



# Women Economic Empowerment in Egypt



# Egyptian Constitution 2014

- The 2014 constitution includes articles for citizenship and equality between Egyptian citizens and the criminalization of discrimination through various article such as articles 9, 11, 53, 59, 89
- 20 Articles for women rights in the constitution



RESPECT, PROTECT AND FULFILL

# Article 11



- **Achieving equality between women and men in all civil, political, economic, social, and cultural rights**
- **The state commits taking the measures to ensure appropriate representation of women in Upper & Lower House. It grants women the right to hold decision making positions in entities & judicial bodies without discrimination**
- **The state ensures protection & care for motherhood & childhood, & for female heads of household, elderly women, & women most in need.**
- **Protection of women against all forms of violence. Ensures women empowerment to reconcile their duties toward family & work**

# The National Council for Women

Established by Presidential Decree 90, in 2000

Independent Machinery according to Law no.30/2018 sets its structure and mandates.

President of NCW has a ministerial degree & for the first time representation of rural woman, Woman with disability and youth in its board

## 2014 Constitution:

Article: 93: International agreements and conventions

Article: 214: National Councils, Independent Bodies



# The National Council for Women

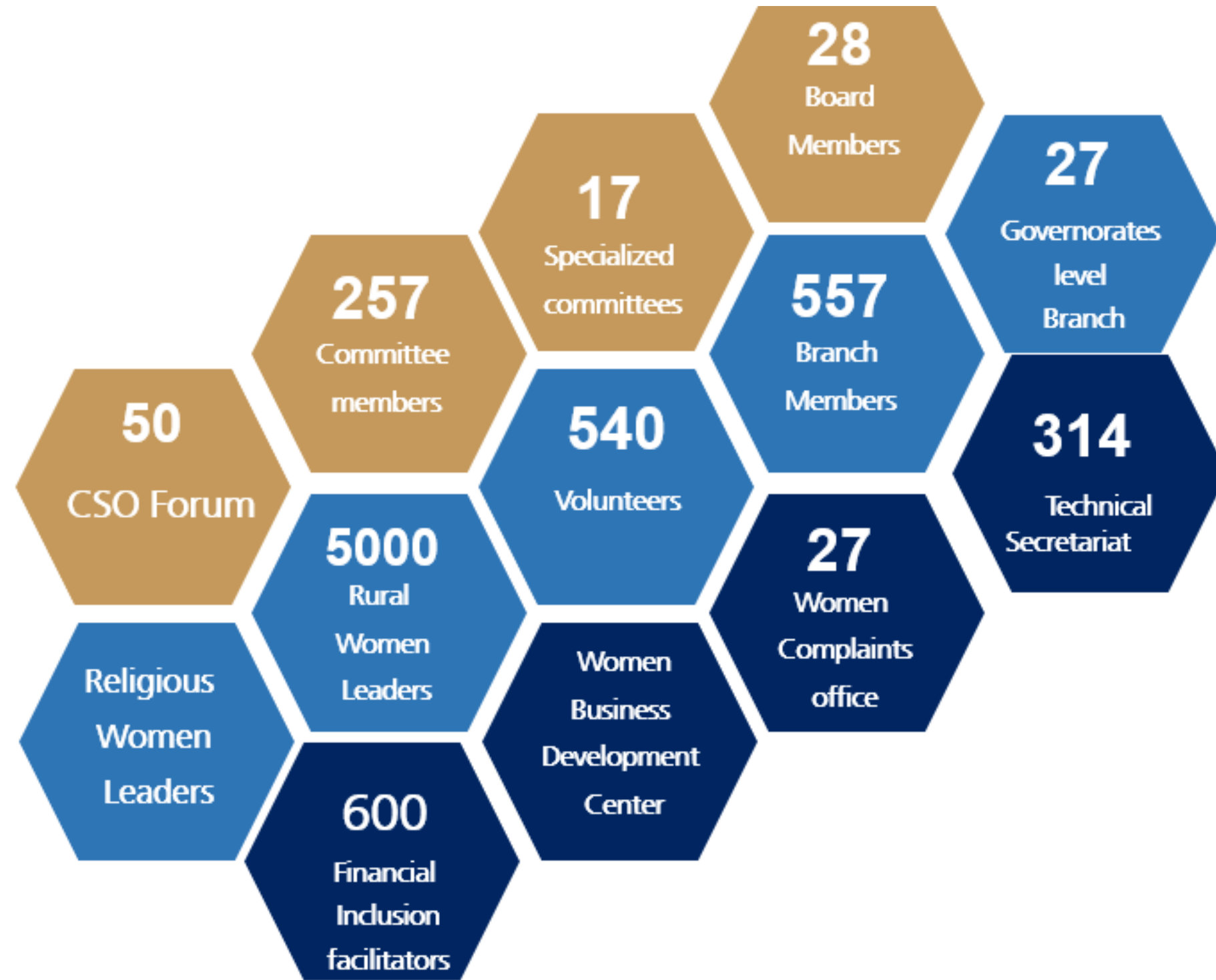


## Entrusted with...

- Proposing draft national plans
- Coordinating Following up & evaluate with government agencies the implementation of the state's national policy
- Proposing policies & Legislations
- Expressing opinions on **international and regional conventions** and agreements related to women
- Representing Egyptian women in **international and regional forums**
- Contributing to **drafting the reports that the state submits periodically**
- **Receive and study complaints related to the violation of women's rights and freedoms, refer them to the competent authorities, work to resolve them with the concerned authorities, and provide the necessary judicial assistance**
- Holding conferences, seminars, preparing research and studies
- Raising awareness and conducting training programs

# The National Council for Women

Consists of...



