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THE NATIONAL COUNCIL FOR WOMEN



OPPORTUNITIES IN EMPLOYING WOMEN TECHNICIANS

An Employer Focused Study



JULY 2021

An Employer Focused Study

OPPORTUNITIES IN EMPLOYING WOMEN TECHNICIANS

ECONOMIC EMPOWERMENT SECTION

Egypt, July 2021

The views expressed in this publication are those of HLB Makary Consulting Firm and do not necessarily represent the views of UN Women, the United Nations or any of its affiliated organizations

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ACRONYMS

| | |
|----------------------|--|
| GAC | Global Affairs Canada |
| GTEX/ MENATEX | Global Textiles and Clothing Programme (GTEX) and its related work in the Middle East and North Africa (MENATEX) |
| ICT | Information and communications technology |
| IECD | L'Institut Européen de Coopération et de Développement |
| ILO | International Labour Organization |
| ISCO | International Standard Classification of Occupations |
| IT | Information technology |
| ITC | International Trade Centre |
| MoM | Ministry of Manpower |
| MSMEs | Micro, small and medium-sized enterprises |
| NCW | National Council for Women |
| NEP | National Employment Pact |
| PVTD | Productivity and Vocational Training Department |
| Sida | Swedish International Development Cooperation Agency |
| T&C | Textiles & clothing |
| TVET | Technical Vocational Education and Training |
| UNIDO | United Nations Industrial Development Organization |
| UN Women | United Nations Entity for Gender Equality and the Empowerment of Women |

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EXECUTIVE SUMMARY

1.

EXECUTIVE SUMMARY

Purpose: This study uses a gender lens to assess the technical jobs that are currently available to women technicians in specific sectors, which sectors offer richer job opportunities, and where there are gaps. It also seeks to identify the various challenges and opportunities for women technicians' employment by assessing the current demands and perceptions of employers in terms of women's skills and limitations. The findings are based on tailored primary research with 124 companies and recruiters in Cairo, Giza, Alexandria, Beni Suef and Beheira governorates and within five pre-selected sectors: food and beverage manufacturing; pharmaceuticals, medicinal, chemical and botanical products; motor vehicles, trailers and semi-trailers; accommodation and food services; and the information and communications sector.

Context: By absorbing more than 52% of young people at the secondary level (43% of which are women), technical secondary education represents the larger part of the Egyptian educational system. Despite this, 2014 statistics on labour force participation for technical and vocational education and training (TVET) graduates show a high rate of unemployment for those aged 17–35, with 46.4% outside the labour force (18.7% men and 81.5% women); 6.9% unemployed (6.5% men and 6.7% women); and 46.7% employed – including 11.4% who were formally employed (16.4% men and 5.1% women); and 35.3% informally employed (58.4% men and 6.5% women). The Central Agency for Public Mobilization and Statistics (CAPMAS) data shows a slight increase in the employment rate (formal and informal) to reach 50.3% as of 2018, with persisting employment gaps between men and women. International studies suggest that the gender gap in labour force participation results in a potential 34% loss to Egypt's GDP. As the statistics indicate, there are clear and compelling reasons to boost the labour force participation of women, but where women

choose to work (in which sectors and job categories) is also essential to ensuring their access to decent jobs and better wages. In much of the world, and in Egypt, technical jobs are in high demand and have been an area where higher-than-average salaries and decent working conditions are often available.

Study methodology: The study findings are based on both qualitative interviews with 124 employers and recruiters as well as responses to a series of questionnaires. The adopted sampling technique is a non-probability convenience sampling, in which the researcher intentionally selects the sample based on subjective judgment for companies of the pre-set criteria for the targeted sectors. This means that the sample shall not be representative of the pre-selected sectors and governorates at large and hence, the results cannot be generalized. Rather, the results are indicative. This sample method is suitable for exploratory studies, such as this. The companies interviewed include private businesses, recruitment agencies and a control group selected based on the researcher's network. The adopted approach is systematic and sequential. It begins with a critical review of readily available data and statistics (secondary data), followed by quantitative research with companies on the basis of pre-designed, structured questionnaires. This is complemented by qualitative research in the form of one-to-one interviews. In order to provide more insights, the research team benchmarked the results of the quantitative research with the results of an existing survey of the International Trade Centre ("Needs Analysis Survey of the Pre-Selected Companies of the Gtex/Menatex Egypt" 2020) of companies in a sector with high employability of women – namely the textile and clothing (T&C) sector, which represents the control group for this study. This aimed to compare between the results of the pre-selected sectors and the benchmark survey.

SUMMARY OF FINDINGS

Women technicians: In the companies surveyed, 9.3% of all employees are women; and one-third had fewer than 5% women employees. Women technicians are more likely to work in large companies (78%), particularly in Cairo or Giza – where participation rates are 60 to 70% higher than in Beheira and Beni Suef governorates. Women are most concentrated in the accommodation and food services sector (65%), followed by food and beverage manufacturing (47%), and least represented in automotive manufacturing.

Limitations: Women technicians face limitations based on a mix of employers' perspectives and prevailing social norms, under which women are seldom favoured over men in factories. Most employers (65%) say they have difficulty or face limitations in recruiting women in technical positions, which vary by occupation. The fewest reported limitations to employing women are for positions as IT technicians (38%) followed by occupational health and safety technicians (49%), while the greatest reported limitations are for electrical or mechanical maintenance technicians (84 and 85%, respectively). The reasons cited are that the latter positions are not seen as suitable for women, and that employers perceive women as being not interested in such jobs. Other employers suggest that women technicians lack the required technical or job-specific skills and practical work experience, compared to men. Reasons cited as to why women are often disadvantaged in recruitment processes include: that they lack the soft skills required for such jobs; their inability to work in remote areas due to lack of safe transportation; their difficulty to work more than one shift (because of social norms and family restrictions on women working at night); and employer perceptions that some work requires heavy lifting and may at times be hazardous.

It is important to note that at the time of the data collection for this study, Egypt's national legislation prohibited women to work in some jobs in some sectors. However, as of April 2021, these legislative restrictions had been lifted. Moreover, as per the study methodology, the above-stated limitations for employing women technicians reflect the perspectives of the interviewed companies (demand side/ employers) and have not been validated by the supply side – the women themselves.

Best potential sectors for women: By sector, there is a relatively higher potential to recruit women technicians in pharmaceuticals manufacturing (where salaries/benefits are also highest), followed by information and communications, and the food and beverages sector. This could be because these sectors are those least directly impacted by the coronavirus pandemic, as well as the increased dependence on modern technologies by business-owners, which has led to the creation of new job opportunities.

Pay gaps: Most employers (78%) perceive women as more or less equally paid to men in the same profession (while 7% pay women more than men and 15% pay women less than men). The information and communications and the food and beverage manufacturing sectors are reportedly the most equal (84 and 86%), versus a notable gap in the automotive manufacturing sector (where only 57% of salaries and benefits are perceived as equal and 29% of employers say women's are lower than men's).

Best practices: Several employers list best practices for hiring women technicians, which include: providing a suitable environment and working conditions for women in terms of **safe places** (adequate lighting and ventilation, enough latrines, a strong internal communication and grievance system, zero-tolerance policy for harassment and abuse, safety aids and equipment for women, sitting areas, canteens, adequate cleanliness, rules regarding the maximum weight to be lifted by women); **incentives** (maternity benefits, social and medical insurance, overtime allowances, return-ship policy, creches, career progression); **means of transportation** (supervised shuttle buses to and from factories); **flexibility in working hours**, when applicable; and adequate and customized **technical and vocational training** to increase women's skills to match job requirements. However, the degree to which surveyed employers feel these measures support men's engagement in the workplace is not clear.

SUMMARY OF RECOMMENDATIONS

Based on the study findings, the following recommendations target the inefficiencies identified on **the demand side** of the labour market in selected sectors, based on the interviewed 124 companies and recruitment agencies, particularly with regard to recruiting and training women technicians:

For private sector companies

- Provide company-sponsored transportation; improve working conditions to create women-friendly workplaces; introduce flexible working hours (when applicable); allow both maternity and paternity leave; provide childcare services or allowances; establish clear career progression for women technicians; etc.
- Address cultural constraints that may exist in the workplace, including by creating a pool of women mentors and role models to inspire others, and by engaging male champions in the workplace to help shift the corporate culture in this regard.
- For those already employed, offer on-site training and capacity-building to women employees and invest in women's leadership to create a pipeline of supervisors and managers.
- Encourage women technicians to apply for technical jobs by using gender-sensitive job descriptions and advertisements.
- Strengthen HR procedures to ensure greater inclusion in recruitment and retention policies.

For employment service-providers

- Improve recruitment of women technicians through strengthened networking with employment platforms and government stakeholders.
- Introduce career counselling and coaching services, especially for women graduates to encourage women technicians to enter different non-traditional occupations.
- Organize job fairs for women technicians and set up specialized mobile employment fairs for women technicians in different governorates.
- Establish networks between companies, women jobseekers and employment service-providers.

Government

- Strengthen measures to foster partnerships between private companies and public career centres to provide practical and specialized training for technical and vocational education students, including targeted actions for young women and women returning to the workforce.
- Incentivize the private sector to provide internships to women technicians, including to ensure their employment through tax deductions and subsidies, for example.
- Continue to strengthen public awareness and enhanced special measures to ensure safe public transportation for women.
- Strengthen and maintain campaigns and measures to tackle assumptions and stereotypes within the various sectors and within companies.
- Continue strengthening the provision of support to women's unpaid care in the home, including childcare (within companies or publicly run) and the provision of elderly care.
- Strengthen the provision of women-targeted services at government-run employment offices to support women technicians in entering these sectors.
- Strengthen support for bridging the skills gap in promising sectors for women technicians, like ICT, by preparing tailored training courses, such as on software and hardware.

The background is split horizontally into a blue top half and a green bottom half. A large, light blue number '4' is positioned in the upper half, and a large, light green number '4' is positioned in the lower half. The word 'INTRODUCTION' is written in white, uppercase letters across the middle of the image, underlined.

INTRODUCTION

2. INTRODUCTION

Egypt has one of the world's lowest rates of the labour force participation of women, ranking 143rd out of 153 countries in this domain⁽¹⁾. As of 2020, labour force participation for women was 14.3%⁽²⁾ while their unemployment rate reached 17.7%⁽³⁾ – around three times the rate for men.⁽⁴⁾ Meanwhile, International studies suggest that the gender gap in labour force participation results in a potential loss to Egypt's GDP of 34%.⁽⁵⁾



As of 2020, labour force participation for women was 14.3%



Unemployment rate for women reached 17.7%

As an alternative to traditional academic learning in Egypt, technical education is a substitute for the Egyptian high school degree, Thanweya A'ama, where students enrol after the completion of their preparatory education and focus on occupational learning. Theme-based academies related to skilled trades, applied sciences, technologies, and other disciplines provide a practical learning experience for students, giving them the opportunity to gain career-oriented work experience.

By absorbing more than 52% of young people (accommodating plus 2 million students) 43% of which are women, technical secondary education represents the larger part of the Egyptian educational system.⁽⁶⁾



TVET absorbs 52% of Egypt's young people at the secondary level



43% of which are women

The total number of graduates of technical and vocational education and training (TVET)- three years course system- in Egypt amounts annually to around 450 thousand. Of these, 216 thousand specialized

in industrial technical education, of which 60.9% are men. Graduates of commercial technical education (including general and hotel) follows with around 184 thousand graduates. However, this specialty is more popular among women, accounting for around 62.4% of the total graduates.⁽⁷⁾ Despite this, 2014 statistics on labour force participation for TVET graduates show a high rate of unemployment for those aged 17–35, as below:

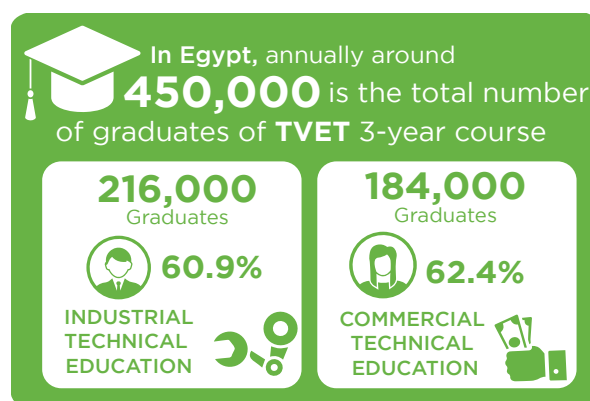
| 46.4% Outside the labor force | 6.9% Unemployed | 46.7% Employed | |
|----------------------------------|--------------------|-------------------|---------------------|
| | | 11.4% Formally | 35.3% Informally |
| 18.7% | 6.5% | 16.4% | 58.4% |
| 81.5% | 6.7% | 5.1% | 6.5% |

CAPMAS data shows a slight increase in the employment rate (formal and informal) to reach 50.3% as of 2018⁽⁸⁾, with persisting employment gaps between men and women. Nonetheless, graduates describe low wages and difficult working conditions compel some of them to leave their jobs.

As the statistics indicate, there are clear and compelling reasons to boost the labour force participation for women, but where women choose to work (in which sectors and job categories) is also essential to ensuring their access to decent jobs and better wages. In much of the world, and in Egypt, technical jobs are in high demand and have been an area where higher-than-average salaries and decent working conditions are often available.

(7) CAPMAS. 2017. Statistical YearBook. Education

(8) Population Council. 2018. Employment outcomes for TVET in Egypt.



(1) World Economic Forum. 2020. Global Gender Gap Report 2020.

(2) CAPMAS. 2021. Annual Bulletin: Labour Force Survey 2020, Egypt. p.25.

(3) Ibid. p.32

(4) Labor force participation for (15 years and above) and Unemployment rates for (15-64 years) as measured by CAPMAS

(5) IMF. 2013. Women, Work, and the Economy: Macroeconomic Gains from Gender Equity. IMF Staff Discussion series.

(6) Ahmed El Ashamwi & Mohamed Megahed. 2020. Combatting COVID-19 Consequences: Egypt's response to TVET sector.

2.1

OBJECTIVES AND KEY DEFINITIONS

This demand-driven study commissioned by UN Women and IECD aims to bridge the gap between the private sector's needs and the expectations of women technicians – including graduates of university and technical, vocational and educational training (TVET) – by shedding light on the current challenges and opportunities for their employment.



The purpose of the study is to explore the employment practices and working conditions of women technicians, through tailored primary research, to inform decision-making on the potential for women technicians' employability in five pre-selected governorates, namely Cairo, Giza, Alexandria, Beni Suef and Beheira. It focuses on employability in five pre-selected sectors: the manufacturing of food and beverages; pharmaceuticals, medicinal, chemical and botanical products; motor vehicles, trailers and semi-trailers; accommodation and food services; and the information and communications sector.



Accordingly, the following definition, guided by the definition of the term 'technicians' in the International Standard Classification of Occupations (ISCO-08) was used: for the purpose of this study, **Women technicians** are defined as: "women with a technical profession, whether graduates of TVET or university, where the technical profession is defined as a skilled professional undertaking of technical work related to either design, installation, assembly, construction, operation, or maintenance and repair of machines."

In this respect, Table 1 outlines the main technical professions/vocations, as relevant for the purpose of this study and as derived from ISCO-08, Major Group 3.

TABLE 1
Definition of technical professions

| TECHNICAL PROFESSION/ VOCATION | JOB DESCRIPTION |
|--|---|
|  Electrical Maintenance Technician/Specialist | Repairing and constructing electrical systems: they help, create, maintain and repair the electronic components and equipment used in any equipment or device that involves electricity. |
|  Mechanical Maintenance Technician/Specialist | Installing, repairing and maintaining machinery and equipment: maintenance mechanics are expected to perform emergency repairs, which necessitates the ability to troubleshoot promptly. Maintenance mechanics typically work with large production machines, usually in factories. |

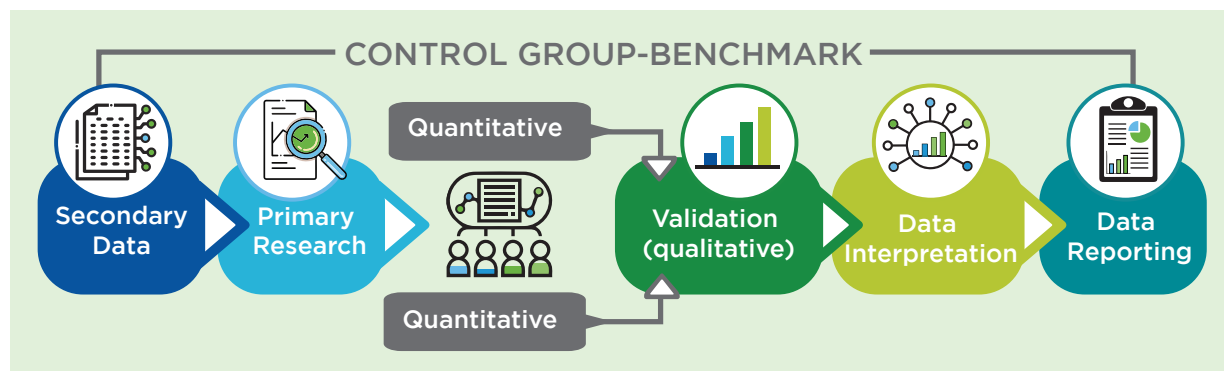
| | |
|--|--|
|  <p>Information Technology (IT) Technician/Specialist (hardware and software)</p> | <p>Diagnosing, repairing and maintaining hardware and software components to ensure the smooth running of computer systems.</p> |
|  <p>Machine Operators</p> | <p>Setting up, operating and maintaining machinery, usually in a manufacturing setting. They are responsible for ensuring that machines produce high-quality products, run smoothly and at capacity, and are properly maintained.</p> <p>Machine Operator's responsibilities include:</p> <ul style="list-style-type: none"> • Setting up machines to start a production cycle • Controlling and adjusting machine settings (e.g., speed) • Feeding raw material or parts to semi-automated machines |
|  <p>Occupational Health and Safety Technician/Specialist</p> | <p>Collecting data on and analysing many types of work environments and work procedures. Technicians work with specialists in conducting tests and measuring hazards to help prevent harm to workers, property, the environment and the general public.</p> <p>Occupational Health and Safety Technicians typically:</p> <ul style="list-style-type: none"> • Inspect, test, and evaluate workplace environments, equipment and practices to ensure that they follow safety standards and government regulations, • Collect samples of potentially toxic materials, • Work with Occupational Health and Safety Specialists to fix hazardous conditions or equipment, • Evaluate programmes on workplace health and safety, • Educate employers and workers about workplace safety, • Demonstrate the correct use of safety equipment, • Investigate incidents and accidents to identify what caused them and how they might be prevented. |
|  <p>Green (Environmental/ Energy) Technician/ Specialist</p> | <p>Contributes to preserving or restoring the environment by incorporating one or more of the following aspects: improving energy and raw materials efficiency; limiting greenhouse gas emissions; minimizing waste and pollution; protecting and restoring ecosystems; and supporting adaptation to the effects of climate change.</p> |

2.2

APPROACH AND METHODOLOGY

The study relies on critical secondary research (see references in Annex 1), followed by primary research that targets the pre-selected sectors and governorates. The chart below highlights the adopted methodology.

FIGURE 1:
Methodological approach









The adopted approach is systematic and sequential. It begins with a critical review of readily available data and statistics, namely, secondary data. This is then followed by quantitative research with companies, on the basis of pre-designed, structured questionnaires. This is complemented with qualitative research in the form of one-to-one interviews with recruitment companies. In order to provide more insights, the research team benchmarked the results of the quantitative research with the results of an existing survey of the International Trade Centre “Needs Analysis Survey of the Pre-Selected Companies of the Gtex/Menatex Egypt” (2020) with companies in a sector that has high employability of women – namely

the textile and clothing (T&C) sector, which represents the control group for this study – in an attempt to compare between the results of the pre-selected sectors and the benchmark survey. All collected data are aggregated and analysed, resulting in key recommendations.

Key findings are derived from quantitative primary research with companies. The sample size includes 124 companies selected based on pre-set criteria for defined sectors. The companies include private businesses, recruitment agencies and a control group selected based on the researcher’s network, as shown in Table 2, below.

TABLE 2
Sample distribution, by category (sector) and governorate

| CATEGORY/ GOVERNORATE | CAIRO | GIZA, ALEXANDRIA, BENI SUEF AND BEHEIRA | TOTAL |
|--|-----------|--|------------|
| 1. Companies/Businesses | 43 | 54 | 97 |
|  Manufacture of food/beverage products | 11 | 12 | 23 |
|  Manufacture of pharmaceuticals, medicinal, chemical and botanical products | 7 | 9 | 16 |
|  Manufacture of motor vehicles, trailers and other transport | 5 | 9 | 14 |
|  Accommodation and food service activities | 9 | 11 | 19 |
|  Information and communications technology | 9 | 13 | 21 |
|  Others (Related industries) | 2 | 0 | 2 |
| 2. Recruitment Companies | 3 | 0 | 3 |
| 3. Control Group | 7 | 17 | 24 |
| Total | 53 | 71 | 124 |

Given the size limitations by stratum, i.e., by sector and by governorate, the adopted sampling technique is a non-probability convenience sampling, in which the researcher intentionally selects the sample based on subjective judgement or convenient choice, such as accessibility to respondents or knowledge of possession of the required information, or other reasons. This

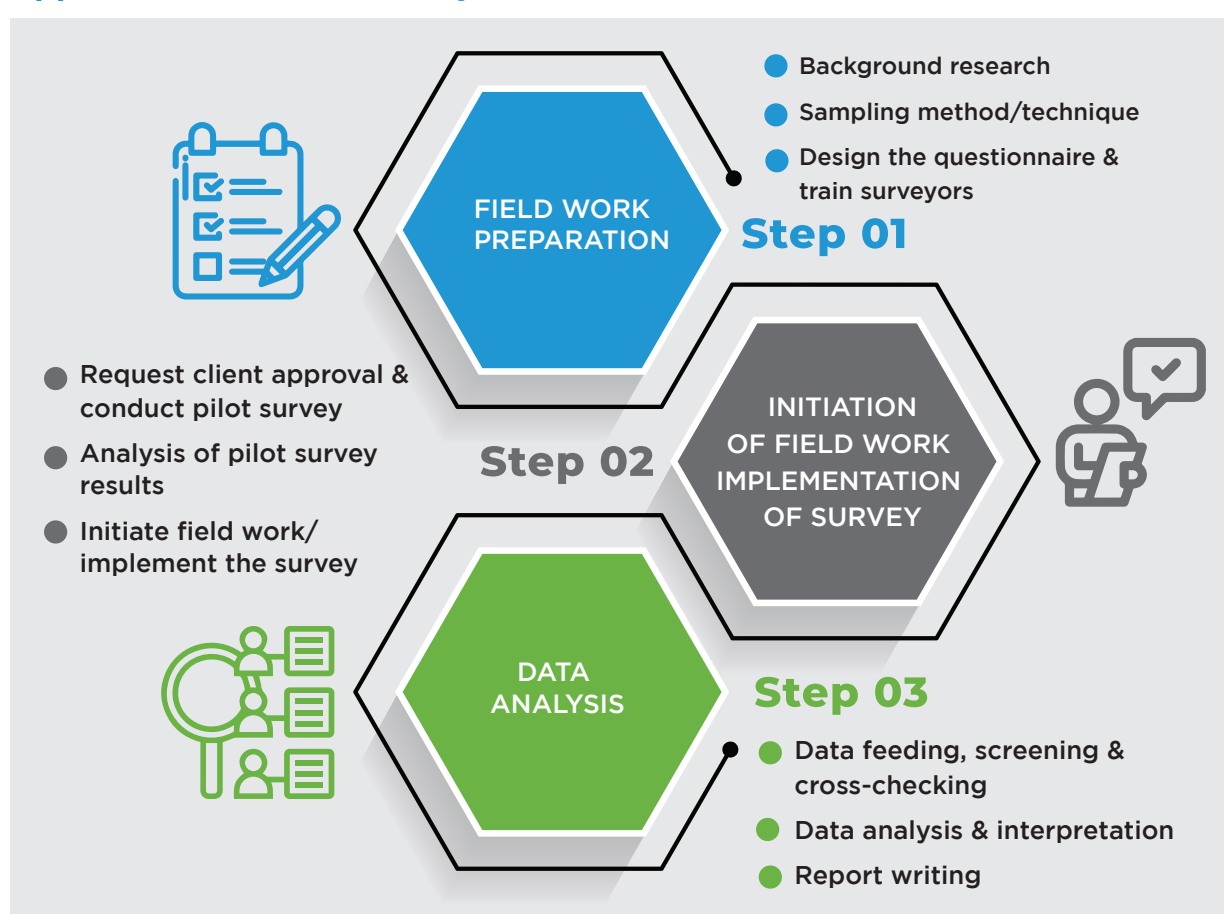
means that the sample selection is not random, implying that the sample shall not be representative of the pre-selected sectors and governorates at large, and hence the results should not be generalized. This sample method is suitable for exploratory studies, such as this study, by collecting relevant and indicative information on the issues under investigation.

The quantitative research tool is a pre-designed structured questionnaire to allow for quantitative analysis, relying on various scales to assess both actual facts and perceptions, adopting nominal, ordinal and ranking scales (Annex 2). Surveyors were trained and educated about the research method, sample size, sampling technique, means of asking questions, etc. In addition, the interviewees were clearly briefed on the purpose of the study, as well as the interview structure. Moreover, the survey was tested through a pilot

survey⁽⁹⁾ to assess the relevance of the questions to the research purposes. On the basis of the output of the pilot survey, the field work was initiated. All the survey results were fed into a specialized analytical software, to enable quantitative analysis. The steps followed by the survey are shown below.

(9) A pilot survey was conducted on 12 companies from various sectors. Upon analysis of pilot survey results, using Qualtrics software, the questionnaire was amended to address the issues in the right manner. Feedback from surveyors and analysis of the research team were considered and the questionnaire was amended accordingly. For example, some open-ended questions were added to test respondents' opinions on the differences between governorates, whether in qualifications or between the employment of women and men as technicians, among others.

FIGURE 2:
Approach of the field survey



In order to enhance the accuracy of the results of the quantitative research, a reference/benchmark sector was added, i.e., a control group of a sector that employs a significant percentage of women. Relevant questions were selected, as shown in the Interview Guide⁽¹⁰⁾ and interview outcomes in Annexes 3 and 4. Moreover, the quantitative research was complemented with

qualitative research⁽¹¹⁾, where three employment service-providers were interviewed with a special focus on the ones specialized in blue-collar work in the pre-selected target sectors and governorates, as shown in Annex 5. An analysis of companies' questionnaires is provided in Annex 6, while further analysis is provided, by governorate and sector, in Annexes 7 and 8.

(10) As per HLB Makary Consulting. [forthcoming]. 2020-2021 GTEX/MENATEX: Financing Tools & Mechanisms study. ITC, Cairo.

(11) The qualitative research implies one-to-one interviews based on semi-structured questionnaire conducted with employment service-providers and public entities.

2.3

SCOPE AND CONTENT OF THE REPORT

THE REPORT COVERS THE FOLLOWING ISSUES:

DEMAND ANALYSIS:

- Assesses the current situation of women technicians' employment in the private sector
- Captures the private sector's perception on hiring women technicians
- Identifies the opportunities and challenges/barriers for employers when hiring women technicians.

1

SECTORIAL AND GEOGRAPHIC ANALYSIS:

- Identifies which sectors among the pre-selected ones are richer in job opportunities for women technicians
- Identifies the available and potential jobs for women technicians in the defined sectors/ governorates.

2

GAP ANALYSIS:

- Assesses existing and potential skills in the identified sectors to inform future development interventions
- Identifies the gaps that need to be addressed to bring about an increase in women technicians.

3

IN THIS RESPECT, THE REPORT INCLUDES TWO KEY SECTIONS:

SURVEY RESULTS



which includes the sample structure and key findings on technical employment, with special reference to women's employability, as derived from both secondary and primary research, with the companies.

1

KEY FINDINGS



that emerged from the study, drawing key recommendations with respect to women's employability.

2



STUDY ANALYSIS

3.1

SAMPLE STRUCTURE

3.1.1

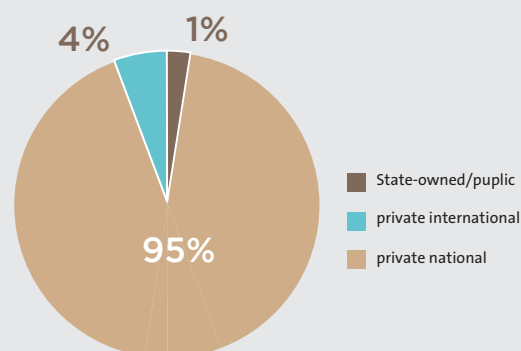
COMPANIES SAMPLE STRUCTURE

FIGURE 3
Sample size, by type of company (%)

Of the 124 institutions involved in the study, 97 of these were private companies. Of these, 92 (95%) are private national companies, while four are private international companies, and one is a public entity (1%), as shown in Figure 3, below.

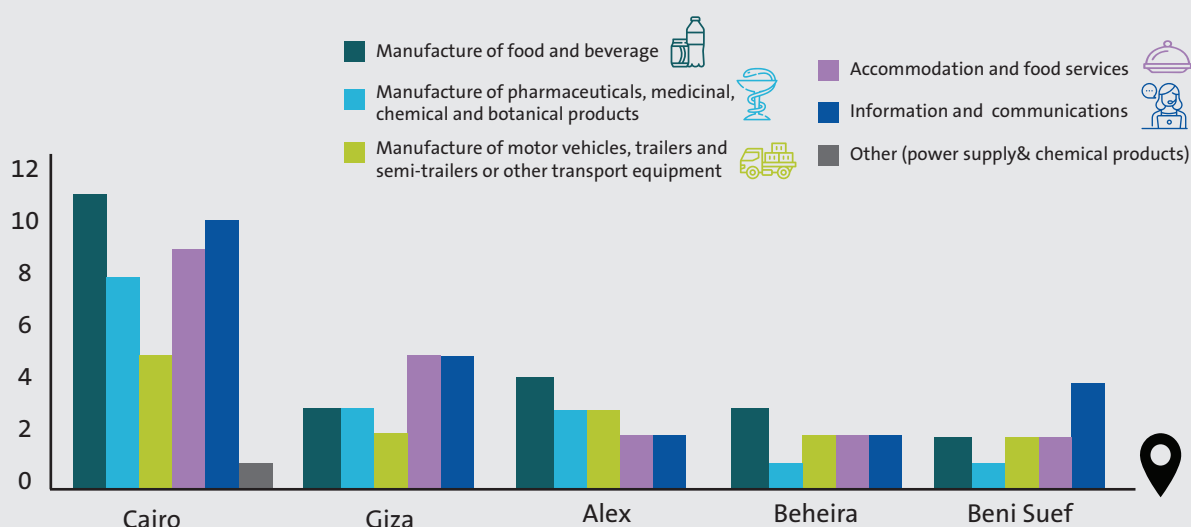


The total number of interviewed companies is **97**



Source: HLB Makary Consulting survey results (from December 2020 to March 2021).

FIGURE 4
Number of interviewed companies, by sector and governorate



Source: HLB Makary Consulting survey results (from December 2020 to March 2021).

FIGURE 5
Distribution of companies, by sector

As per Figure 5, companies operating in manufacturing of food and beverages represent nearly quarter of the sample, which includes companies specialized in different value chains (subsectors), including but not limited to: dairy products, juices, meat and poultry products, soft drinks, jams, sweets and snacks. The next-largest group are information and communications technology (also known as IT) companies, especially those involved in web and software development, which represent around 22.7% of the sample.

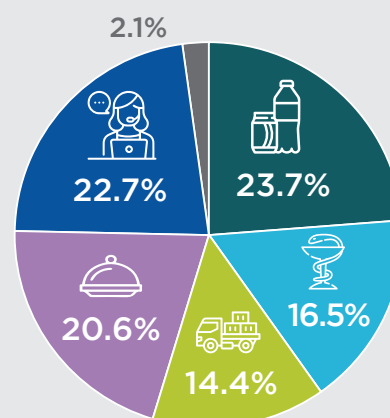


Manufacturing of food and beverages represent nearly 1/4 of the sample



The next-largest group are information & communications technology

Source: HLB Makary Consulting survey results (from December 2020 to March 2021).



- Manufacture of food and beverage
- Manufacture of pharmaceuticals, medicinal, chemical and botanical products
- Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment
- Accommodation and food services
- Information and communications
- Other (power supply & chemical products)

FIGURE 6
Distribution of companies, by governorate

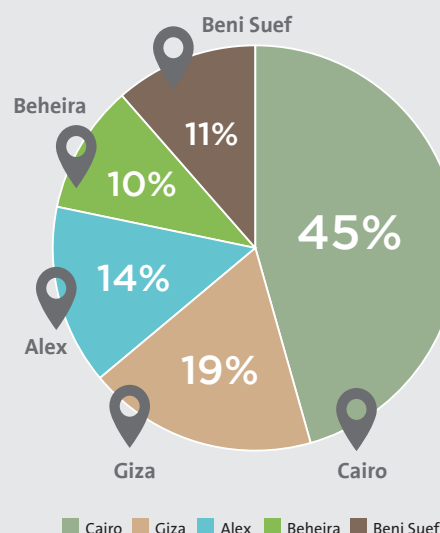
Geographically, companies located in Cairo represent 45% of the sample while the rest are distributed over the other governorates (see Figure 6). It is worth noting that more than 40% of the companies possess branches, ranging from two to nine, while 4% of them possess more than 10 branches.



More than 40% of the companies possess branches, ranging from 2 to 9

While 4% of them possess more than 10 branches

Source: HLB Makary Consulting survey results (from December 2020 to March 2021).



- Cairo
- Giza
- Alex
- Beheira
- Beni Suef

FIGURE 7
Interviewed companies, by size and governorate (%)

The sample is also classified by size (number of employees) based on the International Finance Corporation's definition of micro, small and medium-sized enterprises (MSMEs)⁽¹²⁾. Accordingly, 11% of the sample are micro firms (less than 10 employees), 27% are small firms (10–49), 32% are medium (50–250) and 29% are large companies (above 250 employees). The size distribution is almost consistent among geographical areas. This means that the medium and large companies interviewed represent 66% of the total companies in Cairo, as opposed to 58% of the total companies in the other governorates (See Figure 7).

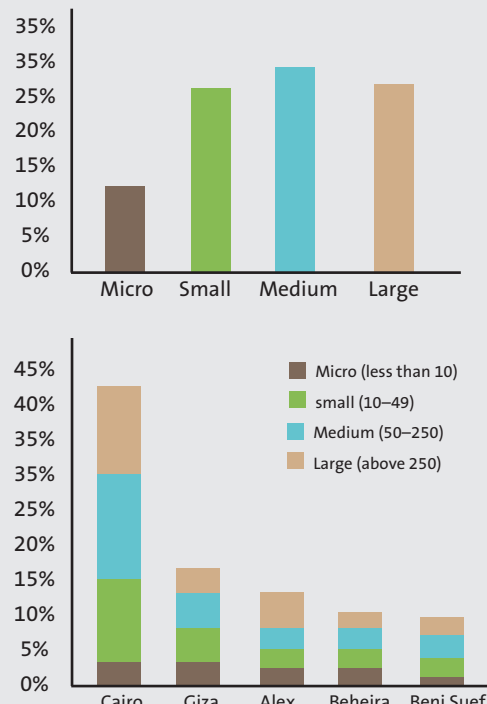


Medium and large companies interviewed represent 66% of the total companies in Cairo



Opposed to 58% of the total companies in the other governorates

Source: HLB Makary Consulting survey results (from December 2020 to March 2021).

