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A COMPETENCE GAP ANALYSIS & MARKET ANALYSIS OF EGYPTIAN & SYRIAN WOMEN IN EGYPT



ITALIAN AGENCY
FOR DEVELOPMENT
COOPERATION



مؤسسة
بناء الإنسان للمستقبل
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Movimento per l'Autosviluppo
l'Interscambio e la Solidarietà

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Ngo Team

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wee.can!

Women's Economic Empowerment

نستطيع! لتمكين المرأة اقتصادياً

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ABSTRACT

The Syrian crisis is considered the major humanitarian emergency of our time. Since its beginning in 2011, the war in Syria has provoked mass migration, displacement and extreme impoverishment within Syria, and around 7 million are refugees in neighboring countries (UNCHR,2017). The host countries have fragile economies with little growth rate and public finance crisis, and they heavily rely on international aid. The refugee crisis further weakened these economies. While a durable solution of the conflict is not predictable in the short-term, the living conditions of the refugee population remain extremely critical and it is necessary to support host countries. Therefore, there is a growing need to contribute in a more systematic way to improve the living conditions of Syrian refugee women and girls, who now constitute the majority of the Syrian refugee population in the host countries. In recent years, Egypt has become a country of passage and landing place for Syrians. Recently, there is a greater global interest in Women Economic empowerment that seems to have a positive impact on development. Egypt like many other countries has implemented a great effort in this area, yet, female labour force participation—which is not even an adequate measurement of empowerment - has not exceeded 22.93% in 2019 (Khattab and Sakr, 2009; World bank;2019). Thus, the project “**WEE.CAN!**” was created under the umbrella of the programme “Assistance to and Empowerment of Women Refugees from Syria and Vulnerable Women and Girls in Host Communities in Egypt, Jordan and Lebanon”, to promote the socio-economic women empowerment of women through different actions that aim to improve the sustainable access of income opportunities and the social and family support (social norms) towards women-led businesses. In order to achieve economic inclusion in a sustainable way, interventions should be

based on a thought analysis of the existing demand for labour, products and services, and of market systems in which refugees could make a living” (Betts et al., 2014). In Egypt, WEE.CAN project will be carried out in the areas of Damietta and Sharqia Governorate. The competence gap analysis and market analysis in Egypt are the first milestones of the project. Their general aim is to provide a snapshot of the current status quo of the socio-economic situation of Syrian refugee women and vulnerable women in Egypt. It will be used as a baseline for the design of vocational training and microfinance activities, that ultimately aim at encouraging Egypt to promote the socio-economic inclusion of refugees, and to support the resilience of host communities for more sustainable recovery and development. The two studies were conducted to: 1) provide an assessment containing nationality, background, education and skills, work experience; ability to work, aspirations and economic conditions in addition to access to supportive functions of Egyptian and Syrian women in Demitta and Sharqia governorates. 2) Assess of rules and regulations: legal framework and attitudes of the host communities and 3) explore the current market trends and anticipated developments, as well as sectors and subsectors with potential and possible employment opportunities for Egyptian and Syrian women. The first study consisted of a survey of (222) Egyptian and Syrian women in Demitta and Sharqia governorates. The second study consisted of in-depth-interviews of (27) workplaces in Demitta and Sharqia “10th of Ramadan”. The general findings suggested that there is always a possibility of introducing new products and new businesses in the Egyptian market; therefore, it is possible to increase potential job opportunities, particularly in the sector of food, furniture and the clothing industry which are considered as good sectors by both women and workplaces for opening new small businesses, self-employment or engaging in existing workplaces. Also,

it seems to be worth investing in introducing the use of technology, related to online marketing and designing, to Egyptian and Syrian women, which could be used against market competitiveness. In addition, Egyptian and Syrian women are in need of a social support network in addition to access to resources and information.



SUMMARY OF KEY RECOMMENDATION

Recommendations for BEFF Organization

- Increase the existing mechanism to support different levels of vocational trainings that designed to encourage small business activities in the host communities among both refugees and Syrians.
- Hosting social activities for both Egyptian and Syrian women to encourage integration and effective social network.
- Hosting Egyptian women focus group to discuss possible ideas and tendencies for partnership with Syrians in form of business activity.
- Partnering with more Egyptians organizations to increase acceptance and outreaching.