# Strategic Framework

- Egypt's Vision 2030
- National Strategy for the empowerment of Egyptian Women 2030
- National Strategy to eliminate Violence against Women
- National Human Rights Strategy



**THE GLOBAL GOALS**



# National Strategy for Empowerment of Women 2030

- Egypt is the First country globally to align and launch its Strategy 2030 to both the SDG Global Agenda **2017**
- It is aligned to Egypt vision **2030**.
- Endorsed by the Egyptian President in **2017** “Women’s Year” to be the national policy and guiding document for the Government
- National Women Observatory to monitor Strategy Progress

The strategy used a Participatory approach

**175,000** contributed in developing of the strategy

(Ministers – Governors – parliamentarians – youth – 180 civil society)



# National Strategy for Empowerment of Women 2030



Legislations & Awareness Raising



2030  
استراتيجية المرأة  
WOMEN'S STRATEGY

# Framework

## Economic Empowerment Scope

**Egypt is the first in the MENA region to introduce Closing Gender GAP Accelerator**

**Focusing on the Economic Empowerment of women**

**Public Private partnership**



# Financing Women Empowerment Strategy 2030

■ 202 million

Dedicated to Women Health Programs

■ 19.0 billion

Creative team gathers materials and inspiration. Social Security, Takaful and Karama pension programs

■ 179.3 million

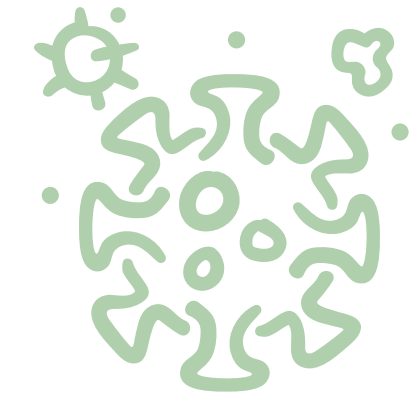
health insurance for the female breadwinner

■ 1837 billion

Spending on all services that are provided to both men and women, both women and men benefit from them without discrimination.



# Women & COVID19



- Egypt was the **first country globally** to issue a rapid response policy towards women situation during covid19



- Egypt was also the first country globally to issue a **'Women Policy Tracker'**.  
(5 editions until Jan 2021)

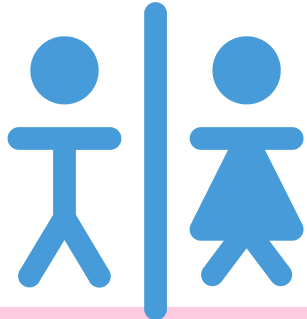


- The UNDP & UNWOMEN COVID19 Global Gender Response Tracker indicated that Egypt is the **first country in the middle east, north Africa region & Arab region** to take gender sensitive measures



