

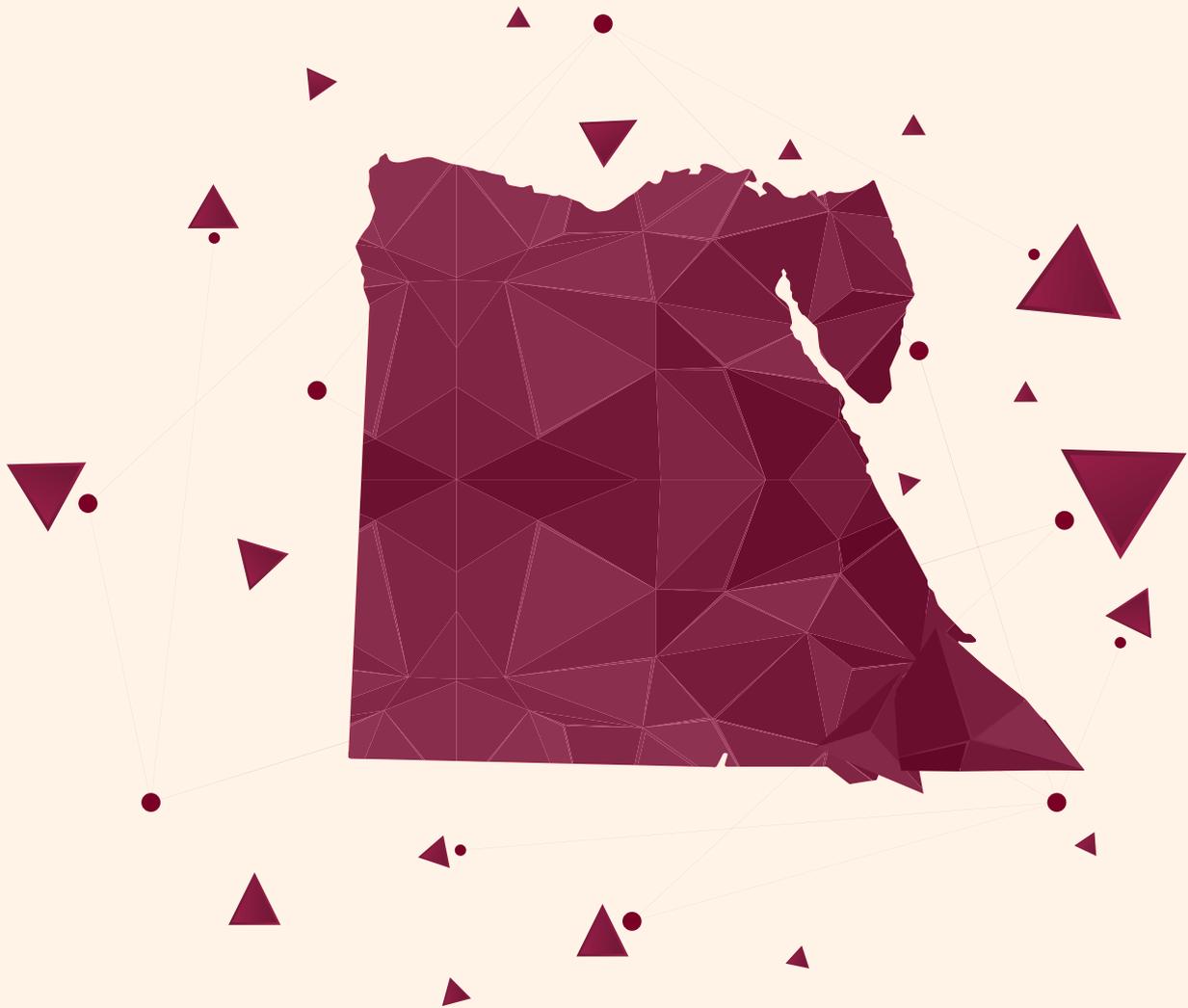


DECENT WORK IN EGYPT

2016 RESULTS



International
Labour
Organization



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Decent Work in Egypt- 2016 Results

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The International Labour Organization (ILO) is the United Nations agency mandated to promote decent jobs and rights at work. It establishes and supervises the application of international labour standards, promotes full employment, social protection for all and social dialogue between workers, employers and governments.

Egypt celebrated in 2016 its 80th anniversary as an ILO member, and ILO has had a permanent representation in Egypt since 1959. Egypt has ratified all eight ILO “fundamental” labour conventions— on forced labour, freedom of association and the right to organize, collective bargaining, gender equality and non-discrimination, and child labour. It has ratified 56 other international labour conventions that provide a framework for its social, employment and labour policies. The ILO Office in Egypt is supporting the government, workers and employers with the application of these international standards in a continuously evolving economic, social and political environment.

Our office is in particular focusing on three key priorities in Egypt:

1. Promoting job-rich growth, in particular for youth employment;
2. facilitating social dialogue among workers, employers and government; and
3. strengthening and extending social protection for all.

I am pleased to share with you this 2016 edition of our annual results’ report. While we strive to communicate our results in various ways and forms, we also find it important to collect what we have been able to achieve in the past year into one key publication, for the benefit of our partners, key stakeholders and all those that care about the world of work in Egypt.

I hope you will share my delight in reviewing the great work featured here, as we have been able in 2016 to support a broad range of stakeholders in advancing Egypt on the road to its vision 2030. With 2016 having been announced by H.E. the President as the “year of the youth”, youth employment has been a particularly strong area of focus for us.

I would like to renew here my sincere thanks to our constituents, the donors who made our work possible and all the stakeholders we have had the honour to support in 2016 for the excellent partnership, and I look forward to building on our achievements in 2017.

Peter van Rooij
Director of ILO Cairo

ABDS	Agriculture Business Development Services
BDSU	Business Development Services Unit
CAPMAS	Central Agency for Mobilization and Statistics
CG	Career Guidance
CSR	Corporate Social Responsibility
DJEP	Decent Jobs for Egyptian Youth Programme
DWT	ILO Decent Work Team
ECES	The Egyptian Center for Economic Studies
ECG	Entrepreneurship and Career Guidance
EFF	Extended Fund Facility
ELMPS	Egypt Labour Market Panel Surveys
EMP	Enterprise Policy Management
ETUF	Egyptian Trade Union Federation
EYE	Employment for Youth in Egypt
FAO	Food and Agriculture Organization
FEI	Federation of Egyptian Industries
GAC	Global Affairs Canada
GDP	Gross Domestic Product
GET Ahead	ILO Gender and Entrepreneurship Together “ILO training package”
ICSB	International Council for Small Business
ILS	International Labour Standards
IMC	Industrial Modernization Center
IMF	International Monetary Fund
ILCs	International Labour Conventions
ITC	Industrial Training Council
ITC-ILO	International Training Centre of the ILO
IOE	International Organisation of Employers
JSC	Job Search Clubs
KAB	Know About Business “ILO Training Programme”



Schweizerische Eidgenossenschaft
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MINISTRY FOR FOREIGN
AFFAIRS OF FINLAND



itfc

International
Islamic Trade
Finance Corporation




Aid for Trade Initiative
for the Arab States




LED	Local Economic Development
LMIS	Labour Market Information System
MCSBE	Middle East Council for Small Business and Entrepreneurship
MoM	Ministry of Manpower
MICs	Multiple Indicator Cluster Surveys
MoP	Ministry of Planning
MOU	Memorandum of Understanding
MoYS	Ministry of Youth and Sports
MSEs	Micro and Small Enterprises
MSME	Micro- Small and Medium Enterprises
NGOs	Non-Governmental Organizations
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
SDS	Sustainable Development Strategy
SDC	Swiss Agency for Development and Cooperation
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
TVET	Technical and Vocational Education and Training
UNIDO	United Nations Industrial Development Organization
UNTFHS	Un Human Security Trust Fund
USDOL	United States Department of Labor
VTCs	Vocational Training Centers
WED	Women's Entrepreneurship Development
YEP	Youth Employment Promotion

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

The governments, the representatives of workers and employers organizations of 187 countries make-up ILO's unique "tripartite" membership. Egypt has been a member of the ILO since 1936, and the country office in Cairo has been established in 1959.

