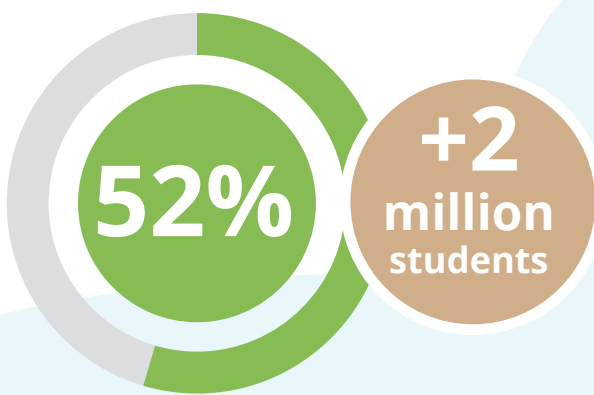


TVET Statistics

TVET absorbs⁽²⁾

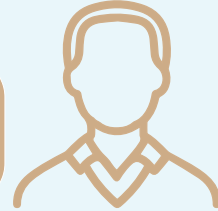


of Egypt's young people



43%

57%



The total number of graduates of

TVET

3 years course system in Egypt amounts annually to around⁽³⁾

450,000



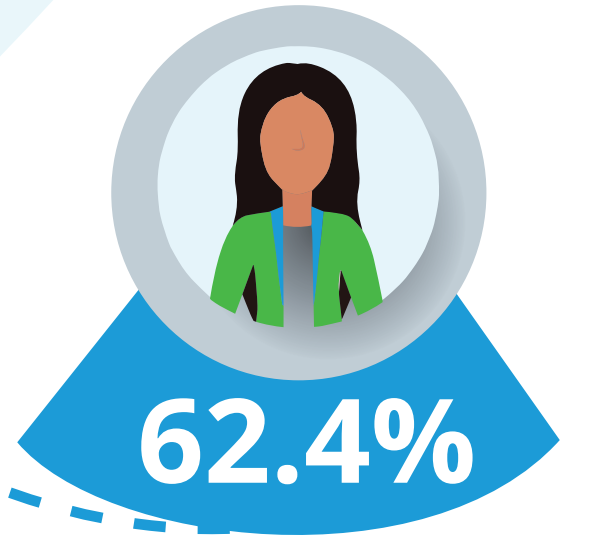
216,000 graduates specialized in

Industrial Technical Education



184,000 graduates specialized in

Commercial Technical Education
including general and hotel



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

² Source: Ahmed El Ashamwi & Mohamed Megahed. 2020. Combatting COVID-19 Consequences: Egypt's response to TVET sector