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

# Women & COVID19



Gender Sensitive measures



Fiscal & economic measures

165  
Measure & policy



Protection from violence against Women

March 2020 - Jan 2021



Labor Market measures



Social Protection & protection from violence against Women

# Statistic and numbers

## Employment & Financial Inclusion



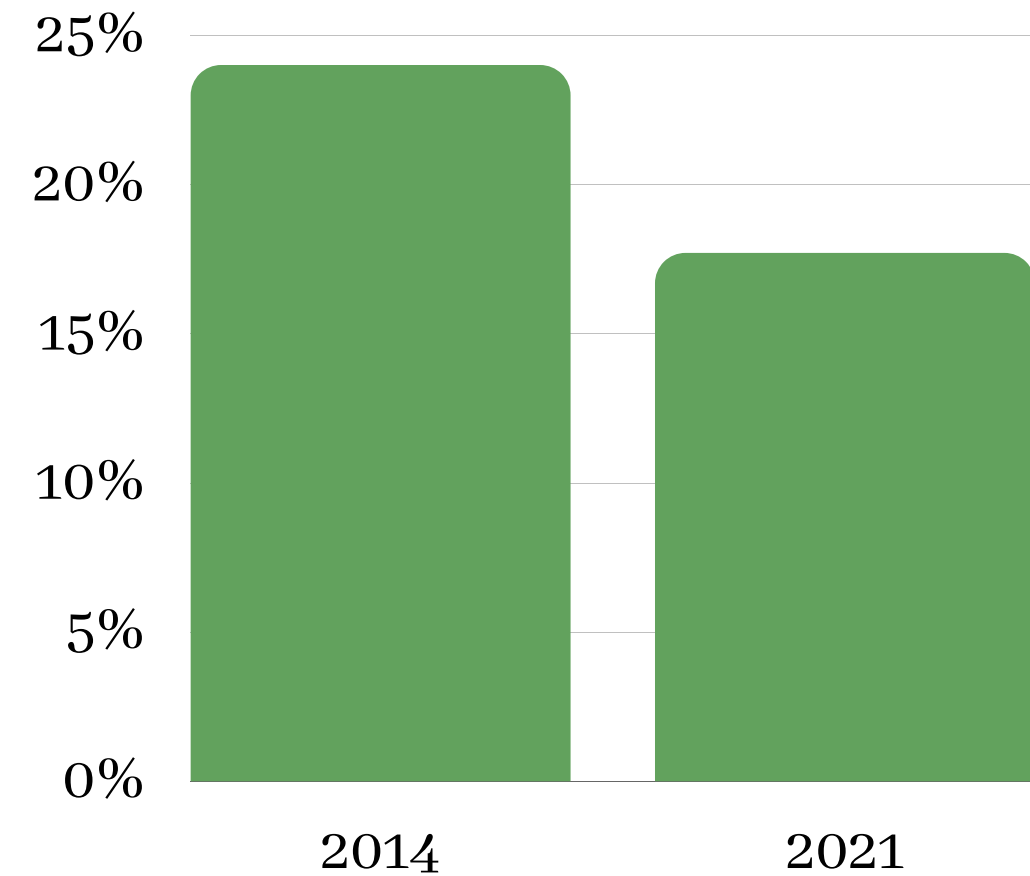
**16%**

Women's unemployment rate and men's unemployment rate is 5.6% 2021

**12.8%**

Women's employment rate and men's employment rate is 65.2% 2021

Source: CAPMAS

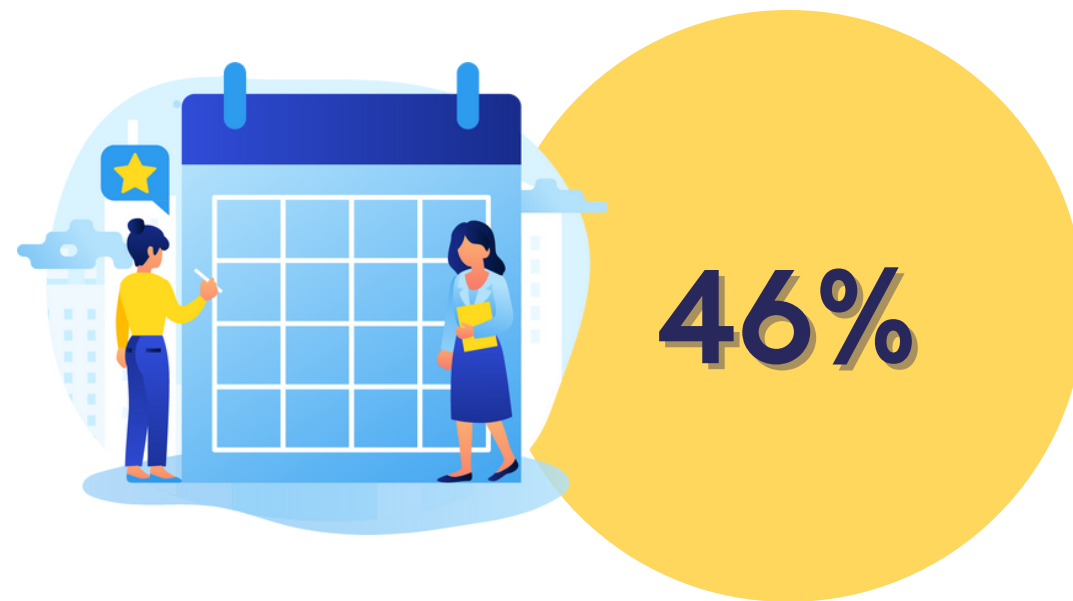


**Decrease in women unemployment**

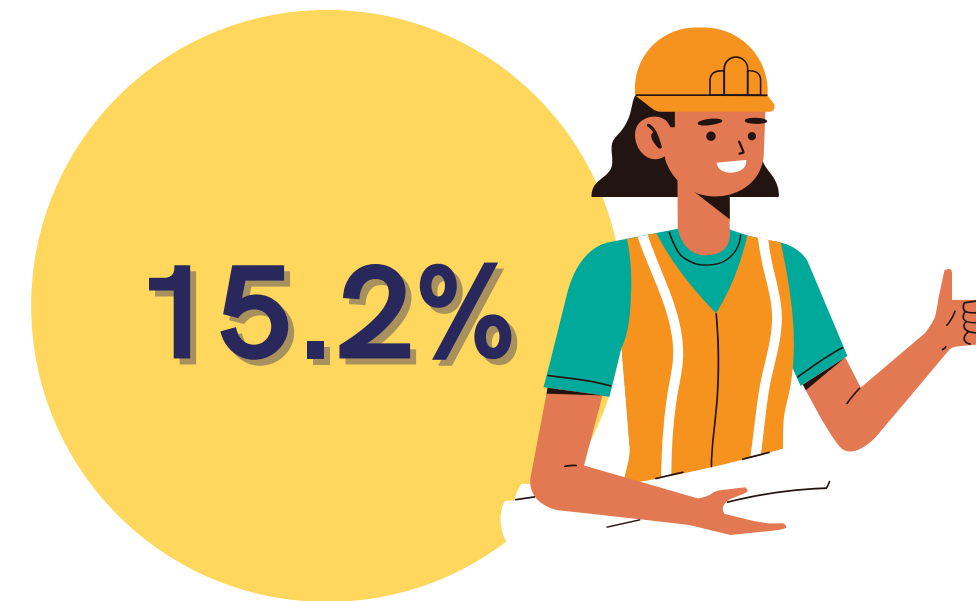
Source: IDSC

# Statistic and numbers

## Employment & Financial Inclusion



of the beneficiaries of  
Micro, Small, and  
Medium Enterprises  
Development Agency  
(MSMEDA) projects are  
women (till end 2020).

