

<b>Name of organization:</b> MINISTRY OF GENDER, LABOUR AND SOCIAL DEVELOPMENT				
<b>Type of organization:</b> GOVERNMENT				
<b>Project title:</b> ENABLE ME WORK TO LIVE INDEPENDENTLY				
		Project time frame (start and end date) January, 2009-December, 2011.	Total amount requested: UGSH= <b>607,044,000</b> Six hundred seven million forty four thousand shillings only. USD = <b>\$ 30,352</b> Thirty thousand three hundred fifty two US dollars.	
<b>Estimated Project beneficiaries</b>				
	Youth	Men	Women	Total
<b>Direct beneficiaries:</b>	150	80	70	300
<b>Type of Project</b> (Area of intervention) TO PROMOTE INCREASED ACCESS TO EMPLOYMENT AMONG PERSONS WITH DISABILITIES.				
Key contact person: <b>Position:</b> Senior Rehabilitation Officer				
Date proposal submitted:				

**PROJECT DESCRIPTION**

**ENABLE ME WORK TO LIVE INDEPENDENTLY  
BACK GROUND**

In Uganda, less than 1% of disabled persons involved in salaried employment. Persons with disabilities face special challenges when attempting to enter the labor market. These challenges often go beyond the disability itself. Environmental barriers force persons with disabilities into the ranks of the “hidden unemployed”. These are individuals who would prefer to have paid employment, but have become so discouraged and have stopped looking for work. Those PWDS who are already employed also continue to face challenges in the labor market. The work environment is often hostile and accommodations are not made to ensure that they comfortably carry out their work.

In order to attract PWDs to seek employment with different employers, especially at local levels, there is a need to ensure a disability friendly work environment, have policy frameworks that encourage the recruitment and employment of PWDs, and put in place special activities to counsel and guide PWDs on employment and career options. Attracting PWDs to the employment sector will also involve popularization of the rights of PWDs in relation to employment; all employers need to indicate that their jobs are open to PWDs in their job announcements. A process to monitor the placement rate and success of PWDs in organizations should be devised.

### **GOAL**

To promote increased access to employment among Persons with disabilities in Masaka District.

### **COVERAGE, STAKE HOLDERS AND BENEFICIARIES**

#### **COVERAGE:**

This is a pilot project to be implemented in the 23 sub counties of Masaka District for two (2) years, 2009/2011.

The district is selected on the basis of the presence of Masaka Vocational and Rehabilitation (MVRC) , an active PWD advocate group (MADIPU), a youth group of persons with physical disabilities (MADIPA) which is self employed, political will, and the presence of pre urban centers like Masaka Municipal council, Lukaya Town council and Kyazanga town board.

These centers have some employment opportunities available but not targeting PWDs. So it will give PWDs a chance to easily search for them.

#### **BENEFICIARIES**

The targeted beneficiaries are the 300 adult (18-40 years) disabled persons mainly the physically impaired (140) who the majority, the deaf (50), blind (50) and persons with intellectual disabilities (60)

The parents and family members who will look at this PWD as a bread winner

## **ALLIES/PARTNERS/SUPPORTERS**

The persons with disabilities themselves, the disability advocates (DPOs), labor union organizations, community and family members and the politicians.

## **OPPOSITION**

The business communities, who may not be willing to hire the PWDs, low self esteem among PWDs themselves, the courts of law which can enforce the law.

However, through the awareness raising, these opponents can be turned into the project's allies.

## **IMPACT**

### **Persons with the disabilities**

The PWDs shall have employment opportunities

They will start earning a living and live independently.

The PWDs will have good working environment

They will have advanced skills acquired from the training centers and on the job

### **Employers**

They will learn about disability and will understand person with disabilities better.

They get subsidies from the government.

They will fully understand the law on the employment of PWDs.

They will expect better results from the employees with disabilities as they will work with commitment.

### **Government**

The country will develop due to the taxes contributed by PWDs

It will act as a role model to other countries which are discriminating PWDs in the employment sector.

It will be fulfilling its obligation of protecting the human rights of its citizens, PWDs inclusive.

## **STRATEGY**

The project will apply a participatory approach for its sustainability and goal achievement. Here PWDs will be mobilized, counseled and sensitized, about their employment rights and how to get employment.

