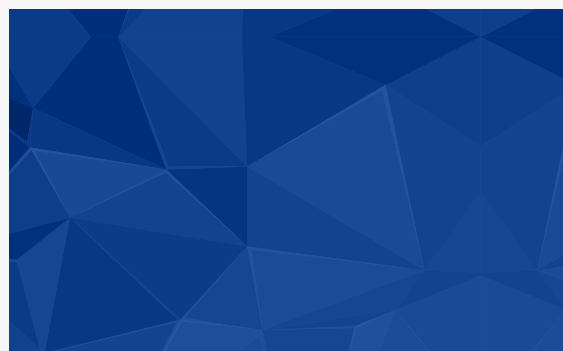




International
Labour
Organization

DECENT WORK IN EGYPT 2015 RESULTS



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Decent Work in Egypt - 2015 Results

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ILO
CAIRO'S VISION:
WE ARE COMMITTED
TO WORK MORE
AND BETTER,
FOR MORE AND
BETTER WORK.

The ILO is the international organization responsible for drawing up and overseeing the international labour standards. It is the only tripartite United Nations agency that brings together representatives of governments, employers and workers to jointly shape policies and programmes promoting Decent Work for all. The main aims of the ILO are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.

Egypt became a member of the ILO since 80 years ago. ILO has been supporting decent work for many decades. Work in Egypt is guided by the Government, workers' organizations and the Federation of Egyptian Industries (FEI) which represents employers' organizations. The three priority areas for our work in Egypt are:

1. Employment creation, notably youth employment
2. Social dialogue
3. Social protection

I am pleased to share our annual results' report through this publication. While we have been communicating the results of our work in various ways and forms before, this document explains what we have been able to achieve during one year.

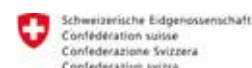
Together with our Constituents and the generous support of our donors, we continue to be very active to support the development of Egypt through decent work for all. It is important to review, not only all the hard work we have done, but also to see the results of these efforts.

We look forward to continue to support the Government of Egypt, workers' organizations and FEI in the coming years. 2016 will be an important year for Egypt, amidst others with the formulation of our first Decent Work Country Programme.

I take this opportunity to thank our Constituents for the excellent partnership in 2015, our donors for their strategic contributions and last, but not least, the ILO colleagues in Egypt and elsewhere for the solid results achieved.

Peter van Rooij
Director of ILO Cairo

ALMPs:	Active Labour Market Policies
BDSU:	Business Development Services Unit
BDS:	Business Development Service training
CAPMAS:	Central Agency for Mobilization and Statistics
CCAS:	The International Labour Conference's Committee on Application of Standards
CIDA:	Canadian International Development Agency
CO:	ILO Country Office
CSR:	Corporate Social Responsibility
DANIDA:	Danish International Development Agency
DJEP:	Decent Jobs for Egyptian Youth Programme
DWT:	ILO Decent Work Team
EDLC:	Egyptian Democratic Labour Congress
EFITU:	Egyptian Federation of Independent Trade Unions
EmplA:	Employment Impact Assessment
ESAB:	Entrepreneurial Skills for Agribusiness
ETUF:	Egyptian Trade Union Federation
FAO:	Food and Agriculture Organisation
FEI:	Federation of Egyptian Industries
GDP:	Gross Domestic Product
GET Ahead:	ILO Gender and Entrepreneurship Together training package
GEMS:	ILO Gender Mainstreaming Strategies Toolkit
GYB:	ILO Generate Your Business Idea training package
HIMS:	Household International Migration Survey
HRBA:	Human Rights Based Approach to development
ILO:	International Labour Organization
ILS:	International Labour Standards
KAB:	Know About Business training
LED:	Local Economic Development
LFS:	Labour Force Survey
M&E:	Monitoring and Evaluation
MoE:	Ministry of Education





MoP:	Ministry of Planning
MoMM:	Ministry of Manpower and Migration, Egypt
MSEs:	Micro and Small Enterprises
NEP:	National Employment Policy
OSH:	Occupational Safety and Health
PGA:	Participatory Gender Audit
PPPs:	Public-Private Partnerships
PVTD:	Productivity Vocational Training Department, Egypt
PWDs:	Persons with Disabilities
RBM:	Results-Based Management
SAM:	Social Accounting Matrix
SFD:	Social Fund for Development, Egypt
SIYB:	ILO Start and Improve Your Business training package
SJPs:	Sectoral Jobs Pact
SMEs:	Small and Medium Enterprises
SPF:	Social Protection Floor
SYWRB:	Start Your Waste Recycling Business (ILO training package)
TVET:	Technical and Vocational Education and Training
UNDP:	United Nations Development Programme
UNESCO:	United Nations Educational, Scientific and Cultural Organisation
UNICEF:	United Nations Children's Fund
UNIDO:	United Nations Industrial Organisation
VCT:	Voluntary Counselling and Testing
WEA:	Worker Education Association
WED:	Women's Entrepreneurship Development
WFP:	UN World Food Programme
WiB:	Women in Business
WHO:	UN World Health Organisation

The International Labour Organization (ILO) is the first specialized agency of the UN on work-related issues. As the ILO promotes rights at work and decent jobs, it seeks to enhance social protection as well as to strengthen national, regional and international dialogue on work-related issues.