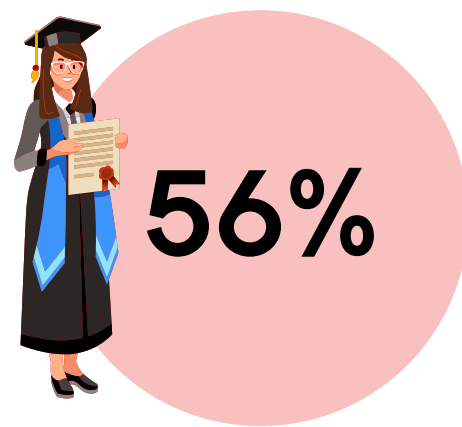


Women's Labor  
Force  
participation  
2021

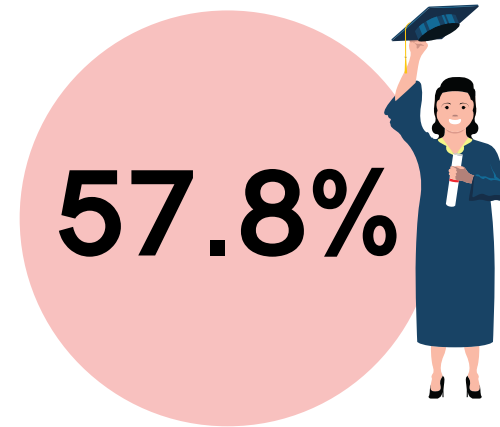
Source: CAPMAS

# Statistic and numbers

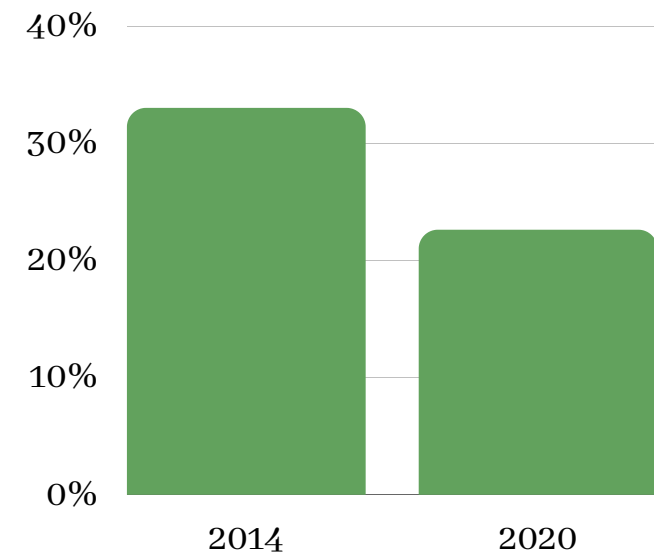
## Education



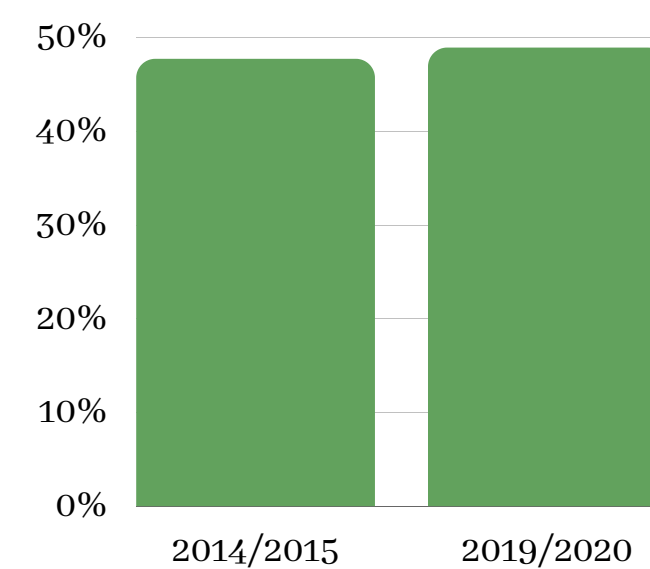
Masters and Ph.D. holders are women



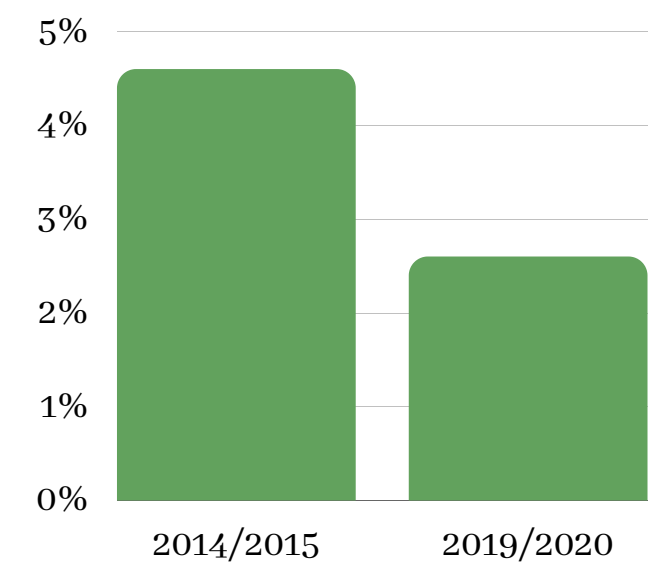
women graduates of public and private universities  
2019



Decrease in % of illiterate women



Increase in % of women in Graduate studies



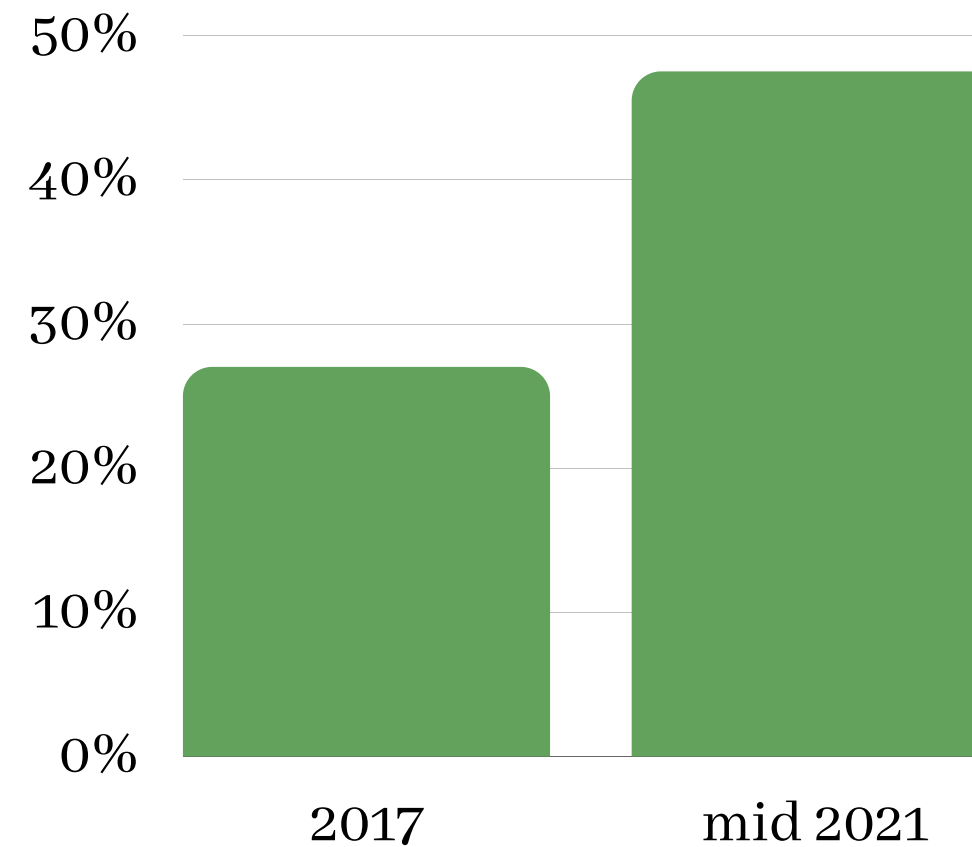
Decrease in girls secondary school dropouts

**Closed Gender Gap** in school enrolment rates between girls and boys



# Statistic and numbers

## Employment & Financial Inclusion



Increase in % of Women financial inclusion from  
*27% to 47.5%*

Source: Central Bank of Egypt

The Government of Egypt is **prioritizing the work on Financial inclusion & economic empowerment** for women and Village Savings and loans Association Model as well as digitization and use of technology.

