

Innovative practice 2017 on employment, work, and vocational education and training: 1993

## TITLE

How to successfully apply for jobs in the public and private sector

Paraguay: Fundacion Saraki – Project “Effective Labour Inclusion”

## PROJECT SUMMARY

Since 2009 Fundacion Saraki, a Paraguayan foundation, has been networking with and advocating for people with disabilities, providing them with vocational training and job-matching services. Due to its “Effective Labour Inclusion” programme, the number of persons with disabilities employed in the public sector has risen from 230 in 2009 to 2,024 in 2015. Another important impact of the work of the foundation is its successful lobbying for a 5 per cent quota for employment of people with disabilities in both public institutions and private companies in Paraguay.

## FACTS & FIGURES

From 2009 to 2015:

- 217 persons with disabilities were hired in public companies with direct support from Saraki
- 153 persons with disabilities were hired in private companies with direct support from Saraki
- 38 companies have made public their commitment to inclusive employment
- In total, Saraki has contributed to creating some 1,700 jobs for persons with disabilities in the public sector

## PROBLEMS TARGETED

In Paraguay, a prevailing culture of exclusion and prejudice prevents people with disabilities from accessing labour opportunities.

## SOLUTION & METHODOLOGY

Fundacion Saraki works closely with organizations of people with disabilities to develop creative communication campaigns. Every job candidate that works with the foundation goes through a

functional, social, and family evaluation process, which is then summarized in an employment profile. Each candidate is then recommended for a training that complements his or her interests and skills. The foundation places people with disabilities in jobs using its job-matching software, which is also available on the Ministry of Labour’s website, and through its network of private companies. Jobs include positions in manufacturing and the food industry as well as administrative tasks in various industries (e.g., IT industry), and these employees are paid at least minimum wage.

The foundation’s other activities include campaigns that highlight the personal experiences of CEOs and company owners who have benefited from inclusive employment. To date, Saraki has worked with 50 public institutions and private companies to develop labour inclusion plans for all types of disabilities.

## OUTLOOK & TRANSFERABILITY

The “Effective Labour Inclusion” initiative has an annual cost of US\$208,000 and is funded by the central government, the United States Agency for International Development, and other public and private donors. Its methods, outlook, and success have been presented at three international seminars, which were attended by representatives from other Latin countries and funding agencies as well as representatives from the International Labour Organization.

## QUOTE

“People are afraid of doing what they’ve never done, but once you give it a try you realize you can do it. One must take chances.”

— Wilson, 24, beneficiary of the Labour Inclusion Program, Fundación Saraki

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## REFERENCES

<https://youtu.be/bVZK0btibOI>

<https://youtu.be/HeSoMcQTJfg>

<https://youtu.be/ghyBX-uaUzs>