The governments, the representatives of workers and employers organisations of 186 countries make-up ILO's unique "tripartite" membership. Egypt has been a member of the ILO since 1936, and the country office in Cairo has been established in 1959.

THE SUSTAINABLE DEVELOPMENT STRATEGY (SDS): Egypt Vision 2030 is Egypt's long-term development plan. This policy framework rests on twelve^[1] pillars. The Ministry of Planning (MoP) coordinates the Government's action on the SDS in association with all line ministries, including the Ministry of Manpower and Migration (MoMM) and other public authorities.

THE ILO STRATEGY FOR NORTH AFRICA (2012–2015), entitled "Employment for Stability and Socio-Economic Progress" guides the work of the Office in the region. The document was approved March 2012 by the labour ministries, employers' and workers' organizations of the region, and commits all stakeholders to pursuing three interrelated objectives:

1. CREATING OPPORTUNITIES FOR YOUNG WOMEN AND MEN AND THE MOST VULNERABLE, through the increased use of local resources, labour intensive infrastructure investments and environment protection-related public works, and creation of MSMEs. This will create opportunities for youth, women, populations affected by displacement and conflict and other disadvantaged groups.



**THIS YEAR EGYPT
IS CELEBRATING
80 YEARS
OF MEMBERSHIP
TO THE ILO**





2. EMPOWERING SOCIAL PARTNERS AND OTHER STAKEHOLDERS through social dialogue through a bottom-up approach with enhanced social dialogue, and strengthened civil society and communities. While at the same time the programme will work from the top to the bottom through the application and enforcement of International Labour Standards, especially ILO Conventions concerning freedom of association, the right to organise and collective bargaining.



3. EXTENDING AND IMPROVING SOCIAL PROTECTION (including social security and conditions of work) especially for the most vulnerable, to reduce vulnerability and adapt the concept of a universal social protection floor by building on existing structures of social protection and increasing them in size and scope.



^[1] 1)Economic, 2)Energy, 3)Urban Development, 4)Environment, 5)Education 6)Health, 7)Knowledge, Innovation, and Scientific Research, 8)Transparency and Efficient Governmental Institutions, 9)Social Justice, 10)Culture, 11) Internal Policy, and 12) Foreign Policy and National Security.

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SMEs development specialist: *Kholoud El Khaldi*

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Decent Jobs for Egypt's Young People

Rim Aljabi

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Adnan Al Rababh

Promoting Workers Rights and Competitiveness in Egypt Export Industries

Nagwa Ismail

Career Guidance for Youth and Job Creation (Second phase of the career guidance project)

Nashwa Belal

Decent Jobs for Egypt's Young People – tackling the challenge together in Qalyoubia and Menoufia (PHASE 1)

Amir Obeid

Human security through inclusive socio-economic development in Upper Egypt,

Gehan Sharkawi

Skills for persons with disabilities

Sara Abdulrehim

Senior Technical Assistant, Reform of Social Insurance System, Egypt

Francesco Carella

Improving Governance of Labour Migration and Protection of Migrant Workers' Rights in Tunisia, Libya, and Egypt

Badra Alawa

The Way Forward After the Revolution - Decent Work for Women in Egypt and Tunisia



1. JOBS



Much of the current policy debate revolves around unemployment. The unemployment rate in Egypt has remained stable at around 13% since 2014. The “Economic Pillar” of Egypt’s 2030 Strategy sets a target of reducing the unemployment rate to 5%. A broader set of metrics is needed however if one needs to capture a more accurate picture of the labour market challenges in Egypt. The economic activity rate (or the labour market participation rate) is measured by; when job seekers become thoroughly discouraged, they stop looking for a job, shifting to survivalist or dependency strategies. At such a point these persons are no longer considered “economically active” and hence do not count any longer in the unemployment rate.

Underemployment is another critical metric. A tertiary graduate that has had to take on a clerical job or a person has been able to work only a couple of hours in a week, are not reflected in the unemployment rate. Such forms of underemployment are, however, important social and economic features that good policy making needs to apprehend.

Differentiation between social groups is also fundamental. Major divides in the workforce become evident once one considers different age groups, gender aspects, or place of residence (urban/rural or affluent/underprivileged areas). Young people are disproportionately affected by unemployment, underemployment and informality. Only one in five women (21.2% in the third quarter of 2015) are economically active, and when at work they are more often than not concentrated in informal, home-based and insecure forms of work.



EMPLOYMENT AND SKILLS

The Ministries of Planning and of Manpower are becoming increasingly able to unpack headline unemployment data and able to design more refined policy solutions. The ILO also supports a variety of key other actors in partnerships to broaden decent employment opportunities in Egypt.

- The ILO has collaborated successfully with the Ministry of Planning (MOP) on **ESTABLISHING A MACRO AND EMPLOYMENT POLICY UNIT** within the Ministry.
 - Employment Impact Assessment (EmPIA) tools such as the Social Accounting Matrix (SAM) have been developed and successfully applied to **SIMULATE THE EFFECTS OF EGYPT'S DIFFERENT SECTORAL INVESTMENT POLICY OPTIONS** on employment generation in terms of gender, skill levels and broad employment sectors (formal and informal).
 - MOP and ILO have **KICK-STARTED A SERIOUS REFLEXION** with the policy-makers, the private sector and the social partners on the nexus between macroeconomic policies and employment in Egypt.