Recommendations for Wee.Can

- The vocational training should be implemented in a comprehensive method depending on the needs of each region taking into consideration the location, availability of transportation, and availability of day care for those who have children.
- Due to transportation and geographic restriction and to avoid sexual harassment and discriminatory behavior, the training should be conducted in women own localities. And if there is difficulty in implementation in a nearby premise, providing transportation allowance might need to be considered due to high cost of transportation.



- There is a need to develop an accessible mechanism (prior connection or networking) to help the creation of a proper matching between female job seekers and workplaces.
- Inviting different workplaces to be part of online platform to update the available jobs and required skills.
- Since a lot of women complained about the difficulty of working outside the household due to lack of day care for their dependent's, providing a day care during the training would encourage them to participate. It is also worthy suggesting for the training to be concise and to the point because in addition to children restriction, college students also mentioned that there is academic schedule that binds them. Therefore, the training schedule should be tailored to work around the academic calendar.
- In regard to training curriculum, a strong emphasis should be on designing and establishing home-based business or remotely jobs.
- Using the project umbrella to create an effective social network between Egyptians and Syrians in order to support and protect each other's.
- Focusing on building social networks among women especially those who share the same business field in addition to increasing women access to information through coaching or, and mentoring services.
- In terms of the interests and skills, women preference should be taken into consideration and should be prioritized according to the labor market potentials.
- It could be beneficial to such economic empowerment interventions to support an integrated family projects or small business that involve both women and men in order to guarantee family support and approval.



Recommendations for donor

- It is preferable to include both Egyptian and Syrian women in the design of any vocational training or provided services. It should be done based on actual needs of the target group and based on baseline studies.
- More emphasizing should be provided to monitoring and evaluation to measure the effectiveness of the implemented activities and to analyze the lessons and then applying the lessons to future projects.

Recommendations for further studies

- The present study was able to capture some of the challenges and the practices that have faced both women and workplaces in the area of Damietta & 10th of Ramadan. Future studies should consider conducting the study with more focus on Egyptian participation.
- It also should consider conducting a comparative study between women refugees in Egypt and MENA region.
- Finally, future studies should consider evaluating the perceived impact of the implemented vocational training and the funded projects on the served communities.



AIM OF BEF ORGANIZATION & ITS PARTNERS

BEF is a non-profit organization who started to provide immediate assistance in 2018 to support Syrian refugees, and disadvantage Egyptians. Our work started in 2018 to help Syrian refugees arriving and settling down in Egypt and evolved gradually into a friendly foundation to support refugees and disadvantage Egyptians. Our first cooperation to support the arriving Syrian refugees to Egypt was with Syria –Al Gad Foundation and IOM to provide access to education and vocational training. Our work aims to address socio-economic concerns as well as to improve access to basic services for refugees in specific and disadvantage communities in the host-country. Through a partnership with our local and international partnering organizations, the organization offers assistance through financial and material donations, comprehensive medical services as well as community development through education and capacity building. Together with our local and international partnering organizations, we create reasonable work opportunities to relief the overall situation as well as provide safe spaces to children, and their families to encourage social cohesion and integration for better future.

BEF Specific objectives

- Providing basic financial and material needs for refugees and disadvantage communities.
- Carrying out programs and projects to promote access to educational, health care and social services.



- Providing children with access to education to meet their Psychosocial and pedagogic needs.
- Providing vocational, capacity building and professional trainings to encourage small business activities in the host community.
- Effectively engage and partner with local NGOs working with Syrian refugees and vulnerable groups in Egypt.

Movimento per l'Autosviluppo, l'Interscambio, la Solidarietà (M.A.I.S)

M.A.I.S. (Movimento per l'Autosviluppo, l'Interscambio, la Solidarietà) is a non-governmental organization (NGO) established in 1990 in Turin, Italy. It is a non-religious, independent and non-profit organization, recognized by the Italian Ministry of Foreign Affairs and by the European Union.

Vision: achieve sustainable and participated development for women, children, farmers and small -scale producers. M.A.I.S. promotes the cooperation between peoples and fights for a fair world, through promoting self-development projects, human rights defense and against any form of exploitation and social exclusion. Solidarity, equity and non-discrimination are important values that form the basis for M.A.I.S.' work. For us, solidarity means standing together.

