

DECENT WORK IN EGYPT 2017 RESULTS



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Decent Work in Egypt- 2017 Results

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The International Labour Organization (ILO) is the specialized UN agency with the mission of drawing up and overseeing the international labour standards in work-related issues. Its unique tripartite structure that gives an equal voice to governments, employers as well as workers of its 187 member countries is meant primordially to be in tune with its core mandate. That is, to promote rights at work and decent jobs, to enhance social protection as well as to strengthen national, regional and international dialogue on labour issues. The ILO aims then at ensuring the rights of all, and to offer a platform for interaction, social dialogue, and apprenticeship.

In short, the ILO stands for decent work for all.

Egypt joined the ILO in 1936 and this year the ILO is supporting its tripartite partners in Egypt in the application of Egypt's Sustainable Development Agenda: Egypt's vision 2030. I am pleased to share with you this edition of our results' report that have been achieved during the second year of implementation of the UN Agenda for Sustainable Development Goals, as well as a historical period in Egypt's path to reach social and economic growth and inclusive development.

2017 was declared the Year of Women by H.E. Abdel Fatah El Sisi the Egyptian President, and the ILO's commitment to enforce women's economic empowerment efforts comes from its belief that their potential is able to gear other dimensions of empowerment and economic growth.

I am pleased to share with our readers the annual results' report, as we have been communicating the results' of our endeavours in various ways and through different ways. Therefore, this report documents our advancement throughout a year and is a commitment from us to our partners and our constituents to persevere as we go on fulfilling our mandate.

I seize this opportunity to thank our constituents for their successful input, our donors for their contributions, as well as the ILO team in Cairo office, Regional Office for Africa and ILO headquarters in Geneva, for their dedication and support. Without you, all these achievements would not have been possible.

Peter van Rooij
ILO Cairo Director

LIST OF ACRONYMS

ACRONYMS

CAPMAS	Central Agency for Public Mobilization and Statistics
CSR	Corporate Social Responsibility
DJEP	Decent Jobs for Egypt's Young People Programme
DWT	ILO Decent Work Team
ECES	The Egyptian Center for Economic Studies
EDLC	Egyptian Democratic Labour Congress
EFTU	Egyptian Federation for Independent Trade Unions
ETUF	Egyptian Trade Union Federation
EYE	Egyptian Youth Employment
FEI	Federation of Egyptian Industries
GET Ahead	ILO Gender and Entrepreneurship Together training package
GoE	Government of Egypt
IDRC	International Development Research Centre
ILS	International Labour Standards
IMF	International Monetary Fund
IRAM	Improving the Governance of Labour Migration and Protection of Migrant Workers' Rights
ITC-ILO	International Training Centre of the ILO
JSC	Job Search Clubs
KAB	Know About Business Training Programme
LFS	Labour Force Survey
LMIS	Labour Market Information System
MCSBE	Middle East Council for Small Business and Entrepreneurship
MoE	Ministry of Education
MoM	Ministry of Manpower
MoSS	Ministry of Social Solidarity
MoTI	Ministry of Trade and Industry
MoU	Memorandum of Understanding
MoYS	Ministry of Youth and Sports
MSEs	Micro and Small Enterprises



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Schweizerische Eidgenossenschaft
Confederation suisse
Confederazione Svizzera
Confederaziun svizra



Ministry of Foreign Affairs of the
Netherlands



itfc

International
Islamic Trade
Finance Corporation







MSMEs	Micro- Small and Medium Enterprises
NASP	National Association of Safety Professional
NEP	National Employment Policy
OSH	Occupational Safety and Health
PES	Public Employment Services
PPPs	Public-Private Partnerships
PWDs	People with Disabilities
RMG	Ready Made Garments
SDC	Swiss Agency for Development and Cooperation
SDGs	Sustainable Development Goals
SDS	Sustainable Development Strategy
SIDA	Swedish International Development Cooperation Agency
SIYB	Start and Improve Your Business (ILO training package)
SMEs	Small and Medium Enterprises
SPF	Social Protection Floor
STED	Skills for Trade and Economic Diversification
SYWRB	Start Your Waste Recycling Business
TVET	Technical and Vocational Education and Training
UNIDO	United Nations Industrial Development Organization
UNTFHS	UN Trust Fund for Human Security
USDOL	United States Department of Labor
VAT	Value Added Tax
VTCs	Vocational Training Centers
WED	Women's Entrepreneurship Development
WFP	World Food Programme
YSEP	Youth Social Entrepreneurship Programme
YEP	Youth Employment Promotion

DECENT WORK– KEY TO SUSTAINABLE DEVELOPMENT

DECENT WORK– KEY TO SUSTAINABLE DEVELOPMENT

The International Labour Organization (ILO) is the United Nations agency for world of work. It sets international labour standards, promotes rights at work and encourages decent employment opportunities. It fulfills, as well, the mission of enhancing social protection and strengthening dialogue on labour market-related issues.

After several years of intensive negotiations and dialogue bringing together not only governments, civil society but also millions of ordinary people around the world, UN member states have unanimously agreed what UN Secretary-General Ban Ki-moon has described as the “most inclusive development agenda the world has ever seen”.

The 2030 Agenda embraces the three dimensions of sustainability– economic, social and environmental. It has 17 Sustainable Development Goals (SDGs) that will build on the progress achieved under the Millennium Development Goals (MDGs). It was formally adopted by world leaders gathering at a United Nations special summit in September 2015 in New York.

The importance of decent work in achieving sustainable development is highlighted by Goal 8 which aims to “promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”.¹

THE GLOBAL GOALS For Sustainable Development



ILO's work is aligned with the UN's Sustainable Development Goals

The ILO in Africa: The Addis Ababa Declaration (2015- 2020)

Transforming Africa through Decent Work for Sustainable Development

The 13th Regional Meeting of African Constituents has taken place in Addis Ababa in December 2015. The representatives of African Governments, employers and workers agreed on the need to support the transformation and diversification of African economies through accelerated industrialization, increased agricultural productivity, better labour market institutions and other key priorities for the continent. These policy priorities include:



Decent Jobs for Egypt's Young People



Exports project
Partners for Competitiveness & Decent Work

Skills for
Trade and
Economic
Diversification **STED**



مشروع حياة للتنمية المحلية

¹ <http://www.ilo.org/global/topics/sdg-2030/lang--en/index.htm>



- a. creating decent jobs for all, with a particular focus on youth, women and persons with disabilities;
- b. promoting effective social dialogue and tripartism;
- c. strengthening labour market institutions;
- d. accelerating the transition from informal to formal economy based on the “Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)”;
- e. improving the environment for sustainable enterprises especially micro-, small and medium- sized businesses and providing them with the necessary incentives to grow;
- f. promoting a conducive business and investment environment;
- g. fostering an entrepreneurial spirit;
- h. extending social protection by establishing and maintaining national social protection floors based on the “Social Protection Floors Recommendation, 2012 (No. 202)”;
- i. promoting productivity through a reinvigoration of productivity centres and linking productivity with improvements in working conditions and earnings;
- j. tackling gender inequality in the world of work;
- k. enhancing labour migration governance at national, sub regional, regional and international levels, and developing policies that take into account labour market needs, based on relevant ILO standards and in accordance with the ILO Multilateral Framework on Labour Migration;
- l. promoting a transition towards environmentally sustainable economies and societies for all based on the ILO guidelines;
- m. enhancing policy coherence and inter-ministerial coordination.

Egypt and the ILO

The unique tripartite structure of ILO brings together governments, representatives of workers and employers organizations of its 187 member countries. 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: Egypt Vision 2030

Egypt Vision 2030 is Egypt’s long-term development plan. As a result of this, Egypt would possess a competitive, balanced and diversified economy, dependent on innovation and knowledge, based on justice, social integrity and participation, characterized by a balanced and diversified ecological collaboration system, investing the ingenuity of place and humans to achieve sustainable development and to improve Egyptians’ life quality.²

² <http://sdsegypt2030.com/?lang=en>



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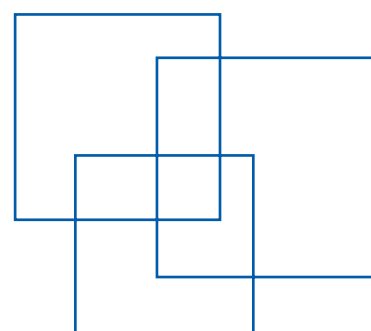
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ILO CAIRO'S VISION:

WE ARE COMMITTED
TO WORK MORE AND BETTER.
FOR MORE AND BETTER WORK.