On the other hand politician, labor unions and employers will also be mobilized, and sensitized about the need to employ persons with disabilities. These will also be used as a stronger pillar to lobby others to bring on board.

An employment advocacy Committee comprising of 10 members of which 5 are persons with different disabilities shall be formed. It will consist of the technical staff, a lawyer, the private sector representative, government sector representative, a religious leader representative and the representatives of PWDs, shall be put in place to implement the project

## **STRATEGIC PARTNERSHIP**

In order for effective implementation of the project, it will team up with five (5) PWD and five (5) workers' representatives in parliament, representatives of International Labor Organization (ILO) in Uganda and the business community. These partners have lasted

long in the employment sector and are well knowledgeable. However, they have been missing the element of Disability in their programming.

Therefore, in this partnership, the committee will increase the awareness of disability, and on the other hand, the partners will involve PWDs in getting employment.

**OBJECTIVES:**

**1. Ensure observance of PWDs rights at the workplace**

Activities:

Making research on the distribution of PWDs in both public and private sector

Making assessment of the treatment of PWDs in work places, and the presence of human resource polices relating to the treatment of PWDs.

Publishing the rights of PWDs at workplace

Develop a list of demands for employers

Organize meetings with district officials and employers

Develop a PWDs tailored monitoring and evaluation tool for workplaces.

**2. Eliminate discrimination against PWDs in the recruitment and hiring process.**

Activities

Publish materials indicating obligations of employers to employ PWDs and the potential benefits

The materials shall also put into consideration persons getting disability while at their work place and shall be discussing the procedures and consequences of when some one becomes disabled while at work.

Distribute these materials to both the employers and PWDs.

Ensuring that all employers indicate that their jobs are open to PWDs in their advertisements.

Ensuring that there is good working relation between employers and PWDs and this will be in form of organizing meetings.

Monitor and make reports on instances of discrimination against PWDs in the recruitment process.

Lobby institutions like Universities that are having trainings in Human resource to include a section on disability, to make employers more aware on disability

**3. To promote increased PWDs' participation in lobbying and advocating for their employment rights and building their careers.**

Activities

Advocate for the provision of Rehabilitation and vocational counselors for PWDs

Liaise with District Service commissions and other NGOs to support vocational and Rehabilitation counselors to advice PWDs on part-time or full time basis.

Monitor the placement rate and success of PWDs benefiting from counseling and guidance services.

To raise awareness on the employment of persons with disabilities according to the PWDs Act 2006.

Introduce market demand vocational trainings in MVRC, to build PWDs' career and create more employment opportunities

**IMPLEMENTATION PLAN**

**SOCIAL REHABILITATION DEPARTMENT**

**GOAL:** To promote increased access to employment among Persons with disabilities in

Masaka District 2009-2011

Objectives	Activities	Time frame(Quarters)				Output	Outcomes
		Q1	Q2	Q3	Q4		
<b>1. Ensure observance of PWDs rights at the workplace</b>	<b>1.1</b> Make research on the distribution of PWDs in both public and private sector					Research findings established.	Both private and Public become aware of the situation on the employment of PWDs.
	<b>1.2</b> Publish 100 copies on the rights of PWDs and distribute them to workplace					100 copies on the employment rights of PWDS published and distributed.	Employers' attitude towards disability changed.
	<b>1.3</b> Organize 4 meetings with district officials and employers					4 meetings, 4 per year are organized with district officials and employers	A rapport is created
	<b>1.4</b> Develop a PWDs tailored monitoring and evaluation tool for workplaces					<b>1.3.3.</b> 300 Work places monitored	A standard monitoring and evaluation tool in place
<b>2. Eliminate discrimination against PWDs in the recruitment and hiring process.</b>	<b>2.1</b> Publish materials indicating obligations of employers to employ PWDs and the potential benefits					<b>2.1.1</b> 1000 copies of employers and PWDs obligations published and distributed	Awareness among PWDs and Employers raised
	<b>2.2.</b> Organise 4 Lobbying meetings with institutions like Universities that are having trainings in Human resource to include a section on disability, to make employers more aware on disability					<b>2.2.2.</b> 4Lobbying meetings with institutions organized.4 per year And one per quarter.	Disability is included in the teaching Curriculum
	<b>2.3.</b> Organize 50 monitoring visits and making reports on instances of					<b>2.3.3.</b> 50 monitoring visits are made at the work places. Reports are made and	PWDs are awarded employment with out discrimination..