THE SUSTAINABLE DEVELOPMENT STRATEGY (SDS)

Egypt Vision 2030 is Egypt's long-term development plan: the new Egypt will 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. The strategy has three dimensions: economic, social and environmental. This policy framework rests on twelve¹ pillars. The Ministry of Planning (MoP) coordinates the government's action on the SDS in association with all line ministries, including the Ministry of Manpower (MoM) and other institutions.

ILO'S STRATEGIC POLICY FRAMEWORK (SPF)

The ILO's medium-term planning instrument describing the major policy outcomes where the ILO can and should make a demonstrable difference. The SPF focuses on 10 policy outcomes, supported by three cross-cutting policy drivers and three enabling outcomes.

10 POLICY OUTCOMES

- Outcome 1: **More and better jobs** for inclusive growth and youth employment.
- Outcome 2: Ratification and application of **international labour standards**.
- Outcome 3: Creating and extending **social protection floors**.
- Outcome 4: Promoting **sustainable enterprises**.
- Outcome 5: Decent work in the **rural economy**.
- Outcome 6: Formalization of the **informal economy**.
- Outcome 7: Promoting **workplace compliance** through labour inspection.
- Outcome 8: Protecting workers from **unacceptable forms of work**.
- Outcome 9: Promoting fair and effective **labour migration policies**.
- Outcome 10: Strong and representative **employers' and workers' organizations**.

3 CROSS-CUTTING POLICY DRIVERS

1. International labour standards
2. Social dialogue
3. Gender equality and non-discrimination in the world of work

3 ENABLING OUTCOMES

- Outcome 1: Effective **advocacy for decent work**.
- Outcome 2: Effective and **efficient governance of the organization**.
- Outcome 3: Efficient support services and **effective use of ILO resources**.

1 <http://sdsegypt2030.com/?lang=en>



Decent Jobs for Egypt's Young People



Your Guide to the future



Exports project
Partners for Competitiveness & Decent Work



مشروع حياة للتنمية المحلية

THE ILO IN AFRICA: THE ADDIS ABABA DECLARATION (DECEMBER 2015)

TRANSFORMING AFRICA THROUGH DECENT WORK FOR SUSTAINABLE DEVELOPMENT

The 13th Regional Meeting of African Constituents took 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:



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

- a. **creating decent jobs for all**, in particular for 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 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 just transition towards **environmentally sustainable economies** and societies for all based on the ILO guidelines;
- m. enhancing **policy coherence** and inter-ministerial coordination.

Director: **Peter van Rooij**
Director Office: **Luca Fedi, Samia Archella**
Programming: **Yasmine El Essawy**
Communication: **Asmaa Rezk**
Human Resources: **Sara Bayoumi**
Administration and Finance: **Somaya Aly, Nancy Botros, Iman El Bakry, Ahmed Amin, Ahmed Nasser**

INTERNATIONAL SPECIALISTS FOR NORTH AFRICA:

Labour Administration and Wages Specialist: **Sevane Ananian**
Social Protection Specialist: **Pascal Annycke**
Enterprise Development Specialist: **Kholoud El-Khalidi**
Skills Development Specialist: **Christine Hofmann**
Senior Employers Specialist: **Eric Oechslin**
Workers Specialist: **Wafaa Osama**
Employment Specialist: **Daniela Zampini**

INTERNATIONAL SPECIALISTS FOR NORTH AFRICA RESIDENT IN ALGIERS:

Occupational Safety and Health Specialist: **Halim Hamzaoui**

CHIEF TECHNICAL ADVISORS AND PROJECT MANAGERS:

Adnan Al Rababh: *Promoting Workers Rights and Competitiveness in Egypt Export Industries*

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

Amir Obeid: *Human Security through Inclusive Socio-Economic Development in Upper Egypt*

Badra Alawa: *The Way Forward After the Revolution- Decent Work for Women in Egypt a; Promoting Gender Responsive Workplaces in Egypt*

Gehan Elsharkawy: *Jobs and Skills for Persons with Disabilities*

Lobna Kassim: *Strengthening Impact Assessment and Evaluation for Youth Employment (Taqeem Initiative)*

Nashwa Belal: *Employment for Youth in Egypt (EYE): Working Together in Qalyoubia and Menoufia*

Reem El Sherbiny: *Capacity of Egyptian Government, Workers' and Employers' Organizations Strengthened to Combat Child Labour*

Sara Abdulrehim: *Reform of Egypt Social Insurance System*

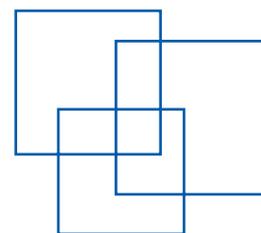


International
Labour
Organization



ILO CAIRO'S VISION:

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



1. JOBS



Provided That Institutions Monitor Progress Towards Achieving Employment Targets Through An Effective LMIS: Methodologies to monitor strategies for employment are linked to the level of development of the analytical functions within the country's Labour Market Information System (LMIS). The EPM framework links together economic and employment policy decisions.

Egypt's Sustainable Development Strategy (SDS) sets an explicit employment target of reducing the unemployment rate to 5 percent by 2030, from the current 12%. The ILO is actively engaged with the government to support the achievement of such an ambitious and momentous target. It is also important to consider, beyond just the unemployment rate, the broader set of metrics required to paint a more comprehensive picture of the interconnected challenges in the labour market. Moreover, policies need to cater also for those who are more vulnerable and face compounded challenges that may ultimately lead to their social exclusion. This divide can be traced along several lines, including age, gender, and urban/rural dwelling. For instance, young people are disproportionately affected by underemployment and informality. In the same vein, the low labour force participation of women (22.5 per cent in 2015) points toward a high incidence of social and economic exclusion and presents the country with unprecedented challenges in terms of dependency ratios and risk of poverty.²

Clearly, Egypt's job crisis predates the political and economic snag of recent years. Several studies³ have pointed to the protracted weak relationship between economic growth (as measured by GDP growth) and employment generation in Egypt. An analysis conducted by the ILO in 2015 (Haq and Zaki, 2015) shows clearly that macroeconomic policies implemented since the 80s' have not directly addressed employment concerns⁴. In this respect, Egypt needs to pursue sectoral policies (industrial, trade, investments, infrastructure, environmental, and education and skills) that promote structural transformation and raise simultaneously the quantity and quality of employment. Without an appropriate set of coordinated and coherent measures that promote pro-employment growth, the job crisis is poised to persist even once political and economic stability may be achieved⁵. There is also a heightened sense of urgency with regard to these interventions: Egypt has not yet harnessed the current demographic dividend, and, because of resurgent fertility rates, the country faces a second, much larger, youth bulge coming down the pipeline in just a few years.

