Executive summary

Jobs and skills for persons with disabilities with a focus on ICT-based solutions

People with disabilities (PwD) in Egypt tend to be economically excluded and are non-active in the labor market. Moreover, many disabled people in Egypt lack the needed ICT, soft and entrepreneurial skills to start their own businesses. This project aims to empower PwD through the use of ICT solutions, with a specific focus on the ICT and tourism sector. Capacity building of training and employment service providers will facilitate PwDs employment opportunities in the labor market. The project will be implemented by three partners: UNDP in Egypt, International Labor Organization in Egypt and the Egypt-ICT Trust Fund. The estimated timeline is 18 months, with a budget of 349,997 USD. The project aims to target 6 governorates, 600 young PwDs out of which 300 will successfully integrate in the labour market, 6 NGOs serving PwDs, 200 Design-athon participants (including computer Science/engineering students, young entrepreneurs, NGOs, PwD, innovators, designers and tech-oriented companies), 25 institutions offering improved training and employment services for PwDs, 30 employers engaged in hiring persons with disabilities or offering internships for PwDs, and 60 trainers of public and private training providers.

The project's objectives will be fulfilled by 1) providing baseline needs assessment study in the selected governorates 2) promoting the concept of entrepreneurship 3) empowering PwD through face to face training and e-learning solutions, 4) raising awareness among employers of the benefits of hiring PwD, 5) capacity building for NGOs, training and employment service providers and 6) encouraging social innovation for enhancing the daily lives of PwD.

1. Background

According to WHO statistics,[1] 11% of the Egyptian population suffer from some kind of disability. Youth unemployment rates today range from 16-35% depending on age group and sex, clearly above the national average of 13%.[2] Although laws, associations and programs were available for disabled people, during the past few years, people with disabilities (PwD) have been pushing for better representation and services. Social stigmas remain virulent in society, and PwD are among the most vulnerable group in terms of access to employability skills and decent work.

Legally, there is a five percent quota on employers to hire PwD. However, this law is not properly enforced and the practice of simply listing PwD on the payroll on paper is widespread[3]. PwD in Egypt suffer from a lack of social awareness, inevitably leading to sentiments of exclusion from the community, and suffer from a lack of good public services. Particularly, disabled youth need support in terms of inclusive education, employment, social awareness and empowerment

Recently, some government measures have improved the situation of PwD. In June 2012, the National Council on Disability Affairs (NCDA) was established specialized in dealing with disability issues. Moreover, two articles in the new Egyptian Constitution from January 2014 directly target PwD, protecting their rights to equal healthcare, employment, education, political participation and social inclusion. Several local and international NGOs in Egypt work on empowering people with disabilities through sports, raising awareness, education, vocational trainings and entrepreneurial training for the labor market.

Egypt has ratified the UN Convention on the Rights of Persons with Disabilities, and ILO Vocational Rehabilitation and Employment (Disabled Persons) Convention C159, which applies the principles of equal opportunity and treatment of disables persons. The ILO Committee of Experts invited the Egyptian Government in 2010 to supply information on the results achieved by the national policy on vocational rehabilitation and employment of persons with disabilities and to provide information on the practical application of the Convention, including statistics. A current ILO study assesses how far provisions in ILO C159, C142 and the UNCRPD pertaining to skills development and labor market inclusion, as adopted in Egyptian laws, are applied in practice in selected governorates. The study results will inform interventions in this proposal on needed improvements to training, labor market inclusion and employment service delivery for PwDs.

UNDP and ILO work in Egypt to promote effective participation and inclusion of persons with disabilities. The ILO has worked with the National Council on Disability Affairs and strengthened partnerships with other relevant national stakeholders, in particular through

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[1] Salem, 2013.
[2] CAPMAS, Labor Force Survey 2013.
[3] Discussions at ILO disability training courses in October 2013, and April 2014.

its ILO/CANADA Project on Decent Jobs for Young People. The project has conducted trainings for government officials, NGOs and public employment service staff on the inclusion of persons with disabilities in employment, has worked with the Federation of Egyptian Industries and bi-lateral chambers of commerce to sensitize employers with respect to the ILO Code of Practice for Inclusion of People with Disabilities in the Workplace, collected good practice examples of hiring persons with disabilities, in particular in the tourism, and ICT sector. In February 2014, a Memorandum of Understanding was signed between the Governor of the Red Sea Governorate, the Ministry of Tourism, the ILO and an NGO to promote accessible tourism in the Red Sea. All activities benefited from support of the global ILO disability team and the Global Business and Disability Network, hosted by the ILO, and partnerships feed into this proposal.

