



المجلس القومي للمرأة
THE NATIONAL COUNCIL FOR WOMEN

WOMEN'S EMPOWERMENT

The National Strategy for Empowering Egyptian Women 2030

2014 - December 2020

2020



Egypt has witnessed notable positive progress on the women's empowerment and gender equality agenda during the past six years. Progress is recognized on several levels, starting with a strong political will to fulfill women's constitutional rights, and commitment that is evidence based as it becomes translated into strategies and programmes that are implemented by state and non-state actors. The strong political will has created momentum and space that enabled stakeholders, including youth, academic institutions, legislators, religious leaders, rural women, and many others to advocate for--- and commit to the empowerment of women and girls at many levels. The Egyptian Constitution of 2014 established values of justice and equality and included more than 20 Constitutional Provisions that guarantee the rights of women in all spheres of life.

Egypt is the first country globally to launch its national women strategy 2030 aligned with the SDGs, confirming the country's commitment to achieve the empowerment of Egyptian women and its will to play an active role in the advancement of women. **The National Strategy for the Empowerment of Egyptian Women 2030 was adopted by the President of Egypt** in 2017. Directive to the Government of Egypt to adopt all its contents and consider it as a guide and a roadmap for all the work concerning the empowerment of women.

The Strategy has 34 SDG's indicators and is comprised of four main pillars:

- 1) Political empowerment and leadership
- 2) Economic empowerment
- 3) Social empowerment
- 4) Protection

With Legislation, culture as cross cutting pillars

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To ensure rigorous monitoring framework for the strategy, NCW established **Egypt National Observatory for Women (ENOW)**¹ that follows up on its implementation through the rigorous application of monitoring and evaluation mechanisms, including **the establishment of baselines and follow up indicators** to measure and track progress. ENOW indicators and studies have been accessed **160 thousand times** since ENOW portal was launched.

The Egyptian President – in a historical precedent– announced 2017 as the “**Year of Egyptian Women,**” describing expediting steps towards the empowerment of women, in addition to safeguarding their constitutional rights as a “**national duty**”.

Egypt is the first country to localize the SDGs quantitative targets at the governorate level and started the localization roll-out activities to ensure whole-of-society engagement and guarantee that no one is left behind.

Some General Information on Women in Egypt (CAMPAS data)

- **Egyptian population** reached 100,300,000 (2020).
- 51.6% of the Egyptian population are males while 48.4% are females. (2017)
- **18% female heads of households** (2020)
- Percentage of **Dropouts from Education** in the age group between 6-20 years old is 52.4% for women and 46.6% for men. (2017)
- **Illiteracy rate** among Egyptians is 25.8%; While it is 30.8% for women & 21.2% for men (2017)
- **Marital Status:** above the age of 15, 4.7 million women never married, 19.5 million are married, 3million are widows, 461,000 are divorced. (2017)
- Around half of the Egyptian population has **health insurance**; 46.8% women & 54.6% men (2017) and employed Egyptians with **social insurance**, 71,2% women & 40,8% men (Labor force research 2019)
- **Women and technology:** 47.9% of women use computers, 46.6% of women use the internet, and 95.5% of women use phones in 2019/2020 (ICT portal for women).

¹ <http://enow.gov.eg/>

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- The Government of Egypt (GoE) has dedicated 242 billion Egyptian pounds to the women agenda from July 2018 – December 2019.
- In 2020, the Organization of Islamic Countries (OIC) has launched the opening of the Women Development Organization (WDO) for the first time. The WDO is the OIC's women machinery, and is hosted in Cairo-Egypt². Egypt is also hosting the Arab Women Organization in Cairo.

² Resolution OIC/CFM-35/2009/ORG/RES/4 of the Council of Foreign Ministers (OIC) welcomed the Egyptian proposal to establish the Women Development Organization (WDO) in the Member States of OIC and to be hosted by Egypt.

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In the pillar of Women's leadership and Political empowerment

- Percentage of **women Ministers in the Cabinet** has increased from 6% in 2015 to 20% in 2017 to 25% in 2018 (**Highest Ever representation of women in the Cabinet**).
- Percentage of **women holding Deputy Minister** has increased from 17% in 2017 to 27% in 2018.
- Percentage of **women holding deputy Governors** reached 31% in 2019.
- Percentage of women in upcoming **local councils is 25% according to the constitution (Highest Ever Quota for women in local council 25%)**.
- Percentage of **Women in the Egyptian Parliament** has increased from 2% in 2013 to 15% in 2018 (**Highest Ever women representation in the Parliament since women were ever given the right to be elected in 1957**) Recent constitutional amendments in 2019 mandated a 25% quota for women; **while actual representation of women in the current parliament reached 27% (2020)**
- 10% quota for women in the House of Senates as per the law, while their actual representation in the current House of Senates reached **14%**, after the Egyptian President has doubled the no. of women through presidential appointments.
- **In the Ministry of Foreign Affairs, 25% are women diplomats, 40% are women working in administrative field** and the total percentage of women working in Ministry of Foreign Affairs is 35%.
- The Ministry of Endowment appointed 13 women in leadership and high rank positions, which is a first time in the history of the ministry.
- Percentage of **women on boards** in Egyptian exchange stock 10.1% & banking sector 14.8% & public enterprise sector 6.1 & Financial Regulatory Authority (FRA) 11% , The % of women leaders in executive positions is 7.1%, which is higher than the average in the MENA region estimated at 5.4%. (Source: ministry of planning).
- Percentage of **women Editors in Chief of National magazines** is 18%.
- 5 Women were appointed as **managers in 5 administrative prosecution offices**, one of which is placed in upper Egypt (for the first time in Egypt)

