



“Inklusion - Gemeinsam verschieden sein”

Termine: 31. Oktober 2020 – Auftaktveranstaltung online über Zoom

weitere Termine im November folgen in Kürze

Liebe Teilnehmer*innen, Dear participants,

wir freuen uns über Ihre Anmeldung zu unserem Online-Seminar und möchten Ihnen hiermit noch einige Informationen zukommen lassen.

Auf den folgenden Seiten finden Sie einige Artikel, die wir Ihnen zur **thematischen Einstimmung** auf das Seminar ans Herz legen sowie **Hinweise zu Zoom**.

We are very happy to welcome you to our seminar. In the following pages you can find a reader to introduce you to the topic.

Mit freundlichen Grüßen, best regards

Naima Braun

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Aufgrund der Coronakrise ist unser Büro derzeit unregelmäßig besetzt.
Sie erreichen uns per Email.

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Zoom

1. Zoom herunterladen & installieren: <https://zoom.us/download>
2. Auf einen Einladungslink klicken oder „An einem Meeting teilnehmen“ wählen.
3. Meeting-ID eingeben
4. Eigenen Namen vollständig eingeben
5. Auf „Beitreten“ klicken
6. Hinweis: Video & Audio bitte aktivieren.

Der Einladungslink und die Meeting-ID werden zwei Tage im Voraus bekannt gegeben. Für weitere Fragen stehen wir gerne zur Verfügung.

1. Downloading & installing Zoom: <https://zoom.us/download>
2. Click on invitation link or select „Join a meeting“
3. Enter Meeting ID
4. Enter full name
5. Click „Join“
6. Please note: activate video and audio

Both the invitation link and Meeting ID will be announced two days in advance. Please contact us for further information.

Die Veranstaltung ist kostenlos und steht allen Interessierten offen! Der Online-Studentag wird kostenfrei sein. Da wir für die Durchführung auf Teilnehmendenbeiträge angewiesen sind, bitten wir Sie/Dich wenn möglich jedoch um einen Beitrag dazu.

Hier geht es zu unserer Kontoverbindung: <https://tanzania-network.de/node/26>

The event is free of charge and open for all! However, we kindly ask you to contribute since we depend on participation fees for the seminar's realisation.

Here you can find our bank details: <https://tanzania-network.de/node/26>

Allgemeine Angaben und Zahlen zu Menschen mit Behinderungen in Tansania (Stand 2018)

Textausschnitt erschienen bei Caritas International: <https://www.caritas-international.de/hilfeweltweit/afrika/tansania/behinderung-klinik-foerderung>

Zur Situation

Es leben rund vier Millionen Menschen in Tansania mit einer Behinderung, die sie in ihrem Leben einschränkt. Die Hälfte davon sind Kinder. Von ihnen gehen vier von zehn Kindern in die Grundschule, und nur jedes zwanzigste Kind mit einer Behinderung besucht eine weiterführende Schule.

Die Möglichkeiten der medizinischen Versorgung und Behandlung von Menschen mit körperlicher Behinderung sind unzureichend oder nicht vorhanden. Eine Bezahlung von anfallenden Behandlungskosten oder Hilfsmitteln ist aufgrund der wirtschaftlichen Situation nur in Ausnahmefällen möglich.

Die Ursachen für diese hohe Zahl sind vielfältig: Durch fehlende Impfungen erkranken viele Menschen an Kinderlähmung. Im Prinzip kleine und leicht korrigierbare anatomische Unregelmäßigkeiten werden nicht behandelt und entwickeln sich dadurch zu schweren Behinderungen. Daneben gibt es viele Unfälle und damit zusammenhängende schlecht verheilte Brüche und Wunden. Wenn Kleinkinder in die offenen Feuerstellen fallen, können schwere Narben hinterlassen, die das Gesicht entstellen.

Gesteigertes Risiko durch schlechtes Wasser

Im Gebiet der Erzdiözese Arusha gibt es zusätzlich viele Fälle von Osteo-Fluorosis. Diese Krankheit ist bedingt durch den in einigen Gebieten vorzufindenden extrem hohen Anteil an Fluorid im Trinkwasser und führt zu einer massiven Verweichlichung der Knochen und zu einer daraus resultierenden Deformierung des Knochengerüsts.

Ausschnitte aus dem "The Persons with Disabilities Act, 2010"

The Government of The United Republic of Tanzania:

[https://www.tanzania.go.tz/egov_uploads/documents/The Persons with Disabilities Act, 2010 %28Act No sw.pdf](https://www.tanzania.go.tz/egov_uploads/documents/The_Persons_with_Disabilities_Act,_2010_%28Act_No_sw.pdf)

PART I: Preliminary Provisions

"disability" in relation to an individual means loss or limitation of opportunities to take part in the normal life of the community on an equal level with others due to physical, mental or social factors;

"discrimination" means any distinctions, exclusion or restriction on the basis of disability which has the purpose, effect or impairing or nullifying the recognition, enjoyment or exercise on equal basis of human rights and fundamental freedom in the political, economic, social, cultural, civil or any other field and includes all forms of discrimination and denial of reasonable accommodation;

"discriminate" means any distinction, exclusion or restriction to different persons solely or mainly as a result of their disabilities and includes words, gestures or caricatures that demean, scandalize or embarrass persons with disabilities by-

- (a) treating such a person less favourably from a person without disability;
- (b) treating such a person with one type of disability less favourably from a person with another type of disability;
- (c) requiring such a person to comply with a requirement or condition which a person without disability may have an advantage over; or
- (d) failure to effect affirmative action;

PART IV: Integration of persons with disabilities

15.-(1) Every person with disability shall be assisted by his local government authority, relative, disability organizations, civil society or any other person to live as independently as possible and be integrated in the community.