³ Source: CAPMAS. 2017. Statistical YearBook. Education



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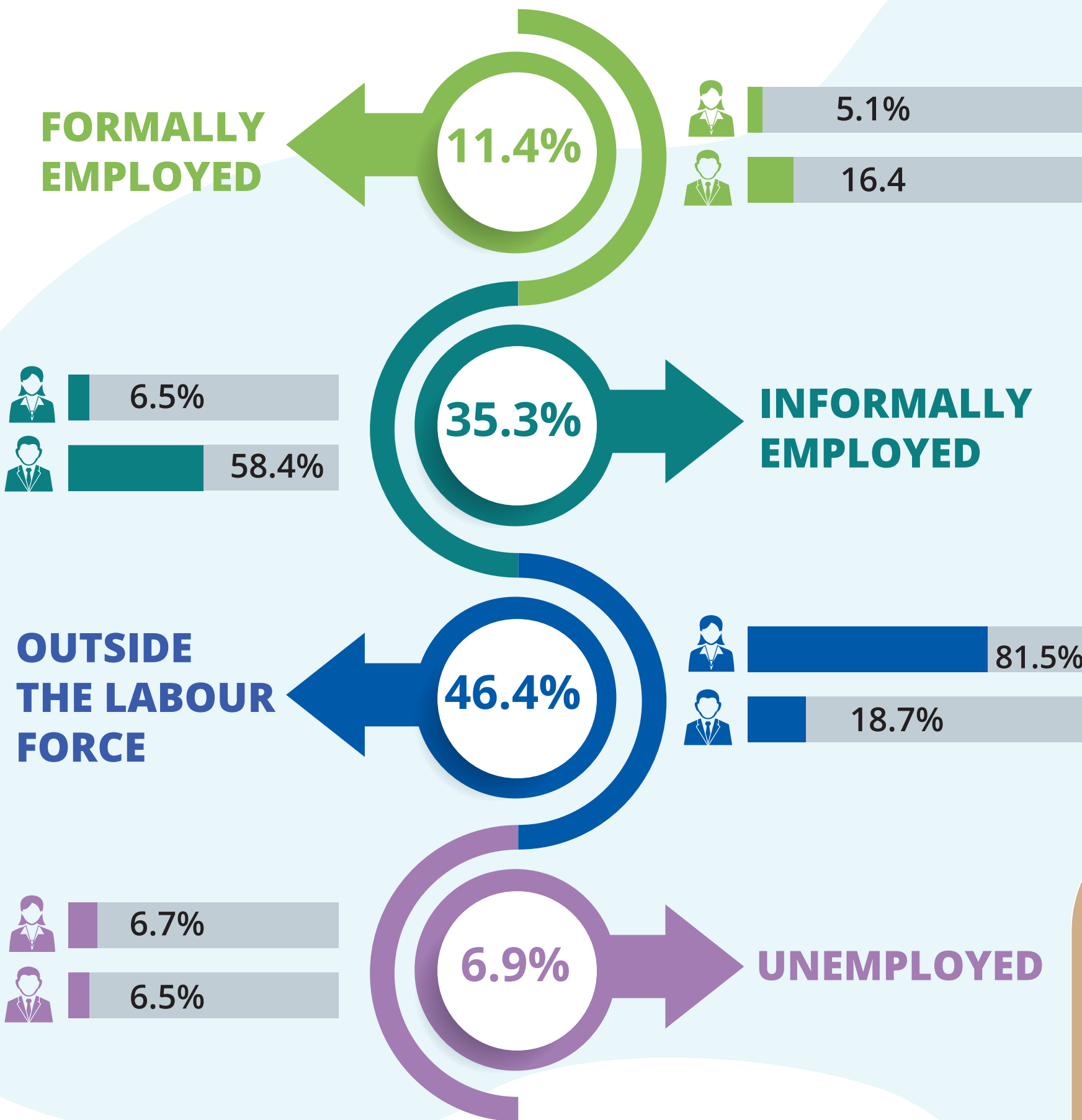
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Statistics on labour force participation for employment of TVET Graduates in 2014 (ages 17-35)

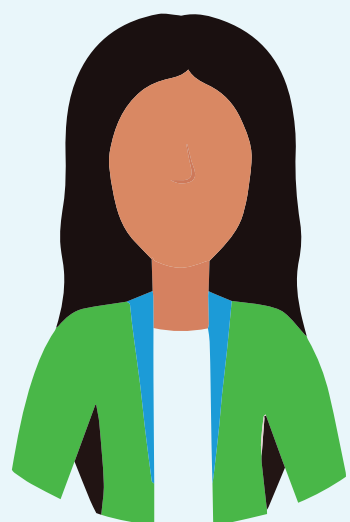
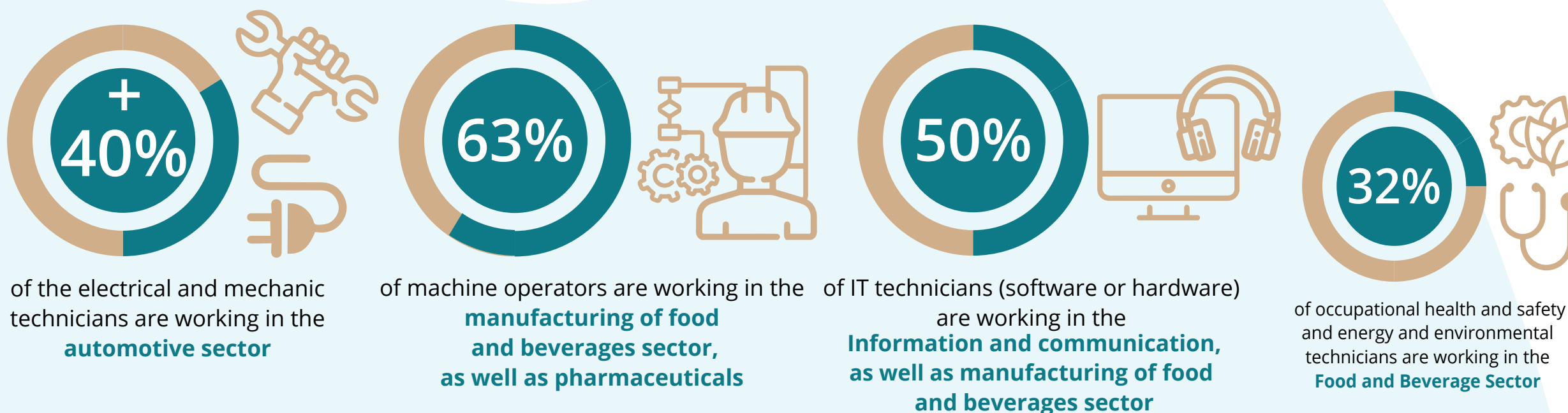


