



## Communication on Engagement

### Participant

- Egypt Union Of DPOs

### Published

- 2018/09/19

### Time period

- September 2016 – September 2018

### Files

- Egypt Union of DPOs COE 2018.pdf (English)

### Format

- Stand-alone report

### Self-assessment

- Includes a CEO statement of continued support for the UN Global Compact and its ten principles
- Includes a measurement of outcomes

### Actions

- The COE contains a description of the practical actions that the organization has taken to support the Global Compact and to engage with the initiative.
- Join and/or support special initiatives and work streams
- Join and/or propose partnership projects on corporate sustainability
- Engage with Global Compact Local Networks
- Other actions to support the Global Compact and to engage with the initiative
- Participate in Global Compact global, and local events
- Engage companies in Global Compact-related issues

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Date: September 19, 2018

To Our Stakeholders,

I am pleased to confirm that Egypt Union Of DPOs reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment , and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact, We welcome any feedback on its contents.

In this Communication on Engagement, we describe the actions that Egypt Union Of DPOs has taken to support UN Global Compact and its Principles, as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely Yours,

Mervat Abdel Hady El Samman

Chairperson of Egypt Union Of DPOs



## 2.About Us



Egypt Union Of DPOs is a federation of Disabled People’s Organizations (DPOs) comprised of 39 NGOs from different Egyptian governorates extending geographically from Alexandria at the upper northern border of the country all the way down to Aswan in the far south, and well into the Sinai Peninsula from the east. It is registered as a non-profit organization at the Egyptian Ministry of Social Solidarity under no. 15 for 2011. It holds the position of vice chair on the board of directors of the Arab Region of the DPI (Disabled People International), has been elected by the general assembly of the Arab Organization for Persons with Disabilities as a member of its Executive Office for 2016-2020, and is a member of the Network of Egyptian Business Women 2020. Egypt Union of DPOs establishment was inspired by the Disability Movement that ensued the signing of United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) at the United Nations in 2007. Throughout the journey of Egypt Union of DPOs to empower persons with disabilities, it held true to the overarching UNCRPD principle” Nothing About us, without us”, thereby advocating for the rights of persons with disabilities and empowering them through engaging them in dialogue

on national legislation and human rights issues, communication with other stakeholders, public awareness raising campaigns on rights of persons with disabilities.

Since its inception, it participated in many forums and meetings both on a local and regional level on inclusion of persons with disability in SDGs, and conducted studies on social protection policies for persons with disabilities and on challenges in inclusive education, as well as launched and participated in many initiatives on inclusive education, and in awareness raising on human rights .It underwent projects that promoted the sustainable and inclusive development goals, especially in women empowerment, employment, and accessibility. It also drafted the disability sections in the parallel UPR Monitoring (Universal Periodic Review) report among the coalition of NGOs that was formed to submit the report in coordination with the National Human Rights Council. Adamant to leave no one behind, it committed to focusing on human rights of persons with disabilities, in accordance to UNCRPD and SDGs. Joining the UN Global Compact and being committed to its 10 principles and SDGs was a natural step, aligned with the vision and mission of Egypt Union of DPOs as well as to the ethos of its members organizations and all their work on the field and their research studies.

The vision of Egypt Union of DPOs is to create and implement positive change towards the disability concept based on UNCRPD, by promoting the role of persons with disabilities as partners in development in Egypt’s Agenda for Sustainable Development 2030. Our mission is to empower persons with disabilities to achieve full inclusion into society and to orient society to embrace them and interact with them as part of its fabric and human diversity and as key partners in development plans and representatives at all centers of decision-making