	discrimination against PWDs in the recruitment process.					distributed to all stake holders	
	<b>2.4.</b> Organize 12 radio talk shows on the employment of PWDs.					<b>2.4.4.</b> 12 Radio talk shows organized, 12 per year	PWDs get employment.
	<b>2.5.</b> Publish 12 articles in the local media (1 every month) of organizations that have discriminated PWDs in their work places.					<b>2.5.5</b> A monthly article published in the local media for organization that have employed PWDs and those that have not.	.Employers' attitude change towards PWDs.
<b>3.</b> To promote increased PWDs' participation in lobbying and advocating for their employment rights and building their careers.	<b>3.1</b> Organize Rehabilitation and vocational counseling sessions for PWDs					<b>3.1.1.</b> 300 counseling sessions organized for PWDs	PWDs gain confidence to seek for employment.
	<b>3.2</b> Organize awareness rising among the community and PWDs on the employment of persons with disabilities according to the PWDs Act 2006.					<b>3.2.2</b> 2 rallies organized as away of rising awareness on the existence of the PWDs Act 2006	Gather support from the community to ensure the employment of PWDs.
	<b>3.3.</b> Introduce 2 market demand vocational trainings in MVRC, to build PWDs' career and create more employment opportunities.					<b>3.3.3</b> .2 Market demand courses in making paper bag and collecting plastics materials introduced at MVRC.	PWDs' career built and employment opportunities created.

## **MONITORING AND EVALUTION PLAN**

### **Monitoring**

The Monitoring of the project shall be guided by the monitoring tool and the stipulated activities in this Proposal, namely  
Meetings will stake holders

Meeting with the PWDs employed and non employed, Employers and District officials  
Quarterly and bi-annual Meetings to discuss progress of the project

Support supervision

Physically visiting the work places and to share with the PWDs and Employers.

Writing and analyzing reports

Activity reports shall be made daily

Compiled reports shall form quarterly reports accompanied with Photographs, list of participants, shared to all stake holders

Proper Accountability.

All funds released should be first accounted for before another release is made

Accountability shall be accompanied by original receipts, where it is due lists of participants and their signatures,

### **Evaluation**

After the end of the first year (2009), the project shall be evaluated, before the second year starts off.

Here, we shall involve the PWDs' beneficiary mainly to assess the project and discuss the loopholes and how to make it better for more PWDS to benefit. Others to be involved shall the stakeholders and the entire community as well as the staff involved.

However, the shall also involve the external evaluators whom we expect to come from the Funders, ILO and disability advocates in the mid term of the project and at the end of the project to establish the relevance, gauge how well the project has been managed and the potential for sustainability.

### **Possible Obstacles**

#### **Funders**

The lack of money to run the project and also the high unemployment rate in Uganda

The funders' lack of confidence in the project

#### **PWDs**

The PWDs unwillingness to work

The PWDs taking long to understand their roles in the project.

The PWDs' families accepting their children to work.

#### **Community**

There willingness of the business and employers to employ PWDs

Accepting to cooperate in the management of the project.

The negative attitude towards disability.

These obstacles shall be dealt with fully involvement of all the above stakeholders to own the project.

## **A SUMMARISED BUDGET FOR THE ENABLE WORK PROJECT 2009/2011 .**

GRAND TOTAL COST    UGX **607,044,000**    \$ **30,352**

BREAKDOWN OF EXPENDITURE BY OBJECTIVE	UGANDA	US
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	SHILLINGS (UGX)	DOLLAR (USD \$)
OBJECTIVE 1: Ensure observance of PWDs rights at the workplace	5,722,000	2,861
OBJECTIVE 2: Eliminate discrimination against PWDs in the recruitment and hiring process	12,640,000	6,320
OBJECTIVE 3: To promote increased PWDs' participation in lobbying and advocacy for their Employment rights.	16,110,000	8,055
PROGRAMME MANAGEMENT	24,592,000	12,476
MONITORING AND EVALUATION	1,280,000	640
<b>GRAND TOTAL</b>	<b>607,044,000</b>	<b>30,352</b>

### **THE IMPACT OF THE LEADERSHIP TRAINING TO THE PROJECT**

The course has developed me in mainly three areas socially, psychologically and professionally,

Socially, I have been moved by the culture of the Japanese, despite their boom, they still treasure their culture, which has brought on board all people to be part and partial of the society and to improve the living conditions of PWDs without questioning why?.