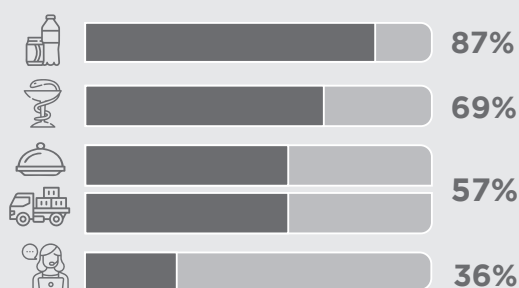


(12) <https://datacatalog.worldbank.org/micro-small-and-medium-enterprises-number>

FIGURE 8
Economic sector, by size of companies (%)

Size distribution varies depending on the sector. In this respect, medium and large firms amount to 87% of the food and beverage manufacturing companies. The relative weight decreases to 69% for the manufacture of pharmaceuticals and to a lower weight (57%) for automotive sector and accommodation and food service sector, while only 36% of interviewed companies in the IT sector are medium and large.

Depending on the sector, medium and large firms amount to



Manufacture of pharmaceuticals, medicinal, chemical and botanical products

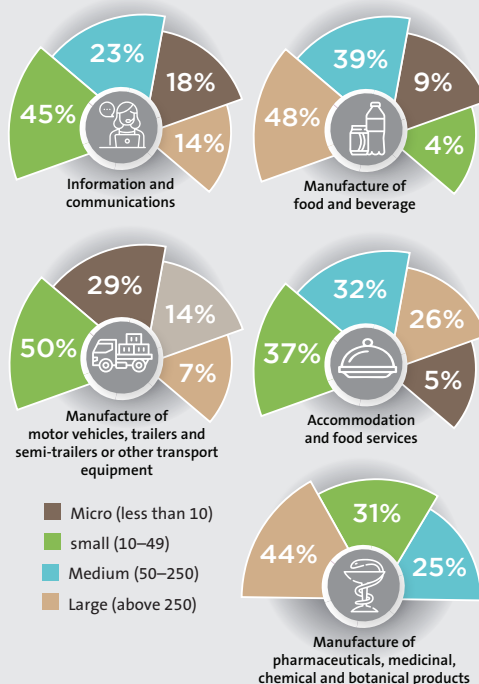
Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment

Manufacture of food and beverage

Accommodation and food services

Information and communications

The figure below disaggregates further the size of companies by sector



Source: HLB Makary Consulting survey results (from December 2020 to March 2021).

3.1.2

CONTROL GROUP SAMPLE STRUCTURE

FIGURE 9

Distribution of control group sample, by size

As indicated, the textile sector is considered a control group. Large companies represent 54% of the respondents, followed by medium-sized ones that represent 38% of the sample (see the figure below).



The textile sector is considered a control group

Source: HLB Makary Consulting. [forthcoming]. 2020-2021 Survey Analysis of GTEX/MENATEX: Financing Tools & Mechanisms study, ITC, Cairo.

- Large (above 250)
- Medium (50–250)
- Small (10–49)

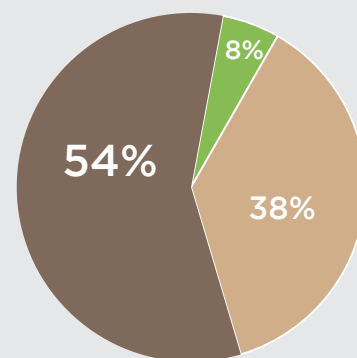


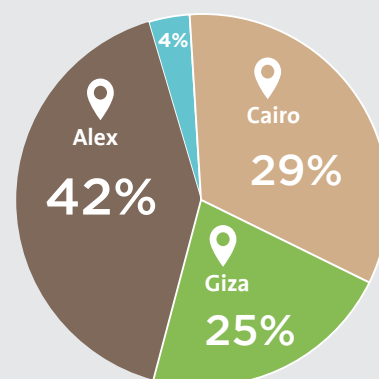
FIGURE 10

Distribution of control group sample, by governorate

Geographically, Cairo and Giza together represent 54% of respondent companies, being the biggest industrial, trade and consumption hub in the country, followed by Alexandria, the second-biggest industrial, trade and consumption governorate, as shown below.

Source: HLB Makary Consulting. [forthcoming]. 2020-2021 Survey Analysis of GTEX/MENATEX: Financing Tools & Mechanisms study, ITC, Cairo.

- Cairo
- Giza
- Alex
- Beheira



Finally, the sample approach adopted does not aim to have a representative sample of the population at large; rather, it aims to collect reliable in-depth information on the labour market in the pre-selected sectors and governorates.

3.1.3

RECRUITMENT COMPANIES SAMPLE STRUCTURE

The research team conducted three interviews with employment service-providers. One interview was conducted with the National Employment Pact (NEP), and two interviews were held with “Forasna” and “Tawzef” as recruitment agencies⁽¹³⁾ (as per the table below).

TABLE 3

Names of the recruitment companies interviewed, their functions and geographic coverage

| NAME | FUNCTION / ROLES | GEOGRAPHICAL COVERAGE |
|--------------------------------|---|---|
| National Employment Pact (NEP) | Egypt's know-how platform and benchmark for creating, sustaining and scaling-up best practice employment solutions for placing youth into fair blue-collar jobs. It was founded as a response to the demands of Egyptian youth for fair employment opportunities following the 2011 revolution. | NEP focuses mainly on Greater Cairo, particularly on manufacturing, agriculture, and services sectors. NEP also organizes employment fairs in Fayoum, Menoufia, Ismailia, Tanta, Suez and Qaliobia. |
| Forasna | Forasna is one of the BashrSoft Companies. It offers Egypt's first and most reliable database for the basic/middle educated workforce in the Middle East. It provides recruitment and matching services, capacity-building training and technical support to almost all sectors, including manufacturing, hospitality, IT, etc. | Forasna provides services all over Egypt (with 58% presence in Greater Cairo, 13% in Upper Egypt and 20% in Delta and Alexandria). |
| Tawzef | Tawzef is a human resources consultation and recruitment agency with extensive experience providing clients with top-notch services. | Tawzef provides recruitment services in Cairo. |

(13) NEP: <https://nep-egypt.com/>; Tawzef: <https://www.tawzef.com/> ; Forasna: <https://www.forasna.com/>

3.2 TECHNICAL WORKFORCE STRUCTURE AND CHARACTERISTICS

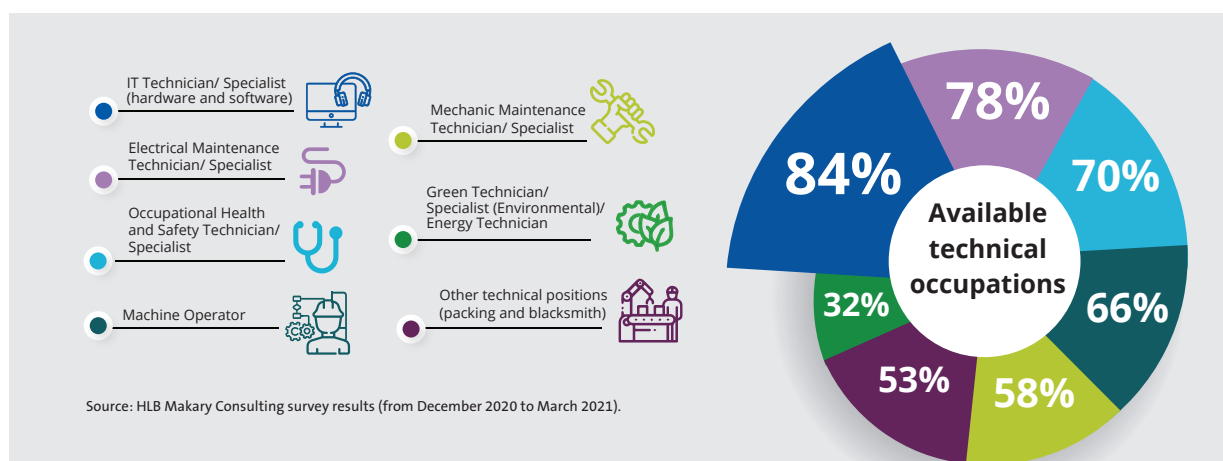
3.2.1

OCCUPATION STRUCTURE AND CHARACTERISTICS

The figure below indicates the availability of the seven main technical occupations in the sample.

FIGURE 11

Available technical occupations (%)



The figure above indicates that IT, electrical maintenance and occupational health vocations are the most common, while green technicians (energy or environment) are the least required. The fact that around 84% of companies recruit IT workers confirms that information and communications technology has become vital nowadays, and that technology has a significant impact on business operations.

The fact is that around 84% of companies recruit IT workers



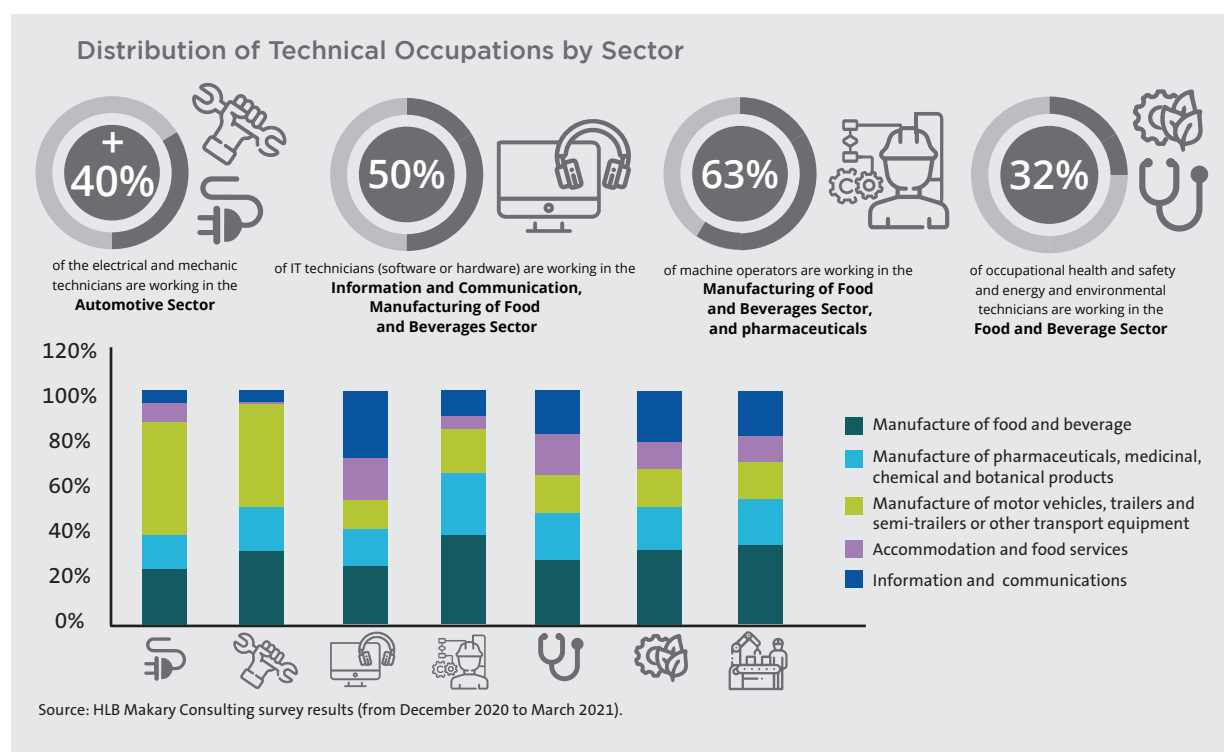
In this respect, IT departments moved from being a back-end support structure to being a key source of competitive advantage,⁽¹⁴⁾ as using effective

technology has an impact on operating costs, securing sensitive information, improving communication, increasing employee productivity, facilitating the collaboration and outsourcing process and expanding customer bases.

The figure below shows the distribution of the available technical vocations per sector. More than 40% of the electrical and mechanic technicians are working in the automotive sector, while around 50% of IT technicians (software or hardware) are working in the information and communication sector and in the manufacturing of food and beverages sector. As for machine operators, 63% of them are working in the manufacturing of food and beverages, as well as pharmaceuticals. The food and beverage sector also includes about 32% of occupational health and safety technicians and energy and environment technicians.

(14) As derived from <https://icibs.co.uk/career/the-importance-of-it-today-and-its-relevance-for-tomorrow/>

FIGURE 12
Existing technical occupations, by sector (%)



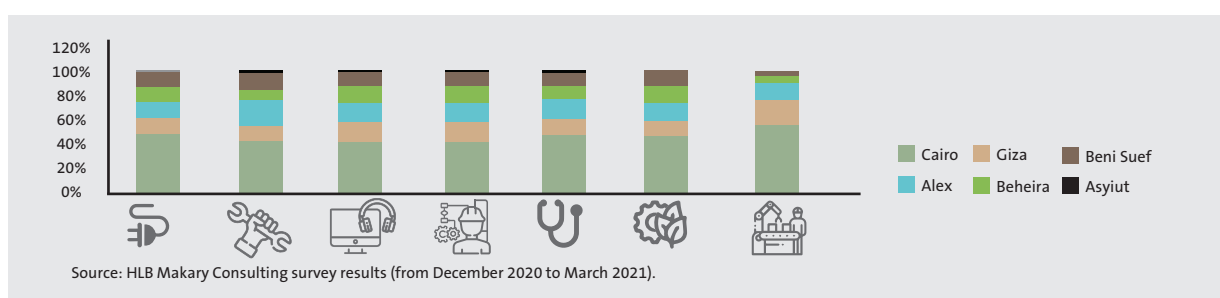
The textile sector, the control group, is characterized by the intensity of technical labour, as 78% of its employees work in production and associated works – whether as industrial and production engineers, electrical installers and repairers, machine operators and manufacturing supervisors (cutting, sewing, finishing, final transformation of clothing, etc.). Young workers⁽¹⁵⁾ between the ages of 26 and 35 dominate

(15) A worker is defined as someone who works especially at manual or industrial labour or with a particular material. (The Study refers to full-time workers only. Employees and workers are used interchangeably)

the work in the production department, whether as technicians/engineers or machine operators. Given the distribution of technical vocations according to governorate, Cairo followed by Alexandria are distinguished by the presence of a greater number of technical jobs than the rest of the governorates. This is attributed to the presence of a large number of industrial zones that employ more technical workers⁽¹⁶⁾.

(16) According to the website of the General Authority for Investment and Free Zones, there are 136 industrial zones in 26 governorates in Egypt, that is, covering almost all of the country. Cairo occupies the first place, with 12.5% of the total number of industrial zones (17), followed by Port Said with 11, then Alexandria with 10. <https://www.investinegypt.gov.eg/English/Pages/default.aspx>

FIGURE 13
Existing technical occupations, by governorate (%)



Technical occupation is classified by the number of workers and educational attainment (most common), as shown in Figures 14 and 15 below.

FIGURE 14
Total employment, by technical vocation (%)

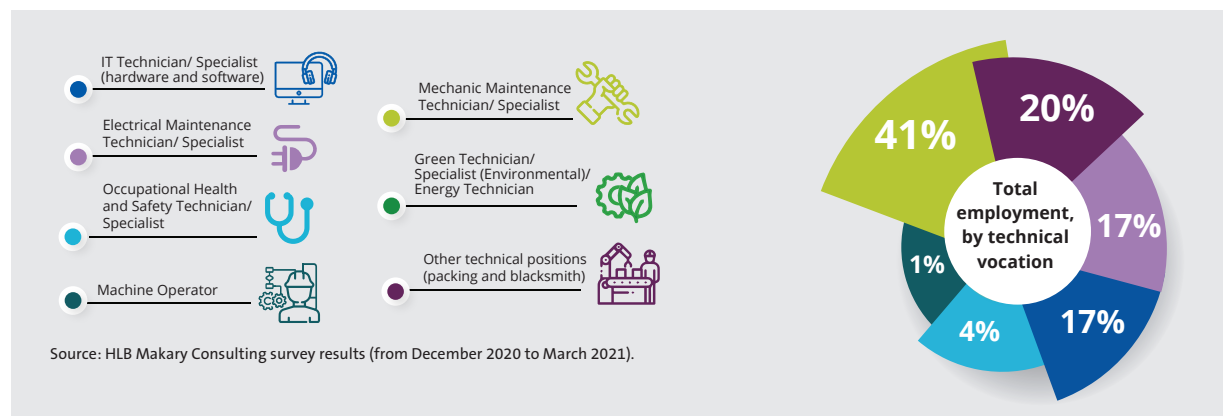
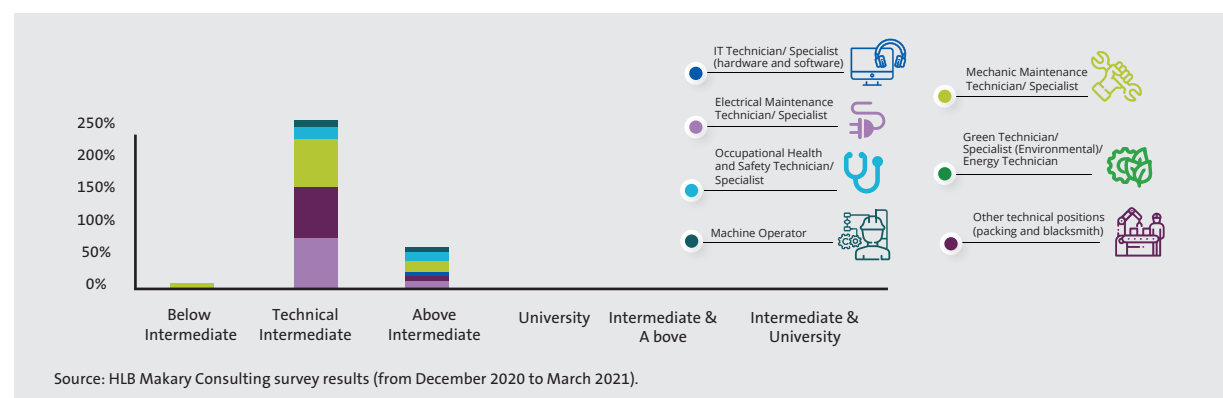
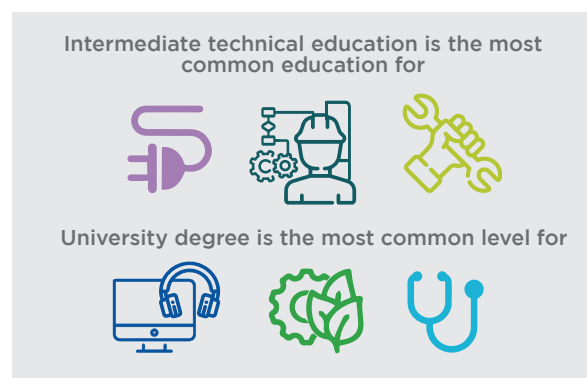
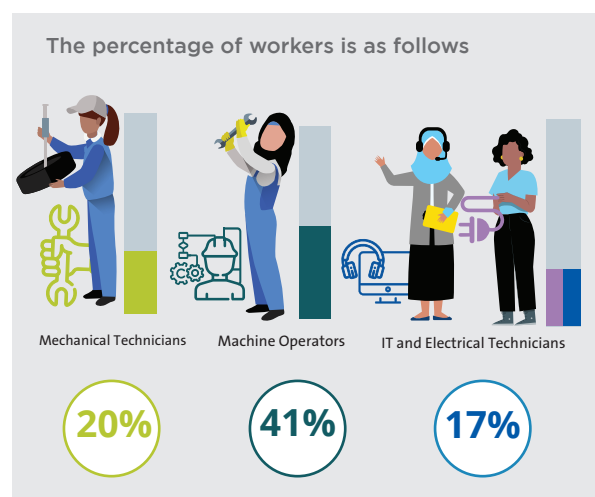


FIGURE 15
Educational attainment (most common), by technical vocation (%)



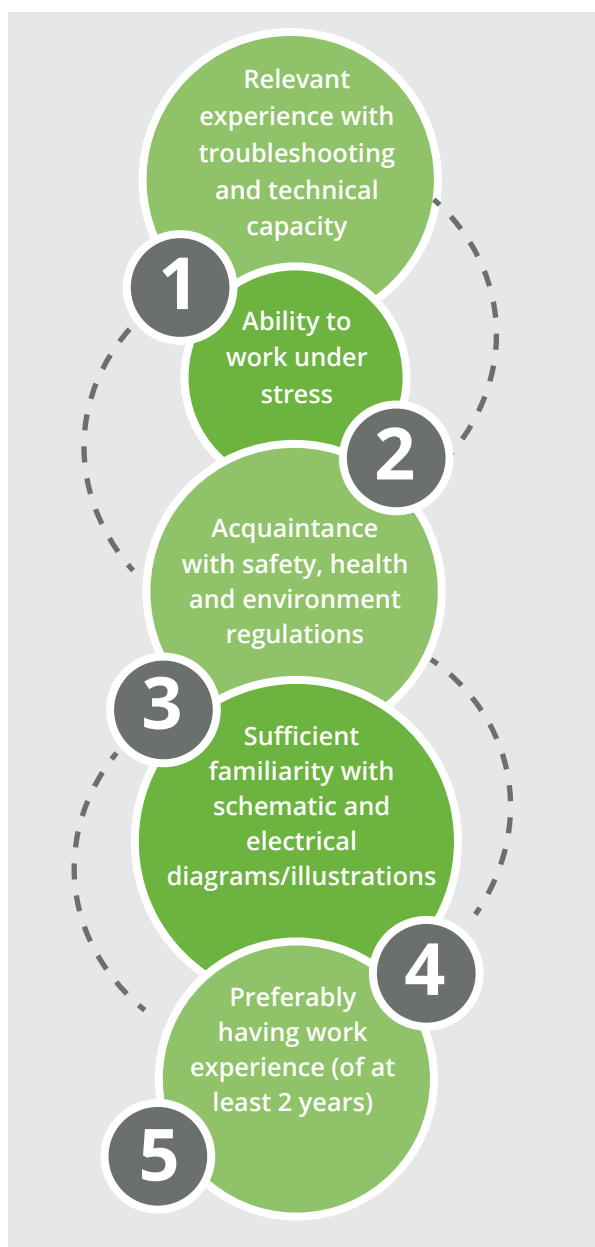
From the above data, the survey reveals the following: the largest percentage of workers (41%) are machine operators, followed by mechanical technicians (20%), then IT technicians and electrical technicians (17%). Intermediate technical education is the most common

education for both electricians, mechanics and machine operators. Meanwhile, a university degree is the most common level for IT technicians, as it includes graduates from telecommunications engineering and computer and information science. The same applies to the environmental and energy vocations and occupational health and safety vocations, which depend mostly on university graduates.



3.2.2 SKILLS AND EDUCATIONAL REQUIREMENTS

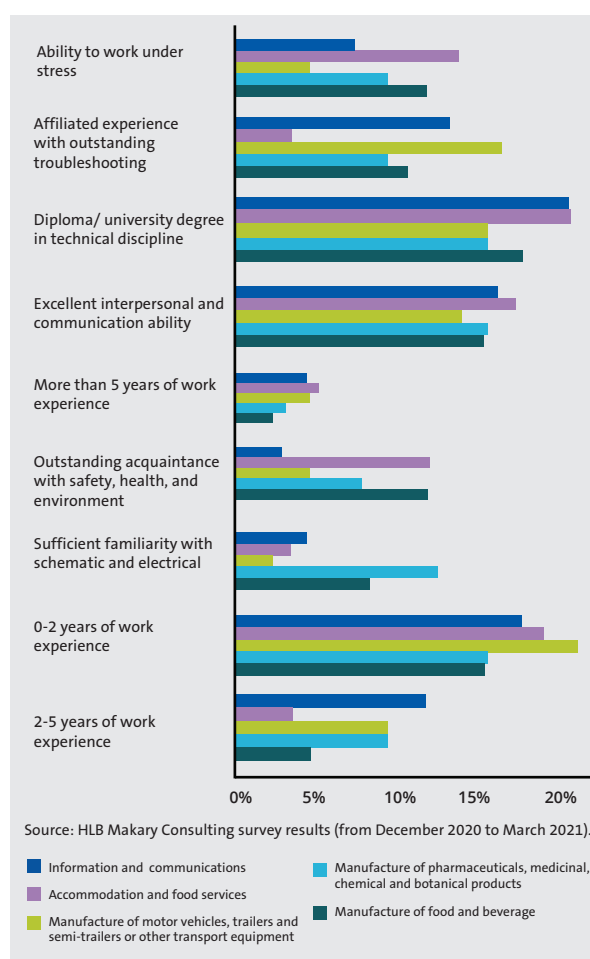
The minimum and most important educational and skills requirements for technical workers were identified as: a) possession of a diploma/university degree in technical discipline; b) 0–2 years of work experience, and c) excellent interpersonal and communication skills, followed by other skills/requirements to include:



Most companies agreed that obtaining a diploma or a university degree in a technical specialization and practical experience (0 to 2 years) are the first and second choices among the required skills, while companies differed according to the different sectors on the other skills required. Companies in the manufacture of food and beverages sector and the accommodation and food services sector gave

importance to communication skills, the ability to work under stress and to be familiar with safety, health and environmental regulations. Meanwhile, companies in the information and communication sector are looking for employees with interpersonal and communication skills, along with affiliated experience with troubleshooting and technical aptitudes. Looking at the automotive sector, preferences were rather similar to the skills required by companies in the information and communication sector in terms of the experience required with troubleshooting and technical aptitudes. As for the pharmaceutical sector, the communication skills and sufficient familiarity with schematic and electrical diagrams/illustration are considered relatively more important than other skills mentioned. The figure below illustrates the minimum job requirements per sector.

FIGURE 16
Minimum job requirements,
by Sector (%)



Analysis of the required skills per governorate reveals that companies in Cairo, Alexandria and Giza give relatively higher attention to the level of education (acquiring a diploma/university degree or technical discipline) compared to the other governorates. On the contrary, the companies in the governorates of Beheira, Beni Suef and Asyut are more interested in practical work experience. This indicates two important matters. First, jobseekers in Cairo, Alexandria and Giza with appropriate academic qualifications possess a relatively greater opportunity to work in technical jobs than others with less education. Second, companies in urban areas recognize the importance and quality of education, reflected by the name of the university and practical training, in their differentiation between job applicants.

As for companies in rural areas, they tend not to care as much about education but rather give preference to practical experience, which may be attributed to the low quality of education/educational service-providers in these governorates. This confirms the need to formulate appropriate recommendations to introduce practical training, to complement theoretical education, to be comparable to the counterpart technical schools and universities in Greater Cairo and Alexandria. Practical training can also be promoted through independent public and/or private training centres.

To summarize, the required skills can be ranked by relative importance, as shown in the below table, from the most/extremely important skill to the least/not at all important.

FIGURE 17
Minimum job requirements for (%)
technical vocations, by governorate

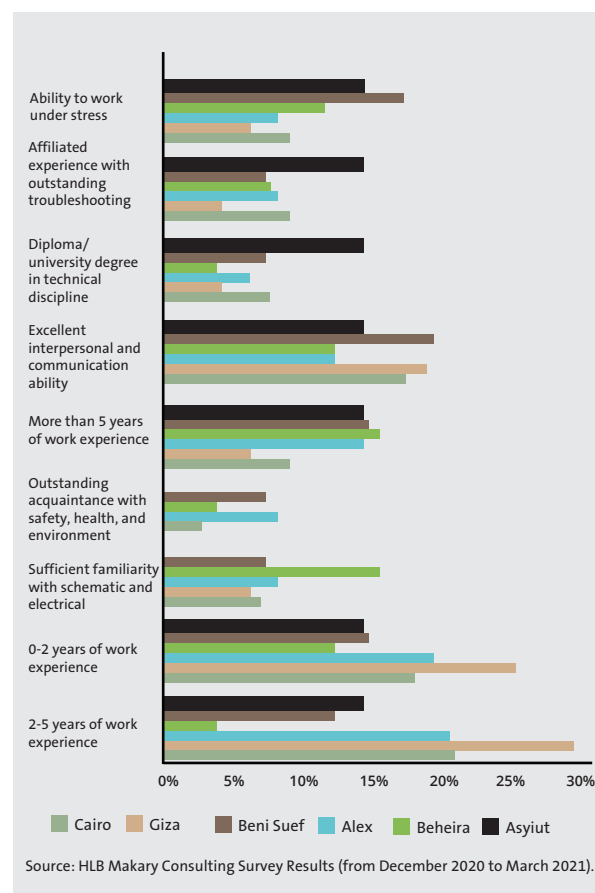


TABLE 4
Importance of skills for technical vocations (%)

| SKILLS | EXTREMELY IMPORTANT | VERY IMPORTANT | MODERATELY IMPORTANT | SLIGHTLY IMPORTANT | NOT AT ALL IMPORTANT | WEIGHTED AVERAGE |
|--|---------------------|----------------|----------------------|--------------------|----------------------|------------------|
| Specific technical skills related to equipment or technology | 61.5% | 16.5% | 7.7% | 6.6% | 7.7% | 84% |
| General technical or scientific knowledge | 73.9% | 14.1% | 7.6% | 3.3% | 1.1% | 91% |
| Ability to work with numbers | 28.3% | 42.4% | 23.9% | 4.4% | 1.1% | 78% |
| Leadership skills | 47.3% | 28.6% | 18.7% | 4.4% | 1.1% | 83% |
| Teamwork | 71.7% | 19.6% | 7.6% | 0.0% | 1.1% | 92% |
| ICT skills | 63.4% | 20.4% | 12.9% | 3.2% | 0.0% | 89% |
| Problem-solving skills | 77.4% | 15.1% | 6.5% | 1.1% | 0.0% | 94% |
| Other (such as soft skills) | 25.0% | 0.0% | 0.0% | 0.0% | 75.0% | 40% |
| Total | 61.5% | 16.5% | 7.7% | 6.6% | 7.7% | 84% |

Source: HLB Makary Consulting survey results (from December 2020 to March 2021).

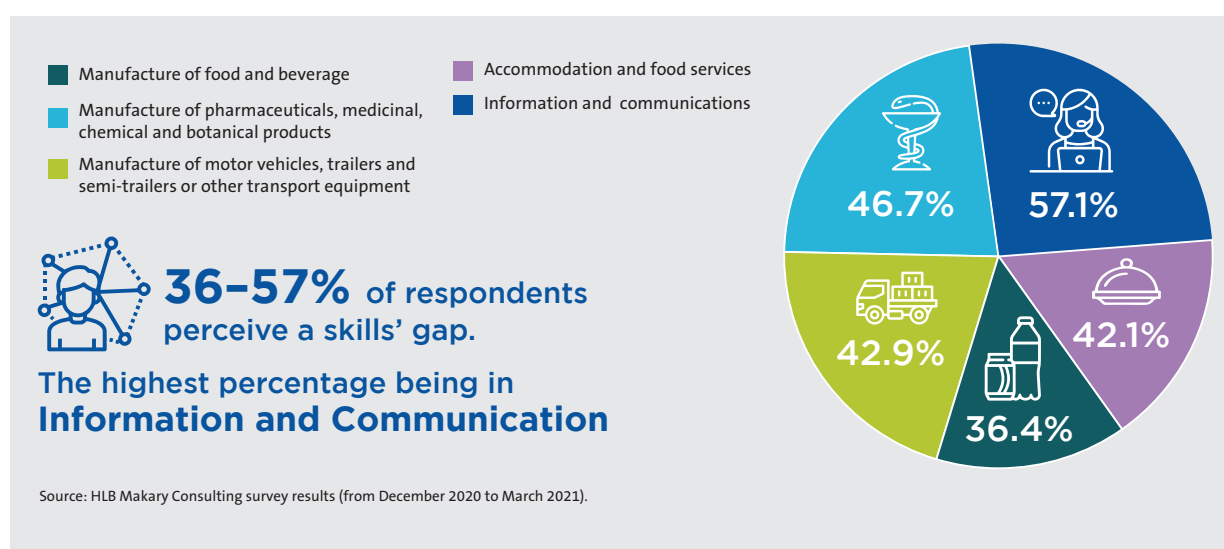
The table above highlights the high importance given to problem-solving capacity, followed by general technical skills, then teamwork, information and communications technology (ICT) skills and specific technical skills.

3.2.3 SKILLS GAP

The skills gap in the technical labour market (i.e., the gap between the available and required skills in technical vocations) is assessed by sector and geographical location. Slightly more than half of the sample perceive that there is no skills gap because of the availability of technical skills, and the capacity to develop their skills is highly possible; however, the perception of the skills gap varies from one profession to the other. In addition, some interviewees added

that it is relatively easy to acquire technical skills through dedicated on-the-job training or by practice (learning by doing). The figure below shows that 36–57% of respondents perceive a skills gap, the highest percentage being in information and communication, while still relatively apparent in other manufacturing industries (except food and beverages), and in accommodation and food services. The skills gap is attributed to the mismatch between educational systems and labour market requirements.

FIGURE 18
Perception of skills gap existence, by sector (%)



This skills mismatch is noted by all sectors; however, among the interviewed companies, the majority are familiar with this issue and are adapting to or dealing with it. Hence, more than 50% of companies provide training to address the skills gap, while less than 10% of the sample stated that they either slightly adjust their work practices, liaise with providers of education/employment, lay-off workers after the 3 months' probation period, and/or outsource technical expertise.

More than 50% of companies provide training to address the skills gap

As for the skills gap by location, more than two-thirds of companies agreed that the skills gap does not differ by governorate. However, the answers were not consistent when companies were asked directly about their perception of the existence of a skills gap in their areas. As shown in the figure below, the direct questions showed the least mismatch (20–30%) in Cairo, Giza and Beheira, and a higher perception of skills mismatch in Beni Suef in Upper Egypt, while the perception was much higher in Alexandria. This may be attributed to the high availability of industrial areas in Alexandria and limited corresponding to educational institutions.

FIGURE 19
Perception of skills gap existence, by governorate (%)

From the perspective of the control group, i.e., the T&C companies interviewed, it is evident that most employers perceive their production-related technical workers as moderately qualified. The following table shows the level of competency of their technical personnel (according to the four mentioned technical vocations) in the sample size.