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The results of public opinion polls reflect an improvement in the values and perceptions of Egyptians regarding the appointment of women in leadership positions between 2014 and 2018. In 2014, the percentage of Egyptians who believed that women are capable to hold the position of prime minister rose from 43% in 2014 to 54% in 2018, and 62 % of them said that women are able to hold the position of governor in 2018 compared to 42% in 2014. (Baseera)

In the pillar of Women's leadership and Political empowerment

- Appointment of **6 women judges** as deputies to the president of Egyptian State Lawsuits Authority; While 1986 out of 4635 in the administrative prosecution Authority are women.
- **Appointment of a women Vice President of the Supreme Constitutional Court** . This is the second women to be appointed in the Supreme Constitutional Court since it was first established in 1969⁴.
- In 2020, The head of the Administrative Prosecution Authority issued, in a first precedent, decisions appointing 11 women as **head of the Administrative Prosecution office in different governorates** (until December 2020) as well as an **Official Directive** issued assigning a **number of women Administrative prosecutors** to represent the prosecution before the disciplinary courts of the State Council
- 2020 also witnessed ,**the first woman elected as the deputy to the House of Senate and first woman** to take over the presidency of the Central Administration for Technical Affairs in the history of the **Ministry of Endowments**.
- **Executive Women Leadership program to build the Capacity of 130 Government employees**
- Launching of "**the Women mentoring program - women lead the future**" to guide and qualify young women to develop their leadership and management skills and build their capacities (2017).
- Launching of the **1st Professional Master Program in Gender and Development Studies** in National Universities in 2016.

The First-ever: Breaking the Glass Ceiling of Women

Appointment of the **1st Woman Advisor to the President of Egypt on National Security** (2014);

Appointment of the **1st woman Governor in Beheira Governorate** (2017) and the appointment of a **Female Governor in Damietta** (2018) in the second reshuffle;

Appointment of **1st Woman deputy to the Governor to the Central bank of Egypt**

Four woman judge to appear on the panel of judges in criminal courts in Egypt

Woman Assistant Minister of Justice on Women and Children Affairs (2015);

Appointment of a woman **President of the Economic Court in Egypt** (2018) and **1st woman judge to head the Civil Department at the High Appeal Court** (2020)

Appointment of **Woman with disability and Rural Woman on the Board of the National Council for Women** (2016);

⁴ The first women judge was Counselor Tahani Al-Jabali appointed in 2003



In the pillar of economic empowerment

- **Women unemployment rate is 21,7%** in 2019
- Women labor force participation rate is 18% (2019).
- **Percentage of women owning private companies 16%**
- **Percentage of women holding bank accounts** has increased from 9% in 2015 to 27% in 2017.
- **51%** of women benefited from **the microfinance loans & less than 1% the rate of women** defaulting on loans, while **69%** of women benefited from **small enterprise loans** (2018)
- **14% of Professional & administrative workers in the field of ICTs** are women (2018/2019) (while 29% of the graduates of higher education in the field of ICT are women (2018) , The **participation of women** in the **telecommunications and information sectors** increased between the years 2018-2019 **from 12.2% to 32.7%**
- Number of **women trained in the business & marketing sector** is **30,400 women** (March 2020)
- **Percentage of women investors in stock exchange** is **30%**
- **Percentage of women** working in **governmental agencies** is **44.5%**



In the pillar of economic empowerment

- Egypt is part of the **World Bank's Universal Financial Access (UFA)** initiative.
- Adoption of the **Maya Declaration** made through the alliance for financial inclusion network of regulatory institutions (AFI). The declaration focuses on creating the right environment, implementing the correct framework, ensuring consumer protection measure are taken and using data to inform and track financial inclusion efforts.
- **Egypt Also hosted** The Alliance for Financial Inclusion (AFI) – Global Policy Forum GPF in Sharm el Sheikh city 2017.
- The Egyptian economy has achieved a real growth rate with 5.6% in 2018/2019, which is considered the best growth rate achieved during the past 10 years, and also the third best economic growth rate globally during this year.
- 2384 companies were established through Gender Job Accelerators Program for Entrepreneurship Company in 2018/2019, 8 local & international partnerships were held, benefiting 10,000 people from services to stimulate the entrepreneurial environment.