Psychologically, based on the one-on-one talks with great advocates of disability in Japan, key Political figures and government workers, field visits, lecture methods, assistance of the co-coordinators and great participation of all participants, I have enabled me to be more open minded, more ambitious and more practical in my way of thinking and working, and I just imagine a whole new “Society for All” in Uganda and Africa as a whole.

Professionally, this is also the most important element to this course, I have been inspired by the ability of PWDs to work and be independent, and this was furthered by the visits to the homes of PWDs, who are living independently, “Acorns in the Village”, “Human Care Association”, “Mugi-no-sato”, just name it, they moved me a lot and I thought, PWDs in Uganda, too can live this kind of independence, if there are enabled to work.

**TABLE 1: DETAILED BUDGET BY OBJECTIVE AND ACTIVITY**

Resource	Unit	Type	Unit	Type	Unit cost	T/COST (UGX)	T/COST (USD)
<b>OBJECTIVE 1:Ensure observance of PWDs rights at the workplace</b>							
<b>Activity 1.1 Ensure observance of PWDs rights at the workplace</b>							
A team of 2 Researchers	2 People		5 days		100,000	1,000,000	\$500
4 Research Assistants	4 People		5 days		50,000	1,000,000	\$500
100 litres of fuel for 5days	100 litres		1 litre		3000	450,000	\$225
2 Reams of paper	2 Reams				15,000	30,000	\$15
Secreatral services					100,000	100,000	\$50
Air time	1 Air time card		5 days		10,000	50,000	\$25
<b>Total for Activity 1.1</b>						<b>2,630,000</b>	<b>\$1,315</b>
<b>Activity 1.2 Publish 100 copies on the rights of PWDs and distribute them to workplace</b>							
Contract a printing firm	100 copies		1 copy		2,000	200,000	\$100
100 Litres of fuel for distrubition of materials	100 litres		1 litre		3,000	450,000	\$225
<b>Total for Activity1.2</b>						<b>650,000</b>	<b>\$325</b>
<b>Activity 1.3 Organize 4 Meetings with the District Official and Employers</b>							
Transport to committee members	10 People		4 meetings		20,000	800,000	\$400
Refreshments	40 tins of water		1 tin of water		2,000	80,000	\$40
Stationery						50,000	\$25
Allowances to							
1. Sign Lauguage interpreter	1 person		4 meetings		20,000	80,000	\$40
2.Guide/ Helper	1 person		4 meetings		20,000	80,000	\$40
<b>Total for Activity 1.3</b>						<b>1,090,000</b>	<b>\$545</b>
<b>Activity 1.4 Develop a PWDs' tailored monitoring and evaluation tool at work place.</b>							
Facilitating 10 participants	10 People		2 days		50,000	1,000,000	\$500
Stationery						50,000	\$25
Printing the the tool	300 Copies		1 Copy		1000	300,000	\$150
Computer services	2 copies		1 copy		1000	2,000	\$1
<b>Total for Activity 1.4</b>						<b>1,352,000</b>	<b>\$676</b>

## **OBJECTIVE 2: Eliminate discrimination against PWDs in the recruitment and hiring process**

### **Activity 2.1 Publish and distribute materials on the obligation of employers to employ PWDs and the benefits**

Translating the materials to the local language.	50 pages	1 page	20,000	1,000,000	\$500
Hiring the printing company	100 copies	1 copy	2,000	200,000	\$100
Fuel for distribution of these material	50 litres	1 litre	3,000	150,000	\$75
<b>Total for Activity 2.1</b>				<b>1,350,000</b>	<b>\$675</b>

