda trade union partner is the National Organisation of Trade Unions (NOTU).

The barriers to formal employment faced by disabled people are great. Specific challenges stem from a widespread low level of education amongst disabled people. At most, just 6% of children with disabilities in Uganda reach primary school level 7. Hardly 2% attend secondary school and less than 1% has finished vocational education. Only around 15% of people with disabilities have computer skills. Without an education, children with disabilities often become unemployed, isolated adults.

Women with disabilities in Uganda are particularly vulnerable and face additional barriers to full equality and advancement because of such factors as race, age, language, ethnicity, culture, religion or disability. Persistence of certain cultural, legal and institutional barriers makes women and girls with disabilities the victims of two-fold discrimination: as women and as persons with disabilities.

According to the National Union of Disabled Persons of Uganda (NUDIPU) 'disability and poverty can also be traced from deep rooted negative cultures, where a disabled child is looked at as a curse or more so if the child is a girl then they are denied food, education and health care among others'.

In households, which include a disabled person, average household consumption is less than 60% of the national average which is a strong indicator of the links between poverty and disability.

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The stigma surrounding disability is a major challenge and one that will be addressed by the 'employment support project'. Employing a disabled person is often perceived as problematic because of the effect on other staff, and because people with disabilities are often regarded as slower, or less productive, than others.

Lack of adequate transport, accessibility and reasonable employment adjustments are also major factors, which effect employment opportunities for people with disabilities.

As a result of these obstacles, employment levels amongst people with disabilities are extremely low. In 2008 less than five per cent of people with disability were in paid employment, and more males than women were paid employees. Household agriculture was the main source of income for 57 per cent of households with a person with a disability.

In the current climate, people with disabilities are clearly underrepresented in the workforce. Even having received training, finding a paid job is almost impossible.

This is a situation which serves to perpetuate poverty levels for people with disabilities and their families, and continues to drain an economy to which disabled people could effectively contribute. People with disabilities are a human resource, which should be valued and harnessed to enable them to be productive members of society. The employment of people with disabilities is an important step towards ending ignorance, stigma, discrimination, and building a truly inclusive society in which all members are able to participate fully.

This project for the promotion of employment rights for disabled people in Uganda by international trade unions in partnership with local community organisations can also be used as a template for further work in other developing countries.

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Project Goals

The project seeks to strengthen the participation of Uganda workers with disabilities in employment and to improve access to disability employment information and experience by:

- creating a disability specific employment support program by trade unions in the workplace
- developing a disability and equality program for the public and private sector so as to create a climate of opinion favourable to the employment of disabled people.
- supporting the employment of 20 people with disabilities in a one year pilot employment support programme.
- developing advocacy skills among workers with disabilities, particularly disabled women, aimed at influencing government, local authorities and decision makers on disability related legislation and issues.

Outputs

1. Employ 20 people with disabilities in a 1 year pilot employment support programme.
2. Train 40 NOTU trade union members as 'disability champions' in the workplace.
3. Select 10 of the trained 'disability champions' as lead facilitators to further develop outreach training programmes within NOTU.
4. Develop and deliver a disability and equality awareness training programme for 100 people with disabilities in Uganda to inform them of their employment rights, legislative entitlements and human rights.

Output Activities:

1. 20 people with disabilities will participate in a 1 year Supported Employment Pilot Project in companies selected by NOTU. The participants will be selected from a database of unemployed people.

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2. Using the 'Disability Champions' programme designed and promoted by the TUC and ICTU, 40 NOTU trade union members will be trained as 'disability champions' in the workplace.
3. 10 people with disabilities, who have completed the 'disability champions' training programme, will be selected and further trained as 'Lead' facilitators to continue to deliver the programme to trade unions groups and disability organisations throughout Uganda, thereby maintaining the future sustainability of the project.
4. A disability equality and employment training co-ordinator from Disability Aid Abroad will travel to Uganda and, in co-operation with local disability groups, will research, develop and deliver a disability awareness and employment support programme specific to the needs of Ugandan people with disabilities.
5. A disability advocacy committee with members from disability groups and NOTU trade union members will be formed aimed at influencing government institutions and decision makers to highlight the multiple barriers to employment that people with disabilities face.

Expected Outcomes

1. 15 of the 20 participants in the employment support pilot programme will have the skills, training, knowledge and confidence to seek paid employment.
2. 40 members of NOTU will be trained as 'disability champions' in the workplace.
3. 10 trained 'disability champions' will be further trained as lead facilitators to deliver the 'disability champions' training programme and disability awareness training programme to trade union and disability organisations within Uganda.
4. 100 members of disability organisations will participate in disability equality awareness training.
5. A national disability committee will be formed from NOTU members, and Ugandan disability groups.

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Cross Cutting Themes

Throughout the duration of the programme the participants will receive training on the following cross cutting themes and how the issues relate to their circumstances.

Human Rights

The UN Convention on Rights of Persons with Disabilities (2008) declares that Disability is a human rights issue and not a matter of discretion.

The UN Convention affirms that all persons with all types of disabilities must enjoy all human rights and fundamental freedoms.

The outcomes of the project are designed to uphold and promote the human rights of disabled people as enshrined in national and international law.

The project will empower people with disabilities to become aware of their employment, civic and human rights. The building of equality awareness by individual disabled people will have the effect of strengthening community awareness by disability groups particularly in relation to employment legislation and support.