Legal framework 2014-2016

The **new Investment Law** (Law No. 17 for 2017, Article 2) dedicated for assuring equal investment opportunities for both men and women.

The **Inheritance Law was amended** (Law No. 219 for 2017) to impose stricter sanctions on those who withhold the inheritance from whoever has the right to such inheritance, which will have a great impact on women

Recognition of women as breadwinner in accordance with the unified tax Law No. 91 for 2005 and amended by Law No. 11 for 2013

Amendment of Civil Service Law 2016 granting benefits of working mothers such as 4 months maternity leave instead of 3 months.

New regulations issued for the mobile payments.

Amendments in the **bylaws regarding the development of saving group accounts.**

In 2019, two decrees (123, 124) issued by the Financial Regulatory Authority stated that **at least one women should be represented on boards of the financial companies**
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In the pillar of economic empowerment

- The total value of Interest free loans and soft loans from Nasser Bank is 434 million during 2018/2019, where 35,000 citizens have benefited
- **Egypt is the 2nd country globally to launch Gender Equality award certification program** for private and public organizations to recognize the good performance of those organizations and deliver transformational gender equality results. Medium, small, and micro enterprises development agency **MSMEDA is the first agency in Egypt and the Arab region to receive this seal.** Tourism sector is also the first to start applying the gender equality award principles & criteria globally.
- **A presidential decree** has been issued in February 2017 to establish a **National Council for Payments**, headed by the President of the Republic
- **Prime Minister Decision No. 2659** of 2020 to reconstitute the **National Council for Wages** established by Resolution No. 983 of 2003 to **define its functions and include in its membership the National Council for Women**
- The **Central bank of Egypt has signed an unprecedented MOU with the National Council for Women.** The first ever Central Bank globally to sign an MOU with a national women Machinery.
- Financial Savings Schemes established and supported by the Government. **The VSLAS Village Savings and Loans Associations** were applied, allowing women to save and grow their financial capital and starting their own micro-projects; more than **18,000 women beneficiaries** were part of this programme. The initiative was made with the purpose of **unlocking the unbanked population through greater financial inclusion programs for the graduates of the VSLA**
- **Financial and banking products as well as MSME's Awareness to Egyptian women** in all Governorates of Egypt of reached out to 119,170 women up to 2019 & **Training 883 rural women leaders on financial inclusion** topics in all governorates of Egypt.
- The government has sought to support the activities of the "productive families" during 2018/2019, through organizing exhibitions for their products and contributed in increasing sales worth 120 million LE, and the implementation more than 68,5 thousand micro projects to empower women economically, these projects target the rural women and mothers of school children with financial cost around 468.5 million beside providing 41.3 thousand job opportunities through the small and micro projects for women and youth, as well as training of 18,000 women in the business and marketing field.

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- Addressing social norms through launching a **media campaign dedicated to financial inclusion and raising financial knowledge and culture.**
- The **Women Business Development Center (WBDC) within the National Council for Women** has carried out numerous activities such as: “Zaneen Market”, a *women friendly environment market* - ICT, vocational and entrepreneurship training for SMEs and new graduates - product development program called “Addaha W2doud” - the first Social Innovation Hub has been launched at the National Council for Women (NCW) in 2016- 1m youth outreach through “masr taamel egypt works” initiative - launch of the hour code campaign for computer science and coding education- An environmental camp that has been implemented in 6 Governorates - Speed Mentoring Program in the field of entrepreneurship and SMEs development - IBDL Program -International Business Driving **License for business management** - **The "Basic Guide to start your own business Program - GET Ahead Manual- Community Kitchen Initiative "Mumm" model - The Operator's " Mashaghl" Initiative Model. "**



In the pillar of social empowerment

- **52,5% of the enrolled students in public universities / Al-Azhar** for the academic year 2019/2020 were women
- **46%** of the enrolled students *in private universities* for the academic year 2019/2020 were women
 - **56% of Masters and Ph.D. holders are females.**
 - **Faculty members and their assistants** in higher education institutions 2019 / 2020, **50.1% are women**
 - **89% women benefiting from social protection programs** (2.25 million households – 10 million individuals) (2018)
 - **235% increase in cash transfer budget** (through Takaful and Karama Program)
 - **29% of the graduates of higher education in the field of ICT** are women (2018) (while 14% of Professional & administrative workers in the field of ICT are women (2018/2019))
 - Dedication of **250 million** Egyptian pounds to **child care services** from the national budget
 - **65 % of the beneficiaries of training programs** for Government agencies are women. (2018)
 - **38 million women** benefited from **bread and flour subsidiary**. (2018)
 - **34 million women** benefited from **food ration cards**. (2018)
 - **10 million women** benefited from **health care support**. (2018)
 - **There are 58 women Muslim Marriage officials (Ma'zouna) in Egypt**
 - **8 million women** benefited from **family and reproductive health services**. (2018)
 - **Adoption of the National Strategy for Reproductive Health** (2015)
 - **10 million women** benefited from **health care support**. (2018)
- **8 million women** benefited from **family and reproductive health services**. (2018)
- **Adoption of the National Strategy for Reproductive Health** (2015)