POLICY DEVELOPMENT AND CAPACITIES

- In 2015, the ILO developed and supported research as well as two policy dialogues to enhance the **KNOWLEDGE BASE** and the **EMPIRICAL EVIDENCE** around the need to **DEEPEN THE EMPLOYMENT CONTENT** of Egypt's current macroeconomic framework in order to provide viable options to end the job crisis.
- Local authorities and stakeholders' capacities strengthened to **DEVELOP AND FORMULATE REGIONAL EMPLOYMENT PLANS AND SECTORAL JOBS PACTS (SJPS)**, including through results-based management techniques to design and implement youth employment programmes that respond to the potential opportunities in Qalyoubia and Menoufia governorates.



The ILO supported the diffusion of the **JOB CLUBS** model among young job seekers in Egypt. Two-week intensive job search support activities are facilitated and positive peer processes are nurtured for young unemployed to reconnect and find their way back into the labour market.



- **more than 1000 unemployed young women and men accessed decent jobs** after participating to job fairs organized in sohag, borg elarab and fayoum in cooperation with the ministry of manpower, the private sector and other stakeholders.

- **775 young people employed into decent work** in tourism and hotel sector in red sea governorate and in food industries in minya governorate.

- **100 apprentices signed contracts in port said and as part of efforts to improving decent work in the ready-made garments sector.**

DEMONSTRATIVE AND DIRECT FIELD WORK

- **180 students in primary schools sensitized on the value of work** through visiting work environment simulation park.
- **5 career guidance centres were established in 5 public universities** (ain shams university, port said university, alexandria university, assiut university and benha university) to provide career guidance to students. **More than 700 young women and men benefited from career guidance** in ismailia, sohag, cairo, giza, alexandria and assiut governorates and took part to job clubs (for job seekers) in new valley, minya, port said and red sea governorates.



KNOWLEDGE

- ILO “Job Club” Manual adapted and translated into Arabic.
- ILO’s Guide on “Inclusion of People with Disabilities in Vocational Training” translated to Arabic.
- ILO “Gender Mainstreaming Strategies” Toolkit (GEMS) adapted into Arabic.

MANUALS AND GUIDEBOOKS

- ILO “Co-op development in the handicrafts” training module produced in Arabic.



- ILO Report: “National Women’s Entrepreneurship Development Assessment” (WED).
 - ILO Study: “Baseline assessment: Women’s Participation in Business Associations in Egypt”.
 - ILO Study: “Baseline assessment: Women’s Participation in Trade Unions in Egypt”.
- ### STUDIES AND REPORTS
- ILO Study: “Assessment of the Local Economy in the Qalyoubia and Menoufia.”
 - ILO Study: ‘Competitiveness and Compliance with International Labour Standards in the Ready Made Garments, Textile and Food Industries in Egypt’.

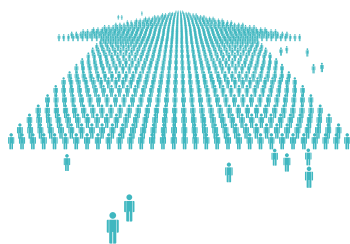
SOFT SKILLS FOR EMPLOYABILITY

Securing a job requires more than technical competencies. The ILO helps local stakeholders in empowering socially disadvantaged young job seekers with a variety of core soft skills for employability.

EFFECTIVE COMMUNICATION, cooperation and team work, work values and ethics, taking responsibility and problem solving techniques are all instrumental to break through and thrive in the labour market.

PRACTICAL SESSIONS are also conducted on cv writing, interview tips, and effective job searching techniques.





"This model of cooperation between the university and the ILO is a great success and will allow to promising and capable young people to set up their own businesses for the success of Egypt."

DR. **Mahmoud Eraki**,
Dean of the Faculty of
Agriculture in Qalyoubia
Governorate.

"After the (TOT) on business development Service (BDS) training, I noticed a remarkable change in the students' understanding and behaviours in terms of their self-employment and self-reliance. Graduates now do consider the creation of their business as a viable career option, instead of waiting to get a job. This initiative is perfect to solve the problem of unemployment in Egypt."

DR. **Alhusseini Khalil**,
professor in the Faculty of
Agriculture (Qalyoubia) and a
member of the BDS unit.

ENTERPRISE DEVELOPMENT

Strong and efficient markets need strong and effective institutions. Dynamic and sustainable enterprises require a conducive institutional ecosystem. This calls for new forms of cooperation between government, business, labour and society at large to ensure that employment is maximized whilst safeguarding the environment. The ILO is pursuing these broad objectives in Egypt by collaborating with a range of actors, including the SFD, the Ministry of Manpower, Universities and Technical and Vocational Education and Training (TVET) schools and centers, and key Business Development Services (BDS) providers.