- 2 According to CAPMAS, in 2015, the labour force participation rate of women was 22.5 per cent. For prime age female workers the participation rates oscillate between one third and one fourth of those of their male counterparts. Moreover, as much as unemployment rates do not provide a coherent picture of the Egyptian labour market, one can observe that while male prime age workers eventually transition into employment in their late twenties/early thirties, the unemployment rate of women aged 30-39 is TEN times that of men in the same age cohort.
- 3 See for instance "More Jobs, Better Jobs: A priority for Egypt", World Bank, June 2014. Notably, this report examines the situation of Egypt's labour market by drawing on three rounds of Egypt Labour Market Panel Surveys (ELMPS) covering a 15-year period from 1998 to 2012.
- 4 Haq and Zaki found that while exports had a significant and positive effect on employment over the period 1980 to 2012, investment did not. The share of stocks traded or the total value of shares to GDP seems to have exerted a negative impact on employment. Inflation and the fiscal deficit have not had a significant impact on employment over the same period.
- 5 On November 11, 2016, the Executive Board of the International Monetary Fund (IMF) approved a three-year extended arrangement under the Extended Fund Facility (EFF) in favour of the Arab Republic of Egypt for an amount equivalent to SDR 8.597 billion (about US\$12 billion, or 422 percent of quota). The EFF-supported program is intended to help Egypt restore macroeconomic stability and promote inclusive growth. In particular, beside changes in the monetary and fiscal policies, the EFF demands that structural reforms are put in place to "address deep-seated structural impediments to growth and job creation, and create an enabling environment for private sector development. The main areas of reforms include business licensing and insolvency frameworks; public financial management, including state-owned enterprises; energy sector and subsidy reforms; and labour market reform to create jobs and increase labour market participation, especially among women and young people."

WOMEN'S ECONOMIC PARTICIPATION

Standing at about 22.5%, labour force participation rates for women in Egypt are among the lowest in the world— less than half the world average, and a third of the male rate (CAPMAS 2015). Among those women that are seeking employment, unemployment is four times that of males (29.3%). Approximately 60% of female university graduates in Egypt remain unemployed for more than three years¹. When at work, women are found more often than men in hazardous, insecure and informal forms of work, and the share of women in vulnerable employment has increased in recent years.

ENTREPRENEURSHIP

Large gender gaps still prevail in business ownership and entrepreneurial activity rates. Females account for only 9.2% of all the self-employed/business owners (CAPMAS, 2014). This is far below the global average of 30%. In the younger generations, the gender gap is even wider: only 2.1% of young active females are self-employed/entrepreneurs (vs. 7.4% for young males), another indication that women are losing ground in the labour market². At the same time, enterprises owned by women are more likely to employ women³, suggesting that an increase in the number of women-owned businesses would generate a multiplier effect on women's overall employment.

THE WORKING ENVIRONMENT

The propensity of women to enter and stay in the labour market is closely correlated to the gender-sensitiveness of the rules and institutions that govern the workplace. Appropriate safety and health conditions for the protection of pregnant, lactating or nursing mothers at workplaces; measures to combat sexual harassment or discrimination in the workplace; fair and decent maternity, but also paternity and parental leaves and benefits: it is only when such hallmarks are in place that a country is able to realise the productive potential of their "other half". Egypt has ratified two of the key International Labour Conventions, related to gender equality as well as other fundamental rights of women at workplace but their effective enforcement remains a challenge. It is worth mentioning that 2017 is announced as the year of "Egyptian Woman".

1. ILO: Roque and Schmidt, 2015

2. ILO: Barsoum, Ramadan and Mostafa, 2014

3. World Bank: Nasr, 2010.



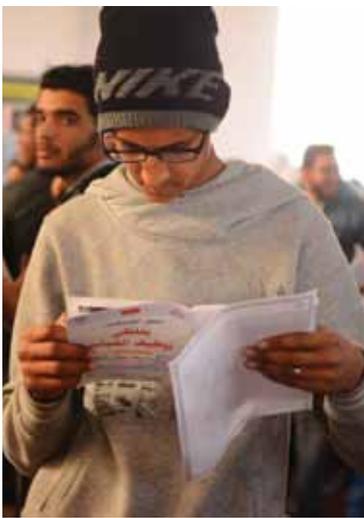
EMPLOYMENT AND SKILLS

The ILO supports greater use of knowledge and innovation on how to engender proactive, employment-centred, inclusive growth strategies that enhance the employment outcomes in Egypt, in particular for young people and women. This includes the development of analytical capacities within key institutions to better diagnose and intervene on the labour market.

The ILO also helps to formulate tripartite, effective solutions for skills development and labour market intermediation by better understanding actual needs and what works in Egypt, the wider region and globally. The “mismatch” between the outputs of the skills development system and of the needs of the economy is largely recognized. While significant resources are invested by the state and some private actors, skills supply remains highly fragmented and quality is patchy. The participation of employers’ and workers’ organizations in the planning, implementation and oversight of the skills system is still weak.

POLICY DEVELOPMENT AND CAPACITIES

1. Facilitation of policy dialogues and knowledge-sharing events on the establishment of an optimal **Labour Market Information System**, geared towards the needs of users, supportive of the analytical functions required for evidence-based policy making, and monitoring progress towards the SDGs.
2. Follow-up on policy dialogues on youth employment at the Egyptian Youth Employment Promotion (YEP) Forum, resulting in recommendations to support technical education at higher education level through **certified professional bachelor degrees** as part of the Integrated Technical Education Cluster in Amireya.
3. Selected Public Employment Services (PES) offices in Minya, Port Said and Red Sea have improved the way their methods and tools of **employment matchmaking** with more effective employment services to both employers and young jobseekers.
4. **Job Search Clubs (JSCs)** allow young job seekers to form peer support groups that are guided by experts trained by the ILO. Over 30 officials from the Ministry of Youth became JSC facilitators in 2016. The Ministry also decided to institutionalize the JSCs in its annual plan of activities and to expand it to other governorates. 2 youth centres were also upgraded (in Tuna El Gabal and in Safaga) by the ILO in cooperation with the Ministry of Youth and Sports (MoYS).
5. Key national stakeholders in the area of youth employment became familiar with **strategic foresight** tools for decision-making.
6. Undergraduate and graduate students in Benha and Minya governorates now benefit from **career guidance and entrepreneurship services**, delivered by universities on the basis of ILO tools (Know About Business and Career Guidance tools). **44 university professors** have been certified to offer online and face-to-face related support to students. **An Entrepreneurship and Career Guidance (ECG) unit** was opened in Benha and Minya. **350 young men and women** were trained on career guidance skills.
7. Benha University has opened an **Agriculture Business Development Service** to support business development among local farmers and graduates. This includes a greenhouse and nursery that demonstrates new techniques and their market potential.



