

## **Egypt's national report about the progress in the implementation of the agreed conclusions on “women’s economic empowerment in the changing world of work”**

**What specific actions have been taken to enact, strengthen and enforce laws and regulatory frameworks that ensure gender equality and prohibit discrimination against women in the world of work?**

- In the constitutional framework Article (9): equal opportunity: the state ensures equal opportunity for all citizens without discrimination;

Article (11): The place of women, motherhood and childhood: The state commits to achieving equality between women and men in all civil, political, economic, social, and cultural rights in accordance with the provisions of this Constitution; The state commits to taking the necessary measures to ensure appropriate representation of women in the houses of parliament, in the manner specified by law. It grants women the right to hold public posts and high management posts in the state, and to appointment in judicial bodies and entities without discrimination; The state commits to the protection of women against all forms of violence, and ensures women empowerment to reconcile the duties of a woman toward her family and her work requirements; The state ensures care and protection and care for motherhood and childhood, and for breadwinning, and elderly women, and women most in need.

- The national strategy for empowerment of women: In 2017, which was announced as women year by the Egyptian President, the National Strategy for Empowerment of Egyptian Women 2030 (NSEW 2030) was adopted by the President of Egypt with a clear directive to the GoE to adopt all its contents and consider it as a guide and a roadmap for all the work concerning the empowerment of women, making Egypt the first country globally to launch its national women strategy 2030 in line with the SDGs. The Strategy has a pillar for economic empowerment for women.
- NCW Law no.(30) organizing the institutionalizing the National Council for Women as an independent National Women Machinery (2018)

Recent Legislative framework:

- Amendment of Civil Service Law 2016 granting benefits of working mothers such as 4 months’ maternity leave instead of 3 months among other benefits and rights

- The new Investment Law of 2017 (article 2) dedicated for assuring equal investment opportunities for both men and women.
- Decision of the Sheikh of Al-Azhar No. 32 of 2018 prohibiting the transfer of working women from their place of work to another place without her desire except after presenting the justifications for the transfer.
- Financial Regulatory Authority (FRA) issued decrees no. 204,205/2020 to prohibit any gender discrimination in dealing with all of financial companies clients as well as developing financial (non-banking) products that are considerate to women needs.
- Minister of Manpower issued Decrees number 43 and 44 in 2021 to lift restrictions on women's ability to work at night and restrictions on working in specific industries/profession while assuring provision of protection and safety measures to women.
- Small, medium & micro enterprises law
- During the Covid-19 pandemic: The Prime Minister issued Decree No. 719 of 2020, including: Pregnant women or those looking after one child or more of less than 12 years shall be granted an exceptional leave; & Women employees looking after their children with disabilities shall be granted a leave pursuant to a circular

**What specific actions have taken to enact, strengthen and enforce laws and regulations that uphold the principle of equal pay for equal work or work of equal value in both the public and private sectors?**

- Article 27 in the Egyptian constitution: (Economic system): The economic system is socially committed to ensuring equal opportunities and a fair distribution of development returns, to reducing the gaps between incomes by setting a minimum wage and pension to ensure a decent life, and setting a maximum wage in state agencies for whoever works for a wage as per the law.
- Prime Minister Decision No. 2659 of 2020 to reconstitute the National Council for Wages established by Resolution No. 983 of 2003 to define its functions and include in its membership the National Council for Women.

**What measures have been taken to enact, strengthen and enforce laws and policies to eliminate all forms of violence and harassment against women in the world of work and provide means of effective redress in cases of noncompliance?**

- Article (11) in the constitution: The state commits to the protection of women against all forms of violence, and ensures women empowerment to reconcile the duties of a woman toward her family and her work requirements.
- Law No. 141 of 2021 amends some provisions of the Penal Code (Amendment of Harassment Articles) Article 306 bis (a) and 306 bis b with explicit reference to sexual harassment at the workplace.
- Law No. 175 of 2018 "Combating Information Technology Crimes" was issued as the first Egyptian legislation that addresses crimes that take place over the Internet and electronic communication sites, covering the crimes that occur against women, including harassment, stalking and violation of people's privacy.
- Law No. 189 of 2020 was issued to amend some provisions of the Penal Code by adding Article 309 bis B, which developed for the first time a definition and provisions to criminalize and punish bullying.
- Decree no. 827/2021 was issued by the Prime Minister of Egypt to establish a one stop shop for the protection of women victims of violence.
- Code of Conduct was issued with Ministry of Transport and Financial Regulatory Authority that includes provision of safe working environment for women.

