UN Partnership on the Rights of Persons with Disabilities

ILO | OHCHR | UNDESA | UNDP | UNESCO | UNFPA | UNICEF | UN WOMEN | WHO

END OF PROJECT REPORT

1. VARIATIONS IN IMPACT AND OUTCOME INDICATORS

Table 1. Variation in impact indicators

Impact
Youth with visual and physical impairments in Egypt better exercise their right to employment.

Impact Indicators

Indicator*	Start level (Beginning of the project implementation period)*	End level (End of the project implementation period)*
# of strategies and action plans on disability inclusion that are developed or updated by the national authorities, NGOs, and private enterprises that were involved in the project	The policy framework of disability inclusion in Egypt is not well developed.	The project prepared a protocol to cooperate with the National Council for Disability Affairs (NCDA) to promote disability inclusion, building on the successes of the project (attached). Members of the Egypt Business and Disability Network finalized a Charter about their commitment to promote inclusive employment (attached). There are strategic discussions with the E-leaning Competence Center (ELCC), an affiliate of the Ministry of Communication and Information Technology, for the project to support ELCC in making its training materials and services more accessible to persons with disabilities.
# of the project beneficiaries with disabilities who underwent a job interview, acquired a job, did an	Limited awareness in Egypt of the importance and benefits of hiring persons with disabilities, and reluctance of persons with	- The project organized and participated in 6 job fairs in three governorates, and made links between trained persons with

Indicator*	Start level (Beginning of the project implementation period)*	End level (End of the project implementation period)*
internship, or started own business (The project beneficiaries include youth with visual and physical impairments trained by the project, youth with disabilities trained by the training providers that participated in the project training, and part of the youth trainees registered and/ or placed by the employment service providers that participated in the project training.)	disabilities to seek jobs in companies as compared with the public sector.	disabilities and hiring companies. This led to: 131 persons with disabilities undergoing job interviews, 30% of them were female. - The project organized on-site visits and orientation seminars in big companies (such as Xceed, the largest company in call center and customer services in Egypt, Unilever Egypt, and Nestle Egypt to facilitate hiring/interviewing of project trainees. This led to: 40 interviews with Xceed, 30 interviews with Unilever, 10 in Nestle. 50% of interviewees were female. At least three persons with disabilities trained by the project preferred to start their own business in fields such as computer maintenance shops or internet cafés, all of them are male.

Please provide sex disaggregation here.

Table 2. Variation in outcome indicators

Outcome 1
Relevant organizations (e.g., governmental/ non-governmental training providers and employment service providers, private enterprises) have enhanced capacities to provide accessible and inclusive services for youth with visual and physical impairments

Outcome 1 Indicators

Indicator*	Start level (Beginning of the project implementation period)*	End level (End of the project implementation period)*
# of organizations (e.g., training providers and employment service providers) with more inclusive practices in service delivery (planning, strategy, recruitment of trainees, pedagogical approaches, reasonable accommodation, universal design, etc.).	Training and employment service providers (whether public or private) largely lack the inclusive approach in delivering their services.	Various organizations have enhanced capacities to deliver more inclusive services through participating in project activities. These include: - 16 NGOs (Joy, Banat ElNour, Egypt for languages, Labor market services, social rehabilitation, Upper Egypt, ElNour, Shorouk, New Vision, Haq Awladna, ElAmal, Qoseir, Masr ElKheir, Tourism Promotion, CEOSS, Caritas). - 2 DPOs (7 million disabled, Forsan). - The Industrial Training Center. - The National Employment Pact. - Masr Ta3mal- Microsoft. - 10 Public Employment Services affiliated with the Ministry of Manpower. - 6 Productive Family Centers affiliated with the Ministry of Social Solidarity. - 3 educational institutes (High Institute for Tourism in Hurghada, Cairo University, AlAzhar University). - 1 entrepreneurship organization (ICE Alex). These are all entities that provide training and/or employment services to job seekers. Their involvement in the project made them more aware of the benefits of inclusion and welcoming of persons with disabilities. In turn, this increased the latter's access to decent jobs.
# of private enterprises which demonstrated improved capacities in inclusive employment, and meet regularly to exchange experiences on their inclusive efforts	Private enterprises that are interested in inclusive employment do not coordinate their efforts and are facing challenges in hiring persons with disabilities.	As a direct result of the UNPRPD, 13 companies and the Chamber of Information Technology agreed to establish a National Business and Disability Network, which meets regularly to exchange good practices on inclusive employment, discuss common challenges, and have improved capacities to make their work environments more inclusive of persons with disabilities. The companies are more aware of the benefits of inclusive employment, have increased interest within their structures to promote inclusive work