Gender

“Women with disabilities in developing countries face barriers to full equality and advancement because of such factors as race, age, language, ethnicity, culture, religion or disability. Persistence of certain cultural, legal and institutional barriers makes women and girls with disabilities the victims of two-fold discrimination: as women and as persons with disabilities.” (UNESCO 2009)

The project will particularly address the need of disabled women who not only experience poverty, poor health, little education but also a cultural negative bias towards women. At least 50% of all project placements will be allocated to women with disabilities.

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Programme Lead Partners

Disability Aid Abroad (DAA)

Disability Aid Abroad (DAA) is a registered NI Charity established to improve the lives of disabled people living in developing countries. Disability Aid Abroad is organised and run by volunteer staff members of Disability Action who have professional expertise in developing programmes to assist disabled people with employment support, educational training, mobility and disability awareness projects. We intend to establish similar programmes in host countries directly and indirectly using this expertise. Since 2008 Disability Aid Abroad has successfully run a number of training courses for women with disabilities in Tanzania.

Irish Congress of Trade Unions (ICTU)

The Irish Congress of Trade Unions is the largest civil society organisation on the island of Ireland, representing and campaigning on behalf of 832,000 working people. There are currently 55 unions affiliated to Congress, north and south of the border.

The Irish Congress of Trade Unions strives to achieve economic development, social cohesion and justice by upholding the values of solidarity, fairness and equality.

The primary instrument for the achievement of this mission is the organisation of workers in trade unions. The ICTU also constructs and advocates for a platform of policies capable of delivering their vision of a just society. They engage with Government, employers, civil society organisations, voluntary groups and international bodies to promote its attainment. The ICTU supports trade unions in their efforts to secure a fairer distribution of the wealth their members create.

National Organisation of Trade Unions (NOTU)

The National Organisation of Trade Unions was established in 1973. It is currently the most representative labour centre in Uganda with twenty labour union affiliates.

As a major labour organisation NOTU represents millions of Ugandan workers and they work with labour unions and community groups in all districts of Uganda.

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Disability Action (DA)

Disability Action is the largest Northern Ireland wide pan disability organisation working with disabled people with various disabilities; physical, mental, sensory and hidden. Disability Action mission is to ensure that people with disabilities attain their full rights as citizens, by supporting inclusion, influencing Government policy and changing attitudes in partnership with disabled people. Disability Action offers a range of services including Information ; Policy, Employment and Training Support, Capacity Building, Training on Disability & Diversity Issues,

Sustainability

The partnership recognises the importance of putting in place the structures and building the relationships within Uganda that will support the on-going sustainability of the project.

The project will establish clear, achievable outcomes and we will 'capture' the key successes achieved. These will include the impact the project has had on the lives of individual people with disabilities and the awareness of the project amongst key stakeholders in Uganda.

It is important also that we highlight the mistakes made and the learning points from these. We are confident that this will enable us to make a clear and robust case for the sustainability and viability of the project that we put to relevant sources of funding.

On completion of the project, and following final evaluation by an external evaluator, the Ugandan partners NOTU and disability organisations will continue to develop the disability equality and employment training for disabled people within the workplace, government institutions and civic society.

The 10 trade union lead facilitators and the 40 'disability champions' trained during the programme will continue to provide ongoing training to trade union and disability organisations.

The disability advocacy committee will continue to promote disability employment support issues with governmental agencies, business sector and civic society. The committee will use the experience gained during the project

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to develop an employment support programme template which may be used in other developing countries.

Monitoring, Reporting and Evaluation

Monitoring of the project will start on the first day of implementation and will be done on a continuous basis to ensure that the project is on the course as planned until the project is completed.

The monitoring of the 'employment support' pilot project will be overseen on a day to day basis by a trade union disability co-ordinator employed by NOTU and financed by the project. NOTU will ensure that the aims and objectives are met and will work with the project co-ordinator to review the progress of the project and make adjustments or improvements where necessary.

Regular reports will be produced, submitted and analysed by project co-ordinator and NOTU, giving details of the project and reporting on aspects including current participants, companies, placements etc. A data base will be set up. A final report will be completed by Disability Aid Abroad at the end of the project.

Participants on the project will be consulted on a regular basis and their views and suggestions will be taken on board throughout the life of the project.

The initial monitoring and evaluation of the 'disability champions' training programme will be undertaken by Disability Action's employment and training advisor. The on-going monitoring and evaluation will be overseen on a day to day basis by the project co-ordinator

A Ugandan working committee will be set up comprising representatives of NOTU and disability organisations. This committee will receive regular reports and will liaise with Disability Aid Abroad NI.

A report will be prepared at the end of the each activity. Upon completion of the project a final report will be issued.

All participants involved in the project will initially complete a base line survey giving their personal experiences of disability and employment. On completion of programme they will be asked to respond to a questionnaire or 1 to1 interview on their experiences of the project and will be asked for

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comments and recommendations. This information will be an integral element of the final report.

Final evaluation will be done upon completion of the project. This will be done by the partners involved in the project and will be open for the evaluation by co-operating partners.

PROJECT BUDGET

Main Item	GBP	Euro
Training Programs	£35,000	€42,782
Printing materials, brochures	£ 8,000	€ 9,778
International Exchange Visits	£ 6,000	€ 7,334
Administration Costs	£ 3,000	€ 3,667
TOTAL	£52,000	€63,561

For further information please contact:

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