- **2 biogas digesters were established in port said governorate** through which young people were able to access green job opportunities.
- **42,228 students from technical secondary schools and colleges** in minya, port said and the red sea accessed the know about business (kab) training.
- **2,183 would-be or existing entrepreneurs trained on start and improve your business (siyb)** in minya, port said, red sea, qalyoubia and menoufia governorates.
- **a business development services unit (bdsu) was established** within the faculty of agriculture at benha university, in qalyoubia.
- **10 professors were selected and trained as trainers** to counsel the university's graduates with their entrepreneurship projects.
- **16 professors were trained on the ilo "know about business" package;** also, an agricultural greenhouse and nursery was established inside the faculty to improve knowledge and technologies.
- **103 students were trained on entrepreneurial skills for agribusiness.**
- **green jobs have been a specific demonstrative focus in 2015;** the start your waste recycle business (sywrb) was delivered to about **50 potential entrepreneurs, 24 of which started a new waste recycling businesses.** The training was also delivered to existing businesses and allowed these to find new ways to incorporate waste recycling to their current business, and to use improved management ideas.
- **2 biogas digesters were established in port said governorate** through which young people were able to access green job opportunities.



2. LABOUR ADMINISTRATION AND SOCIAL DIALOGUE

In the ILO, each member state is represented by its Government as well as by its employers and workers organisations. The ILO is a unique forum in which Governments and the social partners can together and through open dialogue elaborate labour standards and policies at international and regional level. The Office also supports tripartism and social dialogue as the best means to achieve the country-specific equilibria between productivity and social welfare, between economic dynamism and social rights. It is thus one of ILO's core missions to assist its members in establishing or strengthening legal frameworks, institutions, machinery or processes for sound industrial relations and effective social dialogue.

LABOUR AND OCCUPATIONAL SAFETY AND HEALTH INSPECTION

Labour inspectorates are an essential link between international and national standards and laws and the actual world of work. In Egypt, labour inspection has the potential to play an even greater role in ensuring the protection of both men and women workers.

THE EGYPTIAN NATIONAL INSPECTORATE CONSISTS OF 531 LABOUR AND OSH OFFICES DISTRIBUTED THROUGHOUT THE TERRITORY AND STAFFED WITH 1746 INSPECTORS.

- **AN EXPORT ZONES INSPECTION UNIT HAS BEEN ESTABLISHED AT THE MINISTRY OF MANPOWER TO IMPROVE THE QUALITY** and outcomes of inspections and of advisory services **IN THE EXPORT FACTORIES OF 12 INDUSTRIAL ZONES IN 11 GOVERNORATES. THE UNIT COORDINATES 120 OSH AND LABOUR INSPECTORS.**

- **A TWO YEAR STRATEGIC PLAN WAS ADOPTED FOR THE UNIT.**

POLICY DEVELOPMENT AND CAPACITIES

- **911 MOM LABOUR AND OCCUPATIONAL SAFETY AND HEALTH (OSH) INSPECTORS WERE TRAINED** on first aid, labour law, and improved inspection tools.

"The main role of a government inspector is to guide employers on how to rectify any labour violations in their factories, so they will have a decent and efficient manufacturing business, and will be able to avoid getting penalized according to the law. This way neither the business nor the factory workers will suffer any losses. Since i joined the capacity building program implemented by the ILO i gained a lot of new skills and information and used this new knowledge to do further research."

*Mohamed el Elian,
Labour Inspection Official in MOM.*





KNOWLEDGE

- Training modules on “Occupational Safety and Health for workers, supervisors and managers”.

EMPLOYERS, WORKERS AND SOCIAL DIALOGUE

Tripartism and social dialogue are instruments of good governance. They foster economic performance, helping to create an enabling environment for the realization of decent work in conditions of freedom, equality, security and human dignity. Social dialogue includes all types of negotiation, consultation and exchange of information between, or among, representatives of governments, employers and workers.

- **FURTHER WORK ON KEY LEGISLATION INCLUDING ON THE CIVIL SERVICE LAW, THE LABOUR CODE AND THE TRADE UNIONS LAW** is continuing and engages the key trade unions and employers’ organisations, together with the Government.
- **INTERNAL REFORMS CARRIED OUT BY THE FEDERATION OF EGYPTIAN INDUSTRIES** (new organizational chart, HR and procurement policies).
- **3 NEW UNITS ESTABLISHED WITHIN FEI ON (I) LABOUR AFFAIRS, (II) CORPORATE SOCIAL RESPONSIBILITY (CSR), AND (III) WOMEN IN BUSINESS (WiB).** These Units are now able to coordinate private sector networks, involving industrial chambers and private companies, in each of these areas; the WiB unit is working on the creation of a Finance Platform to connect business women with commercial banks. Other services are envisaged such as a training program on business management; FEI offices reopened in Alexandria and 10th of Ramadan and the Annual CSR Conference drew more than 400 participants.

POLICY DEVELOPMENT AND CAPACITIES

- **432 UNIONISTS FROM EGYPTIAN TRADE UNION FEDERATION (ETUF), EGYPTIAN DEMOCRATIC LABOUR CONGRESS (EDLC), THE GENERAL UNION OF TEXTILE, THE GENERAL UNION OF FOOD INDUSTRIES AND EXPORTING FACTORIES WERE TRAINED ON CORE SKILLS FOR TRADE UNIONISTS (VALUES, COLLECTIVE BARGAINING AND SOCIAL DIALOGUE).**

The capacities of Worker Education Association (WEA) and Egyptian Trade Union Federation (ETUF) strengthened to promote the concept of industrial relations and social dialogue. A social dialogue task force was established in Alexandria, consisting of representatives from workers' and employers' organizations and the relevant sectoral factories.



