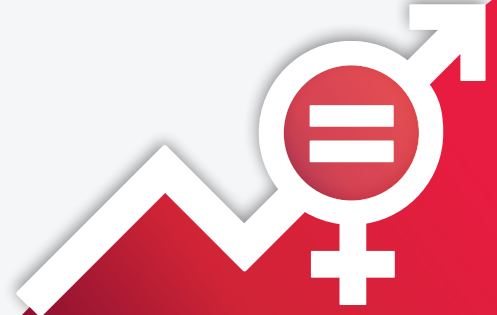


The Regional Joint Programme (JP)

Promoting Productive Employment and Decent Work for Women

in Egypt, Jordan and Palestine



Egypt Results as of 2024

Outcome 1

Gender responsive labour laws and related policies are in place and effective.

JP's Stakeholders: governments, employers, workers, Civil Society Organizations (CSOs), academia, women job seekers, entrepreneurs, women in science, technology, engineering and math (STEM) and technical and vocational education and training (TVET).

25 Key partners, including the National Council for Women and 5 ministries (Ministry of Labour, Ministry of Social Solidarity, Ministry of Planning and Economic Development, Ministry of Education and Technical Education, Ministry of Finance)

513 *54% men & 46% women*

Government and CSOs' representatives engaged in dialogue on gender legislations and social protection policies.

379 *201 men & 303 women*

civil servants trained on gender sensitive plans and budgeting, gender responsive marketing, or gender-based labour inspection and penal code in the workplace.

Contributed to **9** reforms

supporting the government on equal pay, childcare, labour laws, women on boards, gender responsive budget, Small and Medium Enterprises (SMEs), code of conduct on harassment and violence in the workplace, non-banking and financial services.

Outcome 2

A gender responsive private sector that attracts, retains and promotes women is supported.

Companies

51 companies

trained on gender responsive policies through the HR Gender Academy with Federation of Egyptian Industries.

22 out of **106** companies

committed to the Women's Empowerment Principles (WEPs) and joined Egypt's Closing of the Gender Gap Accelerator

14 companies

trained on gender responsive marketing.

5 companies

applied different childcare models.

5 policy analysis papers

on childcare and harassment at work produced by trade unions and discussed in tripartite dialogue.

4 consultations

at national level on violence at work.

Employees



273
women employees

received 50% scholarship certification on management, corporate directors or professional development courses. Around 27.47% of trained women are financially supported by their companies.

1,563
women



are serving on corporate boards in 2023 with 1,072 women registered in the AUC-Egyptian Board-Ready-women database.



340
corporate staff

from employers' and workers' organizations trained on promoting gender equality.

Outcome 3

Gender stereotypes about women's and men's responsibilities concerning unpaid care and household work are challenged including encouraging women to enter all different occupations, provided that jobs are decent.

44

webinars



on unpaid care, women in leadership and on corporate boards.

14

events



on promoting women's participation in non-traditional sectors.

At least

40,000

viewers



watched the different online videos produced.

At least

230,000

people



reached through FB announcements for women in the cinema industry.

727
students



(271 girls and 456 boys)



112
teachers



(61 women and 51 men)

at 4 partner schools engaged in women's awareness activities.

1

job fair



for women blue collars.

3,315

women job seekers

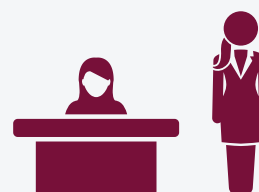


and entrepreneurs benefited from capacity building and reskilling for employment in the cinema industry, arts, STEM, coding, TVET, and male dominated vocations.

35.54%

of women supported to access the labour market through:

- ✓ 619 Internships
- ✓ 559 Wage/Self-Employment
- ✓ 179 Seed capital/toolkits
- ✓ 267 Women entrepreneurs received training on marketing, collective bargaining, legal aid and financial management.



In collaboration with the government, the JP developed and contributed to producing 47 knowledge products:

- A gender-sensitive labour inspection manual.
- 4 women on boards annual monitoring reports.
- A gender wage gap study.
- An Arabic manual on gender and macroeconomics.
- An employer-focused study on "Employing Women Technicians."
- 2 videos, a guide, and infographics on labour laws to promote gender equality for TVET sector.
- 6 videos and documentaries on employability skills and promoting women in technical jobs and in the cinema industry.
- 3 videos for the national NCW-UN Women "Because I am a man campaign" (phase II).
- A care economy study and time-use survey for Labour Market Panel Survey.
- 16 WEPs resources in Arabic.
- 2 models of childcare facilities.
- An updated ILO Convention 190 Gap Analysis - on Violence and Harassment in the workplace.
- A Business Case for Employer Supported Childcare in Egypt.
- A study on "Employers' Discrimination and Hiring Challenges in Less Feminized Sectors in Egypt."
- A study on "Why Do So Few Married Women Work in Egypt?"
- A Human Resources Gender Academy Manual.