 **Skill gap perception 57% was much higher in Alexandria**

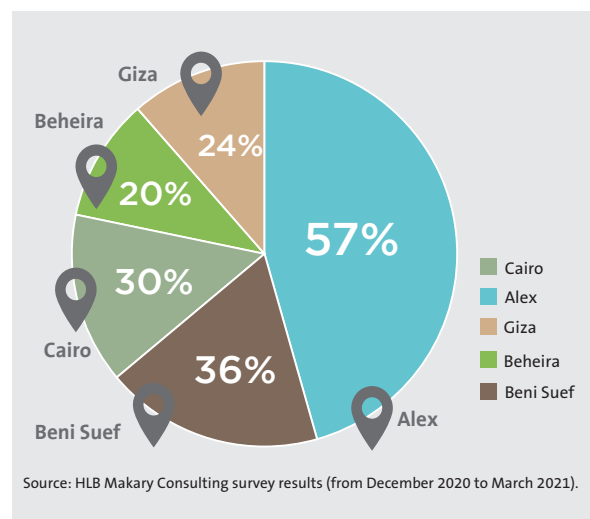


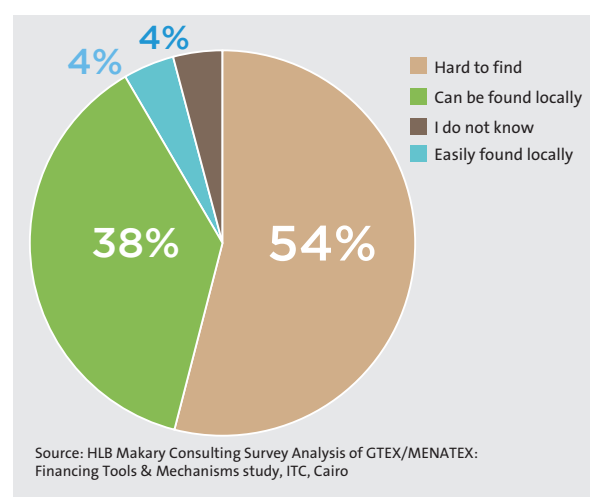
TABLE 5
The perceived level of competence of technical workers, among control group companies

| TECHNICAL VOCATIONS | (NOT VERY COMPETENT) | 2 | 3 | 4 | 5 | (VERY COMPETENT) | DOES NOT APPLY | I DO NOT KNOW |
|-------------------------------------|----------------------|----|----|-----|-----|------------------|----------------|---------------|
| Manufacturing supervisor | 0% | 0% | 5% | 36% | 59% | 0% | 0% | 0% |
| Machine operators | 0% | 0% | 0% | 52% | 48% | 0% | 0% | 0% |
| Electrical installers and repairers | 0% | 0% | 0% | 22% | 61% | 4% | 9% | 4% |
| Industrial and production engineers | 0% | 0% | 0% | 4% | 43% | 0% | 48% | 4% |

Source: HLB Makary Consulting survey analysis

FIGURE 20
Availability of qualified human resources in technical positions, in the control group

Accordingly, there is a gap between the skills required and the ones available in the labour market for technical workers in the T&C sector, as 54% of these companies believe that the human resources required for technical jobs are difficult to find in the labour market, whereas 38% of companies see that the required labour can be found locally. This indicates that the matching process is rather challenging, meaning that a number of companies are not able to reach/recruit the appropriate skilled technicians. Therefore, it is recommended that such companies resort to employment service-providers as an intermediary specialized entity in finding employees with the necessary expertise and skills.



To conclude, the results of the two samples demonstrate a similarity between the textile sector and the information and communication sector in terms of the presence of a skills gap. Accordingly, the provision of appropriate training, whether inside or outside factories, through conducting agreements with education/employment service-providers would be a solution to enhance jobseekers' skills or help to allocate those skills.

3.2.4 HIRING PROCESS

In terms of companies' practices in attracting employees, the majority of companies rely on online advertising through social media and their official websites, in addition to recommendations / referrals from existing employees. Other practices adopted include distributing publications and flyers, and/or resorting to employment service providers, such as Wuzzuf, Forasna and labour work offices in governorates. The figure below indicates companies' recruitment practices.

It is important to highlight the most-adopted recruitment practices for each governorate. No companies in Beheira and Beni Suef report dealing with recruitment companies; rather, they rely heavily on recommendations and advertisements on social media, which is logical as recruitment companies are geographically focused in Greater Cairo and Alexandria. Therefore, attention must be paid to the governorates of Upper and Lower Egypt to support employment forums to gather workers with different qualifications and encourage companies to participate in such activities.

FIGURE 21
Companies' recruitment practices (%)

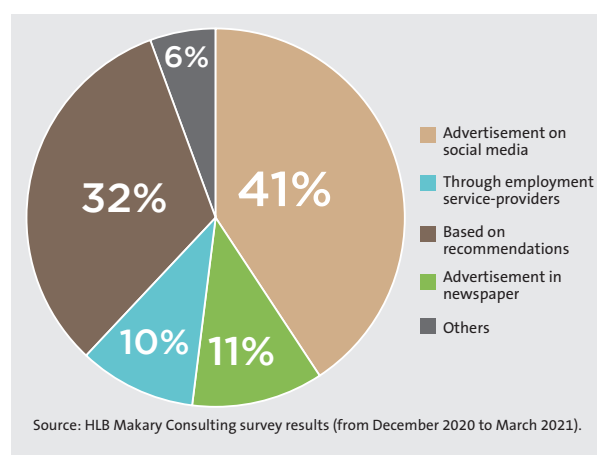
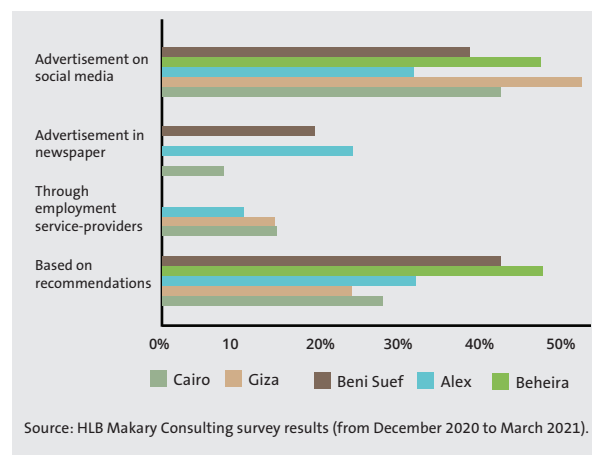







FIGURE 22
Companies' recruitment practices, by governorate (%)



The research team interviewed three recruitment companies to explore the services provided, the geographical scope covered, and their ability to communicate to reach the supply and demand for labour, along with the possibility of providing necessary training to address the skills gap in the labour market (see Annex 2).

The table below indicates the current situation of the workforce structure, in terms of the type of vacancies available, whether technical or non-technical jobs, for women and men.

TABLE 6
Available vacancies per sector, for women and men

| SECTOR | AVAILABLE VACANCIES |
|--|---|
|  Manufacture of pharmaceuticals, medicinal, chemical and botanical products | <ul style="list-style-type: none"> - Technical, on production lines - Marketers - Sales |
|  Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | <ul style="list-style-type: none"> - Technical, on production lines |
|  Manufacture of food and beverages | <ul style="list-style-type: none"> - Machine operators - Technical, on production lines - Admin - Packing - IT engineers - Occupational health and safety engineers |
|  Information and communication | <ul style="list-style-type: none"> - Program developers - Marketers - Electrical maintenance technicians - Designers - Sales - Mechanical technicians - Customer services - Human resources |
|  Accommodation and food services activities | <ul style="list-style-type: none"> - Room service - Workers in kitchen - Public relations - Cleaning workers - Electricians and carpenters |

Source: HLB Makary Consulting survey results (from December 2020 to March 2021).

For employers within the textile sector (the control group) who completed the survey, machine operators and quality control technicians are seen as the most in-demand occupations, which highlights the crucial role of the production process, followed by marketing and advertising managers.

On the other hand, 41% of the interviewed companies are aware of employment service-providers or education and training institutions that provide technical education/training or provide technical personnel, where 38% of these companies deal directly with those employment service-providers among which the most popular are Wuzzuf, Forasna (a grey and blue-collar recruitment service-provider) and Sherketna. One company also mentioned the Ministry of Tourism and The Chamber of Commerce as a training provider.

Throughout the interviews with recruitment companies and the Employment Unit at the Ministry of Manpower (MoM), it was found that there are many recruiting services available for blue-collar workers, but they are not adequately advertised. In addition, MoM has a large database of jobseekers with their level of experience, skills and specializations in all governorates, with a focus on Greater Cairo. Some of these companies offer soft skills training on communication, leadership, teamwork, presentation, hygiene, 'Health, Safety and Environment Control', along with sessions on résumé-writing and job interviews, all of which are related to career development. In addition to tailored training for women's employment related to safe working environments. Therefore, private sector companies should be encouraged to deal with recruitment agencies to connect the supply and the demand side.

3.2.5

COMPENSATION AND TRAININGS

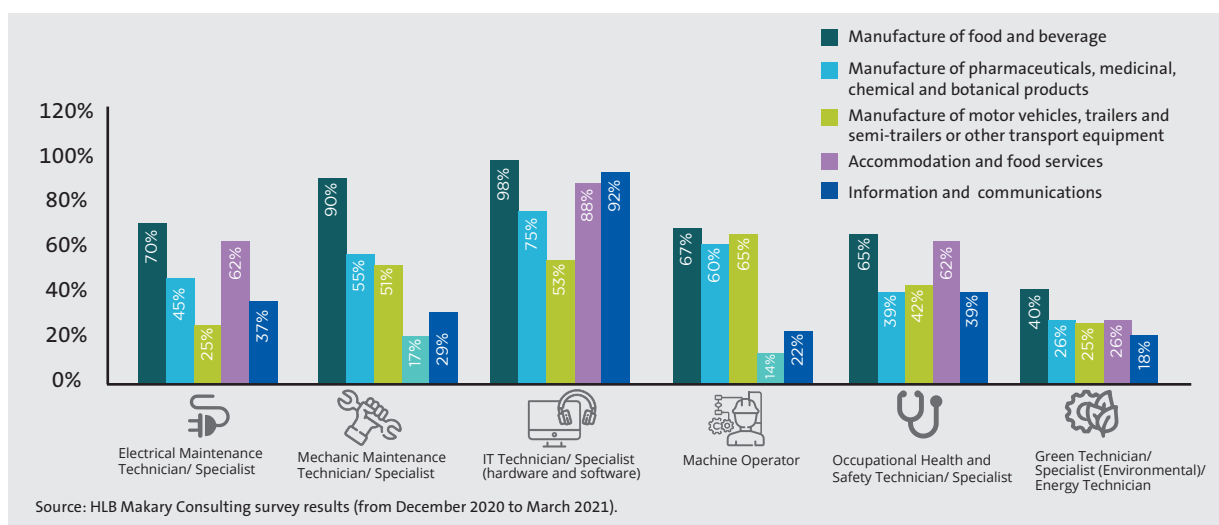
For the compensation provided, more than 97% of companies provide a monthly salary while the remaining compensate their employees based on productivity. Compensation differences can vary according to technical vocation, whereby on a weighted average, 88% of IT technicians get the highest salaries, followed by mechanical technicians and electrical

technicians, at 63 and 60%, respectively. Conversely, machine operators and environmental technicians earn the lowest wages, on average.

The below figure shows the weighted average of the highest- to the lowest-paying technical vocations per sector.

FIGURE 23

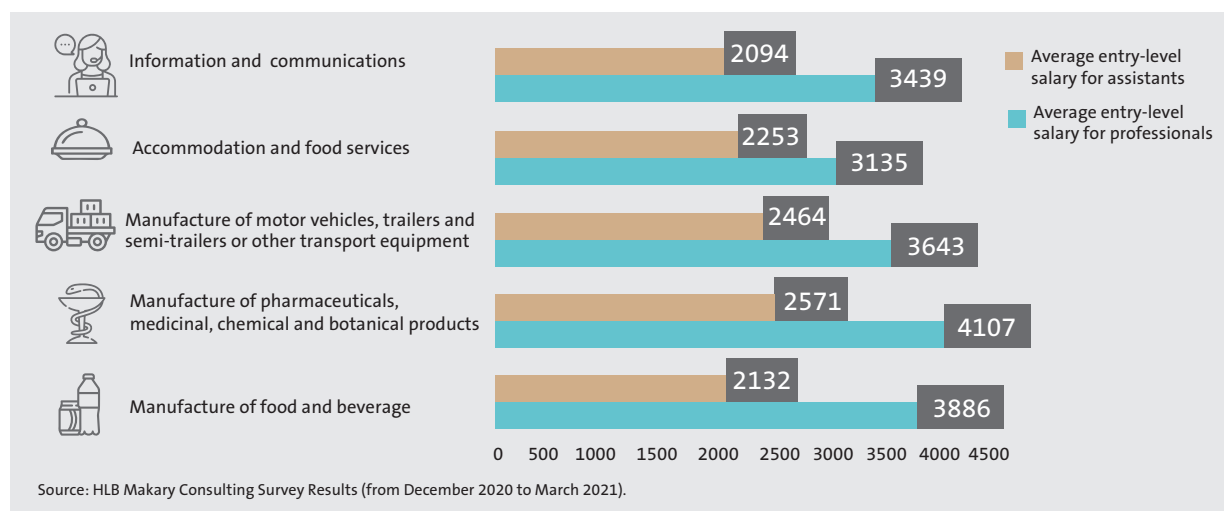
Ranking of technical jobs, from highest to lowest paying, by sector (weighted average)



The average entry-level salary for technicians, whether for professionals or assistants, is almost the same for all sectors, which is EGP 3,500/month for skilled technical labour and EGP 2,200/month for semi-skilled technical labour, with the exception of the pharmaceutical sector, which provides relatively higher salaries, as shown in the figure below.

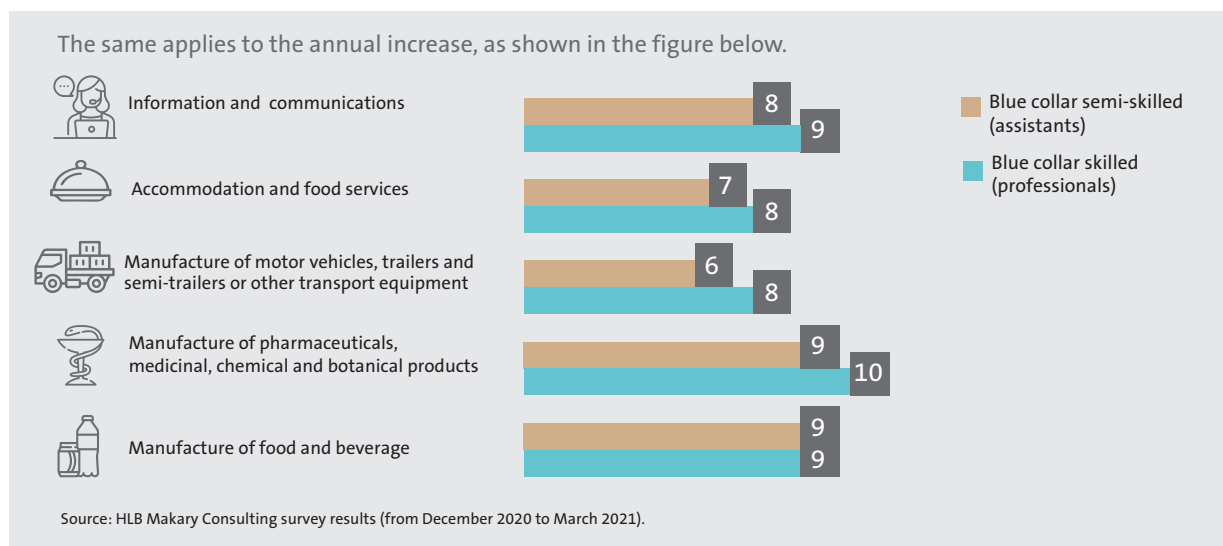
FIGURE 24

Average entry-level salary for professionals and assistants, by sector (EGP/month)



The same applies to the annual increase, as shown in the figure below.

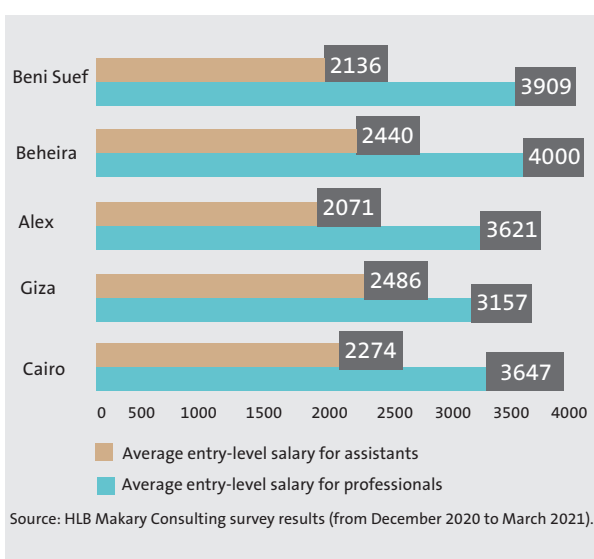
FIGURE 25
Average annual salary increase for professionals and assistants, by sector (%)



The figure below shows the analysis of salaries by geographical area. Data show that Beheira and Beni Suef provide relatively higher salaries to experienced employees, unlike the salaries of the assistant employees, which are relatively lower than in Greater Cairo and Alexandria.

This is attributed to one of two reasons, either that there is a shortage in skilled labour required in these two governorates or that they resort to employing skilled workers from outside the governorate (neighbouring governorates), which may require offering somewhat higher salaries.

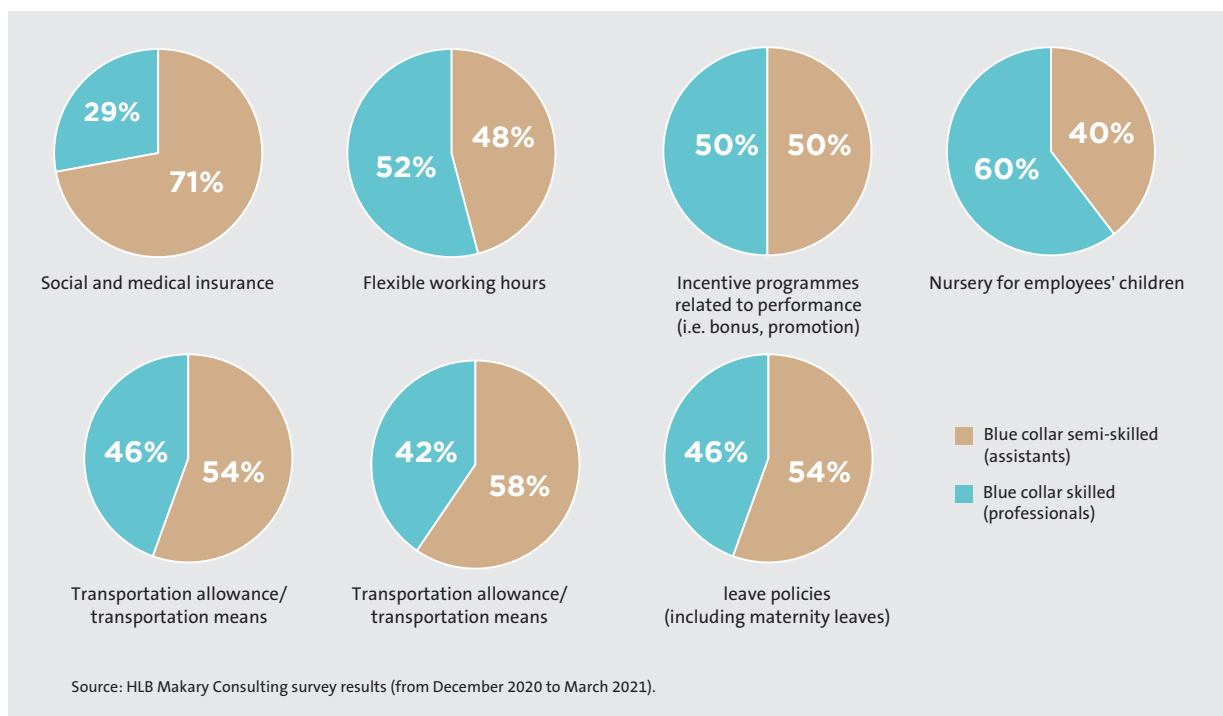
FIGURE 26
Average entry-level salary for professionals and assistants, by governorate (EGP/month)



Beheira and Beni Suef
provide relatively higher salaries
to experienced employees

Based on the responses of interviewed companies regarding the benefits granted to employees, it is clear that there is a difference between skilled and semi-skilled full-time workers in terms of social and medical insurance, leave policies and transportation allowance, which are provided more to professionals. Meanwhile, other benefits are granted to all workers almost equally, such as incentives related to performance (i.e., bonus and promotion) and flexibility in working hours. With regards to the difference in providing nursery for the children of workers between professionals and assistants, this is due to the fact that assistant workers often bring their children to work due to their financial inability to leave their children in private nurseries. Thus, factory owners provide supervised child safe spaces/ nurseries for children to wait for their parents to finish work.

FIGURE 27
Benefits available in the workplace for skilled and semi-skilled workers (%)



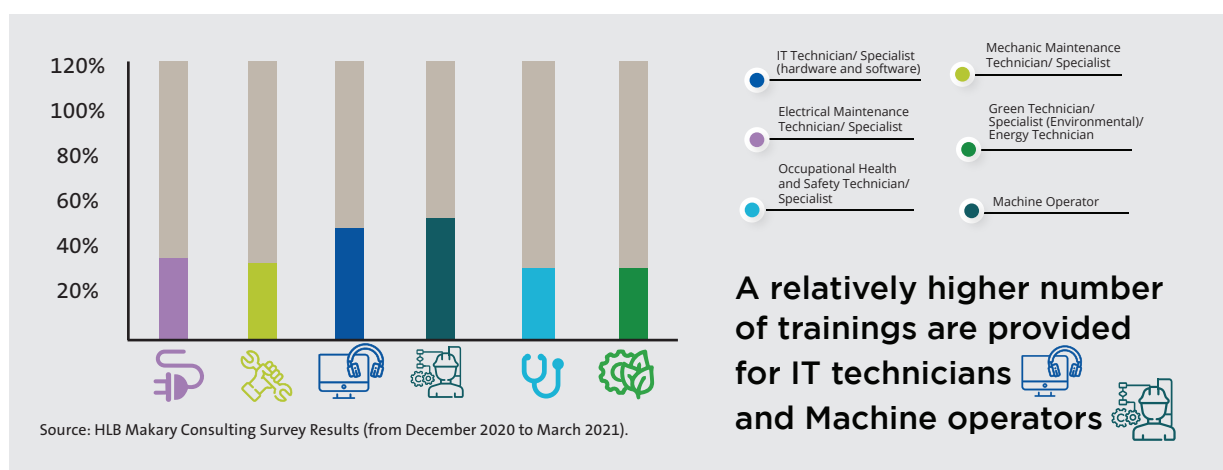
As for the training provided, the figure below indicates the participation of technical workers in technical training or related courses organized within or outside the workplace and financed in whole or in part by the enterprise during the last two years. In a nutshell, less than 40% of technical employees were offered training over the past two years. A relatively higher number of trainings are provided for IT technicians and machine operators. It is worth mentioning that the interviewed

companies mentioned that new workers had on-the-job training (in-house) on the machines and the production lines. This training was provided by older workers who have experience in the factory (i.e., seniors).



Less than 40% of technical employees were offered training over the past 2 years

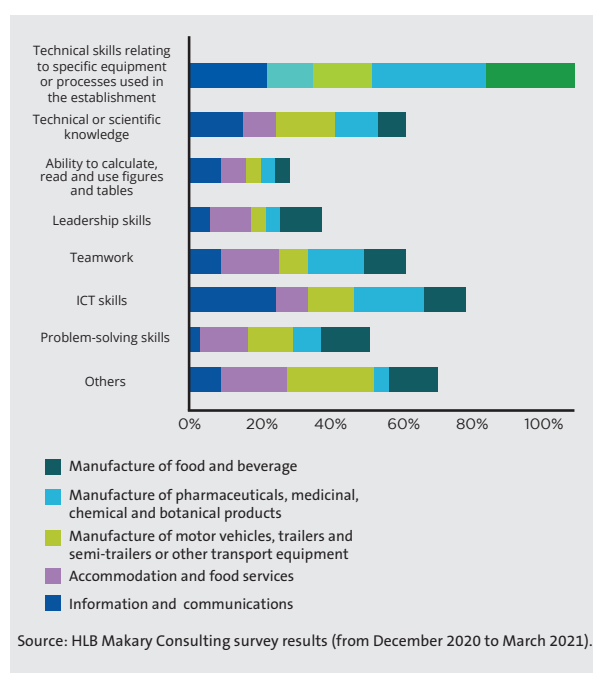
FIGURE 28
Training sessions offered to technical workers during the last 2 years (%)



A relatively higher number of trainings are provided for IT technicians and Machine operators

Technical skills related to specific equipment or processes used in the facility are among the most common training courses offered, as confirmed by 39 companies, followed by training in ICT skills. Trainings to calculate, read and use figures and tables are among the least commonly offered by companies. Sector-wise, trainings provided in technical skills related to machinery take place more often than other trainings for the manufacturing of food and beverages and the manufacturing of pharmaceuticals, while trainings on ICT skills are more provided, compared to others, in the information and communication sector. Meanwhile, companies in the accommodation and food services activities sector, they give more importance to trainings on teamwork and problem-solving skills.

FIGURE 29
Subject areas of trainings provided to workers, by sector (%)

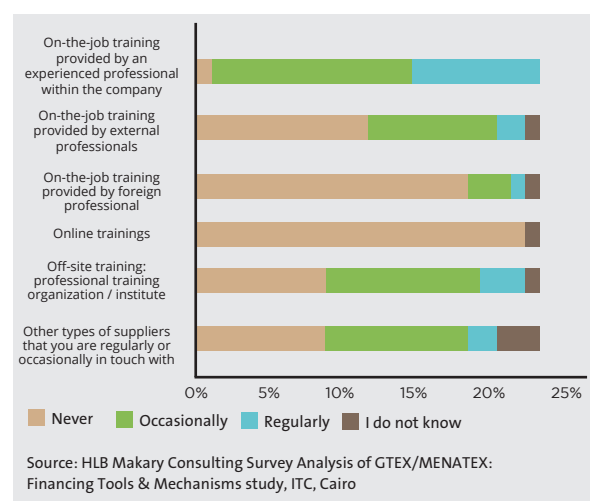


Since the T&C (control group) sector is one of the most technical and labour-intensive sectors, a comparison between the trainings that companies offer, whether to train young people or to overcome a lack of skills, is analysed. The figure below indicates all types of trainings provided to employees to overcome the lack of skills in certain areas.



The survey shows that **38%** of companies provide mostly on-the-job training

FIGURE 30
Types of trainings provided to the control group companies to overcome lack of skills



The survey shows that 38% of companies provide mostly on-the-job training, on a continuous basis, through senior employees in the company with professional experience in the nature of the work and the type of machines used. Online training is never resorted to by 96% companies in the textile sector. On the other hand, training is occasionally offered through outsourced professionals and professional training organizations/institutes. Such training is not done on a regular basis due to the cost of training required. In terms of training for young workers, around 50% of companies in the T&C sector employ interns from TVET centres or from universities and allow or encourage employees to supervise students at TVET schools or universities during working hours, which is in fact a trend in all the other sectors. In this context, it should be noted that an analysis was conducted through a short interview with the Productivity and Vocational Training Department (PVTD)⁽¹⁷⁾ which provides practical trainings for graduates and trainees. Their centres are equipped with the necessary machines and are located in many governorates (including Cairo, Alexandria, Giza and Beni Suef), to provide curricula and trainings for several professions, including sewing for women, cooling & conditioning for men, electricity for men, as well as computer, electronics and mechanical courses for both men and women. It has also been clarified that the courses can be prepared for women technicians only in any of their departments, provided that there are sufficient numbers of applicants to conduct the courses.

(17) PVTD is one of the largest departments affiliated with the Ministry of Industry and Technological Development. It continuously seeks to prepare technical cadres of highly skilled workers required by the industrial labour market. It has a unit that ensures protocols and agreements are in place with specific factories to offer practical trainings to their workers.

3.3 WOMEN'S EMPLOYMENT

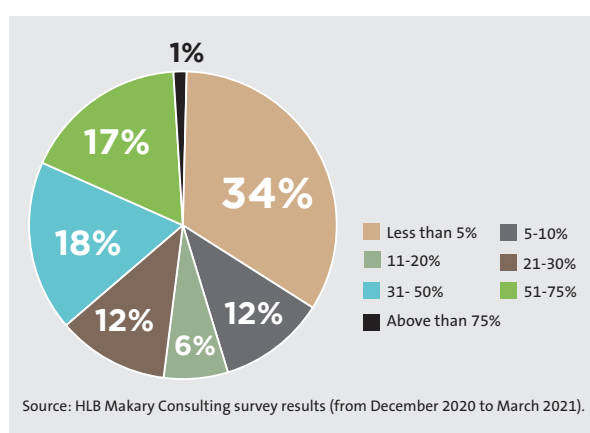
3.3.1

WOMEN PARTICIPATION

The number of women technicians in the interviewed companies amount to 660 out of 7,058 total technicians, which translates into 9.3%. Companies are sorted by gender, as shown in the figure below.

FIGURE 31

Distribution of interviewed companies, by share of the employment of women (%)



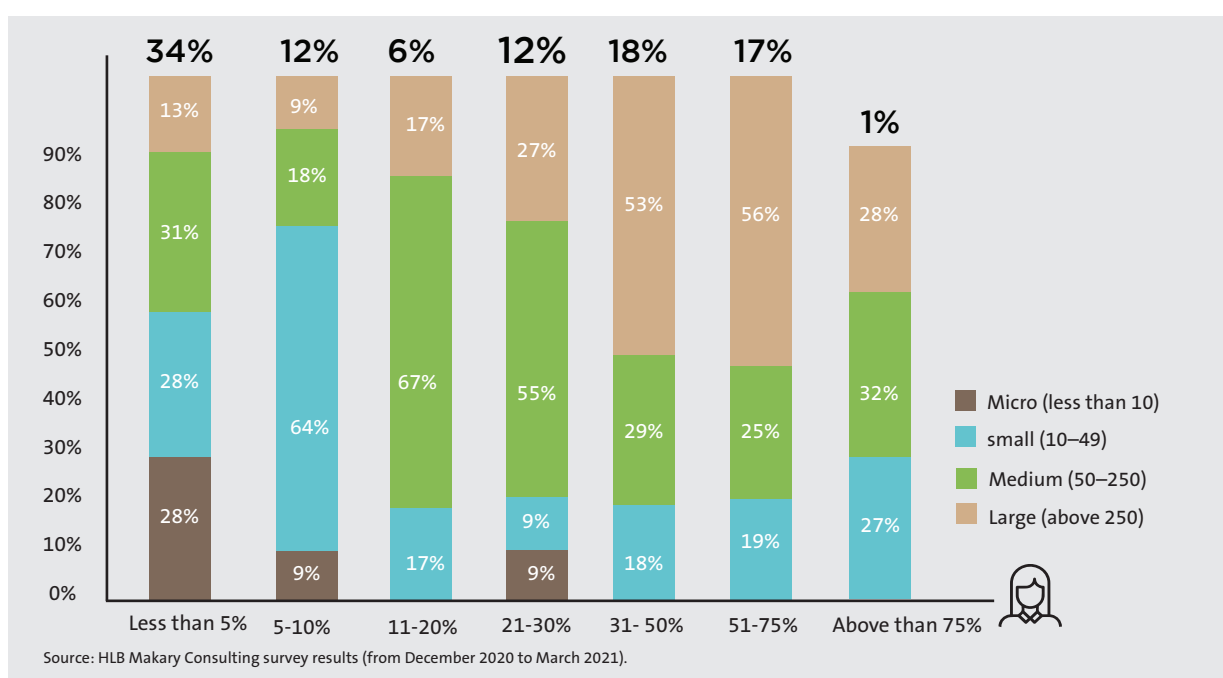
9.3% is the percentage of women technicians in the interviewed companies.

The smaller the company, the lower its women's participation.

It is worth noting that in one-third of all interviewed companies, women made up fewer than 5% of all employees. In order to further analyse the division of women's employment, their share is identified according to the size of firms, as shown below. Women's participation rate is related to the size of the company, in that the smaller the company, the lower its women's participation.

FIGURE 32

Percentage of women's participation, by company size



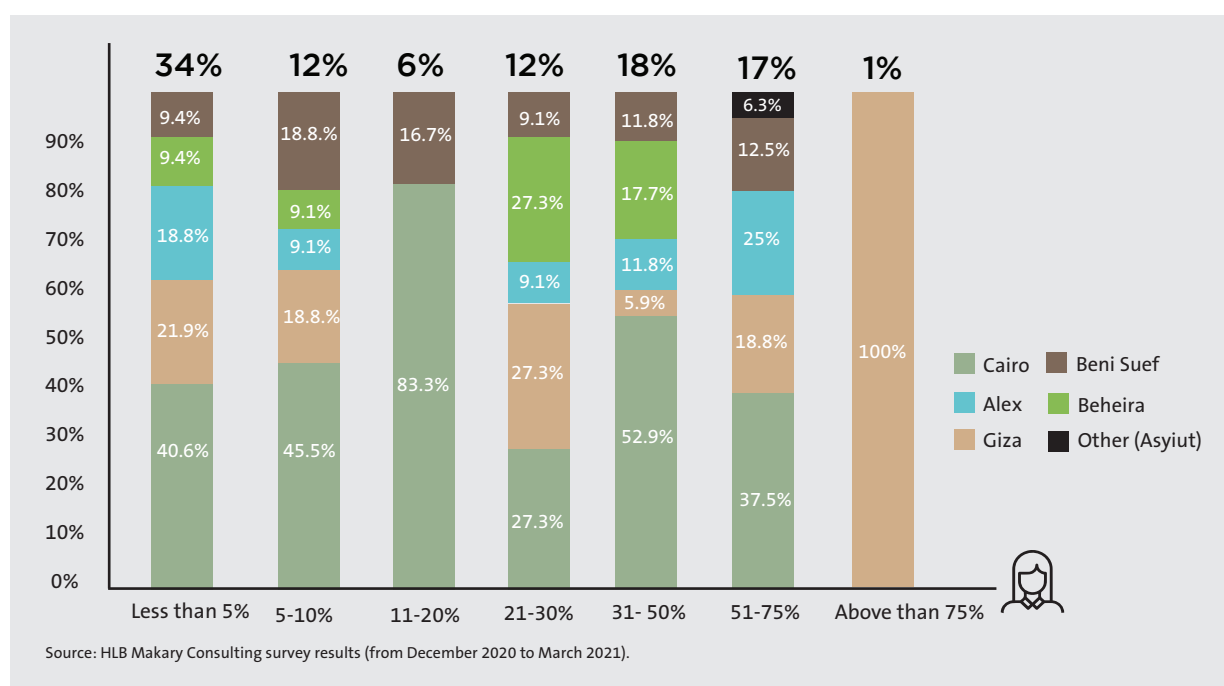
Moreover, it should be noted that the results of the survey indicate that women's participation rates vary by geographical location. Of the companies interviewed in Cairo and Giza, on average, 60% to 70% have relatively higher women's participation rates, as compared to Beheira and Beni Suef governorates. The key reason behind low women's participation relates to cultural constraints, which are highly rooted in rural

areas in Upper Egypt and Lower Egypt. These cultural barriers restrict labour movement, especially as decent public transportation is not available to key remote areas with relatively high job opportunities such as industrial areas and new cities.

The following figure shows the geographic distribution of the interviewed companies with a share of the employment of women.

FIGURE 33

Percentage of women's participation (among total employment in each company), by governorate



Further disaggregating the share of women's employment by sector, Figure 34 indicates that the highest sectors, contributing more than 50% women participation, are the accommodation and food services sector, followed by the pharmaceuticals and the IT sectors, and to a lesser extent the

manufacturing of food and beverages sector. Sectors such as the automotive sector have the lowest women's participation, as most companies in this sector have explained that working in this sector requires the physical ability to deal with large equipment and carry heavy things.