Indicator*	Start level (Beginning of the project implementation period)*	End level (End of the project implementation period)*
		environments, and are increasingly sharing their experiences in various fora (E.g., in the CSR Conference ILO organized in March 2017).
# of tools developed or adapted for and used by private enterprises and NGOs to facilitate inclusive employment	Limited availability of free ICT-based solutions that are designed for more inclusion of persons with physical or visual impairments, especially in Arabic.	- ILO's practical guide on the Inclusion of People with Disabilities in Vocational Training was translated from English to Arabic for dissemination to NGOs, training service providers, and TVET II project, among others. The Guide was shared with the trainers who conducted the ToT on making training services more inclusive and the English speaking training participants. - A publication was prepared on good company practices in inclusive employment to highlight the efforts of companies operating in Egypt in this field (attached). Some of the featured companies are members of the National Business and Disability Network whose establishment the UNPRPD supported. This publication compiles for the first time in Egypt, concrete examples of inclusive employment to inspire other companies that are interested in becoming more inclusive. - Training material with associated tool kits on three packages (graphics design, entrepreneurial and management skills, and call center and customer services) and other ICT self-development tools is available online on the project website as free downloadable materials. - A guidance manual on Disability Equality Training (DET) was developed through the UNPRPD project in Egypt as a reference to facilitators all over the world who successfully completed ILO's Training of Facilitators on DET from 2009-2015. - 26 free Arabic episodes were produced on occupational therapy, providing step-by-step guidance to persons with physical impairments to become more independent. This increases their inclusion in work and society in general.
# of hotels and tourism service providers that participated in a national bid to evaluate	Hotels and tourism service providers are largely unaware of the importance	8 hotels and tourism service providers participated in the 1st competition on accessible tourism in Egypt that the project launched. 2

Indicator*	Start level	End level
	(Beginning of the project implementation period)*	(End of the project implementation period)*
accessible tourism in Egypt	of making tourism in Egypt more accessible to persons with disabilities. Efforts to make tourism in Egypt accessible are sporadic and uncoordinated.	hotels and 1 tourism service provider were recognized by ILO as good practices in accessible tourism.
# of trainers and facilitators trained by the project to facilitate workshops/ trainings that lead to more inclusive settings for persons with disabilities.	Lack of professional training opportunities on the inclusion of persons with disabilities, especially using ICT tools	- 38 trainees (23 women and 15 men) have improved capacities to deliver inclusive training workshops after participation in the ILO Training of Trainers (ToT) on making training services more inclusive. - 8 Arabic speaking facilitators (4 men and 4 women) are trained to use the ILO DET to promote disability inclusion in general, and inclusive employment in particular. - 43 staff members of the contracted NGOs (19 women and 24 men) are trained as trainers to conduct the vocational trainings in an inclusive manner. The TOT toolkit includes a technical guide for teaching the specific vocational course curricula as well as a guide on tips for making the training sessions inclusive. Post training, the participants conducted inclusive training sessions and demonstrated enhanced capacities on how to train persons with visual impairments, The project also conducted a ToT on the project trainings for 19 staff members in Cairo University and AlAzhar University as follow: 4 members of the Center for Community Development of Cairo University on Entrepreneurial and Managerial Skills (3 women and 1 male). 15 members (all male) of the Ibsar Center (Visual Center) of AlAzhar University.