### **Activity 2.2 Organise 4 lobbying meeting with instutions of higher learning**

Facilitation of members	10 People	4 meetings	20,000	800,000	\$400
Refreshments	40 Tin of water	1 Tin of water	2,000	80,000	\$40
Stationery				50,000	\$25
Fuel for transportation	80 litres	1 litre	3,000	240,000	\$120
Copied materials	100 copies	1 copy	200	20,000	\$10
Printing Photos	100 copies	1 copy	500	50,000	\$25
<b>Total for Activity 2.2</b>				<b>1,240,000</b>	<b>\$620</b>

### **Activity 2.3 Organise 50 monitoring Visits to places of recruitment**

Facilitation of members	10 People	50 visits	20,000	1,000,000	\$500
Fuel for transportation	500 litres	1 litre	3,000	1,500,000	\$750
Stationery				50,000	\$25
<b>Total for Activity 2.3</b>				<b>2,550,000</b>	<b>\$1,275</b>

### **Activity 2.4 Organise 12 radio talk show (4 hours per month) on local FM Radio station**

Radio Air Time for 48 Hours in the year	48 Hours	1 Hour	700,000	3,360,000	\$1,680
Allowance to resource persons	24 People	1 person	20,000	480,000	\$240
Fuel for Transportation	60 litres	1 litre	3,000	180,000	\$90
CDs for recording the programes	12 CDS	1 CD	5,000	60,000	\$30
<b>Total for Activity 2.4</b>				<b>4,080,000</b>	<b>\$2,040</b>

### **Activity 2.5 Publish Monthly articles of the situation of PWDs in the Local media (News Paper)**

Buying space in the Local media	12 Articles	1 Article	50,000	600,000	\$300
Photocopying published materials	3600 Copies	1 Copy	100	360,000	\$180
Printing photos to be used in the articles	12 Photos	1 Photo	5,000	60,000	\$30
Internet services	12 Months	1 Month	200,000	2,400,000	\$1,200
<b>Total for Activity 2.5</b>				<b>3,420,000</b>	<b>\$1,710</b>

**OBJECTIVE 3: To promote increased PWDs' participation in lobbying and advocacy for their Employment rights.**

**Activity 3.1 Organize 150 counseling sessions for PWDs**

Allowance to resource person	1 Person	12 months	50,000	600,000	\$300
Photocopying materials	300 copies	1 copy	100	30,000	\$15
Stationery				50,000	\$25
<b>Total for Activity 3.1</b>				<b>680,000</b>	<b>\$340</b>

**Activity 3.2 Organise awareness rising to the community.**

1.Community					
Publishing Disability and Employment related posters	500 copies	1 copy	1,000	500,000	\$250
Hanging Posters in Public places				100,000	\$50
2. Organise 4 workshops per year for PWDs					
Hiring Venue	4 venues	1 venue	90,000	360,000	\$180
Meals	300 people	1 person	15,000	4,500,000	\$2,250
Refreshments	310 Tins of water	1 Tin of water	1,000	310,000	\$155
Transport allowance to participants	300 people	1 person	20,000	6,000,000	\$3,000
Facilitation to Resource persons	4 people	1 person	50,000	200,000	\$100
Facilitation to					
1. Sign language interpreters	1 person	4 times	20,000	80,000	\$40
2.Helpers	1 person	4 times	20,000	80,000	\$40
Stationery				100,000	\$50
<b>Total for Activity 3.2</b>				<b>12,230,000</b>	<b>\$6,115</b>

**Activity 3.3 Introduce 2 new courses one in waste management and the other in Paper container producing**

Fuel for Recruitment of students	300 litres	1 litre	3,000	900,000	\$450
Workshop materials				1,000,000	\$500
Teaching materials/aid				1,000,000	\$500
Preparing the study rooms				300,000	\$150
<b>Total for Activity 3.3</b>				<b>3,200,000</b>	<b>\$1,600</b>