M.A.I.S. objectives

- To work in favour of sustainable and participated development of the global South, particularly for small-scale producers, the children and women, promoting the rise of local capacity.
- To promote exchange of expertise both within the countries where it works and between the North and the South of the world



M.A.I.S. carries on projects in **Bolivia, Nicaragua, Guatemala, Egypt, Senegal, Mozambique**, working together with local and international organizations.

www.mais.to.it

Italian Agency for Development Cooperation (AICS)

AICS – the Italian Agency for Cooperation and Development established by the Italian law on international cooperation (Law No. 125/2014) with the aim of aligning Italy with its principal European and global partners in the endeavor of development. Its basic model reflects that used in the main European countries. The Agency headquarters are in Rome. AICS runs another base in Florence and 20 field offices worldwide for assessing local needs, implementing development initiatives, monitoring results and building partnerships on the ground. According to the law, the Agency’s mission is to “perform technical and operational activities associated with the examination, development, financing, management and control of the cooperation initiatives”.

Strategies: The ultimate goals of development cooperation are outlined in the first articles of the Law: eradication of poverty; reduction of inequality; promotion of human rights and gender equality.

The key themes of the future are a more equal distribution of wealth, guaranteed access to quality healthcare and education, and environmental sustainability. These are the challenges that cooperation should tackle and engage with, demonstrating a new “economy of human promotion”, conceived to involve public and private agents, uniting culture, education, employment, rights, business and community, and inspired by European model.

www.aics.gov.it



The programme "Assistance to and Empowerment of Women Refugees from Syria and Vulnerable Women and Girls in Host Communities in Egypt, Jordan and Lebanon"

The programme stems from the decision of Office IV AICS to contribute in a more systematic and homogeneous way to the improvement of the living conditions of Syrian refugee women and girls, who now constitute the majority of the Syrian refugee population in the host countries.

In this regard, it was decided to use the regional dimension, which can best ensure the homogeneity of the solutions proposed, while respecting the peculiarities of individual countries. The choice of Egypt, Jordan, and Lebanon was determined by the following reasons: Egypt plays a decisive political role in the MENA region, despite its complex political, social and religious situation. Moreover, in recent years it has become a country of passage and landing place for Syrians, coming from Sudan, who no longer find shelter in other countries where the number of refugees, not only Syrians, is now above any threshold of acceptance. Jordan and Lebanon are among the countries that host, after Turkey, the largest number of Syrian refugees - in addition to historical ones such as the Palestinians - and suffer the most acute political, social and economic consequences caused by the long-term presence of Syrian refugees.

The overall objective is to contribute to the improvement of the living conditions of Syrian refugee women and girls and particularly vulnerable women and girls from the host communities in Egypt, Jordan and Lebanon.



It is followed by two specific objectives: 1) the protection of the physical and mental integrity of Syrian refugee women refugees through the improvement of reproductive health, the prevention of gender-based violence and the assistance to victims; 2) the promotion of the social and economic empowerment of the Syrian refugee female population through actions that promote, on the one hand, the creation of income and sustainable forms of association in the medium-long term and, on the other hand, their participation in the peace process and the reconstruction of Syria. The use of the services and tools that the initiative will produce will also be extended to vulnerable women and girls in the host communities of the three countries involved. The achievement of the specific objective n. 1 has been entrusted to UNFPA, while the achievement of the specific objective n. 2, except for a small intervention of ESCWA for the training of leaders and information/sensitization campaigns, is entrusted to the implementation of interventions of Italian CSOs in collaboration with local ones.