Our mission can only be a reality if it prevails through a strong-formed alliance between organizations of persons with disabilities in Egypt who work to achieve empowerment and inclusion in all life aspects. This can be achieved if such organizations are committed to excellence. Thereby, we are committed to supporting the

institutional and organizational development of organizations of persons with disabilities including their staff to equip them to provide quality services for persons with disabilities. Our capacity building mission focuses on persons with disabilities to empower them to be strong partners in the development process. We strive to promote corporate social responsibility in all institutions to include disability into their programs and activities in collaboration with our forged alliances and networks on field and social media, on the other hand we help groups and associations to reach donors by creating a database of their websites. Access to all services on equal footing with others is a right we all work towards its realization in full, as it is a precursory indicator to social justice. We focus on providing access to services both by removing physical barriers and changing attitudes and providing support and empowerment especially in areas of economic empowerment, health, education and combating violence against vulnerable groups like children and women. Many of our programs foster the cultural, artistic, and athletic and innovation talents of children and women and help them realize their full potential. Striving for radically improving the situation of persons with disabilities is reflected in our continuous pursuits to engage persons with disabilities and their representative organizations in the drafting of laws, formulation of policies and including the disability component in all national plans to ensure a decent life for them from a human rights perspective. Our activities include monitoring and redrafting of laws and policies on disability issues in line with UNCRPD, formation of the civil conciliation committee to serve as a link between the government and civil society and aims to follow up on solutions to the problems of persons with disabilities in the public and private sectors, support and empowerment of persons with disabilities.



### **3. Engaging with UN Global Compact**

- **Participating in UN Global Compact local events:**  
Representatives from Egypt Union of DPOs attended several events organized by the UN Global Compact Local Network, two workshops on how to report on engagement with the UN Global Compact, and two other events on networking, integration, and partnership formation among “Businesses for Peace”.
- **Organizing learning events on specific topics related to UN Global Compact principles(anti-corruption)**
  - ✓ Participated in organizing a workshop on “Identifying and Working with Challenges to Implementing Integrity and Transparency in Sustainable Development Plans” with the Regional Federation for Development and Anti-Corruption, The General Authority for Financial Monitoring, and Faculty of Commerce, Aswan University. The aim was to raise awareness about the need to identify and the means to address flaws in transparency that if left unchecked can lead to corruption in execution plans.in 2016
  - ✓ Participating in a workshop with the General Authority for Financial Monitoring and the Egyptian Center for Managers on “Governance Good Practices for Corporates registered at the Egyptian Stock Market” in 2017
  - ✓ Our member organization “Society of Capacity Development of Persons with Disabilities” attended the Conference on “Inclusive Growth and Job Creation “in May 2018 organized by Egyptian Central Bank, Ministry of Finance and IMF with prominent figures from IMF providing insight and sharing their expertise on the topic. Likewise, our member shared their takeaways from the conference with other member organizations.

#### 4.UNCRPD and SDGs

UNCRPD is a ***global human rights instrument*** for persons with disabilities with an explicit social dimension. It has been ratified by 177 countries since its opening date on 30 March 2007. It reaffirms ***the enjoyment of all human rights and fundamental freedoms by persons with all types of disabilities***, clarifying and qualifying how all categories of rights apply to them. It also identifies areas where adaptations have to be made for persons with disabilities to effectively exercise their rights. Therefore, working to implement UNCRPD is working to implement **human rights** for persons with disabilities, thereby addressing a pillar principle of UN Global Compact.

SDGs are inclusive of persons with disabilities, as 13 goals have a direct impact on the lives of persons with disabilities. SDGs and targets’ inclusive phrasing referencing “all men and women” or “for all” make them also applicable to persons with disabilities. SDGs’ referencing of “vulnerable populations” is applicable to persons with disabilities. The Sustainable Development Agenda 2030 overarching principle “Leave No One Behind”, is by default, inclusive of persons with disabilities.