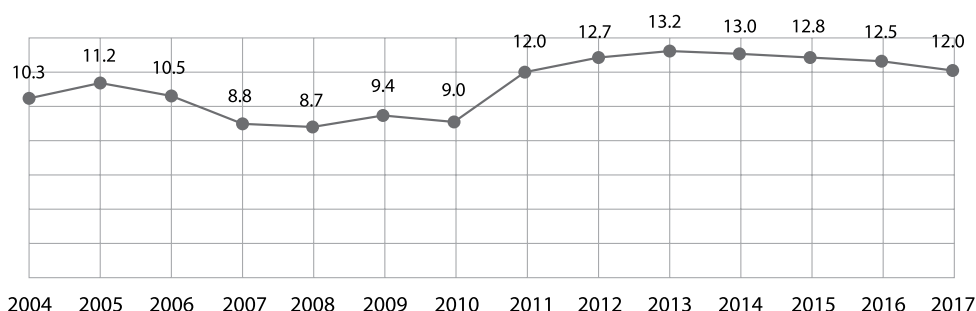
1. JOBS

Economic and Labour Market Developments in Egypt

In line with the “Sustainable Development Strategy– Vision 2030” the Government of Egypt is committed to continue supporting a market-driven economy, a diversified and inclusive economic growth. It has set forth a target of reducing unemployment to 5 per cent by 2030.³ Egypt is adopting major structural economic reforms and programmes that aim to accelerate its path to an inclusive growth and a solid economy. 2017 have witnessed several legal reforms, including the recent adoption of the Investment law- with clear provisions linking fiscal incentives to employment; a continuing pipeline of large mega and infrastructural projects, or facilitated commercial credit for SMEs.

Unemployment is showing a slight decline from 12.6 per cent in Q3 2016⁴ to 11.9 per cent in Q3 2017.⁵ However, other indicators are important to appraise to get a broader view of labour market developments. The share of formal employment is decreasing while that of irregular and informal employment are estimated at 40 per cent and 30 per cent respectively.⁶ The decrease in formal jobs is largely related to the downsizing of the public sector, while economic growth is not generating yet formal jobs at scale. Labour force participation remains dismally low at 48 per cent,⁷ on account of a particularly low economic participation of women, with only 1 against 4 women (23 per cent) declaring they work- that is half the world average (53 per cent) and one of the lowest levels in the world.⁸

Unemployment Rate (15-64 years)



CAPMAS, statistics data.

Youth unemployment rates marked a slight decrease at 25.6 per cent in 2016 (2017 data not yet available). After increasing dramatically in the midst of the turmoil at the end of the 2010s, peaking at 28 per cent in 2013, youth unemployment has curbed down, but has not yet recovered the pre-2011 rates– that were already quite high at about 20 per cent.

3 Egypt Economic Development conference, “Sustainable Development Strategy: Egypt’s Vision 2030 and Medium Term Investment Framework”, 2015.

4 CAPMAS Quarterly Bulletin Labour Force Survey Q3 2016.

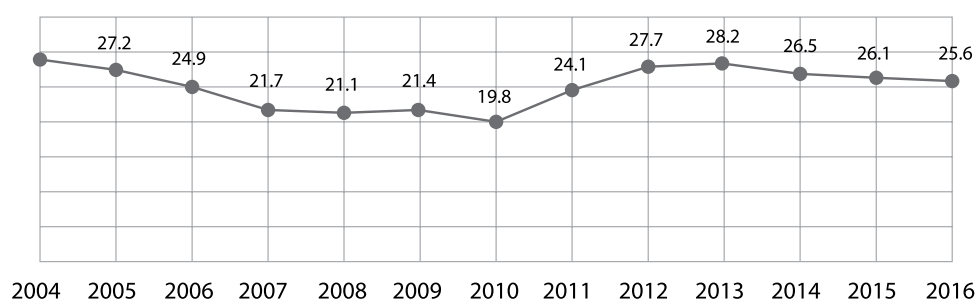
5 Q3 2017 data. Available at: <http://www.sis.gov.eg/Story/120472?lang=en-us>

6 Assaad, R., & Krafft, C. (2016). Labor Market Dynamics And Youth Unemployment In The Middle East And North Africa: Evidence From Egypt, Jordan And Tunisia. Cairo: Economic Research Forum (ERF)-Working Paper 993.

7 Fadl, N. (2015). The labour Market in Egypt: Egypt Network for Integrated Development (ENID)-Policy Brief 033.

8 Ibid.

Youth Unemployment Rate (15-29)



CAPMAS, Yearly Bulletin Labour Force Survey of 2015, latest available data.⁹

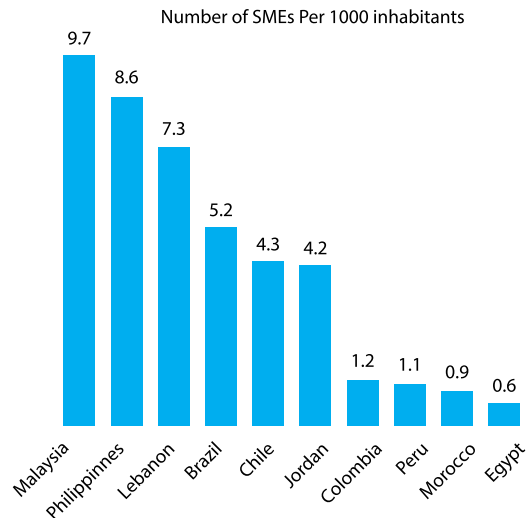
To balance the financial and monetary stabilization programme that Egypt is carrying forward, a more proactive action favouring better policies for generating jobs is required.

The “jobs agenda” in Egypt needs to prioritize several components:

- Promoting key sectors that combine a strong growth potential with a high employment content. At the end of the 2000s, a decade when growth had averaged 5 per cent annually, total unemployment remained at 9 per cent and youth unemployment at 20 per cent.¹⁰
- A large part of the Egyptian economy is “trapped in informality”. 98% of Egypt’s firms are microenterprises, often limited to low- value added activities. The distribution of enterprises by size (or of employment by enterprise size) showcases an evident gap in the middle. It is a manifest missing middle of the pyramid, as very few businesses are small or medium. Egypt counts only one SME per 2000 inhabitants: a much lower rate than other Arab or middle-income countries. Clearly, microbusinesses are not scaling up the value chain and growing to small and to medium size. Fostering a more enabling environment for SMEs is essential for growth to become more inclusive and job-rich, including on the regulatory and administrative side, but also with respect to access to financial and technical services for formalization and growth.

⁹ 2016 data in the graph: CAPMAS LFS 2016.

¹⁰ Egypt LFS 2010.



Source: ILO elaboration; data from IFC, CAPMAS and other not statistical organizations.

The misalignment of skills with the needs of the economy is widely recognized as a key bottleneck to growth. These kinds of skills' gap have several facets that need priority attention, including the lack of an effective, coordinated Labour Market Information System (LMIS) that allows to inform a technical and vocational education and training (TVET) policy– that is in itself fragmented between many public agents.

- With high inflation and lower public spending, poverty and precarious forms of work are on the rise; an assertive social policy is essential, expanding the coverage and the level of cash transfers under Takaful and Karama and other programmes. A prominent programme of a similar ambition would also be called to provide those services that would allow the poor to (re)integrate into more decent and productive jobs: the recently voiced vision of Ministry of Social Solidarity (MoSS) on the “Forsa”¹¹ programme goes in this direction.

This “jobs agenda” would not only alleviate the protracted jobs crisis in Egypt but also contribute to reinvigorate the Egyptian economy towards a more sustainable growth path.

¹¹ “Forsa” is a supplementary programme to the “Takaful and Karama” programme that also aims to provide job opportunities and help the poorest families in Egypt; it is active in Egypt's 27 governorates and will benefit around 250,000 unemployed youths.

This section highlights the results of the ILO Cairo in 2017 under three topics:

- Employment and Skills
- Enterprise Development
- Green Jobs

Employment and Skills

Egypt continues to have a low rank in international comparisons of learning outcomes. This is why the Ministry of Education and Technical Education is embarking on an audacious reform programme called Education 2.0 to revitalize the sector, including technical education. In addition to the nearly 2 million students in technical education, numerous other Ministries provide technical and vocational education and training (TVET) for youth in preparation for mid-level skilled manual or administrative jobs. Given that the vast majority of TVET provision takes place in isolation from practicum and real work situations, students are ill-prepared for the labour market. Enterprises complain about skills' disqualifications of new recruits. Among the 800,000 graduates entering the labour market every year, the growing numbers of highly educated young women and men face increasing difficulties to find jobs that match their qualification, and in the situation for women is being particularly alarming.

