

Background and Purpose

With an unemployment rate of about 13%, Egypt's endeavors to achieve social and economic development are strongly challenged and social and political stability are threatened. Thus, creating jobs and / or improving the labor market environment is one of the major tasks of the government.

The main governmental institutions concerned is the Department of Employment within the Ministry of Labor, which, together with its affiliated 27 offices in all governorates of Egypt, is responsible for adopting appropriate employment policies to secure sufficient jobs for those who are currently jobless, and the estimated 500,000 young people who enter the labor market every year. This includes public employment services, training schemes, and other instruments.

The evident gap between the formal education system and the needs of the labor market, alongside many other facts, prompts Egypt to exert more efforts to create job opportunities which will energize the market and support economic development on the national level. The question is whether the Department of Employment is mandated, and its staff is capable of achieving such goals and objectives.

In that context, this ambitious project is aiming at strengthening the performance of the Department of Employment within the Ministry of Labor as well as its affiliate offices in the governorates. The goal is to enable these structures to promote efficient employment services and act a matchmaker between employers and job-seekers, thus contributing to the creation of jobs and, subsequently, socio-economic development and increasing stability within the society.



The project is focused on the re-organization of the department, training of its staff, provision of consultancy to initiate a permanent forum with relevant ministries to discuss and exchange views concerning employment policies and the role of each stakeholder in this context.

Successful employment policies
as an instrument to reduce unemployment in Egypt

Duration and Phases

This project is designed for three years and includes the following phases

First, a study on re-organization of the Department of Employment and its regional offices will be conducted. This includes a needs assessment.

Based on the recommendations and outcomes of the study, training programs will be held for the staff of the Department of Employment and its regional offices. Moreover, material aid will be provided for the department and selected offices, in accordance with the study recommendations.

Finally, a Cairo-based permanent forum, bringing together the Ministry of Labor, Ministry of Education and business associations will be established. The aim of the forum is to monitor the execution of the employment policies and assess possible modifications and improvements needed to raise efficiency. The forum will organize six meetings per year during the course of the project.

Target groups

- Employees of the Department of Employment within the Ministry of Labor
- Staff of the Department's affiliated offices in the governorates.

Partners

- Main partner: Ministry of Labor
- Partners on the forum: Ministry of Education and business community representatives.

Program planned for 2015

Phase	Time / Period	Step / Activity	Result and Use
Re-organization study for the department of employment		Meeting with consultant and the Minister to agree on objectives and procedures	Terms of Reference for the study
		Conducting the study	Recommendations for a new structure of the department, including job descriptions of staff and training need assessment for different positions
Training of staff		6 training programs for the staff of the Department	Staff function in accordance with the study recommendations
		Training programs for the staff of 6 regional offices	Staff function in accordance with the study recommendations
Forum sessions		Consultation, initiation and 4 subsequent meetings, involving the consultant, the Ministry of Labor, the Ministry of Education and business representatives	Agreement on procedures of developing employment policies to create job opportunities

In 2016 and 17, training of staff will continue in six regional offices per year. Forum sessions are planned to continue on regular basis.