

# Regional Labour Market Monitoring in Public Private Dialogue in Egypt:

*Approach, Overview and Outcomes Focusing on Gender  
Inclusion and Female Employment Creation*



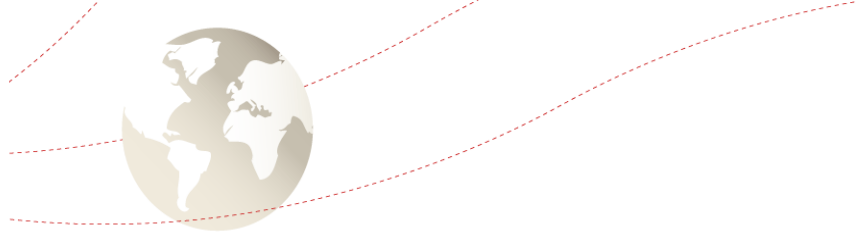
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# Agenda

- 1. Rational for Regional Labour Market Monitoring in PPD in Egypt**
- 2. Status of Implementation, Organizational Structure and Objective of RLMOs**
- 3. Labour Market (LM) Research Products, Outcomes and Achievements**
- 4. The Gender and Inclusion Dimension in the RLMM Approach**
- 5. Examples Evidence-based Active Labour Market Programmes (ALMPs) focusing on Gender**
- 6. Success Factors and Benefits**



# Background & Rational for Regional Labour Market Monitoring in PPD in Egypt

## The Challenges:

- **High youth unemployment** is a key challenge to Egypt's socio-economic development
- The **lack of decentralized Labour Market Information (LMI)** and of a properly institutionalized Labour Market Information System (LMIS)
- **Lack of demand-driven Labour Market (LM) services** to promote employment and evidence-based policies in the fields of further education and training.
- **Limited employment dialog amongst public and private sector stakeholders** and implementation of demand-oriented Active Labour Market Programmes (ALMPs)



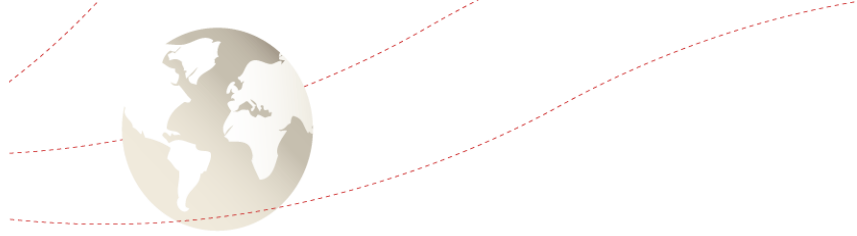
# Rational for Regional Labour Market Monitoring

## Our Approach to tackle these Challenges:

- Establishing multi-stakeholder Regional Labour Market Monitoring (RLMM) structures – the **Regional Labour Market Observatories (RLMOs)** in PPD that apply a dialogue-based method (PROSPECT) to monitor regional LM in order to:
  - **Provide decentralised LMI** to drive local economic development, employment promotion & alignment of education system to private sector needs through the implementation of **demand-oriented Active Labour Market Programmes (ALMPs)**

## Role of GIZ:

- Capacity development, technical backstopping & regular coaching
- Equip venues and cover some organizational costs (Internet, transport)



## Guiding Questions: RLMOs where, what and why?

- **What** is the objective of the RLMOs?
- **Who** works in the RLMOs and where are they?
- **What** do the RLMOs produce and how do they address gender?
- **What** have the RLMOs achieved so far and how is the RLMO's output of relevance to promote gender inclusion and female employment?
- **What** support is GIZ providing at the moment and what can be provided in the future?
- **What** are the lessons learned and success factors?