The availability of reliable labour market information, guidance and counselling services for labour market entrants remains a challenge, despite growing awareness among educational providers and NGOs to fill the gaps that public employment services or online job matching portals leave. Programmes designed for the category of the economically disadvantaged groups to access training services and decent jobs exist but remain uncoordinated. Programmes focus mainly on urban areas not rural, and they lack rigorous monitoring and evaluation.

Main ILO Results in 2017: Policy Development and Capacities

1. Under the theme “**Scale up actions for youth employment**”; the **ILO High-Level Conference on Youth and Employment in North Africa (YENA)** allowed participants from Algeria, Egypt, Libya, Mauritania, Morocco, Sudan and Tunisia, as well as development partners and major stakeholders to discuss a five-year plan of action and roadmap to enhance youth employability in the sub-region.



“Proud to see the engagement of the North African delegates at #YENA2017. Let’s promote decent jobs for all youth who aspire a better future”, Mr. Guy Ryder- ILO Director General.



During one of the ILO's job fairs under the auspices of the Ministry of Manpower.

#YENA2017 was top trend on Twitter in Geneva!
It gained more than 2,000,000 impressions.



Dr. Sahar Nasr and Mr. Peter van Rooij are signing of protocol a cooperation in the presence of Mr. Guy Ryder, ILO Director General in Geneva.

2. The Ministry of Investment and International Cooperation signed with the ILO in September 2017 **a protocol of cooperation for the implementation of Egypt's Youth Employment (EYE) Programme**. This national programme aims at bringing 1 million youth into sustainable, decent jobs. It identifies 7 high-growth, job-rich sectors and outline concrete means to promote their development through private sector representatives, independent experts and public officials. Three other pillars are also covered: boosting entrepreneurship, targeted action in economically disadvantaged areas, and institutional reforms.



During one of the ILO's job fairs under the auspices of the Ministry of Manpower.

3. The Ministry of Social Solidarity (MoSS) announced **the launching of a new, national-scale programme entitled "Forsa"**. The programme is the first of its kind in Egypt as social spending is "activated" to provide services and financial assistance for employment and economic development of the poor. The ILO supported the design and piloting of the programme, and will continue to closely support its roll-out.

4. **A new curricula for food safety designed for agricultural technical schools was developed**, including a teacher guide, student handbook, and educational videos.

Demonstrative and Direct Field Work

1. **11,700 decent job vacancies** from 104 companies were made available to young job seekers in job fairs held in 2017. 670 youth successfully attained decent jobs and 567 job interviews are underway.
2. **4,500 youth were linked to job opportunities** and over 2000 jobs are created in local communities in Minya governorate.¹²
3. **210 entrepreneurs have been supported by the ILO** in Minya to launch their business start-ups under the “Egypt Development Marketplace” and “Egypt Works” initiatives.
4. **200 youth from Minya received training and decent job placements in the Red Sea’s tourism sector** following a cooperation agreement reached between the ILO and Misr El-Kheir Foundation.
5. **Capacity building were offered for youth facilitators** to test a manual on youth rights for inclusive, safe and decent workplaces, in collaboration with other sister UN agencies.



6. **Promising youth from Egypt enhanced their leadership skills through the training programme of the United Nations Economic & Social Council “ECOSOC”** held in New York, USA. *The annual forum brings together youth leaders from across the world and provides them with a unique opportunity*

¹² Human Security through Inclusive Socio- Economic Development in Upper Egypt Final Report; www.hayat-eg.org

Through the ILO's Job Search Clubs young people are able to adopt new and effective skills in finding work opportunities and gain realistic expectations of the job market. To date, the Job Search Clubs have resulted in a 40.5 per cent job placement rate amongst young people who undertake the training.

Shoghlana is the first non-profit magazine in Egypt that seeks to promote and discuss issues related to technical and vocational jobs in Egypt. It further addresses diverse issues topics and seeks to provide workers with information about job opportunities and educate them about their rights.



to voice their opinions, share ideas, and think collectively about solutions to global problems and their prospects to achieve sustainable development as per the 2030 Agenda for Sustainable Development.

7. **More unemployed Egyptian graduates benefited from effective job searching skills** following the Ministry of Youth and Sports' expansion of the ILO's 'Job Search Clubs' to an additional eight governorates, and the training of a further 459 facilitators.
8. **Employers and workers across Egypt gained knowledge on efficient customer service** and technical support with the launch of a special issue of Shoghlana magazine debating the topic.

Knowledge¹³

- ILO Report: **Apprenticeship in Egypt – Towards a unified system?** published in English and Arabic describing seven different apprenticeship schemes in use in Egypt, and their legal and institutional background .
- ILO Report: **Youth and Employment in North Africa: A Regional Overview**, prepared for the Conference on Youth and Employment in North Africa in September 2017 in Geneva.



- ILO Information Note: **The ILO's pilot Training for Employment schemes – a critical assessment.**
- ILO Facilitator's guide on *Youth Rights at Work: Towards Safe and Inclusive Work Environment*.
- ILO Manual on **Training for Rural Economic Empowerment (TREE)** was translated into Arabic and adjusted according to the Egyptian context.
- **Five career information videos for 5 selected occupations in the food and furniture sectors.** All videos are available online: ILO TV Egypt YouTube channel.

¹³ All publications are available on www.ilo.org/cairo/publications

- **27 career information sheets for the food and furniture sectors** were developed in collaboration with Enterprise Training TVET Partnerships. Career information sheets were disseminated to 329 Public Employment Offices (PES) in 27 governorates affiliated to the Ministry of Manpower (MOM) and 128 agriculture technical schools in 25 governorates.

Enterprise Development

Recently, Egypt has witnessed an increased recognition of the role of micro, small, and medium enterprises (MSMEs) in job creation and economic growth. This recognition was reflected in the policies and actions adopted by the government that was keen to provide the necessary conditions and support to SMEs to enable them to play an instrumental role in employment and economic growth.

Hence, the ILO programme for enterprise development in Egypt grew substantially in size and quality of support provided to the government and the wider range of national stakeholders. The programme builds on tested- and proven ILO tools and approaches. They appreciated the timely and quality of response to the growing needs of SME support reflected in the following:

- promoting enabling environment for sustainable enterprise,
- technical support was provided to Ministry of Trade and Industry (MoTI) in the development of a national strategy for MSMEs,
- capacity building of existing bodies and the newly established agency for MSME Development Agency,
- developing and testing models to create decent jobs through enterprises targeting youth and women,
- organizing of knowledge sharing events in collaboration with ILO headquarters in Geneva and International Training Centre of the ILO through the successful organization of the training programme “Green Jobs Academy” and the Entrepreneurship Summit in the context of the Global Entrepreneurship Week,
- in addition to an extensive work on design/adaptation and institutionalization of the ILO well known enterprise development tools (SIYB, KAB, Get Ahead for Women in Enterprise, Start Your Waste Recycling Business, etc..).

Main ILO Results in 2017: Policy Development and Capacities

1. **The ILO held the third annual Egypt Entrepreneurship Summit (EES)** in partnership with the Middle East Council for Small Business and Entrepreneurship (MCSBE). The Summit gathered the Governor of the Red Sea and the Ambassador of Canada to Egypt, as well as over 200 participants including business people, scholars and policy makers to explore new ways to unlock the potential of creating more and better jobs via entrepreneurship development in Egypt.





“Canada’s programme helps Egypt to support micro, small and medium enterprises (SMEs) in order to expand entrepreneurship and boost the productivity of the private sector. Our main goal is to create a conducive business environment for entrepreneurs since the phases of start ups until the prosperity of their businesses necessary for their competitiveness in domestic and global markets”; Mr. Jess Dutton, Ambassador of Canada in Egypt.

2. **Policy recommendations were produced based on a request from the Government of Egypt, the Ministry of Trade and Industry, to support the establishment of a new Micro, Small and Medium (MSME) Development Agency** created by the Prime Minister’s Decree (No. 947/2017). This document provides practical advice to the Minister of Trade and Industry on the process of establishing the proposed Agency. This advice draws from extensive international experience in micro, small and medium enterprise (MSME) development and understanding of global good practice in national MSME development agencies, along with a comprehensive overview of the dynamics of private sector development in Egypt.
3. **A Policy Forum “ACCESS SME” was organized on the margin of the opening of the Global Entrepreneurship Week November 2017 in collaboration with the Ministry of Trade and Industry and the International Council for Small Business.** Its objective was to support the national priorities of the Egyptian Government by promoting an enabling environment for SME development and entrepreneurial initiatives. It involved a number of stakeholders, including experts, policy-makers who discussed the challenges facing small and medium enterprises to come up with specific recommendations at the policy level.





