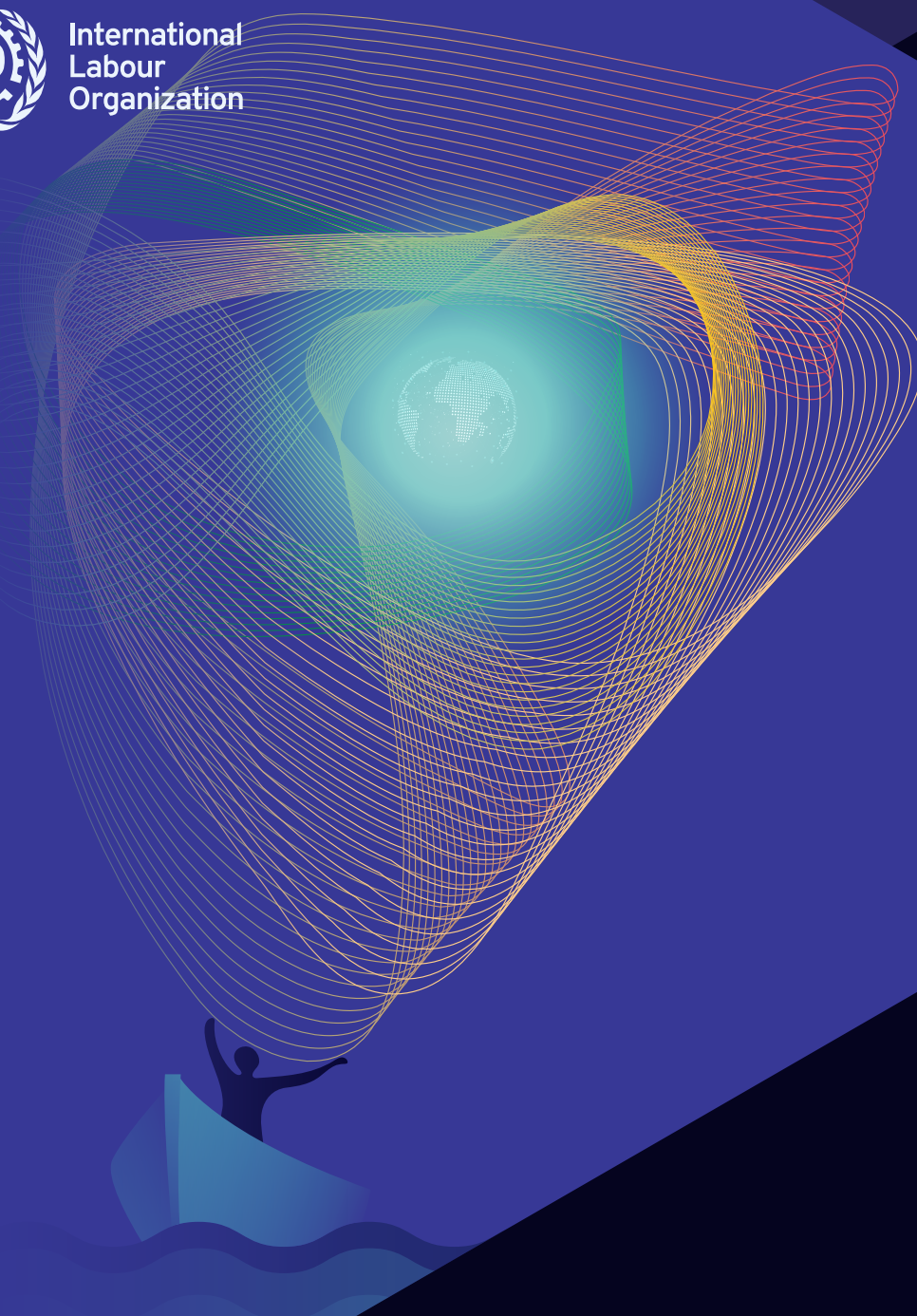




International
Labour
Organization



CULTIVATING

Change for the Future

2019 Results in Egypt

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**DECENT WORK
EMPOWERS
SOCIAL
JUSTICE**

**SOCIAL
JUSTICE
SECURES PEACE**



OPPORTUNITY, EQUALITY & SECURITY

improve the business climate

Coming together is a
BEGINNING,
Staying together is
PROGRESS,
And working together is
SUCCESS





DIRECTOR'S FOREWORD

We are living in a time of unprecedented change and exceptional challenges in the world of work.

These words described conditions in 1919, when the International Labour Organization was founded, and they remain an apt description of circumstances a century later.

Since 1919, the ILO has brought together workers, employers and government to advance policies and programmes that encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues. In discerning and articulating how interests intersect, change that benefits all becomes possible.

Our mission is consistent and enduring. To be effective stewards of change, though, our methods must adapt and evolve in response to the specific challenges we seek to address. Our 2019 activities and results, described in this report, reflect innovative new ways of thinking about and formulating responses to challenges, both globally and in Egypt.

Examples of some impactful new initiatives include:

- Cultivating new opportunities for youth employment with a multi-prong strategy addressing employment readiness, fair working conditions, entrepreneurship and rural development;

- Establishing our first public-private partnership to support job creation and youth employment, together with Methanex Egypt.
- Building the capacity of MSMEs to compete and grow through understanding value chains.
- Expanding our portfolio addressing the structural causes of inequalities that keep women from enjoying equal opportunities for decent work and equal pay.
- Supporting targeted action by a wide array of stakeholders to eliminate child labour in the cotton value chain.
- Empowering University Centers for Career Development to gather and integrate labour market information into educational and career counseling, which will help to reduce the gap between graduate knowledge and skill sets and employer needs.
- Launching the second phase of the Egyptian Business and Disability Network, which provides a forum for corporate employers to exchange learning and engage in advocacy for the employment and inclusion of persons with disabilities.

I am optimistic that these programmes, along with numerous other existing initiatives that bore fruit in the past year, will have lasting impacts on the world of work in Egypt.

2019 was ILO's Centenary year and ILO Cairo, under the auspices of H.E. President Abdel-Fattah El-Sisi, celebrated this milestone with events highlighting the treasured friendship and deep ties we

have formed with Egypt and its people. The ILO Cairo staff and I are grateful for the opportunities to be part of the story of a country that is reshaping its future with vision and determination.

As I write this foreword, the world is coming to terms with perhaps the most difficult challenge of our lifetimes: the COVID-19 pandemic. ILO and the Cairo office have been and will continue to be deeply involved in supporting responses that mitigate the damage to lives and livelihoods.

In doing so, we will join forces, as we have for more than a century, with our constituents (government, employers and workers' organizations), partners and donors, as well as our ILO colleagues in Geneva and Abidjan. To each of our collaborators, I extend heartfelt thanks for your insights, support and contributions. Our collaborations to advance the cause of social justice have given birth to innumerable advances over the years, and will keep us in good stead in the future, no matter how testing the times.

Eric Oechslin
Director, ILO Cairo Office and Decent Work Team for North Africa

ILO CAIRO: WHO WE ARE

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Yasmine el Essawy: *Business Development Services for Growth: Support the Micro, Small and Medium Enterprise Development Agency and affiliates*

HISTORY OF THE ILO

As the ILO celebrates its 100th anniversary in 2019, it is timely to reflect on the many life-changing events that are linked to the ten decades of ILO history.

The Organization has played a role at key historical junctures – the Great Depression, decolonization, the creation of Solidarność in Poland, the victory over apartheid in South Africa – and today in the building of an ethical and productive framework for a fair globalization.

It was created in 1919, as part of the Treaty of Versailles [PDF 837KB] that ended World War I, to reflect the belief that universal and lasting peace can be accomplished only if it is based on social justice.

The Constitution of the ILO was drafted in early 1919 by the Labour Commission, chaired by Samuel Gompers, Head of the American Federation of Labour (AFL) in the United States. It was composed of representatives from nine countries: Belgium, Cuba, Czechoslovakia, France, Italy, Japan, Poland, the United Kingdom and the United States.

The process resulted in a tripartite organization, the only one of its kind, bringing together representatives of governments, employers and workers in its executive bodies.

The driving forces for the ILO's creation arose from security, humanitarian, political and economic considerations. The founders of the ILO recognized the importance of social justice in securing peace, against a background of the exploitation of workers in the industrializing nations of that time. There was also increasing understanding of the world's economic interdependence and the need for cooperation to obtain similarity of working conditions in countries competing for markets.

Reflecting these ideas, the Preamble of the ILO Constitution states:

- Whereas universal and lasting peace can be established only if it is based upon social justice;
- And whereas conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled; and an improvement of those conditions is urgently required;
- Whereas also the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries.

The areas of improvement listed in the Preamble remain relevant today, including the regulation of working time and labour supply, the prevention of unemployment and the provision of an adequate living wage, social protection of workers, children, young persons and women. The Preamble also recognizes a number of key principles, for example equal remuneration for work of equal value and freedom of association, and highlights, among others, the importance of vocational and technical education.

<https://www.ilo.org/global/about-the-ilo/history/lang--en/index.htm>

ILO MISSION AND VISION

The International Labour Organization (ILO) is devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that social justice is essential to universal and lasting peace.

The only tripartite U.N. agency, the ILO brings together governments, employers and workers representatives of 187 member States to set labour standards, develop policies and devise programmes promoting decent work for all women and men.

Today, the ILO's Decent Work agenda helps advance the economic and working conditions that give all workers, employers and governments a stake in lasting peace, prosperity and progress.

Unmatched Expertise and Knowledge about the World of Work

In support of its goals, the ILO offers unmatched expertise and knowledge about the world of work, acquired over almost 100 years of responding to the needs of people everywhere for decent work, livelihoods and dignity. It serves its tripartite constituents - and society as a whole - in a variety of ways, including:

- Formulation of international policies and programmes to promote basic human rights, improve working and living conditions, and enhance employment opportunities;
- Creation of international labour standards backed by a unique system to supervise their application;
- An extensive programme of international technical cooperation formulated and implemented in an active partnership with constituents,

to help countries put these policies into practice in an effective manner; and

- Training, education and research activities to help advance all of these efforts.

WHAT WE DID:

To Celebrate the ILO Centenary in Egypt

In 2019, in partnership with Egypt and its people, we marked the 100th anniversary of the founding of the International Labour Organization. This Centenary coincided with the 60th anniversary of the establishment of ILO's Cairo office, making 2019 a particularly meaningful milestone.

The Centenary celebration launched in March 2019 with a press conference at the ILO office in Cairo chaired by Mr. Mohamed Saafan, Minister of Manpower and Mr. Eric Oechslin, ILO Cairo Director. To welcome the public into the celebration, a fleet of feluccas bearing the ILO Centenary logo on their sails was launched on the Nile river.

As a fitting symbol of the strength and growth of the friendship between Egypt and the ILO, the ILO presented a gift of 100 trees to be planted at the new Grand Egyptian Museum.

