

OUTSTANDING DISABILITIES

Beyond the economic benefit, work plays a particularly important role in the social inclusion of People with Disabilities (PWD). Most of them do have the potential, with rehabilitation and support, to become productive and effective members of their communities.

The 2017 census indicated (for the first time) that PWD in Egypt constitute 10.7% of the population aged 5 and above, only 2.7% are suffering from severe disabilities (CAPMAS, 2017). Article 81 of Egypt's 2014 constitution guarantees economic rights for PWD. This was further strengthened by Law no. 10 for year 2018 on the Rights of People with Disabilities.

While the cause is both a human right and makes economic sense, the employment market's capacity to integrate PWD is still lagging behind, with their unemployment rate exceeding 90% based on unofficial studies. In effect, this leaves millions of PWD with long idle days filled with frustration and despair.

In 2012, DJEP organized several awareness sessions on ILO's code of conduct for PWD at the workplace targeting its partners and other stakeholders. This was shortly followed by providing practical training on 'Assisting People with Disabilities to Find a Job' for partners from Port Said, Red Sea, and other governorates

At the grass root level, DJEP commissioned a comprehensive study in 2012 to assess opportunities for the inclusion of young people with disability in the employment market. Based on the findings, the tourism sector in Red Sea governorate was selected for pilot interventions.

A training course on 'Inclusion of People with Disability in the Labour Market' was organized in the Red Sea governorate in 2013 to strengthen the capacities of the participants to design and implement relevant programs. The participants included 24 representatives from various line ministries, the National Council for Disability Affairs and several NGOs working in the field of disability, among which was Ebtessama Foundation.

In 2014, DJEP partnered with Ebtessama Foundation, the Ministry of Tourism and the Red Sea governorate to implement an integrated project to rehabilitate and employ persons with mental disability in the tourism sector in the Red Sea.

Over the course of the following two years DJEP, Ebtessama Foundation's team of specialists and the governorate officials worked together to:

1. Secure buy-in from the hotels to provide safe employment opportunities for the trained young people. While most hotels were initially skeptical, 5 hotels agreed to provide their facilities for the pilot training stage.
2. Recruit PWD from various governorates, which required convincing their parents/families, who were never separated from their children before, to allow them to independently live and pursue employment at the Red Sea governorate. All the parents were concerned that their children would either suffer or become exposed to humiliation.
3. Train the young men in groups at the 5 hotels, for a month, on various safe jobs. In parallel, providing them with the emotional support and encouragement that helped them readjust to living independently from their families in hotels and interacting with strangers on daily basis (including work colleagues and hotel patrons).
4. To smooth and enhance the future inclusion and acceptance of the trained PWD, all relevant

hotels' employees received disability awareness training.

5. Eventually, after the one month training and readjustment period, relocate the trained young men to their new hotel of permanent employment with a minimum placement of two in each hotel.

Towards the conclusion of the partnership, the total number of persons with mental disability, employed in safe jobs at 16 hotels, amounted to 100 young men from the Red Sea, Minya, Beni-Suef and Cairo governorates.

The final results and success stories were announced in a festivity in the presence of the Minister of Social Solidarity. During the event, DJEP presented the case that most families were reluctant to allow their children to acquire formal employment as it would deprive them from the pension offered through the Takaful and Karama programme.

On her own initiative, in response to the presentation, H.E Dr. Ghada Waly, the former Minister of Social Solidarity made the decision to retain PWD in the pension system administered by the Ministry, under certain rules, even if formally employed.

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- Brave young men demonstrated higher commitment, skill and stability in their jobs compared to their peers.
- The hotels had formally contracted all these young men with salaries, fringes and social security benefits identical to those paid to their regular peers for the same job grade.
- They brought pride to their parents and in most cases financial relief through their hard earned wages and benefits.
- They opened the door for other PWD to become employed at hotels by the demonstration of their outstanding abilities.



Ebtessama Foundation was established in 2007, by the Late Mrs. Magda Samy (a long time veteran of the tourism industry) to support, rehabilitate and facilitate employment for people with mental disabilities as well as their families in all aspects of life. Through the foundation, she and the foundation's specialists, trained and placed hundreds of young people with mental disabilities nationwide.

Throughout this partnership, her extraordinary voluntary contribution provided emotional support to all the enlisted young people. She was both a mentor and a mother to all of them during the difficult transition period from the safety of their homes to their new professional lives.