“The ILO is the first international platform to establish and develop specialized programmes for the development of entrepreneurship and support of the emerging enterprises within the Micro, Small and Medium Enterprises and Entrepreneurship Development Agency, which is a real support for the sustainability of development processes, Eng. Tarek Kabil- The Minister of Trade and Industry.

4. **Employees** from the Ministry of Investment and International Cooperation, the Federation of Egyptian Industries and the former Industrial Training Council **benefited from a training course on productivity and working conditions in SMEs**, at ITC Turin. The training course introduced the different aspects towards improving the productivity and working conditions in SMEs, the challenges and opportunities, the different methods of measuring performance, in addition to the required interventions on the policy level as well as on the enterprise level.
5. **Government officials, private sector and NGOs representatives** are acquainted with the materials and methods to develop a strategy for coaching and follow-up work with entrepreneurs through **the Start and Improve Your Business (SIYB) Training of Trainers**.
6. **National participants** including members of parliament and representatives from the Administrative Control Authority and civil society organizations **gained knowledge on how to enhance entrepreneurship amongst youth in Egypt** by attending the ILO’s Be Inspired! Navigating New Trends in Youth Entrepreneurship event held in Turin, Italy.

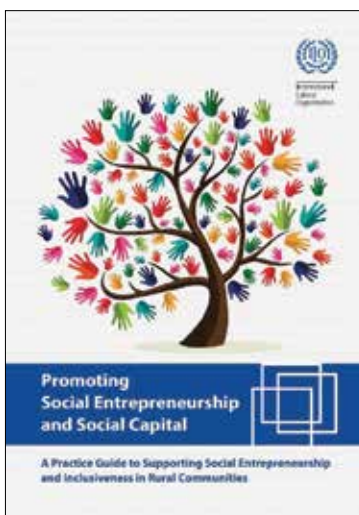
Demonstrative and Direct Fieldwork

1. **25,000 beneficiaries were benefited from ILO’s GET Ahead training tool** within the partnership with WFP.
2. **Around 800 entrepreneurs and SMEs started their new business** in Minya governorate.¹⁴

Be Inspired! is a knowledge-sharing event that targets policy-makers and practitioners responsible for youth entrepreneurship promotion. During the training, participants interacted with entrepreneurs, policy makers and enterprise development experts, to test innovative learning tools and identify business models that boost youth entrepreneurship, both at the policy and project level.

¹⁴ Human Security through Inclusive Socio- Economic Development in Upper Egypt Final Report; www.hayat-eg.org

The KAB programme aims to promote entrepreneurship culture and create awareness among youth on working in enterprises. The training aims as well to encourage self-employment as a viable career option instead of waiting for employment.



3. **600 beneficiaries received the Start and Improve Your Business (SIYB) training** in different governorates. Young men and women were exposed to the multi-faceted components of successful enterprise development. The training enhanced the self confidence of the trainees in their entrepreneurial motivation.
4. In collaboration with the Ministry of Education and Technical Education and the Ministry of Communications and Information Technology, **50 school students from Port Said and the Red Sea received the Know About Business (KAB) training as part of the KAB Programme at Technical Secondary Schools. And 116 KAB trainers received a refresher-training course to enhance their business teaching skills for students.**
5. **22 participants from senior and middle management** in a number of microfinance institutions operating in Qalyoubia and Menoufia **received the “Making Microfinance Work: Management for Better Performance”** training that was organized in partnership with the Egyptian Microfinance Federation.
6. **15 youth teams were awarded prizes under the Nawah Social Entrepreneurship Competition** during the ILO’s third Egypt Entrepreneurship Summit in partnership with the GiZ’s Employment Promotion Programme and USAID’s Workforce Improvement and Skills Enhancement (WISE) project. The Competition supports the technical and financial start-ups of 15 youth social enterprises across Egypt under four curriculum (secondary school students, technical education students, young graduates under the age of 35 and arts & culture).
7. **8 SIYB trainers have been trained to become national master trainers in Egypt’s SIYB programme.** The ILO held Egypt’s first SIYB Master Trainer programme in Cairo in 2017. The country’s 8 new master trainers will be at the core of Egypt’s SIYB training programme, and will be responsible for the development of future trainers, ensuring SIYB programme quality, and marketing the SIYB training programme in Egypt.

Knowledge

- ILO Training Package; **ILO Sustaining Competitive and Responsible Enterprises (SCORE) programme** was adopted, to help promote productivity and improved working conditions in SMEs in Egypt, including the translation of materials and manuals into Arabic and their necessary adaptation to fit the Egyptian context. *It will be available in 2018.*
- ILO Practice Guide; **‘Promoting Social Entrepreneurship And Social Capital: A Practice Guide to Supporting Social Entrepreneurship and Inclusiveness in Rural Communities’** in both languages: *English and Arabic.*
- ILO Policy Brief; **Towards an Effective SME Promotion Agency** in both languages: *English and Arabic.*

Start and Improve Your Business

Twenty-eight year-old *Fatma Fekry* from Port Said always had a dream to become a business owner selling her own line of hand-made jewelry. Despite the talent that makes the pieces of Fatma's jewellery unique, because making use of precious stones and natural metals, she had no idea how to start business or market her products.

"So I attended the Start and Improve Your Business training held by the ILO and the MSME Development Agency. When I first started the course I did not even know how to start a business. But through the course I quickly learnt," says Fatma.

The ILO 'Decent Jobs for Egypt's Young People' (DJEP) project - funded by Canada- has been implementing the 'Start and Improve Your Business' (SIYB) training in Egypt since 2014 in partnership with the MSME Development Agency. In Egypt, the programme has successfully trained and certified 44 active trainers, eight master trainers and implemented roll out for 3586 end beneficiaries, over half of which are female. The second phase of the SIYB programme in Egypt aims to train an additional 10,000 youth by 2018.

A recent SIYB tracer study carried out by the ILO's DJEP project found that 36 per cent of youth that undertook the training successfully started their own business. For young Egyptian entrepreneurs like Fatma, the SIYB training has provided them with the platform and the tools to turn their business dreams into a sustainable reality.

"My dream is to become one of the biggest jewelry designers in Egypt. I now have a shop and step-by-step I hope to realize all my dreams," says Fatma .



Fatma Fekry



Youth Social Entrepreneurship Programme

For people living in rural Egypt, obtaining basic government documents such as birth certificates or national identification cards can require traveling significant distances and lengthy waits. Economically disadvantaged groups in rural areas can face even more barriers, and even fall victim to other people's greed when it comes to issuing official documents.

At the time that *Shaaban* participated in the ILO Youth Social Entrepreneurship Programme training (YSEP) within the activities of Hayat project, the service that issued government documents at the Edwa Council Offices (Minya governorate) was stopped. *Shaaban* learned that the Egyptian government was issuing permits for these services to be provided through the private sector. He saw immediately that this represented a chance to both meet a need in his community and start up a successful business.

Many of *Shaaban's* clients are illiterate and unable to proceed with paperwork on their own. His business ensures that anyone in his community can attain basic government documents at a fair price and, with these, access public services.

With support from the ILO, *Shaaban* took training courses through the Ministry of Administration and Development in order to obtain a license to issue standard documents such as birth, marriage and death certificates as well as national identity cards. *Shaaban's* bureau in Edwa currently employs six people and he is planning to open similar offices in other villages without access to this service.¹⁵



¹⁵ ILO Practice Guide; 'Promoting Social Entrepreneurship And Social Capital: A Practice Guide to Supporting Social Entrepreneurship and Inclusiveness in Rural Communities'

Green Jobs

Experiences worldwide have successfully shown that the creation of green jobs is central to sustainable development, and can effectively respond to the global challenges of environmental protection, economic development and social inclusion. The ILO promotes the policies of green enterprises, workplace practices and the labour market through the active engagement of governments, workers and employers. These efforts are key to creating decent work opportunities, enhancing resource efficiency and reduce carbon emissions of societies.

Globally, the ILO's strategy for green jobs includes a comprehensive knowledge based platform, tested tools and practical approaches. Such approaches include the ILO's Green Jobs Programme, which operates upon the ILO's commitment to act on climate change and to promote resource efficient and low-carbon societies. The 'Global Initiative on Decent Jobs for Youth' is a unique ILO partnership with governments, the UN system, businesses, academic institutions and youth organization that focuses on the creation of decent green jobs for youth.

In Egypt, the ILO has made a significant investment in green jobs creation at both the national and local level in its target governorates through its technical cooperation projects. The objective is to successfully green existing enterprises as well as create new green jobs for youth. Interventions carried out by the ILO include skills development for green jobs, technical assistance, awareness raising and dialogue across several labour sectors on the potential benefits of green jobs. In addition, knowledge products and toolkits such as the 'Start Your Waste Recycling Business' have been adapted and tailored specifically for the Egyptian context, along with considerable efforts for capacity building and policy advocacy conducted at the national and governorate levels.