The ceremony offering and planting the trees was attended by Mr. Mohamed Saafan, Minister of Manpower; Dr. Khaled al-Anany, Minister of Antiquities; Mr. Eric Oechslin, ILO Cairo Director; Major General Atef Mofteh, General Supervisor of the Grand Egyptian Museum project; and a group of university and school students and children with disabilities. On April 11, 2019, ILO Cairo hosted a mega-

celebration in the shadow of the Pyramids, as a key element of a 24-hour series of ILO Centenary events on four continents. The celebration was inaugurated on behalf of Egypt's President H.E. Abdel-Fattah El-Sisi by Prime Minister H.E. Mostafa Madbouli, who hailed the ILO as "a safety valve for workers' rights all over the world and a unique example that brings together, on an equal basis, governments, employers and workers in one context."

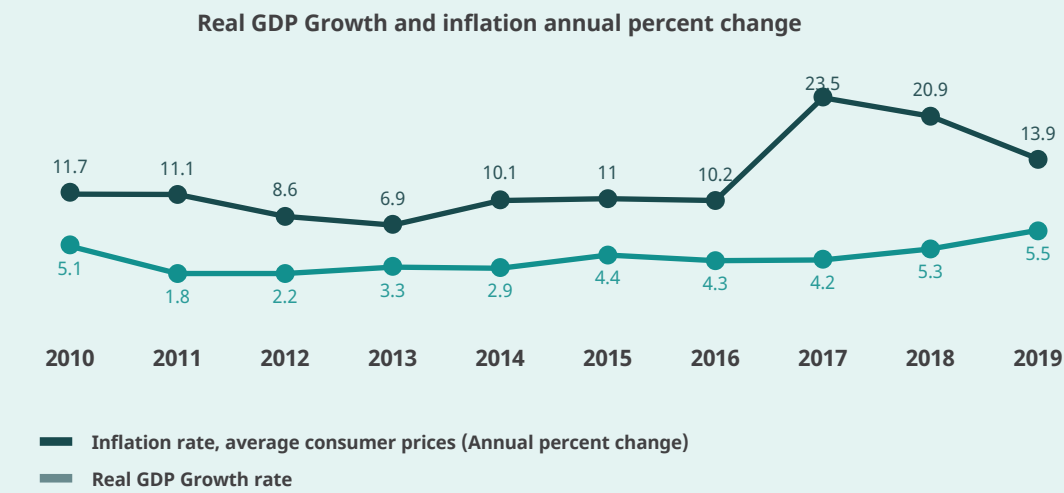
Other high-profile keynote speakers also lauded the long and productive history of the ILO, both worldwide and in Egypt. Mr. Mohamed Saafan, Minister of Manpower praised the "great support" that ILO provides to Egypt on labour and workers' issues, while Mr. Moussa Oumarou, ILO Deputy Director-General for Field Operations and Partnerships thanked His Excellency President El-Sisi for his patronage, which was an important signal for us. which was an important signal for us. From his side, Mr. Eric Oechslin, ILO Cairo Director emphasized the celebration

as an opportunity to reflect on the past in order to prepare for the future.

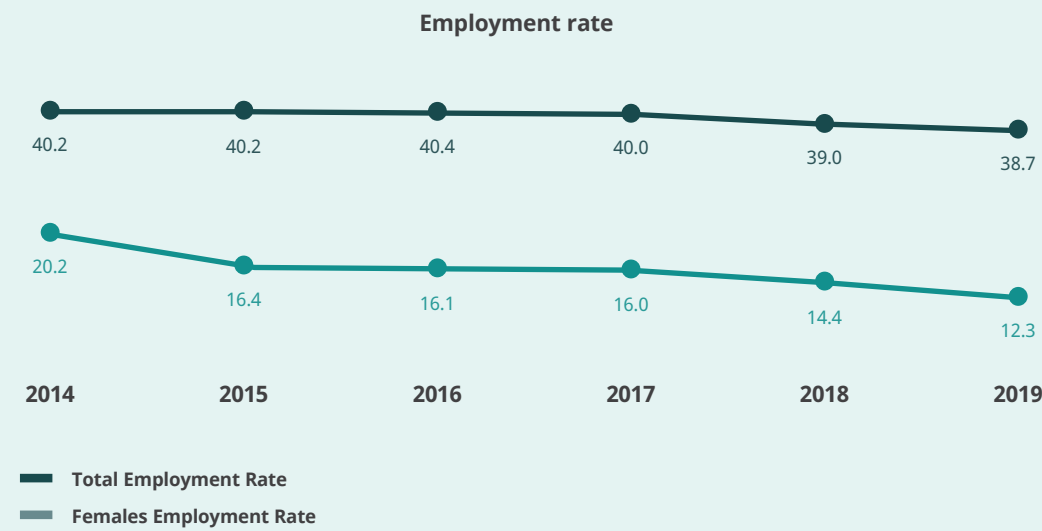
Also in attendance from the government were the Ministers of Justice, Local Development, and Migration and Egyptian Expatriates' Affairs, and a number of Governors. Representatives of ILO's constituents, UN agencies, international agencies and donors, NGOs, the private sector, academics and the media rounded out the well-attended event, which also featured musical performances by the Egypt Children Choir of former child labourers under the direction of Maestro Seleem Sehab, and by Egyptian actress and singer Bushra, as well as a dramatic performance by Isis Theater.

THE EGYPTIAN LABOUR MARKET IN 2019

In 2019, the Egyptian economy demonstrated continued improvement in several domains. GDP growth was 5.5%, up from 5.3% in 2018. The overall unemployment rate continued to decline for the fifth consecutive year, falling to 8.6%, i.e. finally returning to pre-2008 levels. Inflation also showed a marked deceleration, falling from 20.9% in 2018 to 13.9% in 2019.

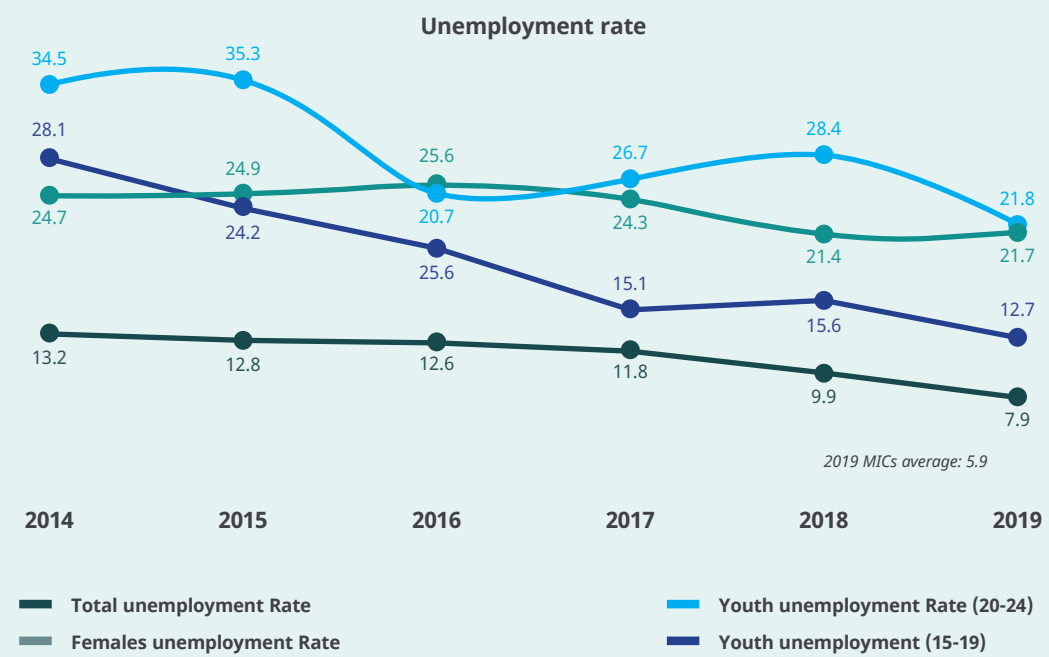
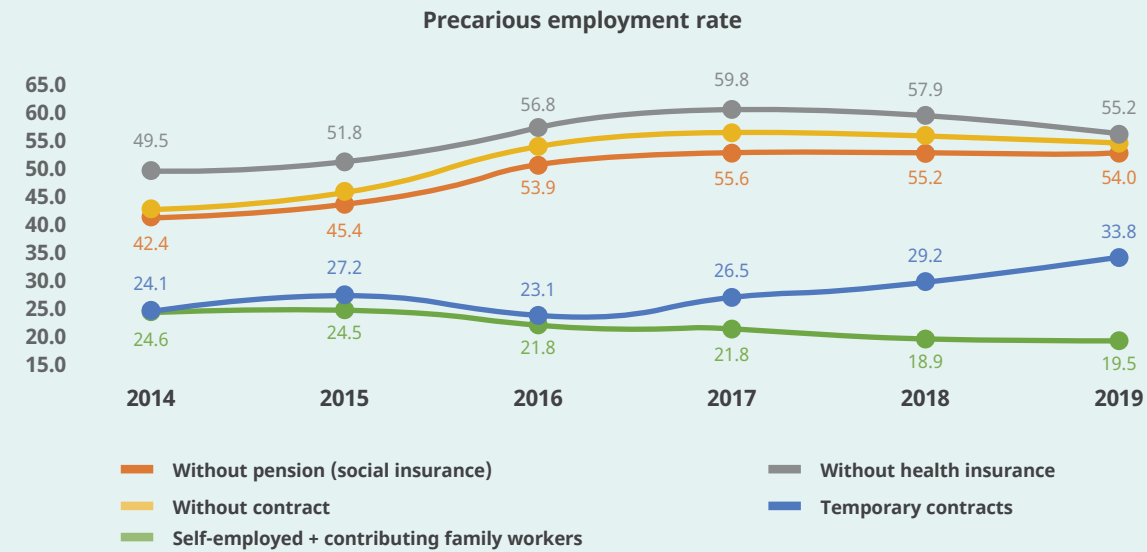


Source: IMF DataMapper. Available at: https://www.imf.org/external/datamapper/NGDP_RPCH@WEO/OEMDC/ADVEC/EGY



Source: CAPMAS, Labour Force Survey.

These are heartening results. However, other indicators confirm that significant opportunities remain to make lasting progress towards inclusion and equality in the workplace. First, the trend in the employment rate, which measures the percentage of the working-age population that actually works, has not shown signs of improvement yet. Reduction in unemployment is thus largely a factor of people withdrawing from the labour market. Egypt's employment rate of 39% is quite low compared its middle-income peers, which average 57%. Low employment rates are chiefly due to a very low participation of women in the labour market, which has continued to deteriorate in recent years. Females are also three times as likely to be unemployed as males.

