TVET Statistics

TVET absorbs\(^{(2)}\) 52% of Egypt’s young people.

43% 57%

The total number of graduates of TVET\(^{(3)}\) 3 years course system in Egypt amounts annually to around 450,000.

216,000 graduates specialized in Industrial Technical Education.

184,000 graduates specialized in Commercial Technical Education including general and hotel.

60.9%

62.4%

1. A study based on surveying 124 companies in 5 governorates in Egypt, commissioned by UN Women in partnership with IECD and conducted by HLB Makary Consulting, 2021
Statistics on labour force participation for employment of TVET Graduates in 2014 (ages 17-35)

- Formally Employed: 11.4%
  - Men: 5.1%
  - Women: 16.4%
- Informally Employed: 35.3%
  - Men: 6.5%
  - Women: 58.4%
- Outside the Labour Force: 46.4%
  - Men: 81.5%
  - Women: 18.7%
- Unemployed: 6.9%
  - Men: 6.7%
  - Women: 6.5%

By 2018, the employment rate (formal and informal) increased to 50.3% with persisting employment gaps between men and women.

Distribution of technical occupations by sector

- +40% of the electrical and mechanic technicians are working in the automotive sector
- 63% of machine operators are working in the manufacturing of food and beverages sector, as well as pharmaceuticals
- 50% of IT technicians (software or hardware) are working in the Information and communication, as well as manufacturing of food and beverages sector
- 32% of occupational health and safety and energy and environmental technicians are working in the Food and Beverage Sector

The percentage of women technicians in 124 surveyed companies is **9.3%** (660 out of 7,058 total technicians)

Women technicians are more likely to work in large companies, particularly in:

- **Giza** where participation rates are **60-70%** higher than in:
  - **Cairo**
  - **Beheira**
  - **Beni Suef**

Source: Percentages are based on surveying 124 companies and recruiting agencies in 5 governorates in Egypt
The highest available technical occupations are **IT Technicians**, The least required are **Green Technicians**.

**Women's Sectoral Concentration**

- **Automotive Manufacturing**
- **Accommodation and Food Services**
- **Food and Beverage Manufacturing**

Source: Percentages are based on surveying 124 companies and recruiting agencies in 5 governorates in Egypt
Recruitment of Women Technicians

Most likely occupations of Women Technicians

- IT Technician/ Specialist (hardware and software) - 62%
- Electrical Maintenance Technician/ Specialist - 51%
- Occupational Health and Safety Technician/ Specialist - 38%
- Machine Operator - 24%
- Mechanic Maintenance Technician/ Specialist - 16%
- Green Technician/ Specialist (Environmental)/ Energy Technician - 15%

Most likely sectors of Women Technicians

1. Pharmaceuticals manufacturing sector
2. Information and communication sector
3. Food and beverages sector

Source: Percentages are based on surveying 124 companies and recruiting agencies in 5 governorates in Egypt
Employers' Perceptions on why there are not more women technicians

**Working Conditions**
- Low wages/salaries
- Lack of required technical and soft skills
- Women don’t have enough interest
- Working hours, remote locations, lack of transportation, night shifts, heavy duty

**Skills required for technical vocations**
1. Problem solving, Teamwork, and general technical or scientific knowledge.
2. ICT and Specific technical skills related to equipment or technology.
3. Leadership skills and ability to work with numbers.

Source: Information is based on surveying 124 companies and recruiting agencies in 5 governorates in Egypt
Compensation by technical vocation and sector

- **Get the highest salaries**
  - IT Technician/ Specialist (hardware and software)
  - Electrical Maintenance Technician/ Specialist
  - Green Technician/ Specialist (Environmental)/ Energy Technician
  - Mechanic Maintenance Technician/ Specialist

- **Earn the lowest wages**
  - Machine Operator

The average *entry-level salary* for technicians is almost the same for all sectors which is

- Skilled technical labour: 3,500 EGP/month
- Semi-skilled technical labour: 2,200 EGP/month

with the exception of the *pharmaceutical sector*, which provides relatively higher salaries.

**Remuneration**

- Out of 124 Companies
  - 96 Companies pay women worse
  - 18 Companies perceive women as more or less equally paid to men

The most equal pay is found in

- Information and Communications Sector
- Food and Beverage Manufacturing Sector

The greatest gender pay gap is found in

- Automotive Manufacturing Sector

Source: Based on surveying 124 companies and recruiting agencies in 5 governorates in Egypt
**Government**

1. **Strengthen**
   - partnerships between private companies and public career centres,
   - practical and tailored training for TVET students,
   - targeted services at government-run employment offices,
   - support for bridging the skills gap in promising sectors.

2. **Incentivize**
   - private sector to provide internships to women technicians through tax deductions and subsidies.

3. **Provide & tackle**
   - public awareness, measures to ensure safe public transportation for women,
   - assumptions and stereotypes within companies, women’s unpaid care, elderly care, and childcare within companies or publicly run.

**Private Sector**

1. **Provide & invest in**
   - sponsored transportation, women-friendly workplaces, flexible working hours, maternity and paternity leave, childcare services or allowances, awareness to address cultural constraints, on-site training, women’s leadership.

2. **Establish**
   - clear career progression for women technicians, pool of women mentors and role models, engagement channels with male champions, pipeline of women supervisors and managers.

3. **Encourage**
   - women technicians to apply for technical jobs, using gender-sensitive job descriptions and advertisements.

4. **Strengthen**
   - HR procedures for greater inclusion in recruitment and retention policies.

**Employment Service-Providers**

1. **Improve & establish**
   - network with employment platforms and government stakeholders, network between companies and women jobseekers.

2. **Introduce**
   - career counselling and coaching services for women graduates.

3. **Organize & set up**
   - job fairs for women technicians, specialized mobile employment fairs.