In the pillar of social empowerment

Egyptian constitution 2014 ensured the care and protection for motherhood and childhood, and for female heads of household, and elderly women, and women most in need

- **National ID cards programme adopted** and ongoing; **800,000 ID cards & 670,000 identification document** were issued for women to practice their constitutional rights and access services;
- Launching of **Conditional Cash transfer program** "Takaful and Karama" reaching out to around **4,000,000 beneficiaries** with the aim of Improving household consumption, Boosting human capital through conditionality, Increasing women's control over decision making, Improve economic productive inclusion, increase financial inclusion of women & Reduce violence against women.
- During the year 2019, the number of households registered on the databases of the Ministry of Solidarity, reached around 6.5 million families with a total of 8.164 million individuals. According to the year 18/2019, cash support amounting to 17.434 billion LE has been disbursed, benefiting 3.2 million families in total.
- **426,000 women are covered by social security** with an amount of **146 million** Egyptian pounds (march 2020).
- **113,000 microfinance projects** have been dedicated for women amounted to **620 million egp.**
- Through the credit line Mastoura, **320 million egp were disbursed to 19,000 women beneficiary** while 3000 of mastoura loans were dedicated for women with disabilities.
- Issuance of a new **Social Insurance Policy Scheme "Aman Certificates"** (2018). The government has launched the policy free of charge for **50,000 Egyptian Women heads of households.**
- **65 million egp** has been disbursed as **alimony** for 389,000 women
- **41 support centers for working women** provides services that help working mothers do both family and work duties, reaching out to 195,000 women beneficiaries. (march 2020)

Relevant Legislations issued between 2014-2019

Recognition of women as breadwinner in accordance with the unified tax law No. 91 of 2005 and amended by Law No. 11 of 2013

Social security and pension law ratified in 2019

Decision of the Minister of Housing to add breadwinning women among the priorities of applicants for apartments in the ministry's projects.(2018)

Minister of Education issued a decree **exempting female heads of household from school fees.** (2020)

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- **Premarital Program** launched to aware the youth about marriage responsibilities reaching to 75,000 youth with 74% girls beneficiaries.
- In the field of family planning during the year 2018/2019:
 - 2.5 million Women received family planning methods.
 - 15.9 million Women visited family planning clinics, and 22.4 thousand visited mobile clinics.
 - 1.9 million visits were made through door to door campaigns to raise awareness of the importance of family planning in various governorates of the Republic
 - Holding more than 23.8 thousand seminars to raise awareness of the importance of family planning and the reduction of population growth were organized
 - Implementation of 339 reproductive health convoys in remote, random and deprived areas.
 - Opening of 13 clinics to provide family planning services in NGOs in each some governorates (Kafr El-Sheikh, Beheira, Qena, BeniSuef, Assiut, Red Sea, Giza).
 - Launching the “2 are enough” program to raise awareness about family planning importance targeting 1,148,000 family in Egypt.
- 50 shelters are dedicated for elderly women while 80 shelters have both men and women with a total reach out to 5500 old women benefiting from shelter's services.
- Accessibility initiative: The Governorates of Egypt have started to commit to apply accessibility code to people with disabilities in Government agencies and new developed projects.
- The “100 million healthy lives” initiative to screen for HCV, diabetes, high blood pressure and BMI.

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- Launching of Presidential health initiative "100 million health/ Egyptian women health" **including awareness and screening 11 million women.** The initiative shall target 28 million women nationally to detect breast cancer and non communicable diseases . It aims to reduce the incidence of non communicable diseases, spread awareness and culture of these diseases for early detection, avoid short and long-term complications, and support the reproductive health of the Egyptian woman.
- **Awareness on the importance of Early detection of breast cancer for women** reaching 67,670 women up to 2019
- **Decent housing for the most vulnerable households.** New projects were launched to build

around 250,000 housing units for slum inhabitants, with the objective of developing slums and impoverished villages into proper districts in to guarantee a safe and decent life for citizens. This has direct impact on the safety and wellbeing of many women and girls who lived in those slums. Moreover, the needs of 58,000 families were met in the "Decent Housing" program. **Social programs and camps** conducted to the decent housing programs reaching out to 4330 beneficiary.