Through the 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 ILO’s Job Search Clubs have resulted in a 40.5 per cent job placement rate amongst young people who undertake the training.

8. The Ministry of Education ran an **impact assessment of career guidance services** provided at technical secondary schools, with ILO and GIZ support. The results show that beneficiaries have higher levels of employability and obtained jobs of slightly higher quality than students who did not receive the services.
9. In the **furniture sector**, key skills gaps have been analyzed on the basis of ILO' Skills for Trade and Economic Diversification (STED) methodology. The Egyptian Furniture Chamber and the Furniture Enterprise Training Partnership are now able to address critical skills gaps in wood sourcing and finishing; 25 trainers in Cairo and Damietta were trained. Also, the Building Construction & Housing ETP developed the first career information brochure to guide young job seekers and students on available careers in the sector.

JOB SEARCH CLUB

Fatma Alaa El Deen, a 23 year-old from the Red Sea governorate is often asked where she went to school, because of her apparent self-confidence, straight gaze, strong handshake and big smile. When asked, she happily shares the reasons behind her know-how and success: Fatma is one of the graduates of the Job Search Club. She is keen to act as an the example to her friends, so they could follow the same path and share the same outputs and experience from enrolling in an upcoming club.

“Here, in my governorate of the Red Sea, considered as a remote area, we do not have access to as many opportunities as offered to youth living in Cairo. So when the ILO along with the Ministry of Youth and Sports offered these training opportunities, I quickly registered,” says Fatma enthusiastically.

When Fatma joined the Job Search Club, she was a fresh university graduate of Arabic Literature and was trained to teach Arabic to children with special needs “I learnt a lot during the ten days of the Club. Most importantly, I learned that looking for a job needs dedication and that there are open channels that you can use. I realized that by building a network of acquaintances and relatives, you can find the routes that would definitely lead you to your next job,” Fatma says.

The Job Search Club introduces the basics of finding a job to young graduates and youth who have been out of the job market for some time. The skills taught include self-awareness, job search techniques, writing a CV, a cover letter, and calling cards. Equally important and in a more comprehensive way, youth are trained on interviewing techniques, expected questions, rights and responsibilities at work, and networking.

Since Fatma has completed the Job Search Club, she has continued to develop her skills, obtained two diplomas, and is now about to receive her license to become a certified Human Resource Development Trainer. She is also working on her Masters degree. “You have to work on yourself. It is this, and this only that makes a difference when you are seeking a job. The way you talk, the way you carry yourself, your professional appeal. You need to know what you want,” says Fatma.

DEMONSTRATIVE AND DIRECT FIELDWORK

- 21,500 decent job vacancies and **3,200 training opportunities** from 100 companies were made to young job seekers in Job fairs in Port Said and Minya; the job placement rate was 12 per cent, above the average of similar events organized in Egypt.





- **Over 500 youth accessed decent jobs** in the food-processing and ready-made garments sectors through training for employment and apprenticeship schemes in the governorate of Minya and Port Said.
- **1671 young people in Minya** were trained on soft skills and **8523 became familiar with the Sustainable Development Goals (SDGs)** in Aswan and Minya.
- **500 workers** (412 Female and 88 Male) **were placed within the initiatives “Your Job next to Your Home”**, and have received technical training and rights training in collaboration with Traintex (The Egyptian Association for Training and Research Services for Ready Made Garment and Textile) and the Industrial Training Council (ITC).

KNOWLEDGE PRODUCTS*



- **ILO/GIZ Study:** An Impact Assessment of Career Guidance Services for Technical School Students; plus an information note on the “Main Results of the Impact Assessment”– English and Arabic.
- **ILO Facilitator’s Manual:** Job Search Clubs- English and Arabic.
- **ILO Guidebook:** “How to Design, Plan, Implement and Evaluate Job Fairs” - English and Arabic.
- **ILO/ ECES Study:** Economic Development and Youth Employment in Qalyoubia and Menoufia Governorates.
- **ILO/ Population Council Report:** Towards Active Labour Market Programmes in Egypt: Challenges and Way Forward.
- **ILO/ Population Council Impact Brief Series:** Building on the Good, Learning from the Bad: Towards a New Generation of Youth Employment Programmes in Egypt.
- **ILO Report:** Skills for Trade and Economic Diversification: The Case of the Furniture Sector in Egypt– English and Summary in Arabic.
- **ILO Information Note:** Public Employment Services: An Untapped Potential. Results from an Opinion Poll.

- **ILO Information Note:** The Impact of Career Guidance Services on the Employability of Technical Secondary School Graduates.

* ILO Cairo products can be found on our website: www.ilo.org/cairo

YOUR JOB NEXT TO YOUR HOME

The Egyptian government has launched an initiative called “Your Job Next to your Home”. The first phase of this initiative has been implemented in Qalyoubia governorate to establish 13 factories for ready-made garments, operated and managed by young entrepreneurs. Each factory employs 125 workers. Several governmental and private institutions work together in an integrated framework. The land was provided by the governorate, the Egyptian Army built the factories and the central bank provided soft loans. 4 factories have opened in 2016, employing 500 workers: all the produce is already purchased by one leading textile manufacturer in Egypt.

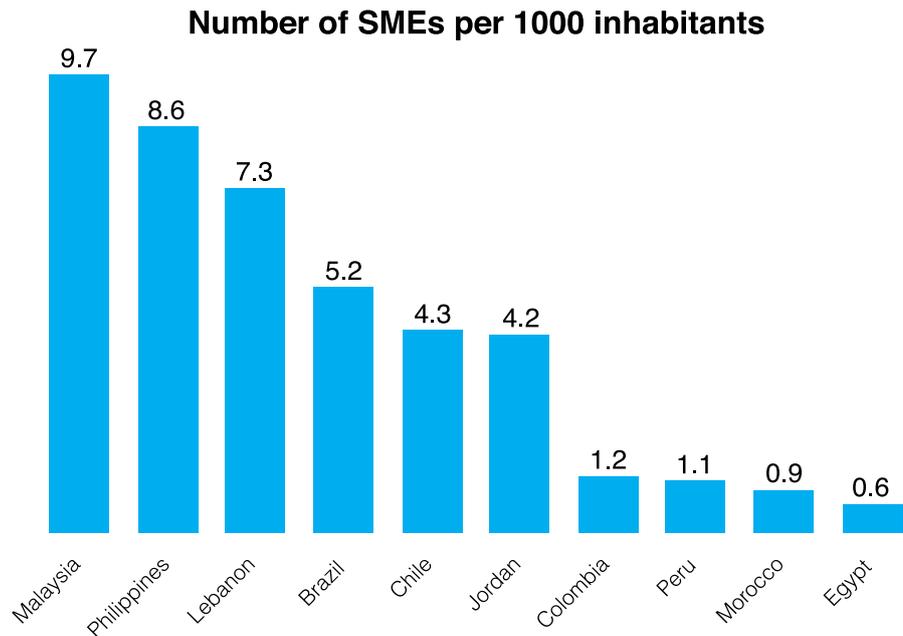
The ILO is supporting this national initiative in partnership with the Presidential Special Council for Economic Development, the Egyptian Chamber of Apparel & Home Textile Industries, the Industrial Training Center (ITC) and TrainTex. 57 entrepreneurs were trained in 2016 on business management and technical skills. Soft skills, management and technical trainings were offered to 500 workers in 4 factories that opened in fall 2016.