By 2018, the employment rate (formal and informal) increased to **50.3%** with persisting employment gaps between men and women

Source: Population Council. 2018. Employment outcomes for TVET in Egypt

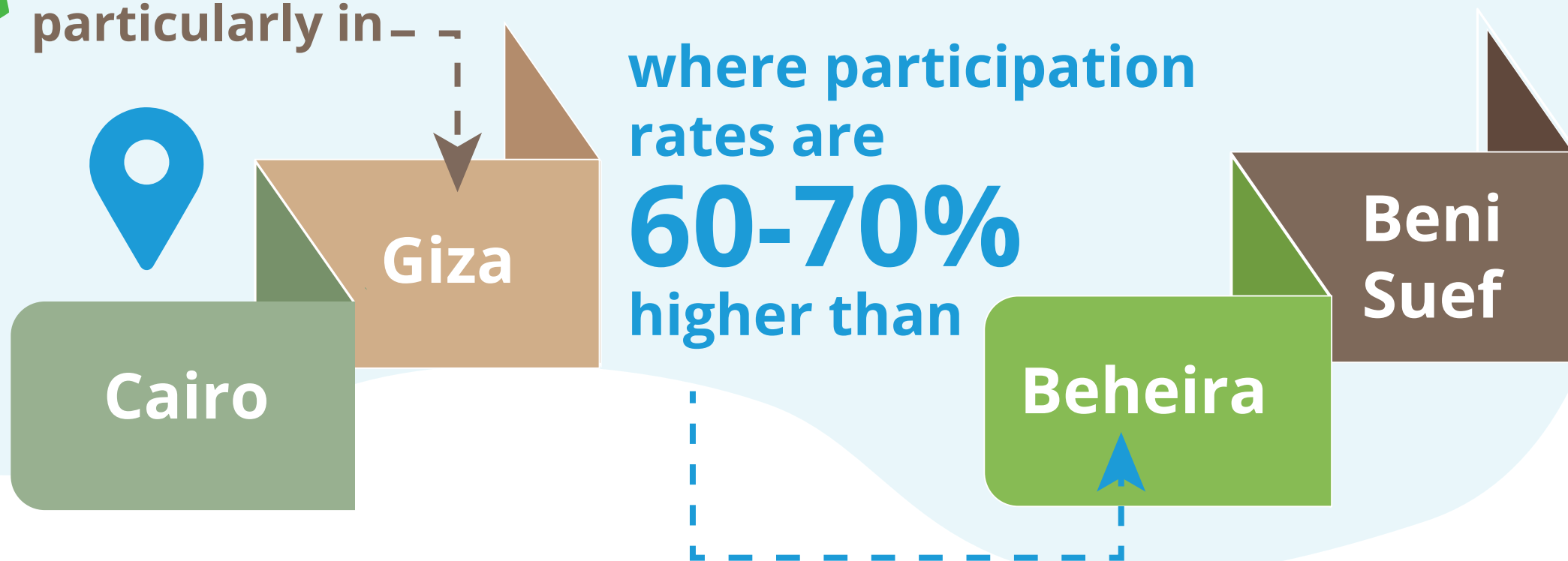


Distribution of technical occupations by sector



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 –



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



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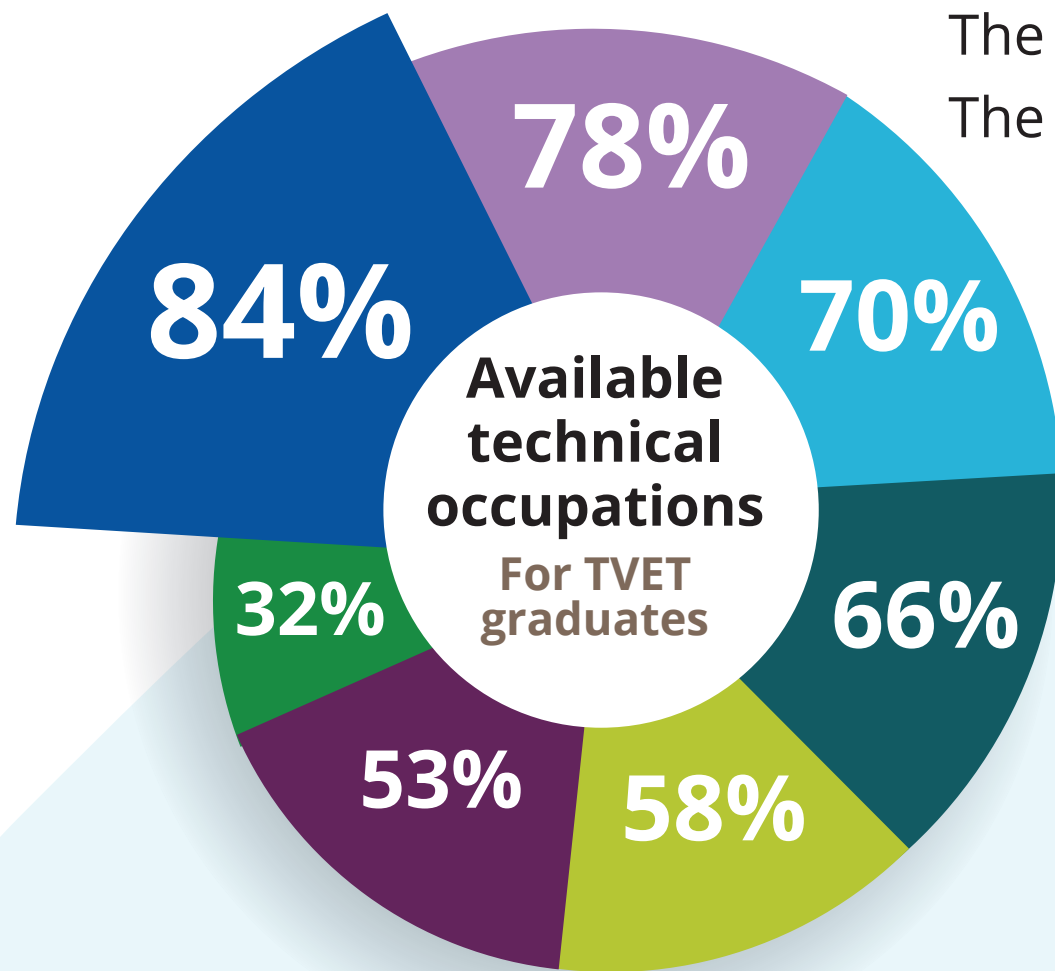


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Technical Occupations for TVET Graduates

The highest available technical occupations are **IT Technicians**, The least required are **Green Technicians**.



- IT Technician/ Specialist (hardware and software)
- Electrical Maintenance Technician/ Specialist
- Occupational Health and Safety Technician/ Specialist
- Machine Operator
- Mechanic Maintenance Technician/ Specialist
- Green Technician/ Specialist (Environmental)/ Energy Technician
- Other technical positions (packing and blacksmith)