# Statistic and numbers

## Women working in the household and informal sector

A study was conducted to calculate the cost of unpaid work by women estimated 496 billion.

A highlevel committee to support irregular workers during covid19 headed by the Prime Minister of Egypt with NCW membership was established

A data base was established with irregular workers

Cash transfer of 500EGP was provided monthly to irregular workers with 47% women beneficiaries



# Legislative Framework



## Gender responsive laws & policies to women's economic & social empowerment

- Investment Law
- Inheritance law
- Recognition of women as breadwinner in taxes
- Amendment of Civil Service Law with **4 months** maternity leave instead of **3 months.**
- New regulations issued for the mobile payments.
- Regulating saving groups accounts.
- At least one woman should be represented on boards of financial companies.



# Legislative Framework



Gender responsive laws & policies to women's economic & social empowerment

- Social Security and Pension law ratified in **2019**.
- Female Heads of Households added among the priorities of applicants for apartments in the ministry's projects (**2018**).
- Education Minister's decree exempt FHH from school fees (**2020**).
- Facilitating the transaction procedures conducted by the guardian – in most cases women -related to account(s) of their minor children by using the original guardianship court's decision.
- Labor Law is being amended at this stage within the parliament



# Creating enabling conditions for women to work

- **Lifting restrictions on women's ability to work** at night and working in specific industries/profession while assuring provision of women protection. (Decree by Minister of Manpower)
- **Stricter penalty** on people who have authority on other practicing harassment
- **Issuing Code of Conduct** to protect from **VAW in work environment** in Financial companies (by Financial regulatory authority)
- **Women Benefits** such as **maternity** and assuring **equal opportunities** for career progression in civil service.
- **Care facilities** to be provided for working women (discussed in labor law amendments)



# Creating enabling conditions for women to work

## Decent Transportation and safe public spaces

- **Code of Conduct for public transportation** (ministry of Transportation)
- Awareness campaign in Rail ways and metro stations
- Deploying **surveillance cameras** in squares, hubs, main streets and metro stations to monitor all violations at identified areas
- The **Egyptian National Railway Authority** (ENRA) was awarded the Bronze Award in the field of gender and inclusiveness (EBRD), for establishing a **committee to prevent sexual harassment in railway transport**.
- The Ministry of Transport also announced its **customer service hotline 15047 to receive harassment complaints**.

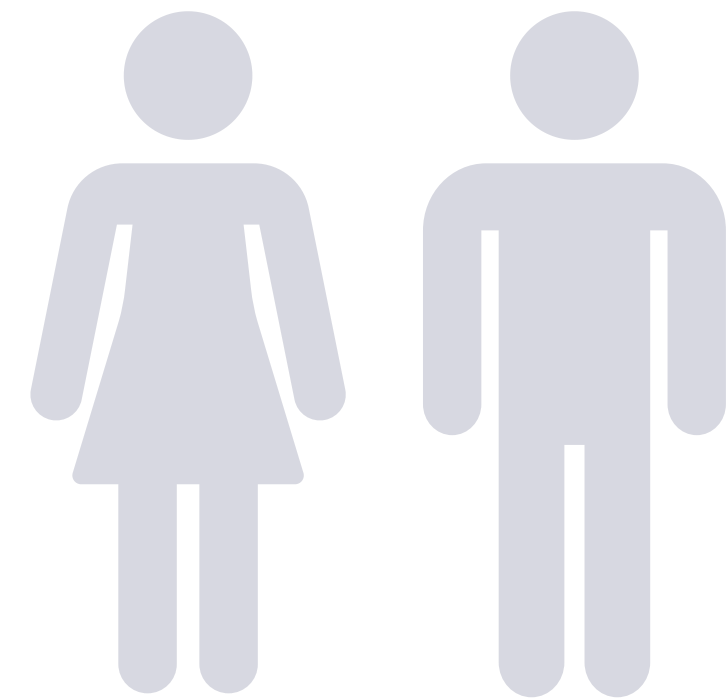


# Equal work for Equal Pay

The Egyptian Labor Code **explicitly prohibits wage discrimination**, and the Labor Law guarantees equal pay for equal work.

Egypt is a member in the **EPIC (Equal Pay International Coalition)**.

The National Council for Women is now member in the **National Wages Council** to make sure wages policies are gender sensitive.



# Equal work for Equal Pay

In the public sector:

- Women employees have the flexibility to request half-time work and in return get half paid.
- Entitled to take up to three parental leaves of up to two years without pay.
- The State pay its share and the women employee's share in the social insurance subscription.

In for the private sector:

- Labor Code requires employers (employing 100 or more female workers) to provide childcare facilities on site.





# Mega developmental programs and initiatives



## HAYAH KARIMA

INFRASTRUCTURE  
ENHANCEMENT, SOCIAL  
& ECONOMIC  
PROGRAMS

## FAMILY DEVELOPMENT

2.9 BILLION

DEDICATED FOR WOMEN

## THE NATIONAL ID CARDS PROGRAM

MEGA Developmental Program in  
Egypt & around the World with women  
included & Gender sensitive planning

50% of the  
beneficiaries are going  
to be women

MEGA DEVELOPMENTAL PROGRAMS

# Financial inclusion for Women

## The Policy and Legislative Framework Enabling Women's Financial & Economic Inclusion



# Financial inclusion for Women

## NCW's National D-VSLA Program Pillars

Cashless  
Data-Driven  
Digital Ecosystem

Inclusion in  
Formal Financial  
System

Digital  
Saving & Lending

Financial Literacy  
& Digital  
Awareness

Vocational  
Trainings on  
Sustainability &  
Green Projects

Sustainable  
Income  
Generating  
Activities (IGA)