"The 21st century faces two challenges: (1) By the year 2050, our world will have 9.6 billion inhabitants. In order for us to sustain, we will need the natural resources equivalent to three planet Earths. (2) The second challenge is to deliver decent work for all. This includes lifting over 1.3 billion people, four out of ten workers worldwide, and their families out of poverty, and providing 500 million young people over the next 10 years with decent jobs opportunities"; said by Mr. Peter van Rooij- ILO Cairo Director

Main ILO Results in 2017: Policy Development and Capacities

1. **The Egyptian Ministry of Environment's Waste Management Regulatory Agency secured the sustainability of the ILO's 'Start Your Waste Recycling Business' (SYWRB)** through a cooperation protocol signed between the ILO and the Ministry in 2017 that ensure the continuation of the SYWRB programme, and the ongoing training of new companies newly introduced to solid waste management as well.
2. **The ILO held the 'Academy on Green Jobs Promotion in the MENA Region'** in cooperation with the Arab Academy for Science and Technology to produce awareness about current and new green economy strategies and to equip over 120 participants including policy makers and practitioners with the tools and networks required to support a green economy transition. The recommendations that came out of the event included implementing green strategies and policies; increasing education, training and green entrepreneurship; and greening tourism in the region.



"Green jobs is part of the Canadian support provided through research and full support since 2011. We work with the Ministry of Local Development, the Ministry of Environment and the Ministry of Industry to reduce poverty in Egypt through sustainable environment, economic and social development"; said by Ms. Solveig Schuster, Counsellor and Head of Cooperation, Department of Global Affairs– Canada"

Demonstrative and Direct Fieldwork

1. **100 biogas units for local vulnerable animal breeders** are being constructed in Minya by the ILO.
2. **10 Potential entrepreneurs have been trained on ILO's entrepreneurship training package of "Start Your Waste Recycling Business"** in Menoufia governorate. It aimed at providing potential entrepreneurs from Menoufia in the field of waste recycling with adequate theoretical and hands-on, as well as practical knowledge.



Dredger carries out excavation work at the site of the Biogas digester unit.



Subsurface work at the site of the Biogas digester unit.

3. **10 new biogas companies are to be established after completion of the training of 20 youth** (10 young engineers and 10 young masons) in the Egyptian governorate of Minya. The young engineers also received training on the ILO's "Start and Improve Your Business", in addition to 10 trainings on marketing, effective management, and gender mainstreaming strategies.
4. **The ILO's solar drying post-harvesting unit in Fayoum was featured on Euronews and Africanews channels on a "Future of Work".** The news story broadcasted the benefits of Egypt's first solar drying post-harvesting unit established by the ILO.



Academy on Green Jobs Promotion in the MENA Region

The Future of Work Centenary Initiative:

The world of work is undergoing a major process of change. In order to understand and to respond to these new challenges the ILO has launched a "Future of Work Initiative" in order to be able to advance its mandate for social justice.

Knowledge

- The contribution of the publication '**World Employment and Social Outlook (WESO) 2018 Greening with Jobs**', in Egypt's chapter, has been produced in cooperation with the ILO's RESEARCH Department.
- ITC/ILO **Manual on Green Jobs for Workers' Organizations in Africa** has updated and adapted to the Egyptian context.

2. SOCIAL DIALOGUE, WORKING CONDITIONS AND OCCUPATIONAL SAFETY AND HEALTH

This section highlights the results of the ILO Cairo in 2017 under two topics:

- Social Dialogue
- Working Conditions and Occupational Safety and Health

Social Dialogue

Social dialogue includes all types of negotiation, consultation or simply exchange of information between, or among, representatives of governments, employers and workers, on issues of common interest relating to economic and social policy. Social Dialogue could be a tripartite process, with the government as an official party to the dialogue or it may consist of bipartite relations only between labour and management (or trade unions and employers' organizations), with or without indirect government involvement. Social dialogue processes can be informal or institutionalized, and often it is a combination of the two. It can take place at the national, regional or at enterprise level. It can be inter-professional, sectorial or a combination of these.

Social dialogue is about workers and employers working together.

The main goal of social dialogue itself is to promote consensus building and democratic involvement among the main stakeholders in the world of work. Successful social dialogue structures and processes have the potential to resolve important economic and social issues, encourage good governance, advance social and industrial peace and stability and boost economic progress.

The ILO aims to assist member States in establishing or strengthening legal frameworks, institutions, machinery or processes for bipartite and tripartite social dialogue in member States. It also aims to promote social dialogue among member States and regional or sub-regional groupings as means of consensus building, economic and social development, and good governance.

Main ILO Results in 2017: Policy Development and Capacities

One of the main goals of the ILO in Egypt is enhancing sound industrial relations among the tripartite. This goal was achieved in 2017 thorough building the capacities of the social partners; by developing capacity-building programmes and forming social dialogue committees at two of the main industrial zones; in addition to, developing guiding manuals as well.

1. The ILO worked on **developing the social dialogue policies and strategies** by identifying the current situation in Egypt from the tripartite perspective, and addressing the necessary coordination among social partners. Those dialogues, policies and strategies, will pave the way for drafting national policy for institutionalizing the social dialogue and ensuring its vitality and sustainability.
2. **Through three successive annual social dialogue conferences, the ILO presented some regional and international practices**, which were of an important reference in developing an action plan and national strategy for strengthening social dialogue, and promoting decent work agenda in Egypt.

- The main recommendations of the third annual conference have concluded on around the importance of activating the National Social Dialogue Council and its sub-committees, raising awareness among workers and employers' organizations on the importance of social dialogue and the role of collective bargaining, supporting the needs of social partners and adopting compliance measurement mechanisms for better social dialogue process.

Demonstrative and Direct Fieldwork

1. **Over 180 representatives** from MOM, FEI, ETUF, EDLC, the International Association of Economic and Social Councils and similar institutions, independent unions, employers and investor associations **participated in the 3rd Annual Social Dialogue Conference.**
2. **25 workers were provided with an insight into the different aspects of collective bargaining on wages**, so that they will be able to conduct a well-documented wage negotiation.
3. **ILO Cairo office dedicated its efforts to build the capacities of social partners and to improve social dialogue mechanisms**, and delivering technical support to the constituents. In particular, assistance was provided to the government on the drafting of labour regulations compatible with the ILO conventions. The ILO also supported the initiation and formation of social dialogue committees in selected industrial zones, while developing the necessary training tools and guiding manuals to support the dissemination and outreach of sound social dialogue practices.

In 2017; the annual conference "Towards Activating a National Strategy for Social Dialogue in Egypt" was organized. It tackled the situation of social dialogue and the necessary coordination between social partners to mainstream social dialogue into the collective agenda of social partners and to develop the existing institutions to ensure their vitality and sustainability.

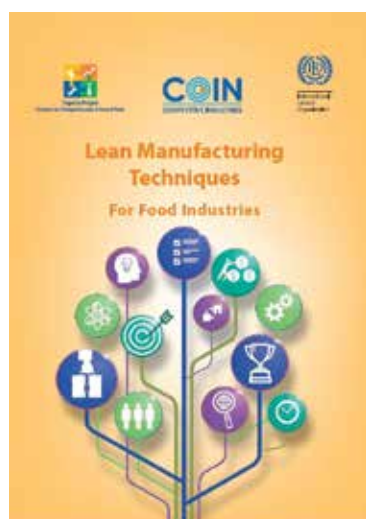
This conference displayed a range of international expertise that will contribute to create an enabling environment for social dialogue in Egypt. The conference was considered as a part of the follow-up plan on the implementation of the ILO strategy, in the support of the mechanisms of social dialogue in Egypt.

Moreover, a position paper on social dialogue was developed to identify the current situation in Egypt from the a tripartite perspective. Also, it tackled the necessary coordination required among the social partners to pave the way for drafting a national policy for institutionalizing the social dialogue.

The conference came up with a set of primary recommendations to outline a road map for social dialogue in Egypt; as follows:

- i. Create a national team for social dialogue, and engage experts and social partners (workers' organizations- employers' organizations and the government) to ensure equal and effective representation;
- ii. activate the national council for social dialogue;
- iii. draft and disseminate policy papers to cover all aspects of social dialogue institutionalization to enhance the Egyptian economy and decent work conditions.





Knowledge

- The Arabic version of the *ILO Global Wage Report 2016/2017*.