Several UNCRPD articles are cross-cutting in nature and must be applied and considered in implementing every goal and target. Below is an example of how SDGs connect with UNCRPD articles

No.	SDGs	UNCRPD articles
1	End Poverty in all its Forms Everywhere	Art.5 Equality & Non-Discrimination Art.6 Women with Disabilities Art.7 Children with Disabilities Art. 9 Accessibility Art.10 Right to Live Art.11 Situations of Risk &Humanitarian Emergency Art.12 Equal Recognition Before the Law Art. 28 Adequate Standard of Living & Social Protection Art.31 Statistics & Data Collection Art.32 International Cooperation
2	End Hunger, Achieve Food Security and Improved Nutrition, & Promote Sustainable Agriculture	Art.5, 6, 7, 9, 12, 28, 31, 32
3	Ensure Healthy Life, Promote Well-Being for All at All Ages	Art.6, 7, 9, 10, 11, 31, 32 Art.23 Respect for Home & Family Art 25 Health
4	Ensure Inclusive and Equitable Quality Education & Promote Lifelong Learning Opportunities for All	Art.5, 6, 7, 9, 31, 32 Art. 16 Freedom from Exploitation, Violence& Abuse Art. 24 Education Art. 27 Work & Employment

5	Achieve Gender Equality & Empower All Women and Girls	Art.5, 6, 9, 12, 16, 25, 28, 31 Art.21 Freedom of Expression & Opinion & Access to Information Art.23 Respect for Home & Family Art.29 Participation in Political & Public Life
6	Ensure Availability & Sustainable Management of Water and Sanitation for All	Art 5, 6, 7, 9, 11, 28, 31, 32
7	Ensure Access to Affordable, Reliable, Sustainable & Modern Energy for All	Art.9, 28, 31, 32
8	Promote Sustained, Inclusive & Sustainable Economic Growth, Full & Productive Employment & Decent Work for All	Art. 5, 6, 9, 12, 16, 27, 31
9	Build Resilient Infrastructure, Promote Inclusive and Sustainable Industrialization & Foster Innovation	Art.5, 6, 7, 9, 12, 21, 27, 31, 32 Art. 20 Personal Mobility
10	Reduce Inequality Within & Among Countries	Art 5, 6, 7, 8, 9, 11, 16, 28, 31, 32 Art. 4 General Obligations
11	Make Cities & Human Settlements Inclusive, Safe, Resilient & Sustainable	Art. 4, 5, 6, 7, 9, 11, 16, 20, 28
12	Ensure Sustainable Consumption & Production Patterns	-----
13	Take Urgent Action to Combat Climate Change & its Impacts	Art.5, 6, 7, 9, 11, 31, 32
14	Conserve and Sustainably Use Oceans, Seas & Marine Resources for Sustainable Development	-----
15	Protect, Restore & Promote Sustainable Use of Terrestrial Ecosystems, Sustainably Manage Forests & Reserve Land Degradation & Halt Biodiversity Loss	-----
16	Promote Peaceful & Inclusive Societies for Sustainable Development, Provide Access to Justice for All & Build Effective Accountable Institutions for All	Art.4, 5, 6, 7, 9, 10, 12, 16, 31, 32 Art. 1 Purpose Art. 13 Access to Justice Art.14 Liberty & Security of Person Art. 15 Freedom from Torture, Cruel, Inhuman & Degrading Treatment or Punishment Art. 18 Liberty of Movement & Nationality
	Strengthen the Means of Implementation & Revitalize Global Partnerships for Sustainable Development	Art. 9, 21, 32, 33

## **5. Projects & Activities Supporting Human Rights Principles (UNCRPD)**

### **1. Signing a tripartite MoU with the Ministry of Justice & Ministry of Social Solidarity**

(SDGs 4, 10, 11, 16 / UNCRPD art.5, 8 awareness raising, 9,13)

In 2016, Egypt Union of DPOs signed a MoU with the Ministry of Justice & Ministry of Social Solidarity, whereby Egypt Union of DPOs is to provide physical accessibility to courts and train all legal staff and employees in sign language. The MoU is valid for three years and renewable upon agreement of signatories. A pilot project was undertaken to make the New Cairo Complex of Courts accessible by building ramps to the court entrances and parking lot, and installing handrails. Along the stairs to the entrance, stickers were pasted with simplified short message phrases on the rights of persons with disabilities from UNCRPD and the Constitution 2014. A lavatory was made accessible to wheelchairs users, by demolishing a wall to make it more spacious, providing a handrail around it. A desk was placed at the ground floor with signs leading to it in a conspicuous spot, to act as disability legal aid office giving directions to persons with disabilities on procedures and where to go for their next step.