# Status of Implementation, Organizational Structure and Objective of RLMOs

## Objective of the RLMOs:

- **Collect and avail regional LMI** covering both supply, demand and matching side of the LM and pay specific attention to vulnerable groups in the LM (e.g. women and disabled)
- **Identify, develop and promote the implementation** of evidence-based ALMPs and policy recommendations, **specifically addressing the challenges of the participating public and private actors**
- **Initiate a regional employment dialogue** with multiple stakeholders
- Providing relevant information that can feed in to **national skills needs assessment**



# Status of Implementation, Organizational Structure and Objective of RLMOs

## Status of Implementation

- Since 2012 3 RLMOs have been established in different regions
- Over 35 private and public sector staff from different institutions have been trained in qualitative & quantitative research methods & LM analysis

## Organizational Structure:

- Each RLMO consist of a working group, which conducts the regional LM analysis, members are currently seconded for 2 days per week
- RLMOs are a multi-stakeholder entity including the main representatives from regional Investor's Associations, Ministry of Labour, Ministry of Education and Technical Education, Aswan University
- Steering Committee consists of superiors of RLMO working group & others guiding RLMO working group => **Regional Employment Dialogue**



## LM Research Products, Outcome and Achievements

- **5 Regional Labour Market Analyses** have been published:
  - Sixth of October City (SOC): Engineering, Chemical, Food Processing and Textile Industry
  - Sadat City (SC) : Engineering, Food Processing, Chemical, Building and Construction and Textile Industry;
  - Aswan: Tourism and Mining Industry
- Over **250 companies in 5 sectors** have been surveyed to collect LMI
- **5 Sectoral LM Conferences** were held to disseminate the findings of the LM analysis which were attended by over 300 participants
- **12 ALMPs** (4 with gender focus) have been implemented





# The Gender and Inclusion Dimension in the RLMM Approach

- **Paying specific attention to women and their challenges in the LM** during the LM research to come up with gender sensitive ALMPS
  - Integrating a set of questions in the enterprise survey addressing employers willingness to hire women and the suitability of employment for women
  - Conducting focus group discussions with female job seekers and employees to gain knowledge about their constraints and needs
- Ensuring that out of the 5 **ALMPs per LM analysis per RLMO and region at least 2 are gender sensitive / targeted towards female employment**
- **Gender sensitive monitoring** of trainings and ALMPs



**From Research**



**Implementation**

**The RLMO Model**



**Public and PS representative staff  
working on data analysis and  
ALMPs**



**Outcome: ALMP to promote better  
job quality for women in the RMG  
sector**



# Examples of Evidence-based Active Labour Market Programmes (ALMPs) focusing on Gender

## 1. Entrepreneurship Education for Girls in Aswan

- Promote the employability of girls through the provision of comprehensive entrepreneurship education in Technical Secondary Schools following the ILO's Know About Business (KAB) curricular
- 18 entrepreneurship education trainers certified, 112 female KAB graduates

## 2. Promote better Job Quality for Women in the RMG Sector

- Implementing specific measures to improve working conditions in selected RMG companies form women to tackle staff turnover and drop out from women out of the LM
- E.g. Establishing a kindergarten, gender sensitive recruitment practices



# Examples of Evidence-based Active Labour Market Programmes (ALMPs) focusing on Gender

## 3. Data-driven Innovation and Digital Entrepreneurship for Women in Aswan

- Promote the employment of females who lost their jobs in tourism in Aswan through supporting digital entrepreneurship and data driven innovation
- Promote the self-employment of 50 women through certified retraining and business mentoring

## 4. Gender sensitive matching and placement services

- Capacity development of employment center staff to increase number of placements of females through offering gender sensitive matching and placement services



## Success Factors and Benefits

- **Balanced and diverse composition of RLMO working group and Steering Committee members, representing public and private sector actors ensures access to different LM data and wide range of possible partners and target groups for the ALMPs**
- **Multi-stakeholder involvement and PPD approach** is very important to overcome challenges of data sharing and credibility
- **Implementation of ALMPs on the ground** especially of those that promote the employment of females are crucial to show the added value of RLMM and tackle gender stereotypes



# Thanks for your kind attention

- Web pages
  - [www.epp-egypt.net](http://www.epp-egypt.net)