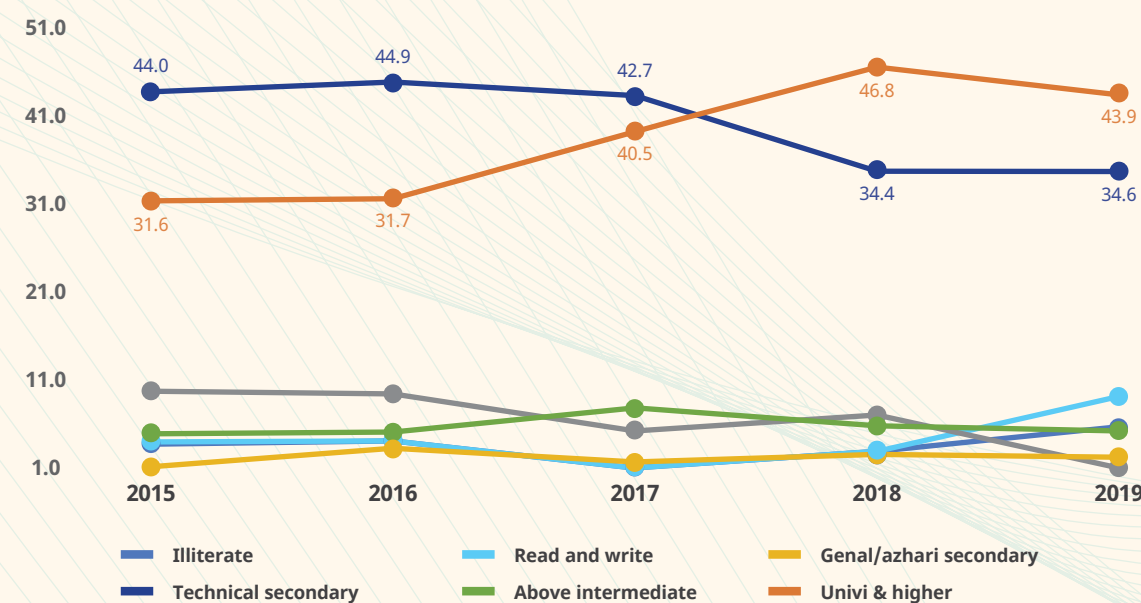


Source: CAPMAS, Labour Force Survey.

Another alarming indicator is unemployment among tertiary graduates. Graduate unemployment stands 12 points higher than in 2016. This is consistent with observed shrinking of higher-pay, professional-level jobs observed since then. Graduates of technical education also experience high unemployment; to some degree this is also a factor of their higher pay and working conditions requirements. It is also, however, indicative of a misalignment between technical education and the needs of Egyptian employers.

Although unemployment has declined, economic security in the labour market has deteriorated since 2014. The proportion of workers in informal and precarious employment has increased steeply. Between 2014 and 2017, the share of workers employed without a contract or health insurance rose by 20 percentage points, and has not posted a meaningful decline in 2018-2019. Over half of those employed are working without a contract, pension or health insurance. A marked increase in temporary contracts at the expense of more durable work relations has also been observed in the last few years.

Distribution of unemployment by education



OVERVIEW OF ILO WORK ON JOB PROMOTION IN EGYPT

The ILO works closely with the Ministries of Manpower, Planning, Finance and Education and other key stakeholders in Egypt to promote job-rich growth. The socio-economic model needs to make the best possible use of Egypt's key resource: its rapidly growing and youthful labour force. This involves work on a variety of fronts, as further described below. Our key areas of support to the GoE include:

- Improving the quality of **key labour market statistics**, including household and enterprise surveys, in alignment with international labour statistical standards and by leveraging new technologies;
- Strengthening **macroeconomic analysis capabilities**, particularly in order to improve the impact of **public investments** on job creations;
- Strengthening organizations delivering employment services across the public and civil society space and advocating for a stronger public role in not just passive but also **active social policies**; and
- Informing **educational policies** on better alignment with labour market requirements, and the use of labour market data for **career guidance**.

1. JOBS

1.a) Employment and Skills

Egypt is suffering from a significant skills mismatch, which means that skills available among the workforce cannot meet the fast-changing demands of the economy. This creates a major barrier to growth and development at the national level, but also at the individual level. Based on a 2019 ILO survey, the average over-qualification rate is 24% and the average under-qualification rate is 17%. Over-qualification is more dominant in Egypt, imposing significant wage costs on affected individuals and lowering levels of life and job satisfaction.

There are various reasons for the skills mismatch in Egypt. The key issues are lack of demand orientation of the education system; high fragmentation of the TVET system; lack of integration of core skills and transformative skills in education; absence of continuous education opportunities; lack of career guidance and functioning school-to-work transition services; and a lack of future orientation (digital skills, etc.) of the education system. Additionally, Egypt's education system lacks inclusivity especially for people with disabilities (PwDs).

Overcoming this skills mismatch and equipping young people with knowledge and skills that enhance their employability is a major focus of the Egyptian Government, evidenced by Egypt's Vision 2030, its commitment to achieve SDG 8 and the new education reform initiative (Education 2.0). The ILO is supporting the Government of Egypt to address the skills mismatch through a systematic set

of interventions whilst at the same time supporting the development of a more inclusive skills system that takes into account the needs of women, disabled people and migrants.

The main results areas the ILO tackled to address skills mismatch focused on:

- a. Supporting youth to **acquire job search skills** and enabling public sector staff to better support youth in developing job search skills. To do so, the ILO trained 11 new facilitators (four females and seven males) from the Ministry of Youth and Sports (MoYS) to implement Job Search Clubs (JSCs).
- b. Supporting the provision of more **evidence-based career guidance** to advise young people on careers in need in the labour market. The ILO trained UCCD staff in using statistical data in shaping their career guidance as well as in supporting the collaboration between CAPMAS, the Labour Market Observatory of the Ministry of Higher Education (MoHE LMO), UCCD staff and the American University in Cairo to conduct tracer studies and gain more knowledge about graduate employment trajectories. Additionally, the ILO supported the establishment of industry-university networks to support a better alignment of career guidance with industry needs.
- c. Supported a **more inclusive education system** by conducting

two Disability Equality Trainings for 44 staff from nine universities across the country. These trainings focused on changing attitudes and practices towards greater inclusion of people with disabilities in mainstream services and activities. The trainings were highly successful and widely covered in national news and social media. Moreover, the ILO supported 10 UCCDs to develop action plans for enhancing inclusion of PwDs in UCCD services. To better support the accessibility of the UCCDs themselves, the ILO preparing a guideline for physical assessment to allow UCCDs to identify and modify potential barriers.

- d. **Develop research and host knowledge sharing events** on key topics such as a study on life long learning and continuous education in Egypt, as well as a knowledge sharing with over 50 public and private sector partners event on what works in youth employment and skills particularly, looking at training for employment and job matching.

Job Search Clubs (JSCs) are a 10-day participatory activity that teach participants how to find suitable jobs by providing training in networking, communication skills and identifying personal strengths and weaknesses. Overall, 157 young people in Qalyoubia, Menoufia and Damietta attended JSCs in 2019 and increased their employability and employment chances.

1.b) Private Sector and Enterprise Development

Demographic dynamics, technological progress, and climate change are reshaping the landscape for private sector development. Enterprise development interventions need to adapt to these changes and create the enabling environment that can support improvements in decent work conditions, productivity growth, and a more cohesive society.

In Egypt, 60% of employment is created through micro, small and medium enterprises (MSMEs).¹ Micro or very small enterprises represent more than 90% of the total number of enterprises, so their employment contribution may be considerably larger than previously reported given the lack of information on the informal economy.² Therefore, supporting small economic units is a central part of the economic and social development strategy of the ILO in Egypt.

Understanding and responding to the reality faced by small economic units has become key to addressing the fundamental challenges of employment creation and job quality improvement. In 2019, we implemented a multi-dimensional approach to **support for private sector and enterprise development**:

- **Enabling environment**
The ILO has provided technical support in formulating the MSMEs and Entrepreneurship National Strategic Directions, which encompass
1. Subrahmanyam, Gita (2016). "Addressing informality in Egypt." African Development Bank.
2. ILO (2019). "Small Matters: Global evidence on the contribution to employment by the self-employed, micro-enterprises and SMEs."

six strategic pillars that address the most relevant challenges and concerns faced by entrepreneurs and enterprises in Egypt:

1. Legal and regulatory environment
2. Access to finance
3. Entrepreneurship promotion
4. Integration into value chains and export
5. Business development services
6. Technology

The office has established partnerships with diverse national stakeholders to advance the implementation of these directions. Our partners include national institutions like the Micro, Small and Medium Enterprises Development Agency (MSMEDA), the Central Bank of Egypt (CBE), Federation of Egyptian Industries (FEI), the National Council for Women (NCW), the Egyptian Banking Institute (EBI), and the Ministry of Youth and Sports, as well as other development partners like UNIDO, WFP, USAID, GIZ, TVET Egypt, the Egyptian Microfinance Federation and MCSBE.

Additionally, the ILO has supported the drafting of the new SMEs Law, which has been submitted to the House of Representatives for enactment.

- **Access to finance and financial education**
A set of financial education materials adapted to the Egyptian context has been developed and validated to be delivered through a combination of public and

private partnerships. The materials can be adapted to multiple target audiences and delivery methods; the initial pilot groups involve women, migrants and vulnerable populations. A certification model was designed to engage the first group of trainers that will further disseminate the content within their organizations and beyond.

- **Linkages between the education system and entrepreneurship initiatives**

In partnership with UNIDO, USAID, GIZ, and TVET Egypt, the ILO integrated the entrepreneurship awareness and skills materials for students denominated "Innovation & Entrepreneurship" into the curricula of schools across Egypt. TVET institutions in Damietta were trained to deliver the new curriculum, which provided 2,000 students with weekly lessons on entrepreneurship and innovation.

In collaboration with Horus University in Damietta, the ILO has facilitated the cultivation of an entrepreneurship ecosystem that targets the student community to support the launching of start-ups. Some of the main interventions involve the designation of an Entrepreneurship Day, and support to establish an Entrepreneurship Club that will lead the entrepreneurship activities within the institutions. This initiative provides the basis for future models of engagement with higher education institutions following international experiences.

• **Enterprise creation**

The ILO has continued to consolidate its platform to scale up and broaden the implementation of entrepreneurship skills to diverse groups of beneficiaries like youth, rural populations, and women.

In Egypt, the ILO implements two main tools for entrepreneurship skills development: the flagship Start and Improve Your Business (SIYB) program and the Get Ahead package for women's economic empowerment. With regard to SIYB, 23 new trainers were certified and 75 trainers participated in a refresher course to update their programme knowledge, ensure consistency in the training delivery and share lessons learned. The implementation of SIYB has grown thanks to the partnership with MSMEDA, the Small Enterprise Development Association (SEDA) and the Chamber of Furniture of Damietta. With regard to Get Ahead, 52 trainers have been certified and the initiative has been rolled out in collaboration with the NCW.