Meanwhile our team gave training on Sign Language to 25 of the legal staff from the Ministry of Justice, and employees at the Courthouse. The training course lasted for 9 days and the first day included introduction to disability concepts, UNCRPD, Egyptian Constitution 2014 articles on disability, and national laws governing the rights of persons with disabilities and international accessibility standards and independent living. The following day in training explained characteristics of each disability type and their specific needs with focus on the hearing impaired and their classification, introduction to sign language, nature of sign language (Language vs. Symbols), Principles of word formation and derivation in sign language, Signs for English and Arabic alphabet, Numbers in Sign Language (Part 1&2), social introductions and family members, places of services provision, places, regions and directions, overview of the unified Arabic Language Sign Dictionary, Sign Language in Civil Law (Part 1&2), Sign Language in Criminal Law (Part 1&2), Sign Language in Legal Concepts and Proceedings (Part 1&2), Sign Language Interpreters Code of Conduct. Awarding of Certificates and end of course. The trainees reported that the training was an eye opener and helped them understand many challenges and obstacles faced by persons with disabilities. They added it was an important opportunity for learning. In 2018, the same training was provided again to a new batch of 25 and it got good reviews.

**Outcome:** Accessible courthouse with trained administrative employees and legal staff on Sign language, awareness raising on how to deal with persons with disabilities and on their rights. Persons with disabilities are better informed, assisted and served in courts. Other courts are ready to follow suit.

In 2018, a member organization, “Tamkeen” Society for the Empowerment of persons with disabilities, Community Development & Training, in Souhag provide reasonable accommodation to the building of the Central Agency for Organization & Administration, as the building could not tolerate any works, so it provided only a handrail.



*Signing of Tripartite MoU (Ministry of Justice, Ministry of Social Solidarity and Egypt Union of DPOs)*



*Accessibility in New Cairo Court House*



*Stickers on the Stairs with Awareness Phrases from UNCRPD Articles & Constitution*



*Egypt Union of DPOs Board Members Celebrating the End of Successful Training with Ministry of Social Solidarity and Ministry of Justice*

## 2. Participation in drafting the Law of Rights Of Persons With Disabilities No 10., 2018

(SDG 10, 16 / UNCRPD 29)

Egypt Union of DPOs, since its inception in 2011, has participated in several drafts of the Law of Rights of Persons with Disabilities. It consulted among its members, persons with disabilities and their families, and other stakeholders. It held workshops and its members discussed draft articles on social media. Since the first societal dialogue on the law in 2015, it submitted its suggestions to the Ministry of Social Solidarity and after some modifications were done based on the collective opinion of the disability community, it was at the forefront of contributors to the modifications to the draft once again during the second societal dialogue on the law in 2016, 2017. Until the issuing of the law in 2018, its members held several workshops in governorates. It continued to communicate with both the Ministry of Social Solidarity and the Committee of Family, Social Solidarity & Disability at the House of Representatives and met with the Head of the Committee. When the law was taken to the Parliament to be reviewed and then hearing sessions were opened at the House of Representatives before its issuance, it attended all hearing sessions and submitted written suggestions on amendments to some articles to the Head of the Committee.

**Outcome:** The Law was issued in 2018 with all suggestions taken into consideration, with wide approval from persons with disabilities.



*Head of Committee On Family, Social Solidarity, & Disability @ House of Representatives highlights the major features of the issued law*



*Egypt Union of DPOs members attending a hearing session on the Law on Rights of Persons with Disabilities in 2017*

### 3. Joining the JICA (Japan International Cooperation Agency) Knowledge Co-Creation Training Program on Independent Living & Inclusion of Persons with Disabilities (SDG 7,11, 17 / UNCRPD Art. 5, 9, 19, 20, 32)