DEMONSTRATIVE AND DIRECT FIELD WORK

• **13.000 WORKERS AND WORKER REPRESENTATIVES IN MORE THAN 60 EXPORTING FACTORIES WERE SENSITIZED ON WORKERS' RIGHTS AND DUTIES, FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK, SOCIAL DIALOGUE AND GOOD PRACTICES FOR OCCUPATIONAL SAFETY AND HEALTH.**

THE RMG, TEXTILE AND FOOD INDUSTRIES HAVE BEEN TRAINED ON OCCUPATIONAL SAFETY AND HEALTH, WORKERS' RIGHTS AND DUTIES, GOOD INDUSTRIAL RELATIONS, WORKERS-MANAGEMENT COMMITTEES IN Sharqia, Gharbia, Cairo, Giza, Port Said, Alexandria and Ismalia.

- ILO Training Manual: "Workers' Rights and Duties".
- ILO Training Manual: "Industrial Relations and Social dialogue at factory level".
- ILO study: "Workers Problems and Challenges in Exporting Industries in Egypt".

KNOWLEDGE

- ILO study: "CSR Industrial Leaders of Egypt: Towards Creating Shared Value" (Volume I & Volume II).

With the guidance and training of the ilo exports project in social accountability, health and safety and human resource management, I was really able to deliver marked improvements in worker satisfaction and reduce the factory's turnover. Interviewed workers are now expressing a commitment to staying at the factory.

*Moataz Abu Bakir,
Human Resources Manager,
RMG Factory*



3. SOCIAL PROTECTION



Social protection is an essential element of decent work. As part of its global mission, the ILO seeks to enhance the coverage and effectiveness of social protection for all. The ILO actively promotes policies and provides technical assistance to help extend adequate levels of social protection to all members of society. Social security involves access to health care and income security, particularly in cases of old age, unemployment, sickness, invalidity, work injury, maternity or loss of a main income earner.

SPENDING ON SOCIAL ASSISTANCE IN EGYPT AS A PERCENTAGE OF GROSS DOMESTIC PRODUCT (GDP) IS CONSIDERABLE; SUBSIDIES, GRANTS AND SOCIAL BENEFITS

AMOUNT TO AROUND %10 OF GDP, AND TO AROUND %30 OF PUBLIC EXPENDITURE.

The Egyptian Government has a long-standing history of subsidy provision (bread, fuel, electricity and many other commodities) as well as of cash transfer programmes for the poor. However the impact of these programmes on poverty has been diluted by waste, mis-targeting and mismanagement. Multiple subsidies and targeted programmes are also causing fragmentation, problems of accessibility and awareness about eligibility, and as a result many are falling through the cracks into deeper poverty.

IN 2015, THE GOVERNMENT HAS CONTINUED THE IMPLEMENTATION OF MAJOR REFORMS OF ITS SOCIAL POLICIES, including reductions to subsidies and reformed targeted poverty-reduction programmes (Takaful and Karama). The ILO has also supported the Ministry of Social Solidarity on other major reforms.

- **A SOCIAL PROTECTION FLOOR (SPF) ASSESSMENT IS BEING UNDERTAKEN BY THE MINISTRY OF SOCIAL SOLIDARITY** to guarantee a basic level of income security and thus a decent life for all.
- An initial review of the current social programmes in Egypt undertaken in December 2015.



LABOUR MIGRATION

In 2015, the Ministry of Manpower and the ILO signed a cooperation protocol on improving the governance of labour migration and the protection of migrant workers' rights in Egypt. This will allow for a more dedicated engagement on labour migration issues in Egypt and for Egyptians abroad

- **THE DRAFT MIGRATION LAW OF 2015, AS WELL AS THE LABOUR CODE WHICH INCLUDES SECTIONS ON LABOUR MIGRATION, WERE REVIEWED BY ILO.**
- **THE EGYPT HOUSEHOLD INTERNATIONAL MIGRATION SURVEY (HIMS) REPORT HAS BEEN CONDUCTED IN SEVERAL COUNTRIES** as a joint initiative of the European Commission, ILO, IOM, League of Arab States, UNFPA, UNHCR and the World Bank. It has been completed in 2015.



Social protection floors are nationally defined sets of basic social security guarantees that should ensure, as a minimum that, over the life cycle, all in need have access to essential health care and to basic income security, which together secure effective access to goods and services defined as necessary at the national level.

EGYPT HIMS KEY FINDINGS.

87% of Egyptian migrants leave for economic reasons. The main destination countries are Saudi Arabia **40%**, Libya **21.2%** and Kuwait **13.5%**. **66%** of Egyptian migrants are aged between **25** and **44** and **98%** are male.

PERSONS WITH DISABILITIES

Promoting decent work for all cannot be achieved when persons with disabilities are excluded from the work force. Inclusive workplaces and direct support to PWDs requires a broad, cross-cutting programmatic approach.

