

## TITLE

Changing the hiring policies of companies leading to hundreds of new jobs for young people with disabilities

Lebanon and Palestine: Lebanese Physically Handicapped Union

## PROJECT SUMMARY

Founded in 1981, the Lebanese Physically Handicapped Union (LPHU) is an advocacy organization for people with disabilities. From 2012 to 2016, LPHU has created more than 200 jobs in various sectors for people with disabilities in Lebanon and Palestine.

## FACTS & FIGURES

- Jobs created in 2014: Provided 150 job opportunities and 90 persons were employed
- Jobs created in 2015: Provided 160 job opportunities and 95 persons were employed
- Jobs created in 2016 (till July): 20 persons were employed

## PROBLEMS TARGETED

According to LPHU, the unemployment rate among people with disabilities is 83 per cent in Lebanon and 70 per cent in Palestine.

## SOLUTION & METHODOLOGY

LPHU has succeeded in promoting decent work for people with disabilities in Lebanon and Palestine by using networking and training strategies, thereby transforming private companies from being dismissive and reluctant to being active and supportive. LPHU signed cooperation protocols with 97 companies that have begun to add inclusion standards to their employment policies, as well as to modify their buildings to become fully accessible. In addition, LPHU achieved the following:

- Built systematic partnerships with economic committees and syndicates of company owners to add binding inclusion standards to ensure continuity.
- Launched a dialogue on economic inclusion and established the first regional plan of action in collaboration with more than 100 partners from the private and public sector.
- Issued training materials on inclusive employment systems and the media.
- Conducted vocational training for almost 1,000 people with disabilities since 2012. More than 200 of them found employment in the open labour market.

Examples of employment include administrative assistant, receptionist, human resources assistant, secretary, call centre officer, archive officer, data entry officer, and restaurant chef.

## OUTLOOK & TRANSFERABILITY

The project has a total cost of EUR 250,000 per year and is funded by the European Union and the Christian Aid UK organization.

## QUOTE

“I am an independent person now. I can live with my wife independently, and my future children will get all their needs, thanks to my job at Alfa company.”

- Rachid Al Hassan is 31 years old with visual impairment.

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