• **Support services for enterprises**

The ILO has collaborated with MSMEDA to develop a Business Development Services (BDS) market facilitation strategy, which serves as a strategic roadmap for MSMEDA to become a facilitator in the BDS market, ensuring that all MSMEs across the country have access to quality, relevant and sustainable BDS services. A BDS market facilitation manual has been developed, and 15 MSMEDA focal points have been trained to engage in the market facilitation for better support services for MSMEs.

Enterprise creation results

In Damietta, 103 young women and men participated in Start and Improve Your Business trainings. Following the training, more than 60% of the participants established a business. Ten of the new businesses have begun their business formalization process and three of them have become formal. The newly established businesses have the potential to create 131 new jobs.

And through partnership with the WFP, 83 Get Ahead workshops were held in five governorates, providing 2,318 rural and Bedouin women with training for economic empowerment.

In partnership with the CBE and the EBI, the ILO developed a training toolkit for Business Development Services (BDS), in collaboration with ITCILO. The materials were designed to address the priorities and needs of Egyptian MSMEs. The development of the BDS training toolkit comes in the framework of the CBE's Nilepreneurs initiative to establish a number of BDS local offices, called Hubs. The initiative involved training BDS advisors that effectively run the BDS Hubs. Eight national trainers were trained to deliver the training toolkit that further set up the final service delivery model.

Nilepreneurs

Business development services training

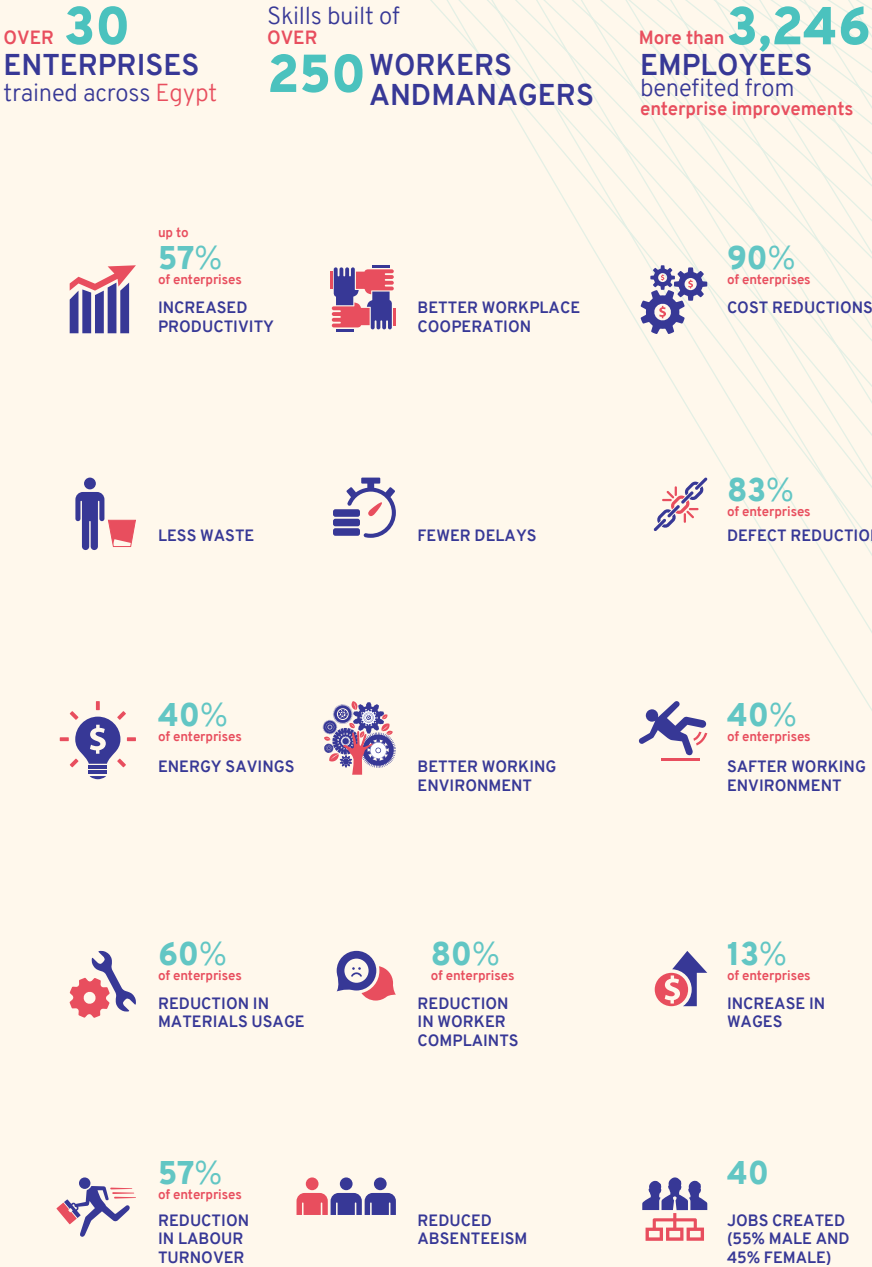
28 BDS Hubs now staffed with 129 trained BDS advisors, serving 5,201 MSME clients, delivering 10,031 services through 2019

• **Improving the productivity of enterprises**

In cooperation with the FEI and the Chamber of Chemical and Engineering Industries, the ILO implemented the Sustainable Competitive and Responsible Enterprises (SCORE) training. This programme improves productivity and working conditions at SMEs through the implementation of trainings that combine practical classroom training with in-factory counseling.

SCORE's approach of including workers, supervisors and managers together in the training creates greater engagement. The training includes the set up of an 'improvement team' in different divisions of the enterprises to ensure the spread and continual work of the training content at different levels as a genuine part of the policy of every company.

Upon the conclusion of the SCORE programme, 90% of participating enterprises reported cost savings, 57% witnessed an increase in their productivity, and 83% noticed a decrease in the rate of product defects. Moreover, 80% of the companies experienced a decrease in workers' complaints, while 57% saw a decrease in absenteeism. All participating enterprises have implemented notice boards for communication between management and workers, delivering important information in a clear and timely manner, and 93% now organize daily meetings between workers and management. The programme has also created 40 new positions across the participating enterprises.



Implementing SCORE training led to stronger employees commitment, which spurred remarkable productivity gains at an industrial company with more than 30 employees and technicians. The staff turnover rate in the participating enterprises dropped drastically after participating in SCORE.

"When the satisfaction of the employees with their work environment increased, their productivity increased, and the number of mistakes decreased," company CEO Mohamed El-Sayed explains. "After implementing SCORE training, there was a clear and highly effective scientific method for addressing, containing, and resolving problems." El-Sayed reports that productivity increased by nearly 70% due to reduced time spent searching for tools, better staff coordination and higher morale.

The results of SCORE training are tangible in the workspaces of one factory that specializes in producing fuel tanks. Many of its 200 employees had been injured while dealing with hazardous materials and equipment in the past, so the company and its workforce had an opportunity to apply the lessons from SCORE training.

To organize the factory floor, workers applied the 5S system, which defines five key principles: Sort, Set in Order, Shine (clean up), Standardize and Sustain. This method creates a streamlined and efficient environment, placing needed items at hand and reducing clutter and neglected spare parts. The application of the 5S method increased occupational safety significantly, which in turn boosted productivity.

"By applying the 5S method, our work environment became more organized, which led to a lower rate of accidents and injuries. Subsequently, fewer injuries meant fewer delays. The factory became more capable of meeting its delivery deadlines, which increased clients' satisfaction," expressed Khaled Youssef, Occupational Safety, Health and Environment Department Manager.

• Value chain development

Policymakers and BDS providers require a clear understanding of market dynamics and value chains, in order to support the growth opportunities of MSMEs in economic sectors with high potential to create or improve jobs and income generating activities. The ILO introduced a Value Chain Analysis/Development

(VCA/D) training programme to build capacity of national stakeholders to carry out such analysis. Twenty-eight participants from MSMEDA and other entities received training, and were coached to conduct value chain development research as part of a certification process.

The ILO has worked in implementing this value chain development approach in the agrifood and tourism sectors in the Minya and Luxor governorates, respectively. Two market system analyses identified market failures faced by MSMEs to tap on growth opportunities, and designed intervention models to overcome these challenges. These studies will serve as reference models for future interventions to integrate enterprises to value chains and export markets.

The ILO supported the participation of eight MSMEs in Food Africa, an international trade exhibition for food and beverages. This allowed the MSMEs and NGOs in the selected value chains—dairy and greenhouses— to meet new prospective buyers and suppliers, present their products in a specialized forum, collect market feedback on their products, and discover new food industry trends and technologies.

MSMEDA, in its facilitative capacity and under the auspices of the President of Egypt, organized the week-long Torathna Handicraft Exhibition, which gathered more than 500 exhibitors of hand-crafted items from governorates across Egypt. The exhibition provided different marketing opportunities that are expected to contribute to the expansion and sustainability of the participating exhibitors.

Success story

I am Hanan Mustafa from Damietta Governorate. I am 30 years old, a mother of two children. My journey started at the beginning of learning crochet through the internet, because I wanted to do the best clothes for my baby daughter at that time. My cousin helped me to hold the needle and I started learning and doing clothes for my daughter for three months.

After that I came across a new art to me, "Amigurumi", which is the art of making dolls by crochet. I joined one of the workshops that teaches this art with a friend and I learned how to do a doll using simple techniques. This was very exciting for me, so I started developing my crochet skills and convinced one of my friends to join me in doing crochet dolls. My friend and I learned quickly and then we decided to give free workshops and patrons to other interested friends. This was all done through improvising and I found lots of pleasure in learning and teaching others what I learned.

I started giving courses and taught more people. I learned about their happiness in this world. I also developed a Facebook page (Bambino Hand Made) and used it to market and sell my work. Nevertheless, I was often confused about pricing the dolls. My business was also very limited and I wanted to sell more. I worked without planning and did not know much about business principles.

Then I heard about the ILO project "Decent Jobs for Egypt's Young People" in Damietta, funded by Methanex Egypt, which has its plant in Damietta. The purpose of the project is to support Damietta's community and job creation for the governorate's youth. I joined a training programme called "Start Your Business" and this was exactly what I needed. I learned about planning my business, studying the market, calculating my cost, pricing the dolls and launching my product in the market. I started thinking about my business and worked out my business plan.

Now I have a complete marketing plan, which included that I need to start approaching kindergartens and nurseries. I succeeded to have a little exhibition of dolls in a reputable nursery in Damietta. Being close to kids and the market changed a bit my thinking and my designs to respond to demand. I started to do dolls of various sizes and representing various personalities. Now I sell in various kindergartens as well as online. I engage two of my friends to help me when demand increases. I plan to expand into other nurseries and facilities for kids. I am hoping to have my own shop and my own brand name for my dolls, hopefully soon.

2. SOCIAL PROTECTION

Social protection is a human right that gives individuals and families security and dignity.