WEE.CAN! PROJECT

WEE.CAN! – Theory of Change

“If vulnerable women in the targeted areas have improved their socio economic situation through locally driven innovative solutions implemented with financial and non-financial support and if barriers for women socio economic empowerment have decreased thanks to an enabled environment on gender roles and norms, then a more equitable and sustainable socio-economic development will be promoted because women in Egypt, Lebanon and Jordan will be able to have a better access and control over social and economic opportunities”

The project **“WEE.CAN!”** will promote the socio-economic women Empowerment of Syrian refugee women and vulnerable women from Egypt, Jordan and Lebanon through different actions that aim to improve the sustainable access of income opportunities and the social and family support (social norms) towards women-led businesses. In Egypt, the project will be carried out in the areas of Damietta and Sharqia Governorate. The project has been designed according to a need assessment carried out by a consortium of Italian, Egyptian, Lebanese, and Jordanian CSOs, engaged in the response to Syrian crisis in Lebanon, Egypt and Jordan through the protection of Syrian refugees and most vulnerable population of host countries. In particular this coalition works on women empowerment, gender justice and livelihood. The Syrian crisis is considered the major humanitarian emergency of our time. Since its beginning in 2011, the war in Syria has provoked mass migration, displacement and extreme impoverishment within Syria, and around 7 million are refugees in neighboring



countries¹. Only a part of these people is regularly registered with UNHCR. According to available data, of the 5,34 million Syrian registered as refugees 3,28 million are hosted in Turkey (3,5% of the Turkish population), 655,000 in Jordan (8% of the population), over 1 million in Lebanon, 126,000 in Egypt, and 247,000 in Iraq. Nevertheless, it is estimated that the effective registered and non-registered refugee population amounts to 1,2 million in Jordan, 1,5 million in Lebanon, 500,000 in Egypt, and that at least 3 million people found a refuge in Europe, in other Arab countries, and in the United States. Therefore, Syria neighboring countries took charge of the majority of Syrian refugees.

The host countries are fragile economies with little growth rate and public finance crisis, and they heavily rely on international aid. The refugee crisis further weakened these economies. While a durable solution of the conflict is not predictable in the short-term, the living conditions of the refugee population remain extremely critical and it is necessary to support host countries to promote the socio-economic inclusion of refugees and to support the resilience of host communities too for more sustainable recovery and development. As in other conflicts and migration/displacement crises, among Syrian refugee population, women and girls constitute a particularly discriminated and vulnerable group, at risk of extreme poverty because of pre-existing gender inequalities. It is estimated that over 5 million women and adolescent girls in reproductive age (15-24 years old) among the Syrian refugees have no access to sexual and reproductive health and rights and to gender-based violence prevention and care, that 1 refugee woman in 5 is at risk of unwanted/difficult pregnancies, and that 1 in 5 women refugees is head of household with a very limited access to resources and job opportunities.

¹ Data UNHCR updated 31 October 2017.

Table 1: Project Target Group

Project Target Group				
Code	Activity	Total	Syrians	Egyptians
A 1.1	Employment market analysis & Competences	150	60	90
1.2.1	Vocational Training	50	20	30
A.1.3.1	Training and technical support	56	22	34
1.3.2	Micro-credit	75	30	45
A.1.4.1	Tutoring and coaching	20	8	12
A.1.4.2	Financial support to small businesses runs by women and social enterprises	20	8	12
A1.5	Activity of networking for the regulation of social enterprises	20	8	12



AIM OF THE STUDIES

The main objective of this paper is to present that results of two studies; 1) Competence Gap Analysis in Damietta and Sharqia Governorates, 2) Market Analysis in Damietta and Sharqia Governorates.

The object of the first study is to provide BEF with details information about beneficiaries' professional skills, competences, attitudes, expectations and desires. In addition to a clear analysis of the ecosystem's dynamic and potential to guide the call-to-action towards areas. The first study conducted in order to provide a deeper understanding of the beneficiaries' professional skills experiences. This study aimed to help BEF to identify the challenges and barriers that encounter women and young female Syrian and Egyptians in the workplace or when searching for a job opportunity. It also will help to understand and prioritize a set of possible professional skills to be able to design vocational and financial literacy trainings that can contribute to economic and social empowerment of Egyptian and Syrians women through providing possible grants to support self-employment, informal groups and starts-ups and possible formal employment.

Such information could allow BEF to achieve their goals and minimize the gap between refugees and their host countries in addition to contribute to improve living condition of women and young refugees and disadvantage Egyptians in Egypt.

The first study was able to complete the following tasks:

1. Involved a target group of 220 women and girls from host communities and Syrian refugees;
2. Provide an assessment containing nationality and background; education and skills; work experience; ability to work, aspirations; economic conditions, and supporting functions;



The object of the second study is to provide BEF with a clear analysis of the ecosystem's dynamic and potential to guide the call-to-action towards areas. The job Analysis will play an important role in addressing the trainings and select the beneficiaries.

