

Update of the Egyptian hazardous worklist - prohibited for children - under Ministerial Decree 215 for 2021

Good practices



Responds to the following criteria

- ▶ Relevant
- ▶ Replicable
- ▶ Sustainable



Main stakeholders

- ▶ Ministry of Labor (MOL)
- ▶ Ministry of Education and Technical Education (MOETET)
- ▶ National Action Plan National Steering Committee members
- ▶ GIZ

► Description

In Egypt, the need to update the outdated Hazardous Worklist, established under Ministerial Decree No. 118 of 2003, became a significant focus in the battle against the worst forms of child labour. This worklist, crucial for protecting children from hazardous occupations and professions during training and employment, had failed to keep pace with the evolving nature of industries, the emergence of new occupational hazards, and changes in work practices. Addressing this gap, the ILO ACCEL Africa project, in partnership with the Ministry of Labor (MOL), set out to revise the decree to reflect current workplace realities and align with international labour standards, particularly ILO Convention no. 182 for 1999 concerning Prohibition of Worst Forms of Child Labour and to contribute to the implementation of the Nation Action Plan to Combat Worst Forms of Child Labour and Support Families (2018-2025) launched by the Government of Egypt with the support of ILO and lead by MOL.

The project coordinated with MOL to implement the International Labour Organization's (ILO) step-by-step guide to updating the worklist, which included creating an operational structure, gathering both existing and new information, and preparing a revised list of

hazardous work prohibited for children under 18 with tripartite consultation across all the steps including revising and validation process. This process not only involved formalizing and officially publishing the list but also ensured broad stakeholder involvement through a tripartite representation involving MOL, Occupational Safety and Health (OSH), legislative national experts, and ILO specialists. This collaborative approach allowed for a unique and important opportunity for tripartite social dialogue, launching a nationally owned process for comprehensively addressing child labour issues.

This innovative implementation of the step-by-step guide aimed at ensuring ownership and sustainability from all relevant stakeholders and partners, reflecting a robust commitment to update essential legal frameworks in response to changing labour dynamics and enhancing child protection measures in Egypt. Accordingly, the updated prohibited worklist for children decree is in a way more advanced than the Egyptian Child Code and Labour Code and in better compliance with International Labour Standards.

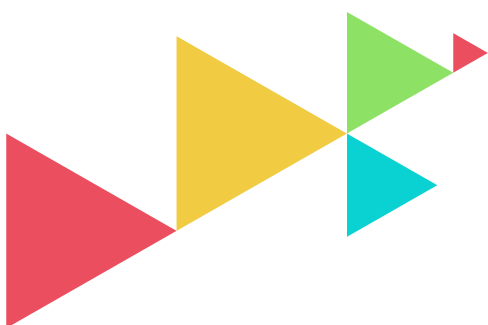
Moreover, the ACCEL Africa project's approach was

► Description (Cont.)

distinguished by its emphasis on inclusivity and stakeholder engagement. This was evident in the way the project facilitated extensive social dialogue sessions, drawing on best practices from similar countries and adapting these insights to the local context. Such dialogue provided a unique and valuable opportunity for all parties to contribute to a nationally owned process that addressed child labour comprehensively.

The project also incorporated innovative practices in its implementation strategy, including the use of digital tools to enhance communication and engagement among stakeholders. By leveraging technology, the project ensured that updates and discussions reached a broader audience, facilitating greater transparency and participation.

The successful revision of the hazardous worklist is a testament to the project's commitment to adopting a holistic and innovative approach in the fight against child labour. By ensuring that the list is updated, legally binding, and reflective of current conditions, ACCEL Africa project has set a significant precedent for future initiatives aiming to enhance labour protections and uphold the rights of children across Egypt. This initiative not only enhanced the legislative framework, but also strengthened the capacity of local institutions to enforce these protections effectively, ensuring long-term sustainability and impact.



► Process

Updating the hazardous worklist and enforce it



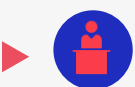
Determining the main hazardous occupations

The process began by categorizing hazardous occupations into three main groups. Initially, the project mapped out working environments harmful to children under 18 years. Next, it identified the main industries where child labour was to be prohibited. Lastly, specific prohibited professions within different industries were identified.



Drafting phase

During the drafting phase, contributions from each member of the National Steering Committee members (NSC), which oversees the implementation of the National Action Plan of combating the Worst forms of Child Labour and supporting families (2018-2025) NAP, were considered. This inclusive approach, which validated the work plan and steps from the outset, was crucial for ensuring the engagement and endorsement of all relevant stakeholders.



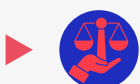
Validation of the final list

Following the internal validation by the Ministry of Labor (MOL), the updated hazardous worklist was reviewed during a NSC meeting conducted online due to COVID restrictions. This meeting provided a platform for further discussion and final validation by NSC members, ensuring that all inputs were adequately incorporated.



New clauses in the updated hazardous worklist

The Decree stipulates that the minimum age for employment and apprenticeship at 15 and 14 respectively to be in full conformity with ILO Convention 182 for 1999 on the Worst Forms of Child Labour,. In addition, the Decree emphasised that children, under the age of 18, are prohibited to work for more than six (6) hours a day, the working hours shall include one or more period for meals and rest totaling not less than one hour. This/these period/s shall be determined so that the child shall not work for more than four (4) continuous hours. Furthermore, Children are prohibited to work overtime, or work during the weekends or official holidays. In all cases, children shall not work between 7 p.m. and 7 a.m. Employers must document and keep records for all workers under the age of 18 and follow the above guidelines. According to the Decree, official documents proving the age of all working children and their health status shall be kept at the employer's workplace, to be presented when requested and it becomes the employer's responsibility to confirm the real age of the children working for him/her.