- **THE EGYPTIAN BUSINESS AND DISABILITY NETWORK WAS CREATED** to exchange good practices in inclusive employment between relevant stakeholders, such as private sector leaders from national and multinational companies and groups, trade unions, representatives of PWDs, NGOs, and others.
- **THE CAPACITIES OF 34 TRAINING PROVIDERS INCLUDING PUBLIC ORGANISATIONS, NGOS, PWDs' ORGANIZATIONS, AND ENTREPRENEURS WERE ENHANCED** to make training services accessible for PWDs. 54 young PWDs placed into decent jobs following on-the-job and off-the job skills training in the tourism sector.
- **28 EMPLOYMENT SERVICE PROVIDERS FROM GOVERNMENTAL AND NON-GOVERNMENTAL ORGANIZATIONS TRAINED ON EFFECTIVE PLACEMENT OF PWDs.**





WORKERS LIVING WITH HIV, HEPATITIS C AND OTHER INFECTIOUS DISEASES

As the Egyptian Ministry of Health is taking important steps to tackle HIV and AIDS, there is a need to do more in the fight against HIV within the world of work. At the same time, people living with HIV are subjected to widespread discrimination and stigma, including at work.

• **A PILOT INITIATIVE ON VOLUNTARY COUNSELLING AND TESTING (VCT) @ WORK INITIATIVE, IN PARTNERSHIP WITH THE NATIONAL AIDS PROGRAMME AND OTHER KEY STAKEHOLDERS AT NATIONAL LEVEL TO ADDRESS THE EPIDEMIC AMONGST SPECIFIC VULNERABLE POCKETS OF THE WORKFORCE. IT WAS ROLLED OUT IN READY-MADE GARMENT AND FOOD SECTORS IN 10TH OF RAMADAN CITY, AND WORKERS IN PETROCHEMICAL SECTOR, THEIR FAMILIES AND SURROUNDING COMMUNITIES IN SUEZ GOVERNORATE. %55 OF THE WORKERS TARGETED UNDERTOOK THE VOLUNTARY TESTING THAT WAS OFFERED 181.**



• **6 LARGE COMPANIES THE CEMENT, PETROCHEMICAL, FOOD AND READY-MADE GARMENT SECTORS - EMPLOYING THOUSANDS OF MALE AND FEMALE WORKERS - HAVE ENGAGED WITH THE ILO** to establish workers' health and wellness programs at the enterprise level, including on HIV.

• **HIV/AIDS AND OTHER BLOOD-BORNE DISEASES AWARENESS AND ANTI-DISCRIMINATION:** training was offered to human resources managers, health and safety managers, and trainings managers of 9 hotels from the Red Sea, as well as representatives from the local directorate of the Ministry of Tourism, the Egyptian Hotels Association, and the Chamber of Diving and Water-sports in Egypt were trained on the role of world of work in addressing this issue.

• **THE NATIONAL TESTING CAMPAIGN MANAGED TO EXPAND THE HIV RESPONSE TO A WIDER GROUP OF WORKERS IN THE INFORMAL SECTOR,** as well as surrounding marginalized informal communities, and youth and medical professionals.



Twenty-three year-old hassan from the Red Sea Governorate always dreamed of being able to work and to financially contribute to his family's household expenses. Born with an intellectual and physical disability, this dream never seemed attainable for hassan, and instead his long days were filled with boredom and despair. Hassan's family were first skeptical when they heard of ILO's initiative to train and employ young people with disabilities. They feared that hassan would not be taken seriously, humiliated, or exposed to poor working conditions. Together with Ebtissama Foundation, the ILO held information and awareness sessions for parents, and helped them better understand the approach. Hassan enlisted and took off-the-job training, followed by on-the-job training at a hotel in the Red Sea governorate. The employer receives such a training support on the condition that a formal job contract be signed assuring the worker of good conditions, including minimum salary and non-wage benefits.

18 hotels across the Red Sea Governorate took part in the initiative. Hotel management were trained on inclusive workplaces that offered decent employment for people with disabilities, and abiding by Egypt's labour law of ensuring that people with disabilities. The law in egypt requires that pwds make up 5% of a company staff: an obligation that is often seen as of purely social or charitable nature by employers, and one that is frequently either ignored or realised only on paper: PWDS remain second-class or marginal workers within their companies. "In the past, we never thought of hiring people with disabilities and we used to manipulate and break the law on employing 5% of people with disabilities," said one human resource hotel manager, "but following the training with the ilo and ebtissama foundation, we realized that people with disabilities are more focused and productive than some non-disabled people".

Hassan has now proven to himself, his family, and employer that he has the capacity to carry out his duties well and says he now has productive days with new career prospects. "I've been able to achieve my dream of working in a good place where i am appreciated and earning a good salary.

I now have many goals to look forward to".