The second study was able to complete the following tasks:

1. Assessment of rules and regulations: legal framework and attitudes of the host communities;
2. For each area, conceive a mapping of the local ecosystem demand for labour, products and services, and of market systems in which refugees could make a living;
3. Current market trends and anticipated developments, as well as sectors and subsectors with potential and possible employment opportunities for refugees;

The challenge

The term "sustainable livelihood" is used here to refer to an income-generating activity that results in a positive return on investments sufficient to provide an income and fund the further investments necessary to continue that activity. Therefore, to achieve economic inclusion in a sustainable way, interventions should be based on a thought analysis of the existing demand for labour, products and services, and of market systems in which refugees could make a living. This is confirmed by a study on refugee economies, which concludes that: "Interventions that aim to promote refugees' sustainable livelihoods must be based on a sound and comprehensive understanding of existing markets and the private business sectors within which refugees are making a living" (Betts et al., 2014).

Interventions should be aimed at combining "push" and "pull" factors. "Push" factors aim at building the capacities of the target group to engage with the market, for instance through skills development, transfer of assets and/or strengthening social networks, while "pull" factors focus on developing market systems in such a way as to expand and diversify the



market opportunities available to both the target group and the host community. While “push” interventions usually focus on working with the target group directly, “pull” interventions tend to work with a wide range of market actors. Pull and Push interventions should be linked and complementary in a holistic approach that is founded on a thorough understanding not only of the needs and protection challenges of the target group but also of market realities and trends. It is crucial to take a closer look at market trends and demand, and more specifically at subsectors and value chains with potential for employment creation, in order to better target any “push” interventions, in particular those aimed at skills development, to ensure that these match the capacities and skills development, to ensure that these match the capacities and skills needed on the market, and to identify possible constraints and bottlenecks in these subsectors and design appropriate “pull” interventions to create additional employment.



BACKGROUND

With the increase displacement of over 70 million persons worldwide, it is important to consider the economic aspects of the refugees and their hosting countries. Even that Refugees are encountering a wide range of challenges related to their displacement, refugee women are facing more difficulties regarding their gender and social level. In fact, empowering and facilitating refugee women's access to the labour market and employment opportunities would improve not only their income, but also their hosting countries' economies. Encouraging refugee women inclusion has potential benefits to the market economy of the hosting country (Kabir& Klugman, 2019).According to UNCHR latest update of 2019, 129,210 registered Syrian refugees are living in Egypt. Refugees and migrants are able to integrate in their host- country if they are having certain factors among them that they are able to sustain livelihoods, through access to land or employment, and can support themselves and their families and also to have access to education or vocational training, health facilities, and housing and are socially networked into the host community in addition to have the right to return to their countries (Jacobsen, 2001).

Overall, young people are representing the highest rate of unemployment in Egypt. The well-being of women who comprise approximately 51% of the refugees is being a strong concern to several international NGOs, such as UNCHR, IOM, UN Women, and similar NGO's etc. As women face more challenges during the resettlement process than men where they are subject to sexual violence and unequal access to humanitarian assistance (Global Consultations, 2002 Global Consultations.(2002). Refugee women. Retrieved September 5, 2004, from <http://www.unhcr.ch>; UNHCR, 2001 United Nations High Commissioner for



Refugees. (2001). Women, children and older refugees: The sex and age distribution of refugee populations with a special emphasis on UNHCR policy priorities. Retrieved September 5, 2004, from <http://www.unhcr.ch>). In general, refugees living in any host community are a faced with the challenge of adapting to a new culture, a new environment, a new life. In fact, in a refugee community, patterns are deconstructed, and gender roles may be changed. The war in Syria has left many women vulnerable and with no husbands. Their husbands have been killed, detained, captured or separated from their families. In one out of every four families, they became the sole providers for food and shelter for their children (Abdel Jabbar and Zaza,2016).