UNDP and Ministry of Communications and Information Technologies jointly established the Egypt Information and Communication Technology Trust Fund (ICT-TF) in 2002 to enrich the livelihood of Egyptian citizens through the use of ICT. Since its inception, ICT-TF has implemented several programmes with the aim of providing PwD with skills, resources and tools. ICT-TF created the community development portal Erada (erada.kenanaonline.com) which provides access to Arabic e-content to PwD, and developed e-learning solutions for the hearing and visually impaired on the platform. The portal boasts a network of 125 active specialized NGOs and experts working in the field of disabilities. In 2012 and 2013, the ICT-TF implemented the Youth Employment Generation Program. This program addressed the mismatch between private sector skills demands and Egyptian youth skills by providing young males and females with the necessary vocational training in IT and soft skills to increase their employment prospects. Among the 1852 beneficiaries, 150 were young people with disabilities.

2. Programme Approach

This proposal aims to support labour market inclusion of persons with disabilities, through ICT-based solutions. With regard to article 27 of the CRPD, the project ensures its respect and full recognition of the right to equal work and employment and to "effective access to general technical and vocational guidance programmes, placement services and vocational and continuing training"[4].

The proposal aims to empower young visual and physical impaired women and men aged 18 to 35 years. The 600 beneficiaries come from 6 different governorates which are

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[4] http://www.un.org/disabilities/default.asp?id=287

Cairo, Giza, Alexandria, Red Sea, Port Said and Minya to exert their rights to learn IT, vocational and soft skills to increase their opportunities to access decent jobs and/or to create their own enterprises.

According to this approach, the proposal addresses the following enabling factors:

1. Providing needs assessment and capacity building:

The project will select one NGO in each governorate according to IT level, number of employees and services to disabilities (please see list in Annex). The selection of training courses will be according to each governorate needs. In collaboration with the selected NGOs, the project will:

 a) Conduct a labor market opportunity assessment in the six selected governorates, to identify available suitable training packages as well as employment opportunities and the skills gap of identified disabled persons with visual or physical disabilities to be bridged.

 b) Identify suitable training providers that would benefit from training on improved inclusive practices (ILO practical guide) to service the selected youth and others.

 c) Create community ownership by involving local level authorities, youth, parents, and practitioners from civil society organizations in the needs assessment.

2. Enabling NGOs, training providers and employment service providers serving PwDs:

Capacity building and skills development training will involve staff from Ministries of Manpower, ICT, Social Solidarity and others, and staff of local institutions directly servicing, or not yet servicing persons with disabilities. Approaches include:

 a) Equipping institutions with the necessary ICT tools and enable IT infrastructure, such as computer software, information systems, computer hardware, programme database management systems.

 b) Rolling out the ILO practical guide on the Inclusion of People with Disabilities in Vocational Training to 30 training providers of Ministry of Social Solidarity and Ministry of Manpower and Migration, and NGOs

 c) Developing training curricula in cooperation with certified training entities.

 d) Assisting institutions to conduct surveys, interviews, and pre/post training evaluations when needed. Training public employment office staff to make their jobs search support and job matching services more accessible to persons with disabilities

 e) Training of Trainers (TOT) for 6 NGOs' staff (about 3 members for each NGO) to ensure project efficiency and sustainability.

3. **Raising awareness of diversity benefits among enterprises and promoting entrepreneurship among PwDs:**

Labour market demand for persons with disabilities will be stimulated by promoting inclusive workplace practices, and by adapting a toolkit for employers to facilitate recruitment of persons with disabilities, implemented in partnership with the Federation of Egyptian Industries. The toolkit was developed under a previous UNDP/ILO UNPRPD-funded project in Costa Rica developing a "National Plan for Labour Inclusion of Persons with Disabilities". The two sectors in focus are ICT and the hotel and tourism sector, and targeted enterprises are expected to increase the share of persons with disabilities among their staff.