**What measures have been taken to mainstream a gender perspective into education and training programs in order to facilitate the effective transition from education or unemployment to work?**

- Educational material entitled "Values and Mutual Respect" for 3rd grade students was developed including clear concepts of having mutual respect between all human beings equally. Moreover, the educational curricula in secondary schools included a section about women and about the women's national machinery in Egypt.
- The curriculums of the Ministry of Education have been modified to include the principles of gender equality and the importance of the role of women.
- Launching of the 1st Professional Master Program in Gender and Development Studies in National Universities in 2016

**What steps have been taken to promote decent paid care and domestic work in the public and private sectors?**

- 41 support centers for working women provides services that help working mothers do both family and work duties, reaching out to 195,000 women beneficiaries. (March 2020)
- Employers who employ 100 female workers or more in one place must establish a nursery or entrust a nursery to take care of the children of female workers under the terms and conditions determined by a decision of the competent minister
- During the covid-19 pandemic, the Prime Minister issued Decree No. 776 of 2020 on establishing a workers' emergency benefits fund and forming a committee for the irregular workers affected by the economic repercussions of the emerging COVID-19 Including NCW as member to make sure women's needs are met during containment measure of the COVID19

### **What actions and investments have been made to support gender-responsive social protection and care infrastructures and services?**

- The Government of Egypt (GoE) has dedicated 242 billion Egyptian pounds to the women agenda from July 2018 – December 2019 .
- Issuance of a new Social Insurance Policy Scheme “Aman Certificates” (2018). Provided for 50,000 Egyptian FHH free of charge.
- Conditional Cash transfer program “Takaful and Karama” with 90% of its beneficiaries is women.
- Decent Life Initiative, launched by President of Egypt aims to provide a decent life for the those who need support the most nationwide including infrastructural enhancement
- Launching Decent housing Program and providing housing units for those in need.

### **What specific measures have been implemented to promote women's entry, re-entry and advancement in the labor market?**

- 800,000 National ID cards were issued for women to practice their constitutional rights, access services, and easily enter the labor market
- Awareness raising campaigns to encourage women to participate in the labor force
- Upscale financial inclusion and entrepreneurship programs & providing & enhancing Digital training for start ups and mentoring programs
- Launching different initiatives such as “Zaneen Market”, a women friendly environment market, “Addaha W2doud”, Community Kitchen Initiative "Mumm" model - “ Mashaghl” Initiative Model. “

**What measures have been implemented to promote the transition from informal to formal paid employment for women?**

- The Village Savings and Loans Associations were applied, allowing women to save and starting their own micro-projects. The initiative was made with the purpose of unlocking the unbanked population.
- launching a media campaign dedicated to financial inclusion and raising financial knowledge and culture.
- During covid-19 pandemic:
- Small, medium & micro enterprises law, which include a full pillar on the informal sector and means of formalizing it.
- Ministerial Committee established & headed by the Prime Minister to support informal workers included a component to take the beneficiaries of this support to the formal sector through financial inclusion and e-wallets.

**What specific actions have been taken to support women's access to skills development and decent work in emerging fields, including science, technology, engineering, and mathematics?**

- The Women Business Development Center (WBDC) within the National Council for Women launched: ICT, vocational and entrepreneurship training for ; Social Innovation Hub in 2016; 1m youth outreach through “masr taamel - egypt works” initiative; Speed Mentoring Program in the field of entrepreneurship and SMEs development; International Business Driving License for business management; The "Basic Guide to start your own business Program - GET Ahead Manual with ILO
- During the covid-19 pandemic: Ministry of ICT launched a package of educational program for women to prepare them for labor market including new technological tools to help women in the areas of e-marketing and e-commerce to ensure they are empowered economically.

**What specific efforts have been implemented to support women's participation and leadership in trade unions, workers' organizations?**

- The establishment of the Women in Business Unit at the Federation of Egyptian Industries (FEI) in 2017, as a permanent structure within the FEI
- The FEI launched the Human Resources and Gender Academy, which works with Human Resources managers to create more gender-sensitive work environments.

- The Ministry of Manpower, in cooperation with ILO and other partners, implements different trainings on gender equality in the workplace with trade unions, and those that focus on women's corporate leadership.
- The establishment of a gender equality unit within the Ministry of Manpower in 2019.

**What efforts have been undertaken to encourage private firms and institutions to mainstream gender equality considerations in policies and practices?**

- Gender Equality structures: A unit of Ministry of Manpower for Gender Equality and non-discrimination; & Micro, Small and Medium Enterprise Development Agency (MSMEDA) Gender Unit:
- Models of institutional transformation: Global "Closing Gender Gap Accelerator" (World Economic Forum) Currently being designed in Egypt (to be first in MENA) that focuses on enhancing Public Private partnership on the economic empowerment of women through a 3 year plan; & Gender Equity Model in Egypt (GEME) (World Bank) Implemented in 2010 in Egypt revived in March 2021. Works as an incentive tool for the private sector to enhance its internal and external policies to include a gender lens.

**What action have been taken to increase investment and support for women entrepreneurs?**

- The new Investment Law of 2017 (article 2) dedicated for assuring equal investment opportunities for both men and women.
- In 2018/2019, implementation of more than 68,5 thousand micro projects to empower women economically, targeting rural women and mothers of school children with financial cost around 468.5 million beside providing 41.3 thousand job opportunities through the small and micro projects for women and youth, as well as training of 18,000 women in the business and marketing field.
- SAP Egypt has launched a network for businesswomen.
- During the covid-19 pandemic: In (22 March 2020) MoSS announced increasing the number of beneficiaries of soft loans and loans with negligible interest rates to set up micro enterprises so that they can improve the living standard of their families; economic opportunities to include women in need to microfinance loans
- In 7 April 2020 Micro, Small & Medium Enterprise Development Agency Launched exceptional loan for a limited period to help small projects survive the crisis. (Given that, the total no. of small project provided to women in 2019 was 69% while 51% of microfinance loans were granted to women).