

# **EGYPTIAN EXPERIENCE IN THE FIELD OF EMPLOYMENT AND PROVISION OF JOB OPPORTUNITIES**

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# 1- MAIN OBJECTIVES

## 1- Control of Unemployment via a National Strategic Plan that


- Establish a Proper Environment that Boosts Productivity, Economic Growth, Employment and Improved Competitiveness
- Human Resource Development through Improvement and Upgrading of Training Centers at the National Level.
- Adopting Market Demand Driven Concept in Education and Training Policies

**2.Care for the Welfare of Egypt's Workforce, and Regulating Their Employment in Local as well as External Labor Markets.**

**3.Upgrading Competence of the Workforce to Achieve Full Employment and Productivity, as Means for Overall Socio-Economic Development.**

**4.Provide the Appropriate Services for Egyptians Abroad and Linking Them to Their Motherland.**

**The Presidential Election Program Conforms to this Strategy; including employability, training and job opportunities as Priorities.**



## **2- EMPLOYMENT POLICIES AND CREATION OF JOB OPPORTUNITIES**

- Promoting the Culture of Entrepreneurship, Self Employment and Encouraging the Establishment of Small and Micro-business Projects.
- Creation of Decent Job Opportunities to Absorb Rising Needs of Employment by Encouraging Local, Arabic and Foreign Investment.

**Year 2008/2009**

**Total Investments 200 Billion EG**

**600,000 Job Opportunity**

## **4.Improvement and Upgrading of Governmental Employment Offices to match between market Needs and Existing Human Resources**

**300 Employment Offices in 29 Governorates  
Open of New Employment Offices in Newly  
Constructed Cities**

3. Economic Empowerment of Women and Youth via:  
Execution of a National Plan for Youth Employment with cooperation with the

**Youth Employment International Network (YEN)**

**And**

**International Labor Organization (ILO)**  
**(Creation of 3.5 Million Jobs in 5 Years**  
**(2010-2015))**

**5. Execution of Field Studies related to Informal Employment in cooperation with Arab Labor Organization which would ultimately leads to:**

- **Introducing a legal Framework to gradually transform this Informal Sector to the Formal one.**
- **Provision of full Care and Social Protection.**

**(Current Number of labors (approx.) in Informal Sector = 7 Millions**



## 6. Monitoring of Certified Private Employment Agencies to Assure

- **Seriousness of Job Opportunities.**
- **Suitability of Contracting Conditions**

**Number of Certified Private Employment Agencies = 700**

**Annual Job Opportunity = 200,000 (local and/or external)**

### **3- Creation of Suitable Facilities for Employment and/or Employability**

- 1. The Egyptian Government is taking Steps to Establish a **National Agency for Employment** Formed by the 3 Parties:**

**Government – Business Organizations - Trade Unions**

#### The Aims are:

- **Improvement of Employment Services.**
- **Increase of Support to Creation of Local Job Opportunities.**
- **Regulation of Migration of Workforce.**

- Increase and Improve Employability.
  - Encouraging of Self Employment.
  - Developing Youth Communication Skills.
2. Expanding Licensing of Private Employment Agencies by introducing a Legal update to the Current labor Law to ease licensing procedures.
  3. Expansion of the Social Fund Activities to encourage small and micro-business; leading to more Job opportunities.

**Current Social Fund Activities  
Close to 150,000 Jobs (Annually)**

## **2. Policies and Activities:**

- **Establishment of 6 Information and Employment Offices in Governorates distinct with Rejected Labor Force:**
  - **Assist Interested Citizens for Legal Migration**
  - **Inform about danger of Ill-legal immigration**
  - **Record of Personal Data of Interested Citizen for Legal Migration**
- **Continuous Media Campaign (Newspapers, Radio, TV) about:**
  - **Danger of Ill-Legal immigration.**
  - **Proper Channels for Legal Immigration**

# 4- DECENT WORK

1- The Egyptian Government Acts on the Promotion of Decent Job Opportunities for All. **(Work Law No. 12 year 2003).**

2- The Social Dialog Plays an Important Role towards:

- Realizing Stability in the Work Environment
- Provision of Social Protection
- Guarantee of Suitable Quality and Fair Rules of Work Conditions.

### 3- Promotion of the Role of Group Negotiation as a Prime Mechanism of Social Dialog:

**109 Agreements    Jan 2006 – Sept 2009**

**232,098 Benefited Workers (Better working Conditions)**

### 4- Monitoring of the Implementation of All Work Laws to Assure:

- Gender, Religion and Income Equality.
- Occupational Safety and Health.
- Conducting Seminars and Workshops to Promote the Culture of Decent Work.
- Implementation of the Special Work Laws for the Employment of Women, Children and Those of Special Needs (Income, Working Hours, ...).