2.a) Social Security

Reform of the social insurance and pension system in Egypt has been a longstanding issue in the national political debate. Since 2014, ILO has offered technical advice on social protection to the Government of Egypt (legal, actuarial, capacity building, etc.) during the preparatory period of the pension reform. A series of actuarial studies corresponding to different scenarios of reforms of the pension system have been done with the Ministry of Social Solidarity and the Ministry of Finance, intending to guarantee the long-term sustainability of the current defined benefit system via parametric reform.

In 2019, the ILO has renewed its support to the Government of Egypt in social protection illustrated by a new four-year Protocol of Cooperation signed with the Ministry of Social Solidarity in February 2019.

The ILO Egypt actively advocates for the extension of social protection policy and provides technical assistance to help extend adequate levels of social protection to all members of society. Embedded into the ILO systemic social protection approach, cooperation with the MoSS concerned both the contributory social insurance and pension

systems, as well as the non-contributory social assistance schemes, and capacity-building activities in social protection.

Based on this ILO technical work, Law 148/2019 reforming the national social insurance pension system has been adopted in August 2019 by the Egyptian Parliament, contributing to enhancement of the coverage, the governance and the financial sustainability of the system.

Since the adoption of the law, the ILO has supported the MoSS in drafting different parts of the Executive Regulations, actuarial components, investment policy, human resources, financial and accounting reporting methods related to the merging of the two social insurance and pension funds, the Public and Private Social Insurance Funds (PSIF) with the Government Social Insurance Funds (GSIF). The full implementation of the law is expected to take three years, during which the ILO plans to continue to support the Government of Egypt.

In addition to the support for the contributory schemes, the ILO has also supported the non-contributory social protection schemes. As part of the

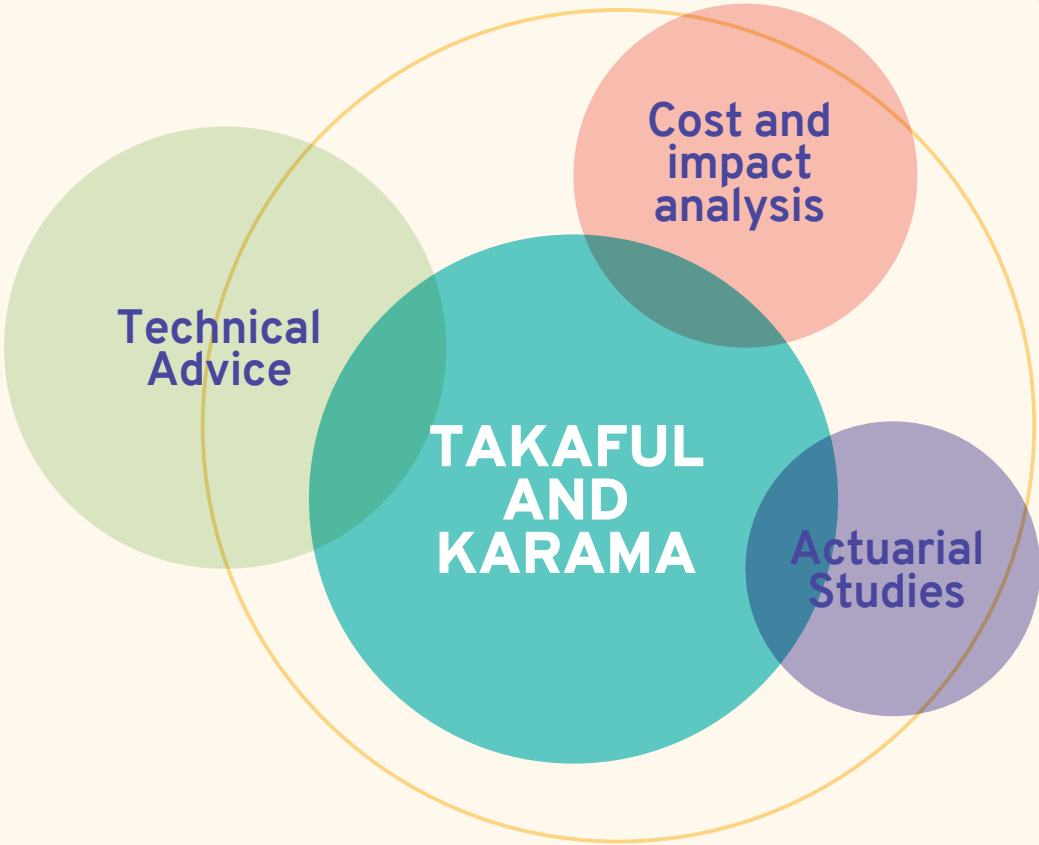
Egyptian Social Protection Floor Initiative chaired by the MoSS, the ILO has led research on the costing of the extension of non-contributory social protection schemes, with two dimensions:

- extending the number of beneficiaries of Takaful and Karama, but also maternity benefits; and
- increasing the benefit level in relation to poverty thresholds (e.g. indexation of benefits on inflation).

The results of this study were presented during a research workshop co-organized with FES and chaired by Deputy Minister Nivine El Kabbag to discuss the findings of the research on social protection extension.

All the scenarios of social protection extension have direct poverty impact and a significant number of beneficiaries are moving out of poverty. The statistical study also confirms that extending social protection in Egypt would reduce income inequality.

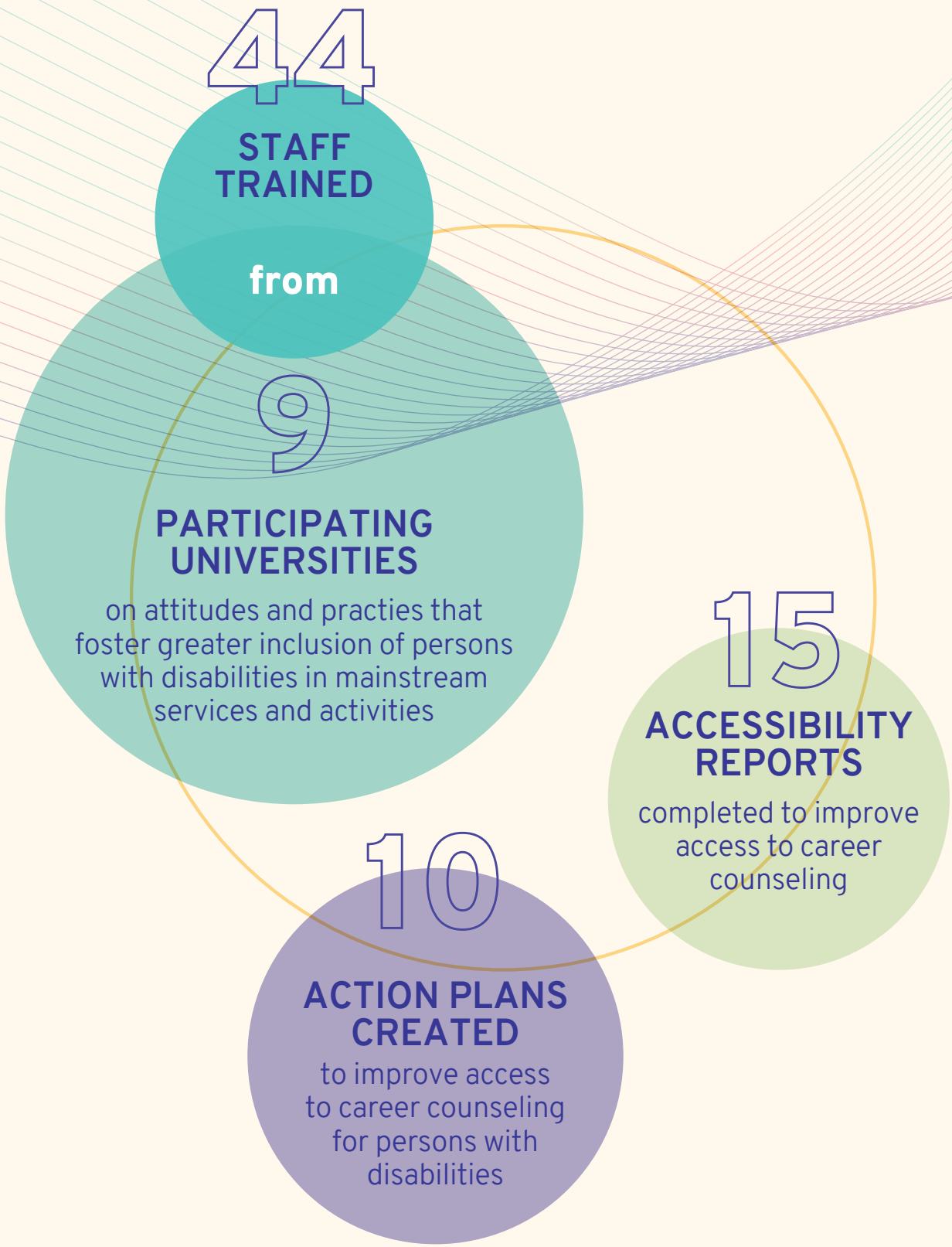
ILO will continue to support the implementation of the social protection programmes in upcoming years.



2.b) People with Disabilities

Supporting the inclusion of people with disabilities through the employment cycle, from education to career guidance to recruitment to job retention and promotion, is essential for equality. When all workers enjoy access to employment from all entry points, businesses have an expanded pool of labour from which to recruit and can benefit from workers' full professional potential. ILO Cairo is committed to working with employers and employment-adjacent organizations to identify and address barriers to workplace inclusion. Activities undertaken in 2019 included:

- Launching the second phase of the Egyptian Business and Disability Network (EBDN), in partnership with the Corporate Social Responsibility (CSR) Unit of the Federation of Egyptian Industries. The EBDN is a business-led partnership to promote employment and inclusion of persons with disabilities, and includes a range of national and multi-national enterprises, as well as non-corporate members such as the Ministry of Communication and Ataa, a large charitable investment fund. Member companies exchange learning and best practices, promote change and engage in advocacy regarding employment of persons with disabilities.
- Supporting the development of accessibility reports for 15 University Centers for Career Development (UCCDs), to ensure that individuals with disabilities are able to obtain career guidance and job search services. After the reports were prepared, a consulting workshop was held to present findings and suggested solutions.
- Enabling facilitated focus group discussions with UCCD staff to create action plans for enhancing inclusion of the disabled in UCCD services across the full spectrum of their work, including internal practices. Ten UCCDs now have action plans.
- Following on from the UCCD reports, preparing a guideline for early assessment of physical accessibility so that new UCCDs can identify and modify potential barriers.
- Conducting two Disability Equality Trainings for 44 staff from nine universities across the country. These trainings focused on changing attitudes and practices towards greater inclusion of people with disabilities in mainstream services and activities, and were widely covered in national news and social media.