PART IX: Participation of persons with disabilities in political and public life

51.-(1) Every person with disability who has attained the age of eighteen years and above shall be entitled to enjoy and exercise political rights and opportunity as any other citizen without any form of discrimination. (2) Subject to subsection (1), a person with a disability shall have a right to vote, hold public office and otherwise participate in the political rights and opportunity as any other citizen without any form of discrimination.

53.-(1) A person with disability shall be entitled to take part like any other citizen in cultural life in the society without discrimination

What Do Employers in Tanzania Think About Hiring Persons with Disabilities?

<https://pfp-idefellowship.org/2019/10/23/what-do-employers-in-tanzania-think-about-hiring-persons-with-disabilities/>

Gamariel Mboya, Spring 2019 PFP-IDE alumnus, presents new research into why Tanzania's landmark inclusive employment legislation has not transformed economic opportunities for persons with disabilities.



Persons with disabilities in Tanzania face many barriers when it comes to equal opportunities for employment. Employment rates are especially low for this group and the majority rely on informal sector work, such as self-employment and small businesses. Despite the presence of legal frameworks that encourage employment for persons with disabilities, inclusive legislation has not been implemented effectively. Most notably, the Persons with Disabilities Act Number 9 of 2010, Section 31 requires that employers with more than 20 workers to have at least 3% of their employees be persons with disabilities. Nevertheless, employment rates for people with disabilities remain far lower than for people without disabilities.

This article is based on a short survey on disability employment that was administered to 38 respondents from 100 private companies in Tanzania. This happened during the High-Level Workshop on Harnessing Tanzania's Investment Potential Towards Enhancing Sustainable Growth and the Future of Work. The High-Level Workshop was held on Tuesday, June 25, 2019, at the Hyatt Regency Kilimanjaro Hotel in Dar es Salaam

The survey enabled inclusive employment advocates in Tanzania to learn more about employers' attitudes and hiring practices towards people with disabilities. The survey showed that there are three major issues that block hiring of persons with disabilities. These are:

1. Low awareness of employers about disability employment;
2. Lack of enabling environments to support disability employment;
3. Little effort in training persons with disabilities on how to build strong job applications and compete in the job market.

This reveals the paradox of disability employment in the country. In recent years the government has promoted an inclusive education policy that emphasizes enrollment of children with disabilities in the education system. However, a majority of youth with disabilities end up suffering when they try to secure employment towards the end of their education.

The survey clearly makes it evident that employers' perception towards providing job placement to persons with disabilities can affect to a large extent the fate of persons with disabilities who are seeking employment. In the survey, 35% of the respondents pointed out that their limited awareness about disability employment is the most significant stumbling block that prevents them from embracing employment opportunities for persons with disabilities. 81% of the employer-respondents were aware of their obligation to employ persons with disabilities in accordance with the law. This shows that employers' knowledge of the law and their obligation to adhere to it is not sufficient to get them to embrace disability employment.

The High-Level Workshop survey also revealed the important need to create a proper mechanism that will prepare persons with disabilities for employment. Employers who responded to the survey at the event pointed out that they fail to employ persons with disabilities due to misunderstandings about what the job position requires and the limitations that persons have due to their disabilities. This reflects a myth that there are no job tasks that are suitable to persons with disabilities, but it also shows the demand for the creation of an avenue that prepares persons with disabilities to be competitive for employment. This will also equip employers to set job positions that will accommodate persons with disabilities.

The campaign to promote inclusive disability employment needs to go beyond the legal framework and institution-based arrangements that are in place to support it. In order to succeed, employers must truly understand the process of creating a well-prepared, enabling environment that will enhance persons with disabilities, and the value of enabling them to secure employment in the job market.

Weitere Leseempfehlungen/ recommended readings

- SHIVYAWATA - Tanzanian Federation of Disabled People's Organisations
Dachverband mehrerer Organisationen: <http://shivyawata.or.tz/?lang=en>
- "Challenges Facing People with Disabilities and Possible Solutions in Tanzania."
(2014) <https://core.ac.uk/reader/234698127>
- Tansania-Information 06/2012 zu Menschen mit einer Behinderung:
[https://www.tansania-information.de/index.php?title=Menschen mit einer Behinderung - 06/2013](https://www.tansania-information.de/index.php?title=Menschen_mit_einer_Behinderung_-_06/2013)
- Bericht über die seit 2016 in Sansibar bestehende allgemeine staatliche Rente:
<https://helpage.exposure.co/zanzibar-and-the-universal-pension>
- Stigmatisierung von Menschen mit Trisomie 21
<https://www.bbc.com/news/world-africa-48252939>
- Inklusion von Menschen mit Behinderung in der deutschen
Entwicklungszusammenarbeit:
http://www.bmz.de/de/mediathek/publikationen/reihen/strategiepapiere/Strategie_papier495_12_2019.pdf
- Inklusion und Bildung: Für alle heißt für alle:
https://www.unesco.de/sites/default/files/2020-06/weltbildungsbericht_2020_kurzfassung.pdf
- Embracing your Uniqueness – TED-Talk des Aktivisten Josephat Torner über die
Rechte von Menschen mit Albinismus:
<https://www.youtube.com/watch?v=at9oc5t7enA>
- Ratgeber zur „Leichter Sprache“ des Bundesministeriums für Arbeit und Soziales
https://www.bmas.de/SharedDocs/Downloads/DE/PDF-Publikationen/a752-ratgeber-leichte-sprache.pdf?__blob=publicationFile