“I learnt a great deal on different perspectives; how to run my factory, make accurate financial decisions, review my budget, I am now aware of the occupational safety and health measures and how to take care of my company and my employees... etc.”, says Gomaa Ismail, one of the 57 entrepreneurs benefited from the project.



ENTERPRISE DEVELOPMENT

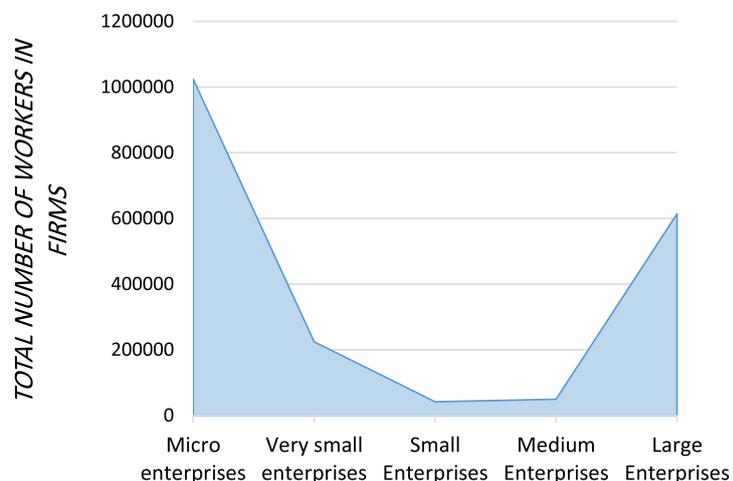
The importance of small and medium enterprises (SMEs) as the backbone of the Egyptian economy is increasingly recognized in Egypt. Indeed a thriving SME ecosystem is a core component of a growing and job-rich economy. With 0.6 SMEs per thousand inhabitants, Egypt is lagging far behind other Multiple Indicator Cluster Surveys (MICs), in this respect. 98% of businesses in Egypt are at the micro level, typically limited to low value-adding activities in the informal sector. 450'000 new SMEs would thus be needed for Egypt to reach the MICs average.



Source: 2016 ILO elaboration; data from IFC, CAPMAS and other nat. statistical organisations

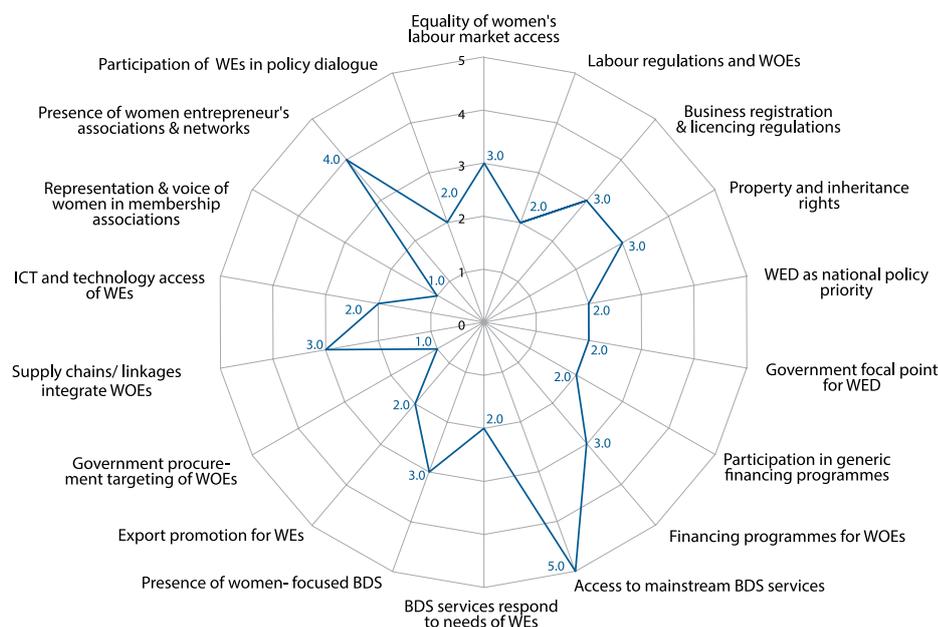
According to the World Bank “2017 Doing Business Report”, difficulties to access credit, lengthy and complicated procedures to start a business, lack of technical and financial support systems represent the major challenge that hinders the growth of SMEs.

DISTRIBUTION OF THE WORKFORCE BY ENTERPRISE SIZE



Source: 2016 ECES/CAPMAS

HOW CONDUCTIVE IS THE OVERALL ENVIRONMENT FOR WOMEN ENTREPRENEURSHIP IN EGYPT



SOURCE: 2016, IMC/ILO. Women Entrepreneurship Development (WED) Framework Assessment.

POLICY DEVELOPMENT AND CAPACITIES

1. The ILO supported the formulation of the **national MSMEs strategy** launched on November 2016, as part of the Ministry of Trade and Industry Strategy for 2020. A mapping was conducted to collect information on this segment ecosystem and among 172 small enterprises to identify the gaps in the business development services market.
2. The **Egypt Entrepreneurship Summit** was held in partnership with the Ministry of International Cooperation, the International Council for Small Business (ICSB) and its affiliate the Middle East Council for Small Business and Entrepreneurship (MCSBE).
3. 33 managers of **microfinance institutions** were trained on the ILO tool "Making Microfinance Work: Product Diversification" to strengthen and diversify microfinance services in Egypt.

DEMONSTRATIVE AND DIRECT FIELDWORK

1. **1.6 million students** from over 2,000 Ministry of Education's technical secondary schools across Egypt will receive the Know About Business (KAB) training as part of their entrepreneurship curriculum.
2. **Over 24'000 students from technical colleges**, vocational training schools, and technical schools accessed the **Know about Business (KAB) training programme online**.
3. **1033 young people were trained on Start and Improve Your Business (SIYB)** in Minya, Port Said, Red Sea, Menoufia and Qalyoubia governorates. They were provided with the skills for their start-ups and/ or to enhance and expand their current business.



4. 15 young entrepreneur teams were awarded prizes under the Nawah **Social Entrepreneurship** Competition during the second Egypt Entrepreneurship Summit. This competition allowed the 15 youth teams across 4 categories (general school students, vocational students, youth aged 18-35 years and supply chain) to launch their own social enterprises in Egypt through both technical and financial support.
5. 20 young **social entrepreneurs** received financial assistance through Hayat Project's Social Entrepreneurship competition in Minya governorate.



A tracer study conducted by the ILO in 2016 covering the 1200 Start and Improve Your Business (SIYB) trainees of 2015 found that 36 per cent had started their own business.

