



PRESS RELEASE

Launch of Disability Employment Campaign and Employability Project: Promoting Formal Employment of Persons with Disabilities

Dar es Salaam, 22nd September 2011

The European Union and its partners CEFA, Radar Development and CCBRT launched on 22nd September at the Terrace, Slipway, a media campaign to promote the formal employment of persons with disabilities. The campaign, mainly funded by the European Union and CBM, focuses on the great potential and abilities of persons with disabilities and the added value they bring to the workplace. It involves TV and radio spots broadcasting, billboards and print media and will run for the coming three months.

A survey among 126 companies based in Dar es Salaam undertaken last year in collaboration with the Tanzanian Trade Union for Industries and Commerce (TUICO) showed that persons with disabilities are under-represented in the formal employment sector. Awareness among employers on the abilities of persons with disabilities was low as well as on applicable national legislation and standards, yet the commitment to engage in inclusive practices was evident.

The **Disability Employment Campaign** responds to these findings by calling upon employers to make their workplaces more inclusive. The host of the event, His Excellency Tim Clarke, Ambassador of the European Union, called upon employers to take action and stressed that: *“There are long-term benefits in having a work place free from discrimination and one which promotes diversity: these enhance the profitability of the company and of the individual employees.”*

The Government has taken important steps in promoting an inclusive society by ratifying in 2009 the United Nations Convention on the Rights of Persons with Disabilities and domesticating it through the enactment of the Persons with Disabilities Act 2010. Deputy Minister for Labour and Employment, Hon. Dr. Makongoro Mahanga, on behalf of the guest of honour Hon. Gaudensia Kabaka, Minister for Labour and Employment, urged all employers to implement the Act and reminded the audience of the provision the Act makes on employment, namely that *“all employers with 20 or more employees have to reserve at least 3% of the registered jobs for persons with disabilities.”*

On the same occasion the guest of honoured also blessed the official launch of the **‘EmployAbility’** project, a 600 million Tsh-worth initiative implemented by CCBRT and Radar Development in collaboration with TUICO and the Government of Tanzania to ensure specialised disability recruitment and inclusive workplace consulting services are available to all employers and candidates employees with disabilities across Tanzania. Built on the successes of previous collaborations between the European Union, CEFA, Radar, CCBRT and the Tanzanian Trade Union for Industries and Commerce (TUICO) the project is set to make a tangible contribution towards a more inclusive and fair society.

With support from the European Union and the Irish NGO Disability Aid Abroad, Radar and CCBRT will offer dedicated recruitment services for persons with disabilities and support employers to undertake disability audits, make recruitment processes accessible and undertake the necessary adaptations in the work place.

The Tanzanian Trade Union for Industries and Commerce (TUICO) has already fully embraced the initiative and established a disability committee to support its members with disabilities.



An initiative implemented by CCBRT, CEFA and Radar Development in collaboration with TUICO and the Government of Tanzania.

This initiative is funded by the European Union

Delegation of
The European Union
In Tanzania
Address P.O.BOX 9514
Dar Es salaam- Tanzania
Tel:+255 22 2117473-6
Fax:+255 22 2113277

The European Commission is the EU's executive body.

“The European Union is made up of 27 Member States who have decided to gradually link together their know-how, resources and destinies. Together, during a period of enlargement of 50 years, they have built a zone of stability, democracy and sustainable development whilst maintaining cultural diversity, tolerance and individual freedoms. The European Union is committed to sharing its achievements and its values with countries and peoples beyond its borders”.
The European Commission is the EU's executive body.

Notes to Editors:

About CEFA

CEFA is an Italian NGO active in Tanzania since 1976. In 2009, alongside its traditional commitment towards rural development, CEFA started activities in Dar es Salaam, addressing urban poverty. In partnership with CCBRT and Radar Development, CEFA is currently implementing an EU-funded project entitled “*LESS is more: Labour, Empowerment and Social Services for vulnerable people in Dar es Salaam*”. Full social and economic integration of people with disabilities and their care-givers is one of the main objectives of the Action. CEFA is directly involved in this challenge by providing vocational training and supporting income generating activities run by and employing people with disabilities.

About Radar Development Limited

Radar Development is a not-for-profit division of Radar Group Limited providing recruitment services to employers. The organisation was set up in 2009 in collaboration with CEFA and CCBRT to specifically find jobs for people living with disabilities.

About CCBRT

Based in Dar es Salaam and Moshi, CCBRT is the largest indigenous provider of surgical and rehabilitation services for persons with disabilities in Tanzania. Each year approximately 120,000 people directly access its services which include a disability hospital, community programme, an education programme and economic empowerment, training and advocacy initiatives. CCBRT’s main aim is to improve the quality of life for people living with a disability, their family members and caregivers to enable them to become full members of society

For further information please contact:

EU Delegation: Serena Bertaina, serena.bertaina@eeas.europa.eu
CCBRT: Jaki Kweka: 022 260 1543, jaki.kweka@ccbrt.or.tz
Suzan Boon: 022 260 1543, suzan.boon@ccbrt.or.tz
info@ccbrt.or.tz, www.ccbrt.or.tz, www.baobabhospital.or.tz
RADAR: info@radardevelopment.com