In the Protection Pillar

- **Adoption of the National Strategy to combat Violence against Women (VAW) endorsed by the Cabinet and the participation of several Ministries (2015).**
- **Adoption of the National Strategy to Combat Female Genital Mutilation(2016)), the National Strategy to Combat Early Marriage , The National Strategy to Combat Human Trafficking 2016-2021 and the National Strategy to Combat Illegal Immigration 2016-2026.**
- **Launch of the Egypt Economic Cost of Gender Based Violence Survey to support evidence based policy-making (2015). Egypt is the first Arab country to conduct this survey. Most prominent findings such as:**
 - *10% of women aged between 18-64 years faced harassment in the streets in Egypt*
 - *7% of women aged between 18-64 years faced harassment in public transportation in Egypt*
 - *18% of women aged between 18-64 years faced violence from a family member in Egypt*
- **Child Marriage:** Girls who have been married under the age of 18 are 118 thousand.
- **Percentage of FGM of ever married women** in age group 15-49 has decreased from 92.3% in 2014 to 87.2% in 2015; while **percentage of FGM for girls** in age group 15-17 has decreased from 74.4% in 2008 to 61.1% in 2014



In the Protection Pillar

Institutional baseline *already existing*

- **National Women Complaints Office** in 27 governorates
- **A Special unit for VAW is established within the Ministry of Interior**; Also Human rights departments as well as VAW departments were established in all security directorates and police departments; with a **Hotline linked** to the Violence against Women Department of the Ministry of Interior established to receive any incidents of violence against women.
- **Violence against Women unit established within the Ministry of Justice** for the protection of women; Its objective is to conduct trainings and awareness raising as well as coordinating with all concerned agencies on VAW.

Relevant Legislations issued between 2014-2016

The Penal Code was amended (2014) (articles 306 (a) and 306 (b)) to **criminalize sexual harassment**.

The Penal Code was amended (2016) (article 242) to provide for **prison terms of five to seven years for those who carry out FGM**, and up to 15 years if the case results in permanent disability or death.

Issuing of the **first bullying law no. 189/2020** to criminalize bullying.

Law no 177/2020 amending the criminal procedures code to include **protection of the data of violence survivors**.

Law no. 151/2020 was issued on the protection of personal data which is meant to promote the security of **personal data that is being processed and stored online**.



In the Protection Pillar

- **Establishment of VAW unit within the National Council for women** to support the implementation of and follow up on the National strategy of combating violence against women
- **8 Shelters** for women survivors of violence
- **Establishment of 3 VAW clinics within the department of forensic medicine** in 3 Governorates. Those clinics are supported by the latest medical equipment to examine women who were subject to VAW; with doctors who are trained to deal with those cases.
- Establishing **the first shelter for victims of the crime of human trafficking** to protect the victims and provide the necessary health and psychological care services.(2020)
- **Ministry of Justice has established specialized criminal departments** within the courts of appeal at the republic level to examine **human trafficking crimes**.
- Around **66,254 women beneficiaries of the Complaints office services in 2020; with a total of 133,476 beneficiaries since the office's establishment** - (Victim advocate System, Legal Support, Family Courts and VAW cases)
- Formation of the **first National Committee for eradication of FGM** in Egypt including various concerned stakeholders. The mechanism is established to coordinate effort and renew commitments to end FGM in Egypt
- **21 Anti-Harassment Units in Public – Government Universities**. Their aim is to raise awareness among university staff, professors and students about their rights in case they experienced harassment in the university, make them aware of the mechanisms of reporting and dealing with the concerned parties and finally supporting the victims who experienced harassment.

Establishment of 3 women safety medical units within the hospitals in Cairo University, Ain Shams University & Mansoura University to receive women who might be subjected to violence.



In the Protection Pillar

- **Manual on addressing women issues in Islam** was launched by Al Azhar to train religious leaders
- **Training programs and interactive workshops for representatives and officers from the public prosecution ,administrative prosecution authority, law enforcement and the judiciary bodies⁵** on Violence against Women (1640) till 2020
- **Training program for Forensic doctors** who are concerned with the medical examination on women subject to violence cases and how to deal with those cases. . (102)
- **Training program for the authorized marriage officials** on Violence against Women (60).
- **Manual for the public prosecution& judges** official on VAW cases
- Launching the **Essential Service packages** for women who might be subject to violence:
 - Medical Protocol for healthcare of women subjected to GBV in Egypt
 - Referral pathway for GBV case management in Egypt
 - Judges' Standards of handling crimes of Violence Against Women
 - Procedural Manual on handling cases of sexual and gender-based violence
 - Manual on effective police response to crimes of violence against women
 - Victim's advocate manual for NCW complaints office staff
 - Practical guide for NCW complaint office hotline operators
 - Operational Manual for anti-harassment units in universities

⁵ Include public and admin prosecution, men and women judges ,police officers & family prosecutions employees

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- TOT Manual for complaints office staff on VAW case management
- TOT Manual for health service providers in civil society organizations on VAW case management
- Adapted module on social services for VAW case management and shelters' guidelines
- Public Prosecution office announce the opening of **digitized office for the prosecution of family courts** in different governorates. (Cairo, Alexandira, Gharbeya, Luxor)