Now we are in the right direction to have social dialogue environment in Egypt

After joining the ILO's Export project programmes and using the developed COIN¹⁶: Competitive Industries Curriculum; the industrial relations and the communication with our workers at the factory level have improved through many channels. 5 workers were already elected to manage the factory workers' problems and maintain the monthly communication channels between management and workers. They were able to discuss their grievance, strategic issue; and to ensure that the open door policy is being effectively utilized by the workforce.



Anies Trabulsi – Factory Manager

More than 50% of the factory workforce were trained on the worker rights and duties, ILS and national labour code; occupation safety and health good practices, industrial relations and other training modules in relation to supervisor skills and behaviours; human resources management and how to comply with social compliance requirements.

The most significant impact of the above- mentioned activities has been an increase in the level of workers' satisfactions; the incentive package has improved against productivity and attendance and the sense of ownership and loyalty to the company has increased as well; moreover the turn over level is has decreased at the factory level at the rate of 3%.

I believe ILO's COIN Curriculum is a good tool to improve the safety at the workplace, dialogue environment, increase the workers' productivity, minimize the turnover at the factory level and improve the compliance with the global market requirements and international social standards.

Working Conditions and Occupational Safety and Health

Egyptian constituents are aware that occupational risk prevention is one pillar of sustainable development. It contributes effectively to enterprise development, increases competitiveness and productivity of the enterprise, ensures physical, moral and social well-being of workers and contributes to the prosperity of the economy. Thus, Egyptian constituents and the ILO work together to implement a culture of prevention which makes it possible to anchor safe gestures and attitudes in practice and daily life.

The establishment of the culture of prevention in Egypt was articulated around 3 axes:

- Strengthening the enforcement of existing regulations by supporting the development of the tools and procedures of labour inspectorate;

16 It is available on the www.ilo.org/Cairo "Publications"

- strengthening the capacity of employers 'and workers' organizations and their active involvement in the prevention process;
- introduction of to the concepts of health and global security in the educational curricula allowing an early anchoring of good practices;



“Labour inspection checklist was generalized in Egypt to unify inspection visits’ steps, to make it more effective. It helps enterprises to conduct self-auditing and correct its status in order to comply with the Egyptian labour code”, Mr. Mohamed Saafan, Minister of Manpower.

Main ILO Results in 2017: Policy Development and Capacities

- 1. 120 inspectors and 100 support staff were involved in the designed capacity building programme**, which was developed and implemented with a total of 558 training hours over a two-year. The objective was to improve their technical capacities, skills, advisory role and to allow better working conditions at the workplace.
- 2. 26 labour and OSH inspection offices were upgraded in 11 governorates**; including Cairo, Giza, Sharkeia, Gharbia, Qalyobia, BeniSuef, Minya, Port Said, Ismailia, Alexandria and Menoufia.
- 3. The developed Inspection Checklists were disseminated and enforced**, and ready to be used by the inspectors across Egypt by virtue of a ministerial decree. Through participatory and interactive approach, *the Inspection Checklists were developed, tested and adopted to be used by all inspectors across Egypt. The Inspection Checklist proved to facilitate data collection and to improve its utilization, which therefore, contributed in standardizing the labour and OSH inspection process. The Ministry of Manpower complemented this achievement by issuing Institutional Ministerial Decree on June 30, 2017 to disseminate Inspection Checklists to be the main tool used during the inspection process.*

4. **The electronic Inspection database and system (servers and software) is upgraded and computerized** to reshuffle wave in the national inspection history in Egypt.



Demonstrative and Direct Fieldwork

1. **More than 900 employers and workers were trained on the worker rights and duties**, and the OSH good practices.
2. **350 tripartite constituents benefited from the occupational safety and health at the workplace** and the optimization of the collection and use of OSH data through the celebration of OSH World Day.
3. **24 OSH inspectors were provided with accredited diploma on NASP Occupational Safety & Health** and 22 labour inspectors were provided with accredited Human Resources Training programme.

Knowledge

- ILO study; **The Inspector's Performance/ Progress And Monitoring The Progress On The National Labour Inspection.**
- **ILO Inspection Best Practices Module**; a collection of field best practices testimonies of OSH and labour national inspectors to enhance better compliance at workplace, raise awareness of employers and workers; and improve inspection performance, procedures and process.
- **ILO Inspection Training Toolkits**; a total of 10 complete training toolkits on national and international labour standards, inspection procedures and technical OSH topics. Each toolkit including includes both trainer and trainee manuals, supported with presentation, videos and training tools.

- **The 3rd Bi-annual Inspection Report** was developed and disseminated to inspectors across Egypt with positive trends in terms of reduction of legal action, better compliance and increasing awareness role of inspection offices.
- A comprehensive **OSH legal and Technical Curricula and Toolkit** was developed, tested and adopted to be used by the Ministry of Manpower Training Center.



3. SOCIAL PROTECTION

This section highlights the results of the ILO Cairo in 2017 under four topics:

- Social Security and Social Assistance
- People with Disabilities
- Labour Migration
- Child Labour

Social Security and Social Assistance

Social protection includes cash benefit and benefit in kind, particularly in cases of health care, old age, unemployment, sickness, invalidity, work injury, maternity or loss of a main income earner. Only 27 per cent of the world's population has adequate social security coverage and more than half lack any kind of coverage. The ILO promotes policies and provides technical assistance to help extend adequate levels of social protection to all members of the society.

The ILO has supported, and continues to support, the Government of Egypt to guarantee the financial sustainability of the social security system in Egypt.



“The state is committed to protecting the poor despite the economic conditions. Food commodity subsidies has been increased, cash subsidies has increased by 64% and pensions by 60%, as well as the size of the tax exemption, in addition to the health insurance law, which is being discussed by the parliament”, Dr. Ghada Wali, Minister of Social Solidarity.

Spending on social protection in Egypt is considerable, especially following the devaluation of the Egyptian pound, which requires even higher investment in social protection to protect Egyptians from falling into poverty as a result of the economic situation.

The Egyptian government has a long-standing history of subsidies provision (bread, fuel, electricity and many other commodities) as well as of cash transfer programmes for the poor. However, leakages issues, targeting mechanisms, problems of accessibility and awareness about eligibility remain a challenge for the extension of social protection in Egypt. The Government is on the way to undertake major reforms of its social policies, with the support of ILO Cairo office.

Main ILO Results in 2017: Policy Development and Capacities

1. **Actuarial and legal review of social insurance and pension law:** An actuarial valuation for the current and new proposed social insurance and pension laws has been undertaken to support the decision making process presenting a wide range of long-term scenarios. The draft law has been finalized based on ILO legal review, and shall be discussed at the Ministerial level and the parliament.
2. **Social Protection Floor (SPF) initiative:**
 - A social protection floor (SPF) assessment has been undertaken by the Ministry of Social Solidarity with the technical support of ILO, in collaboration with WHO and UNICEF to guarantee a basic level of income security, a basic access to social services and the extension of social protection coverage for all.
 - Following the Egyptian Social Protection floor (SPF) assessment, a costing exercise and a fiscal space analysis for social protection have been initiated in a multi-stakeholder consultation under the leadership of the Ministry of Social Solidarity, in order to identify fiscal space for social protection extension. The results of this exercise will feed into the Egyptian social protection strategy.
3. **Participants** from the Egyptian government, Federation of Egyptian Industries, CAPMAS, NGOs as well as press and media representatives were trained on: **actuarial modelling, good governance of social security systems, pension funds' investments, Egyptian social protection system, social insurance schemes, and social protection floor assessment.**

People with Disabilities

In 2017, ILO continued its support to partners to promote inclusive employment of people with disabilities.





Main ILO Results in 2017: Policy Development and Capacities

1. **The capacities of selected private sector companies were enhanced** towards more inclusivity for employers, using the Disability Equality Training technique.
2. **Good practices on inclusive employment were presented** in the 3rd annual conference on Corporate Social Responsibility.

Knowledge

- **Disability in the Workplace: Company Practices from Egypt.**

Labour Migration

In 2017, ILO continued its support to partners to promote better governance of labour migration and protection of migrant workers' rights.



Rabat workshop to develop the action plan of coordination on labour migration governance between Egypt, Tunisia, and Morocco.

Main ILO Results in 2017: Policy Development and Capacities

1. **Detailed action plan developed** by tripartite delegations from Egypt, Tunisia, and Morocco to coordinate the governance of labour migration between three countries.
2. **National labour migration policy drafted.**
3. **Capacities of trade unions representatives were enhanced** to protect the rights of migrant workers.



4. **Capacities of professionals from the printed, online media and TV were enhanced** to cover labour migration issues.