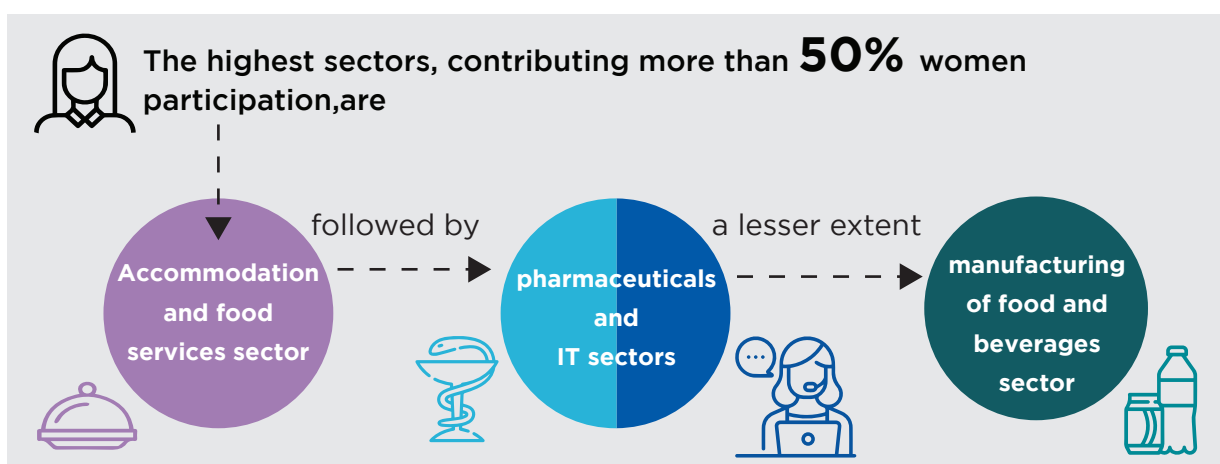
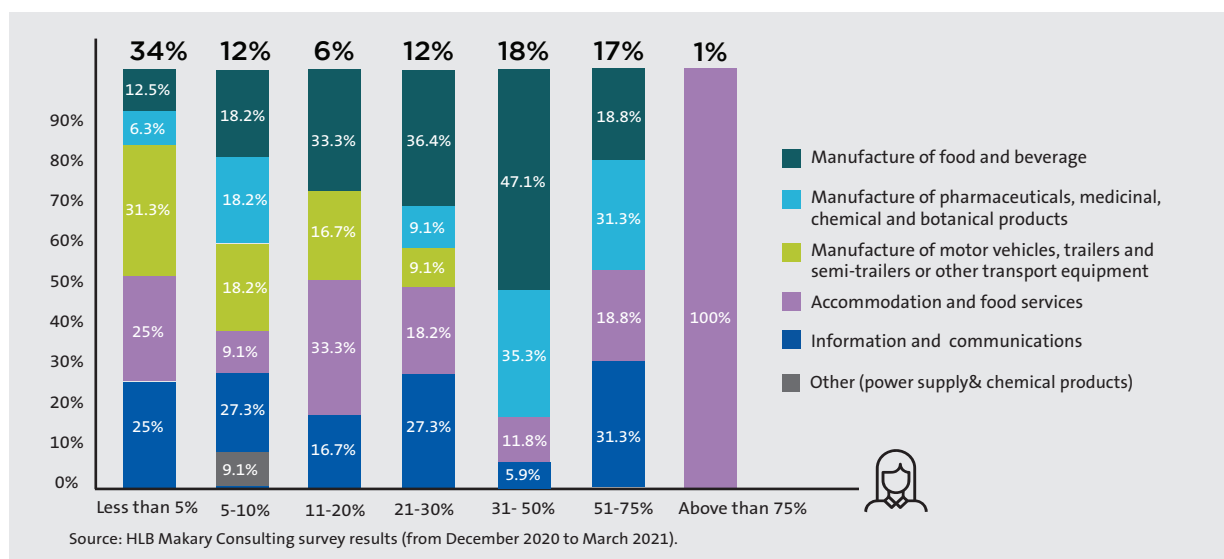


FIGURE 34

Percentage of women's participation (from total employment in each company), by sector



Comparing the sample results in the control group (the T&C sector), it is noticeable that factories rely on women workers in the production sector (where they comprise around 30% of all workers), with special reference to machine operators. Also, around 8% of the companies in this sector are managed by women and one is co-managed by a woman. However, the survey

results show a difference between the geographic results for sample companies and the control group, as the highest percentage of women's participation in textile companies is in Alexandria (on average 86%), while the highest level of women's participation within the overall sample of companies is in Cairo and Giza (between 60% and 70% on average), as previously stated.

3.3.2

WOMEN'S TECHNICAL QUALIFICATIONS

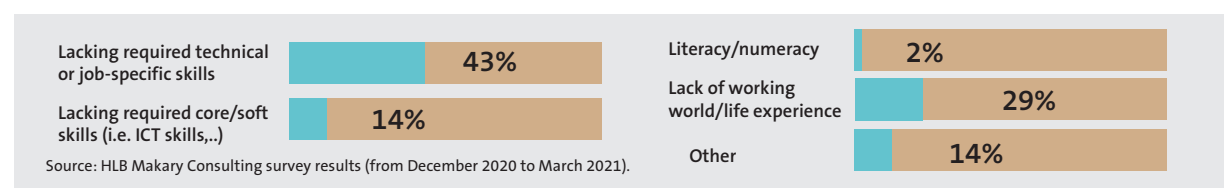
The majority of companies interviewed had the perception that women are less prepared than their male counterparts, to work in technical jobs. Exceptions in responses were in relation to women IT technicians and occupational health & safety technicians, with 61% and 55% of companies, respectively, perceiving women are equal to men in their readiness to work in these two vocations.

Accordingly, the companies interviewed argued that women technicians mainly lack the required technical or job-specific skills and work world/life experience,

as illustrated in the figure below. This perception by respondents is reflective of the social norms and subsequent stereotypes which suggest that women in general are less qualified than men in public life. The study cannot speak to whether or not women employees are indeed less skilled in their vocation than that of their male counterparts. The overall numbers of women in these types of jobs makes it difficult to assess overall. The figure below indicates the specific skillsets or areas that women technicians are perceived to be lacking by their employers.

FIGURE 35

Skillsets that newly hired women technicians are perceived to lack (%)



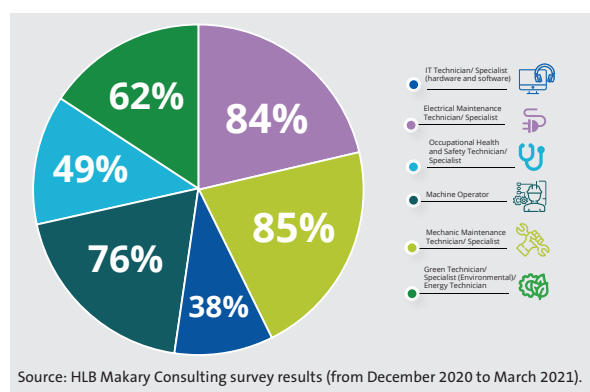
The majority of companies stated that they have difficulty or face limitations in recruiting women in

technical positions, which vary by occupation. These limitations are evident in electric and mechanic

maintenance and machine operation occupations in all sectors, except IT and occupational health and safety vocations, as shown below.

FIGURE 36

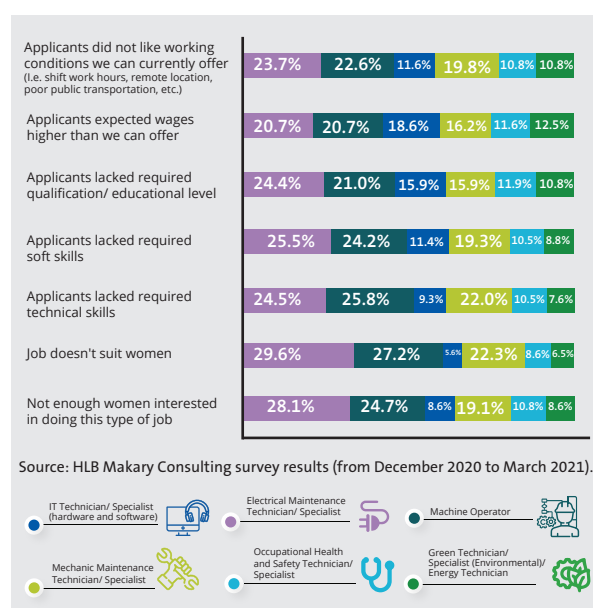
Limitations to hiring women technicians (%)



The interviewed companies indicated that in their opinion the main reason why so few women technicians are recruited is that there are not enough women interested in doing this type of job or because the job does not suit women, in addition to many other reasons (see Figure 37), which include the lack of technical or soft skills required for such jobs; women not liking the working conditions – such as the inability of women to work in remote areas because of lack of transport; their difficulty to work more than one shift, and their physical inability to perform specific difficult tasks, such as lifting heavy items.

FIGURE 37

Limitations to hiring women technicians, by vocation (%)



Furthermore, 69% of companies agreed that the limitations to hiring women, especially in technical vocations, do not differ by geographical location. This could be attributed to the homogeneity of technical education, social norms and working conditions among the various governorates.

Finally, some companies made suggestions regarding best practices for hiring women technicians, which include providing a suitable environment and working conditions for women employees in terms of safe places, incentives, means of transportation and flexibility in working hours, as well as providing adequate and customized technical training to increase their skills to match job requirements. The establishment of specialized girls' departments, or 'women-denominated' departments, in technical schools is one of the key recommendations mentioned by companies, with special reference to the field of IT, where they believe that women are qualified to do this type of job. It should be noted that the same recommendations were suggested by the National Employment Pact, which is concerned with the employment of women and is working to promote and enhance it. NEP gives women job offers that suit their way of living and their responsibilities, as well as offering them means of transportation, childcare, flexible working hours, along with decent and safe working environments. For example, NEP has an agreement with the Arab Women Enterprise Fund to employ women (around 1,400 jobs out of 5,000) in the textile sector, in collaboration with the Arafa Group.



69% of companies agreed that the limitations to hiring women, do not differ by geographical location

Limitations are obvious in,

Electric

Mechanic Maintenance

Machine Operation

except

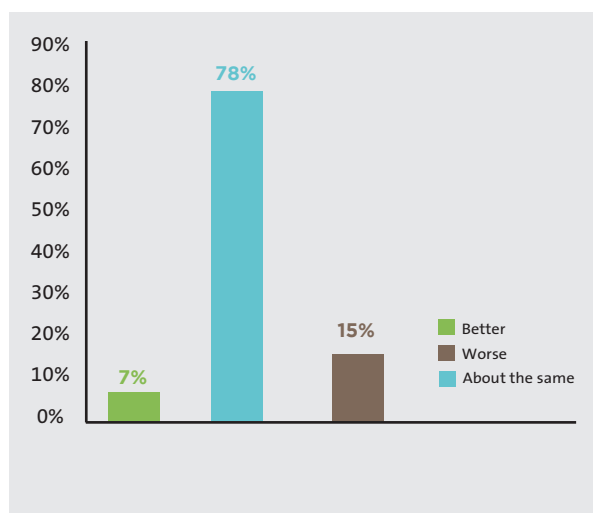
IT and occupational

health and safety vocations

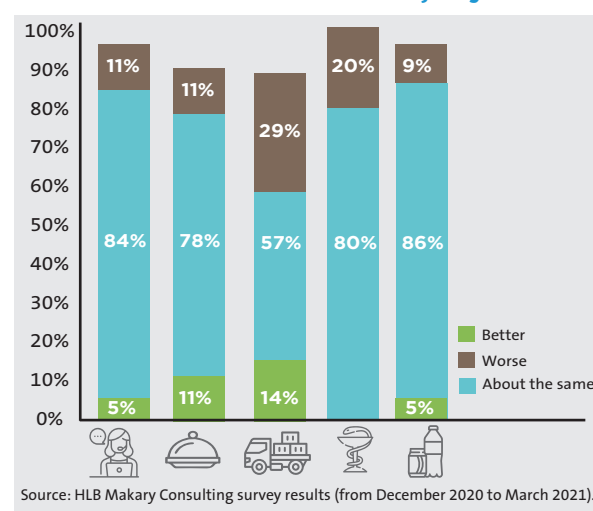
3.3.3

COMPENSATION & TRAINING

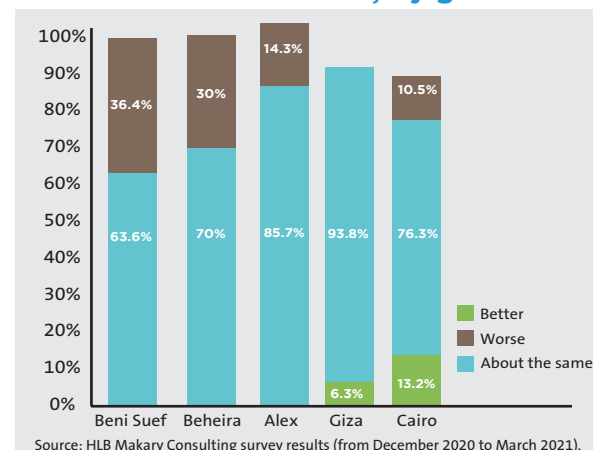
By comparing women to men in the same professions, in terms of pay and benefits (see the following figure), the majority of companies in the sample (78%) stated that they provide the same pay and benefits. This is accurate according to the companies' procedures; however, management indicated that women are sometimes less competent and hence would get lower salaries due to lower relative productivity. Meanwhile, 15% provide worse compensation for women than for men. The companies argued that women's skills/capabilities are limited, and that they are not as efficient as men in specific technical jobs. In addition, some said that women are not flexible/open to different work conditions, including working in remote areas, working late and at night shifts and physical inability in dealing with heavy machinery. These judgements are mainly based on respondents' subjective perceptions grounded in traditional social norms which may perpetuate the belief that technical jobs are for men only because they are of high risk and require great experience and that women lack adequate education and training. Therefore, according to the respondents' perceptions, women would be lower performing employees as compared to men. In addition, some respondents indicated that most women are more interested to join a certain field (like hospitality) rather than pursuing a technical vocation. As for the 7% of companies that provide better pay and benefits for women than for men, they perceive women as highly dedicated and professional and more committed (lower turnover rate) than their male counterparts.

FIGURE 38**Pay and benefits offered to semi-skilled and skilled women vs. men**

Sector-wise, the majority of companies in all sectors reported offering wages and benefits to skilled women that are equal to that of skilled men. However, more than a quarter of companies in the automotive sector provide relatively lower benefits, due to the lack of women workers in that sector and their reliance only on men workers, as stated by interviewees who said most of their technical work is not suitable for women due to her physical inability to perform heavy duty. In the pharmaceutical sector, women get either the same or lower pay and benefits than men.

FIGURE 39**Pay and benefits offered to skilled women workers vs. men, by sector**

When comparing results by governorate, it is interesting to note that 13% of interviewed companies in Cairo said they provide relatively higher pay and benefits for skilled women compared to skilled men in the same position. Conversely, in Beheira and Beni Suef, around 30% of companies provide relatively lower pay and benefits for women, compared to men, for the same job (Figure 40).

FIGURE 40**Pay and benefits offered to skilled women workers vs. men, by governorate**

The following figure represents the percentage of women who participated in technical training, compared to men, by sector. On average, 12% of women took part in technical training, which is rather consistent with their participation in the workforce structure. Women workers in the information and communication sector and in the manufacturing of food and beverages were more likely than those in other sectors to participate in the training, which may be due to the increase in the percentage of women working in these sectors compared to other sectors.

3.3.4 WOMEN'S EMPLOYMENT

This section discusses companies' probability of recruiting women technicians for the coming 12 months, based on the current pandemic situation.

FIGURE 41
Percentage of men and women workers who took part in technical training, by sector

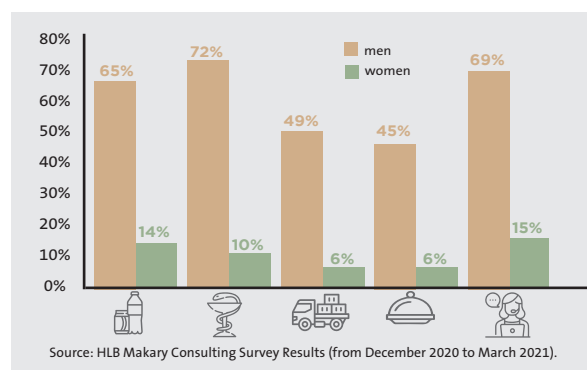
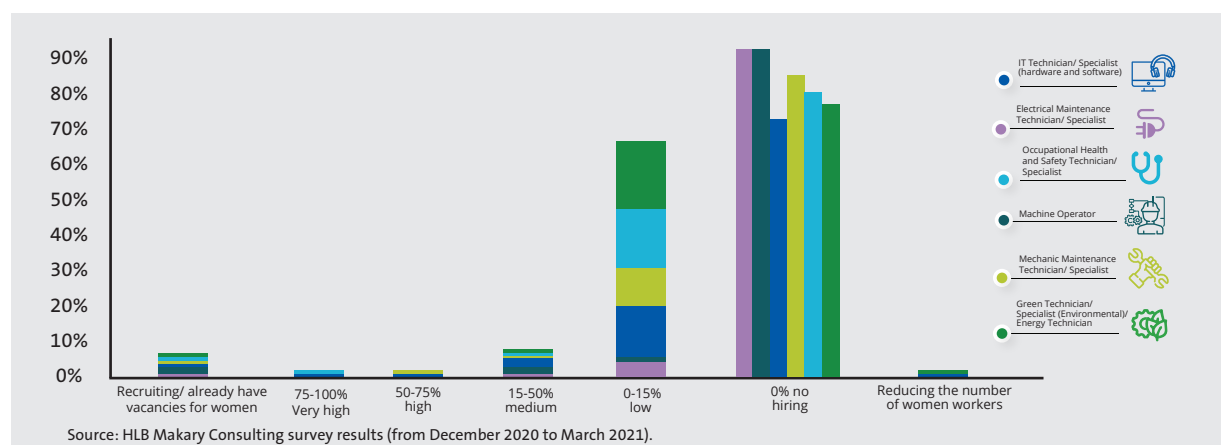


FIGURE 42
Probability of hiring new women employees for the coming 12 months, by vocation



One of the reasons why women are often disadvantaged in recruitment processes in some positions within these sectors is that some work requires heavy lifting and may at times be hazardous. At the time of the data collection for the study, the national legislation also prohibited women to work in some jobs in some sectors, but as of 2021, these legislative restrictions have been lifted⁽¹⁸⁾. Even before the COVID-19 pandemic hit Egypt in 2020, the work

prospect of women and chances to get a job in a factory was low. According to the above figure, most companies agree that there is very limited potential for hiring women workers, at an almost equal rate between technical vocations. However, there is a slightly higher probability of hiring women IT workers (whether low, medium or high probability) and four companies in food industries and technology solutions confirmed that they already have such vacancies.

(18) Reference to the Minister's of Manpower amended decrees on the employment of women

<http://ncw.gov.eg/Images/PdfRelease/%D9%82%D8%B1%D8%A7%D8%B1%20%D9%88%D8%B2%D9%8A%D8%B1%20%D8%A7%D9%84%D9%82%D9%88%D9%89%20%D8%A7%D9%84%D8%9%D8%A7%D9%85%D9%84%D8%A9%20%D8%B1%D9%82%D9%85%2044-920212223751617.pdf>

Link to the English version: <https://www.egypttoday.com/Article/1/101109/Egypt-lifts-restrictions-on-women-labour-on-night-hours-heavy>

The following table shows the extent of job opportunities available to women in the various technical positions, by sector during the next 12 months, taking into account the current situation of the pandemic.

TABLE 7

Probability of hiring new women employees for the coming 12 months, by vocation and sector (%)

| Sector | Reducing the number of women workers | 0% no hiring | 0-15% low | 15-50% medium | 50-75% high | 75-100% Very high | Recruiting/ already have vacancies for women |
|--|--------------------------------------|--------------|-----------|---------------|-------------|-------------------|--|
| Electrical Maintenance Technician/Specialist | | | | | | | |
| Manufacture of food and beverages | 0% | 95% | 5% | 0% | 0% | 0% | 0% |
| Manufacture of pharmaceuticals, medicinal, chemical and botanical products | 0% | 93% | 0% | 7% | 0% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 87% | 13% | 0% | 0% | 0% | 0% |
| Accommodation and food service activities | 0% | 100% | 0% | 0% | 0% | 0% | 0% |
| Information and communication | 0% | 95% | 5% | 0% | 0% | 0% | 0% |
| Mechanic Maintenance Technician/Specialist | | | | | | | |
| Manufacture of food and beverages | 0% | 95% | 0% | 0% | 0% | 0% | 5% |
| Manufacture of pharmaceuticals, medicinal, chemical and botanical products | 0% | 87% | 7% | 7% | 0% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 86% | 7% | 7% | 0% | 0% | 0% |
| Accommodation and food service activities | 0% | 100% | 0% | 0% | 0% | 0% | 0% |
| Information and communication | 0% | 100% | 0% | 0% | 0% | 0% | 0% |
| IT Technician/Specialist (hardware and software) | | | | | | | |
| Manufacture of food and beverages | 0% | 81% | 19% | 0% | 0% | 0% | 0% |
| Manufacture of pharmaceuticals, medicinal, chemical and botanical products | 0% | 73% | 20% | 0% | 7% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 80% | 20% | 0% | 0% | 0% | 0% |
| Accommodation and food service activities | 0% | 89% | 11% | 0% | 0% | 0% | 0% |
| Information and communication | 5% | 45% | 30% | 15% | 0% | 5% | 0% |
| Machine Operator | | | | | | | |
| Manufacture of food and beverages | 0% | 82% | 14% | 5% | 0% | 0% | 0% |
| Manufacture of pharmaceuticals, medicinal, chemical and botanical products | 0% | 87% | 7% | 0% | 7% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 87% | 13% | 0% | 0% | 0% | 0% |
| Accommodation and food service activities | 0% | 92% | 8% | 0% | 0% | 0% | 0% |
| Information and communication | 0% | 88% | 12% | 0% | 0% | 0% | 0% |
| Occupational Health & Safety Technician/ Specialist | | | | | | | |
| Manufacture of food and beverages | 0% | 86% | 14% | 0% | 0% | 0% | 0% |
| Manufacture of pharmaceuticals, medicinal, chemical and botanical products | 0% | 87% | 0% | 7% | 0% | 7% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 79% | 21% | 0% | 0% | 0% | 0% |
| Accommodation and food service activities | 0% | 88% | 12% | 0% | 0% | 0% | 0% |
| Information and communication | 0% | 67% | 33% | 0% | 0% | 0% | 0% |

| Green Technician/ Specialist (Environmental)/ Energy Technician) | | | | | | | |
|--|----|-----|-----|-----|----|----|----|
| Manufacture of food and beverages | 0% | 84% | 16% | 0% | 0% | 0% | 0% |
| Manufacture of pharmaceuticals, medicinal, chemical and botanical products | 0% | 88% | 0% | 13% | 0% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 75% | 25% | 0% | 0% | 0% | 0% |
| Accommodation and food service activities | 0% | 86% | 14% | 0% | 0% | 0% | 0% |
| Information and communication | 7% | 57% | 36% | 0% | 0% | 0% | 0% |

Source: HLB Makary Consulting survey results (from December 2020 to March 2021).

Accordingly, the probability of hiring women technicians for the coming 12 months is detailed by sector, as follows



1

MANUFACTURE OF FOOD AND BEVERAGE SECTOR

95% of companies see that there is a low probability of hiring electrical technicians (**19% of such companies**), while there is a medium probability of hiring IT technicians (**14%**), machine operators and green technicians (**14%**). Only 5% of food and beverage companies confirmed that they already have vacancies for mechanic maintenance technicians to which women (or men) could potentially apply.

MANUFACTURE OF PHARMACEUTICALS, MEDICINAL, CHEMICAL AND BOTANICAL PRODUCTS SECTOR

Mechanic and electric maintenance technicians have a medium probability of being hired in this sector (**7%**), while **7%** perceive a high probability of hiring IT technicians and machine operators and other **75%** perceive a very high probability for occupational health and safety technicians.

2



3

MANUFACTURE OF MOTOR VEHICLES, TRAILERS AND SEMI-TRAILERS OR OTHER TRANSPORT EQUIPMENT SECTOR:

Women technicians in this sector have a low probability of hiring in all occupations mentioned.

ACCOMMODATION AND FOOD SERVICE ACTIVITIES SECTOR

100% of companies agreed that there is no hiring foreseen for women electrical and mechanic maintenance technicians. They also saw a low probability of hiring women IT technicians, machine operators and occupational health and safety technicians (by **11, 8** and **12%** of companies, respectively).

4

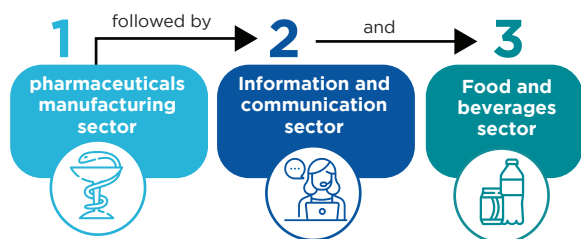


5

INFORMATION AND COMMUNICATIONS SECTOR

There is no hiring foreseen for mechanic maintenance technicians and a low probability of any hiring for electrical maintenance technicians. As for IT technicians, they have a medium to high probability of being hired, by **20%** of companies. Health and safety technicians and green technicians also have a medium probability.

It must be highlighted that there is relatively higher potential to recruit women in technical positions currently in



This could be attributed to the fact that these sectors are the least directly impacted by the coronavirus pandemic and thus there are more job opportunities overall; and that their production processes were either not affected or actually increased as a result (as shown in the next section). An example of this is

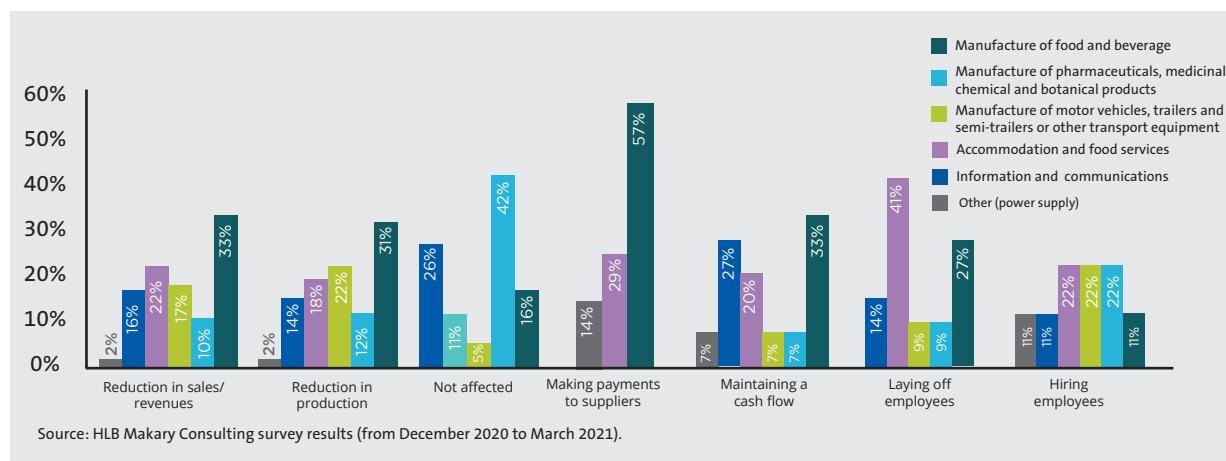
the increased dependence on modern technologies by business-owners to follow up on business and production process, which led to the creation of new job opportunities in this field. Hence, these opportunities must be explored, matched and adopted to serve women technician jobseekers, as suggested in detail in the last section of this report.

As for the control group, T&C is a women-oriented sector, where the nature of the job is considered suitable to women's time requirements, in addition to being consistent with skills that women possess by nature. Moreover, it is a labour-intensive sector, which explains the larger participation of women. In the clothing industry, outsourcing is possible, and women can work from home, which provides an edge in this industry.

3.4 COVID19- IMPACTS

Given the current situation regarding the spread of COVID-19 and its impact on businesses, 32% of companies reported a decrease in sales/revenues and 27% reported seeing a reduction in production. Also, 22 companies have laid off workers, while seven companies have hired new employees. The following figure shows pandemic-related factors affecting businesses, according to the interviewed companies, by sector.

FIGURE 43
COVID-19-related factors that affected companies, by sector



As can be observed in the figure above, the accommodation and food services sector, is one of the sectors that have laid off the most workers, due to the low occupancy rates in hotels. This is a temporary situation due to the significant impact on human movement and the accommodation and hospitality business in general. They also emphasized that they are optimistic concerning the return to business-as-usual after the pandemic in terms of occupancy rates and

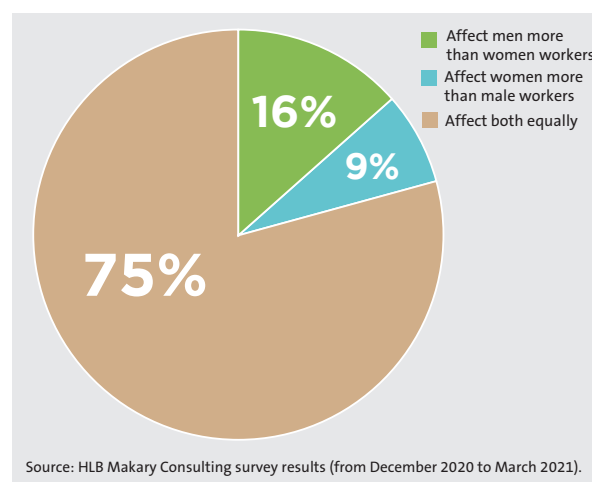
increased employment. It is worth mentioning that some companies said that they were not affected by the pandemic: 42% of them are companies operating in the manufacturing of pharmaceuticals sector and 26% of them are operating in the information and communication sector, which means that these two sectors have been the least harmed by the pandemic. Most companies reported following the precautionary measures recommended by the State, which have

alleviated the severity of the crisis, such as the use of disinfectants, continuous sterilization and wearing masks. There are also sectors that have implemented new employment policies, namely work-from-home policies, which were widely applied by companies in the information and communication sector due to the flexibility of the nature of that work. Other companies adopted a rotation system to preserve social distancing, in addition to rapidly dealing with cases showing symptoms by isolating them and approving sick leave.

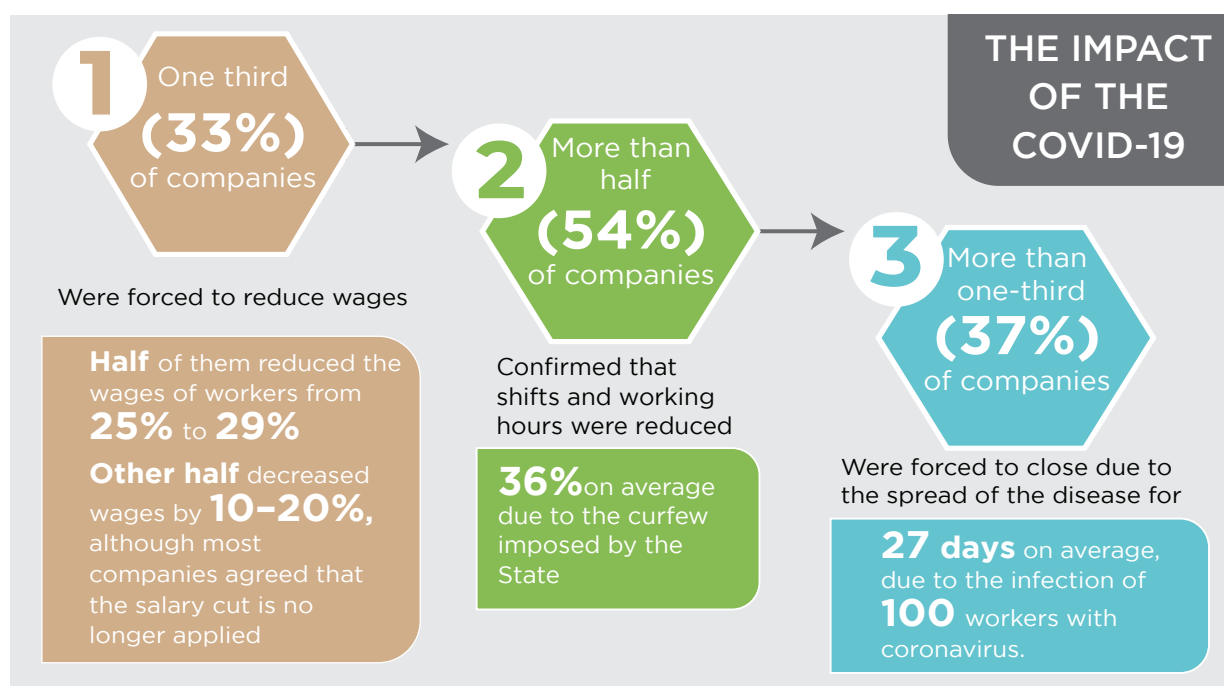
By comparing women to men workers regarding the spread of COVID-19 and the measures taken by companies in respect of laying off workers, 68% of companies cited that the pandemic equally affects both genders, as both women and men have the same responsibilities and obligations and face the same circumstances and risks that may make them vulnerable to layoffs and job losses especially for the sectors that are greatly hit. Meanwhile, 14% of companies consider that the greatest impact is on men because the majority of workers are men, stressing that men are primarily responsible for their families as breadwinners, and because of the crisis, some companies decided to reduce wages or lay off part of their workforce, which tremendously affects their families. On the other hand, fewer companies (8%) believed that COVID-19 crisis affects women more, because they have been forced to leave their jobs

to take care of their families and children, especially to assist with online education from home, and they also have to take care of the elderly. In addition, some companies argued that in times of crisis women are more likely to be laid off than men because they are easier to be dispensed as men are more needed in the industry. Again, this may be strongly attributed to the social norms and prevailing patriarchal culture.


FIGURE 44
Perceptions of companies on the impacts of COVID-19 on both men and women workers



The impact of the COVID-19 virus on employment in the T&C sector was discussed with a sample of 24 companies operating in this sector⁽¹⁹⁾, which yielded the following findings:



(19) According to the COVID-19 survey results conducted for the GTEx/MENATEX: Financing Tools & Mechanisms study, ITC, Cairo.

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CONCLUSION & RECOMMENDATIONS

4.1

KEY FINDINGS

The total number of employees in the companies interviewed is 7,058, of which 659 are women (around 9.3%). The largest percentage of all technical workers are machine operators, followed by mechanical technicians, then IT technicians and electrical technicians. The majority of companies in all sectors agree that first-time jobseekers with TVET or university education are mostly well-prepared for technical vocations, in comparison to graduates from compulsory general schools. In this regard, the skills required differ depending on the sector, with previous practical and work experience (of 2–5 years) being prioritized by the IT sector, while adherence to safety, health and environmental regulations and the ability to work under stress are key job requirements for the manufacture of food and beverages sector and the accommodation and food services sector.

Around 58% of interviewed companies believe that there is no skills mismatch between the existing and required skills and that technical skilled labour is widely available, even if competition is high in some professions. In addition, some added that it is easy to acquire technical skills through on-the-job training or by practice (learning by doing). The remaining percentage (around 42%) perceive that there is a skills gap, to be addressed through training, improvements in work practices, liaison with providers of education/employment, or the outsourcing of technical workers. More than two thirds of companies indicate that the skills gap does not differ by location, such that companies in all governorates suffer from similar concerns, either in education or in social norms and culture.