2.c) Child Labour



According to the 2012 ILO/CAPMAS National Child Labour Survey in Egypt, 1.6 million Egyptian children—9.3% of all children between the ages of 5 and 17—were engaged in child labour.

Child labour not only threatens children's rights, health and welfare, but also has negative socio-economic effects and complicates international trade relationships. Accordingly, the Government of Egypt has expressed strong political will in combating child labour, building on advancements in recent years targeting children's welfare and their protection from child labour. The Government has developed, endorsed and launched the National Action Plan (NAP) for Combating the Worst Forms of Child Labour and Supporting Family in Egypt (2018-2025). The NAP aims to provide timelines and identify roles of the governmental agencies responsible for assisting children engaged in child labour. It is aligned with Egypt Vision 2030, the Egyptian Constitution, SDGs Target 8.7 and ILO Conventions No. 138 on Minimum Age and No. 182 on Worst Forms of Child Labour.

Since assisting countries in eliminating child labour is one of ILO's core mandates,

the ILO Cairo office is supporting the Egyptian Government in the effective implementation of the NAP. In Egypt, efforts focus on improving policy, legal and institutional frameworks to address child labour and institutionalizing innovative and evidence-based solutions that address the root causes of child labour in the cotton supply chain, which has historically employed thousands of children each year.

Main Results in 2019

In partnership with the ILO tripartite, national and development partners, ILO achieved the following key accomplishments in 2019:

1. Nine representatives from 17 national entities, development partners, and employers' and workers' organizations reached agreement on priority coordinated actions for 2020.
2. The minimum age for employment was increased from 14 to 15 years in line with the Minimum Age Convention C138 and in accordance with the Egyptian Constitution. This increase in the minimum age for employment will be reflected in the new Labour Code, which is under consideration by the Egyptian Parliament.

Minister of Manpower: Mohamed Sa'afan

"Egyptian laws were developed in compliance with ratified international labour standards pertaining child labour. To put conventions' provisions into practice; the Egyptian Government in collaboration with ILO launched the NAP to coordinate national efforts to eliminate child labour."

"We need to redouble and integrate these efforts to address the negative effects of child labour on the society. Therefore, the Ministry of Manpower works hard to complete the digitalization of labour inspection across Egypt."

3. Building on the Ministry of Manpower's digitalized inspection mechanism developed by the ILO in 2017, a trail referral mechanism on child labour was developed by ILO in cooperation with the World Food Programme. The purpose of the referral mechanism is to report incidences of child labour as identified by MOM to the National

Council for Childhood and Motherhood to provide the necessary support.

4. For the first time, an Egyptian delegation participated in the Strategic Meeting of the Alliance 8.7 Supply Chains Action Group organized by the ILO Regional Office in Africa in Cote d'Ivoire to contribute to the formulation of the global and regional networks to support the implementation of SDG Target 8.7.
5. Egypt endorsed the African Union Ten Year Action Plan to Eradicate Child Labour, Forced Labour, Human Trafficking and Modern Slavery (2020-2030). The ILO facilitated tripartite consultation in Egypt on the proposed plan that was adopted on December 6, 2019 on the sideline of the ILO regional meeting in Cote d'Ivoire.
6. Fifty-seven national stakeholders, partners and cotton supply chain actors were sensitized on issues pertaining to eliminating child labour.
7. Thirty-five representatives from MOSS and NCCM were supported to develop action plans to enhance their implementation of the NAP through two workshops on Activating the Role of National Stakeholders to Actively Implement the NAP.
8. To enhance Egypt's reporting to the ILO international labour standards pertaining to child labour, MOM representatives were trained on international labour standards and reporting obligations at the ILO ITC.
9. World Day Against Child Labour (WDACL) was uniquely celebrated in Egypt in 2019 under the global

slogan "Children should not work in fields but on dreams."

- a. On June 12, 2019, in cooperation with MOSS, MOM and NCCM, an official celebration brought together 50 children from MOSS Child Labour Center who were either involved in child labour or at risk of educational drop-out, as well as ILO's tripartite constituents. With the objective to promote and raise awareness on eliminating child labour, children performed their own play and puppet show as well as a painting exhibition.
 - b. On July 2, 2019, in coordination with the IOM and Al-Ahly Sporting Club, ILO organized a tournament in which more than 60 migrant children participated in football matches followed by a health awareness session for their whole families. The children were accompanied by their community leaders and families, gathering together more than 200 participants from different countries.
10. Through participation in the "Enhancing Access to Education and Combating Child Labour" series of workshops, in collaboration with WFP, 118 MOM labour inspectors have increased capacities to protect children in employment through gaining knowledge on effective labour inspection with emphasis on child labour/working children-relevant legislation and protection mechanisms.
 11. Twenty-six regional units of Dual Education System representatives,

technical education trainer "change agents" and national consultants have enhanced capacities in Occupational Safety and Health to provide advisory services to 500 intercompany trainers in 220 enterprises that provide opportunities to 3000 apprentices in collaboration with GIZ Enhancement of Egyptian Dual System project.

Amal Abd El Mawgoud, Foreign Affairs Undersecretary, MOM

"What I learned in the International Labour Standards and Reporting Obligations Training was an eye opener to better international labour standards reporting on child labour."

"I realized many concepts that I had overlooked and I had a greater ability to organize and improve my work from a procedural point of view in responding to binding report."

3. CROSS-CUTTING THEMES

3.a) Employers and Workers

Many employers find it challenging to build a workforce of motivated employees. Many job seekers say it's not easy to find a good job with an employment contract. Finding ways to bridge the gap between these perspectives and build employee-employer trust and effective communication was the focus of the Egypt Youth Employment (EYE): Working Together in Qalyoubia and Menoufia project, funded by the Norwegian Ministry of Foreign Affairs.

In 2019, EYE designed and implemented a Training for Employment programme that was praised by both employers and workers. Working with AMIDEAST and Nahdet El Mahrousa, EYE identified 11 workplaces offering fair wages, contracts, legal guarantees and that also had current job openings, and advertised the vacancies at job fairs and on Facebook. Four hundred young men and women, including people with disabilities, responded and participated in a five-day training on workplace skills, rights and responsibilities, as did their future supervisors.

While the skills covered in Training for Employment are essential, many workers had never been given the opportunity to learn them. "I have worked for 10 years in many factories, and this was the first time I've been offered training on workplace rights and duties," said seamstress

MariamShaaban. "Thisstructuredtraining is of major benefit to my confidence, presentation and communication skills. It included excellent group interaction from the beginning, and real-life experiences.

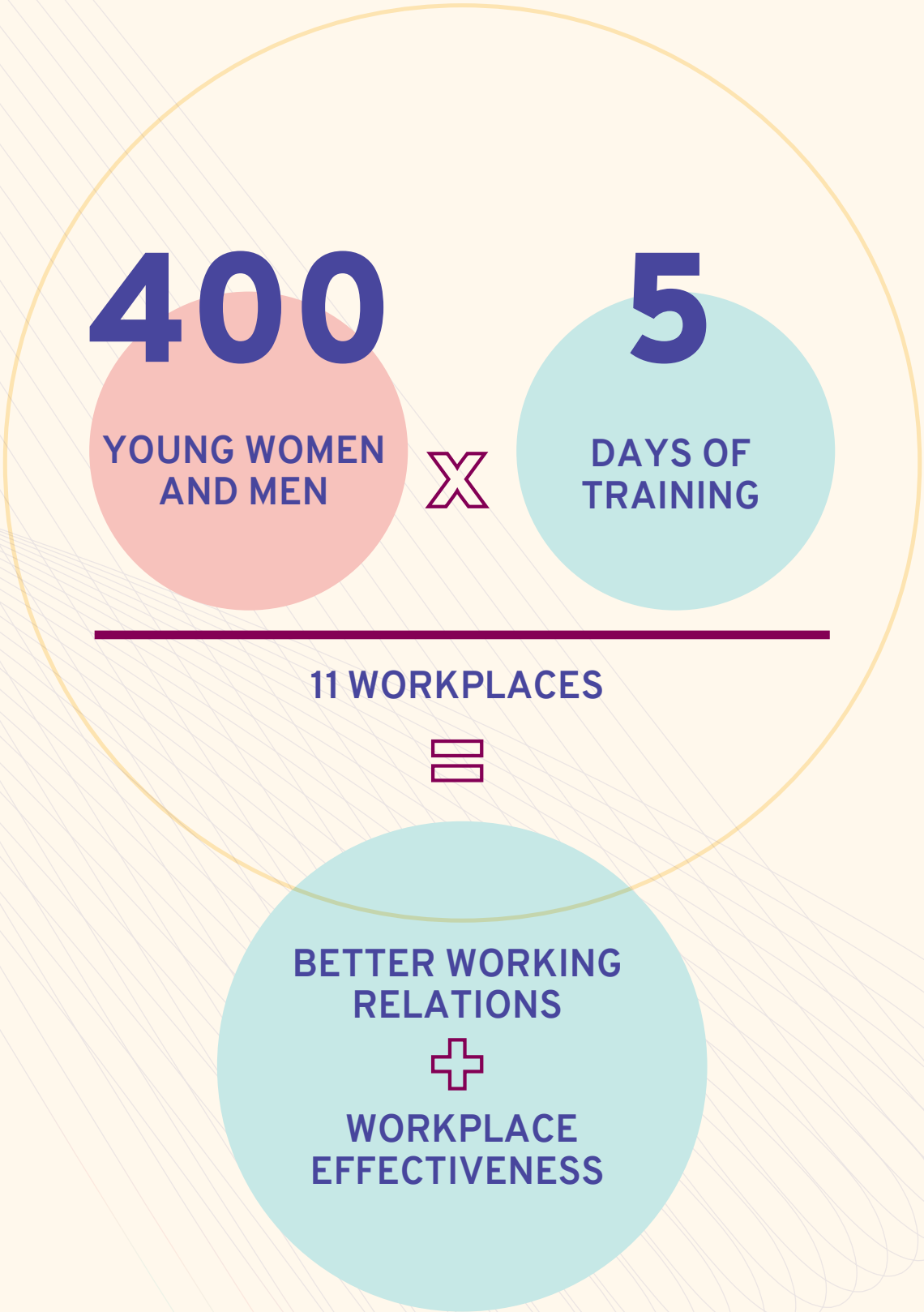
Supervisors also reported that the programme laid a solid foundation for worker-employer relations and gave them tools to bring out the best in employees. "When workers attend lectures on rights and duties from day one, they get a feeling of safety and trust as well as loyalty to the place," said Raouf Awad, the Administrative Manager at a Sadat City garment factory. Both supervisors and workers cited better workplace cooperation and communication, and reduced conflict, as a result of the training.