6. 13 start-ups in **ready-made garments factories** in Qalyoubia governorate, operated and managed by young entrepreneurs were supported. Extensive training was provided to 57 entrepreneurs on business management, social compliance, security at work and other key competencies. Four out of thirteen factories were inaugurated during the 3rd quarter of 2016.
7. **Over 2000 young people** in Minya governorate were trained on entrepreneurial skills. Those beneficiaries profited from entrepreneurship trainings tailored for low-income and poorly literate women entitled: **Get Ahead for Women in Entrepreneurship**.
8. **10 new certified Biogas Construction companies** were established in Menoufia, which increased the number of certified Biogas companies in Egypt by the Ministry of Environment by 50%.

KNOWLEDGE PRODUCTS

- **ILO Study:** The Gaps in the Business Development Services Market in Minya, Port Said and Red Sea.

SOCIAL ENTREPRENEURSHIP: THE NAWAH COMPETITION

Islam Mahdy's participation in the Nawah Competition was his first time ever in taking part in a contest. Islam, thirty-four year-old had quit his Assistant Teaching job in the Entomology Department in Ismalia University's Faculty of Agriculture in 2010 to start his own agricultural consultancy as well as a small publishing house business specializing in children's books. "That was before the idea for Hend Made, our winning start-up, came to be," he says.

Islam is the first-prize winner within the youth category. A win he believes he owes to his wife, Hend and his son Anas. "When Anas was two, we started noticing that his communication skills were not developing as much as they should. We did not know what was wrong with him, and we started a long journey visiting a number of specialists, until we learnt that he has autism," Islam says.

It was while Islam's wife Hend was browsing the Internet that she came upon the idea of using toys and games to reach out to children with autism syndrome. "We did a lot of research, and spoke to many specialists before finally developing our product – a felt book with various educational games," Islam remembers. The idea has since become a success. After making the Hend Made felt books for Anas and other children that helps them deal with their closed and extended environments, Islam and Hend expanded their business, marketed for it and commercialized it.

"The Nawah prize has given me a big push. It had three main benefits: I built a network of contacts and organizations interested in what we are doing; I realized that there is still hope in the world and; of course the financial benefit came at the right time," says Islam.

Islam's dream now is to outreach all Egyptian children, and to eventually start exporting as well. "Our country pays billions of dollars to import expensive toys that most families cannot afford," says Islam, "Children need intellectual nourishment, and this is what educational toys can do.



GREEN JOBS

1. **100 biogas units** (with job opportunities for engineers and construction technicians) **were established** in Menoufia villages for the farmers who breed cows and buffalos and have enough space to establish the biogas unit.
2. **Egypt hosted the first “Rural Development Academy for Decent work in the Rural Economy”** in cooperation with UNIDO and FAO. It featured the signature of an MOU between the ILO and the Egyptian Countryside Development Company in the presence of 135 participants. The Academy provided the opportunity for government and policy makers, practitioners, international organizations, CSOs, social institutions and academics to rethink approaches for sustainable development in Egypt’s rural economy through success stories in other economies and introduction to a series of approaches, tools, and integrated toolkits to secure decent work.



A GREENER FUTURE- EGYPT’S BIOGAS PROJECTS CREATE JOBS AND CLEAN ENERGY

In Egypt, many young men and women are hit by a struggling economy that makes it near impossible to find a suitable career. One of the new ILO project aims to empower young engineers to become successful entrepreneurs, while creating clean energy, and green jobs.

“I had a dream of getting a good job after graduation, but I spent nine months looking to no avail,” says Mohamed Harfoush, an engineer in his mid -twenties. Harfoush is one of 10 new engineers supported by the ILO with training and logistic support to become entrepreneurs in the biogas field. With the support of the ILO, Harfoush now operates his own company, which hires skilled workers also trained by the ILO.

The project started with contracting 5 engineers to train and help workers and young engineers to start their businesses in the biogas field.



“In 2013, I started as a trainee, now I am a business owner,” says Mohamed Zakaria, an engineer and entrepreneur, was one of them. “So far, I helped two engineers launch new companies,” Zakaria says proudly, emphasizing how his successful company is a model that is being replicated, creating jobs and new opportunities.

Peter van Rooij, director of the ILO Cairo Office, says that the ILO - Danish project: Decent Jobs for Egypt Young People, saw a chance for biogas companies to flourish in Menoufia, and its neighboring governorate, Qalyoubia, both which have vast fields and solid farming-based economies. The project trained engineers and construction workers on designing and building biogas units, then helped them establish their own bioenergy companies.

“This created what we call green jobs” Peter van Rooij says, elaborating that the project did not only tackle unemployment, but also contributed to preserving the environmental balance through recycling waste to produce a renewable energy source that is much cleaner than butane. “Two problems turned into one opportunity.”

Biomass for sustainable Rural Development- affiliated to the Ministry of Environment has already established five training companies. Through the partnership with the ILO, those companies trained 10 engineers and 10 construction workers.

“We used to travel very long distances to obtain a butane cylinder, Now, we have safe, clean gas all year round,” says Azza Abdelfattah. The exhausting trip was not her only inconvenience. “Sometimes warehouses are out of stock, and we spent days before getting a new cylinder,” she explains. Abdelfattah does not suffer from these problems anymore, because of the newly built biogas unit in her family’s farm.

The unit produces the equivalent of two and a half butane cylinders per month, enough to cover Abdelfatah’s household’s needs. By the time the 10 engineers and 10 workers graduated the first round of training, they already built 100 biogas units, and the engineers were looking forward to achieve the ultimate goal of the process: starting up their new bioenergy companies. Abdelfatah and all the beneficiary farmers were provided with cooking stoves compatible with the new energy source.

Building on this success, the ILO supports the establishment of a Business Development Services Unit inside the premises of Al Araby Foundation for Community Development. The unit is offering the non-financial services to those new entrepreneurs at various stages of their business needs. These services are primarily aimed at skills transfer or business advice.

“This couple of months has been one of the most useful, busy and amazing months of my life. I met great, successful and helpful people – I gained both the business & technical skills and social networks and I learnt great things for life and businesses” says Badr, one of the 10 new engineers. After the ILO has supported Badr technically and financially to open his SMEs, Badr now has a big network and expanded his own business in other Governorates where he implemented, through his new company, 6 biogas units.

One of the ILO goals is to tackle the gender gap, and empower female entrepreneurs. “The project was completely new to me. I had no idea that this business existed,” says Aya Farag, one of the 10 new engineers supported by the ILO and is currently establishing her own company. Farag is very excited about building her own company, mostly due to the inspiration she got from her trainers. “Seeing all those young men and women who managed to pull it off was very uplifting,” says Aya Farag.



The ILO offers a unique platform in the arena of global forums in which governments, as well as representatives of workers and employers come together for an open dialogue to elaborate labour standards and policies at international and regional level. Tripartism and social dialogue are essential for each country to effectively balance key policy trade-offs and define its core societal choices. It is thus one of ILO's paramount missions to assist its members in establishing or strengthening legal frameworks, institutions or processes for sound industrial relations and effective social dialogue.