Entrepreneurship training in basic business skills enables disabled persons to start and improve their business effectively, provided including through an equipped bus called "mobile unit". Successful entrepreneurs with disabilities in Egypt are working in high technology businesses like telecommunications, in web designing, translation, graphic designing, industry designing, telesales and telemarketing and other related fields.

4. **Empowering PwDs through ICT skills and e-learning methodologies:**

To enhance the overall learning environment and living conditions using ICT, beneficiaries will benefit from open access to adaptive technologies.

   a) Specialized curricula using interactive ICT solutions online and offline will cover 5 courses: Basic IT Training; SMEs and Entrepreneurial management; Soft skills; IT Vocational Skills and Handicraft vocational skills. The average time in each course is 30 -50 training hours. Courses will be accredited and certificates signed by Ministry of Social Solidarity, Public Administration for Social Rehabilitation (PASR) and Egypt ICT Trust Fund. Furthermore.
   b) The PwDs community development portal (Erada), www.kenanaonline.com/erada will display TOT material for lifelong learning, knowledge sharing, networking and community mobilization.
   c) 2 Design-athons for 100 participants each will harness the potential of new technologies to support PwD life-long learning and providing sustainable work services.

5. **Encouraging social innovation contests to address cultural perceptions and stigmas:**

The project also aims to ensure inclusion of PwDs in the community and labor markets by addressing cultural perceptions and stigmas through positive public awareness-raising. This will be achieved through:

a) A public competition for innovative ideas that promote an enabling environment for young PwDs, increase access to services, and impact towards their inclusion in the surrounding communities using ICTs,

b) A competition for the best enterprise in hotels and tourism sector in terms of innovative inclusive practices for staff and guests, in collaboration with the Egyptian Tourism Federation and the Enterprise-Training-Partnership Hotel/Tourism

c) Brochure with good practice examples of labour market inclusion of persons with disabilities.

6. Fostering innovation to address the needs of PwD:

This project aims to involve university students, young entrepreneurs, NGOs, PwD, innovators, designers and tech-oriented companies in designing, testing and prototyping effective solutions that allow people to live as independently as possible by making day-to-day tasks easier. Two Design-athons will be implemented in Cairo and Alexandria in partnership with technology- oriented institutes, namely Internet Technology Institute and Technology Innovation and Entrepreneurship center. Design-athon will be promoted through social media platforms and will encourage universities and NGOs to participate in this joint initiative.

Each round will have a duration of 2 days in which 10-15 PwDs will talk about their life experience and real needs, 100 participants will analyze and discuss particular study cases, will identify the main challenges faced by an specific group of PwD, and finally will work together to create effective solutions by using the latest technologies.

3. Objectives and expected results

Table 1. Expected impact

Impact		
Improved institutional capacities to enable visual and physically disabled find employment and receive support through ICT-based solutions		
Impact indicators		
Indicator	**Baseline**	**Means of verification**
600 PwDs complete IT, vocational and soft skills trainings out of which 300 find jobs, internships, start their own business or form a cooperative	N/A	Progress reports of ICT-TF, Youth Centres, VTCs, Ebtessema and NGOs
30 companies engaged in hiring PwDs or offering internships through the initiative.	19 out of 25 enterprises in the hotel and tourism sector employ PwDs, and 3 meet the 5% quota 10 hotels are part of the accessible tourism initiative 6 companies awarded prize in 2013 by MoICT for disability innovation	Follow-up with enterprises who participated in trainings, with Federation of Egyptian Industries, and ETP Hotel/Tourism reports
6 Tech-oriented solutions designed, prototyped and tested to improve living and working environment of PwDs.	N/A	Design-athon reports, Social Media Campaign.
25 organizations have made their training and counselling practices more inclusive, and therefore service higher numbers of disabled persons.	0	Follow-up visits, statistics of employment service providers, administrative records of training providers
Knowledge sharing and	0	Final toolkit

best practice toolkit with all enabling methodologies developed for easy project replication.		

Under Outcome 1, 6 NGOs will be supported to better serve PwDs to obtain employable skills through improved ICT solutions. 30 Managers and trainers in training institutions will be trained on an ILO practical guide on the Inclusion of People with Disabilities in Vocational Training. 600 PWD will be trained to improve their employability.