Egypt Union for DPOs was selected to join JICA knowledge Co- Creation training Program in 2016 on Independent Living and Inclusion of Persons with Disabilities into the Community. The program duration was 4 weeks and took place in Japan and Thailand with participants from East Asian and African Countries. During the program there was an orientation to Japanese standards of accessibility (International Standards), site visits to JICA& DPI headquarters, centers of independent living, bus and train stations, Tokyo airport. and walking through city streets and taking note of all means of accessibility applied and testing, and talking to persons with disabilities about how their daily challenges and their means of addressing them. There were knowledge sharing sessions held among participants sharing their countries situation regarding accessibility and what is being done to help persons with disabilities overcome physical barriers and live independently. They discussed their takeaways from their site visits and all the insights that they had from them. They were trained as TOT for running independent living centers and measuring compliance to accessibility standards. Each trainee must then implement such programs in their country and to be committed to join forces with other stakeholders in their country in order to implement such programs.

**Outcome:** A presentation was made by Egypt Union of DPOs to the Ministry of Social Solidarity on the Concept, Function and Operation of Independent Living Centers and an action plan on implementation was submitted to the Ministry.

participant was asked to make an action plan on how to implement independent living centers in their own country and was committed to join forces with other stakeholders in their country in order to implement it.



#### 4. Producing Accessible School textbooks for the Blind & Deaf

(SDG 4,9 / UNCRPD 5, 9, 24)

In 2016, Egypt Union of DPOs signed a MoU with ICT Trust Fund at the Ministry of Communications and Information Technology to produce accessible format of the Science, Mathematics and Computer Syllabi of 5<sup>th</sup> and 6<sup>th</sup> Primary for blind students in 3 Schools for the Blind and an accessible format for the syllabi of the same subjects for the 1<sup>st</sup> Preparatory stage for deaf Students in 3 Schools for the Deaf, all in Cairo. **Outcome:** The aforementioned textbooks for the all blind students of 5<sup>th</sup> and 6<sup>th</sup> primary attending the three schools were produced on CDs and in Braille and distributed. Textbooks of Science, Mathematics & Computer for all deaf students of 1<sup>st</sup> Preparatory attending the three schools were produced in Sign Language and distributed.



*Meeting at the Ministry of Communication and Information Technology discussing implementation of the project with teachers and other stakeholders*

## **5. Participated in Drafting the National Strategy of Combating Violence Against Women 2020**

(SDGs 1,3,4,5,8, 10, 11, 16 / UNCRPD Art. 5, 6,10, 13, 16, 24, 25, 26, 27, 28)

Egypt Union of DPOs expert member on disability gender issues participated in all the planning sessions of the National Strategy On Combating Violence Against Women with the National Council for Women, and other stakeholders including representatives from ministries of Endowments, Education, Higher Education, Social Solidarity, Culture, Interior, Tourism, Youth& Sports, Health& Population, Justice, and Labor, and, National Council for Human Rights, National Council for Disability Affairs, National Council for Motherhood & Childhood, State Information Agency, Higher Council of Media, Coptic Orthodox Church ,and Civil society. The strategy has four pillars: prevention, protection, intervention & legal prosecution.

Work on the strategy started in 2015 and continued into 2016 where amendments were done to its first launch version.

**Outcome:** It was finally reissued in 2016 after being signed by the President, thereby becoming a guiding document to be implemented in all state institutions, each according to their specialization.

Working on the pillars of intervention and legal prosecution, one of our member organizations, Egyptian Foundation for the Rights of the Deaf and Sign Language Interpreters has a legal aid program where it monitors cases of sexual harassment, abuse and rape, to persons with disabilities, and provides legal assistance for those who want to file for prosecution. However, due to social stigma, many of them refrain from taking any legal action or from reporting altogether. The foundation works to raise awareness on how to identify, and report such incidents and emphasizes the importance of doing so.

## **6. Conducted A Field Research Project on Inclusive Education**

(SDGs 4,10 / UNCRPD Art.5,6,7,8,9,21, 24)

After concluding project “Hiwar” or Dialogue with stakeholders on the right of persons with disabilities to inclusive basic education, that started in 2014-Dec.2015, funded by Handicap International in Jordan, Egypt, and the Palestinian Occupied Territories, all participants knew there was a need to continue and build on what was achieved. The project deliverable was a field research study on the right to inclusive basic education.