The percentage of women working in technical positions in the sample was 9.3% of the total labour force covered in the sample, as compared to 30% in high women-employing sectors such as the T&C sector. From the analysis, the low labour force participation rate for women is largely due to the company's size, location and sector, however cultural factors and social norms are crosscutting among sectors and locations, to a great extent. The highest concentration of women workers lies in the hospitality sector, followed by the

food and beverage industry and the information and communication sector, with low representation in the automotive sector. From another perspective, several interviewed companies argue that women technicians lack the required technical or job-specific skills, and the practical work experience. This may be attributed to the patriarchal culture and prevailing social norms which is indicative of the systematic bias of the responses received from the interviewed companies. About 65% of the companies interviewed in the pre-selected sectors perceive that the challenges facing women technical employment differ by profession, rather than by region/governorate, which have the same characteristics, in terms of technical education offered, social norms and working conditions. For example, electrical and mechanical maintenance positions are seen as not being suitable for women and women are perceived as not being interested in doing such jobs. Other reasons cited as limitations on hiring women in technical vocations include their lack of technical or soft skills required for such jobs, in addition to the working conditions in these vocations, given women's inability to work in remote areas because of a lack of proper transportation, their difficulty to work more than one shift and their physical inability to perform specific difficult tasks, such as lifting heavy items. It is worth to note that the limitations for employing women technicians indicate the perspective of the interviewed companies (demand side/ employers) without verifying the listed limitations from women (the supply side).

Among the recommended best practices for hiring women technicians are providing a suitable environment and working conditions for women employees in terms of **safe places** (e.g., adequate lighting and ventilation, enough latrine accommodations, strong internal communication and grievance system, zero-tolerance policy for harassment and physical abuse, safety aids and equipment to women, sitting areas, canteens, facilities for first aid, adequate cleanliness, sanitation and washing rooms, make rules regarding the maximum weight limit to be lifted by women), **incentives** (e.g., maternity benefits,

social and medical insurance, overtime allowances, return-ship policy, creches, career progression), **means of transportation** (e.g., supervised shutter busses to and from factories), and **flexibility of working hours** (when applicable), as well as the provision of adequate and customized **technical and vocational trainings** to increase women's skills to match job requirements and the nature of certain work.

From the employer point of view, women are more or less equally paid to men, across all sectors, with special reference to IT and occupational health and safety technicians. However, women are perceived as less qualified in specific occupations, such as electrical maintenance and mechanics, in addition to green technical vocations (environmental or energy). Moreover, they view women as being inflexible in terms of working hours and location, and not well-suited to technical work that requires physical strength.

As for the participation of women in technical trainings conducted by the interviewed companies for their employees, women's participation is almost consistent among sectors, noting that the highest participation rate is in the information and communication sector and in the manufacturing of food and beverages (as IT technicians and machine operators). Furthermore, in terms of women's employability, the interviewed companies agree that there is limited probability of hiring women workers as a result of the coronavirus pandemic; however, there is a relatively higher potential for hiring women IT technicians, as around

5% of companies confirm that they have IT technician vacancies available for women, in addition to other available non-technical job vacancies.

In addition to the surveyed companies, two public entities – namely the Employment Unit at the Ministry of Manpower (MOM) and the National Council for Women (NCW) – were interviewed to get their insights on the labour market and women's employment. The discussion with the MoM's Employment Unit reveals that the wages paid by companies for technical employees range from EGP 1,200 to 6,000 per month, depending on the level of expertise. In addition, women's productivity is perceived to be higher than that of men in the same position/experience, and wages offered to women are perceived to be equal to those of men; however, men's total remuneration tends to be higher due to incentives, bonuses and overtime. Finally, the most in-demand technical occupations are currently systems and information specialists, technical support, quality controllers and production engineers, experts in textile printing, air-conditioning and mobile maintenance, car maintenance and electrical equipment assembly. In terms of future plans, the Employment Unit aims to launch an independent website for the Ministry to register job opportunities and jobseekers (operating platform), develop the National Platform for Labour Market Needs, provide online employment fairs, and construct a recruitment map for remote work.

4.2 RECOMMENDATIONS

The following recommendations aim to fill the inefficiencies identified on the demand side of the labour market particularly with regard to women technicians' recruitment mechanisms and training, based on the interviewed 124 companies and recruitment agencies in Cairo, Giza, Alexandria, Beni Suef and Beheira governorates, with a specific focus on the following sectors: the manufacturing of food and beverages; pharmaceuticals, medicinal, chemical and botanical products; motor vehicles, trailers and semi-trailers; accommodation and food services; and the information and communications sector. The below, details recommended actions to be taken by the government, private sector companies, employment service providers, and/or the development stakeholders.

1- Bridge the skills gap in promising sectors for women technicians

- **The information and communications sector is considered one of the most promising sectors** in general, and for women's employment in particular, due to its flexible working conditions. Hence, there is a need to pay attention to the practical experience of jobseekers in this sector, whether graduates from universities or technical institutes, by preparing training courses by specialized trainers on software and hardware programs. Also, by taking advantage of the flexibility of this sector, it is necessary to provide new online tailored trainings, through accredited entities, while allocating a quota for women to participate in these trainings and granting certificates in order to create a gender-balanced environment.
- **Since there is a significant portion of women machine operators working in the pharmaceutical manufacturing sector**, this could tempt labour suppliers (TVET schools and institutes) to focus on practical technical trainings as well as increasing familiarity with the schematic and electrical drawings/illustrations used within the factories, which is one of the most important requirements of this job, as revealed by the survey. It is thus recommended to strengthen agreements between private companies and public career centres (such as PVTD) to provide practical training for students and specialized training courses for girls in the studied governorates, provided that, sufficient trainees attend. It is also highly recommended to reduce the reluctance of companies to provide such training, perhaps by providing incentives (tax deductions, subsidies or other compensation).

2- Improve recruitment mechanisms

- Many companies, especially small and medium-sized companies, do not deal with employment service-providers and rely on recommendations, which widens the skills gap. Thus, it is important to raise awareness among companies of the need to announce vacancies (and identify vacant opportunities for women) through **employment platforms**. Therefore, it is highly recommended to maintain a network between companies, **employment service-providers** and jobseekers as major players in securing an effective recruitment mechanism. In this regard, the existence of a **joint stakeholder workshop**, under the supervision of the Government and relevant ministries, is recommended to initiate a dialogue between all parties.
- Introducing **career counselling and coaching services**, especially for women graduates should be done through employment service-providers or employment offices. This is crucial because the lack of such coaching sessions widens the gap more in the matching process between the supply and demand sides. These sessions will help raise awareness of the attractiveness of technical careers.

3- Encourage women technicians to join the market

- Since women are mostly perceived as less qualified in specific occupations, such as electrical and mechanic maintenance, in addition to green technical vocations (environmental or energy), designing **job descriptions and advertisements that are gender-sensitive and use gender-neutral language** is extremely important. This should be done while offering **onsite training and capacity-building** to women employees on these types of jobs. Investments in women's leadership capacities are needed to create a pipeline of women supervisors and managers.
- The low women participation rate is related, partially, to companies' location, meaning the more the factory is located in remote or industrial areas, the fewer the number of working women, especially as decent public transportation is not available in remote areas. Consequently, it is recommended that companies should provide **transportation allowances** through incentives for the private sector, applying gender equality principles, or through the cooperation and encouragement of villages/localities to foster **proper public transport within industrial zones**.

- Some sectors, such as T&C, already employ more women, so decision-makers can identify solutions that **improve women's access to better jobs in these sectors** and enhance their ability to take advantage of the new job market opportunities that emerge. In addition, measures such as adopting new technologies, including **ensuring women's safety in the workplace** and introducing flexible working hours and remote working (when applicable), will allow stronger women's participation.
- The role of women in society and their commitment to their families (i.e., the double burden for the care of children and the elderly) may limit women's ability to compete effectively in the labour market. Therefore, solutions are needed to replace and complement the care work they provide, whether by **providing childcare services** directly affiliated with the workplace or indirectly imposed by the State on private sector companies, in order to support women to achieve their aspirations.
- Create a **pool of women mentors, leaders and role models** to inspire other women about available opportunities and career progressions. Moreover, it would be beneficial to **provide courses/programmes for women's economic empowerment and gender-transformative change**. Additionally, it is essential to mobilise men champions in the workplace, to support the cultural shift in perceptions.
- Setting up specialized **mobile employment fairs** in the different governorates, to include women technicians, should be supported by donors and governmental institutions, as well as **facilitating protocols and agreements** on the supply and demand sides.

4- Tackle the systematic bias and stereotypes in recruitment and retention processes

- The low women's employment rate in the private sector is not due to their education levels but rather due to traditional gender roles and cultural constraints. Perception and behaviours contribute significantly to gender disparities in workforce. Hence, it is important to **tackle the systematic bias, stereotypes and assumptions** of the private sector companies through trainings and adoption of practical global tools (like the Women's Empowerment Principles)⁽²⁰⁾ that would lead to cultural shifts in terms of the companies' HR. The WEPs are a set of Principles offering guidance to business on how to promote gender equality and women's empowerment in the workplace, marketplace and community. For further information, access <https://www.weps.org> policies and procedures in terms of recruitment and retention.
- **Providing incentives for the private sector to apply gender equality procedures**, such as to increase the percentage of women they employ by no less than 25% of the workforce, have 30% share of senior management roles for women, appointing a minimum of two women or having a 25% representation of women on their corporate boards ⁽²¹⁾, could partially help to gradually overcome cultural constraints and perceptions. Moreover, **awareness campaigns** are required to encourage women's participation, with special reference to sectors with low women's representation, such as the automotive sector.

(20) The WEPs are a set of Principles offering guidance to business on how to promote gender equality and women's empowerment in the workplace, marketplace and community. For further information, access <https://www.weps.org>

(21) The recent resolutions of the Financial Regulatory Authority (FRA) with respect to women's empowerment for EGX listed companies were used as reference for the recommended percentages. For reference, access <https://sseinitiative.org/all-news/egyptian-fra-further-increases-women-representation-on-boards/>

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ANNEXES

5.1

ANNEX 1: REFERENCES

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5.2

ANNEX 2: QUESTIONNAIRE TEMPLATE FOR INTERVIEWS WITH COMPANIES

SECTION 1 BASIC INFORMATION

| | | |
|------|---|--|
| 1.1 | Company Name (as registered in the commercial registration) | |
| 1.2 | Trade Name – Commercial Name | |
| 1.3 | Address: | |
| 1.4 | In which Governorate (choose) 1) Cairo 2) Giza 3) Alexandria 4) Beheira 5) Beni Suef 6) Other (specify) | |
| 1.5 | Location of the Head office: | |
| 1.6 | Number of Branches | |
| 1.7 | Location of branches (choose) | |
| 1.8 | Phone number: | |
| 1.9 | Company ownership (choose): 1) Private 2) State-owned/ public 3) Other (specify) | |
| 1.10 | Name of the Interviewee | |
| 1.11 | Position of the interviewee(s) | |
| 1.12 | 1) Director/manager/owner | |
| 1.13 | 2) Representative of Human Resources Dept. | |
| 1.14 | 3) Representative of Administration Dept. | |
| 1.15 | 4) Other (Please specify.....) | |
| 1.16 | Email of the interviewee: | |
| 1.17 | In which sector does the enterprise operate? <i>(Select only one answer)</i> | |
| | 1) Manufacture of food and beverages | |
| | 2) Manufacture of pharmaceuticals, medicinal, chemical and botanical products | |
| | 3) Manufacture of motor vehicles, trailers and semi-trailers and other transport equipment | |
| | 4) Accommodation and food service activities | |
| | 5) Information and communication | |
| | 6) Professional, scientific and technical activities | |
| 1.18 | Key products (a maximum of 5 key products) | |

SECTION 2

WORKFORCE STRUCTURE AND CHARACTERISTICS

2.1 Total numbers of workers: *(Select only one answer)*

| | | |
|----|---------------------------------|--|
| 1) | Less than 10 | |
| 2) | 10- 49 | |
| 3) | 50- 99 | |
| 4) | 100- 149 | |
| 5) | 150- 199 | |
| 6) | 199- 200 | |
| 7) | 200- 250 | |
| 8) | More than 250 (Please indicate) | |

2.2 What is the percentage of women workers in your establishment

| | | |
|----|----------------|--|
| 1) | Less than 5 | |
| 2) | 5- 10 | |
| 3) | 11- 20 | |
| 4) | 21- 30 | |
| 5) | 31- 50 | |
| 6) | 51- 70 | |
| 7) | Above than 70% | |

2.3 How many women employed in your establishment (full-time, part-time, seasonal or others)?

| Type of Job | Currently (2019-2020) | Last Year (2018-2019) |
|------------------------|-----------------------|-----------------------|
| Full Time | | |
| Part Time | | |
| Seasonal | | |
| Others (indicate.....) | | |

2.4 Could you please indicate if the below technical occupations are available in your establishment?

| | Yes | No |
|--|-----|----|
| Electrical Maintenance Technician/ Specialist | | |
| Mechanic Maintenance Technician/ Specialist | | |
| IT Technician/ Specialist (hardware and software) | | |
| Machine Operator | | |
| Occupational Health and Safety Technician/ Specialist | | |
| Green Technician/ Specialist (Environmental)/ Energy Technician) | | |
| Other technical positions (please specify) | | |

2.5 For technical occupations/ vocations, choose the minimum job requirements?

| | |
|---|--|
| Diploma/ university degree in technical discipline | |
| 0-2 years of work experience | |
| 2-5 years of work experience | |
| More than 5 years of work experience | |
| Affiliated experience with outstanding troubleshooting and technical aptitude | |
| Excellent interpersonal and communication ability | |
| Sufficient familiarity with schematic and electrical diagrams/illustrations | |
| Outstanding acquaintance with safety, health, and environment regulations | |
| Ability to work under stress | |
| Other (please specify) | |

2.6 Kindly indicate approximately how many employees of your establishment work in each of the following occupations?

| | Currently | Education (most Common) | Age Group |
|--|-----------|-------------------------|-----------|
| Electrical Maintenance Technician/ Specialist | | | |
| Mechanic Maintenance Technician/ Specialist | | | |
| IT Technician/ Specialist (hardware and software) | | | |
| Machine Operator | | | |
| Occupational Health and Safety Technician/ Specialist | | | |
| Green Technician/ Specialist (Environmental)/ Energy Technician) | | | |

2.7 In your opinion, what is the importance of the following skills for technical vocations?

| | Extremely important | Very important | Moderately important | Slightly important | Not at all important |
|--|---------------------|----------------|----------------------|--------------------|----------------------|
| Specific technical skills related to equipment or technology | | | | | |
| General technical or scientific knowledge | | | | | |
| Ability to calculate, read and use figures and tables | | | | | |
| Leadership skills | | | | | |
| Team working | | | | | |
| ICT skills | | | | | |
| Problem solving skills | | | | | |
| Other (please specify) | | | | | |

2.8 Do you think that you have a skills gap (i.e. gap between the available and required skills in the technical vocations)? and please explain why?

2.9 What is being done to overcome the problem of skills gaps?

| | |
|--|--|
| Hiring has increased | |
| Further training has been provided | |
| Work practice has been changed | |
| No special measures have been taken | |
| Influence has been used on (providers of) education in order to ensure the inflow of newcomers | |
| Other measures (please specify) | |

2.10 Please explain in detail actions taken in this regard.

2.11 In your opinion, do you think that the skills gap may differ according to the location (i.e. by comparing Cairo to Upper and Lower Egypt) and what is the reason?

2.12 In the last 2 years, has your company hired any first-time jobseekers who came straight from secondary school, technical and vocational school or university for below vocations?

| | First-time jobseekers coming from compulsory general secondary school | First-time jobseekers coming from technical and vocational school | First-time jobseekers coming from university or other higher education institution |
|--|---|---|--|
| Electrical Maintenance Technician/ Specialist | | | |
| Mechanic Maintenance Technician/ Specialist | | | |
| IT Technician/ Specialist (hardware and software) | | | |
| Machine Operator | | | |
| Occupational Health and Safety Technician/ Specialist | | | |
| Green Technician/ Specialist (Environmental)/ Energy Technician) | | | |

2.13 How well were they prepared for work for each category?

| | Well prepared | Prepared | Poorly prepared |
|--|---------------|----------|-----------------|
| First-time jobseekers coming from compulsory general secondary school | | | |
| First-time jobseekers coming from technical and vocational school | | | |
| First-time jobseekers coming from university or other higher education institution | | | |

2.14 How do you attract and target the employees? You can choose more than one field

| | |
|---------------------------------------|--|
| Advertisement on social media | |
| Advertisement in newspaper | |
| Through employment services providers | |
| Based on recommendations | |
| Other (please specify) | |

2.15 In general, how many jobs (other than technicians are covered here) are available for women and men (professional or technical occupations)? Please write the job titles/ occupations

| | Approximate Number of Vacancies for Women | Approximate Number of Vacancies for Men |
|--------|---|---|
| Occ 1: | | |
| Occ 2: | | |
| Occ 3: | | |
| Occ 4: | | |
| Occ 5: | | |
| Occ 6: | | |

SECTION 3

WOMEN'S RECRUITMENT

3.1 In the past 2 years, did you recruit women in any technical occupations?

| | Yes | No |
|---|-----|----|
| Electrical Maintenance Technician/ Specialist | | |
| Mechanic Maintenance Technician/ Specialist | | |
| IT Technician/ Specialist (hardware and software) | | |
| Machine Operator | | |
| Occupational Health and Safety Technician/ Specialist | | |
| Green Technician/ Specialist (Environmental)/ Energy Technician | | |

3.2 If the answer is yes, kindly indicate the total number of women technicians in the company?

3.3 From your point of view, is there a difference between women's readiness for work, compared to men, for each vocation?

| | Less | Equal | More |
|---|------|-------|------|
| Electrical Maintenance Technician/ Specialist | | | |
| Mechanic Maintenance Technician/ Specialist | | | |
| IT Technician/ Specialist (hardware and software) | | | |
| Machine Operator | | | |
| Occupational Health and Safety Technician/ Specialist | | | |
| Green Technician/ Specialist (Environmental)/ Energy Technician | | | |

3.4 In which of the following areas were the newly hired women technicians lacking?

| | |
|--|--|
| Lacking required technical or job-specific skills | |
| Lacking required core/soft skills (i.e. ICT skills, problem-solving skills, team-working skills) | |
| Literacy/numeracy skills | |
| Lack of working world/life experience | |
| Other (Please specify) | |

3.5 Do you have any problems/limitations for hiring women in any of these occupations?

| | Yes | No |
|--|-----|----|
| Electrical Maintenance Technician/ Specialist | | |
| Mechanic Maintenance Technician/ Specialist | | |
| IT Technician/ Specialist (hardware and software) | | |
| Machine Operator | | |
| Occupational Health and Safety Technician/ Specialist | | |
| Green Technician/ Specialist (Environmental)/ Energy Technician) | | |

3.6 In your opinion, what are the problems/limitations of employing women in any of these occupations?

| | Electrical Maintenance Technician/ Specialist | Mechanic Maintenance Technician/ Specialist | IT Technician/ Specialist (hardware and software) | Machine Operator | Occupational Health and Safety Technician/ Specialist | Green Technician/ Specialist (Environmental)/ Energy Technician) |
|--|---|---|---|------------------|---|--|
| Not enough women interested in doing this type of job | | | | | | |
| Job doesn't 'fit' women | | | | | | |
| Applicants lacked required qualification/ educational level | | | | | | |
| Applicants lacked required technical skills | | | | | | |
| Applicants lacked required soft skills | | | | | | |
| Applicants expected wages higher than we can offer | | | | | | |
| Applicants did not like working conditions we can currently offer (i.e., working hours, remote location, poor public transportation, etc.) | | | | | | |
| Others (please specify) | | | | | | |

3.7 Do you think that the limitations of employing women, especially in technical vocations, differ according to the location (i.e. by comparing Cairo to Upper and Lower Egypt)? And what is the reason?

3.8 Considering the situation of your business today, how high is the probability of hiring new women employees for the coming 12 months?

| | Laying off women workers | 0% no hiring | 0-15% low | 15-50% medium | 50-75% high | 75-100% Very high | Recruiting/ already have vacancies for women |
|---|--------------------------|--------------|-----------|---------------|-------------|-------------------|--|
| Electrical Maintenance Technician/ Specialist | | | | | | | |
| Mechanic Maintenance Technician/ Specialist | | | | | | | |
| IT Technician/ Specialist (hardware and software) | | | | | | | |
| Machine Operator | | | | | | | |

| | | | | | | | |
|---|--|--|--|--|--|--|--|
| Occupational Health and Safety Technician/ Specialist | | | | | | | |
| Occupational Health and Safety Technician/ Specialist | | | | | | | |

3.9 Building on q.3.8, what would be the main reason, by occupation?

| | Impact of Corona Pandemic | Reduction of production | Changes in the technology used | Readjustment of workforce | Use of subcontracting | Other reasons |
|---|---------------------------|-------------------------|--------------------------------|---------------------------|-----------------------|---------------|
| Electrical Maintenance Technician/ Specialist | | | | | | |
| Mechanic Maintenance Technician/ Specialist | | | | | | |
| IT Technician/ Specialist (hardware and software) | | | | | | |
| Machine Operator | | | | | | |
| Occupational Health and Safety Technician/ Specialist | | | | | | |
| Occupational Health and Safety Technician/ Specialist | | | | | | |

3.10 Do you have any suggestions for new hires, especially women technicians, either in fields or skills required?

SECTION 4

COMPENSATION & TRAINING

4.1 How do you compensate your technical employees?

| | |
|---|--|
| Monthly salary | |
| Production based (daily, weekly or monthly) | |
| Other (please specify) | |

4.2 What is the average entry-level salary for technicians (professionals and assistants) and what is the average salary progression (salary increase) per year?

| | Average of entry-level salary (EGP) | Average of salary increase per year (%) |
|---------------------------------------|-------------------------------------|---|
| Blue-collar skilled (professionals) | | |
| Blue-collar semi-skilled (assistants) | | |

4.3 Please rank the following jobs from the highest to the lowest paying?

| | 1 | 2 | 3 | 4 | 5 | 6 |
|---|---|---|---|---|---|---|
| Electrical Maintenance Technician/ Specialist | | | | | | |
| Mechanic Maintenance Technician/ Specialist | | | | | | |
| IT Technician/ Specialist (hardware and software) | | | | | | |
| Machine Operator | | | | | | |
| Occupational Health and Safety Technician/ Specialist | | | | | | |
| Occupational Health and Safety Technician/ Specialist | | | | | | |

4.4 Comparing women to men in the same profession, would you say that the pay and benefits you offer for women are better, worse or about the same than for men?

| | Better | About the same | Worse |
|--|--------|----------------|-------|
| Pay and benefits offered for skilled women vs. men (professionals) | | | |

| | | | |
|--|--|--|--|
| Pay and benefits offered for semi-skilled women vs. men (assistants) | | | |
|--|--|--|--|

4.5 The reason for giving worse/ better pay and benefits for women than for men

4.6 Which, if any, of these benefits are available in your workplace?

| | Blue-collar skilled (professionals) | Blue-collar semi-skilled (assistants) |
|---|-------------------------------------|---------------------------------------|
| Social and medical Insurance | | |
| Flexible working hours | | |
| Incentive programmes related to performance (i.e. bonus, promotion) | | |
| Nursery for employees' children | | |
| Transportation allowance/ transportation means | | |
| Leave policy (includes maternity leave) | | |
| Other (please specify) | | |

4.7 During the past 2 years, have your employees participated in any technical-related training/ courses organized within or outside of the workplace and financed in whole or in part by the enterprise?

| | Yes | No |
|--|-----|----|
| Electrical Maintenance Technician/Specialist | | |
| Mechanic Maintenance Technician/Specialist | | |
| IT Technician/ Specialist (hardware and software) | | |
| Machine Operator | | |
| Occupational Health and Safety Technician/Specialist | | |
| Occupational Health and Safety Technician/Specialist | | |

4.8 Please indicate the training title:

4.9 What is the percentage of men and women who took part in the technical training?

4.10 In which areas did you provide the training?

| | |
|--|--|
| Technical skills relating to specific equipment or processes used in the establishment | |
| Technical or scientific knowledge | |
| Ability to calculate, read and use figures and tables | |
| Leadership skills | |
| Teamwork | |
| ICT skills | |
| Problem-solving skills | |
| Other (please specify) | |

4.11 Do you have information on employment service-providers or education and training institutions that provide technical education/ trainings or provide technical employees? Please elaborate.

4.12 If yes, do you have an agreement of any of them? Please indicate names:

SECTION 5

COVID-19 IMPACT ON BUSINESS

5.1 During the time of COVID 19, is your business affected by one or more of the following factors?

| | |
|------------------------------|--|
| Maintaining a cash flow | |
| Reduction in sales/revenues | |
| Reduction in production | |
| Hiring employees | |
| Laying off employees | |
| Making payments to suppliers | |
| Not affected | |
| Other (please specify) | |

5.2 How did you cope with the pandemic? And what are the main changes you foresee happening to your business, post-pandemic?

5.3 From your point of view, do you think that the coronavirus pandemic affects both men and women workers the same way? What is the reason?

| | |
|-------------------------------------|--|
| Affects men more than women workers | |
| Affects women more than men workers | |
| Affects both equally | |

5.3

ANNEX 3: INTERVIEW GUIDE WITH RECRUITMENT SERVICE PROVIDERS AND PUBLIC ENTITIES

SECTION 1 BASIC INFORMATION

| | | |
|-----|--|--|
| 1.1 | Institution (Entity) Name: | |
| 1.2 | Address: | |
| 1.3 | Name of the Interviewee: | |
| 1.4 | Position of the interviewee(s): | |
| | 1) Director/manager/owner. | |
| | 2) Representative of Human Resources Dept. | |
| | 3) Representative of Administration Dept. | |
| | 4) Other (Please specify.....) | |
| 1.5 | Location: | |

SECTION 2 INFORMATION ON SERVICES PROVIDED

2.1 What type of employment service are you offering? (Career counselling and guidance, job search, job placement, info about internships / apprenticeships etc.)

| Location | Service provided |
|----------|------------------|
| | |

2.2 Do you provide services related to targeted sectors and governorates?

2.3 if no, why?

2.3 If yes, for whom?

| | | |
|----|------------------------------|--|
| 1- | Secondary schools' graduates | |
| 2- | University graduates | |
| 3- | Training centers graduates | |
| 4- | Secondary schools' students | |
| 5- | University students | |
| 6- | Training centers students | |
| 7- | Employed | |
| 8- | Unemployed | |

2.4 Are the services provided online or offline?

2.5 How do you fund services provided?

2.6 Do you provide similar services in other sectors or governorates?

If yes, where and what are the services provided? (Career counselling and guidance, job search, job placement, info about internships / apprenticeships etc.)

| Location | Service provided |
|----------|------------------|
| | |

If no, why?

| | | |
|----|--|--|
| 1- | Issues related to internal capacities | |
| 2- | Lack of demand | |
| 3- | Lack of knowledge | |
| 4- | Weak connection to jobseekers/private sector | |
| 5- | Others (specify) | |

2.7 Are you planning / willing to expand? If no, why?

| | | |
|----|--|--|
| 1- | Issues Related to internal capacities | |
| 2- | Lack of demand | |
| 3- | Lack of Knowledge | |
| 4- | Lack of Pipeline | |
| 5- | Weak connection to jobseekers/private sector | |
| 6- | Others (specify) | |

If yes, to which locations and sector and why?

| | | |
|----------|--|--|
| Location | | |
| Sector | | |

2.8 What are the main challenges you face?

2.9 Do you need any kind of support for expansion (financial or non-financial)?

2.10 Do you have specific agreement with other entities (private sector companies, public entities, employment offices, ...etc)?

2.11 Do you have databases for all candidates? How are they classified?

If yes, can you share it with us?

SECTION 3 INFORMATION ON BENEFICIARIES

3.1 What is the average number of beneficiaries (women and men)?

Is there a difference in the number of beneficiaries compared to last year?

3.2 What is their educational status, ages and if they have been employed before?

3.3 In case of providing employment services, what are the most demanding fields/ sectors, both in terms of supply and demand in which governorates?

3.4 In case of providing trainings, what are the trainings/curricula provided and are these curricula standardized in all governorates or differ from one governorate to another?

3.5 What are the main reasons for taking these training courses for the trainees? (i.e., promotion, obtaining a job, financial reward, searching for new job opportunities, etc.)

5.4

ANNEX 4: INTERVIEW GUIDE WITH COMPANIES IN THE TEXTILE SECTOR (CONTROL GROUP)

SECTION 1 BASIC INFORMATION

| | | |
|-----|---|--|
| 1.1 | Company Name | |
| 1.2 | Name of the factory (if different): | |
| 1.3 | Person / Title: | |
| 1.4 | Address | |
| 1.5 | Is the company managed by women? | |
| 1.6 | % of women from total number of workers | |
| 1.7 | In which Governorate (choose) 1) Cairo 2) Giza 3) Alexandria 4) Beheira 5) Beni Suef | |

SECTION 2 HUMAN RESOURCES – MANAGEMENT AND RECRUITMENT

| | | |
|-----|--|--|
| 2.1 | Total number of workers: | |
| 2.2 | What is the total number of employees in production? | |
| 2.3 | What is the total number of women employees in production? | |
| 2.4 | Machine operators or equivalent | Hard to find Can be found locally Easily found locally Must have to have access to international resources I do not know |

SECTION 3 HUMAN RESOURCES – SKILLS REQUIREMENTS

3.1 What is the average age of technicians /engineers in your company? (Please choose)

| | |
|--------------------|----|
| Less than 18 years | 01 |
| 18-25 years | 02 |
| 26-35 years | 03 |
| 36-45 years | 04 |
| 46 years or more | 05 |

3.2 Please evaluate the level of competence of your employees for the following positions:

| Position | Level of competency | | | | | | | |
|---|-------------------------|---|---|---|---|--------------------|----------------|---------------|
| | 0 Not very competent | 1 | 2 | 3 | 4 | 5 - Very competent | Does not apply | I do not know |
| Manufacturing supervisor (cutting, sewing, finishing, final transformation of clothing, etc.) | | | | | | | | |
| Machine operators | | | | | | | | |
| Electrical installers and repairers | | | | | | | | |
| Industrial and production engineers | | | | | | | | |

3.3 Please indicate the top three occupations most wanted by your company in the last two years?

| | |
|--|--|
| None | |
| Business and sales manager | |
| Marketing and advertising manager | |
| Research and development (R&D) manager | |
| Merchandising | |
| Quality manager | |
| Manufacturing supervisor (cutting, sewing, finishing, final, transformation of clothing, etc.) | |
| Machine operators | |
| Tailors, dressmakers, fashion, designers | |
| Electrical installers and repairers | |
| Industrial and production engineers | |
| Quality technician | |
| Pattern | |
| Others (Please specify) | |

SECTION 4

HUMAN RESOURCES – FORMATIONS

4.1 Do you provide training to your employees to overcome their potential lack of skills in certain areas?

| | Never | Occasionally | Regularly | I do not know |
|--|-------|--------------|-----------|---------------|
| On-the-job training provided by an experienced professional within the company | | | | |
| On-the-job training provided by external professionals | | | | |
| On-the-job training provided by foreign professional | | | | |
| Online trainings | | | | |
| Off-site training: professional training organization/institute | | | | |
| Other types of suppliers that you are regularly or occasionally in touch with | | | | |

4.2 Depending on their level of education, how well are young employees prepared for the work they do in the company?

| | Level of preparation | | | | | | |
|--|----------------------|---|---|---|---|-------------------------|---------------|
| | 0 Poorly prepared | 1 | 2 | 3 | 4 | 5 Very well prepared | I do not know |
| Young employees coming from vocational and technical schools | | | | | | | |
| Young employees coming from college | | | | | | | |
| Young employees coming from university | | | | | | | |

4.3 Does your company do any of the following to train young employees?

| | Yes | No | I do not know |
|--|-----|----|---------------|
| Employ interns from technical and professional centers | | | |
| Employ interns from university | | | |
| Allow or encourage employees to supervise students at vocational / technical schools or universities during work hours | | | |

SECTION 5

COVID-19 IMPACT ON WORKERS

5.1 How many workers left the factory due to COVID19?

5.2 Were you forced to cut down salaries?

5.3 If the answer is yes, please select percentage of salary cut:

| | |
|---------------|--|
| >5% | |
| 5-9% | |
| 10 – 14% | |
| 15—20% | |
| 20-24% | |
| 25-29% | |
| more than 30% | |

5.4 Is this salary cut still applied?

5.5 If yes, at what %?

5.6 Did you have to reduce shifts?

5.7 Did you have to decrease working hours?

5.8 If yes, please specify percentage of reduction of hours reduced

5.9 Did any of your work force suffered from C19? If yes, how many?

5.10 Did you have to shut down your operation due to COVID-19 infections? If yes, for how many days?

5.5

ANNEX 5: INTERVIEWS CONDUCTED WITH RECRUITMENT COMPANIES AND PUBLIC ENTITIES

SECTION 1

INTERVIEWS CONDUCTED WITH RECRUITMENT COMPANIES

One interview was conducted with National Employment Pact (NEP), and two interviewees with “Forasna” and “Tawzeef” as recruitment agencies.⁽²²⁾ NEP, Forasna and Tawzeef offer soft skills training related to communication, leadership, teamwork, presentation, hygiene and Health, Safety and Environment Control (HSE), and other sessions about the CV writing and how to pass the interviews, mainly related to the career development, along with tailored training for women’s employment related to safe work environment.

1: National Employment Pact (NEP)

NEP, it is a know-how platform and benchmark for creating, sustaining, and scaling up best practice employment solutions for placing youth into fair blue-collar jobs. It was founded as a response to the demands of Egyptian youth for fair employment opportunities following the 2011 revolution. NEP is not only offering job opportunities for the youth but also ensuring providing them with decent working environment, minimum wage, safe and healthy working conditions, and insurance.

NEP provides recruitment and matching services, capacity building trainings and technical support to other partners all over Egypt. Regarding the matching

services offered, NEP has two databases one for the job applicants and the other one for the employers⁽²³⁾, through which they do the matching process based on the qualifications required for each job vacancy. NEP conduct the first interviews by themselves before the employers. These matching services are offered to the blue collars.

NEP focuses mainly on Greater Cairo, on manufacturing, agriculture, and services sectors. The main reason behind this is related to the fact that these are the sectors that are available in Cairo, where they provide their services to. In some cases, NEP contacts technical schools to provide tailored technical training, as per requested by some companies⁽²⁴⁾. Also, NEP has now agreements with vocational training centers such as NASS academy and NGOs as Mehna and Mostaqble, to provide the jobseekers with the required technical skills (as textiles). They work with the dual education schools through Arab German Chamber of Commerce. Dual education schools used to offer training courses to companies all over Egypt.

Concerning the capacity building and technical support, these services were provided starting from 2015, as a way of expansion. NEP transfers the know-how techniques to other interested partners all over Egypt. They started to have standard operating

(22) NEP: <https://nep-egypt.com/>
Tawzeef: <https://www.tawzeef.com/>
Forasna: <https://www.tawzeef.com/>

(23) NEP has agreements with these registered employers, ensuring basic standards of good working environment (safety, wages...etc.)

(24) Example: Siemens required many workers with specific technical requirements; thus, NEP recruited and recommended a group of jobseekers to have the training in Germany and to get employed in the company after the training, in collaboration with the Ministry of Electricity

procedures and different tools to provide them to the other partners. The training is given theoretically and practically on how to have employment service center for two weeks.

The technical support (the internal capacity training) is given either in office (for 6 months) or remotely (monthly visits along with emails and phone calls). NEP also provides these partners with a manual including the main procedures that must be followed. Moreover, NEP provides them with performance management services to assess the performance of their teams.

NEP also organizes employment fairs in Fayoum, Menoufia, Ismailia, Tanta, Suez and Qaliobia. Employment fairs are usually organised within the area that gathers a lot of factories to attract the jobseekers that lives near to the workplace to reduce the cost of transportation, and this is especially necessary for women.