Knowledge

- **Study on fair recruitment of migrant workers.**
- **Information note prepared on skills recognition of migrant workers.**
- **ILO manuals on financial education translated into Arabic.**

Child Labour

One out of ten children is engaged in child labour worldwide; meaning one out of ten children is deprived from her/his basic rights to develop as a mature and healthy adult.

ILO's core mandate is assisting countries in eradicating child labour.

In 2017, in addition to launching the global estimates on child labour, the ILO organized the IV Global Conference on the Sustained Eradication of Child Labour in cooperation with the Government of Argentina in Buenos Aires to share knowledge on policies and good practices tackling child labour with the active participation of delegations from more than 100 countries including Egypt.

Egypt is increasingly recognizing the importance of combating child labour and has taken serious steps towards accelerating efforts to eradicate child labour while focusing on its worst forms. In addition to the relevant legislations, policies and national programmes targeting welfare of children and their protection from child labour, the Government of Egypt is currently developing the National Action Plan on Combating the Worst Forms of Child Labour and Supporting Families (2018-2025) that is aligned with Egypt Vision 2030, Egyptian Constitution, SDG 8.7 and ILO Conventions No. 138 on Minimum Age and No. 182 on Worst Forms of Child Labour.

Not all work performed by children is considered child labour. Simply, the term child labour is often defined as “work that deprives children of their childhood, their potential and their dignity, and that is harmful to their physical and mental development.”

The increased commitment on the global and national level is an essential step towards achieving decent work for all.

Main ILO Results in 2017: Policy Development and Capacities



Mr. Mohamed Saafan, Minister of Manpower.

1. **National Action Plan** on Combatting Worst Forms of Child Labour (2018-2025) is being developed by Ministry of Manpower in Cooperation with 17 relevant ministries, specialized councils, employers' and workers' organizations to protect children in Egypt and provide support to their families.
2. **ILO SCREAM: reached 125 trainers and more than 6,000 teachers.** Ministry of Education requested more teachers to be trained so the number of beneficiaries will reach 9,000 teachers. WFP agreed to include 6 modules of SCREAM in the curricula of teachers training on the national level.



3. **Egypt Celebrated the World Day Against Child Labour (WDACL)** with 300 participants through joint high-level national conference and concert in cooperation with Ministry of Manpower, Ministry of Social Solidarity, National Council for Childhood and Motherhood, Tahya Misr Presidential Fund and Federation of Egyptian Industries. 90 Children from "Children of Egypt" Choir, former child labourers in the street, were empowered to participate in the

SCREAM: Supporting Children's Rights through Education, the Arts and the Media

The ILO's SCREAM programme aims to promote awareness among young people about children's rights, with a focus on child labour, so that they in turn can speak out and mobilize their communities to act.

struggle against child labour during WDACL and chanted songs on hope and love under leadership of Maestro Selim Sahab.

4. **Through participation in “Towards more effective labour inspection” series of workshops, 53 Labour Inspectors** have increased capacity to provide care for children in employment through gaining knowledge on effective labour inspection with emphasis on child labour/working children relevant legislation and protection mechanisms.
5. **46 Employers have increased capacities to address child labour** not only in operations but also in supply chains through participation in “Role of Employers to Combat Child Labour” series of workshops in cooperation with Federation of Egyptian Industries.
6. **33 Participants** from National Council for Childhood and Motherhood, Ministry of Manpower, Ministry of Social Solidarity, Federation of Egyptian Industries, Employers and NGOs **have increased capacity on child labour topics** through participation in “No to Child Labour” Workshop.
7. **28 Representatives** from the three trade unions in Egypt (EFTU, EDLC and ETUF) have **enhanced capacity to address child labour and gained knowledge on the relevant national legislation and programmes** through participation in “Child Labour: Aspiration and Reality” workshop.
8. **The capacity of National Council for Childhood and Motherhood was enhanced to design policies and programmes on Child Labour in Humanitarian Settings** through participation in “Child Labour in Emergency and Humanitarian Settings” Regional Consultation Workshop in Lebanon.
9. **Egypt participated for the first time in “IV Global Conference on the Sustained Eradication of Child Labour” in Argentina.** The Egyptian tripartite delegation stressed on Egypt’s commitment towards achievement of SDG 8.7 and shared experiences on sustained policies to combat child labour. EDLC presented a pledge for the sustained commitment to combat child labour for the upcoming 4 years.

Knowledge

The League of Arab States jointly with ILO launched “Child Labour in the Arab Region: Magnitude and Trends” Regional Study. The study covering 22 Arab countries including Egypt led by ILO Regional Office of Arab States and is implemented in cooperation with ILO Cairo, FAO, Understanding Children’s Work (UCW) Programme, Arab Council for Childhood and Motherhood, and Consultation and Research Institute.

This section highlights the results of the ILO Cairo in 2017 under two themes:

4. CROSS-CUTTING THEMES

- Employers and Workers
- Gender Equality and Women's Empowerment

Employers and Workers

The ILO has continued to implement its programme with the Federation of Egyptian Industries (FEI) as well as worker organizations (ETUF and independent unions); the programme is based on strengthening both worker and employer organizations.

Main ILO Results in 2017: Policy Development and Capacities

Following the success of this Pan-African business to business textiles sourcing event in 2016, 2017's New Frontier in Cairo, Egypt, presented 100 manufacturers from 15 African countries, attracted over 300 major specialized USA/EU buyers.*

*<http://destination-africa.org/>



"The two-day fair reflects Cairo's emphasis on boosting trade and industry ties with the continent in light of a vision to stand as a gate for the African products. The fair's main goal is to reach out to the African markets and maintain cooperation with all countries"; said Eng. Sherif Ismail- Egypt's Prime Minister.

1. **75 Exhibitors from different African countries (15 African countries), manufactures, 100 buyers, retailers and brands** from the global benefited from the 2nd textile and apparel regional sourcing event "Destination Africa".
2. **The ILO has supported the FEI in the promotion of Corporate Social Responsibilities in Egypt.** The FEI adopted a Strategy on CSR and a joint 3rd Annual Conference on CSR was organized with ILO. **Around 1800 participants** attended the Conference (private sector, NGOs, academics, public authorities).
3. **The FEI and its industrial chambers have continued the legal compliance, productivity and technical training programme implementation through the newly established offices in Alexandria and Sharqia.** Over 1000 representatives from around 150 companies have benefited from this programme.

Demonstrative and Direct Fieldwork

1. **More than 20,000 workers benefited** from a huge outreach media campaign on the occupational safety and health at work, worker's rights and duties at the factory and industrial levels. *Worker Outreach Campaign is managed by Ministry of Manpower (MOM). It ensures the sustainability of the Export project outreach worker awareness programme and promotes the worker's rights and duties at the workplace.*

Knowledge

- ILO study on **Workers and Managers Satisfaction on Working Conditions and Monitoring the Change/ Progress at the RMG, Textile and Food Export Factories.**
- ILO study on *Worker and Employer Organizations Improvement and Change.*
- The ILO, the FEI and the GUC also worked on a guide for FEI members to **Self-Assess their Activities and Initiate CSR Activities at Company Level.**¹⁷

“Now I can advise and ensure better compliance with the national legislation”

“The ILO- Promoting Workers Rights and Competitiveness in Egyptian Industries project”– “Export Project” helped me to discover my abilities, enhance my skills and knowledge to improve my inspection practices and its efficiency in my individual and team work in my labour inspection office in Ismailia”, Fathy El Tabakh.

This training programme had its focus on labour related laws and procedural manual, skills improvement and other training programmes; that enhanced my knowledge and skills.

I have been trained on the updated and detailed legal guidance called “Inspection Checklists” that serves as a reference for all the required compliance points with the Egyptian Labour Code. On the other level; this training programme and technical support have improved my technical and legal background of the inspection practices and processes; It had empowered me, as well, to provide better advices for factory owners or management and workers to reach better compliance with the Labour Code.

The project enhanced my skills in a way that increased my self-confidence and my soft skills, and enabled me to use innovative training tools. Moreover, it allowed me to build up good relations with factories’ representatives and conduct regular awareness sessions for the workers.

The integrated approach adopted by the project generated a number of capable inspectors, trainer and advisors. It had introduces a unified inspection tools and unified training tool kits that improved the mechanism of the inspection. I really hope that they will be applied across Egypt not only in the targeted governorates to achieve higher level of compliance with labour standards.



Fathy El Tabakh, Labour Inspector MoM- Ismailia.

Gender Equality and Women's Empowerment

¹⁷ Will be available in 2018

Women in Northern Africa are mostly similar to other women around the world – the youngest women in the region are the most likely to prefer working only at paid jobs or being able to balance both, and those who are most highly educated would prefer to be working rather than staying at home. Men in the region are not in alignment with women: men younger than 45– particularly in Egypt, Morocco and Libya are more would prefer women to stay at home. And the most highly educated men are most likely to say women should work at paid jobs.