Outcome 2

Youth with visual and physical impairments have more relevant skills leading to enhanced employability and better inclusion in the Egyptian labor market, especially in the ICT and tourism sectors.

Outcome 2 Indicators

Indicator*	Start level (Beginning of the project implementation period)*	End level (End of the project implementation period)*
# of the project trainees with disabilities who demonstrated their improved skills and are certified by the project	In Egypt, youth with physical and visual impairments are often excluded from the job market because they lack the requisite skills needed to find decent work.	616 persons with visual and physical disabilities (39% women) are trained on subjects that are needed in the job market. These include: basic IT; vocational IT for PC; laptop and computer networks maintenance; graphics design; entrepreneurship and managerial skills; and customer services and call centers (attached is a file with details on the trainees).
Increased motivation of the project trainees with disabilities to work in the private sector	Persons with disabilities in Egypt largely prefer the public sector, because of the perception that it is more secure and includes more benefits than the private sector.	The project conducted 3 awareness sessions to motivate persons with disabilities and their communities about inclusion and finding employment in the private sector. A total of 138 people with and without disabilities attended, 40% of them being women. It was noticeable that persons with disabilities became more willing after these sessions to apply for jobs in the private sector, and actively participated in the job fairs that the project organized.
# of ICT-based solutions which facilitate inclusive employment of youth with visual and physical impairments are prototyped through Design Thinking workshops and tested by targeted users	In Egypt, Design Thinking workshops are conducted only for the non-disabled, and are not focused on solutions geared to promote inclusive employment for people with disabilities	The project organized two Design Thinking workshops (in Cairo and Alexandria), where persons with disabilities participated with peers without disabilities to co design solutions for addressing specific barriers experienced by persons with disabilities. At the end of the two workshops six innovative IT solutions dealing with their most pressing issues and disability-related challenges were selected and these solutions were prototyped and are being implemented for targeted users (attached are reports about the Design Thinking workshops).

2. OVERALL PROGRESS

Unemployment has been a major, chronic, and increasing problem in Egypt, as job opportunities have grown with a slower rate as compared with the rate of population growth. Egyptian graduates have to wait for more than five years, on average, to find suitable work. This was one of the main causes of frustration that led to the 2011 uprising. Youth with disabilities are even more severely affected by unemployment because of several reasons. They have less access than peers without disabilities to quality education and training, in addition to many barriers to their full participation in society (e.g., legal, physical, attitudinal).

Since Egypt ratified the UNCRPD in 2008, there have been increasing efforts by all relevant stakeholders to shift to a more human rights based approach to dealing with disability issues. In 2012, a Council for Disability Affairs was established to coordinate disability related efforts at the national level. In 2014, for the first time in Egypt, the Constitution included articles referring directly and indirectly to persons with disabilities as equal citizens with equal rights. This has led to a momentum on disability issues, including promoting inclusive employment.

The UNPRPD project played an important role within this context that is both challenging and encouraging to promote the rights of persons with disabilities and in many ways exceeded its expectations, as per the following achievements:

Overall achievements:

Building the capacities of representatives of all relevant stakeholders on becoming more inclusive and promoting coordination among them in order to promote a labor market that is more inclusive of persons with disabilities (e.g., companies, NGOs, DPOs, ministries and national councils, national employment service providers). Prior to this project, disability actors largely operated in silos.

- Tackling the challenge of youth unemployment among youth with disabilities with a comprehensive approach between the three project partners, paying attention to training, placement/matching, employment, and not just one aspect in order to effectively increase the chances of finding decent work opportunities.

- Training youth with visual and physical impairments on six vocational training modules based on skills needed in the job market, and supporting job matching after the training. This was informed by a baseline study conducted by the project in its early stages to extract local needs in the job market in the targeted governorates (attached is a report about this study in 6 Egyptian governorates). The study was implemented with 96 companies (large, medium, and small) that have jobs in the IT sector. The findings of the study informed the selection of training packages for training of persons with visual and physical impairments.