# **5- MANAGEMET OF LABOR MIGRATION**

## **1. Global Statistics of Egyptian Migrants:**

**Estimation of Egyptian Migrants is  
6.4 Millions (Temporary or Permanent basis)**

**Estimate of Egyptian Migrants to Arab  
Countries**

**4.8 Millions (Work Permits)**

# Policies and Activities:

- Establishment of 6 Information and Employment Offices in Governorates distinct with Rejected Labor Force:
- Assist Interested Citizens for Legal Migration
- Inform about danger of Ill-legal immigration.
- Record of Personal Data of Interested Citizen for Legal Migration.
- Continuous Media Campaign (Newspapers, Radio, TV) about:
  - Danger of Ill-Legal immigration.
  - Proper Channels for Legal Immigration.



# **6- BEST PRACTICES**

## **1. SOCIAL DEVELOPMENT FUND:**

**Established on 1991.**

**Management Board: Headed by the Prime Minister + Concerned Ministers.**

**Resources: Donations and Loans from (Persons - Local, Regional and International Agencies – National Budget).**

**Services: Community Development – Population – Infrastructure - HRD – Capacity Building – Woman Empowerment – Financing small Projects.**

**Achievements: (Till end of 2008)**

- Pumping of 7.6 Billion Egyptian Pounds for Small Projects (276,000 Projects - 1.2 Million Jobs)
- Pumping of 1.4 Billion Egyptian Pounds for Micro-Projects (705 Project – 865,000 Jobs)
- Pumping of 3.3 Billion Egyptian Pounds for Community and Human Resource Development (492,000 Jobs)

## 2. EMERGENCY FUND FOR LABOURS

- Established on 2003.
- Management Board: Headed by Minister of Manpower and Migration + Membership of Concerned Bodies + Representatives of Business People and Labors
- Objectives: Drawing of Counter General Policies Against the Danger of
- Drop in Production and/or Activities due to Recessions.
- Labor Pension associated with stopped wages.

## Resources:

- 1% of Work Force in Government and Private Sectors. (Containing 30 workers or more)
- Donations and Penalties associated with null - implementation of Rules stated in the governing Law of Emergency Fund.
- Achievements: (2008/2009)
- Payment of **20.7 Million EG** for **22118** workers in **122 Establishment.**
- Offering Loans mount to **35 Million EG** (4 Companies having **7600** workers)

### **3- Project: INTEGRATED MANAGEMENT INFORMATION SYSTEM FOR IMMIGRATION:**

1- This Project was executed with the Cooperation of the Organization of International Immigration and was financed by the Italian Government.

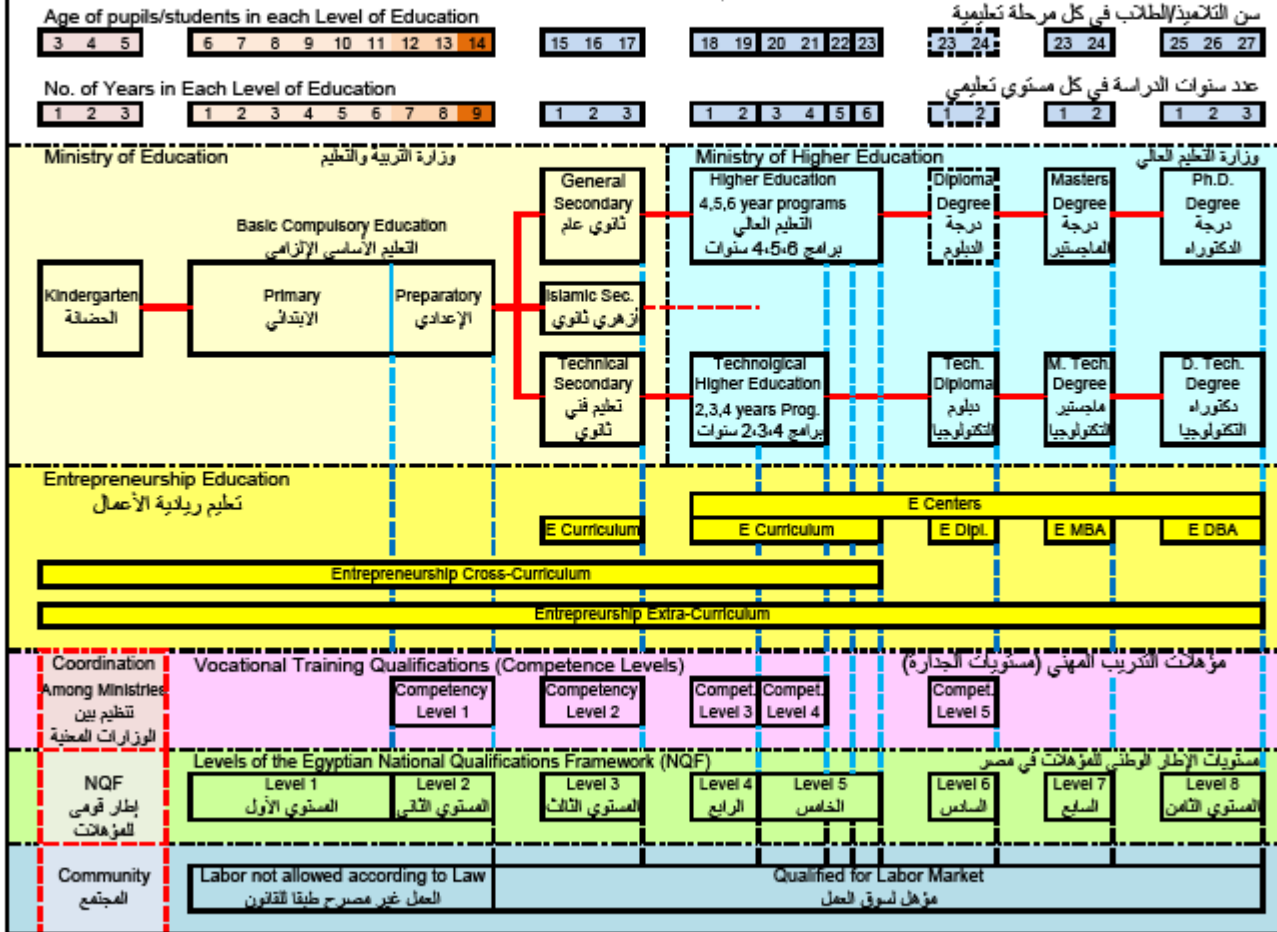
- **First Phase: July 2001- November 2005**
- **Second Phase: Feb. 2008 – Sept. 2010**