Concerning women employment there is also another project with Arab Women Enterprise Fund, to employ women (around 1,400 jobs out of 5,000) in the textile sector, in collaboration with Arafa Group. What makes women more willing to be employed is that the project provides them with daily care for their children and the transportation. They also clarified that for women, it is not the wage or the salary that makes them accept the job offer but it is all about the working environment itself. Also, the facilities provided for women is extremely important.

NEP usually had agreements with organizations and donors to be able to finance the trainings. Now, there is a collaboration with GIZ to employ 3,000 jobseekers and offer trainings to 2,000 jobseekers this year (fully funded by GIZ).

2: Forasna

Forasna is one of BashrSoft Companies. It is Egypt's first and most reliable database for basic/middle educated workforce in the Middle East, as well as highly educated jobseekers searching for jobs in Arabic. They provide recruitment and matching services, capacity building trainings and technical support to almost all sectors, which includes (i.e., manufacturing, hospitality, information and communication, etc.) all over Egypt (with 58% existence in Greater Cairo, 13% in Upper Egypt and 20% in Delta and Alexandria). Forasna enjoys networking and access to specialized technical trainers and can provide specialized technical trainings if requested by some companies.

Forasna has diverse data base that includes 3 million jobseekers and 25 thousand companies. They provide

services for all age categories almost 65% of their jobseekers are between 18 to 29 years old. In addition, they conduct 4 to 5 job fairs monthly across Egypt and do a lot of advertisements whether on the radio, in the media or posters on public transport to reach their target segment.

They also provide trainings and skills development activities through partnerships with international organizations and NGOs (i.e., Oxfam) to provide specialized coaching sessions targeting women employment on how to deal safely inside the factory, and how to protect themselves from the risks of being harassed.

3: Tawzeef

Tawzeef is an online platform through which the agency collects database for both job applicants and employers. Tawzeef conducts either the first or the first and second interviews by themselves, based on the agreement with the employers.

Regarding the experience required for employment, Tawzeef confirmed the fact that, in general, companies require experienced workers in the managerial and top positions (managers, supervisor engineers, senior occupations). While the companies accept low experience levels and even fresh graduates with no years of experience for the junior occupations and low skilled jobs. White collars are usually asked to have high experience level but for the blue collars they might be with few years of experience.

In conclusion, few of the recruitment agencies provide technical vocational trainings (i.e. NEP has now agreements with technical schools and NGOs to provide technical skills in textiles). The limited technical training provided is due to lacking expertise in the practical technical training, as there are no trainers available to offer the sessions. They also lack the internal capacity for such training, like equipped workshops with the required equipment. But on the other hand, they have the outreach to access labour supply and demand along with technical trainers in order to reconcile them and address the skills gap in the labour market.

SECTION 2

INTERVIEWS CONDUCTED WITH PUBLIC ENTITIES

Central public entities, namely Employment Unit at the Ministry of Manpower and the National Council for Women were interviewed to get their insights on the labour market and the employment of women.

1: Employment Unit at the Ministry of Manpower

The discussion with the employment unit indicates that the wages provided by companies for technical employees range from EGP 1,200 to 6,000 per month, depending on the level of expertise, that women's productivity is perceived to be higher than that of males of the same position/experience, that wages offered for women is equal to the one proposed to males, however, males' total remuneration tend to be higher due to incentives, bonuses and overtime, and that the current most demanded occupations are systems and information specialist, technical support, quality controllers and production engineers, textile printing, air-conditioning and mobile maintenance, car maintenance, and electrical equipment assembly. In terms of future plans, the unit aims to launch an independent website for the Ministry to register job opportunities and jobseekers (operating platform), develop the National Platform for Labour Market Needs, provide online employment fairs, and construct a recruitment map for remote work.

The Employment Unit at the Ministry of Manpower provides employment or training services through 330 operating offices / directorates nationwide. Offices may register jobseekers and their basic information (name, phone number, address, in addition to their experience) and offer available job opportunities.

These units also prepare a set of trainings such as training services on entrepreneurship, and other training provided to jobseekers on how to conduct successful interviews. As for technical training, they are carried out by private sector companies.

As for partnerships with the private sector, the Ministry's Employment Unit makes employment protocols on the available jobs (the least partnership is for a year) without incentives. It is worth noting that the directorates of the labour office communicate with companies for a period of 3 to 6 months to follow up

on the workers who have been employed, their wages level, quality of work (if they get their social and health insurance) and the continuity of workers and reasons for leaving work, and examples of this they provided 200 job opportunities in Alexandria in the paper and cardboard industry.

Also, before the coronavirus, the Ministry was keen to prepare employment fairs to connect those who want to work in the private sector companies, so that the announcement would be made a week before that. There is also a page on Facebook and YouTube, but it needs to be activated.

2: National Council for Women (NCW)

The National Council for Women provides a set of programs for economic empowerment of women and the development of their professional, professional and entrepreneurial skills in 27 governorates in which the council is located, and the best examples of these programs are entrepreneurship and financial education and Get Ahead program.

The National Council for Women is currently providing training and marketing capacities, with special reference to the textile sector, because it is a sector with intensive women labour presence. Among the expansion plans that the NCW is working on expanding pilot initiatives around the provision of a referral service system to women for employment and training.

- Trainings for handicrafts (in Siwa, Aswan and Saint Catherine).
- Partnerships with various bodies such as the Sawiris Foundation and Alexandria Bank for electronic marketing.
- Cooperation with the Ministry of Solidarity by participating in exhibitions and providing coaching sessions.

5.6

ANNEX 6: COMPANIES RESEARCH ANALYSIS

SECTION 1 COMPANIES BASIC INFORMATION

SECTION 2 WORKFORCE STRUCTURE AND CHARACTERISTICS

2.1 Total numbers of workers:

| Answer | % |
|---------------------------------|-------|
| Less than 10 | 11.7% |
| 50 - 99 | 13.8% |
| 150- 199 | 6.4% |
| 200- 250 | 6.4% |
| 10- 49 | 26.6% |
| 100- 149 | 6.4% |
| More than 250 (please indicate) | 28.7% |

2.2 What is the percentage of women workers in your establishment

| Answer | % |
|----------------|-------|
| Less than 5% | 34.0% |
| 31- 50% | 18.1% |
| 51-75% | 17.0% |
| 5-10% | 11.7% |
| 21-30% | 11.7% |
| 11-20% | 6.4% |
| Above than 75% | 1.1% |

2.3 How many women employed in your establishment (full-time, part-time, seasonal or others)?

| Field | Minimum | Maximum | Mean |
|---|---------|---------|------|
| Full Time - Currently (2019-2020) | 0 | 2,000 | 123 |
| Full Time - Last Year (2018-2019) | 0 | 1,950 | 127 |
| Part Time - Currently (2019-2020) | 0 | 500 | 53 |
| Part Time - Last Year (2018-2019) | 0 | 500 | 66 |
| Seasonal - Currently (2019-2020) | 0 | 50 | 6 |
| Seasonal - Last Year (2018-2019) | 0 | 50 | 6 |
| Others (please specify) - Currently (2019-2020) | 0 | 0 | 0 |
| Others (please specify) - Last Year (2018-2019) | 0 | 0 | 0 |

2.4 Could you please indicate if the below technical occupations are available in your establishment?

| Question | Yes | No |
|--|-------|-------|
| Electrical Maintenance Technician/Specialist | 78.5% | 21.5% |
| Mechanic Maintenance Technician/Specialist | 57.8% | 42.2% |
| IT Technician/ Specialist (hardware and software) | 83.7% | 16.3% |
| Machine Operator | 65.9% | 34.1% |
| Occupational Health and Safety Technician/Specialist | 69.6% | 30.4% |
| Green Technician/Specialist (Environmental)/Energy Technician) | 32.2% | 67.8% |
| Other technical positions (please specify) | 52.7% | 47.3% |

2.5 For technical occupations/ vocations, choose the minimum job requirements:

| Answer | % |
|---|--------|
| Diploma/university degree in technical discipline | 19.23% |
| 0-2 years of work experience | 17.63% |
| 2-5 years of work experience | 7.69% |
| More than 5 years of work experience | 3.85% |
| Affiliated experience with outstanding troubleshooting and technical aptitude | 10.58% |
| Excellent interpersonal and communication ability | 16.03% |
| Sufficient familiarity with schematic and electrical diagrams/illustrations | 6.73% |
| Outstanding acquaintance with safety, health, and environment regulations | 8.33% |
| Ability to work under stress | 9.94% |
| Other (please specify) | 0.00% |

2.6 Kindly indicate approximately how many employees of your establishment work in each of the following occupations?

| Occupation | Currently Number |
|---|------------------|
| Electrical Maintenance Technician/ Specialist | 1,198 |
| Mechanic Maintenance Technician/ Specialist | 1,401 |
| IT Technician | 1,191 |
| Machine Operator | 2,890 |
| Occupational Health and Safety Technician/ Specialist | 296 |
| Environmental/ Energy Technician | 82 |

2.7 In your opinion, what is the importance of the following skills for technical vocations?

| Question | Extremely important | Very important | Moderately important | Slightly important | Not at all important |
|--|---------------------|----------------|----------------------|--------------------|----------------------|
| Specific technical skills related to equipment or technology | 61.5% | 16.5% | 7.7% | 6.6% | 7.7% |
| General technical or scientific knowledge | 73.9% | 14.1% | 7.6% | 3.3% | 1.1% |
| Ability to calculate, read and use figures and tables | 28.3% | 42.4% | 23.9% | 4.4% | 1.1% |
| Leadership skills | 47.3% | 28.6% | 18.7% | 4.4% | 1.1% |
| Teamwork | 71.7% | 19.6% | 7.6% | 0.0% | 1.1% |
| ICT skills | 63.4% | 20.4% | 12.9% | 3.2% | 0.0% |
| Problem-solving skills | 77.4% | 15.1% | 6.5% | 1.1% | 0.0% |
| Other (please specify) | 25.0% | 0.0% | 0.0% | 0.0% | 75.0% |

2.8 Do you think that you have a skills gap (i.e., gap between the available and required skills in the technical vocations)? and please explain why

| Answer | % | Reasons for "Yes" | Reasons for "No" |
|--------|-------|--|---|
| Yes | 45.1% | Good skills are few and not available; lack of practical training; most workers are not well trained; lack of youth passion in work; lack of practical training on advanced technical skills; poor education; lack of interest in technical education; lack of practical training inside factories; lack of experience and competencies; lack of interest in technical vocations; unqualified labour; practical training is not available at schools; young people mostly prefer to travel abroad; youth want easy jobs; education is mostly theoretical that doesn't match the labour market; experienced labour request high salaries; in some industries, post-COVID, workers prefer to work remotely (from home); lack of communications skills with customers; high turnover rates from uncommitted workers; stigma of the technical vocations due to culture | Depends on the industry and the type of job, in the auto and technology sectors, skills are widely available in the labour market and easy to be trained, yet not sufficient; interpersonal skills is what's missing; technical vocations exist but trainings is missing; skills exist but not enough vocations |
| No | 55.0% | | |

2.9 What is being done to overcome the problem of skills gaps?

| Answer | % | |
|--|-------|--|
| Hiring has increased | 1.9% | |
| Further training has been provided | 54.7% | |
| Work practice has been changed | 9.4% | |
| No special measures have been taken | 17.0% | |
| Influence has been used on (providers of) education in order to ensure the inflow of newcomers | 9.4% | |
| Other measures (please specify) | 7.6% | Hire experienced workers and not fresh graduates; apply probation period and training for newcomers; replace workers |

2.10 In your opinion, do you think that the skills gap may differ according to location (i.e., by comparing Cairo to Upper and Lower Egypt) and what is the reason?

| Answer | % | Reasons for "Yes" | Reasons for "No" |
|--------|-------|---|---|
| Yes | 32.6% | Cairo is more open and developed than other governorate and it has better education and more technicians; Lower Egypt is bigger market, bigger exposure, more experience, more opportunities and trainings, more jobs and large factories; Upper Egypt is less efficient; technical competencies are few in Lower and Upper Egypt, because most of the skilled workers are looking for opportunities in Cairo (<i>I think</i>); Upper Egypt is more qualified but less opportunities; the IT sector is wider in Cairo and trainings are available after graduation; technical skills and TVET graduates are less in Upper Egypt; quality of TVET graduates in Cairo is better | The situation is the same in all governorates, the education system is the same and is poor; all have same skills, but they lack development, trainings, experience and competencies required for the labour market; Egyptian workers have no passion to commit and work hard; technical skills are limited; TVET schools in Egypt do not qualify for the labour market and are completely far from the needs of the labour market; theoretical education and not practical |
| No | 67.4% | | |

2.11 In the last 2 years, has your company hired first-time jobseekers who came straight from secondary school, technical and vocational school or university for the below vocations?

| Question | First-time jobseekers coming from compulsory general secondary school | First-time jobseekers coming from university or other higher education institution | First-time jobseekers coming from technical and vocational school |
|--|---|--|---|
| Electrical Maintenance Technician/Specialist | 16.0% | 16.0% | 68.0% |
| Mechanic Maintenance Technician/Specialist | 0.0% | 33.3% | 66.7% |
| IT Technician/ Specialist (hardware and software) | 47.1% | 47.1% | 5.9% |
| Machine Operator | 27.8% | 22.2% | 50.0% |
| Occupational Health & Safety Technician/ Specialist | 12.5% | 75.0% | 12.5% |
| Green Technician/Specialist (Environmental)/ Energy technician | 0.0% | 100.0% | 0.0% |

2.12 How well were they prepared for work for each category ?

| Question | Well prepared | Prepared | Poorly prepared |
|--|---------------|----------|-----------------|
| First-time jobseekers coming from compulsory general secondary school | 39.53% | 18.60% | 41.86% |
| First-time jobseekers coming from technical and vocational school | 43.68% | 28.74% | 27.59% |
| First-time jobseekers coming from university or other higher education institution | 48.89% | 37.78% | 13.33% |

2.13 How do you attract and target the employees? You can choose more than one field.

| Answer | % |
|--------------------------------------|-----|
| Advertisement on social media | 41% |
| Advertisement in newspaper | 11% |
| Through employment service-providers | 10% |
| Based on recommendations | 32% |
| Other (their official website) | 6% |

2.14 In general, how many jobs are available for women and men (professional or technical occupations)? Please write the job titles/occupations. (The following table includes only the companies that answered this question)

| Position | Vacancies for women | Vacancies for men |
|---|---------------------|-------------------|
| Admin | 13 | 1 |
| HR | 1 | 0 |
| Logistics | 1 | 0 |
| Accounting | 0 | 1 |
| Managerial | 6 | 0 |
| Internal supervision of rooms | 5 | 0 |
| Public Relations | 2 | 1 |
| Electrical maintenance technician | . | 1 |
| Blacksmiths | . | 1 |
| Software designers | 1 | 1 |
| Packing | 20 | 0 |
| Production Lines | 320 | 105 |
| Marketers | 5 | 3 |
| IT engineer | 1 | 1 |
| Information technology engineers | 2 | 2 |
| Occupational health and safety engineer | 2 | 1 |
| Salesperson | 7 | 0 |
| Sales Director | 0 | 2 |
| In the kitchen | 2 | 5 |
| Cleaning | 3 | 6 |
| Electrical technicians | . | 10 |
| mechanical technicians | . | 10 |
| Designers | 5 | . |
| Production workers | 6 | 14 |
| Programs developer | 4 | 4 |
| Machine operators | 3 | 3 |
| Engineers | 50 | 10 |
| Maintenance | 5 | 20 |
| Electric and carpentry | 0 | 5 |

| | | |
|-----------------------|---|---|
| Food and Beverage | 5 | 0 |
| Customer Relationship | 2 | 0 |
| Web design | 1 | 0 |
| Software Developer | 3 | 3 |
| Consultant | 3 | 3 |

SECTION 3

WOMEN'S RECRUITMENT

3.1 In the past 2 years, did you recruit women in any technical occupations?

| Question | Yes | No |
|---|-------|--------|
| Electrical Maintenance Technician/ Specialist | 3.4% | 96.6% |
| Mechanic Maintenance Technician/ Specialist | 0.0% | 100.0% |
| IT Technician/ Specialist (hardware and software) | 38.6% | 61.4% |
| Machine Operator | 8.8% | 91.3% |
| Occupational Health & Safety Technician/ Specialist | 6.0% | 94.1% |
| Green Technician/ Specialist (Environmental)/ Energy Technician | 1.6% | 98.4% |

3.2 If the answer is yes, kindly indicate the total number of women technicians in the company?

| | |
|--|-----|
| Total Number of women technicians in companies | 659 |
|--|-----|

3.3 From your point of view, is there a difference between women's readiness for work compared to men for each vocation?

| Question | Less | Equal | More |
|---|-------|-------|------|
| Electrical Maintenance Technician/ Specialist | 83.2% | 16.9% | 0.0% |
| Mechanic Maintenance Technician/ Specialist | 82.5% | 17.5% | 0.0% |
| IT Technician/ Specialist (hardware and software) | 36.7% | 61.1% | 2.2% |
| Machine Operator | 72.5% | 27.5% | 0.0% |
| Occupational Health & Safety Technician/ Specialist | 44.8% | 55.2% | 0.0% |
| Green Technician/ Specialist (Environmental)/ Energy Technician | 58.8% | 39.7% | 1.5% |

3.4 In which of the following areas were the newly hired women technicians lacking?

| Answer | % |
|--|--------|
| Lacking required technical or job-specific skills | 42.9% |
| Lacking required core/soft skills (i.e., ICT skills, problem-solving -skills, team-working skills) | 13.5% |
| Literacy/numeracy skills | 1.5% |
| Lack of working world/life experience | 28.6% |
| Other (Please specify) | 13.5% |
| Total | 100.0% |

3.5 Do you have any problems/ limitations for hiring women at any of these occupations?

| Question | Yes | No |
|---|-------|-------|
| Electrical Maintenance Technician/ Specialist | 84.1% | 15.9% |
| Mechanic Maintenance Technician/ Specialist | 84.8% | 15.2% |
| IT Technician/ Specialist (hardware and software) | 37.5% | 62.5% |
| Machine Operator | 75.6% | 24.4% |
| Occupational Health & Safety Technician/ Specialist | 49.4% | 50.6% |
| Green Technician/ Specialist (Environmental)/ Energy Technician | 62.1% | 37.9% |

3.6 In your opinion, what are the problems / limitations of employing women in any of these occupations?

| Question | Electrical Maintenance Technician/ Specialist | Mechanic Maintenance Technician/ Specialist | IT Technician/ Specialist (hardware and software) | Machine Operator | Occupational Health & Safety Technician/ Specialist | Green Technician/ Specialist (Environmental)/ Energy Technician |
|--|---|---|---|------------------|---|---|
| Not enough women interested in doing this type of job | 28.1% | 24.7% | 8.6% | 19.1% | 10.9% | 8.6% |
| Job doesn't fit women | 29.7% | 27.2% | 5.7% | 22.4% | 8.5% | 6.5% |
| Applicants lacked required qualification/ educational level | 24.4% | 21.0% | 15.9% | 15.9% | 11.9% | 10.8% |
| Applicants lacked required technical skills | 24.6% | 25.9% | 9.3% | 22.0% | 10.6% | 7.6% |
| Applicants lacked required soft skills | 25.6% | 24.2% | 11.5% | 19.4% | 10.6% | 8.8% |
| Applicants expected wages higher than we can offer | 20.5% | 20.5% | 18.6% | 16.3% | 11.6% | 12.6% |
| Applicants did not like working conditions we can currently offer (i.e., shift work hours, remote location, poor public transportations, etc.) | 23.7% | 23.0% | 11.7% | 19.8% | 10.9% | 10.9% |
| Others (please specify) | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |

3.7 Do you think that the limitations of employing women, especially in technical vocations, differ according to the location (i.e., by comparing Cairo to Upper and Lower Egypt)? and what is the reason?

| Answer | % | Reasons |
|--------|-----|---|
| Yes | 31% | Outside Cairo, social norms don't allow women access technical vocations; technical vocations are heavy duty which are not suitable for women; women can't bear the tasks required as a mechanic; technical jobs are for men only; opportunities for women in technical vocations are less than in Cairo; difficult to hire women in technical professions because they are of high risk and require great experience; cultural constraints; women lack the physical capabilities for technical vocations; lack of adequate education and training in the rural governorates; no women are available for technical jobs; women might be less performers than men. |
| No | 69% | No difference exists among governorates due to the prevailing culture and mindsets and social norms; women are physically unable to handle technical vocations like electric technicians but maybe perform better in IT; lack of women's readiness for technical jobs; women are generally unqualified due to poor education and lack of vocational trainings; there aren't schools that graduate specialized women in technical professions; women don't have appropriate technical competencies (<i>I think</i>); same limitations everywhere; it depends on women's willingness (<i>higher in hospitality and less in technical vocations</i>); the technical skills required for technical vocations aren't suitable for women; women can't work late (at night); restrictions to work in technical vocations are the same everywhere; women's skills in technical jobs are much less than men; same working conditions so same restrictions. |

3.8 Considering the situation of your business today, how high is the probability of hiring new women employees for the coming 12 months?

| Question | Reducing the number of women workers | 0% no hiring | 0-15% low | 15-50% medium | 50-75% high | 75-100% Very high | Recruiting/ already have vacancies for women |
|---|--------------------------------------|--------------|-----------|---------------|-------------|-------------------|--|
| IT Technician/ Specialist (hardware and software) | 1.1% | 71.9% | 20.2% | 3.4% | 1.1% | 1.1% | 1.1% |
| Electrical Maintenance Technician/ Specialist | 0.0% | 93.2% | 4.6% | 1.1% | 0.0% | 0.0% | 1.1% |
| Occupational Health & Safety Technician/ Specialist | 0.0% | 80.2% | 16.3% | 1.2% | 0.0% | 1.2% | 1.2% |

| | | | | | | | |
|---|------|-------|-------|------|------|------|------|
| Mechanic Maintenance Technician/ Specialist | 0.0% | 92.7% | 2.4% | 2.4% | 0.0% | 0.0% | 2.4% |
| Machine Operators | 0.0% | 85.4% | 11.0% | 1.2% | 1.2% | 0.0% | 1.2% |
| Green Technician/ Specialist (Environmental)/ Energy technician | 1.5% | 76.1% | 19.4% | 1.5% | 0.0% | 0.0% | 1.5% |

SECTION 4

COMPENSATION & TRAINING

4.1 How do you compensate your technical employees?

| Answer | % |
|---|-------|
| Monthly salary | 97.8% |
| Production based (daily, weekly or monthly) | 2.3% |
| Other (please specify) | 0.0% |

4.2 What is the average entry- level salary for technicians (professionals and assistants) and what is the average of salary progression (salary increase) per year?

| Field | Minimum | Maximum | Mean |
|---|---------|---------|-------|
| Blue collar skilled (professionals) - Average of entry- level salary (EGP) | 300 | 8,000 | 3,638 |
| Blue collar skilled (professionals) - Average of salary increase per year (%) | 4 | 15 | 9 |
| Blue collar semi-skilled (assistants) - Average of entry- level salary (EGP) | 200 | 4,500 | 2,277 |
| Blue collar semi-skilled (assistants) - Average of salary increase per year (%) | 0 | 19 | 8 |

4.3 Please rank the following jobs from the highest to the lowest paying?

| Question | 1 | 2 | 3 | 4 | 5 | 6 |
|---|-------|-------|-------|-------|-------|-------|
| Electrical Maintenance Technician/ Specialist | 4.0% | 21.1% | 32.9% | 21.1% | 14.5% | 6.6% |
| Mechanic Maintenance Technician/ Specialist | 9.1% | 40.9% | 13.6% | 9.1% | 9.1% | 18.2% |
| IT Technician/ Specialist (hardware and software) | 71.6% | 4.9% | 8.6% | 12.4% | 1.2% | 1.2% |
| Machine Operators | 16.2% | 8.8% | 10.3% | 26.5% | 17.7% | 20.6% |
| Occupational Health & Safety Technician/ Specialist | 8.2% | 21.9% | 19.2% | 13.7% | 34.3% | 2.7% |
| Green Technician/ Specialist (Environmental)/ Energy technician | 0.0% | 19.6% | 30.4% | 10.9% | 13.0% | 26.1% |

4.4 Comparing women to men in the same profession, would you say that the pay and benefits you offer for women are better, worse or about the same than for men?

| Question | Better | About the same | Worse |
|--|--------|----------------|-------|
| Pay and Benefit offer for skilled women vs men (professionals) | 6.7% | 78.7% | 14.6% |
| Pay and benefit offer for semi-skilled women vs men (assistants) | 6.7% | 77.5% | 15.7% |

4.5 Which, if any, of these benefits are available in your workplace?

| Question | Blue collar skilled (professionals) | Blue collar semi-skilled (assistants) |
|--|-------------------------------------|---------------------------------------|
| Incentive programmes related to performance (i.e., bonus, promotion) | 49.7% | 50.3% |
| Flexible working hours | 48.1% | 51.9% |
| Social and medical Insurance | 70.9% | 29.1% |
| Transportation allowance/ transportation means | 54.0% | 46.0% |
| Leave policy to include maternity leaves | 58.2% | 41.8% |
| Other (please specify) | 53.9% | 46.2% |
| Nursery for employees' children | 40.0% | 60.0% |

4.6 During the past 2 years, have your employees participated in any technical related training/ courses organized within or outside of the workplace and financed in whole or in part by the enterprise?

| Question | Yes | No |
|--|--------|--------|
| Electrical Maintenance Technician/ Specialist | 28.57% | 71.43% |
| Mechanic Maintenance Technician/ Specialist | 26.76% | 73.24% |
| IT Technician/ Specialist (hardware and software) | 40.00% | 60.00% |
| Machine Operator | 43.42% | 56.58% |
| Occupational Health & Safety Technician/ Specialist | 25.93% | 74.07% |
| Green Technician/ Specialist (Environmental)/ Energy technicians | 26.23% | 73.77% |

4.7 Please indicate the training topic offered to workers and % of men and women who took part in the technical training

| Training topic | | Mean |
|--|---------------------------------|------|
| On the job training (in-house) | Technical Training - % of men | 63 |
| ISO, SW solutions | Technical Training - % of women | 12 |
| Occupational health and safety in tourism facilities offered by Chambre of Tourism | | |
| Software training | | |
| Machines operations | | |
| Machines maintenance | | |
| Civil Protection | | |
| Training on different equipment at factories | | |
| Computer assembly | | |
| Company's specific programs training and occupational safety procedures | | |
| Communication and remote work | | |
| Communication and problem-solving skills | | |
| R&D | | |
| Development of automatic systems | | |
| English language for business training | | |
| Using security system devices and maintaining surveillance cameras | | |
| Orientation/induction sessions and trainings for newcomers by senior peers | | |
| Trainings delivered by the Ministry of Tourism | | |
| Time management and commitment training | | |
| Quality Control | | |
| Electronics Training | | |

4.8 In which areas did you provide the training?

| Answer | % |
|--|--------|
| Technical skills relating to specific equipment or processes used in the establishment | 22.47% |
| Technical or scientific knowledge | 11.24% |
| Ability to calculate, read and use figures and tables | 5.62% |
| Leadership skills | 8.43% |
| Team working | 12.92% |
| ICT skills | 15.17% |
| Problem solving skills | 10.67% |
| Other (Please specify) | 13.48% |

4.9 Do you have information on employment service-providers or education and training institutions that provide technical education/trainings or provide technical employees? Please elaborate.

| Answer | % |
|--------|-------|
| Yes | 40.5% |
| No | 59.5% |

4.10 If yes, do you have an agreement of any of them? Please indicate names

| Answer | % | Names |
|--------|-------|---|
| Yes | 38.2% | The Ministry of Tourism The Chamber of Commerce provides training Wuzzuf Forasna |
| No | 61.8% | |

SECTION 5

COVID-19 IMPACT ON BUSINESS

5.1 During the time of COVID 19, is your business affected by one or more of the following factors?

| Answer | % |
|----------------------------------|-------|
| Maintaining a cash flow | 8.3% |
| Reduction in sales/revenues | 32.2% |
| Reduction in production | 27.2% |
| Employment hiring | 5.0% |
| Making payments to suppliers | 3.9% |
| Other (decreased occupancy rate) | 0.6% |
| Not affected | 10.6% |
| Employment laying off | 12.2% |

5.2. How did you cope with the pandemic?

| | |
|---|--|
| Reduced working hours, shifts, salaries, and closed some branches | |
| More reliance on workers with tenure and laying off others | |
| Followed precautionary measures | |
| Reduced total number of working days for each worker per week to avoid laying off workers (i.e., rotational system) | |
| Where applicable, work remotely and online | |
| Workers were asked to consume all their annual leave balance | |

5.3 From your point of view, do you think that the coronavirus pandemic affects both men and women workers in the same way? What is the reason?

| Answer | % | Reasons |
|------------------------------------|-------|---|
| Affect men more than women workers | 15.9% | The majority of workers are men; men are the breadwinners with greater responsibilities and obligations; men need to work more than women |
| Affect women more than men workers | 10.2% | Women had to stay at home to take care of children and elderly; easier to dispense than men who are more needed in the industry |
| Affect both equally | 73.9% | Both had to stay at home; exposed to the same risks; subject to lay-offs; not enough jobs; both have financial responsibilities; sectors are greatly affected |

5.7

ANNEX 7: COMPANIES QUESTIONNAIRE ANALYSIS BY GOVERNORATE

SECTION 1 COMPANIES BASIC INFORMATION

SECTION 2 WORKFORCE STRUCTURE AND CHARACTERISTICS

2.1 Total numbers of workers by governorate

| Governorate | Less than 10 | 11-49 | 50 - 99 | 100- 149 | 150- 199 | 200- 250 | More than 250 |
|-------------|--------------|-------|---------|----------|----------|----------|---------------|
| Cairo | 7% | 27% | 20% | 7% | 5% | 5% | 29% |
| Giza | 18% | 29% | 12% | 0% | 12% | 6% | 24% |
| Alexandria | 14% | 21% | 7% | 0% | 0% | 14% | 43% |
| Beheira | 20% | 30% | 10% | 0% | 10% | 10% | 20% |
| Beni Suef | 9% | 27% | 9% | 18% | 9% | 0% | 27% |
| Asyut | 0% | 0% | 0% | 100% | 0% | 0% | 0% |

2.2 What is the percentage of women workers in your establishment?

| Governorate | Less than 5% | 5-10% | 11-20% | 21-30% | 31- 50% | 51-75% | Above than 75% |
|-------------|--------------|-------|--------|--------|---------|--------|----------------|
| Cairo | 32% | 12% | 12% | 7% | 22% | 15% | 0% |
| Giza | 41% | 12% | 0% | 18% | 6% | 18% | 6% |
| Alexandria | 43% | 7% | 0% | 7% | 14% | 29% | 0% |
| Beheira | 30% | 10% | 0% | 30% | 30% | 0% | 0% |
| Beni Suef | 27% | 18% | 9% | 9% | 18% | 18% | 0% |
| Asyut | 0% | 0% | 0% | 0% | 0% | 100% | 0% |

2.3 How many women employed in your establishment (full-time, part-time, seasonal or others)?

| Governorate | Mean | | | | | |
|-------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|----------------------------------|
| | Full Time - Currently (2019-2020) | Full Time - Last Year (2018-2019) | Part Time - Currently (2019-2020) | Part Time - Last Year (2018-2019) | Seasonal - Currently (2019-2020) | Seasonal - Last Year (2018-2019) |
| Cairo | 75 | 68 | 0 | 0 | 25 | 31 |
| Giza | 258 | 256 | 0 | 0 | 3 | 1 |
| Alexandria | 148 | 155 | 0 | 0 | 71 | 88 |
| Beheira | 120 | 138 | 0 | 0 | 131 | 200 |
| Beni Suef | 97 | 129 | 0 | 0 | 42 | 67 |

2.4 Could you please indicate if the below technical occupations are available in your establishment?

| Governorate | Electrical Maintenance Technician/ Specialist | | Mechanic Maintenance Technician/ Specialist | | IT Technician/ Specialist (hardware and software) | | Machine Operator | | Occupational Health and Safety Technician/ Specialist | | Green Technician/ Specialist | | Other technical positions | |
|-------------|---|-----|---|-----|---|-----|------------------|-----|---|-----|------------------------------|-----|---------------------------|-----|
| | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No |
| Cairo | 47% | 35% | 40% | 47% | 42% | 53% | 47% | 35% | 45% | 39% | 55% | 38% | 56% | 37% |
| Giza | 14% | 30% | 13% | 21% | 16% | 27% | 13% | 26% | 13% | 29% | 21% | 15% | 31% | 9% |
| Alexandria | 14% | 20% | 21% | 8% | 17% | 7% | 17% | 13% | 16% | 14% | 14% | 16% | 8% | 26% |
| Beheira | 12% | 5% | 10% | 13% | 13% | 0% | 10% | 13% | 14% | 4% | 7% | 13% | 5% | 9% |
| Beni Suef | 12% | 10% | 13% | 11% | 12% | 13% | 12% | 13% | 13% | 11% | 3% | 16% | 0% | 17% |
| Asyut | 1% | 0% | 2% | 0% | 1% | 0% | 2% | 0% | 0% | 4% | 0% | 2% | 0% | 3% |

2.5 For technical occupations/ vocations, choose the minimum job requirements?

| Governorate | Diploma/ university degree in technical discipline | 0-2 years of work experience | 2-5 years of work experience | More than 5 years of work experience | Affiliated experience with outstanding troubleshooting and technical aptitude | Excellent interpersonal and communication ability | Sufficient familiarity with schematic and electrical diagrams/ illustrations | Outstanding acquaintance with safety, health, and environment regulations | Ability to work under stress |
|-------------|--|------------------------------|------------------------------|--------------------------------------|---|---|--|---|------------------------------|
| Cairo | 21% | 18% | 7% | 3% | 9% | 17% | 8% | 9% | 9% |
| Giza | 29% | 25% | 6% | 0% | 6% | 19% | 4% | 4% | 6% |
| Alexandria | 20% | 12% | 8% | 8% | 14% | 12% | 6% | 10% | 8% |
| Beheira | 4% | 19% | 15% | 4% | 15% | 19% | 4% | 8% | 12% |
| Beni Suef | 12% | 15% | 7% | 7% | 15% | 12% | 7% | 7% | 17% |
| Asyut | 14% | 14% | 0% | 0% | 14% | 14% | 14% | 14% | 14% |

2.6 Kindly indicate approximately how many employees of your establishment work in each of the following occupations?

| Governorate | Electrical Maintenance Technician/ Specialist | Mechanic Maintenance Technician/ Specialist | IT Technician/ Specialist (hardware and software) | Machine Operator | Occupational Health and Safety Technician/ Specialist | Green Technician/ Specialist (Environmental)/ Energy Technician) |
|-------------|---|---|---|------------------|---|--|
| Cairo | 259 | 291 | 501 | 938 | 92 | 15 |
| Giza | 596 | 641 | 275 | 452 | 45 | 22 |
| Alexandria | 196 | 260 | 109 | 1043 | 93 | 24 |
| Beheira | 58 | 87 | 145 | 278 | 42 | 20 |
| Beni Suef | 89 | 122 | 161 | 179 | 24 | 1 |