LABOUR AND OCCUPATIONAL SAFETY AND HEALTH AT WORK INSPECTION

Labour inspectorates are essential mediums to put into practice the applicable international and national standards and laws. The Egyptian national inspectorate consists of 531 labour and Occupational Safety and Health (OSH) at Work offices existing throughout the territory, staffed with 1746 inspectors.



In 2016, while the number of labour inspection warnings decreased by 9% and the number of violations decreased by 23%; the number of OSH warnings increased by 3% while violations decreased by 58%.

POLICY DEVELOPMENT AND CAPACITIES

- **The first labour and OSH inspection baseline study** in Egypt was prepared with the Ministry of Manpower, titled “Labour Inspection System in Egypt, between the Legal Framework and the Practical Reality: Development Requirements”;
- **13 labour and OSH inspection offices**, responsible for 820,000 workers, **were upgraded in 6 industrial zones**, including Cairo, Giza, Alexandria, Sharkia and Port Said.
- **10.000 inspection visits were conducted** to achieve better compliance with national labour standards.



“The ILO enhanced my legal knowledge and professional skills, and I am now a trusted advisor of the factories located in Al Burg Al Arab.”
Abd El Wanees Abdullah,
Labour Inspector, Ministry of Manpower, Alexandria

“The participatory approach of the ILO Export project changed my mentality about inspection and made me conscious about the necessity to shift from supervisory role to advisory. I created a WhatsApp group that actually includes 105 employers, to reply to their inquiries about applying checklists and compliance with the national labour standards”, Abd Elwaness Abdullah- Labour Inspector, Ministry of Manpower- Alexandria

DEMONSTRATIVE AND DIRECT FIELDWORK

- **750 employers and trade unionists** benefited from OSH & Labour Inspection Checklists' awareness raising trainings
- **1500 tripartite representatives from textiles, ready-made garments and food-processing industries** in 11 governorates benefited from OSH awareness sessions & events.
- **114 representatives of employers in Alexandria, Cairo and 10th Ramadan** were trained in how to make OSH expenditures as an investment

KNOWLEDGE PRODUCTS

- **ILO Checklist:** MoM Technical Checklist: Occupational Safety and Health & Labour Inspection.
- **ILO Report:** MoM Inspections Reports (First Bi-Annual Inspection Reports).
- **ILO Training Toolkits:** Labour and OSH Inspection.

EMPLOYERS, WORKERS AND SOCIAL DIALOGUE

The ILO has continued to implement its programme with the Federation of Egyptian Industries (FEI) which represents the business constituent at the ILO. The programme is based on the strengthening of the FEI as the main business voice, on the development of its capacities and on the establishment of new services to companies. The ILO mainly works with the Labour Affairs unit, the CSR unit and the Women in Business unit.

POLICY DEVELOPMENT AND CAPACITIES

- **Assessment of different government of Egypt draft labour laws** on compliance with international labour standards ratified by the country.
- **The ILO supported the (re)opening of two offices** in Alexandria and in 10th of Ramadan industrial zone; the inauguration new offices in Upper Egypt is also planned for 2017.



Export's project have encouraged us to comply with the higher social compliance standards "Business Social Compliance Initiative certificate". On the other level, this project supported us to deal with new brands and buyers during "Egyptian Textile Buyer Forum" to meet, negotiate and have new deals with the international buyers, "Yasser Shaban HR Manager"

- **Communication strategies** have been developed for the FEI's chambers of food, textile and ready-made garments (RMG).
- **A 5-year strategic plan** for four workers organizations has been developed.
- **Restructure strategy** has been developed for the strategic NGO's partners "Port Said Investors Association"

DEMONSTRATIVE AND DIRECT FIELDWORK

- **The Labour Unit of the FEI/ Industrial Chambers** provided services to over 1200 representatives of around 500 companies through the new established branches.
- **The FEI Women in Business unit and the ILO** organized a large Conference on Women and Enterprises to both promote a better environment for businesswomen and increase awareness of companies on the needs for gender equality to improve the female participation in the labour market. This is part of the FEI efforts to improve diversity at the workplace.
- **9 of the leading international brands and more than 47 local factories** addressed ethical sourcing challenges, opportunities and outlooks, both at the national and international levels during the first "Egyptian Textile Buyers' Forum" in Egypt.



- **51 exhibitors from different African countries** (34 RMG companies and 17 textile companies) **150 buyers, retailers and global brands** from around the globe benefited from the first textile and apparel regional sourcing event "Destination Africa".
- **More than 11,000 workers** were sensitized on occupational safety and health at work and worker's rights and duties at the factory level and industrial areas in Egypt.
- **6 worker-management committees** were established at the factory level in 6 export companies to manage the industrial relation and improve dialogue between workers and managers.

KNOWLEDGE PRODUCTS

- **ILO Training Modules:** Medium and Large Scale Export companies: COIN (Competitive Industries).
- **ILO Study:** Calculating the Cost of Employee Turnover in Port Said Governorate for Private Businesses.

- **ILO Studies:** Two Organizational Re-structuring Studies for the General Food Union and Textile General Union affiliated to the Egyptian Trade Unions Federations (ETUF).
- **ILO Paper:** A Positioning Paper on the Social Dialogue Activities in Egypt through Desk Research.



3. SOCIAL PROTECTION AND INTERNATIONAL LABOUR STANDARDS

The ILO promotes policies and provides technical assistance to help extend adequate levels of social protection to all members of society. The ILO supports the Government of Egypt to guarantee the financial sustainability of social protection schemes. It also works to extend coverage to all for pensions, sickness, invalidity, work injury, maternity, unemployment or the loss of a main income earner.

SOCIAL SECURITY AND SOCIAL ASSISTANCE

The spending in Egypt on social assistance in Egypt as a percentage of Gross Domestic Product (GDP) is considerable; whether in forms of subsidies, grants and social benefits that amount to around 10% of GDP, and to approximately 30% of public expenditure. 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 the impact of these programmes on poverty has been diluted due to fragmentation and leakages issues, problems of accessibility and awareness about eligibility. In 2016 the Government has undertaken major reforms of its social policies, including cutting subsidies, partly transferred to targeted, conditional cash transfers.

The main results in 2016 include the following:

POLICY DEVELOPMENT AND CAPACITIES

- **A social protection floor (SPF) assessment** is being undertaken by the Ministry of Social Solidarity to guarantee a basic level of income security, the extension of social protection coverage and thus a decent life for all.
- **A review of the current social programmes in Egypt** has been undertaken backed up with a gap analysis and identification of priorities in the social protection extension strategy.

DEMONSTRATIVE AND DIRECT FIELDWORK

- **A Professional Masters in Social Protection** is under development with the University of Cairo to train both high-level professionals and academic students to management positions in social protection.

PEOPLE WITH DISABILITIES

The ILO has been working with all partners to promote more inclusive work environments through training, adapting tools, engaging in policy



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

discussions, overcoming barriers to access, and highlighting good practices. It is also supporting the government of Egypt to make tourism more accessible.

The main results in 2016 include the following:

POLICY DEVELOPMENT AND CAPACITIES

1. **The capacities of national partners** (Ministry of Tourism, National Council for Disability Affairs) were enhanced to design policies and services that are more inclusive and welcoming for guests who have accessibility needs.
2. **Good practices and challenges related to inclusive employment were discussed** and recommendations were addressed to different stakeholders in order to promote decent work for persons with disabilities on a larger scale in Egypt.