Our member organization who worked on the project, Egyptian Foundation for the Rights of the Deaf and Sign Language Interpreters, started an initiative with the other DPOs who were on the same project, called “Educate me with you”. Based on the results of the study of the project that interviewed specimens of parents of children with disabilities, parents of children without disabilities, teachers, school principals and administrators, and employees at the education administration, decision makers at the ministry of Education, the initiative was started producing a short cartoon song with the message from a child with disability to his peer “Educate me with you” in 2016.

The study served as a tool to analyze inclusive education public policies in Egypt through the opinions of the stakeholders interviewed in the study.



After the completion of another project with Handicap International, Tagheer”, or Change, Egyptian Foundation for the Rights of the Deaf and Sign Language Interpreters, formed a network called “Ma3an” or” Together” the network was formed of DPOs from 5 governorates: Cairo, Giza, BeniSuef, Miniya, and Assiut. The network reviewed the research results of all groups working on the education component from both previous projects. It identified the gaps in practices and launched an awareness campaign “Do not place me at the back of the class” to educate the society on the importance of inclusive education. The message was formulated as follows:

(Education is a safety valve and a health awareness for your child against diseases and infection)

Messages on the importance of education and educational inclusion, a part of the Education for All campaign were appealed to the officials and teachers and parents of children without disabilities by children with different disabilities, speaking up, " Do not place me at the back of the class”. The campaign was launched on 6<sup>th</sup> & 7<sup>th</sup> September, 2018 and covers Cairo and Giza with a mobile bus with many toys for children and parents in front of the zoo and Kit Kat Square and Al Fustat park and the citadel area on weekends...



*Campaign (Do not place me at the back of the class)*

## 7. Promoted Public Awareness on Sign Language & in Public Services

(SDGs 3,4,8, 10,16 / UNCRPD Art. 5,8,9,13,19,21,24,25)

Our member organization, The National Association for the Deaf worked intensively to produce the first Unified Arabic Language Sign Language Dictionary in the Egyptian Dialect. The dictionary is both in CD and Paper pack, and it serves as a reference in teaching sign language. The association provides regular and continuous training courses for parents of deaf persons as well as to university students who want to work in the field of disability with the deaf. It also provides tutoring classes in Arabic, Mathematics and Computer to deaf students.

It strongly advocated for the use of sign language in the Friday sermon (Khutbat El Jumaa) and other religious observances and has approached Al Azhar for that, and it responded favorably and now on some TV channels, on Friday, the “Khutbah” is broadcast with sign language interpretation.

Among its collaborators, is another member organization, Asdaa Association for the Deaf and Hard of Hearing. Asdaa, an educational expert in sign language and in instruction of persons with hearing impairments, and the deaf, has developed also simplified sign language mathematics and reading books and provides educational support for the hard of hearing in basic, secondary and higher education as well. It also provides training of sign language to persons without disabilities.

In 2016 in, Souhag governorate, an initiative “Try to Understand Me” was launched to raise awareness about sign language as well as on how to deal with deaf people. It targeted university students of both genders. The participants received short training for two days on the basics of sign language to enable them to understand if someone asked for help. The initiative is still going.

“Tamkeen “also started initiatives & other training programs to spread support of learning sign language:

- Training of 15000 police officers in all municipalities of Souhag governorate on disability concepts, causes and categories, Sign language and how to deal with persons with disabilities & on rights of persons with disabilities in the Constitution and all laws including police law. Training is given every two weeks for groups of 100s
- In collaboration with office of civil registry in Souhag, a poster was printed with signs for any certificate that might be required to be issued e.g. Birth, marriage, divorce, death, or any personal data
- In collaboration with the Pharmacy of Souhag Courthouse Complex, a poster was printed with signs to indicate headache, abdominal pain, blood sugar -checking, blood pressure checking, etc. to facilitate access to medicine





Arabic & Maths, Tutoring Lessons for the Deaf 1

## 8. Raising awareness about disability rights and issues and how to address problems

(SDG 3,4, 16 / UNCRPD 5,6, 24,23,26)



Egypt Union of DPOs constantly takes part in events that spread awareness on disability rights and on how to deal with them. Such events vary in nature from national events to exhibitions to seminars or workshops.