2.7 In your opinion, what is the importance of the following skills for technical vocations?

| Governorate | Extremely important | Very important | Moderately important | Slightly important | Not at all important |
|--|---------------------|----------------|----------------------|--------------------|----------------------|
| Specific technical skills related to equipment or technology | | | | | |
| Cairo | 64% | 26% | 3% | 3% | 5% |
| Giza | 53% | 12% | 24% | 6% | 6% |
| Alexandria | 62% | 8% | 8% | 0% | 23% |
| Beheira | 60% | 10% | 10% | 20% | 0% |
| Beni Suef | 64% | 9% | 0% | 18% | 9% |
| Asyut | 100% | 0% | 0% | 0% | 0% |

| | | | | | |
|---|------|------|------|-----|----|
| General technical or scientific knowledge | | | | | |
| Cairo | 85% | 10% | 5% | 0% | 0% |
| Giza | 53% | 24% | 18% | 6% | 0% |
| Alexandria | 57% | 29% | 7% | 0% | 7% |
| Beheira | 90% | 0% | 10% | 0% | 0% |
| Beni Suef | 73% | 9% | 0% | 18% | 0% |
| Asyut | 100% | 0% | 0% | 0% | 0% |
| Ability to calculate, read and use figures and tables | | | | | |
| Cairo | 28% | 38% | 28% | 5% | 0% |
| Giza | 47% | 24% | 18% | 12% | 0% |
| Alexandria | 14% | 57% | 29% | 0% | 0% |
| Beheira | 30% | 30% | 40% | 0% | 0% |
| Beni Suef | 9% | 82% | 0% | 0% | 9% |
| Asyut | 100% | 0% | 0% | 0% | 0% |
| Leadership skills | | | | | |
| Cairo | 39% | 29% | 26% | 3% | 3% |
| Giza | 18% | 41% | 29% | 12% | 0% |
| Alexandria | 50% | 29% | 14% | 7% | 0% |
| Beheira | 70% | 30% | 0% | 0% | 0% |
| Beni Suef | 91% | 9% | 0% | 0% | 0% |
| Asyut | 100% | 0% | 0% | 0% | 0% |
| Team working | | | | | |
| Cairo | 74% | 18% | 5% | 0% | 3% |
| Giza | 65% | 24% | 12% | 0% | 0% |
| Alexandria | 36% | 43% | 21% | 0% | 0% |
| Beheira | 90% | 10% | 0% | 0% | 0% |
| Beni Suef | 100% | 0% | 0% | 0% | 0% |
| Asyut | 100% | 0% | 0% | 0% | 0% |
| ICT skills | | | | | |
| Cairo | 65% | 18% | 15% | 3% | 0% |
| Giza | 59% | 18% | 12% | 12% | 0% |
| Alexandria | 43% | 50% | 7% | 0% | 0% |
| Beheira | 90% | 10% | 0% | 0% | 0% |
| Beni Suef | 73% | 9% | 18% | 0% | 0% |
| Asyut | 0% | 0% | 100% | 0% | 0% |
| Problem solving skills | | | | | |
| Cairo | 80% | 13% | 8% | 0% | 0% |
| Giza | 76% | 12% | 6% | 6% | 0% |
| Alexandria | 71% | 14% | 14% | 0% | 0% |
| Beheira | 70% | 30% | 0% | 0% | 0% |
| Beni Suef | 91% | 9% | 0% | 0% | 0% |
| Asyut | 0% | 100% | 0% | 0% | 0% |

2.8 Do you think that you have a skills gap (i.e., gap between the available and required skills in the technical vocations)?

| Governorate | Yes | NO |
|-------------|-----|-----|
| Cairo | 33% | 68% |
| Giza | 44% | 56% |
| Alexandria | 79% | 21% |
| Beheira | 40% | 60% |
| Beni Suef | 55% | 45% |

2.9 What is being done to overcome the problem of skills gap?

| Governorate | Hiring has increased | Further training has been provided | Work practice has been changed | No special measures have been taken | Influence has been used on (providers of) education in order to ensure the inflow of newcomers | Other measures |
|-------------|----------------------|------------------------------------|--------------------------------|-------------------------------------|--|----------------|
| Cairo | 5% | 55% | 20% | 10% | 10% | 0% |
| Giza | 0% | 45% | 9% | 0% | 27% | 18% |
| Alexandria | 0% | 42% | 0% | 42% | 0% | 17% |
| Beheira | 0% | 100% | 0% | 0% | 0% | 0% |
| Beni Suef | 0% | 67% | 0% | 33% | 0% | 0% |

2.10 In your opinion, do you think that the skills gap may differ according to the location (i.e., by comparing Cairo to Upper and Lower Egypt)?

| Governorate | Yes | No |
|-------------|-----|-----|
| Cairo | 30% | 70% |
| Giza | 24% | 76% |
| Alexandria | 57% | 43% |
| Beheira | 20% | 80% |
| Beni Suef | 36% | 64% |

2.11 In the last 2 years, has your company hired any first-time jobseekers who came straight from secondary school, technical and vocational school or university for below vocations?

| Governorate | First-time jobseekers coming from compulsory general secondary school | First-time jobseekers coming from technical and vocational school | First-time jobseekers coming from university or other higher education institution |
|--|---|---|--|
| Electrical Maintenance Technician/ Specialist | | | |
| Cairo | 24% | 71% | 6% |
| Giza | 0% | 67% | 33% |
| Alexandria | 0% | 100% | 0% |
| Beheira | 0% | 0% | 0% |
| Beni Suef | 0% | 0% | 100% |
| Mechanic Maintenance Technician/ Specialist | | | |
| Cairo | 0% | 50% | 50% |
| Giza | 0% | 100% | 0% |
| Alexandria | 0% | 100% | 0% |
| Beheira | 0% | 0% | 0% |
| Beni Suef | 0% | 0% | 100% |
| IT Technician/ Specialist | | | |
| Cairo | 45% | 0% | 55% |
| Giza | 33% | 33% | 33% |
| Alexandria | 0% | 0% | 0% |
| Beheira | 100% | 0% | 0% |
| Beni Suef | 0% | 0% | 100% |

| Machine Operator | | | |
|---|-----|-----|------|
| Cairo | 22% | 44% | 33% |
| Giza | 25% | 75% | 0% |
| Alexandria | 50% | 50% | 0% |
| Beheira | 0% | 0% | 0% |
| Beni Suef | 0% | 0% | 100% |
| Occupational Health & Safety Technician/ Specialist | | | |
| Cairo | 17% | 0% | 83% |
| Giza | 0% | 50% | 50% |
| Alexandria | 0% | 0% | 0% |
| Beheira | 0% | 0% | 0% |
| Beni Suef | 0% | 0% | 0% |
| Green Technician/ Specialist | | | |
| Cairo | 0% | 0% | 100% |
| Giza | 0% | 0% | 100% |
| Alexandria | 0% | 0% | 0% |
| Beheira | 0% | 0% | 0% |
| Beni Suef | 0% | 0% | 0% |

2.12 How well were they prepared for work for each category ?

| Governorate | Well prepared | Prepared | Poorly prepared |
|--|---------------|----------|-----------------|
| First-time jobseekers coming from compulsory general secondary school | | | |
| Cairo | 57% | 11% | 32% |
| Giza | 86% | 7% | 7% |
| Alexandria | 0% | 50% | 50% |
| Beheira | 10% | 40% | 50% |
| Beni Suef | 0% | 0% | 100% |
| First-time jobseekers coming from technical and vocational school | | | |
| Cairo | 59% | 24% | 16% |
| Giza | 86% | 7% | 7% |
| Alexandria | 0% | 57% | 43% |
| Beheira | 40% | 30% | 30% |
| Beni Suef | 0% | 27% | 73% |
| First-time jobseekers coming from university or other higher education institution | | | |
| Cairo | 62% | 33% | 5% |
| Giza | 80% | 20% | 0% |
| Alexandria | 7% | 64% | 29% |
| Beheira | 50% | 30% | 20% |
| Beni Suef | 9% | 55% | 36% |

2.13 How do you attract and target the employees? You can choose more than one field

| Question | Advertisement on social media | Advertisement in newspaper | Through employment services providers | Based on Recommendations | Other |
|------------|-------------------------------|----------------------------|---------------------------------------|--------------------------|-------|
| Cairo | 42% | 8% | 15% | 27% | 8% |
| Giza | 52% | 0% | 14% | 24% | 10% |
| Alexandria | 32% | 24% | 11% | 32% | 3% |
| Beheira | 47% | 0% | 0% | 47% | 5% |
| Beni Suef | 38% | 19% | 0% | 42% | 0% |

SECTION 3

WOMEN'S RECRUITMENT

3.1 In the past 2 years, did you recruit women in any technical occupations?

| Governorate | Electrical Maintenance Technician/ Specialist | | Mechanic Maintenance Technician/ Specialist | | IT Technician/ Specialist | | Machine Operator | | Occupational Health & Safety Technician/ Specialist | | Green Technician/ Specialist | |
|-------------|---|------|---|------|---------------------------|-----|------------------|------|---|------|------------------------------|------|
| | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No |
| Cairo | 3% | 97% | 0% | 100% | 32% | 68% | 3% | 97% | 8% | 92% | 3% | 97% |
| Giza | 6% | 94% | 0% | 100% | 27% | 73% | 0% | 100% | 7% | 93% | 0% | 100% |
| Alexandria | 7% | 93% | 0% | 100% | 29% | 71% | 36% | 64% | 0% | 100% | 0% | 100% |
| Beheira | 0% | 100% | 0% | 100% | 80% | 20% | 14% | 86% | 11% | 89% | 0% | 100% |
| Beni Suef | 0% | 100% | 0% | 100% | 55% | 45% | 0% | 100% | 0% | 100% | 0% | 100% |

3.2 If the answer is yes, kindly indicate the total number of women technicians in the company?

| Governorate | Total Number of women technicians in companies |
|-------------|--|
| Cairo | 360 |
| Giza | 29 |
| Alexandria | 183 |
| Beheira | 66 |
| Beni Suef | 21 |

3.3 From your point of view, is there a difference between women's readiness for work compared to men for each vocation?

| Governorate | Less | Equal | More |
|---|------|-------|------|
| Electrical Maintenance Technician/ Specialist | | | |
| Cairo | 79% | 21% | 0% |
| Giza | 69% | 31% | 0% |
| Alexandria | 93% | 7% | 0% |
| Beheira | 100% | 0% | 0% |
| Beni Suef | 91% | 9% | 0% |
| Mechanic Maintenance Technician/ Specialist | | | |
| Cairo | 78% | 22% | 0% |
| Giza | 75% | 25% | 0% |
| Alexandria | 93% | 7% | 0% |
| Beheira | 100% | 0% | 0% |
| Beni Suef | 89% | 11% | 0% |
| IT Technician/ Specialist | | | |
| Cairo | 41% | 59% | 0% |
| Giza | 44% | 44% | 13% |
| Alexandria | 29% | 71% | 0% |
| Beheira | 20% | 80% | 0% |
| Beni Suef | 36% | 64% | 0% |
| Machine Operator | | | |
| Cairo | 72% | 28% | 0% |
| Giza | 69% | 31% | 0% |
| Alexandria | 62% | 38% | 0% |
| Beheira | 83% | 17% | 0% |
| Beni Suef | 89% | 11% | 0% |

| Occupational Health & Safety Technician/ Specialist | | | |
|---|-----|-----|----|
| Cairo | 50% | 50% | 0% |
| Giza | 50% | 50% | 0% |
| Alexandria | 50% | 50% | 0% |
| Beheira | 11% | 89% | 0% |
| Beni Suef | 40% | 60% | 0% |
| Green Technician/ Specialist | | | |
| Cairo | 59% | 38% | 3% |
| Giza | 53% | 47% | 0% |
| Alexandria | 58% | 42% | 0% |
| Beheira | 67% | 33% | 0% |
| Beni Suef | 67% | 33% | 0% |

3.4 In which of the following areas were the newly hired women technicians lacking?

| Question | Lacking required technical or job-specific skills | Lacking required core/ soft skills (i.e., ICT skills, problem-solving skills, team-working skills) | Literacy/numeracy skills | Lack of working world/life experience | Other |
|------------|---|--|--------------------------|---------------------------------------|-------|
| Cairo | 43% | 9% | 2% | 28% | 19% |
| Giza | 43% | 0% | 0% | 14% | 43% |
| Alexandria | 41% | 19% | 4% | 33% | 4% |
| Beheira | 47% | 24% | 0% | 29% | 0% |
| Beni Suef | 43% | 19% | 0% | 33% | 5% |

3.5 Do you have any problems/ limitations for hiring women at any of these occupations?

| Governorate | Electrical Maintenance Technician/ Specialist | | Mechanic Maintenance Technician/ Specialist | | IT Technician/ Specialist | | Machine Operator | | Occupational Health & Safety Technician/ Specialist | | Green Technician/ Specialist | |
|-------------|---|-----|---|-----|---------------------------|-----|------------------|-----|---|-----|------------------------------|-----|
| | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No |
| Cairo | 79% | 21% | 81% | 19% | 47% | 53% | 74% | 26% | 54% | 46% | 61% | 39% |
| Giza | 73% | 27% | 73% | 27% | 40% | 60% | 73% | 27% | 53% | 47% | 57% | 43% |
| Alexandria | 86% | 14% | 93% | 7% | 21% | 79% | 62% | 38% | 43% | 57% | 58% | 42% |
| Beheira | 100% | 0% | 100% | 0% | 10% | 90% | 83% | 17% | 22% | 78% | 67% | 33% |
| Beni Suef | 100% | 0% | 100% | 0% | 45% | 55% | 100% | 0% | 60% | 40% | 83% | 17% |

3.6 In your opinion, what are the problems / limitations of employing women in any of these occupations?

| Governorate | Electrical Maintenance Technician/ Specialist | Mechanic Maintenance Technician/ Specialist | IT Technician/ Specialist | Machine Operator | Occupational Health & Safety Technician/ Specialist | Green Technician/ Specialist |
|---|---|---|---------------------------|------------------|---|------------------------------|
| Not enough women interested in doing this type of job | | | | | | |
| Cairo | 28% | 25% | 11% | 16% | 11% | 9% |
| Giza | 29% | 26% | 7% | 26% | 7% | 5% |
| Alexandria | 25% | 25% | 8% | 13% | 15% | 15% |
| Beheira | 40% | 20% | 5% | 25% | 5% | 5% |
| Beni Suef | 24% | 24% | 5% | 24% | 14% | 8% |
| Job doesn't fit women | | | | | | |
| Cairo | 28% | 26% | 10% | 20% | 8% | 8% |
| Giza | 30% | 33% | 0% | 33% | 3% | 0% |
| Alexandria | 31% | 33% | 0% | 19% | 8% | 8% |

| | | | | | | |
|---|-----|-----|-----|-----|-----|-----|
| Beheira | 44% | 22% | 0% | 22% | 6% | 6% |
| Beni Suef | 28% | 23% | 5% | 23% | 15% | 8% |
| Applicants lacked required qualification/ educational level | | | | | | |
| Cairo | 22% | 18% | 22% | 12% | 12% | 15% |
| Giza | 14% | 14% | 24% | 19% | 19% | 10% |
| Alexandria | 26% | 26% | 9% | 20% | 9% | 11% |
| Beheira | 44% | 25% | 6% | 13% | 13% | 0% |
| Beni Suef | 25% | 25% | 11% | 19% | 11% | 8% |
| Applicants lacked required technical skills | | | | | | |
| Cairo | 26% | 25% | 10% | 19% | 11% | 8% |
| Giza | 26% | 26% | 6% | 26% | 11% | 6% |
| Alexandria | 21% | 33% | 6% | 21% | 9% | 9% |
| Beheira | 27% | 20% | 13% | 33% | 7% | 0% |
| Beni Suef | 20% | 26% | 11% | 23% | 11% | 9% |
| Applicants lacked required soft skills | | | | | | |
| Cairo | 27% | 26% | 13% | 17% | 8% | 9% |
| Giza | 26% | 26% | 11% | 23% | 9% | 6% |
| Alexandria | 23% | 19% | 3% | 26% | 16% | 13% |
| Beheira | 32% | 26% | 11% | 16% | 11% | 5% |
| Beni Suef | 21% | 21% | 15% | 21% | 15% | 9% |
| Applicants expected wages higher than we can offer | | | | | | |
| Cairo | 19% | 17% | 20% | 12% | 15% | 17% |
| Giza | 15% | 15% | 22% | 15% | 19% | 15% |
| Alexandria | 20% | 26% | 11% | 23% | 9% | 11% |
| Beheira | 29% | 24% | 14% | 24% | 5% | 5% |
| Beni Suef | 25% | 28% | 22% | 19% | 3% | 3% |
| Applicants did not like working conditions we can currently offer | | | | | | |
| Cairo | 23% | 23% | 14% | 17% | 11% | 12% |
| Giza | 21% | 21% | 14% | 24% | 10% | 10% |
| Alexandria | 20% | 27% | 2% | 27% | 12% | 12% |
| Beheira | 40% | 20% | 10% | 20% | 5% | 5% |
| Beni Suef | 24% | 21% | 14% | 19% | 12% | 10% |

3.7 Do you think that the limitations of employing women, especially in technical vocations, differ according to the location (i.e., by comparing Cairo to Upper and Lower Egypt)? and what is the reason?

| Governorate | Yes | No | Reasons for the "Yes" |
|-------------|-----|-----|--|
| Cairo | 21% | 79% | Outside Cairo, social norms don't allow women access technical vocations; technical vocations are heavy duty which are not suitable for women; women can't bear the tasks required as a mechanic; technical jobs are for men only; opportunities for women in technical vocations are less than in Cairo; difficult to hire women in technical professions because they are of high risk and require great experience; cultural constraints; women lack the physical capabilities for technical vocations; lack of adequate education and training in the rural governorates; no women are available for technical jobs; women might be less performers than men |
| Giza | 24% | 76% | |
| Alexandria | 64% | 36% | |
| Beheira | 20% | 80% | |
| Beni Suef | 45% | 55% | |
| | | | Reasons for the "No" |
| | | | No difference exists among governorates due to the prevailing culture and mindsets and social norms; women are physically unable to handle technical vocations like electric technicians but maybe perform better in IT; lack of women's readiness for technical jobs; women are generally unqualified due to poor education and lack of vocational trainings; there aren't schools that graduate specialized women in technical professions; women don't have appropriate technical competencies (<i>I think</i>); same limitations everywhere; it depends on women's willingness (<i>higher in hospitality and less in technical vocations</i>); the technical skills required for technical vocations aren't suitable for women; women can't work late (at night); restrictions to work in technical vocations are the same everywhere; women's skills in technical jobs are much less than men; same working conditions so same restrictions |

3.8 Considering the situation of your business today, how high is the probability of hiring new women employees for the coming 12 months?

| Governorate | Reducing the number of women workers | 0% no hiring | 0-15% low | 15-50% medium | 50-75% high | 75-100% Very high | Recruiting/ already have vacancies for women |
|---|--------------------------------------|--------------|-----------|---------------|-------------|-------------------|--|
| Electrical Maintenance Technician/ Specialist | | | | | | | |
| Cairo | 0% | 92% | 3% | 3% | 0% | 0% | 3% |
| Giza | 0% | 88% | 12% | 0% | 0% | 0% | 0% |
| Alexandria | 0% | 93% | 7% | 0% | 0% | 0% | 0% |
| Beheira | 0% | 100% | 0% | 0% | 0% | 0% | 0% |
| Beni Suef | 0% | 100% | 0% | 0% | 0% | 0% | 0% |
| Mechanic Maintenance Technician/ Specialist | | | | | | | |
| Cairo | 0% | 91% | 3% | 3% | 0% | 0% | 3% |
| Giza | 0% | 82% | 6% | 6% | 0% | 0% | 6% |
| Alexandria | 0% | 100% | 0% | 0% | 0% | 0% | 0% |
| Beheira | 0% | 100% | 0% | 0% | 0% | 0% | 0% |
| Beni Suef | 0% | 100% | 0% | 0% | 0% | 0% | 0% |
| IT Technician/ Specialist | | | | | | | |
| Cairo | 0% | 68% | 24% | 3% | 3% | 0% | 3% |
| Giza | 6% | 41% | 41% | 6% | 0% | 6% | 0% |
| Alexandria | 0% | 86% | 7% | 7% | 0% | 0% | 0% |
| Beheira | 0% | 90% | 10% | 0% | 0% | 0% | 0% |
| Beni Suef | 0% | 100% | 0% | 0% | 0% | 0% | 0% |
| Machine Operators | | | | | | | |
| Cairo | 0% | 83% | 11% | 0% | 3% | 0% | 3% |
| Giza | 0% | 82% | 18% | 0% | 0% | 0% | 0% |
| Alexandria | 0% | 93% | 7% | 0% | 0% | 0% | 0% |
| Beheira | 0% | 71% | 14% | 14% | 0% | 0% | 0% |
| Beni Suef | 0% | 100% | 0% | 0% | 0% | 0% | 0% |
| Occupational Health & Safety Technician/ Specialist | | | | | | | |
| Cairo | 0% | 78% | 16% | 0% | 0% | 3% | 3% |
| Giza | 0% | 50% | 44% | 6% | 0% | 0% | 0% |
| Alexandria | 0% | 100% | 0% | 0% | 0% | 0% | 0% |
| Beheira | 0% | 89% | 11% | 0% | 0% | 0% | 0% |
| Beni Suef | 0% | 100% | 0% | 0% | 0% | 0% | 0% |
| Green Technician/ Specialist | | | | | | | |
| Cairo | 0% | 76% | 21% | 0% | 0% | 0% | 3% |
| Giza | 0% | 53% | 40% | 7% | 0% | 0% | 0% |
| Alexandria | 0% | 100% | 0% | 0% | 0% | 0% | 0% |
| Beheira | 0% | 80% | 20% | 0% | 0% | 0% | 0% |
| Beni Suef | 17% | 83% | 0% | 0% | 0% | 0% | 0% |

SECTION 4

COMPENSATION & TRAINING

4.1 How do you compensate your technical employees?

| Governorate | Monthly salary | Production based (daily, weekly or monthly) | Other |
|-------------|----------------|---|-------|
| Cairo | 100% | 0% | 0% |
| Giza | 88% | 13% | 0% |
| Alexandria | 100% | 0% | 0% |
| Beheira | 100% | 0% | 0% |
| Beni Suef | 100% | 0% | 0% |

4.2 What is the average entry-level salary for technicians (professionals and assistants) and what is the average salary progression (salary increase) per year?

| Governorate | Blue collar skilled (professionals) | | Blue collar semi-skilled (assistants) | |
|-------------|--------------------------------------|---|---------------------------------------|---|
| | Average of entry- level salary (EGP) | Average of salary increase per year (%) | Average of entry- level salary (EGP) | Average of salary increase per year (%) |
| Cairo | 3,647 | 9 | 2,274 | 8 |
| Giza | 3,157 | 8 | 2,486 | 7 |
| Alexandria | 3,621 | 10 | 2,071 | 10 |
| Beheira | 4,000 | 9 | 2,440 | 5 |
| Beni Suef | 3,909 | 10 | 2,136 | 9 |

4.3 Please rank the following jobs from the highest to the lowest paying

| Governorate | 1 | 2 | 3 | 4 | 5 | 6 |
|---|-----|-----|-----|-----|-----|-----|
| Electrical Maintenance Technician/ Specialist | | | | | | |
| Cairo | 0% | 18% | 27% | 33% | 15% | 6% |
| Giza | 0% | 14% | 21% | 14% | 29% | 21% |
| Alexandria | 9% | 27% | 45% | 0% | 18% | 0% |
| Beheira | 0% | 22% | 56% | 22% | 0% | 0% |
| Beni Suef | 22% | 33% | 33% | 11% | 0% | 0% |
| Mechanic Maintenance Technician/ Specialist | | | | | | |
| Cairo | 10% | 33% | 10% | 10% | 10% | 27% |
| Giza | 0% | 21% | 14% | 14% | 21% | 29% |
| Alexandria | 10% | 60% | 20% | 10% | 0% | 0% |
| Beheira | 20% | 80% | 0% | 0% | 0% | 0% |
| Beni Suef | 14% | 57% | 29% | 0% | 0% | 0% |
| IT Technician/ Specialist | | | | | | |
| Cairo | 69% | 9% | 6% | 11% | 3% | 3% |
| Giza | 93% | 0% | 7% | 0% | 0% | 0% |
| Alexandria | 77% | 0% | 0% | 23% | 0% | 0% |
| Beheira | 60% | 10% | 20% | 10% | 0% | 0% |
| Beni Suef | 56% | 0% | 22% | 22% | 0% | 0% |
| Machine Operators | | | | | | |
| Cairo | 16% | 10% | 3% | 23% | 26% | 23% |
| Giza | 0% | 7% | 14% | 50% | 7% | 21% |
| Alexandria | 10% | 0% | 20% | 10% | 20% | 40% |
| Beheira | 50% | 17% | 17% | 0% | 17% | 0% |
| Beni Suef | 29% | 14% | 14% | 43% | 0% | 0% |

| Occupational Health & Safety Technician/ Specialist | | | | | | |
|---|-----|-----|-----|-----|-----|------|
| Cairo | 13% | 28% | 22% | 3% | 28% | 6% |
| Giza | 8% | 31% | 23% | 15% | 23% | 0% |
| Alexandria | 0% | 0% | 18% | 45% | 36% | 0% |
| Beheira | 0% | 22% | 22% | 22% | 33% | 0% |
| Beni Suef | 13% | 13% | 0% | 0% | 75% | 0% |
| Green Technician/ Specialist (Environmental)/ Energy technician | | | | | | |
| Cairo | 0% | 13% | 46% | 17% | 8% | 17% |
| Giza | 0% | 31% | 23% | 8% | 15% | 23% |
| Alexandria | 0% | 33% | 0% | 0% | 33% | 33% |
| Beheira | 0% | 0% | 0% | 0% | 0% | 100% |
| Beni Suef | 0% | 0% | 0% | 0% | 0% | 100% |

4.4 Comparing women to men in the same profession, would you say that the pay and benefits you offer for women are better, worse or about the same as for men?

| Governorate | Better | About the same | Worse |
|---|--------|----------------|-------|
| Pay and benefit offered for skilled women vs. men (professionals) | | | |
| Cairo | 13% | 76% | 11% |
| Giza | 6% | 94% | 0% |
| Alexandria | 0% | 86% | 14% |
| Beheira | 0% | 70% | 30% |
| Beni Suef | 0% | 64% | 36% |
| Pay and benefit offered for semi-skilled women vs. men (assistants) | | | |
| Cairo | 13% | 74% | 13% |
| Giza | 6% | 94% | 0% |
| Alexandria | 0% | 86% | 14% |
| Beheira | 0% | 70% | 30% |
| Beni Suef | 0% | 64% | 36% |

4.5 Which, if any, of these benefits are available in your workplace?

| Governorate | Blue collar skilled (professionals) | Blue collar semi-skilled (assistants) |
|--|-------------------------------------|---------------------------------------|
| Incentive programmes related to performance (i.e., bonus, promotion) | | |
| Cairo | 70% | 30% |
| Giza | 57% | 43% |
| Alexandria | 65% | 35% |
| Beheira | 91% | 9% |
| Beni Suef | 100% | 0% |
| Flexible working hours | | |
| Cairo | 51% | 49% |
| Giza | 52% | 48% |
| Alexandria | 42% | 58% |
| Beheira | 33% | 67% |
| Beni Suef | 47% | 53% |
| Social and medical insurance | | |
| Cairo | 53% | 47% |
| Giza | 50% | 50% |
| Alexandria | 50% | 50% |

| | | |
|---|-----|------|
| Beheira | 41% | 59% |
| Beni Suef | 45% | 55% |
| Transportation allowance/transportation means | | |
| Cairo | 54% | 46% |
| Giza | 52% | 48% |
| Alexandria | 56% | 44% |
| Beheira | 67% | 33% |
| Beni Suef | 50% | 50% |
| Leave policy (includes maternity leaves) | | |
| Cairo | 56% | 44% |
| Giza | 61% | 39% |
| Alexandria | 75% | 25% |
| Beheira | 0% | 0% |
| Beni Suef | 0% | 100% |
| Nursery for employees' children | | |
| Cairo | 40% | 60% |
| Giza | 0% | 0% |
| Alexandria | 0% | 0% |
| Beheira | 0% | 0% |
| Beni Suef | 0% | 0% |

4.6 During the past 2 years, have your employees participated in any technical related training/courses organized within or outside of the workplace and financed in whole or in part by the enterprise?

| Governorate | Electrical Maintenance Technician/ Specialist | | Mechanic Maintenance Technician/ Specialist | | IT Technician/ Specialist | | Machine Operator | | Occupational Health & Safety Technician/ Specialist | | Green Technician/ Specialist | |
|-------------|---|------|---|------|---------------------------|-----|------------------|-----|---|------|------------------------------|------|
| | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No |
| Cairo | 46% | 54% | 40% | 60% | 59% | 41% | 52% | 48% | 35% | 65% | 39% | 61% |
| Giza | 40% | 60% | 33% | 67% | 44% | 56% | 47% | 53% | 40% | 60% | 38% | 62% |
| Alexandria | 15% | 85% | 15% | 85% | 29% | 71% | 38% | 62% | 15% | 85% | 0% | 100% |
| Beheira | 0% | 100% | 0% | 100% | 20% | 80% | 33% | 67% | 11% | 89% | 0% | 100% |
| Beni Suef | 0% | 100% | 0% | 100% | 9% | 91% | 22% | 78% | 0% | 100% | 0% | 100% |

4.7 Percentage of men and women who took part in technical training

| Governorate | Mean (% of men) | Mean (% of women) |
|-------------|-----------------|-------------------|
| Cairo | 65 | 19 |
| Giza | 61 | 11 |
| Alexandria | 39 | 5 |
| Beheira | 83 | 17 |
| Beni Suef | 100 | 0 |

3.7 Please indicate the training title

| Training topic |
|--|
| On the job training (in-house) |
| ISO, SW solutions |
| Occupational health and safety in tourism facilities offered by Chambre of Tourism |
| Software training |

| |
|--|
| Machines operations |
| Machines maintenance |
| Civil Protection |
| Training on different equipment at factories |
| Computer assembly |
| Company's specific programs training and occupational safety procedures |
| Communication and remote work |
| Communication and problem-solving skills |
| R&D |
| Development of automatic systems |
| English language for business training |
| Using security system devices and maintaining surveillance cameras |
| Orientation/induction sessions and trainings for newcomers by senior peers |
| Trainings delivered by the Ministry of Tourism |
| Time management and commitment training |
| Quality Control |
| Electronics Training |

4.9 In which areas did you provide the training?

| Governorate | Technical skills relating to specific equipment or processes used in the establishment | Technical or scientific knowledge | Ability to calculate, read and use figures and tables | Leadership skills | Team working | ICT skills | Problem solving skills | Other |
|-------------|--|-----------------------------------|---|-------------------|--------------|------------|------------------------|-------|
| Cairo | 19% | 12% | 7% | 10% | 15% | 14% | 12% | 12% |
| Giza | 24% | 12% | 7% | 7% | 15% | 15% | 10% | 10% |
| Alexandria | 33% | 7% | 0% | 7% | 7% | 20% | 20% | 7% |
| Beheira | 25% | 25% | 0% | 13% | 0% | 25% | 0% | 13% |
| Beni Suef | 30% | 0% | 0% | 0% | 0% | 10% | 0% | 60% |

4.10 Do you have information on employment service-providers or education and training institutions that provide technical education/ trainings or provide technical employees?

| Question | Yes | NO |
|------------|-----|------|
| Cairo | 49% | 51% |
| Giza | 71% | 29% |
| Alexandria | 36% | 64% |
| Beheira | 20% | 80% |
| Beni Suef | 0% | 100% |

4.11 If yes, do you have an agreement of any of them?

| Governorate | Yes | No |
|-------------|-----|------|
| Cairo | 59% | 41% |
| Giza | 30% | 70% |
| Alexandria | 0% | 100% |
| Beheira | 0% | 100% |
| Beni Suef | 0% | 0% |

SECTION 5

COVID-19 IMPACT ON BUSINESS

5.1. During the time of COVID-19, is your business affected by one or more of the following factors?

| Question | Maintaining a cash flow | Reduction in sales/revenues | Reduction in production | Employment hiring | Employment laying off | Making payments to suppliers | Not affected | Other |
|------------|-------------------------|-----------------------------|-------------------------|-------------------|-----------------------|------------------------------|--------------|-------|
| Cairo | 9% | 32% | 28% | 3% | 8% | 5% | 15% | 0% |
| Giza | 9% | 14% | 27% | 0% | 9% | 5% | 32% | 5% |
| Alexandria | 17% | 33% | 25% | 11% | 8% | 6% | 0% | 0% |
| Beheira | 0% | 47% | 21% | 5% | 26% | 0% | 0% | 0% |
| Beni Suef | 0% | 36% | 32% | 7% | 21% | 0% | 4% | 0% |

4.2 From your point of view, do you think that the coronavirus pandemic affects both men and women workers in the same way?

| Governorate | Affects men more than women workers | Affects women more than men workers | Affects both equally |
|-------------|-------------------------------------|-------------------------------------|----------------------|
| Cairo | 13.5% | 13.5% | 73.0% |
| Giza | 12.5% | 6.3% | 81.3% |
| Alexandria | 14.3% | 7.1% | 78.6% |
| Beheira | 30.0% | 10.0% | 60.0% |
| Beni Suef | 18.2% | 9.1% | 72.7% |

5.8

ANNEX 8: COMPANIES QUESTIONNAIRE ANALYTICS BY SECTOR

SECTION 1 COMPANIES BASIC INFORMATION

SECTION 2 WORKFORCE STRUCTURE AND CHARACTERISTICS

2.1 Total numbers of workers by sector

| Sector | Less than 10 | 11-49 | 50 - 99 | 100- 149 | 150- 199 | 200- 250 | More than 250 |
|--|--------------|-------|---------|----------|----------|----------|---------------|
| Manufacture of food and beverages | 9% | 4% | 17% | 4% | 17% | 0% | 48% |
| Manufacture of pharmaceuticals, medicinal, chemical and botanical products | 0% | 31% | 13% | 13% | 0% | 0% | 44% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 29% | 14% | 21% | 14% | 0% | 14% | 7% |
| Accommodation and food service activities | 5% | 37% | 5% | 5% | 5% | 16% | 26% |
| Information and communication | 19% | 43% | 14% | 0% | 5% | 5% | 14% |
| Other | 0% | 100% | 0% | 0% | 0% | 0% | 0% |

2.2 what is the percentage of women workers in your establishment?

| Sector | Less than 5% | 5-10% | 11-20% | 21-30% | 31- 50% | 51-75% | Above than 75% |
|--|--------------|-------|--------|--------|---------|--------|----------------|
| Manufacture of food and beverages | 17% | 9% | 9% | 17% | 35% | 13% | 0% |
| Manufacture of pharmaceuticals, medicinal, chemical and botanical products | 13% | 13% | 0% | 6% | 38% | 31% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 71% | 14% | 7% | 7% | 0% | 0% | 0% |
| Accommodation and food service activities | 42% | 5% | 11% | 11% | 11% | 16% | 5% |
| Information and communication | 38% | 14% | 5% | 14% | 5% | 24% | 0% |
| Other (Energy Management) | 0% | 100% | 0% | 0% | 0% | 0% | 0% |