“We launched the Women at Work Centenary Initiative to take stock of the status and conditions of women and to identify innovative, effective actions that promote full and lasting gender equality and non-discrimination in the world of work. Our collective efforts take on even more significance in view of the sweeping new Sustainable Development Agenda the global community adopted with the ambition of transforming our world by 2030. Gender equality is at the centre of this global vision”, Mr. Guy Ryder, Director-General International Labour Organization.

In Egypt, for example, majorities of men between the ages of 15 and 29 (58 per cent) and 30 to 44 (62 per cent) prefer women to stay at home, while less than half (47 per cent) of those aged 45 and older do. This is in stark contrast with what young Egyptian women want: 25 per cent of 15- to 29-year-olds would prefer to stay at home, as would 27 per cent of those aged 30 to 44. Egyptian women aged 45 and older are more likely than their younger counterparts to want to stay at home (41 per cent). One in three women who are not in the workforce in Northern Africa say they would prefer to have paid jobs (34 per cent), and another 27 per cent say they would prefer to work and take care of their families and homes. The clear majority of women who are currently not participating in the region’s

workforce would like to participate, but men in the region appear to have other preferences.¹⁸

Gender equality and non-discrimination is at the core of ILO commitment to decent work. The concern for women's economic development is a priority for the Government, as well as for social partners in Egypt and specifically ILO with the specific mandate for the world of work. In this context, 2017 has been declared the Year of Women by the Egyptian President. The ILO's work must support its constituents in realizing internationally agreed development goals. In the current strategic framework of the ILO, gender is a cross-cutting policy driver. As such, gender equality, non-discrimination, and women's empowerment are central to the outcomes dealing with employment and skills, enterprise development, labour administration and social dialogue, and social protection.

Main ILO Results in 2017: Policy Development and Capacities

1. **The National Council for Women has institutionalized the ILO's 'Get Ahead for Women in Enterprise' programme** under an agreement reached in 2017 to roll out the toolkit throughout its branches across Egypt.
2. **The heads and representatives of the Equal Opportunities units of all Egyptian Ministries were trained, on International Labour Standards on gender-oriented issues** (the Equal Remuneration Convention (No. 100), Discrimination (Employment and Occupation) Convention (No. 111), Workers with Family Responsibilities Convention (No. 156) and Maternity Protection Convention (No. 183).
3. **The FEI's Women in Business Support and labour Units were supported through a double- folded initiative:** i) The establishment of the "FEI Human Resources Academy: Strategies and practical solutions for better HR and gender policies" as a service that the FEI provides for its members. The Academy seeks to promote sound human resources policies based on gender equality, diversity, and compliance with the labour law. ii) The capacity building of staff members of the two units on Participatory Gender Audit (PGA)



¹⁸ Towards a better future for women and work: voices of women and men; Copyright © 2017 Gallup, Inc. and the International Labour Organization.

¹⁹ Towards a better future for women and work: Voices of women and men; Copyright © 2017 Gallup, Inc. and the International Labour Organization

facilitation and Conflict resolution and Dispute Settlement.

4. **The General Assembly of the Egyptian Democratic Labour Congress (EDLC) has adopted in July 2017 the Strategic plan on Gender Equality.**

Demonstrative and Direct Field Work

1. **575 women in the governorates of Minya and Luxor were empowered to start their own business or expand an existing enterprise** after receiving the 'Get Ahead for Women in Enterprise' programme.
2. The "Bishopric of Public, Ecumenical and Social Services (**BLESS Egypt**)" **received training of trainers (ToTs) in the ILO's 'Get Ahead for Women in Enterprise' programme and subsequently delivered it to approximately 175 women in Minya** who subsequently became inspired to launch their own enterprise.
3. **50 workers representatives**, representing different Trade Union federations in Egypt **benefited from the Gender Equality Training Programme**. The training programme included : gender concepts and definitions; women's rights at work; international conventions and national legislation; current situation for women in the labour market as well as current situation of women in trade union organizations.
4. **27 of the participants of gender equality training programme were afterwards trained** on the role of trade unions in promoting gender equality and integration of women's issues within the trade union committees; mechanisms for positive discrimination; collective bargaining as a tool to promote equality; and strategic planning from a gender perspective.
5. **20 human resources managers and officials of 20 Egyptian companies, over a period of 15 full days, were introduced to tools for good practice and optimization of HR Policies**. The training enriched them with, strong knowledge on compliance to international standards, decent work and gender equality in the workplace.
6. **15 female owned start-ups in the field of digital Innovation**. Within the framework a joint IDRC, ILO and MCSBE Digipreneur Digital Innovation competition. The training encompassed technical aspects as well as business solutions. The competition winner "Chefaa mobile application" was announced on the closing ceremony of the Global Entrepreneurship week (GEW) on 20 November 2017.

Knowledge

- **The Arabic version of the ILO Women's Entrepreneurship Development (WED) Assessment was produced**. The report assesses the extent to which there is a supportive environment for WED in Egypt that facilitates the efforts of more women oriented to entrepreneurship and new businesses strat ups. The WED promotes the strength and competitiveness of existing women-owned enterprises.



PROJECT TITLE

Decent Jobs for Egypt's Young People: Tackling the Challenge Together

TECHNICAL AREAS

Employment, SMEs and skills development policies; focus on Minya, Port Said, Red Sea, and Luxor governorates: apprenticeships, career guidance, entrepreneurship, business development services

DONOR

Global Affairs Canada (GAC)

PROJECT TITLE

Promoting Worker Rights and Competitiveness in Egyptian Export Industries

TECHNICAL AREAS

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

DONOR

US Department of Labor (USDOL)

PROJECT TITLE

The Way Forward after the Revolution- Women Empowerment

TECHNICAL AREAS

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

DONOR

Ministry of Foreign Affairs of Finland

PROJECT TITLE

Improving Governance of Labour Migration

TECHNICAL AREAS

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

DONOR

Swiss Agency for Development and Cooperation (SDC)

PROJECT TITLE

Decent Jobs for Egypt's Young People: Tackling the Challenge in Menoufia and Qalyoubia

TECHNICAL AREAS

Value chain development; cooperatives; entrepreneurship; vocational training; local economic development

DONOR

Danish Ministry of Foreign Affairs



Decent Jobs for Egypt's Young People

Canada



Exports project

Partners for Competitiveness & Decent Work



MINISTRY FOR FOREIGN
AFFAIRS OF FINLAND



Schweizerische Eidgenossenschaft
Confederation suisse
Confederazione Svizzera
Confederaziun svizra



**Danish-Arab
Partnership Programme**



PROJECT TITLE

Joint UN Project on Human Security through Inclusive Socio-Economic Development in Upper Egypt – HAYAT

TECHNICAL AREAS

Participatory local governance, local economic development

DONOR

UN Trust Fund for Human Security (UNTFHS)

PROJECT TITLE

Joint Project on Jobs and Skills for Persons with Disabilities with a Focus on ICT-Based Solutions

TECHNICAL AREAS

ICT skills and e-learning methodologies

DONOR

UN Partnership to Promote the Rights of Persons with Disabilities Multi-Donor Trust Fund (UNPRPD)



PROJECT TITLE

Strengthening Skills for Trade and Economic Diversification in Egypt and Tunisia

TECHNICAL AREAS

Skills development

DONOR

The International Islamic Trade Finance Corporation of the Islamic Development Bank



PROJECT TITLE

Promoting Gender Responsive Workplaces in Egypt

TECHNICAL AREAS

Mainstreaming gender

DONOR

The Ministry of Foreign Trade and Development Cooperation of the Netherlands



PROJECT TITLE

Employment for Youth in Egypt (EYE): Working together in Qalyoubia and Menoufia

TECHNICAL AREAS

Value chain development; entrepreneurship; local economic development

DONOR

The Norwegian Ministry of Foreign Affairs

PROJECT TITLE

Capacity of Egyptian Government, Workers' and Employers' Organizations Strengthened to Combat Child Labour

TECHNICAL AREAS

Child labour

DONOR

International Labour Organization (ILO)



International
Labour
Organization

PROJECT TITLE

Reform of Egypt Social Insurance System

TECHNICAL AREAS

Social protection, pensions

DONOR

International Labour Organization (ILO)

PROJECT TITLE

Advancing the Decent Work Agenda in North Africa (ADWA)

TECHNICAL AREAS

Employment policy, monitoring and evaluation

DONOR

Swedish International Development Cooperation Agency (Sida)