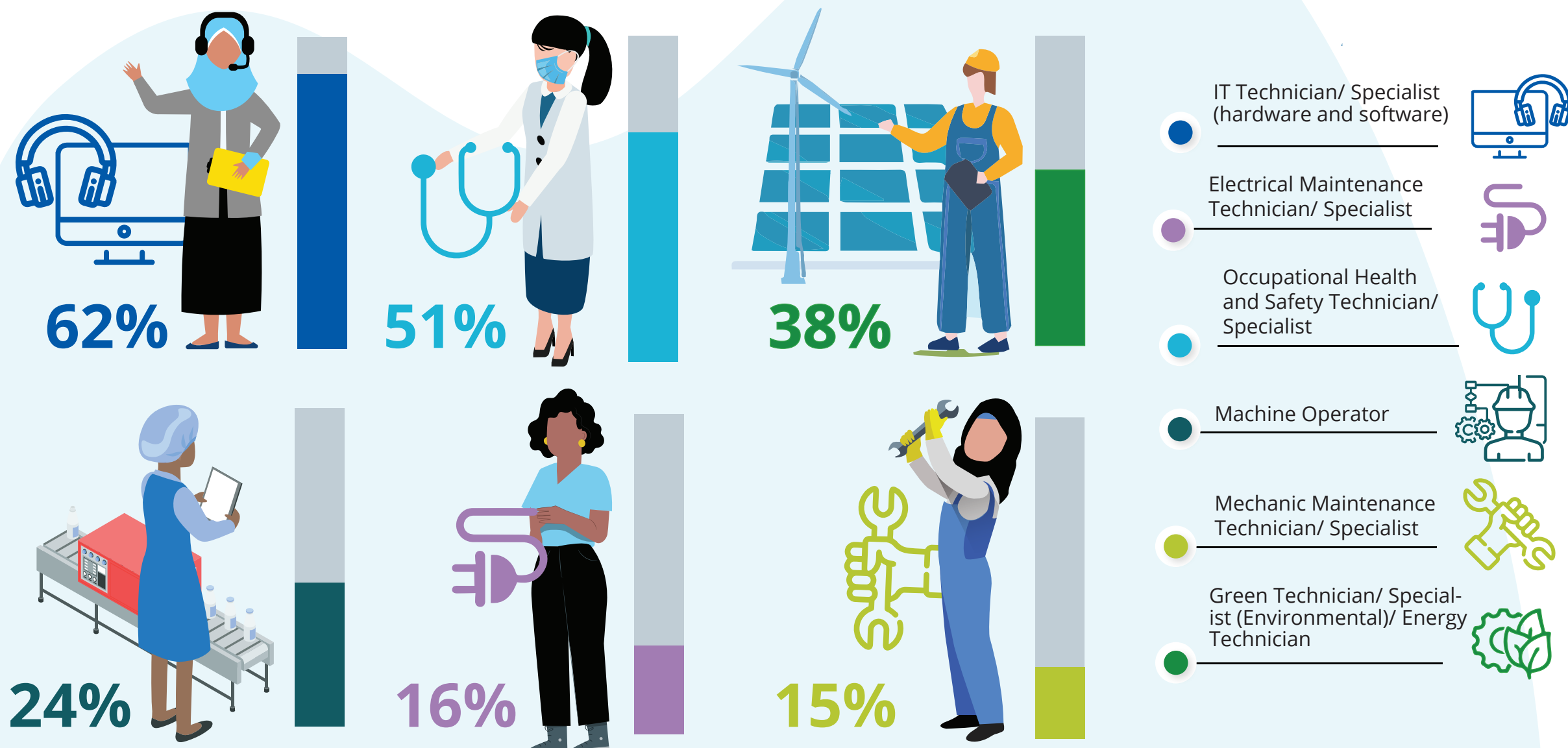
Women's Sectoral Concentration



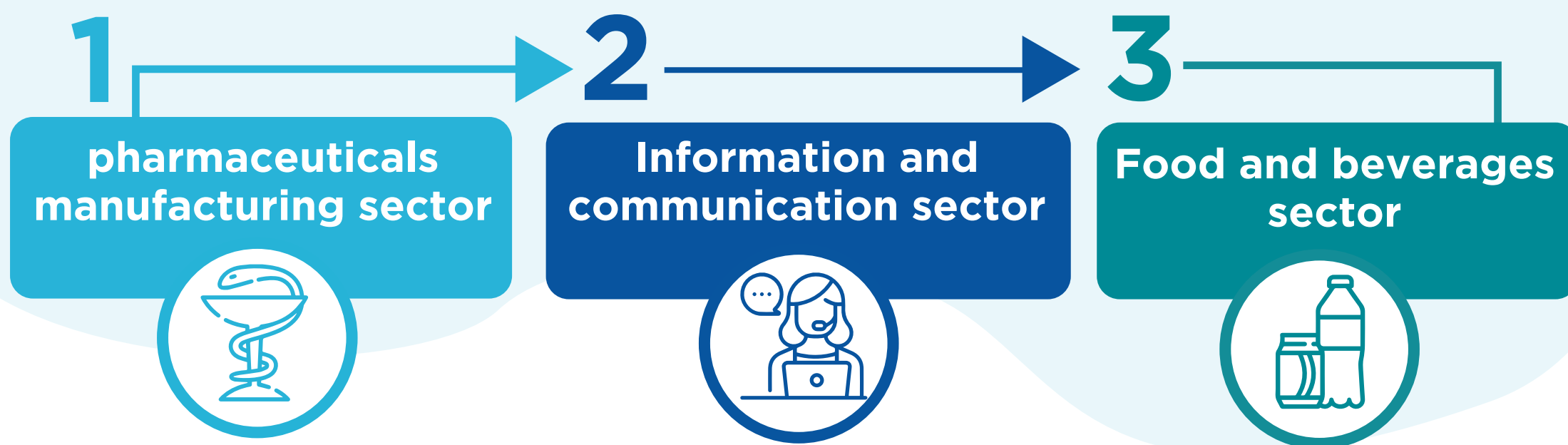
Source: Percentages are based on surveying 124 companies and recruiting agencies in 5 governorates in Egypt