- Developing and adapting tools and manuals that promote disability inclusion, especially in employment.

- Introducing in Egypt inclusive Design Thinking workshops that produced ideas for new technologies that promote disability inclusion, especially in employment.

- Launching for the first time in Egypt a competition on accessible tourism targeting hotels and tourism service providers. Even though Egypt is an important destination, it is largely not accessible.

- Establishing a network of companies that are committed to inclusive employment. These include national and multi-nationals in different sectors.

- Young women with disabilities were involved in all project activities, and were nearly equally present as men in getting job interviews.

- Project engaged in strategic discussion with the government and members of parliament to tackle issues that would promote inclusive employment further in Egypt. This includes: incentives/fines for fulfilling/not fulfilling the quota system, and combining social insurance with pension, which is one of the main reasons why persons with disabilities are reluctant to work in companies.

3. Progress towards specific outcomes

Outcome 1:

Relevant organizations (e.g., governmental/ non-governmental training providers and employment service providers, private enterprises) have enhanced capacities to provide accessible and inclusive services for youth with visual and physical impairments.

Prior to the UNPRPD project, services geared to persons with disabilities in Egypt were largely not inclusive and not synergized. The project made an important contribution not only in promoting inclusion in training, matching/placement, and employment, but also in bringing together different stakeholders so that all move forward in making the job market more inclusive of persons with visual and physical impairments. The project followed a comprehensive approach that:

- Involved all stakeholders (different ministries, persons with disabilities, national councils, NGOs, DPOs, companies, placement services, etc.) and coordinated among and between them.

- Dealt with various aspects needed to promote inclusive employment, such as: capacity building, physical accessibility, awareness raising, adapting tools, organizing job fairs, etc.).

- Built on the complementarity between the three project partners to achieve a common end result (ICT-TF: focused on training, ILO working with companies and governmental partners, UNDP: Design Thinking and innovation).

Main Outcomes:

- 41 entities representing the main public, private, and civil society stakeholders in Egypt involved in inclusive employment are aware about disability inclusion, possess the will, knowledge, and capacities to participate in making vocational training and employment services accessible and inclusive. This is making services that were previously not inclusive becoming more welcoming of persons with disabilities. Examples include job fairs, Family Productive Centers, placement/matching services, and awareness sessions.

- Stakeholders providing services for persons with disabilities coordinate better. Example: the National Council for Disability Affairs is collecting information about the project trainees and having discussions

with relevant ministries and the private sector to increase the chances of persons with disabilities to find decent work.

- New inclusive vocational training curricula were developed and others adapted to train persons with disabilities on skills needed by the job market, guided by studies on market needs that the project conducted.

- Tools and resources were developed and adapted to promote inclusion in Egypt.

- There is improved accessibility for persons with disabilities to enjoy mainstream services. Example, training courses provided by NGOs, improving accessibility of selected Family Productive Centers. Productive Family Centres offer training opportunities for vulnerable groups, support income generation opportunities, and offer marketing channels through regular fairs organized by the Ministry.

- There is increased awareness among project partners about the value of inclusion.

Significant Achievements:

- There is a paradigm shift among project partners toward inclusion, which was not the case before the project. For example, the Ministry of Social Solidarity used to focus all work on disability within the rehabilitation department. Now it has an inclusive strategy, and other departments are mainstreaming disability with the project support.

- People with disabilities were very actively engaged in developing, modifying, and delivering activities promoting inclusion. This included the ToT on delivering training to persons with visual impairments, the short films for people with spinal cord injuries, and Design Thinking workshop. They were also heavily involved in designing and delivering awareness raising sessions in all targeted governorates.

- The project established trust and close links with all relevant partners, and became a center for excellence that is being approached for technical support by national councils (for women, for disability affairs), bilateral agencies (JICA), International NGOs (Handicap International), and ministries (e.g., Social Solidarity).