Awareness Raising & Advocacy campaigns Cross cutting pillar

- **Knocking doors & on ground nationwide campaign.** The campaign reached out to around **35 million women on the ground** over the past 3 years. The campaign relies on face to face communication with women in villages. The campaign addressed topics such as: Violence against women, personal status law, legal rights, risks of FGM, political participation of women and other women issues.
- **Protect her from FGM campaign** was launched on the 13th of June reaching out to **54 million beneficiaries (Women, men & children)** (this number is also include knocking doors activities)
- **The Secret of Your Power'/ 'Taa Marbouta' Nationwide Campaign launched reaching out to 135,000,000 viewers.** The campaign is based on an innovative approach that focuses on the women's strength, addresses misconceptions, redefines gender roles, and fosters women's participation in all spheres of life, including in decision-making bodies and in the labor market as active contributors to the economy.
- **'Because I am a Man' Campaign launched** to engage men and boys with gender equality and women's empowerment issues reaching out to **480,000 men** on ground in all governorates of Egypt as well as reaching over 17 million viewers on social media.
- Launching of the first ever "together we serve our country" targeting around **700 religious women leaders** to work on delivering messages on ground on topics such as: Reproductive health and family planning, Combating violence against women, combating FGM, combating early marriage.

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- **Don't Let a Station Stop You' Campaign** launched in one of the 4 most prominent Metro/subway stations to raise awareness about: combating sexual harassment, Family Planning, Encourage girls education, combating early marriage.
- A **social media campaign called "Egyptian women Role Models"** was launched with the aim of highlighting success stories and achievements of successful women in different fields on the social media as an encouragement for other women and young girls. The campaign presented **300 women role model with 800,000 viewership**
- Issuing **the first Media Code of Ethics** targeting media agencies to be more gender sensitive.
- **565 women club** all over the governorates of Egypt to raise awareness about women issues reaching to 362,000 women beneficiary.
- Launching of several campaigns addressing **Cyber crimes such as: Speak up Campaign, Anti online bullying campaign with Instagram, Women Online Safety campaign with Facebook, other videos** with celebrities advocating for cyber safety.
- Launching of awareness raising campaign on **the rights of people with disabilities** in the recently adopted law to raise women's awareness about their legal rights.



Legislations *Cross cutting pillar*

- The Penal Code was amended (2014) (articles 306 (a) and 306 (b)) to **criminalize sexual harassment**. Sexual harassment was for the first time defined by the law. Accordingly, verbal, physical, behavioral, phone and online sexual harassment is punished by a prison sentence of 6 months – 5 years, and up to LE 50,000 in fines, as well as expanding the scope of criminalization to include the family, school and work environment, these reforms represents a major step towards achieving safety for Egyptian women and girls in public and private spheres.
- The **Law Governing the Family Insurance Fund was amended** (Law No. 113 for 2015) to increase its resources to respond to the needs of women.
- **Law No. 106 of 2015**, which provided for **the protection of the imprisoned mother and her child**
- The Penal Code was amended (2016)(article 242) (article 242 bis A) to provide for **prison terms of five to seven years for those who carry out FGM**, and up to 15 years if the case results in permanent disability or death and introducing a new crime according to **(Article 242 bis A)**, in which a punishment for **the person requesting** FGM with imprisonment if the crime is carried out at his request.
- **Law No. 82 of 2016 regarding illegal immigration and migrant smuggling** It has criminalized the crime of smuggling migrants, attempted or mediated in it, and increased the penalty **if there are women among the smuggled migrants**
- The **new Investment Law of 2017** (article 2) dedicated for assuring equal investment opportunities for both men and women.
- The **Inheritance Law was amended** (Law No. 219 for 2017) to impose stricter sanctions on those who withhold the inheritance from whoever has the right to such inheritance, which will have a great impact on women
- **Law No. 5 of 2018** amending some provisions of the Penal Code “Amending Article 289 and Article 290 relating to the crime of **kidnapping where girls are concerned**.”



- The **Law institutionalizing the work of the National Council for Women was passed and issued** (Law No. 30 for 2018) to elevate the President of the Council to a Minister level post and recognize a wider policy role with respect to the empowerment of women.
- The **Law for People with Disabilities was approved** (Law No. 10 for 2018), guaranteeing more rights for disabled women. It establishes the first comprehensive definition for people with disabilities to guarantee the inclusion of all segments of the disability under its umbrella.
- **Recognition of women as breadwinner** in accordance with the unified tax law No. 91 of 2005 and amended by Law No. 11 of 2013
- Issuance of law No. 11 of 2019 of the **National Council of People with Disabilities**
- **Anti-Cyber and Information Technology Crimes Law “ law No.175 of 2018”** covering the crimes that occur against women from online harassment, stalking and violation of privacy.
- **Amendment of Civil Service Law 2016** granting benefits of working mothers such as 4 months maternity leave instead of 3 months among other benefits and rights.
- **Social security and pension law** issued in 2019
- The **inclusive Health Insurance Law No. 2 of 2018** was issued