2.3 How many women employed in your establishment (full-time, part-time, seasonal or others)?

| Sector | Mean | | | | | |
|--|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|----------------------------------|
| | Full Time - Currently (2019-2020) | Full Time - Last Year (2018-2019) | Part Time - Currently (2019-2020) | Part Time - Last Year (2018-2019) | Seasonal - Currently (2019-2020) | Seasonal - Last Year (2018-2019) |
| Manufacture of food and beverages | 171 | 170 | 94 | 115 | 13 | 13 |
| Manufacture of pharmaceuticals, medicinal, chemical and botanical products | 252 | 250 | 158 | 183 | 0 | 0 |

| | | | | | | |
|--|-----|-----|----|----|---|---|
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 129 | 130 | 33 | 58 | 0 | 0 |
| Accommodation and food service activities | 35 | 39 | 8 | 9 | 0 | 0 |
| Information and communication | 53 | 64 | 9 | 6 | 1 | 1 |
| Other | 3 | 2 | 0 | 0 | 0 | 0 |

2.4 Could you please indicate if the below technical occupations are available in your establishment?

| Sector | Electrical Maintenance Technician/ Specialist | | Mechanic Maintenance Technician/ Specialist | | IT Technician/ Specialist (hardware and software) | | Machine Operator | | Occupational Health and Safety Technician/ Specialist | | Green Technician/ Specialist | | Other technical positions | |
|--|---|-----|---|-----|---|-----|------------------|-----|---|-----|------------------------------|-----|---------------------------|-----|
| | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No |
| Manufacture of food and beverages | 83% | 17% | 83% | 17% | 77% | 23% | 96% | 4% | 91% | 9% | 41% | 59% | 65% | 35% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 93% | 7% | 79% | 21% | 79% | 21% | 86% | 14% | 71% | 29% | 36% | 64% | 70% | 30% |
| Manufacture of pharmaceuticals, medicinal, chemical and botanical products | 93% | 7% | 79% | 21% | 93% | 7% | 100% | 0% | 73% | 27% | 33% | 67% | 54% | 46% |
| Information and communication | 57% | 43% | 30% | 70% | 100% | 0% | 32% | 68% | 50% | 50% | 25% | 75% | 41% | 59% |
| Accommodation and food service activities | 74% | 26% | 22% | 78% | 68% | 32% | 17% | 83% | 58% | 42% | 22% | 78% | 36% | 64% |
| Other | 100% | 0% | 100% | 0% | 100% | 0% | 100% | 0% | 100% | 0% | 100% | 0% | 0% | 0% |

2.5 For technical occupations/ vocations, choose the minimum job requirements

| Sector | Diploma/ university degree in technical discipline | 0-2 years of work experience | 2-5 years of work experience | More than 5 years of work experience | Affiliated experience with outstanding troubleshooting and technical aptitude | Excellent interpersonal and communication ability | Sufficient familiarity with schematic and electrical diagrams/ illustrations | Outstanding acquaintance with safety, health, and environment regulations | Ability to work under stress |
|--|--|------------------------------|------------------------------|--------------------------------------|---|---|--|---|------------------------------|
| Manufacture of food and beverages | 18% | 16% | 5% | 2% | 11% | 16% | 8% | 12% | 12% |
| Manufacture of pharmaceuticals, medicinal, chemical and botanical products | 16% | 16% | 10% | 3% | 10% | 16% | 13% | 8% | 10% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 21% | 21% | 10% | 5% | 17% | 14% | 2% | 5% | 5% |
| Accommodation and food service activities | 21% | 19% | 4% | 5% | 4% | 18% | 4% | 12% | 14% |
| Information and communication | 21% | 20% | 13% | 3% | 13% | 16% | 5% | 2% | 7% |
| Other | 17% | 0% | 0% | 17% | 17% | 17% | 0% | 17% | 17% |

2.6 Kindly indicate approximately how many employees of your establishment work in each of the following occupations?

| Sector | Electrical Maintenance Technician/ Specialist | Mechanic Maintenance Technician/ Specialist | IT Technician/ Specialist | Machine Operator | Occupational Health and Safety Technician/ Specialist | Green Technician/ Specialist |
|--|---|---|---------------------------|------------------|---|------------------------------|
| Manufacture of food and beverages | 259 | 408 | 304 | 1589 | 130 | 48 |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 193 | 302 | 376 | 744 | 72 | 4 |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 564 | 593 | 122 | 424 | 43 | 21 |
| Accommodation and food service activities | 91 | 7 | 85 | 13 | 30 | 4 |
| Information and communication | 87 | 87 | 302 | 115 | 20 | 4 |

2.7 In your opinion, what is the importance of the following skills for technical vocations?

| Sector | Extremely important | Very important | Moderately important | Slightly important | Not at all important |
|--|---------------------|----------------|----------------------|--------------------|----------------------|
| Specific technical skills related to equipment or technology | | | | | |
| Manufacture of food and beverages | 71% | 14% | 14% | 0% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 88% | 13% | 0% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 92% | 8% | 0% | 0% | 0% |
| Accommodation and food service activities | 32% | 16% | 11% | 21% | 21% |
| Information and communication | 38% | 29% | 10% | 10% | 14% |
| General technical or scientific knowledge | | | | | |
| Manufacture of food and beverages | 71% | 14% | 14% | 0% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 88% | 6% | 6% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 93% | 7% | 0% | 0% | 0% |
| Accommodation and food service activities | 47% | 26% | 16% | 5% | 5% |
| Information and communication | 76% | 14% | 0% | 10% | 0% |
| Ability to calculate, read and use figures and tables | | | | | |
| Manufacture of food and beverages | 5% | 55% | 36% | 5% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 38% | 50% | 13% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 21% | 29% | 43% | 7% | 0% |
| Accommodation and food service activities | 37% | 21% | 26% | 11% | 5% |
| Information and communication | 40% | 55% | 5% | 0% | 0% |
| Leadership skills | | | | | |
| Manufacture of food and beverages | 48% | 33% | 19% | 0% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 56% | 31% | 6% | 6% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 50% | 7% | 43% | 0% | 0% |
| Accommodation and food service activities | 47% | 16% | 26% | 11% | 0% |
| Information and communication | 40% | 50% | 0% | 5% | 5% |

| Teamwork | | | | | |
|--|------|-----|-----|----|----|
| Manufacture of food and beverages | 55% | 32% | 9% | 0% | 5% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 69% | 25% | 6% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 86% | 14% | 0% | 0% | 0% |
| Accommodation and food service activities | 79% | 5% | 16% | 0% | 0% |
| Information and communication | 80% | 20% | 0% | 0% | 0% |
| ICT skills | | | | | |
| Manufacture of food and beverages | 50% | 32% | 9% | 9% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 75% | 6% | 19% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 50% | 36% | 14% | 0% | 0% |
| Accommodation and food service activities | 63% | 16% | 21% | 0% | 0% |
| Information and communication | 81% | 14% | 0% | 5% | 0% |
| Problem-solving skills | | | | | |
| Manufacture of food and beverages | 68% | 18% | 14% | 0% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 69% | 25% | 6% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 100% | 0% | 0% | 0% | 0% |
| Accommodation and food service activities | 84% | 5% | 11% | 0% | 0% |
| Information and communication | 71% | 24% | 0% | 5% | 0% |

2.8 Do you think that you have a skills gap (i.e., gap between the available and required skills in the technical vocations)?

| Sector | Yes | No |
|--|-----|-----|
| Manufacture of food and beverages | 36% | 64% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 47% | 53% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 43% | 57% |
| Accommodation and food service activities | 42% | 58% |
| Information and communication | 55% | 45% |

2.9 What is being done to overcome the skills gap problem?

| Sector | Hiring has increased | Further training has been provided | Work practice has been changed | No special measures have been taken | Influence has been used on (providers of) education in order to ensure the inflow of newcomers | Other measures |
|--|----------------------|------------------------------------|--------------------------------|-------------------------------------|--|----------------|
| Manufacture of food and beverages | 0% | 56% | 11% | 11% | 0% | 22% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 0% | 63% | 13% | 25% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 50% | 0% | 25% | 13% | 13% |
| Accommodation and food service activities | 8% | 46% | 15% | 8% | 15% | 8% |
| Information and communication | 0% | 67% | 0% | 25% | 8% | 0% |

2.10 In your opinion, do you think that the skills gap may differ according to the location (i.e. by comparing Cairo to Upper and Lower Egypt)?

| Sector | Yes | No |
|--|-----|-----|
| Manufacture of food and beverages | 41% | 59% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 33% | 67% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 21% | 79% |
| Accommodation and food service activities | 16% | 84% |
| Information and communication | 43% | 57% |

2.11 In the last 2 years, has your company hired any first-time jobseekers who came straight from secondary school, technical and vocational school or university for below vocations?

| Sector | First-time jobseekers coming from compulsory general secondary school | First-time jobseekers coming from technical and vocational school | First-time jobseekers coming from university or other higher education institution |
|--|---|---|--|
| Electrical Maintenance Technician/ Specialist | | | |
| Manufacture of food and beverages | 25% | 75% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 20% | 80% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 100% | 0% |
| Accommodation and food service activities | 40% | 60% | 0% |
| Information and communication | 0% | 50% | 50% |
| Mechanic Maintenance Technician/ Specialist | | | |
| Manufacture of food and beverages | 0% | 80% | 20% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 0% | 0% | 100% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 100% | 0% |
| Accommodation and food service activities | 0% | 0% | 0% |
| Information and communication | 0% | 50% | 50% |
| IT Technician/ Specialist | | | |
| Manufacture of food and beverages | 67% | 33% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 67% | 0% | 33% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 0% | 100% |
| Accommodation and food service activities | 67% | 0% | 33% |
| Information and communication | 33% | 0% | 67% |
| Machine Operator | | | |
| Manufacture of food and beverages | 30% | 60% | 10% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 40% | 40% | 20% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 100% | 0% |
| Accommodation and food service activities | 0% | 0% | 0% |
| Information and communication | 0% | 0% | 100% |
| Occupational Health & Safety Technician/ Specialist | | | |
| Manufacture of food and beverages | 0% | 100% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 0% | 0% | 100% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 0% | 100% |
| Accommodation and food service activities | 33% | 0% | 67% |

| | | | |
|--|----|----|------|
| Information and communication | 0% | 0% | 100% |
| Green Technician/ Specialist | | | |
| Manufacture of food and beverages | 0% | 0% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 0% | 0% | 100% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 0% | 100% |
| Accommodation and food service activities | 0% | 0% | 0% |
| Information and communication | | | |

2.12 How well prepared were they for work in each category?

| Sector | Well prepared | Prepared | Poorly prepared |
|---|---------------|----------|-----------------|
| First-time jobseekers coming from compulsory general secondary school | | | |
| Manufacture of food and beverages | 38% | 24% | 38% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 40% | 7% | 53% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 50% | 14% | 36% |
| Accommodation and food service activities | 39% | 17% | 44% |
| Information and communication | 35% | 24% | 41% |
| First-time jobseekers coming from technical and vocational school | | | |
| Manufacture of food and beverages | 43% | 29% | 29% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 38% | 31% | 31% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 64% | 7% | 29% |
| Accommodation and food service activities | 44% | 33% | 22% |
| Information and communication | 35% | 35% | 29% |
| First-time jobseekers coming from university or other higher education institution | | | |
| Manufacture of food and beverages | 38% | 43% | 19% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 44% | 38% | 19% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 64% | 21% | 14% |
| Accommodation and food service activities | 67% | 28% | 6% |
| Information and communication | 40% | 50% | 10% |

2.13 How do you attract and target the employees? You can choose more than one field

| Sector | Advertisement on social media | Advertisement in newspaper | Through employment services providers | Based on Recommendations | Other |
|--|-------------------------------|----------------------------|---------------------------------------|--------------------------|-------|
| Manufacture of food and beverages | 40% | 12% | 12% | 32% | 4% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 45% | 13% | 13% | 23% | 6% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 33% | 11% | 7% | 41% | 7% |
| Accommodation and food service activities | 48% | 6% | 9% | 27% | 9% |
| Information and communication | 39% | 14% | 8% | 36% | 3% |

SECTION 3

WOMEN'S RECRUITMENT

3.1 In the past 2 years, did you recruit women in any technical occupations?

| Sector | Electrical Maintenance Technician/ Specialist | | Mechanic Maintenance Technician/ Specialist | | IT Technician/ Specialist | | Machine Operator | | Occupational Health & Safety Technician/ Specialist | | Green Technician/ Specialist | |
|--|---|------|---|------|---------------------------|-----|------------------|------|---|------|------------------------------|------|
| | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No |
| Manufacture of food and beverages | 5% | 95% | 0% | 100% | 32% | 68% | 27% | 73% | 9% | 91% | 0% | 100% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 0% | 100% | 0% | 100% | 36% | 64% | 7% | 93% | 15% | 85% | 0% | 100% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 7% | 93% | 0% | 100% | 31% | 69% | 0% | 100% | 0% | 100% | 0% | 100% |
| Accommodation and food service activities | 0% | 100% | 0% | 100% | 26% | 74% | 0% | 100% | 6% | 94% | 7% | 93% |
| Information and communication | 0% | 100% | 0% | 100% | 68% | 32% | 0% | 100% | 0% | 100% | 0% | 100% |

3.2 If the answer is yes, kindly indicate the total number of women technicians in the company?

| Sector | Total Number of women technicians in companies |
|--|--|
| Manufacture of food and beverages | 428 |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 42 |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 10 |
| Accommodation and food service activities | 91 |
| Information and communication | 86 |

3.3 From your point of view, is there a difference between women's readiness for work compared to men for each vocation?

| Governorate | Less | Equal | More |
|--|------|-------|------|
| Electrical Maintenance Technician/ Specialist | | | |
| Manufacture of food and beverages | 91% | 9% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 93% | 7% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 86% | 14% | 0% |
| Accommodation and food service activities | 84% | 16% | 0% |
| Information and communication | 67% | 33% | 0% |
| Mechanic Maintenance Technician/ Specialist | | | |
| Manufacture of food and beverages | 91% | 9% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 93% | 7% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 85% | 15% | 0% |
| Accommodation and food service activities | 86% | 14% | 0% |
| Information and communication | 60% | 40% | 0% |
| IT Technician/ Specialist | | | |
| Manufacture of food and beverages | 41% | 59% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 33% | 67% | 0% |

| | | | |
|--|-----|-----|-----|
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 50% | 50% | 0% |
| Accommodation and food service activities | 32% | 68% | 0% |
| Information and communication | 32% | 58% | 11% |
| Machine Operator | | | |
| Manufacture of food and beverages | 73% | 27% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 80% | 20% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 86% | 14% | 0% |
| Accommodation and food service activities | 69% | 31% | 0% |
| Information and communication | 60% | 40% | 0% |
| Occupational Health & Safety Technician/ Specialist | | | |
| Manufacture of food and beverages | 50% | 50% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 40% | 60% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 62% | 38% | 0% |
| Accommodation and food service activities | 39% | 61% | 0% |
| Information and communication | 39% | 61% | 0% |
| Green Technician/ Specialist | | | |
| Manufacture of food and beverages | 68% | 26% | 5% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 60% | 40% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 64% | 36% | 0% |
| Accommodation and food service activities | 57% | 43% | 0% |
| Information and communication | 46% | 54% | 0% |

3.4 In which of the following areas were the newly hired women technicians lacking?

| Question | Lacking required technical or job-specific skills | Lacking required core/ soft skills (i.e., ICT skills, problem-solving skills, team-working skills) | Literacy/ numeracy skills | Lack of working world/life experience | Other |
|--|---|--|---------------------------|---------------------------------------|-------|
| Manufacture of food and beverages | 43% | 22% | 0% | 27% | 8% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 52% | 0% | 4% | 26% | 17% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 50% | 10% | 0% | 15% | 25% |
| Accommodation and food service activities | 28% | 14% | 0% | 45% | 14% |
| Information and communication | 50% | 14% | 0% | 27% | 9% |

3.5 Do you have any problems/ limitations for hiring women at any of these occupations?

| Sector | Electrical Maintenance Technician/ Specialist | | Mechanic Maintenance Technician/ Specialist | | IT Technician/ Specialist | | Machine Operator | | Occupational Health & Safety Technician/ Specialist | | Green Technician/ Specialist | |
|--|---|-----|---|-----|---------------------------|-----|------------------|-----|---|-----|------------------------------|-----|
| | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No |
| Manufacture of food and beverages | 95% | 5% | 95% | 5% | 36% | 64% | 36% | 64% | 50% | 50% | 63% | 37% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 80% | 20% | 87% | 13% | 40% | 60% | 40% | 60% | 40% | 60% | 60% | 40% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 86% | 14% | 85% | 15% | 50% | 50% | 50% | 50% | 58% | 42% | 64% | 36% |

| | | | | | | | | | | | | |
|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Accommodation and food service activities | 89% | 11% | 85% | 15% | 39% | 61% | 39% | 61% | 47% | 53% | 69% | 31% |
| Information and communication | 72% | 28% | 67% | 33% | 22% | 78% | 22% | 78% | 50% | 50% | 50% | 50% |

3.6 In your opinion, what are the problems / limitations of employing women in any of these occupations?

| Sector | Electrical Maintenance Technician/ Specialist | Mechanic Maintenance Technician/ Specialist | IT Technician/ Specialist | Machine Operator | Occupational Health & Safety Technician/ Specialist | Green Technician/ Specialist |
|--|---|---|---------------------------|------------------|---|------------------------------|
| Not enough women interested in doing this type of job | | | | | | |
| Manufacture of food and beverages | 29% | 26% | 9% | 17% | 11% | 9% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 26% | 28% | 6% | 19% | 11% | 11% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 23% | 26% | 13% | 21% | 10% | 8% |
| Accommodation and food service activities | 31% | 20% | 8% | 20% | 10% | 10% |
| Information and communication | 32% | 26% | 6% | 19% | 11% | 6% |
| Job doesn't fit women | | | | | | |
| Manufacture of food and beverages | 30% | 30% | 4% | 18% | 10% | 7% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 25% | 32% | 7% | 25% | 5% | 7% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 30% | 30% | 3% | 30% | 6% | 0% |
| Accommodation and food service activities | 29% | 22% | 9% | 20% | 9% | 11% |
| Information and communication | 34% | 23% | 4% | 23% | 11% | 4% |
| Applicants lacked required qualification/educational level | | | | | | |
| Manufacture of food and beverages | 22% | 22% | 18% | 16% | 14% | 10% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 24% | 24% | 15% | 18% | 9% | 9% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 21% | 18% | 18% | 18% | 14% | 11% |
| Accommodation and food service activities | 26% | 15% | 12% | 15% | 18% | 15% |
| Information and communication | 30% | 27% | 17% | 13% | 3% | 10% |
| Applicants lacked required technical skills | | | | | | |
| Manufacture of food and beverages | 19% | 25% | 11% | 24% | 11% | 10% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 26% | 31% | 7% | 19% | 7% | 10% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 23% | 29% | 9% | 29% | 9% | 3% |
| Accommodation and food service activities | 28% | 20% | 7% | 20% | 13% | 11% |
| Information and communication | 29% | 26% | 12% | 19% | 12% | 2% |

| Applicants lacked required soft skills | | | | | | |
|--|-----|-----|-----|-----|-----|-----|
| Manufacture of food and beverages | 25% | 25% | 9% | 19% | 12% | 11% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 29% | 29% | 11% | 18% | 8% | 5% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 20% | 23% | 14% | 23% | 11% | 9% |
| Accommodation and food service activities | 28% | 20% | 13% | 19% | 9% | 11% |
| Information and communication | 26% | 26% | 12% | 19% | 12% | 7% |
| Applicants expected wages higher than we can offer | | | | | | |
| Manufacture of food and beverages | 17% | 22% | 16% | 19% | 12% | 14% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 25% | 25% | 14% | 11% | 14% | 11% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 24% | 24% | 13% | 24% | 8% | 8% |
| Accommodation and food service activities | 22% | 15% | 17% | 15% | 13% | 17% |
| Information and communication | 16% | 16% | 35% | 11% | 11% | 11% |
| Applicants did not like working conditions we can currently offer | | | | | | |
| Manufacture of food and beverages | 22% | 23% | 11% | 17% | 14% | 13% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 24% | 27% | 9% | 22% | 9% | 9% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 18% | 25% | 11% | 27% | 9% | 9% |
| Accommodation and food service activities | 28% | 19% | 11% | 20% | 9% | 13% |
| Information and communication | 27% | 22% | 16% | 13% | 11% | 11% |

3.7 Do you think that the limitations of employing women, especially in technical vocations, differ according to the location (i.e., by comparing Cairo to Upper and Lower Egypt)? and what is the reason?

| Sector | Yes | No |
|--|--|-----|
| Manufacture of food and beverages | 32% | 68% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 33% | 67% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 29% | 71% |
| Accommodation and food service activities | 28% | 72% |
| Information and communication | 30% | 70% |
| Reasons for "Yes" | Outside Cairo, social norms don't allow women access technical vocations; technical vocations are heavy duty which are not suitable for women; women can't bear the tasks required as a mechanic; technical jobs are for men only; opportunities for women in technical vocations are less than in Cairo; difficult to hire women in technical professions because they are of high risk and require great experience; cultural constraints; women lack the physical capabilities for technical vocations; lack of adequate education and training in the rural governorates; no women are available for technical jobs; women might be less performers than men | |

| | |
|------------------|--|
| Reasons for “No” | No difference exists among governorates due to the prevailing culture and mindsets and social norms; women are physically unable to handle technical vocations like electric technicians but maybe perform better in IT; lack of women’s readiness for technical jobs; women are generally unqualified due to poor education and lack of vocational trainings; there aren’t schools that graduate specialized women in technical professions; women don’t have appropriate technical competencies (<i>I think</i>); same limitations everywhere; it depends on women’s willingness (<i>higher in hospitality and less in technical vocations</i>); the technical skills required for technical vocations aren’t suitable for women; women can’t work late (at night); restrictions to work in technical vocations are the same everywhere; women’s skills in technical jobs are much less than men; same working conditions so same restrictions |
|------------------|--|

3.8 Considering the situation of your business today, how high is the probability of hiring new women employees for the coming 12 months?

| Sector | Reducing the number of women workers | 0% no hiring | 0-15% low | 15-50% medium | 50-75% high | 75-100% Very high | Recruiting/ already have vacancies for women |
|--|--------------------------------------|--------------|-----------|---------------|-------------|-------------------|--|
| Electrical Maintenance Technician/ Specialist | | | | | | | |
| Manufacture of food and beverages | 0% | 95% | 5% | 0% | 0% | 0% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 0% | 93% | 0% | 7% | 0% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 86% | 14% | 0% | 0% | 0% | 0% |
| Accommodation and food service activities | 0% | 100% | 0% | 0% | 0% | 0% | 0% |
| Information and communication | 0% | 95% | 5% | 0% | 0% | 0% | 0% |
| Mechanic Maintenance Technician/ Specialist | | | | | | | |
| Manufacture of food and beverages | 0% | 95% | 0% | 0% | 0% | 0% | 5% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 0% | 87% | 7% | 7% | 0% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 85% | 8% | 8% | 0% | 0% | 0% |
| Accommodation and food service activities | 0% | 100% | 0% | 0% | 0% | 0% | 0% |
| Information and communication | 0% | 100% | 0% | 0% | 0% | 0% | 0% |
| IT Technician/ Specialist | | | | | | | |
| Manufacture of food and beverages | 0% | 81% | 19% | 0% | 0% | 0% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 0% | 73% | 20% | 0% | 7% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 79% | 21% | 0% | 0% | 0% | 0% |
| Accommodation and food service activities | 0% | 89% | 11% | 0% | 0% | 0% | 0% |
| Information and communication | 5% | 45% | 30% | 15% | 0% | 5% | 0% |
| Machine Operators | | | | | | | |
| Manufacture of food and beverages | 0% | 82% | 14% | 5% | 0% | 0% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 0% | 87% | 7% | 0% | 7% | 0% | 0% |

| | | | | | | | |
|--|----|-----|-----|-----|----|----|----|
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 86% | 14% | 0% | 0% | 0% | 0% |
| Accommodation and food service activities | 0% | 92% | 8% | 0% | 0% | 0% | 0% |
| Information and communication | 0% | 88% | 12% | 0% | 0% | 0% | 0% |
| Occupational Health & Safety Technician/ Specialist | | | | | | | |
| Manufacture of food and beverages | 0% | 86% | 14% | 0% | 0% | 0% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 0% | 87% | 0% | 7% | 0% | 7% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 77% | 23% | 0% | 0% | 0% | 0% |
| Accommodation and food service activities | 0% | 88% | 12% | 0% | 0% | 0% | 0% |
| Information and communication | 0% | 67% | 33% | 0% | 0% | 0% | 0% |
| Green Technician/ Specialist | | | | | | | |
| Manufacture of food and beverages | 0% | 84% | 16% | 0% | 0% | 0% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 0% | 88% | 0% | 13% | 0% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 73% | 27% | 0% | 0% | 0% | 0% |
| Accommodation and food service activities | 0% | 86% | 14% | 0% | 0% | 0% | 0% |
| Information and communication | 7% | 57% | 36% | 0% | 0% | 0% | 0% |

SECTION 4

COMPENSATION & TRAINING

4.1 How do you compensate your technical employees?

| Sector | Monthly salary | Production based (daily, weekly or monthly) | Other |
|--|----------------|---|-------|
| Manufacture of food and beverages | 95% | 5% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 100% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 100% | 0% | 0% |
| Accommodation and food service activities | 94% | 6% | 0% |
| Information and communication | 100% | 0% | 0% |

4.2 What is the average entry-level salary for technicians (professionals and assistants) and what is the average of salary progression (salary increase) per year?

| Sector | Blue collar skilled (professionals) | | Blue collar semi-skilled (assistants) | |
|--|--------------------------------------|---|---------------------------------------|---|
| | Average of entry- level salary (EGP) | Average of salary increase per year (%) | Average of entry- level salary (EGP) | Average of salary increase per year (%) |
| Manufacture of food and beverages | 3,886 | 9 | 2,132 | 9 |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 4,107 | 10 | 2,571 | 9 |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 3,643 | 8 | 2,464 | 6 |

| | | | | |
|---|-------|---|-------|---|
| Accommodation and food service activities | 3,135 | 8 | 2,253 | 7 |
| Information and communication | 3,439 | 9 | 2,094 | 8 |

4.3 Please rank the following jobs from the highest to the lowest paying?

| Sector | 1 | 2 | 3 | 4 | 5 | 6 |
|--|-----|-----|-----|-----|-----|-----|
| Electrical Maintenance Technician/ Specialist | | | | | | |
| Manufacture of food and beverages | 0% | 10% | 50% | 25% | 10% | 5% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 7% | 7% | 36% | 14% | 21% | 14% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 7% | 21% | 29% | 14% | 29% | 0% |
| Accommodation and food service activities | 0% | 47% | 20% | 33% | 0% | 0% |
| Information and communication | 8% | 17% | 25% | 17% | 17% | 17% |
| Mechanic Maintenance Technician/ Specialist | | | | | | |
| Manufacture of food and beverages | 5% | 52% | 24% | 10% | 5% | 5% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 7% | 47% | 13% | 0% | 7% | 27% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 31% | 31% | 0% | 15% | 0% | 23% |
| Accommodation and food service activities | 0% | 14% | 14% | 0% | 43% | 29% |
| Information and communication | 0% | 44% | 0% | 22% | 11% | 22% |
| IT Technician/ Specialist | | | | | | |
| Manufacture of food and beverages | 65% | 0% | 10% | 15% | 5% | 5% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 71% | 7% | 7% | 14% | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 36% | 21% | 14% | 29% | 0% | 0% |
| Accommodation and food service activities | 93% | 0% | 7% | 0% | 0% | 0% |
| Information and communication | 88% | 0% | 6% | 6% | 0% | 0% |
| Machine Operators | | | | | | |
| Manufacture of food and beverages | 24% | 10% | 0% | 19% | 24% | 24% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 20% | 20% | 13% | 33% | 13% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 14% | 7% | 21% | 36% | 7% | 14% |
| Accommodation and food service activities | 0% | 0% | 13% | 13% | 13% | 63% |
| Information and communication | 11% | 0% | 11% | 22% | 33% | 22% |
| Occupational Health & Safety Technician/ Specialist | | | | | | |
| Manufacture of food and beverages | 10% | 10% | 10% | 33% | 29% | 10% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 0% | 15% | 23% | 8% | 54% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 15% | 15% | 8% | 0% | 62% | 0% |
| Accommodation and food service activities | 14% | 43% | 21% | 14% | 7% | 0% |
| Information and communication | 0% | 36% | 45% | 0% | 18% | 0% |
| Green Technician/ Specialist (Environmental)/ Energy technician | | | | | | |
| Manufacture of food and beverages | 0% | 29% | 14% | 0% | 29% | 29% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 0% | 13% | 25% | 50% | 0% | 13% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 11% | 44% | 0% | 0% | 44% |

| | | | | | | |
|---|----|-----|-----|-----|-----|-----|
| Accommodation and food service activities | 0% | 13% | 50% | 0% | 25% | 13% |
| Information and communication | 0% | 33% | 33% | 17% | 0% | 17% |

4.4 Comparing women to men in the same profession, would you say that the pay and benefits you offer for women are better, worse or about the same than for men?

| Governorate | Better | About the same | Worse |
|--|--------|----------------|-------|
| Pay and Benefit offer for skilled women vs men (professionals) | | | |
| Manufacture of food and beverages | 5% | 86% | 9% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 0% | 80% | 20% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 14% | 57% | 29% |
| Accommodation and food service activities | 11% | 83% | 6% |
| Information and communication | 5% | 84% | 11% |
| Pay and benefit offer for semi-skilled women vs men (assistants) | | | |
| Manufacture of food and beverages | 5% | 86% | 9% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 0% | 80% | 20% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 14% | 57% | 29% |
| Accommodation and food service activities | 11% | 78% | 11% |
| Information and communication | 5% | 84% | 11% |

4.5 Which, if any, of these benefits are available in your workplace?

| Sector | Blue collar skilled (professionals) | Blue collar semi-skilled (assistants) |
|--|-------------------------------------|---------------------------------------|
| Incentive programmes related to performance (i.e., bonus, promotion) | | |
| Manufacture of food and beverages | 69% | 31% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 72% | 28% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 73% | 27% |
| Accommodation and food service activities | 63% | 38% |
| Information and communication | 82% | 18% |
| Flexible working hours | | |
| Manufacture of food and beverages | 48% | 52% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 40% | 60% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 46% | 54% |
| Accommodation and food service activities | 50% | 50% |
| Information and communication | 52% | 48% |
| Social and medical Insurance | | |
| Manufacture of food and beverages | 50% | 50% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 50% | 50% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 50% | 50% |
| Accommodation and food service activities | 47% | 53% |
| Information and communication | 50% | 50% |

| Transportation allowance/ transportation means | | |
|--|-----|-----|
| Manufacture of food and beverages | 55% | 45% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 55% | 45% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 53% | 47% |
| Accommodation and food service activities | 50% | 50% |
| Information and communication | 56% | 44% |
| Leave policy to include maternity leaves | | |
| Manufacture of food and beverages | 60% | 40% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 67% | 33% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 50% | 50% |
| Accommodation and food service activities | 50% | 50% |
| Information and communication | 62% | 38% |
| Nursery for employees' children | | |
| Manufacture of food and beverages | 50% | 50% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 0% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 0% | 0% |
| Accommodation and food service activities | 0% | 0% |
| Information and communication | 33% | 67% |

4.6 During the past 2 years, have your employees participated in any technical related training/ courses organized within or outside of the workplace and financed in whole or in part by the enterprise?

| Sector | Electrical Maintenance Technician/ Specialist | | Mechanic Maintenance Technician/ Specialist | | IT Technician/ Specialist | | Machine Operator | | Occupational Health & Safety Technician/ Specialist | | Green Technician/ Specialist | |
|--|---|-----|---|-----|---------------------------|-----|------------------|-----|---|-----|------------------------------|-----|
| | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No |
| Manufacture of food and beverages | 24% | 76% | 38% | 62% | 40% | 60% | 50% | 50% | 24% | 76% | 18% | 82% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 23% | 77% | 17% | 83% | 31% | 69% | 57% | 43% | 23% | 77% | 33% | 67% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 21% | 79% | 25% | 75% | 29% | 71% | 36% | 64% | 25% | 75% | 20% | 80% |
| Accommodation and food service activities | 44% | 56% | 27% | 73% | 33% | 67% | 27% | 73% | 35% | 65% | 33% | 67% |
| Information and communication | 24% | 76% | 14% | 86% | 58% | 42% | 36% | 64% | 18% | 82% | 25% | 75% |

4.7 What's the percentage of men and women who took part in technical training?

| Sector | Mean (% of men) | Mean (% of women) |
|--|-----------------|-------------------|
| Manufacture of food and beverages | 65 | 14 |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 72 | 10 |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 49 | 6 |
| Accommodation and food service activities | 45 | 9 |
| Information and communication | 68 | 16 |

4.8 In which areas did you provide the training?

| Question | Technical skills relating to specific equipment or processes used in the establishment | Technical or scientific knowledge | Ability to calculate, read and use figures and tables | Leadership skills | Team working | ICT skills | Problem solving skills | Other |
|--|--|-----------------------------------|---|-------------------|--------------|------------|------------------------|-------|
| Manufacture of food and beverages | 25% | 8% | 4% | 12% | 12% | 12% | 14% | 14% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 32% | 12% | 4% | 4% | 16% | 20% | 8% | 4% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 21% | 17% | 4% | 4% | 8% | 13% | 13% | 21% |
| Accommodation and food service activities | 14% | 9% | 7% | 12% | 16% | 9% | 14% | 19% |
| Information and communication | 22% | 16% | 9% | 6% | 9% | 25% | 3% | 9% |

4.9 Do you have information on employment service providers or education and training institutions that provide technical education/ trainings or provide technical employees?

| Question | Yes | No |
|--|-----|-----|
| Manufacture of food and beverages | 29% | 71% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 57% | 43% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 43% | 57% |
| Accommodation and food service activities | 35% | 65% |
| Information and communication | 47% | 53% |

4.10 If yes, do you have an agreement of any of them?

| Sector | Yes | No |
|--|-----|-----|
| Manufacture of food and beverages | 17% | 83% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 25% | 75% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 33% | 67% |
| Accommodation and food service activities | 67% | 33% |
| Information and communication | 50% | 50% |

SECTION 5

COVID-19 IMPACT ON BUSINESS

5.1. During the time of COVID-19, is your business affected by one or more of the following factors?

| Sector | Maintaining a cash flow | Reduction in sales/revenues | Reduction in production | Employment hiring | Employment laying off | Making payments to suppliers | Not affected | Other |
|--|-------------------------|-----------------------------|-------------------------|-------------------|-----------------------|------------------------------|--------------|-------|
| Manufacture of food and beverages | 9% | 36% | 28% | 2% | 11% | 8% | 6% | 0% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 4% | 24% | 24% | 8% | 8% | 0% | 32% | 0% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 4% | 37% | 41% | 7% | 7% | 0% | 4% | 0% |
| Accommodation and food service activities | 7% | 32% | 22% | 5% | 22% | 5% | 5% | 2% |
| Information and communication | 14% | 31% | 24% | 3% | 10% | 0% | 17% | 0% |

5.2 From your point of view, do you think that the coronavirus pandemic affects both men and women workers in the same way?

| Sector | Affects men more than women workers | Affects women more than men workers | Affects both equally |
|--|-------------------------------------|-------------------------------------|----------------------|
| Manufacture of food and beverages | 18% | 9% | 73% |
| Manufacture of pharmaceuticals, medicinal chemical and botanical products | 21% | 0% | 79% |
| Manufacture of motor vehicles, trailers and semi-trailers or other transport equipment | 14% | 14% | 71% |
| Accommodation and food service activities | 17% | 0% | 83% |
| Information and communication | 11% | 26% | 63% |