Official publication and launching

The final part of this process was the issuance of the Ministerial Decree 215 for 2021 for regulating employment and training of children, the circumstances and conditions in which employment takes place and businesses, occupations and industries, known as hazardous worklist for children, in which the later are prohibited to be employed or trained. The decree, which officially updated the Hazardous Work and Professions List prohibited for children, includes specific professions, industries, and work environments where child employment or training is prohibited. The worklist was publicly presented during the ILO ACCEL Africa Project's celebration of the World Day Against Child Labour in 2022 to over 100 participants including stakeholders, partners, and potential donors, highlighting the crucial role of Occupational Safety and Health (OSH) in combating child labour and integrating fundamental principles and rights at work.

► Process



Enforcement and Capacity Development

MOL led an awareness campaign among its national Labour and OSH inspectors to build their capacities on the updated hazardous worklist of children. In addition, the inspection checklists were updated accordingly and the digitalized inspection system. Awareness sessions are regularly conducted by national inspectors targeting employers and workers on the new worklist.

Capacity development



Extensive capacity-building workshops for officials and labour inspectors

Workshops were held for the Ministry of Labor's national OSH and labour inspectors, focusing on the new stipulations of Decree 215.



The updated Hazardous Worklist was utilized as a key resource for capacity development

The updated hazardous worklist was used as a key resource for guiding discussions on child labour during capacity building activities that the project organized for different relevant stakeholders including members from the National Council for Childhood and Motherhood (NCCM) Child Protection Committee, staff from the Ministry of Education and Technical Education's Dual System Unit, representatives from the Federation of Egyptian Industries, private sector entities, workers' representatives, trade union officials, Ministry of Agriculture and Land reclamation staff, and even children and their parents as part of the project's wider interventions.



Achieving different outcomes through innovative approaches

- This milestone in Egypt marked the introduction of a decree positioned at the base of the legislative pyramid. It aligns with international labour standards, setting a benchmark for future legislation.
- The Ministry of Education and Technical Education (MOETE) issued Decree 111 of 2021, updating regulations to align with the newly issued Hazardous Worklist (HWL). This decree governs service providers, companies, and industries involved in the Dual Education System, where children undergo on-the-job training. It ensures a balanced distribution of rights and responsibilities among service providers, enterprises, schools, and students. The decree sets training duration limits to six hours per day and mandates insurance coverage against workplace injuries.
- Currently, efforts are underway to review occupations within technical education under the Dual Education apprenticeship system, assessing their compliance with established decrees. Decree 111 has been incorporated into the Child Protection Manual for Dual Education System apprentices, developed collaboratively between the ILO ACCEL Africa project and the GIZ TCTI (Technical Support for Comprehensive Education in Egypt) project. This manual is now part of the mandatory induction curriculum for apprentices enrolled in the Dual Education system.
- Employers have disseminated the newly updated hazardous worklist to their members across Egypt.
- To facilitate implementation, WhatsApp groups have been established to enhance communication between Occupational Safety and Health (OSH) and labour inspectors across the 27 governorates. These initiatives are complemented by inspection campaigns and awareness-raising efforts aimed at promoting compliance and safeguarding child welfare and protection.
- Under the partnership of the MOL, an animated video was developed to explain the updated Hazardous Worklist in a simple and engaging manner, reaching stakeholders and end beneficiaries effectively.
- The hazardous worklist has become a key reference in discussions surrounding child labour due to its comprehensive and informative nature, reducing the need to constantly refer to other laws and decrees.



► Enabling Factors

► Participatory approach

The inclusion of diverse stakeholders, including the Ministry of Labour, National Steering Committee members, and national experts, throughout the drafting and validation process ensured broad consensus and buy-in. This was crucial for the successful implementation and acceptance of the new decree.

► Capacity building initiatives

Conducting comprehensive capacity-building workshops for national OSH and labour inspectors, along with other stakeholders, was vital in ensuring they were well-equipped to enforce the new regulations effectively and educate others about the changes.

► Integration with national policies

By integrating the updated list into other national frameworks and educational programs, such as Decree 111 and the Child Protection Manual for Dual Education System apprentices, the project ensured a holistic approach to combating child labour and safeguarding child welfare.

► Compliance with International Labour Standards

Aligning the updated list with international labour standards, in accordance with ILO Convention 182 of 1999 on the Worst Forms of Child Labour, not only enhanced the credibility of the updated list but also ensured that Egypt's regulations were in sync with global best practices. This alignment enhanced the protection of children from hazardous work.

► Formal validation and launching process

The process of formally validating the list through the National Steering Committee and launching it officially with broad stakeholder engagement ensured that the list was not only legally binding but also widely recognized and respected across relevant sectors.

Replication in other countries

By leveraging the collaborative guidance developed with international organisations, such as the ILO ACCEL Team and GIZ, countries can adapt and implement similar frameworks tailored to their unique contexts. Key replication strategies include stakeholder engagement, validation processes, strategic release events, capacity building, and alignment with international standards. Establishing communication channels, such as WhatsApp groups, can further facilitate exchange and support ongoing implementation efforts across different regions.