Table 2. Expected outcomes

Outcome 1		
600 people with disabilities have better access to employable skills and decent job opportunities		
Outcome indicators		
Indicator	**Baseline**	**Means of verification**
5 courses and 3 vocational toolkits developed and posted on Erada portal including basic IT skills, soft skills, vocational skills, business skills, e-marketing and handicrafts skills.	6 courses for visually impaired primary schools students.	Course material, toolkits and links on Erada portal, Progress reports, Kenana online statistical reports.
18 trainers are trained on new courses and learning approaches based on ICT solutions	N/A	Reports on training
10 training centres adopt inclusive practices in planning and training delivery (strategy, recruitment of trainees, pedagogical approaches, reasonable accommodation, universal	To be obtained through current ILO assessment study	Reports by training centres, follow-up visits

Formulation	Tentative timeline
design)	

Outputs	
Formulation	**Tentative timeline**
1.1. Base line study conducted with needs assessment for the targeted group in the 6 selected governorates	Months 1-2
1.2. 5 Courses/modules for enhancing PwDs' skills developed	Months 2-6
1.3. 3 vocational toolkits developed and disseminated regionally.	Months 2-6
1.4. 6 rounds of awareness sessions are conducted in 6 governorates for PwDs and concerned family members, NGOs and experts.	Months 2-14
1.5. ToT sessions implemented by NGOs and youth centers	Months 7-9
1.6. Assessment tools for selected NGOs and youth centers implemented and monitored	Months 6-7
1.7. 600 PwDs aged 18-35 trained in 30 training sessions	Months 9-18
1.8. New courses for PwDs are uploaded in Arabic version on the Erada portal	Months 12-15
1.9. 30 public and private training providers trained on making training provision more inclusive for PwDs.	Months 3-18
1.10. Follow-up support to public and private training providers secured	Months 6-18

Under Outcome 2, UNDP and ICT TF will promote the use of ICT to develop innovative solutions to designs solutions for every-day life for PwD. Design-athons are organized in partnership with several public and private entities, including disabled persons who will talk about their needs by using the 'living libraries' approach, which aims at encouraging social interactions and cooperation amongst individuals to break down stereotypes and prejudgments particularly among young people.

Outcome 2		
Design-athon yields innovative ICT solutions for people with disabilities to improve their daily life, training and working environment		
Outcome indicators		
Indicator	**Baseline**	**Means of verification**
200 Computer Science/ engineering students, young entrepreneurs, NGOs, PwD, innovators, designers and tech-oriented companies contributed in developing innovative solutions to address the needs of PwD by using ICT.	N/A	Design-athon social media campaign. Reports, Videos.
2 Design-athons implemented in two Governorates.	N/A	Social media reports
30 representatives from NGOs and PwD have participated in the design and implementation of Design-athon.	N/A	Social media reports
Outputs		
Formulation		**Tentative timeline**
2.1 Developed a social media campaign to engage target groups.		Months 2- 5
2.2 Two Design-athons implemented in partnership with NGOs, universities, individuals and private companies.		Months 6-9

Under Outcome 3, the ILO will work with enterprises in partnership with the Federation of Egyptian Industries and apply a new toolkit to facilitate hiring of disabled persons. Employment offices of the Ministry of Manpower and other intermediation services will be strengthened to better place persons with disabilities in internships and available jobs. This outcome is closely linked to outcome 1, so that beneficiaries are further supported in obtaining decent work. Innovative ICT solutions developed under outcome 2 will benefit enterprises, job-seekers and intermediation services.

Outcome 3		
Enterprises have increased awareness on the benefits of hiring persons with disabilities and create job and internship opportunities for them		
Outcome indicators		
Indicator	**Baseline**	**Means of verification**
15 employment service providers offer improved placement and job search support services for disabled persons	0	Public employment service office records, NGO reports
20 enterprises participate in the accessible tourism competition	0	Competition records
20 enterprises use the developed toolkit to facilitate hiring workers with disabilities	0	Follow-up with enterprises and Federation of Egyptian Industries, and Enterprise-Training Partnership Hotel/Tourism
Outputs		
Formulation		**Tentative timeline**
3.1 10 public employment offices and 10 other labour market intermediation services have better tools to refer and place PwDs		Month 6-18
3.2 Competition and prize for accessible tourism launched among enterprises		Month 6
3.3 Toolkit for employers adopted to Egyptian context to facilitate the process of hiring workers with disabilities		Months 1-10
3.4 Capacity building workshops conducted for 40 enterprises in the tourism and ICT sector		Months 10-18
3.5 Brochure with good practice examples of labour market inclusion of PwDs.		Months 12-18