- Discussions are taking place with Microsoft Egypt to train the contracted NGOs' trainers on how to match the trainees' skills with available jobs.

- Results in the area of training are sustainable, as the project has invested in the capacities of local NGOs so that they can continue the training sessions beyond the project lifetime.

- Seven governorates that were not originally targeted by the project became interested to participate, after the positive feedback they received about its results. Introducing for the first time in Egypt inclusive Design Thinking workshops where youth with disabilities and ICT specialists co-developed ICT solutions dealing with challenges facing inclusive employment.

- The 1st competition on accessible tourism in Egypt is launched.

- Establishing for the 1st time in Egypt a Business and Disability Network to promote inclusive employment in the private sector. The National Business and Disability Network was established between 15 companies and the Chamber of Information and Communication Technology. The Network works on

coordination, exchanging experiences, developing capacities, and presenting/solving common challenges related to the promotion of inclusive employment. More enterprises are interested in and aware about the value of inclusive employment.

Means of verifications:

- The training curricula developed by the project are available online (www.kenanonline.com/taheel).

- The 26 episodes on occupational therapy for people with spinal cord injuries are available at: Occupational therapy modules

Outcome 2:

Youth with visual and physical impairments have more relevant skills leading to enhanced employability and better inclusion in the Egyptian labor market, especially in the ICT and tourism sectors.

616 persons with disabilities received specialized training designed especially to enhance professional skills and boost their abilities to get decent job opportunities in the private sector. The project supported persons with visual and physical impairments to improve their skills in the following fields that are needed in the job market: basic IT, vocational IT for PC, laptop and computer networks maintenance, graphics design, entrepreneurship and managerial skills, and customer services and call centers. Access to the training material and other ICT self-development tools is guaranteed for disabled and non-disabled job seekers as free downloadable materials.

Moreover, 2 Design Thinking workshops were conducted and ICT-based solutions co-developed by participants to facilitate better inclusion of youth with visual and physical impairments in their work environment. Youth with disabilities actively participated in these workshops, where they cooperated with IT developers and staff from NGOs to solve persistent problems that prevent them from joining the labor market. As a second step after the design thinking workshops, negotiations took place with Egypt FabLab which provides a technology oriented accelerator program to get their advice on how to improve the prototypes of the first 6 selected solutions (3 winning groups in each workshop).

Main Outcomes:

- 616 persons with visual and physical disabilities have enhanced job market skills and are trained on one or more training packages focusing on skills needed in the job market.

- 5 project training packages were developed in interactive curricula and are being uploaded on the project website and 81 trainers have been trained on conducting inclusive training of these packages. These include packages on basic IT; vocational IT for PC; laptop and computer networks maintenance; graphics design; entrepreneurship and managerial skills; and customer services and call centers package.

- 81 trainers (42% of them women trainers) have the capacity to conduct inclusive training for persons with visual disabilities in training settings.

- 15% of trainees have job opportunities in the private sector.

- Several persons with disabilities trained by the project started their own project or have stronger businesses.

Significant Achievements:

- The project supported the job matching of trained persons with visual and physical impairments through:

  o Signing letters of intent with interested companies to interview/hire project trainees. This was done with several large scale companies in IT sector in Egypt as Xceed, Nestle, Vodafone, and ElAraby Group.

  o Awareness raising events were organized for HR and managers in companies such as ElAraby group to present the project training program and support them to become more inclusive.

  o Links were made with the Business and Disability Network that ILO is facilitating with the project trainees.

  o Organizing and participating in job fairs, where 131 persons with disabilities had access to available jobs in companies and factories.

Means of verification:

- Certificates of successful completion of the training courses, and daily attendance sheets from the NGOs.

- HR company letter for persons with disabilities who were employed.