DEMONSTRATIVE AND DIRECT FIELDWORK

1. **72 young people with disabilities were successfully placed into decent employment** following on-the-job and off-the job skills training in the tourism sector.
2. **70 people** coming from the Business and Disability Network and civil society organizations **have improved capacities** to promote inclusive work environments.
3. **Three entities were recognized as winners** in the 1st competition on accessible tourism in Egypt, that ILO organized for hotels and tourism service providers.

KNOWLEDGE PRODUCTS

ILO Guidance Manual: Disability Equality Training

LABOUR MIGRATION

The main results in 2016 include the following:

- 20 staff from the Ministry of Manpower have **enhanced capacities to protect the rights of Egyptian migrant workers** in seven countries.



- **9 partners** from the government and social partners have **improved capacities to analyze and draft bilateral agreements** on labour migration and social protection.
- **A participatory action Plan** on Institutional Strengthening in the area of Labour Migration is adopted and launched by the Ministry of Manpower.
- **Joint agenda for action** declared by tripartite delegations from Egypt, Tunisia, and Morocco to enhance exchange and cooperation between them in the area of labour migration.

KNOWLEDGE PRODUCTS

- **ILO Study:** Bilateral Labour and Social Protection Agreements in North Africa.

CHILD LABOUR

Child labour denies girls and boys their rights to be safe from harm, to quality education and vocational training, and to develop as mature and healthy adults. ILO has been engaged on the fight against Child Labour in Egypt for many years, and is currently supporting government of Egypt and national partners to prevent and eliminate child labour.



«Child labour is to a great extent caused by poverty and that the long-term solution lies in sustained economic growth leading to social progress, in particular poverty alleviation and universal education.. »
ILO Worst Forms of Child Labour Convention No. 182

The main results in 2016 include the following:

POLICY DEVELOPMENT AND CAPACITIES

1. **Capacity of 32 participants** from Ministry of Social Solidarity, Ministry of Manpower, NGOs, Workers and Employers Organizations from Egypt, Jordan and Lebanon **was built** through participation in “Child Labour in the Streets: Challenges and Opportunities” regional workshop in Cairo; in cooperation with Regional Office of Arab States, Ministry of Social Solidarity, “Tahya Misr” initiative and Hope Village NGO.
2. **Capacity of participants** from Federation of Egyptian Industries, National Council of Childhood and Motherhood and Ministry of Manpower was built through participation in “Knowledge Sharing on Combatting Child Labour” workshop in Jordan.



KNOWLEDGE PRODUCTS

- **ILO-IOE Child Labour Guidance Tool for Business in Arabic:** How to Do Business with Respect for Children's Right to be Free from Child Labour.



4. CROSS-CUTTING THEME

GENDER EQUALITY AND WOMEN'S EMPOWERMENT

Gender equality and non-discrimination is at the core of ILO commitment to decent work. Moreover, a focus on gender equality and the need to address inequalities has shaped the post-2015 global development agenda: 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.

EMPLOYMENT AND SKILLS

1. 660 women enhanced their creative skills and market their handicrafts products through the construction and completion of a second handicrafts sales outlet- **the Productive Families Outlet- in Al-Dahar, Red Sea governorate.**
2. **Three cooperatives** in the Bedouin handicrafts and in the aromatic plants sector in the governorates of Aswan and the Red Sea were supported in collaboration the Centre for Egyptian Family Development and the Industrial Modernization Centre to grow through production, marketing, and management technical assistance.



3. **512 women and girls** in the governorates of Minya, Port Said and the Red Sea, were empowered to start or expand their enterprises in cooperation with local NGOs in their communities by having access to micro-finance loans.
4. **206 women received training** on dairy products, sewing and pre-cooked food preparation through four NGOs working in Minya and were successfully employed based on the training received.

ENTERPRISE DEVELOPMENT

5. The ILO conducted **the Women's Entrepreneurship Development (WED) Assessment**, which assesses the extent to which there is a supportive

environment for WED in Egypt that facilitates the efforts of more women to become entrepreneurs and start new businesses, and promotes the strength and competitiveness of existing women-owned enterprises. The results of the assessment serve as a relevant, evidence-based and consulted basis for the development of national action to implement its recommendations in order to support the development of women's entrepreneurship across all economic sectors on more equitable and participatory basis.



EMPLOYERS, WORKERS AND SOCIAL DIALOGUE

- **The FEI's Women in Business Support Unit** was support to move forward on its double-folded mandate: i) supporting women entrepreneurs; and ii) promoting gender equality in the private sector in Egypt. A sustainable training platform on gender equality and social compliance in the business sector is being established. An improvement in women's representation on FEI board has also been achieved.
- The FEI Women in Business unit, the Industrial Modernization Center (IMC), the National Council for Women, and the ILO organized a large **Conference on Women and Enterprises** to both promote a better environment for businesswomen and increase awareness of companies on the needs for gender equality to improve the female participation in the labour market. This is part of the FEI/efforts to improve diversity at the workplace.
- **A training programme on gender equality and the role of trade unions** has been established and piloted with 24 participants. The training programme includes: Gender concepts and definitions; women's rights at work; a presentation of international conventions and national legislation; current situation for women in the labour Market; current situation of women in trade union organisations; 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.





Decent Jobs for Egypt's Young People

Canada



Exports project

Partners for Competitiveness & Decent Work

TAWGIH

Your Guide to the future



MINISTRY FOR FOREIGN
AFFAIRS OF FINLAND



Schweizerische Eidgenossenschaft
Confederation suisse
Confederazione Svizzera
Confederaziun svizra

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 and Red Sea 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

Transition to Employment: Career Guidance for Youth and Job Creation

TECHNICAL AREAS

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

DONOR

Italian Egyptian Debt for Development Swap Programme

PROJECT TITLE

The Way Forward after the Revolution- Women Empowerment

TECHNICAL AREAS

Mainstreaming gender 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

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 Human Security Trust Fund (UNTFHS)



**Danish-Arab
Partnership Programme**

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)



مشروع حياة للتنمية المحلية

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



United Nations Trust Fund
for Human Security

PROJECT TITLE

Promoting Gender Responsive Workplaces in Egypt

TECHNICAL AREAS

Mainstreaming gender

DONOR

The Ministry of Foreign Trade and Development Cooperation of the Netherlands



Ministry of Foreign Affairs of the
Netherlands



NORWEGIAN MINISTRY
OF FOREIGN AFFAIRS



International
Labour
Organization

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

Strengthening Gender Monitoring and Evaluation in Rural Employment in the Near East and North Africa

TECHNICAL AREAS

Youth employment, monitoring and evaluation

DONOR

International Fund for Agricultural Development

PROJECT TITLE

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

TECHNICAL AREAS

Child labour

DONOR

International Labour Organization (ILO)

PROJECT TITLE

Reform of Egypt Social Insurance System

TECHNICAL AREAS

Social protection, pensions

DONOR

International Labour Organization (ILO)