4. Management arrangements

- **Steering Committee**

The Steering committee will be composed of a representative of the National Council on Disability Affairs, the Ministry of Manpower and Migration, the Ministry of Social Solidarity, the Federation of Egyptian Industries, the trade unions, the ILO Skills Specialist, the ILO Chief technical advisor of the Decent Jobs for Egypt's Young People Project and disables persons' organizations and meet on a bi-monthly basis.

The terms of reference of the Steering Committee are:

a) Review and approve the detailed Work Plan of the project.

b) Provide advisory support to the project team.

c) Co-ordinate the work of the project with related institutions.

d) Assist and advise on the preparation of the training activities.

e) Evaluate, revise and approve the operational framework for the project.

f) General monitoring of the project activities.

g) Submit progress reports of the project to stakeholders

The committee will be chaired by UNDP, and will be composed of the decision making members from the project partners.

- **Management unit**

The management unit is composed of the UNDP programming staff, ITC-TF technical staff and coordinator, and the ILO technical coordinator. The management unit will meet at least on a bi-weekly basis. The terms of reference of the executive committee are:

a) Prepare the detailed work plan of the project

b) Monitor the progress of the project activities

c) Take collective decision in any major changes in the project work plan

d) Assign tasks to project team

e) Review the progress reports prepared by the project   coordinator   and   manager, then submit monthly and end-of-phase progress reports to the steering committee

f) Hold meeting weekly

The committee will be chaired by UNDP and will be composed of stakeholders' representatives, and will invite technical members to attend its meetings when needed.

Table 3: Implementation arrangements

Outcome	UNPRPD	Focal	Implementing	Other partners

number	Point	agencies	
1	ICT Trust Fund ILO	UNDP, ILO, ICT Trust Fund	NGOs, Ministry of Social Solidarity, Ministry of Manpower and Migration, Ministry of Youth, National Council for Disability Affairs.
2	UNDP ICT Trust Fund	UNDP, ICT Trust Fund	Information Technology Institute, Technology Innovation and Entrepreneurship Center, Universities, NGOs, private companies
3	ILO	ILO	FEI, Tourism Federation/ Enterprise-Training-Partnership Hotel/Tourism, MoTourism, MoMM, trade unions, NCDA

The ILO will liaise with colleagues in headquarters and in other regions, particularly Costa Rica, where the toolkit for employers was developed, to share knowledge and build on lessons learnt from other international good practices.

5. National ownership, participation and partnership-building

Egypt ICT TF, ILO and UNDP have an extensive experience in the provision of innovative solutions for PwD in Egypt, through the use of ICT. As a result of a long-term partnership with national and regional actors, Erada portal was created in 2010 to provide people with all types of disabilities with valuable Arabic e-content on the different types of disabilities and to help and support the people who provide care for them. At present, Erada portal has become a benchmark not only in Egypt, but also at the regional level and the portal brings together individuals, private companies, SMEs, NGOs, national organizations and experts.

Furthermore, in order to support the socioeconomic inclusion of PwD and strengthen the capacities of national NGOs, a crosscutting component on PwD was included in the Youth Employment Generation Programme (YEGP) in 2012-2013. Therefore, this new project builds on the knowledge acquired and best practices identified in the YEGP.

For the identification of this proposal Egypt a consultation process has been conducted with local stakeholders and representatives of PwD. To this end, The Egypt ICT Trust Fund invited 8 pre-selected NGOs from 6 governorates in April 2014 to attend a project planning session, discuss challenges of labour market inclusion of persons. The purpose of this session was to receive feedback on proposed purpose and objectives of the project, and obtaining further information for final selection of implementing partners.