The 6 solutions extracted from the workshops are: (3 mobile applications selected in the first workshop)

- ▪ <u>Read for me</u>**;** convert text to speech for the blind, take photo by mobile camera, use OCR for conversion

- ▪ <u>My wallet;</u> identify paper money in a wallet with mobile camera using pattern recognition, calculate wallet balance

- ▪ <u>Mobile sound;</u> use OCR to convert sound to written text to help blind people in writing

- ▪ (3 IOT applications selected in the second workshop)

- ▪ <u>E-wheelchair;</u> a wheelchair enabled with sensors and motor to be controlled by mobile

- ▪ <u>White Stick; a</u> white stick with GPS SYS that can lead a user through a specified route sensing obstacles and water

- ▪ <u>Smart Glasses;</u> a software system on a microcontroller connected to glasses to detect specific components in route and inform a user about it with voice

4. OTHER RESULTS

Please describe in this section:

- **Spin-off effects**. Positive results generated by the project which were not anticipated in the project document result chain.

- The occupational therapy episodes was a demand that appeared in the baseline study. Partnership with one specialized NGOs in spine injury explores the need and the algorithm to develop such educational episodes in Arabic language for the first time which will be benefit all Arab users. Uploading on YouTube channel ensures broad beneficiaries as well as sustainability.

- Other ILO projects mainstreamed disability issues and cost-shared some of the UNPRPD activities. Furthermore, ILO premises are now accessible for persons with disabilities through ILO core funds.

- **Participation and partnership-building**. How the project has contributed to promote the participation of persons with disabilities and partnership-building across key constituencies.

- As discussed above, project activities were participatory and inclusive of persons with disabilities. The following are some examples:

- The Design Thinking workshops were inclusive of persons with disabilities.

- People with disabilities played an important role in reviewing/modifying the training material and ensuring its accessibility for persons with visual impairments. Tarek, a trainer from Minia governorate in Upper Egypt added the 2 days training curricula for a TOT on how to train trainees who have visual impairments.

- The project succeeded not only in creating successful partnerships with all relevant stakeholders, but also in networking among them.

- **UN system-wide coherence**. How the project has contributed to greater UN inter-agency collaboration in the area of disability rights in the country.

- The UN partners (ILO and UNDP) closely coordinated in all aspects related to project planning and implementation through two mechanisms: regular management unit meetings, and the Steering Committee meetings.

- There are discussions now about 7 themes in the next UN development partnership framework (DPF), and ILO is promoting the mainstreaming disability in the DPF.

- **Knowledge creation**. How the project has contributed to generating new knowledge on how best to promote the rights of persons with disabilities in the context of the UN system operational activities. Please also describe in this section any unique expertise and products developed by the project that could be used to support other countries in a south-south cooperation framework.

- The following are project resources that can be shared for south-south cooperation among Arabic speaking countries:

- Different Arabic training packages are available online on the project web site.

- Occupational therapy episodes for people with spinal cord injuries are available on YouTube.

- Inclusive Design Thinking workshop methodology that focuses on disability inclusion and uses a participatory approach.

- Booklet on good company practices in inclusive employment.

- Manual on inclusive vocational training in Arabic.

- DET facilitators who can conduct the DET in Arabic speaking countries.

- **Leveraging effect**. Any catalytic effect that the project had in terms of mobilizing additional resources from the government, other parts the UN systems, the international community or other partners.

- There are changes in the strategy of the Ministry of Communication and Information Technology and its affiliate E-leaning Competence Center (ELCC) to be more inclusive by enabling several training materials and services to be accessible to persons with disabilities.

- A cooperation protocol has been prepared with the National Council for Disability Affairs for scaling up the project results.

- Several other ILO projects cost-shared activities and salaries.

5. LIFE STORIES AND TESTIMONIES

Examples of persons with disabilities who were trained by the project and found jobs, and the impact that made in their lives.

- Mr. Hassan Korashy, Red Sea Governorate, Hurghada. Hassan has a physical disability.