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- Constitutional Amendments of 2019: Amending Article 102 of the Constitution regarding allocating 25% of seats in Parliament to women accordingly law organizing house of representative was amended "law no 140 /2020", however it is **27% actual women representation in 2020 Parliament.**
- Issuance of the law No. 149 of 2019 **organizing the civil work.**
- Issuance of No. 6 of 2020 regarding evading the **payment of alimony.**
- **Article 1 of the Senate Law stipulates that a percentage of not less than 10% of the seats be allocated to women,** and the President of the Republic has appointed 20 women, bringing the percentage of women's representation **close to 14%** (Law No. 141 of 2020 promulgating the Senate Law)
- Amending some provisions of the Law Regulating Certain Conditions and Procedures for Litigation in Personal Status Matters "**Article 47**" regarding **matters of guardianship over money** where women deal the most with these matters [Law No. 176 of 2020].
- Issuing of the **first bullying law no. 189/2020 to criminalize and define bullying and its forms**
- **Law No. 177 of 2020 amending** some provisions of the Criminal Procedure code by adding a new article " 113 bis" on **confidentiality of data regarding the victims of sexual harassment and assault**
- Law no. 151/2020 was issued on the protection of personal data which is meant to promote the security of **personal data that is being processed and stored online.**



Decisions:

- The Minister of Education periodic book No. 29 of 2017 proving the educational guardianship of a divorced mother without the need for a ruling or decision
- Decision of the Sheikh of Al-Azhar No. 32 of 2018 prohibiting the transfer of working women from their place of work to another place without her desire except after presenting the justifications for the transfer.
- The 2018 decision of the Minister of Housing to add breadwinning women among the priorities of applicants for apartments in the ministry's projects.
- In 2019, two decrees (123, 124) issued by the Financial Regulatory Authority stated that at least one women should be represented on boards of the financial companies
- Minister of Education issued a decree **exempting female heads of household from school fees.** (2020)
- Financial Regulatory Authority (FRA) issued decrees no. 204,205/2020 to **prohibit any gender discrimination** in dealing with all of Financial companies clients as well as **developing financial (non banking) products that are considerate to women needs.**



Gender mainstreaming in Egypt⁶

Gender mainstreaming's point of departure at the Egyptian central government level dates back to 2002. In 2002, NCW has developed a plan to ensure the mainstreaming of gender equality in the Fifth National Plan of Egypt (2002-2007). This plan was approved by the parliament. This plan is considered to have set gender mainstreaming in motion and paved the way for further steps and action. After this period, another plan was formulated to ensure the mainstreaming of gender in the Sixth National Development Plan of Egypt (2007-2012).

Currently speaking, **the Women's Empowerment Strategy 2030** is considered as the only policy document that represents a comprehensive approach to tackle the Egyptian gender inequality issues and seek women's empowerment. **Strategy packages** for how the strategy will be implemented have been drafted.

Gender Equality Architecture

- A number of ministries and national entities have established gender equality structures (e.g., Gender Units and Equal Opportunity Units) to combat workplace discrimination on one side and promote the engagement of women in policy planning on the other side.

➤ Gender Equality structures

1. **32 Equal Opportunity Units** (EOU) in the ministries of Egypt
2. **3 Gender/women Units:**
 - Ministry of Manpower Gender Equality and non-discrimination Unit:

⁶ This section includes already existing programs in Egypt as well as new implemented policies

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- Micro, Small and Medium Enterprise Development Agency (MSMEDA) Gender Unit:
- Federation of Egyptian Industries' Women in Business Unit

➤ Sex disaggregated data

1. **The Central Agency for Public Mobilization and Statistics (CAPMAS)** is the main authority for collecting and publishing data.
2. **Unit for sustainable development in CAMPAS** devises several indicators related to sustainable development including the women's empowerment and gender equality indicators
3. **Egypt National Observatory for Women (ENOW)** that will follow up on the National Women's Strategy 2030's implementation through the rigorous application of monitoring and evaluation mechanisms. There are 35 indicators of monitoring the National Women's Strategy 2030, these indicators are set to be monitored each five years until reaching 2030
4. **The Women on Board's Observatory** a specialized observatory under the ENOW. It collects data about women on boards of financial companies, exchange stock, banking sector & public enterprises.

➤ Gender mainstreaming Tools and instruments:

1. **Gender mainstreaming Manual.**
2. **Gender impact Analysis (GIA)** is done on different bills and legislations leading to legislative amendments that ensures women are having their full rights.
3. **Gender responsive budgeting**, Egyptian government is reviving its efforts to apply gender responsive budgeting across the government machineries.

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4. *Models of institutional transformation:*

- **Gender Equality seal program**(UNDP)
Implemented in 2019 in Egypt
- **Gender Equity Model in Egypt**(GEME) (World Bank)
Implemented in 2010 in Egypt
- **Women Empowerment Principles**(WEPS) (UN Women)
Implemented in 2004-2017 in Egypt
- **Global Gender Gap Accelerator**(World Economic Forum)
Currently being designed in Egypt (to be first in MENA).