In 2017, Egypt Union of DPOs collaborated with Egyptian Union of Pharmacists Students to celebrate Down Syndrome Day with parents and present positive examples of people with Down Syndrome

Since 2018, our member organization, Wayana International Foundation for Awareness and Integration organized a series of awareness seminars for the families of children with disabilities in all Egyptian clubs. It started in cooperation with Al-Nasr Sports Club then El Jazira Youth Center, during 2018, Wayana provided support, to 200 parents on service information and guidance on exercising their rights. The seminars highlighted the services that are provided by each ministry to persons with disabilities and clarified the procedures for obtaining them They also discussed the evolution of the concept of disability since the launch of the UNCRPD in 2006 to the present day, the extent of the development of public awareness of the rights of persons with disabilities, and the need to increase this awareness of updated concepts of disability., and the need to integrate and empower children and women with disabilities in society. The seminars also addressed behavioral issues of children, and adolescents and adults, guiding families on how to best deal with problematic behaviors.

## 9. Promoting Rights of Political Participation for Persons with Disabilities

(SDGs 10, 16 / UNCRPD 5, 29)



In 2016 Egypt Union of DPOs attended a conference on “Promoting the Participation of Persons with Disabilities in the Electoral Process: Egyptian & International Experiences”. The conference was organized by the National Council for Disability Affairs & IFES (International Electoral Systems). The civil society session was very interactive with many insightful ideas to implement in order to enhance the participation of the persons with disabilities.

Two of our member organizations started initiatives in Aswan & Souhag, to empower women to run for elections. First to educate them on the importance of political participation, and how to exercise their rights, how to set up an electoral program and to build confidence and reach out to people, The law of local administration is still a work in progress and due to next year which will enhance the chance for their learning and will be more likely to succeed after much gained experience

## **6. Projects & Activities Supporting Employment**

(SDG 8 / UNCRPD Art. 5, 27)

### **1. Employment Program for Persons with Disabilities**

In 2017, our member organization, Wayana International Foundation for Awareness & Integration, relaunched its employment program that started in 2012, for all types of disabilities, by which applicants for jobs submit their resumes to the foundation. The foundation, in turn, reached out to its sponsor companies such as B-Tech, Sanofi-Savola, Rich Bake, Pepsi-Cola, Chipsy, etc., and held meetings with HR managers of the respective companies, who provided lists of the job vacancies at their companies and their qualifications & requirements. A screening process was undergone to match the best applicants to the most fitting job by the foundation according to their resumes, at first. Then applicants were called for interviews, first at the foundation to ensure best fit, and upon passing the interviews, they were referred to the companies for the actual job interviews. When applicants were finally considered for hiring, the foundation held meetings at the companies to discuss accessibility or necessary reasonable accommodations for the different type of disabilities to ensure safety and inclusion & gave guidance to the companies on implementing such measures in their facilities. It conducted awareness sessions to other employees of companies on disability concepts and on how to deal with persons with disabilities. It also provided personal development training for the hired applicants to build their self confidence and on how to work, communicate and interact with other

employees. The foundation also started a free vocational training for persons with disabilities on sewing and hand-made items as well as electric appliances maintenance.

**Outcome:** 500 applicants of disabilities were hired since the start of the program and have held sustainable job. HR at the respective companies changed their attitudes towards hiring persons with disabilities due to the successful hiring experience. More companies know about the success story through word of mouth.