I benefited a lot from attending the free training provided by the project that I learned about from my friend. It helped to develop my small business when I started a new department for computer maintenance. Consequently, my income has increased. I want to thank all the training organizers and hope they would add other training courses that benefit persons with disabilities.

- Ms. Hanna Nagib Abdel Shaheed - Red Sea Governorate, Hurghad. Hanna has a physical disability.

I was working in Dawar el Omda Hotel in Hurhgada and knew about the opportunity provided by the project for training and qualifying persons with physical and visual disabilities for the labor market, so I applied for it. I received the entrepreneurship training which helped me a lot in getting career promotions. I became a human resources employee, and therefore, my salary increased.

- Mr. al-Gaddafi Mortada Hashim - Red Sea Governorate, Al-Qusayr

I and some friends who have disabilities living in Al Qusayr heard from one of the project coordinators about the opportunities it offered. Unfortunately, we did not have an active non-governmental organization dedicated to training persons with disabilities. Therefore, with our efforts we established our own organization (DPO) for helping persons with disabilities. We participated in the training course and got great benefits and experience in developing the skills of persons with disabilities and provide them with suitable job opportunities.

- Trainers: Malak – Ayat- Hassan - Alexandria Governorate. Malak is a trainer with a visual impairment.

After knowing about joining the training for qualifying persons with disabilities for the labour market, we realized the real importance of this training for us. Moreover, we feel responsible for transferring this knowledge and the skills we acquired within this training on call center and customer service programme to others. Therefore, we applied for the trainers' tests and got certified as trainers by the project. Malak managed to change the training materials into Braille to enable persons with visual disabilities to make use of it easily. We already managed to help our colleagues and coach other people as well. Thanks for all training organizers working for the Egypt ICT Trust Fund and Farah Association.

6. CHALLENGES AND UNFORESEEN EVENTS

Please describe in this section any major challenges or unforeseen events emerging during the project implementation period and the impact they had on project implementation. Please also describe the measures that were taken by the project to respond to these events, including revisions of the original project document.

- There are challenges in securing jobs for the original targeted number of persons with disabilities due to problems outside the project control especially in the governorate outside Greater Cairo (e.g., distance between the house and job, difficult/expensive transportation, inability to combine pension with social security, difficult economic situation leading companies to freeze new hires, etc.). Most big companies who provide good opportunities for persons with disabilities are near the capital which adds a burden on disabled people to change their living place to join a good job. Companies in the governorates are smaller with less opportunities, especially in the IT sector. Also starting salaries are not enough for a person with disabilities since they often need personal assistants, special transportation, etc. The project team tried to address these challenges by partnering with stakeholders who lobbied in the new Disability Law for combining pension with social security.

- Persons with disabilities largely prefer to wait for governmental job opportunity even with smaller salaries (but with more insurance for stability) than to apply in the private sector.

- Bureaucracy with governmental partners made it long and difficult to officially institutionalize the project results.

- The project should consider having an admin finance assistant for each of the main components to support in the implementation of outputs.

7. PROJECT FOLLOW UP

Please provide an overview of initiatives planned by various stakeholders in order to follow up on activities initiated by the project. Kindly make sure to cover at least the following stakeholders: relevant parts of Government, organizations of persons with disabilities, UN system, and other development partners operating in the country.

- The project drafted a memorandum of understanding with the National Council for Disability Affairs (NCDA) to promote disability inclusion building on the successes of the project (attached).

- There are strategies discussions with the E-leaning Competence Center (ELCC), an affiliate of the Ministry of Communication and Information Technology, for the project to support ELCC's in making its training materials and services more accessible to persons with disabilities.

- The Ministry of Social Solidarity launched its Disability Strategy, which focuses on the inclusion of persons with disabilities in its programs and services (enclosed in Arabic), and includes an objective on the economic inclusion of person with disabilities that can be supported by the project partners.

- Discussions with the National Council for Women, which is interested in mainstreaming disability in its 27 offices around the country in collaboration with the project partners.