In addition, the ICT-TF/UNDP, ILO and the Ministry of Social Solidarity have agreed to cooperate in empowering the targeted population through conducting TOT training sessions at a number of Comprehensive Rehabilitation Centers (PASR) belonging to the MoSS. The Initiative on Accessible Tourism in the Red Sea by the ILO, the Ministry of Tourism and the Governorate of the Red Sea works through a Steering Committee composed of employers, government representatives and other stakeholders with a strong commitment to support the hiring of disabled persons and providing improved tourism services, including through ICT solutions, to disabled guests.

This project applies participatory planning activities in its design process and in all project phases in order to ensure national ownership and sustainability as well as realizes the importance of improving the coordination between government, civil society, private sector and UN agencies to ensure national ownership. The project implementation is based on public-private people partnerships (PPPP) strategy hence the stakeholders as stated in proposal parts earlier will include the following:

1. NGOs, enterprises and entrepreneurs will be key partners in the identification of PwD needs as well as in the design and implementation of activities.

2. Erada portal will continue to build a social knowledge networking for PwD and will also provide e-learning services for targeted groups.

3. Universities, students, social innovators and private companies will participate in the creation of innovative solutions for PwD through design marathons.

4. Governmental partners as MoSS, MoMP, MoT, MoY, NCDA, will contribute to leverage the impact of positive activities on scaling up/ streaming on country wide

 5. Federation representatives, hotels, companies for hiring PwD.

7. Knowledge generation and potential for replication

The project aims to generate knowledge on how the socio-economic rights of PwD can be strengthened in Egypt by demonstrating effective ways of inclusion in labour markets, enhancing vocational skills of PwD and technical skills of training providers, along with the creation of employment and self-employment opportunities. Therefore, in order to

ensure national ownership and to support project scalability course wide, governmental representatives and representatives for PwD will be invited to serve as members of the project steering committee.

At the national level, the toolkits developed (IT, SMEs and entrepreneurs and employers toolkit) will act as sustainable output components that encourage and enable replication of project in other NGOs at other governorates. Erada portal will make accessible e-learning materials in Arabic language, thus also contributing to increase project impact both at the national and the regional level.

Furthermore, experience with making training provision more inclusive in selected training centres will build the basis for replicating the approach throughout Egypt. Collaboration with national experts in disability inclusion, NGOs and academia during the ToT will ensure sustainability and replication. In addition to this, PASR, MOSS will share in TOT and disseminate the training curricula among its related centers for ensuring sustainability.

Introducing Design-athons in Egypt is an innovative approach that will yield insights into how the creative potential of PwD and others can best be reaped and applied in diverse contexts, including in the ICT and tourism sector. It will promote knowledge generation, civic engagement and sharing cooperation between youth to serve PwD and facilitate their daily life. Design-athong will provide insights into enterprise practices and means to promote the hiring PwD in Egypt, particularly in the ICT and hotel and tourism sector. Therefore, national collaboration is sought in the context of Design-athons.

Regular project reports will reflect approaches applied, lessons learnt and success stories. Technical specialists in both UNDP and ILO offices based in Egypt ensure that project achievements are shared internally and inform other ongoing interventions. The CANADA funded ILO youth employment project already complements disability mainstreaming activities in three project governorates and further ensures mainstreaming across other project activities.

The project will adapt a number of tools to the Egyptian context, including a toolkit for employers to facilitate hiring of PwD, a practical guide on including PwD in vocational training and the Design-athon methodology. These resources will be compiled in a comprehensive toolkit which will be published and made available in Arabic for enabling easy replication.

Furthermore, the lessons learnt and good practice stories will be collected of successful beneficiaries. These success stories will inform promotional material targeting media, national institutions, and international development partners to ensure outreach and recommendations for future replication.

A final evaluation report will be conducted by a consultant to assess the levels of satisfaction, lessons, application, and recommendations to judge the effectiveness and efficiency of the project on enhancing the competitiveness of employing PwDs.

On completion, UNDP, ILO and ICT TF will continue providing support to national stakeholders in guiding the project's scaling-up strategy.