Recruitment of Women Technicians

Most likely occupations of Women Technicians



Most likely sectors of Women Technicians



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



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Employers' Perceptions on why there are not more women technicians

Working Conditions
working hours, remote locations, lack of transportation, night shifts, heavy duty

Low wages/salaries

Lack of required technical and soft skills

Women don't have enough interest

Skills required for technical vocations

1 EXTREMELY IMPORTANT
Problem solving, Teamwork, and general technical or scientific knowledge.

2 IMPORTANT
ICT and Specific technical skills related to equipment or technology.

3 THE LEAST IMPORTANT
Leadership skills and ability to work with numbers.

Source: Information is based on surveying 124 companies and recruiting agencies in 5 governorates in Egypt



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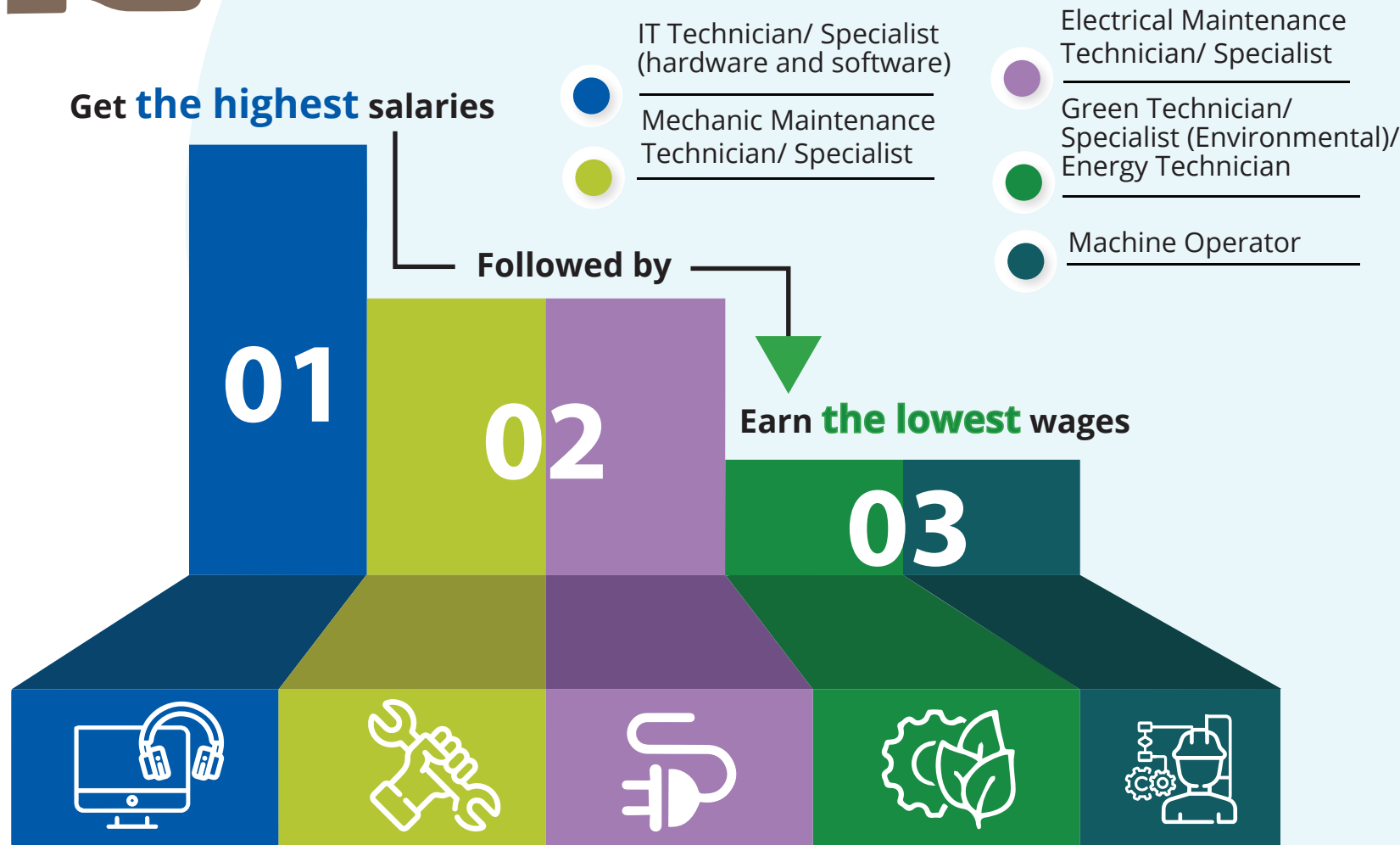