Institutionalization  
& Coherence with  
National Programs

Financial  
Independence &  
Economic  
Empowerment

# Financial inclusion for Women

## National Digital Village Savings and Loans Associations Project (D-VSLA)



Resource  
Mobilization



High-Level Alliance With  
Hayat Karima,  
the Presidential Initiative



# Financial inclusion for Women

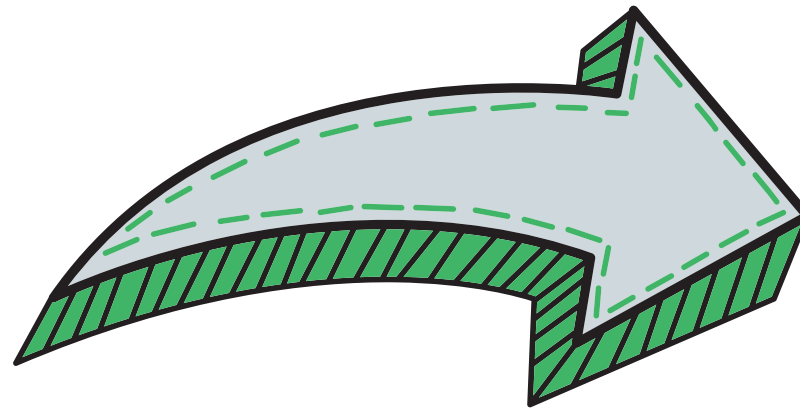
## NCW's National D-VSLA Program Pillars



### Classical Model

Manual data collection  
Segmented group data  
Cash based savings & loans  
Excel based loan monitoring  
Scalability is costly

**A Tin Box**



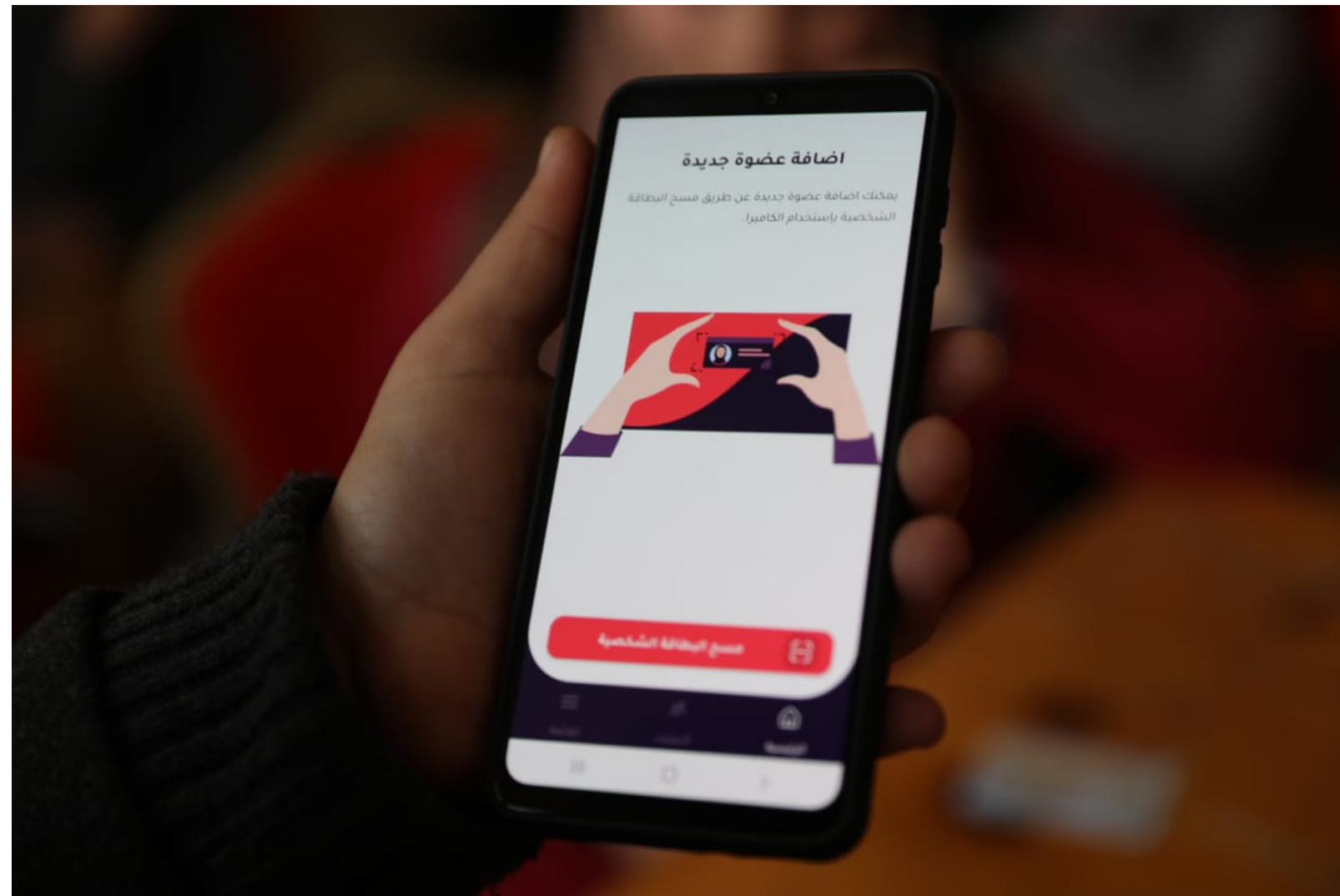
### Digital Model

Cloud based mobile application & MIS  
Smart phones with near field communication  
Digital on-boarding and ID electronic data capture  
Contactless cards for payments  
Tap2 charge, Tap2 save, Tap2 borrow, Tap2 repay  
Data-driven Behavioural scoring

**BANKS**

**FinTech Service partners**

# Financial inclusion for Women



**FINANCIAL  
INCLUSION FOR  
WOMEN**

**TARGETING 500,000 WOMEN**

**Financial Literacy and knowledge**

**Green Small Projects      Awareness raising**

**MSME's Awareness**

**Smart banking and financial solutions**

**MEGA PROGRAMS**

# Women, Environment and Climate change

Egypt has launched its **Global Vision of Women, Environment and Climate change** in New York last march 2022 as a lead up to **COP27**