## 7- Policies of HRD



## Framework for Education, Training and Entrepreneurial Skills (FETES)

إطار للتعليم والتدريب وريادية الأعمال



# الهيكل التنظيمي للمجلس الأعلى لتنمية الموارد البشرية

## SCHRD Structure

قرار رئيس الجمهورية  
رقم 229 لسنة 2003

المجلس الأعلى لتنمية الموارد البشرية

SCHRD

Technical Secretariat

الأمانة الفنية

Local HRD  
Councils

المجالس المحلية  
لتنمية الموارد البشرية

قرار رئيس مجلس الوزراء  
رقم 1634 لسنة 2003

27 مجلس في 27 محافظة

اللجنة التنفيذية  
للمجلس الأعلى  
لتنمية الموارد البشرية

Executive  
Committee  
SCHRD

قرار رئيس مجلس الوزراء  
رقم 1058 لسنة 2007



## Supreme Council for Human Resources Development

- **SCHRD created by Presidential Decree No. 229 (2003)**
- Main Responsibilities include:
  - National human resources development strategic planning.
  - Coordination between the roles of line ministries , relevant authorities and stakeholders.
  - Support efforts for upgrading skills of workforce to achieve full employment and productivity.
  - Follow-up and monitor the compliance of all HRD activities to Government objectives

# Key policy issues in the HRD sector

## Unified Vision

- ❑ To capitalize on the demographic opportunities.
- ❑ Narrow skills' gap between labor market needs and the outputs of the education and training system.
- ❑ To link education to training (integrated approach to HRD)
- ❑ To Introduce new financing schemes to guarantee sustainability (Productive training, PPP, Social Service centers.....).

## Continued

### Key policy issues in the HRD sector

- ❑ To balance access to the education and training system with improved quality outputs.
- ❑ To develop a more coherent and integrated HRD strategy and to create an action plan that enables reform progress to be monitored.
- ❑ Revise the TVET governance system both at the macro-level (less fragmented institutional setting) and at the micro-level (more empowerment of training institutions and a better quality teaching force).
- ❑ Development of a vocational counseling and guidance system.
- ❑ Creation of a National Institution for Management & Accreditation of EVCQs.
- ❑ Develop teacher's and trainer's capacities, training and motivation.

# ACCOMPLISHMENTS

## Executive Committee SCHRD

**The following are some of HRD achievements  
(Yr 2008 & 2009)**

- Reform the executive committee for HRD to revive the role of the SCHRD in order to:
  - coordinate between the different initiatives executed by various institutions.
  - establish channels of communication to unify and rationalize resources to improve TVET outcomes.
- Took a leading role in establishing the “National Qualifications Framework” to facilitate the mobility of workforce and to enhance lifelong learning.
- Set the National Action Plan for Youth Employment.
- Assure Egypt’s HRD Strategy in collaboration with EU & WB.
- Support the Egyptian Observatory function as a provider of reliable data analyses.
- Support the creation of vocational counseling and guidance functions in VET systems .
- Continue procedures for improving the efficiency of labor market institutions.

## Some Areas of Collaboration

- **Establish the National Qualifications Framework through the Executive Committee / Supreme Council for HRD.**
- **Improve Skills Matching system for legal migration (in collaboration with Italian Cooperation program).**
- **Women economic capacity development and improve employability in IT and Tourism sectors.**
- **Contribute to National Observatory for Labor Market Information in partnership with IDSC.**
- **Contribute to Career Guidance and Vocational Counseling functions in partnership with MOE**