The Decent Jobs for Egypt's Young People (DJEP): Tackling the Challenge in Damietta project broke new ground as well, as it constitutes the ILO's first public-private partnership in Egypt. ILO has collaborated with Methanex Egypt to support job creation and youth employment in Damietta. Under the umbrella of this project, DJEP collaborated with the Chamber of Furniture to launch the ILO programme "Improve your Business" in Damietta's furniture sector. Fourteen enterprise owners participated in the pilot programme, which consists of four modules: Marketing, Costing, People and Productivity and Planning

for Your Business. The feedback from the programme participants was very positive.

Finally, the Advancing Decent Work Agenda in North Africa (ADWA) project reached an agreement that will contribute to the creation of a positive safety culture in the private sector through the finalization of an MOU with Ericsson. This partnership will enhance awareness of occupational safety and health and put relevant measures into place within the Egyptian telecommunications sector.

Wafaa Saeed had several previous seamstress jobs, but employers didn't formalize the positions with contracts whose terms matched what was advertised. Thanks to the Training for Employment programme, she found a position at a garment factory in Sadat City in which all the aspects advertised—salary, benefits, transportation and daily meal—were actually delivered.



3.b) Gender Equality and Women's Empowerment

Aligned with the Global Agenda for Sustainable Development, specifically Goals 5 and 8, which call for promoting gender equality and decent work for all, the ILO's Centenary Declaration was an opportunity to emphasize gender equality as a crosscutting policy driver in all of ILO's work, and to recall ILO's objective to "achieve gender equality at work through a transformative agenda, which ensures equal opportunities, equal participation and equal treatment...for women and men."¹

In contributing to the achievement of this objective, driven by the expertise of its Decent Work Team for North Africa and Development Cooperation projects, the ILO Cairo Office continued to design **targeted, gender-responsive** and **context-specific** interventions in 2019.

The Egyptian context is characterized by important gender gaps in the labour market.² The female unemployment rate is 23.6 percent, and as many as seven out of 10 young women available

to work are unemployed.³ This gender gap is particularly pronounced for the younger population.⁴ Various factors at the macro, meso and micro levels explain the low economic participation of women in Egypt, including challenges related to legal regulatory frameworks, access to skills training, and working conditions. These challenges are more accentuated in the informal sector where 52 percent of the Egyptian female labour force, especially in rural areas, is concentrated.⁵

In close collaboration with the Government of Egypt and workers' and employers' organizations, the ILO Cairo Office continued in 2019 to address obstacles to women's active labour participation. This happened through a comprehensive approach that also works at the macro, meso and micro levels, and that tackles at the same time access to employment, entrepreneurship, decent work conditions and social dialogue.

On the **macro level**, the ILO provided technical feedback on the new labor

legislation draft, with a special focus on the articles related to women's economic empowerment, such as ensuring equal pay, leave entitlements and child care at work. The Office advocated for ratification of the "Violence and Harassment Convention" (C190) by conducting information sessions with key stakeholders, including the Ministry of Manpower and the National Council for Women.

Furthermore, representatives from ILO's three constituencies participated in the regional symposium on the Equal Pay International Coalition (EPIC), committing their organizations to work to promote equal pay between men and women. The government of Egypt, through the Ministry of Manpower, became the first Arab country to pledge membership in the Coalition.

The ILO Cairo Office also supported building national partners' capacity on their priorities pertaining to gender and employment. Accordingly, four representatives from the Ministry of Manpower and the National Council

1. ILO Centenary Declaration (2019): https://www.ilo.org/wcmsp5/groups/public/@ed_norm/@relconf/documents/meetingdocument/wcms_711674.pdf

2. The male employment-to-population ratio is more than three times higher than that for women (69.8 per cent for men compared to 17.1 per cent for women). Source: Women at Work Trends (2016): https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_457317.pdf

3. World Bank (2019): <https://data.worldbank.org/indicator/SL.TLF.TOTL.FE.ZS?locations=EG>

4. 34.9 per cent for men compared to 7.3 per cent for women. Source: Women at Work Trends 2016: https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_457317.pdf

5. Economic Research Forum (2015): <https://erf.org.eg/wp-content/uploads/2015/12/910.pdf>

for Women participated in "Gender Academy and Value Chain Development: Moving from Analysis to Action" at the ILO International Training Center. Additionally, representatives from the ILO's tripartite constituencies in Egypt participated in the Sub-regional Gender Experts Meeting, gathering with their Tunisian counterparts and Finnish experts to establish a knowledge-sharing network of gender experts and build skills necessary to develop gender-responsive capacity-building trainings for their respective organizations.

On the **meso level**, in collaboration with the Federation of Egyptian Industries (FEI), the ILO conducted the third round of the "Human Resources and Gender Academy," held for the first time in Alexandria. Twenty-three participants from 21 companies graduated from the third round. The Academy helped companies develop and adjust HR policies and practices to enhance gender equality. Additionally, the ILO supported launch the FEI's "Position Paper on Women Entrepreneurship Development," calling

for tangible actions to support small enterprise development, employment creation, gender equality and women's empowerment. The launch was part of a multi-stakeholder consultation on strategies for encouraging women's entrepreneurship and was attended by more than 200 participants from government, the private sector, academia, international organization and donors.

Moreover, the ILO Cairo Office extended its support to workers' organizations to promote gender equality in trade unions. ILO published the "Study on Women in Trade Unions," recommending specific ways to enhance women's involvement and capacity. Following from the Study's recommendations, three different trade unions adopted action plans for promoting gender equality in the workplace and within the union structure.

On the **micro level**, following the recommendation of the aforementioned Study, the ILO conducted a Training for Trainers for 20 trade unionists, based on ILO's "Training Manual on Strengthening Trade Unions Role in Promoting Gender Equality in the workplace" who in turn will deliver workshops to various trade unions throughout Egypt on gender equality. Also, in collaboration with the National Council for Women, with the objective to enhance women entrepreneurship,

the ILO Cairo Office provided Get Ahead Training to more than 200 young women, more than half of whom have actually started micro-enterprises and currently reflect a good potential to sustain their new businesses.

Gender equality is a key policy driver and crosscutting issue in all ILO's work. However, increasing gender equality-focused funding and designing gender equality-specific projects is crucial to reflect the strategic weight and importance of the issue. In this context, the ILO Cairo Office expanded its gender portfolio in 2019.

Today, the portfolio contains three gender-focused projects, two of which started in 2019, with a total funding of approximately \$4 million. These are the Finland-funded Decent Work for Women in Egypt and Tunisia project (2018-2021), the SIDA-funded Joint Programme for Promoting Productive Employment and Decent Work for Women in Egypt, Jordan and Palestine (2019-2023); and the Netherlands-funded Phase II of Promoting Gender-Responsive Workplaces in Egypt project (2019-2021).

ILO Training Manual on Strengthening Trade Unions’ Role in Promoting Gender Equality in the Workplace

This ILO tool, available in Arabic, was developed based on lessons learned from previous trade union trainings, and wide consultations with workers’ organizations and gender experts.

The training manual includes an overview of gender concepts and International Labour Standards; guidelines on the role of trade unions in promoting gender equality; mechanisms to enhance women's representation in trade unions, collective bargaining and negotiation on gender issues and; strategic planning related gender equality. For more information, please visit: https://www.ilo.org/africa/about-us/offices/cairo/WCMS_637330/lang--ar/index.htm

ILO Training Programme on Gender and Entrepreneurship Together: Get Ahead for Women in Enterprise

This ILO tool aims to assist ILO partner organizations in promoting enterprise development among women in poverty who want to start or are already engaged in small-scale business. The programme promotes enterprise development among women in poverty, particularly those in rural areas, who have started or want to start small-scale businesses.

In 2019, the ILO Cairo Office implemented the training through five of its Development Cooperation projects. These are the Canada-funded Decent Jobs for Egypt’s Young People: Tackling the Challenge Together project and Decent Jobs for Egypt’s Young People in Damietta project; the Norway-funded Employment for Youth in Egypt: Working Together

in Qalyoubia and Menoufia project and Egypt Youth Employment: Jobs and Private Sector Development in Rural Egypt project; and the UN Human Security Trust Fund-funded Egypt Youth Employment: Providing a Reason to Stay project.

Due to the considerable success of this tool and requests from national partners, the ILO will expand implementation through more ILO projects in 2020, and is working on developing a digitalized version of the tool to reach a larger group of beneficiaries.

For more information, please visit: https://www.ilo.org/empent/Publications/WCMS_116100/lang--en/index.htm

PARTNERS

The International Labour Organization is the only tripartite U.N. agency. Since 1919, the ILO brings together governments, employers and workers of 187 member States to set labour standards, develop policies and devise programmes promoting decent work for all women and men.

The ILO in Egypt works equally with governments, employer and workers organizations to achieve social justice and decent work in the country. The ILO brings change at the normative and institutional level as well as on the ground through

programmes and projects, in partnership with an array of development partners.

At the same time, as part of the UN the ILO coordinates its efforts with the Resident Coordinator Office (RCO) and other sister agencies to ensure a coordinated achievement of the United Nations Partnership Development Framework (UNPDF), Egypt’s Vision 2030 and the SDGs.

The ILO values and appreciates all of the partnerships that have contributed to the achievements as set out in the report and looks forward to expanding

these partnerships to continue to achieve sustainable results in the coming years.

The achievements highlighted in the report are a result of the fruitful and generous contribution from the following donors and development partners:



PROJECT PORTFOLIO

Project Title	Technical Areas	Donor
Decent Jobs for Egypt's Young People: Tackling the Challenge Together	Employment, SMEs and skills development policies with a focus on Minya, Port Said, Red Sea and Luxor governorates; apprenticeships, career guidance, entrepreneurship, business development services	Global Affairs Canada (GAC)
The Way Forward after the Revolution - Women Empowerment	Mainstreaming gender-related issues in labour policies and legislation, women economic empowerment (skills, entrepreneurship)	Ministry for Foreign Affairs of Finland
Joint Project on Jobs and Skills for Persons with Disabilities with a focus on ICT-based solutions	ICT skills and e-learning methodologies	UN Partnership to promote the Rights of Persons with Disabilities Multi-Donor Trust Fund (UNPRPD)
Promoting Gender Responsive Workplaces in Egypt	Mainstreaming gender	The Ministry of Foreign Trade and Development Cooperation of the Netherlands
Employment for Youth in Egypt (EYE): Working Together in Qalyoubia and Menoufia	Value chain development; entrepreneurship and local economic development	The Norwegian Ministry for Foreign Affairs
University Centers for Career Development	Skills development and career guidance	American University in Cairo
Promoting Financial Literacy among Vulnerable Populations in Egypt	Financial literacy, financial education and access to finance	Netherlands Embassy
Advancing the Decent Work Agenda in North Africa (ADWA)	Employment policy, monitoring and evaluation	Swedish International Development Cooperation Agency (SIDA)