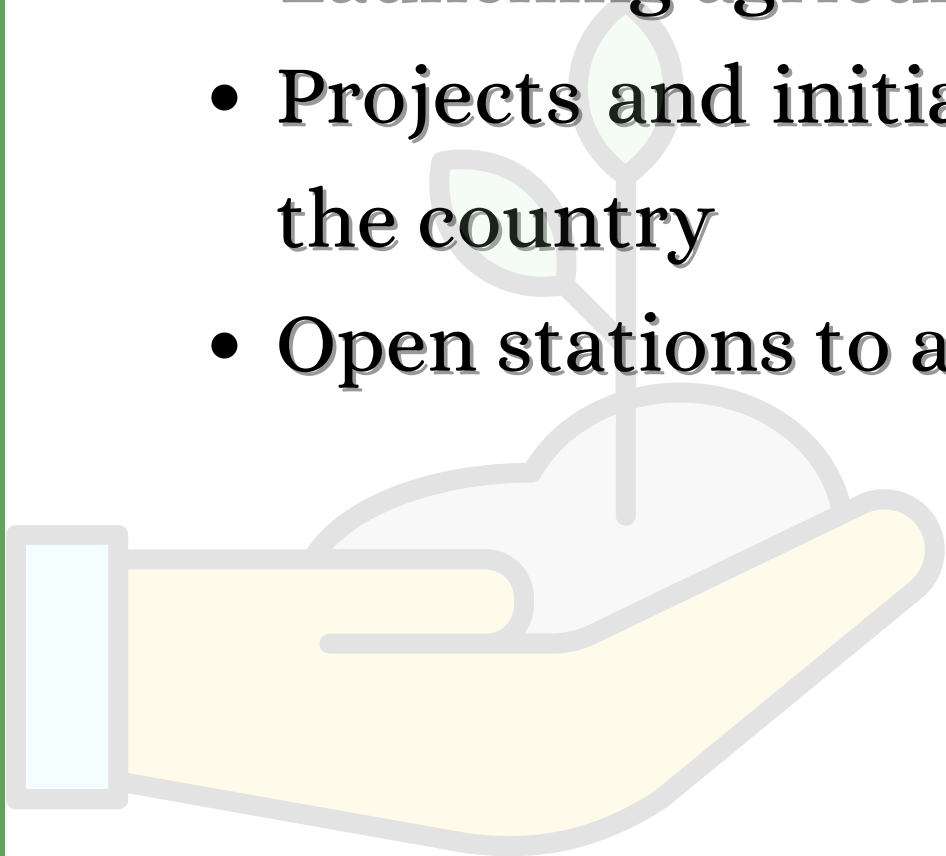
**“African Women Climate adaptive priorities (African Women CAP)”**

**Women as equal players just transition**



# Environmental and green projects

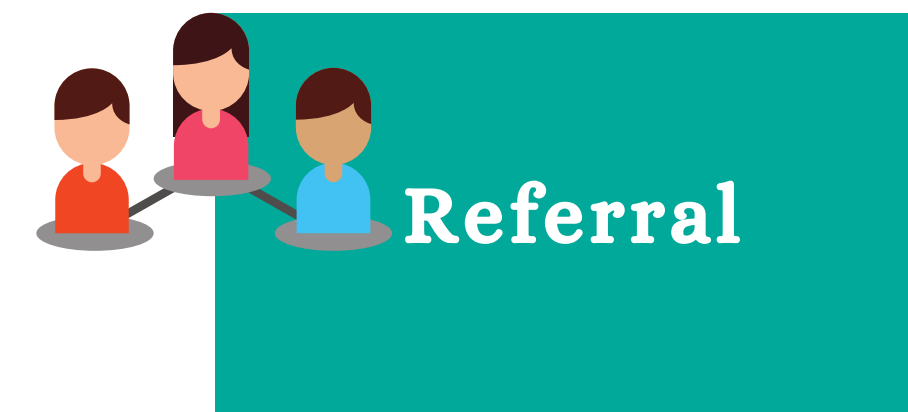
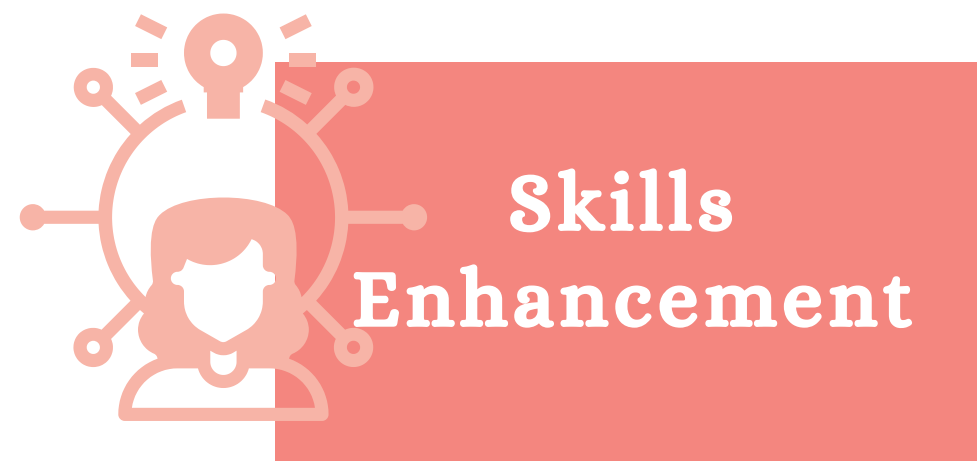
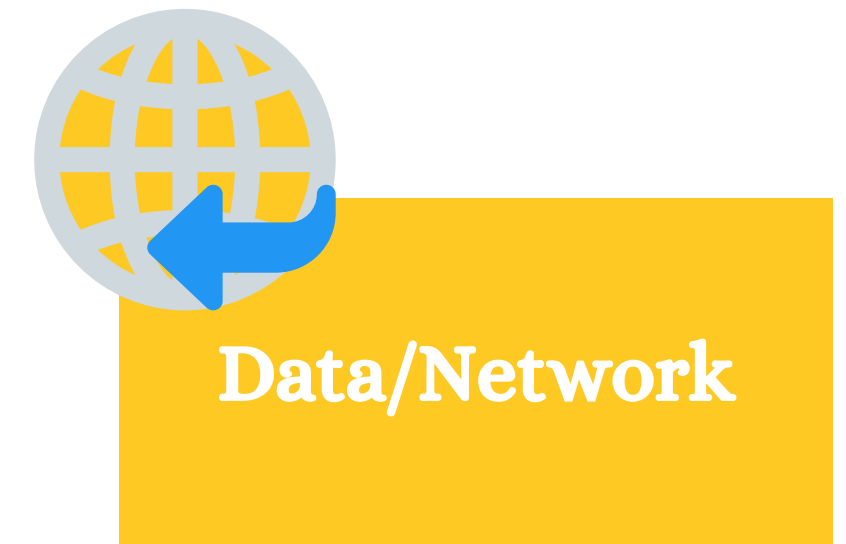
- Environmental camps, aimed at training women and encouraging them to engage in environmentally friendly industries such as waste recycling projects, organic farming, biogas production and alternative energy
- Awareness of sustainable flood management
- Environmental awareness campaign and solid waste recycling to spread awareness about safe disposal and recycling of solid and agricultural waste
- Launching agricultural waste recycling projects in the governorates.
- Projects and initiatives to reduce the use of plastic bags; increase the biodiversity of the country
- Open stations to assess air quality in some governorates;