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Young People Finding Jobs



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Canada

TOOLS for JOB HUNTING

What makes it difficult for young people to find jobs? It's clear that unemployment among young people in Egypt is high. In 2015 (for example), Egypt's labour force included 11.2 million young men and women in the age group 15-29 years (39% of the total labour force). Of those, almost 3 million were out of work (26.5%). But why? No doubt job creation largely lags the entry rate of young people to the employment market. However, for many young people, access to plenty of existing and available job vacancies is also very limited. If a young person's skill does not match job vacancies in particular sectors or economic activities, if they don't have personal contacts to get those jobs or if they are reactive and/or not capable of finding/meeting/impressing prospective employers, then the probability is high that they will remain unemployed or underemployed, for an extended time.

DJEP introduced a package of toolkits to assist young people to rapidly align their vocational skills to existing job vacancies, develop the art of pitching their skills to prospective employers and provide a platform where job seekers and employers can directly interact.

Vocational Skills for Existing Jobs

Egypt has a large number of public vocational education institutions with around 2 million registered students and 0.6 million annual graduates. Those institutions are mainly supply driven. About 44% of graduates find it difficult to attain a job. Reform is in progress at these institutions through various programs.

Meanwhile, there was (and still is) a gap in supporting and rehabilitating vocational education graduates from these institutions to find a decent job.

In 2013, DJEP commissioned a diagnostic study on the status of the labour market at its three principal governorates of focus to identify where vacancies existed and what skills are required to fill them. The findings revealed promising opportunities in the ready made garments (in Port Said), agriculture and food processing (in Minya) and tourism (in the Red Sea governorate).

A number of initiatives were launched to provide summer training for technical school students, paid training opportunities at existing employer establishments and vocational training for employment (for recent vocational education graduates) in partnership with Port Said Investors Association, Forum for Training and Education, European Enterprise Training Partnership, Misr El-Kheir, National Institute for Oceanography and Fisheries and Minya University's various faculties as knowledge and skill building providers.

MAKING THE JOBS DECENT Working with Employers

To ensure decent and sustained employment, DJEP's partner agencies signed agreements with the companies, which commit them to provide decent work opportunities to a specified number of young people and issue a renewable contract (covering the training period and twelve months of employment), with specified compensation for the young people during the training and upon commencement of employment.

At the initial stage of these programs, the dropout rates were relatively high. Reasons cited by the young people were the work environment and reluctance of employers to enter into formal contracts. Employers, on the other hand, cited social insurance and labour law related obstacles.

To make the jobs decent, DJEP supported these employers further by increasing the

awareness and enhancing the capacity of their middle managers and human resource recruitment personnel in Minya, Port Said and the Red Sea governorates to create a more conducive environment for their workers that would enhance productivity and ensure their stability. The newly hired young people by DJEP benefited as well.

The toolkits included several ILO global packages specifically developed for the ready made garments, tourism and other economic sectors, which provided topics covering human resource management, occupational health and safety, work place development to create a friendly environment for young people and the relevant legal framework. All training and awareness building workshops were delivered by ILO certified trainers to ensure the quality standards.



Job Search Club

Job Search Club (JSC) is an original DJEP tool that specifically targets unemployed young people with different educational backgrounds. It was designed by international and local experts as a group support system administered by a qualified facilitator, to help young people overcome frustration and professional disappointments, build their networking and self-promotion abilities and strike a positive first impression through written CVs or personal interviews.

Each JSC session provides a 10-day programme of group activities for an average of 18 young people. Activities in each session include coaching, group work, use of modern information technology and social media. Finding possible employers, job interview skills and self-promotion skills were the most valuable lesson all the attendees learned.

The JSC sessions are periodically organized at Youth Centers, initially at DJEP's governorates but eventually rolled-out nationwide. Youth centers were specifically chosen as venues since they are very vibrant concentration points for thousands of young people and their families (when well managed and equipped).

At the pilot stage of the JSC programme, existing centers at the various governorates of focus were evaluated to decide on their readiness to host the clubs. They had to be spacious enough and well equipped to accommodate the participants. Seven centers were chosen to start the activity and among those, Safaga youth center (at the Red Sea Governorate) and Tuna El Gabal youth center (at Minya governorate) were entirely renovated by the DJEP.