## **2. Training of persons with physical and visual disabilities for Employment**

In 2016, our member organization, Al Farah Foundation for Development in Alexandria partnered with ICT Trust Fund, UNDP & ILO to implement a training project “Decent Jobs for Persons with Physical and Visual Disabilities”, in customer service in call centers and computer skills as well as entrepreneurship skills to help open job opportunities. The program was carried out in Alexandria, Marsa Matrouh & BeniSuef, Ismailia, Assiut, & Menoufia governorates with rigorous condensed 110 training- hours. There was a total of 460 applicants. Initial training started in ILO on dealing with disabilities and on how to instruct them (TOT training for the trainers), then at the ICT Trust Fund, training focused on the technical skills programs and some soft skills. Towards the end of the training those who demonstrated good performance were given additional training as TOT. Others who joined the entrepreneurship component started their own business.

**Outcome:** About 20% got jobs in call centers at the Smart Village in Cairo. Seven applicants were selected to act as TOT for other persons with disabilities in the program. Others preferred to wait for job openings at their home towns. The foundation also created a website where persons with disabilities can search for disability- friendly job openings. Another member foundation of Egypt Union of DPOs in Beni-Suef, Society of Lessons and Progress, which attended the entrepreneurship training launched a news website, “DPO news.com” as a business where it posts the most important & latest news of persons with disabilities, and cultural, artistic & sport activities for them locally, regionally & internationally. It posts job opportunities as well as legislation and laws on the rights of persons with disabilities in the Arab Region.

## **3. Implementing " Your Business is Your Future" Initiative**

Since 2016, our member organization, Society for Empowerment of Persons with disabilities, Community Development and Training “Tamkeen”, launched an initiative " Your Business is Your Future" in cooperation with the local units and the Small, Medium and Micro Enterprises Development Agency. The initiative aims to train men and women entrepreneurs on how to start a small business, training them in conducting the necessary feasibility study and market research, educate them on legal procedures to start a small business such as obtaining trade and tax registers. The initiative targeted 100,000 men and women in 11 municipalities in Souhag governorate. Short trainings were provided in youth centers, local units and the mayors residences. Over two years, 30000 people were trained.

**Outcome:** 20000 of the trainees applied for loans at the local units to start their own businesses. and each was approved for a loan from 10000L.E. to 50000L.E. to start their businesses. Souhag governorate ranked first in the number of lo given through the local units.

#### 4. A study on employment for disabilities

Our member organization, the Egyptian Foundation for Rights of the Deaf and Sign Language Interpreters, is currently undergoing a study with Network “Ma3an” Together, on the problems encountered in every stage pre and post- employment while looking for a job, applying for the job, obtaining job training. And problems at the workplace,



*Launching the Initiative (Your Business Is Your Future) in Youth Centers Souhag*



*Hired Applicants @ A sewing Facility 1*

#### 5. Training in Computer Skills & Crafts

In 2016, our member organization, Society of Peace Protectors for Support of Women with Disabilities, executed a program to alleviate poverty through microfinancing of development projects in coordination with the Medium, Small and Micro Enterprises Development Agency, focusing on women, with a maximum of 10000 L.E. per project.

**Outcome:** 180 women got loans to start their projects and the generated revenues started 120 more projects.

Another program by the society was two training courses in computer skills and in crafts, 79 persons with disabilities in Aswan governorate were trained in computer skills and administrative work and were given jobs at the end of the training in Aswan.

**Outcome:** 20 worked in solar energy projects in Aswan, 40 worked in online marketing, the rest were still undecided.

## **7. Activities Supporting Environment**

(SDG 12 / UNCRPD 30)



Two of our member organizations, environmentally conscious: Al Farah Foundation for Development, in Alexandria & “Tamkeen “Society for Empowerment of Persons with Disabilities, Community Development, & Training, in Souhag, have worked through crafts programs with children & women on recycled materials especially rolled paper and cardboard to produce accessories and household items that are totally environmentally friendly.

“Tamkeen” Society made traditional big size Ramadan lanterns, but made out of card board. At first, the participants were skeptic and thought that it was just not going to stand, but after they finished the process, they were surprised to find the lanterns beautiful and sturdy. Many have decided to make environmentally- friendly lanterns and sell them for a business, or as a second stream of income, as they look nice and their making cost is cheaper than other

plastic or metal ones. There is a growing awareness and demand on such environmentally- friendly products.