# Supporting women entrepreneurs and startups

Women business development center -NCW



Expand digital technology programs & trainings for women

# Supporting women entrepreneurs and startups



Addaha w oudoud



Community kitchen



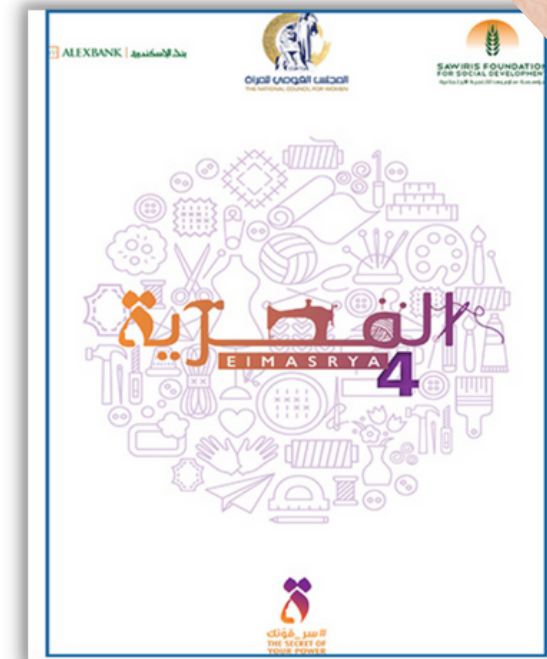
El-Mashghal



Speed Montering



Kowety fi herfty Platform



Al-Masrya

# Public Private Partnership

Launching the **Closing Gender Gap Accelerator 3 year action plan with 4 private sectors on board**: including targeting to approach 50 private sector companies to work on women economic empowerment agenda through on going workshops and meetings.

**Egyptian Gender Equality Seal (world bank):**

Revived in March 2021 and being institutionalized within NCW

**Women Empowerment principles (UN Women)**

Worked with .. private sector company

**ENSURE COMMITTED PRIVATE SECTOR WITH GENDER SENSITIVES POLICIES**

# Social Norms and Awareness Raising

Because i am a man Campaign: Stereotypes on the role of men and women at home

Taa Marbouta, Secret of your Power Campaign: on the economic empowerment of Women

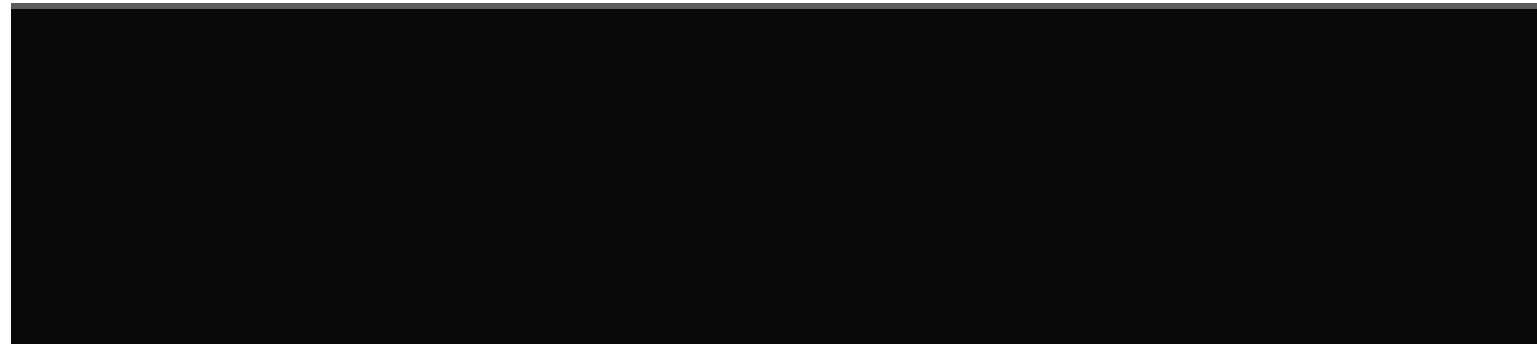
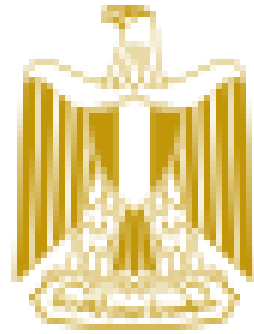
ILO campaign on Violence against women at work

Knocking Doors Campaign messages on economic empowerment and participation

Egyptian Women Role Models Campaign

Safe transportation





**THANK YOU!**