8. Budget

Overall budget							
Category	Item	Unit cost	No. units	Total cost	Request from UNPRPD Fund	UNDPRPD POs cost-sharing	Other partners cost-sharing
Supplies, commodities, equipment and transport.	Computers	2000	2	4000	4000		
	Transportation	1000	5	5000	3000	2000	
	Supplies and office space	2000	6	12000	2000	10000	
	Portal (Servers, Hosting, Connectivity, etc)	8000	1	8000		8000	
	Supplies, Transportation, participant, hospitality, etc, for activities.	5125	2	10250	10250		

Personnel (staff, consultants, travel and training)	Staff			110250	88750	21500	
	Consultant	2030	2	4060	4060		
	Consultant Evaluation	6000	1	6000	6000		
Training of counterparts	Capacity Building (workshops, training, technical support)			173940	164940	9000	
Contracts	Publications	2000	3	6000	5000	1000	
	Translation	4500	1	4500	4500		
	Studies and reports	200	40	8000	8000		
Other direct costs	Prices	5000	1	5000	5000		
	Public events	5000	2	10000	10000		
	Other Publications	1000	5	5000	5000		
	Cost increase	6600	1	6600	66000		

Subtotal					**327,100**		
Indirect costs (7%)					22,897		
Total				**405,102**	**349,997**	**55,105**	

Annex I – Preselected NGOs

N O.	NGO Name	Governorate	Disability Type	No. of Employees	No. of Beneficiaries	Availability of computers	No. of computers	Last updated	Internet	Staff Knowledge of IT	Website	Previous Related Work
1	DAESN	Cairo	Visual	20	120-160/year	Yes	5	2009	Yes	Yes	Yes	Yes
2	Al-Nour for PwDs Challengers	Minya	Visual, Physical	7	250	Yes	6	2014	Yes	Yes	Yes	Yes
3	Intellectual Education and Development Association	PortSaid	Mental, visual, physical, hearing	47	N/A	Yes	15	2001	Yes	Yes	Yes	Yes
4	7 Millions Disabled	Giza	Physical, visual, hearing	4	600	Yes	1	N/A	Yes	Yes	No*	Yes
5	Amal Association	Red Sea	Visual, Hearing, Physical	15	250	Yes	2	2013	No	Yes	Yes	Yes
6	Life Vision For Development	Minya	Visual, Hearing, Physical	22	4000	Yes	10	2012	Yes	Yes	Yes	Yes
7	Farah for Development	Cairo, Alexandria	Visual, Hearing, Physical	10+ volunteer staff	600-700/year	Yes	10	2010	Yes	Yes	Yes	Yes
8	Our children's Rights for PwDs	PortSaid	Visual, Hearing, Physical	18	70	Yes	6	2011	No	Yes	No	Yes

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Annex 3: National partners

ICT Trust Fund
Name: Ms. Hoda Dahroug Title: National Director Egypt ICT Trust Fund Telephone: +20 235 341885 E-mail: h.dahroug@mcit.gov.eg
Ministry of Social Solidarity
Name: Ms Alia Arafa, Dr. Saiada Abu Elsoud Title: Advisor for International Cooperation, Director of Public Administration for Comprehensive Rehabilitation of PWD Telephone: +20 122 212 8664 E-mail: alia_a@aucegypt.edu; saidaabuelsoud@rocketmail.com
Ministry of Manpower and Migration
Name: Ms Samya Ayoub Title: Undersecretary for Vocational Training Telephone: +20 22 609 350 E-mail: samyaahmed91@yahoo.com
Ministry of Tourism

Name: Ms Adla Ragab
Title: Advisor to the Minister
Telephone: +20 12 221 16274
E-mail: adlaragab@tourism.gov.eg
National Council for Disability Affairs
Name: Mr Hossam El Massah
Title: Director
Telephone: +20 100 54 60 830
E-mail: helmassah@live.com
Federation of Egyptian Industries
Name: Ms Hoda El Merghany
Title: Deputy Executive Director
Telephone: +202 25797073/6
E-mail: helmerghany@fei.org.eg
Egyptian Federation of Independent Trade Unions
Name: Mr Bacem Halqa
Title: Secretary General
Telephone: +20 1008408161
E-mail: efitu@efitu.com
Foundation for Inclusive Education

Name: Dr Abdelhamid Kabesh Title: Disability Expert Telephone: +20 100 11 30 245 E-mail: kabeshah@yahoo.com
Enterprise Training Partnership Hotel/Tourism
Name: Dr Saber Soliman Title: Director Telephone: +20 100 685 2333 E-mail: ssoliman@tvet.org