**TOTAL FOR ALL ACTIVITIES**

**34,472,000 \$17,236**

<b>PROGRAMME MANAGEMENT</b>									
<b>Resource</b>	<b>Unit</b>	<b>Type</b>	<b>Unit</b>	<b>Type</b>	<b>Unit cost (UGX)</b>	<b>Unit cost (USD)</b>	<b>Total cost (UGX)</b>	<b>Total cost (USD)</b>	
<b>Personnel</b>									
Allowance Per month									
2 Work Shop Instructors	2	People	12	Months	150,000		3,600,000	\$1,800	
1 Hired staff	1	Person	12	Months	200,000		2,400,000	\$1,200	
1 Part time Nurse	1	Person	12	Months	200,000		2,400,000	\$1,200	
1 Resource Person	1	Person	12	Months	300,000		3,600,000	\$1,800	
<b>Travel:</b>									
Activity daily transport by public means	20	days	12	Months	15,000		3,600,000	\$1,800	
<b>Equipments and supplies</b>									
i) Computer	1	Computer			1,300,000		1,300,000	\$650	
ii) Printer	1	Printer			300,000		300,000	\$150	
iii) Camera	1	Canon			500,000		500,000	\$250	
iv) UPS	1	UPS			150,000		150,000	\$75	
v) Photocopier	1	Photocopier			900,000		900,000	\$450	
vi) Stationary	1	Reams	12	Months	10,000		120,000	\$60	
vii) Pens	12	Packets	1	Packet	10,000		120,000	\$60	
<b>Trainings: (Meetings)</b>									
Monthly Committee Meeting									
1. Meals	12	People	2	meetings	20,000		480,000	\$240	
2. Transport refund	12	People	2	meetings	20,000		480,000	\$240	
3. Sign language interpreter	1	person	2	meetings	15,000		30,000	\$15	
4. Guide/Helper	1	person	2	meetings	15,000		30,000	\$15	
5. stationary							50,000	\$25	
6.Hall Hire	1	Hall	2	meetings	80,000		160,000	\$80	
7.Refreshments	12	Bottles of water	1	Bottle	1,000		12,000	\$6	
<b>Other direct costs</b>									
1. Communication (Air time)	48	Air time cards	1	Airtime card	20,000		960,000	\$480	
2. Internet services	12	Months	1	Month	150,000		1,800,000	\$900	
3.Buying camera	1	Camera			400,000		400,000	\$200	
4. Office maintance	12	Months	1	Month	100,000		1,200,000	\$600	
5. Office stationery	24	Reams	1	Ream	15,000		360,000	\$180	
<b>Total for Programme management</b>							<b>24,592,000</b>	<b>\$12,476</b>	

### MONITORING AND EVALUATION

#### BI-ANNUAL MEETING

Transport refund	15 People	1 Person	20,000	300,000	\$150
Lunch	15 People	1 Person	20,000	300,000	\$150
Refreshments	15 Bottle	1 Bottle	1,000	15,000	\$7.50
Invitation letters	15 Letters	1 Letter	1,000	15,000	\$7.50
Fuel to distribute letters	10 Litres	1 Litre	3,000	30,000	\$15
Airtime	1 Air time card		20,000	20,000	\$10
Field support supervision					
vehicle hire	1 Car	2 times	200,000	400,000	\$200
subsistence allowance	5 People	2 times	20,000	200,000	\$100
<b>Total for M and E</b>				1,280,000	\$640

**PROJECT GRAND TOTAL FOR THE TWO YEARS (All activities, Prog. Management and M&E)** 607,044,000      \$30,352

### BUDGETARY EXPLANATION NOTES

1. The Budget is for the first year 2009/10 with the total = 66,464,000. The Exchange rate \$1= 2,000 UGX
2. The project shall spend money Equipment and supplies for the purpose of storing all the information on the project and to easy the work of feedback
3. The project shall spend on the instructors for the first 2 years, then the district shall take over
4. Most of the Activities shall be carried on in the following year 2010/2011, expect the following
  - (I) Making research as this will act as abaseline for the project
  - (ii) Developing a Monitoring tool
  - (iii) Hiring and furnishing the workshops
  - (iv) Purchasing Equipments and supplies.

#### 5 NOTE

After the evaluation in the first year, the needs raised, shall be encompassed in the project.

The Evaluation shall be participatory as it will include PWDs employed, employers, district workers, students and PWDs who are working at home.

It will be done through questionnaires, observation.