Hassan,
Red Sea Governorate



63 INTERNATIONAL LABOUR CONVENTIONS HAVE BEEN RATIFIED BY EGYPT AND ARE CURRENTLY IN FORCE. EGYPT HAS RATIFIED ALL THE EIGHT ILO FUNDAMENTAL CONVENTIONS:

- Freedom of association and protection of the right to organise convention, 1948 (no. 87)
- Right to organise and collective bargaining convention, 1949 (no. 98)
- Forced labour convention, 1930 (no. 29)
- Abolition of forced labour convention, 1957 (no. 105)
- Minimum age convention, 1973 (no. 138)
- Worst forms of child labour convention, 1999 (no. 182)
- Equal remuneration convention, 1951 (no. 100)
- Discrimination (employment and occupation) convention, 1958 (no. 111)

INTERNATIONAL LABOUR STANDARDS (ILS)

The international community recognized in the Declaration of Philadelphia of 1944 that "labour is not a commodity". Work is crucial to a person's dignity, well-being and development as a human being. Economic development is not pursued for its own sake but to improve people's lives; economic development needs to integrate job creation in conditions of freedom, safety and dignity. The body of International Labour Standards (ILS) has been developed and ratified globally to ensure that growth frees and benefits all.

The International Labour Organization develops and promotes the ratification and application of International Labour Standards. **EIGHT FUNDAMENTAL INTERNATIONAL CONVENTIONS HAVE BEEN ADOPTED GLOBALLY TO COVER THE KEY HUMAN RIGHTS AT WORK.**

FOUR GOVERNANCE CONVENTIONS ADDRESS THE MAIN ELEMENTS OF GOOD LABOUR GOVERNANCE.

ANOTHER 177 TECHNICAL CONVENTIONS HAVE BEEN ADOPTED TO REGULATE THE WORLD OF WORK.

The ILO provides expert advice to member states to optimize the alignment of their national legislation and of "real world" practices with ILS. It supports open and constructive tripartite dialogue among the most representative workers and employers organisations and the Government. This is a continuous effort. The labour code and other key labour instruments require regular revision in a fast-paced, globalised economic and social environment. The ILO provides expert juridical guidance and reviews of draft legislation, and builds capacities of the labour inspectorates, the judicial system, workers and employers representatives, and other stakeholders. The ongoing revision of the Labour Code and of the Trade Unions Law in Egypt is a prominent area of focus.



EQUAL OPPORTUNITIES FOR WOMEN AND MEN

Gender equality, women empowerment and equal opportunities between women and men in work are at the core of ILO's Decent Work Agenda. Promoting gender equality in the labour market is not only a matter of social justice, but is also essential for economic growth. Egypt features one of the lowest female labour force participation rates in the world. Only one in four Egyptian women is economically active. **EGYPT'S VISION FOR 2030 AIMS AT INCREASING THE AVERAGE ANNUAL GDP GROWTH RATE TO %7 . SUCH AN INCREASE IN ECONOMIC ACTIVITY WILL ONLY BE ACHIEVED IF THE "OTHER HALF" OF THE EGYPTIAN POPULATION PLAYS A MUCH LARGER ROLE. IT HAS BEEN ESTIMATED THAT RAISING THE LEVEL OF FEMALE EMPLOYMENT TO THE LEVEL OF MALES COULD BOOST EGYPT'S NET GDP BY AS MUCH AS %34 (BOOZ & ALLEN, 2012).**

When at work, women are more often than not working in home-based and informal work. Such forms of work are associated with very low levels of productivity, as well as with hazardous and unhealthy working conditions. The gender gap in entrepreneurship is also wide and increasing. Reversing this trend is fundamental not only because women have, as much as men, the potential to become successful entrepreneurs; but also because women-owned business tend to employ more women than their male-led counterparts. Economic activity rates of women are a factor of the gender-sensitiveness of work. As global experience clearly indicates, women become more and more active as their needs and rights in the work place are more recognized and protected. Egypt has ratified ILO's key Conventions with respect to gender equality and women's rights. However, as recognised by the Government, the workers and employers organisations and other key stakeholders need to be done for their effective application.



"At the beginning, the women were terrified about leaving the village to market their products; now they feel free and have opened up to the world; they travel and now even want to go and sell their products in the cities."

*Ms. Sohair El Masri,
Founder of CEFD, Supporting
Bedouin Women in Upper
Egypt*

"Being a member of the cooperative gave me new perspectives and opened my brain."

*Sayed, 26 years old
from Kum Umbu, Aswan
Governorate, Member of
a handicrafts cooperative.*

"If you don't find an opportunity then create it". This is one of the most important lessons that I have learned from this programme"

Basma from Alexandria

- **A NATIONAL PARTICIPATORY GENDER AUDIT (PGA) TEAM HAS BEEN SET UP** comprising technical experts from the Ministries of Manpower and Migration, Social Solidarity, Planning, International Cooperation, as well as the National Council for Women, the SFD, CAPMAS, ECRC, ETUF, EFITU, IMC and AWTAD; the team is now enabled to run PGA for major public and non-governmental organisations.
- **OVER 150 REPRESENTATIVES OF CIVIL SOCIETY ORGANISATIONS WERE TRAINED** on ILO Women's Entrepreneurship Development and Gender Mainstreaming toolkit.

POLICIES AND CAPACITIES

- **THE FEDERATION OF EGYPTIAN INDUSTRIES (FEI) HAS ADOPTED GENDER EQUALITY AS A CENTRAL STRATEGIC OBJECTIVE**; it has established a Women in Business (WiB) Unit to drive and coordinate its efforts in this domain.