The sessions' facilitators are typically young Ministry of Youth staff, that are carefully chosen and trained on group management dynamics and qualified by the DJEP to establish, organize and facilitate JSC sessions throughout Egypt. The facilitators had to demonstrate knowledge of the local job market and experience in working with unemployed youth.

JSC Resume | Between 2014-2019



- Joining the club brings relief by realizing that other young people also face similar challenges and difficulties.
- Each session costs around EGP 7,000.
- Human resource managers are invited to mentor young people and simulate interviews.
- Successful graduates from the programme are invited to speak with the young people for encouragement and advise.
- Graduated young people continue to network together, exchange job vacancies and share salary, benefits and contract negotiation tips (over social media).
- In 2016, the Ministry of Youth institutionalized JSC as a regular activity included in its annual plans and budget. A 'Facilitator Guide' was prepared in both the English and Arabic languages to support future facilitators and session organization.
- In 2018, JSC became a global product for the ILO, with its first global deployment in Algeria.
- Adopted by the Swiss Embassy and UNICEF to support migrants in Egypt.

AGRICULTURE & FOOD



Marine Fishing

Jojoba Plantation

Corn Sorting & Packing

Citrus Orchard Management

Food Safety, Quality and Hygiene

READY MADE GARMENTS



Sewing

Finishing

Cutting

Maintenance

TOURISM



Waiter

Laundry

Kitchen Equipment Technician

Chamber man/maid

Assistant Cook

Employment Fairs

Employment fairs are traditionally organized by universities to connect their students with employers. In contrast, the ILO designed a similar tool, only this model is public, open to all young people, and targets less privileged segments of society and middle level skill blue-collar occupations.



Introducing this tool at DJEP's regions was initially met with considerable skepticism by all stakeholders including the employers and government agencies. This was a time when public gatherings were not permitted. A considerable number of young people were expected to attend. It was viewed as too risky.

It also required extraordinary coordination and preparation to ensure its success including selecting and organizing venues, catering, security arrangements and intensive promotion among employers and job seekers. Port Said governorate was chosen as the first pilot location due to the restricted number of employers and young people who would attend. Monitors from other governorates attended to assess the experience. In short, the pilot event was a success and was replicated, several times, in other focus governorates.

Highlights of the Design

Each fair is organized by a task-force including DJEP's team, Public Employment Services (PES) offices, youth centers, NGOs, business associations, universities, technical and general schools and training centers. To ensure the highest commitment, the fairs were inaugurated by governors of the regions and line ministers, with wide media coverage.

Each fair costs EGP 200,000 on the average and requires 2-months of intensive preparations for this 2 full-days event and 1-month after to follow up on employment results.

Physical provisions and job vacancies are arranged to stimulate the attendance of People With Disabilities.

A catalogue is compiled and published, detailing all exhibitors, jobs offered and skill requirements. Those are distributed well before each fair, to attract young people to attend. Attendees shared those vacancies with their family and friends even after the fairs.

Buses were organized to help transport young people from distant regions within and across governorates.

The employers attending each fair averaged 60 small, medium and large enterprises operating nationally or locally in the governorate. They offered a wide range of job vacancies in terms of the skills required, working conditions and employment locations to accommodate the needs of different young people. All vacancies, under signed commitment, were formal jobs. Salaries ranged between EGP 1,500 -5,000/month + other benefits.

Other support organizations also attended such as the Micro, Small and Medium Enterprises Development Agency (MSMEDA), governmental youth support services and microfinance institutions.

How It Helped

The young people took the fairs as an opportunity to directly engage with potential employers and find jobs that met their preferences. For the employers, the fairs provided an opportunity to directly contact, pre-screen and interview prospective workers. Some of which hired young people immediately during the fair and transported them to their headquarters for contracting. The employers interviewed candidates for the middle level skill vacancies as well as candidates for other administrative, sales and marketing vacancies. In 2019, 80% of attendees in Hurghada were employed during the employment fair.

Governorate officials made use of the participation of large companies to promote investment opportunities at their regions.

To enhance the consistency of the model an 'Organization Manual' was prepared to support national roll-out and has now been institutionalized by both the Ministry of Manpower as well as the Ministry of Youth (which has also shown interest in replicating this model at various regions) for future replication.