Gender Responsive budget

The basic features of gender responsive budget in Egypt

The Government of Egypt (GoE) has dedicated 242 billion Egyptian pounds to the *women agenda* from July 2018 – December 2019.

- **14% of the National budget** is directly dedicated to women's issues.
 - 273% increase in social security pension
 - 247% increase in medical expenses for citizens
 - 135% support health insurance for female students
 - 123% support health insurance for children under school age
 - 125% of women benefit from electricity subsidies
 - 376% growth rate for women benefiting from natural gas home delivery support
 - 100% subsidizing social & early childhood benefits
 - 50% health insurance for female heads of households
 - 8% of child's pension
 - 63% wages of workers in government agency
 - 100% Early childhood program
 - 103% support for food supplies
- **75%** growth rate in **allocations serving women issues** directly through 9 different governmental entities.
- **173.3 billion EGP for food subsidies** directed to women between 2015/2016-2019/2020.
- **1398 million EGP for girls students benefiting from health insurance** support for schools students between 2015/2016-2019/2020.
- **663 million EGP for females heads of household** benefiting from **health insurance** between 2015/2016-2019/2020.

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The GoE has been working on *performance-based budgets* since 2006. The Egyptian Prime Minister established a committee for performance-based budgets (decree number 1167) to follow up on the AWP of the ministries. The Egyptian Parliament also has a dedicated committee for performance-based budgets.



COVID 19: Egypt's rapid response towards women's situation during the COVID19 outbreak

Egypt *is the first country globally to issue a rapid response policy toward's women sitation during covid19.*⁸ Since the National Council

for Women is the national machinery concerned with proposing the government public policy on women's development pursuant to Law No. 30 of 2018, NCW has prepared a policy paper regarding Egypt's rapid response to women's situation during COVID-19 outbreak, which includes an analysis of the status quo. In this paper, NCW has presented a number of proposed response measures, whether immediate or middle-term responses, for concerned all line ministries & government institutions, regarding the following pillars:

1. Impact on human endowment (health, education and social protection)
2. Women's voice & agency (Violence Against Women, Leadership and Representation in decision making during crisis management)
3. Impact on economic opportunities
4. Promoting data and knowledge

⁸ Link to the policy note:

<http://ncw.gov.eg/wp-content/uploads/2020/04/policypapereng.pdf>

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Egypt was also the first country globally to issue a 'Women Policy Tracker' to monitor the implementation of those policies. From march till January 2021 , more than 165 measures and preventive actions have been adopted in response to the pandemic. ⁹. The Women policy tracker on Responsive Policies and Programs During COVID-19 Pandemic” serves the following purposes:

- 1) Monitor all issued policies and procedures responsive to the needs of Egyptian women directly and/or indirectly in light of the efforts made to reduce the spread of COVID-19.
- 2) Design an easier tool that can be used as reference to all women related issued policies that can be used by decision makers for a more collaborative & comprehensive vision on means of moving forward.
- 3) Document the efforts & highlight the outcome of the coordinated efforts of the government on women related policies to protect them & their families from the COVID-19
- 4) Reflect on all those policies with necessary supporting programs & initiatives

The UNDP & UNWOMEN issued their COVID19 Global Gender Response Tracker ¹⁰that indicated that Egypt is the first country in the middle east and north Africa region to take gender sensitive measures while it is the only countries that spans at all three measures indicated by the report.

The United Nations “General Assembly” unanimously adopts an Egyptian draft resolution on Strengthening national and international rapid response to the impact of the coronavirus disease (COVID-19) on women and girls

⁹ Link to the first edition of women policy tracker:

<http://ncw.gov.eg/Images/PdfRelease/Second%20Edition%20Women%20policy%20Tr-52020711172342.pdf>

Link to the second edition of women policy tracker:

<http://ncw.gov.eg/wp-content/uploads/2020/04/coronatrackerenglish.pdf>

Link to the third edition of women policy tracker:

[Third Edition Women policy Tra-6202063262824.pdf \(ncw.gov.eg\)](http://ncw.gov.eg/wp-content/uploads/2020/06/Third-Edition-Women-policy-Tracker-6202063262824.pdf)

Link to the fourth edition of women policy tracker:

ncw.gov.eg/Images/PdfRelease/Forth Edition Women policy Tra-72020732524939.pdf
<https://www.undp.org/content/dam/undp/library/km-gap/UNDP-UNWwomen-COVID19-NAWA-Regional-Factsheet-2020.pdf>

Link to the Fifth edition of women policy tracker:

[Fifth Edition Women policy Tracker on Responsive Policies and Programs during the New COVID-19 Pandemic \(ncw.gov.eg\)](http://ncw.gov.eg/wp-content/uploads/2020/12/Fifth-Edition-Women-policy-Tracker-on-Responsive-Policies-and-Programs-during-the-New-COVID-19-Pandemic.pdf)

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