- **11 WOMEN-LED COOPERATIVES WERE ESTABLISHED** in Cairo, Assiut, Menya, Behira, Aswan and the Red Sea Governorates, employing around 1500 women.
- **2 HANDICRAFT SALES OUTLETS WERE ESTABLISHED** in the Red Sea Governorate allowing women to market their products.
- **HUMAN RESOURCES STAFF OF 25 PRIVATE COMPANIES WAS TRAINED** on discrimination and gender equality to eliminate discrimination at recruitment and improving working conditions for both women and men.

DEMONSTRATIVE AND DIRECT FIELD WORK

- **OVER 4000 YOUNG WOMEN RECEIVED EMPLOYABILITY SKILLS TRAINING** as part of the first phase of an initiative that mobilised 400 young female graduates from poor areas trained as facilitators. Close to 50% of these young socially underprivileged graduates were able to secure a job immediately (within 3 months) after receiving the training. They are now acting as powerful role models for their peers.
- **OVER 2800 WOMEN WERE TRAINED** on entrepreneurship and handicrafts production in both rural and urban areas, using ILO toolkits for women entrepreneurship such as "Get Ahead" and "We Grow".

LABOUR STANDARDS AND SOCIAL DIALOGUE

PROJECT TITLE

CREATING A CONDUCIVE ENVIRONMENT FOR THE EFFECTIVE RECOGNITION AND IMPLEMENTATION OF FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK IN EGYPT

TECHNICAL AREAS

Trade union and labour legislation; social dialogue, capacity building of workers, employers, and labour administration (complements previous)

FUNDED BY UNITED STATES OF AMERICA

PROJECT TITLE

PROMOTING WORKERS RIGHTS AND COMPETITIVENESS IN EGYPT'S EXPORT INDUSTRIES

TECHNICAL AREAS

Labour administration; occupational safety and health; productivity and management in textile and agro-food industries; capacities of workers and employers

FUNDED BY UNITED STATES OF AMERICA

PROJECT TITLE

IMPROVING GOVERNANCE OF LABOUR MIGRATION AND PROTECTION OF MIGRANT WORKERS' RIGHTS IN TUNISIA, MOROCCO, LIBYA AND EGYPT

TECHNICAL AREAS

Labour migration policies and governance, labour inspection, regional migration agreements

FUNDED BY SWISS AGENCY FOR DEVELOPMENT AND COOPERATION

PROJECT TITLE

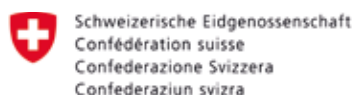
REFORM OF EGYPT SOCIAL INSURANCE (PENSION) SYSTEM

TECHNICAL AREAS

Social protection, social health insurance

FUNDED BY INTERNATIONAL LABOUR ORGANIZATION (ILO)





MINISTRY FOR FOREIGN
AFFAIRS OF FINLAND



Tackling the Challenge Together

Canada



JOBS AND SKILLS

PROJECT TITLE

DECENT JOBS FOR EGYPT'S YOUNG PEOPLE: TACKLING THE CHALLENGE TOGETHER

TECHNICAL AREAS

Employment ; SMEs and skills development policies;
Focus on Menya, Port Said and Red Sea Governorates: apprenticeships, career guidance, entrepreneurship, business development services

FUNDED BY CANADA

PROJECT TITLE

DECENT JOBS FOR EGYPT'S YOUNG PEOPLE : TACKLING THE CHALLENGE TOGETHER IN QALYUBIA AND MENOUIA

TECHNICAL AREAS

Focus in Qalyoubia and Menoufia Governorates: value chain development; cooperatives; entrepreneurship; vocational training; local economic development

FUNDED BY DENMARK

PROJECT TITLE

CAREER GUIDANCE FOR YOUTH AND JOB CREATION. THIS IS THE SECOND PHASE OF THE CAREER GUIDANCE PROJECT

TECHNICAL AREAS

Labour market intermediation (public employment service centres), career guidance in schools, VTCs and universities

FUNDED BY ITALY'S DEBT SWAP

PROJECT TITLE

JOINT UN PROJECT ON HUMAN SECURITY THROUGH INCLUSIVE SOCIO-ECONOMIC DEVELOPMENT IN UPPER EGYPT

TECHNICAL AREAS

Participatory local governance, local economic development

FUNDED BY UNITED NATIONS HUMAN SECURITY FUND

PROJECT TITLE

THE WAY FORWARD AFTER THE REVOLUTION - DECENT WORK FOR WOMEN IN EGYPT AND TUNISIA

TECHNICAL AREAS

Mainstreaming gender in labour policies and legislation, women economic empowerment (skills, entrepreneurship)

FUNDED BY FINLAND

PROJECT TITLE

JOINT JOBS AND SKILLS FOR PERSONS WITH DISABILITIES WITH A FOCUS ON ICT-BASED SOLUTIONS

TECHNICAL AREAS

ICT skills and e-learning methodologies

FUNDED BY THE UN PARTNERSHIP TO PROMOTE THE RIGHTS OF PERSONS WITH DISABILITIES (UNPRPD)