Project Title	Technical Areas	Donor
BDS4GROWTH - Support the Micro, Small and Medium Enterprise Development Agency and affiliates	Business Development Services, SMEs and value chain development	European Union
Support the operationalization of the newly created SME Unit of the Federation of Egyptian Industries	SMEs	European Union
Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa		Netherlands Embassy
Promoting Productive Employment and Decent Work for Women in Egypt, Jordan and Palestine	Employment policies, legislation and economic empowerment for women	SIDA
Decent Jobs for Egypt's Young People: Damietta	Decent jobs and employment	Methanex
PROSPECT	Skills development, enterprise development and education	Government of Netherlands

ACRONYMS USED IN THIS REPORT

ACCEL Africa	Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa Project
AUC	American University in Cairo
BDS	Business Development Services
CAPMAS	Central Agency for Public Mobilization and Statistics
CBE	Central Bank of Egypt
CSR	Corporate Social Responsibility
DJEP	Decent Jobs for Egypt’s Young People Project
DWT/CO	Decent Work Team and Country Office
EBDN	Egyptian Business and Disability Network
EBI	Egyptian Banking Institute
ECES	Egyptian Center for Economic Studies
ELMPS	Egypt Labour Market Panel Survey
EPP	Employment Promotion Project
EU	European Union
EYE	Egypt Youth Employment
FAO	Food and Agriculture Organization of the United Nations
FEI	Federation of Egyptian Industries
FES	Friedrich-Ebert-Stiftung
GAC	Global Affairs Canada
GDP	Gross Domestic Product
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GSIF	Government Social Insurance Funds
HR	Human Resources
ICT	Information and Communication Technologies
ILO	International Labour Organization
IMF	International Monetary Fund
IOM	International Organization for Migration
ITCILO	International Training Center of the ILO
JSC	Job Search Club
LMO	Labour Market Observatory
MCSBE	Middle East Council for Small Business and Entrepreneurship
MNE	Multinational Enterprise
MoF	Ministry of Finance
MoHE	Ministry of Higher Education
MoM	Ministry of Manpower

MoSS	Ministry of Social Solidarity
MOU	Memorandum of Understanding
MSMEs	Micro, Small and Medium Enterprises
MSMEDA	Micro, Small and Medium Enterprises Development Agency
NAP	National Action Plan
NCCM	National Council for Childhood and Motherhood
NCW	National Council for Women
NGO	Non-Governmental Organization
NSC	National Steering Committee
OECD	Organisation for Economic Co-operation and Development
PSIF	Public and Private Social Insurance Funds
RCO	Resident Coordinator Office
SCORE	Sustaining Competitive and Responsible Enterprises
SDGs	Sustainable Development Goals
SDS	Sustainable Development Strategy
SEDA	Small Enterprise Development Association
SIDA	Swedish International Development Cooperation Agency
SIYB	Start and Improve Your Business
SME	Small and Medium Enterprises
TVET	Technical and Vocational Education and Training
UCCD	University Center for Career Development
UNDP	United Nations Development Programme
UNIDO	United Nations Industrial Development Organization
UNPDF	United Nations Partnership Development Framework
UNPRPD	United Nations Partnership to Promote the Rights of Persons with Disabilities
UNTFHS	United Nations Trust Fund for Human Security
USAID	United States Agency for International Development
USDOL	United States Department of Labor
VCA/D	Value Chain Analysis/Development
WDCL	World Day Against Child Labour
WED	Women Entrepreneurship Development
WFP	World Food Program
WISE	Workforce Improvement and Skills Enhancement

PHOTO GALLERY



The Torathna Handicraft Exhibition provided marketing opportunities for more than 500 exhibitors of authentic artisanal items from governorates across Egypt. The Exhibition was organized by Egypt's Micro, Small and Medium Enterprises Development Agency (MSMEDA) under the auspices of the President of Egypt H.E. Abdelfattah El-Sisi (pictured up at the opening ceremony).



On the occasion of celebrating the ILO Centenary, we had the honour to host Egypt's Minister of Manpower H.E. Mohamed Safaan at ILO Cairo headquarters for a discussion with staff followed by a press conference.



One hundred trees were planted at the Grand Egyptian Museum as part of the Centenary celebration. Below, the Ministers of Antiquities and Manpower, the Supervisor of the Museum and ILO Cairo Director Oechslin witness the planting.



School and university students and children with disabilities contributed youthful energy to the celebrations by helping to plant the trees at the Grand Egyptian Museum.



To welcome the people of Egypt into the celebration, a flotilla of feluccas set sail on the Nile River bearing signage highlighting the ILO's 100th anniversary.



The performing artist Bushra sings at the high-level event commemorating ILO's Centenary as well as its 60 years in Egypt and Africa.



The ILO Cairo staff gathers to celebrate the Centenary, declaring "We are extremely proud and happy to be part of the ILO team and join the ILO in celebrating 100 years of advancing social justice and promoting decent work."

The Arab Republic of Egypt honoured the ILO with a gift presented by the Minister of Manpower H.E. Mohamed Safaan to Mr. Moussa Oumarou, ILO Deputy Director-General for Field Operations & Partnerships.



The Children of Egypt Choir performs at the ILO Centenary celebration. The choir, comprised of 100 former child labourers aged 5 to 17 and led by the internationally renowned maestro Selim Sahab, sang in Arabic, English, Latin and Italian.

The International Labour Organization (ILO) and Methanex Egypt signed a two-year partnership agreement that will extend the ILO's flagship project "Decent Jobs for Egypt's Young People" (DJEP), sponsored by Canada, to Damietta. Methanex Egypt will fund the extension through a \$1 million donation to the ILO. Below, at the signing ceremony, from left to right: Mr. Mohamed Shindy, CEO and Managing Director of Methanex Egypt; H.E. Jess Dutton, Ambassador of Canada in Egypt; H.E. Dr. Sahar Nasr, Minister of Investment and International Cooperation; and Mr. Eric Oechslin, ILO Cairo Director.



In March 2019, the five-day ILO and ITCILO Rural Development Academy discussed the future of rural areas and strategies to make them more attractive to youth. Above, attendees mark a productive opening session.

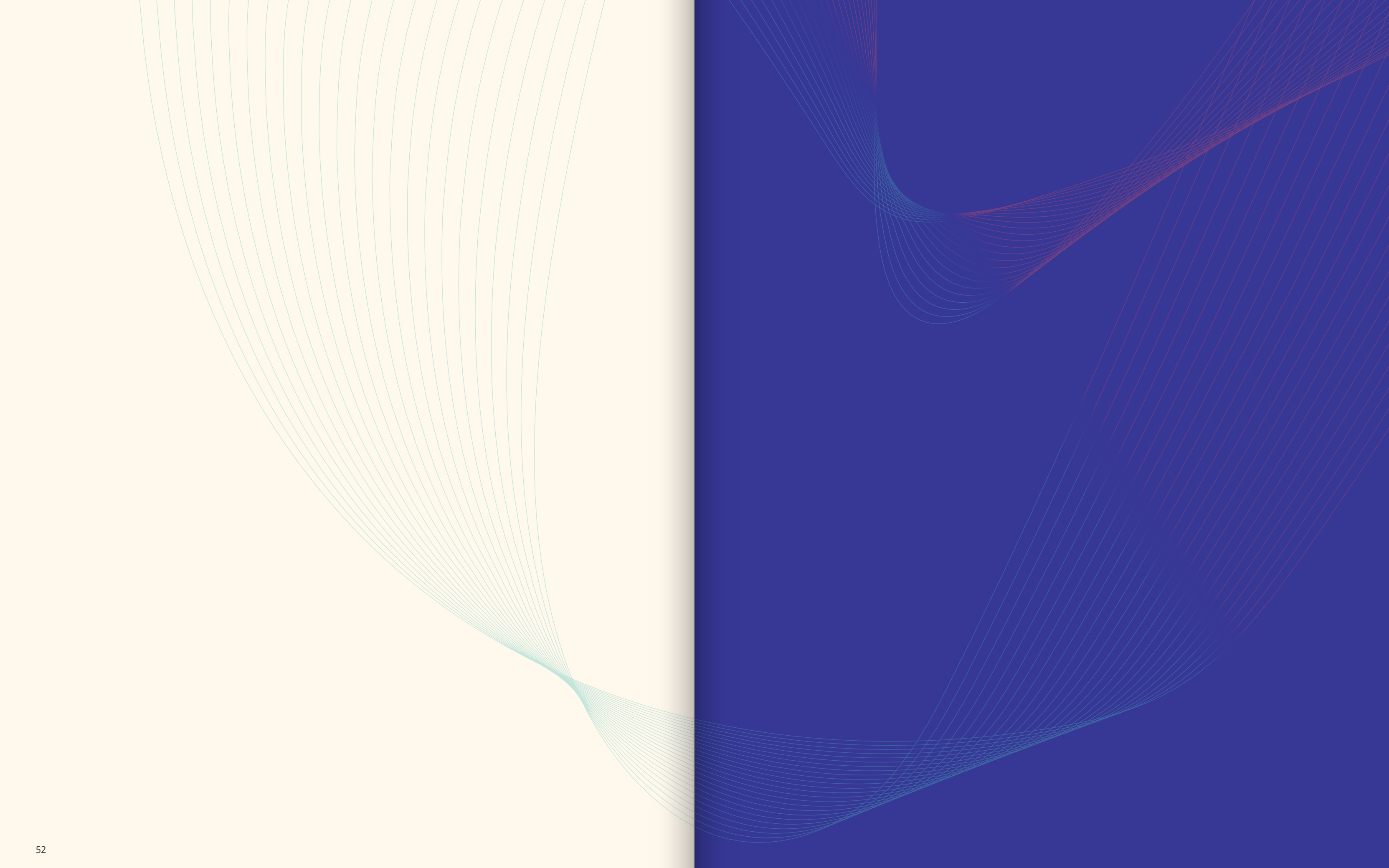


High-level representatives of collaborating countries, institutions and organizations gather to launch a new joint ILO/UN Women programme "Promoting Productive Employment and Decent Work for Women in Egypt, Jordan and Palestine", funded by the Swedish International Development Cooperation Agency. The meeting was hosted by Maya Morsy, President of the National Council for Women in Egypt, in collaboration with the Egyptian Ministry of Manpower.

In October 2019, H.E. Dr. Alaa Marzouk, Governor of Qalyoubia, H.E. Ms. Lene Lind, Norway's Ambassador to Egypt and Mr. Eric Oechslin, ILO Cairo Director visited two enterprises in Obour and Sadat Cities that benefited from the ILO global programme Sustaining Competitive Enterprise (SCORE). The SCORE programme is an element of the Egypt Youth Employment Project (EYE), funded by Norwegian Ministry of Foreign Affairs.



A new project will train young Egyptians on modern methods to run their small and medium-sized enterprises (SMEs). The signing ceremony for the Memorandum of Understanding brought together (from left to right) Dr. Nevine Gamea, Executive Director of the Micro, Small and Medium Enterprises Development Agency (MSMEDA), H.E. Jess Dutton, Ambassador of Canada in Egypt and Mr. Eric Oechslin, ILO Cairo Director.





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