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Compensation by technical vocation and sector



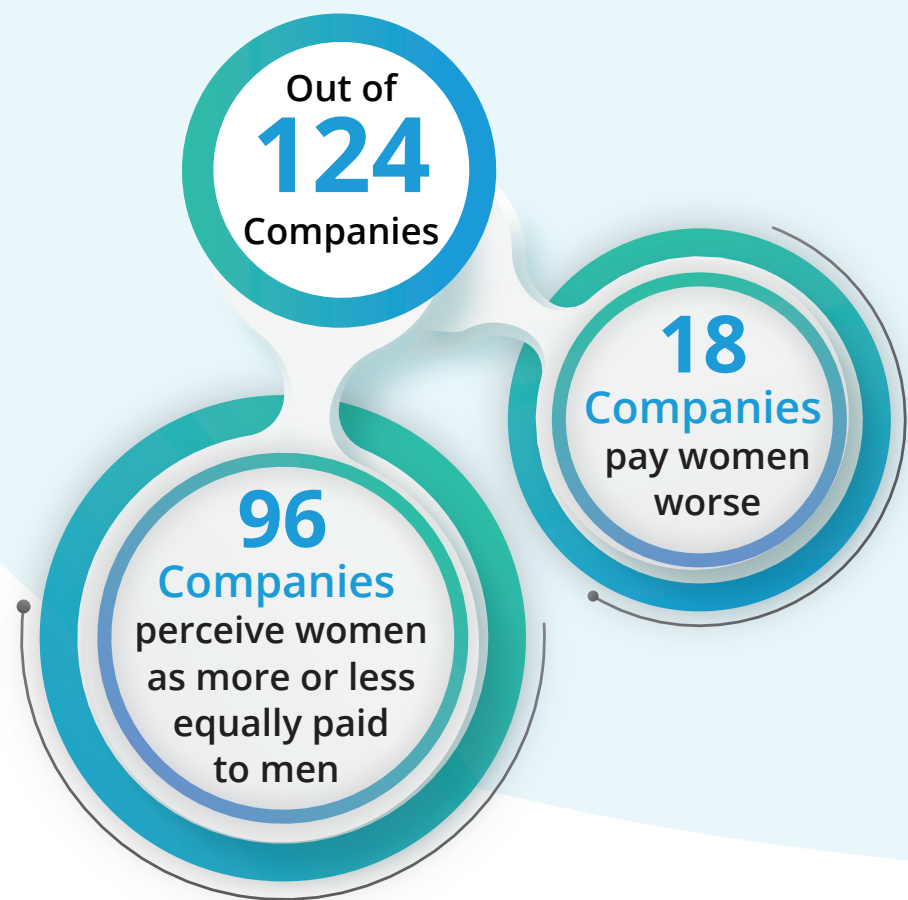
The average **entry-level salary** for technicians is almost the same for all sectors which is

3,500 EGP/month skilled technical labour

2,200 EGP/month semi-skilled technical labour

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

Remuneration



The most equal pay is found in



The greatest gender pay gap is found in



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.



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