Damietta and Sharqia Governorates

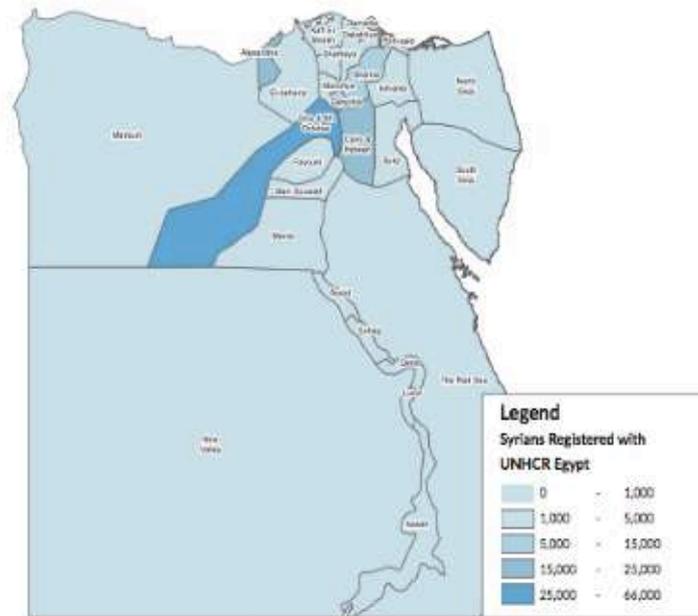
Most of Syrian refugees have been living in Egypt for seven years, since the onset of war. There are now 500,000 Syrian residing in Egypt according to government estimates. As of the end the year, a total of 126,688 Syrians were registered with UNHCR. A total of 23,657 Syrian newly registered as refugees in Egypt in the course of the year, which constituted a 36% increase compared to 2016. Egypt also recorded its largest number of Syrian new arrivals since 2013, with 17,944. The number of newly registered unaccompanied and separated Syrian children significantly increased from 378 in 2016, to 895 registered in 2017.

As in previous years, difficult socio-economic conditions, with high inflation levels and increased costs of living impacted the lives of Egyptians, refugees and asylum seekers alike, especially of the most vulnerable. For refugees, this was compounded by limited opportunities for formal access to employment. The centralization of the residency



procedures in Cairo, combined with a limited validity of six months, continued to constitute challenges for many refugees as they had to travel to the capital several times.

Damietta hosts the third largest population of Syrian refugees representing 9% of the total registered Syrian population. Historic ties between Damietta and Syria (particularly relating to the construction and trade of furniture), coupled with the availability of affordable housing, are amongst the key reasons why Syrian have been drawn to the area. **Sharqia** hosts 6% of the total Syrian population, in particular in the 10th of Ramadan City, an industrial area where refugees are able to find employment. (UNHCR, 2016). The largest average Syrian refugee households' size are in Damietta, with 4.5 individuals per households, while, across all regions, the average number of households has 2.19 adults (UNHCR, 2016). In particular the target areas of the assessment of the Municipality of Damietta and 10th of Ramadan City. Damietta is located in the north-eastern part of the country, 280 km from the capital city, it has a population of over 1 million. According to population estimation in 2015, the majority of people residing in the governorate live in rural areas, with an urbanization rate of only 38,7%. Damietta is a center of excellence in furniture manufacturing, today more than 80% of the population derive their economic existence from furniture industry.



Map. Syrians registered with UNHCR per governorate in Egypt - Source: UNHCR, 2016

Sharqia is the 3rd most populous of the governorates of Egypt. It is located in the northern part of the country, 150 km from the capital city. According to population estimation in 2015, the majority of people residing in the governorate live in rural areas, with an urbanization rate of only 23,1%.

According to the Egyptian law, refugees must live in host communities, as the government rejects the establishment of refugee camps. Indeed, in December 2017, Foreign Minister Sameh Shoukry, during a meeting with European Commissioner for Migration, remarked that Egypt is keen to integrate refugees into Egyptian society, trying to give them a role in all aspects of public life in accordance with legal and humanitarian consideration.



LITERATURE REVIEW

Labour Market

The labour market performance is mostly predicted by the labour regulations and laws. Usually, to decrease exploitation and increase wellbeing, governments are usually the responsible to enforce the labour's laws to protect workers' rights and to regulate the relationship between the employees and their employers. Also, labour laws enable trade unions to defend employees' rights. However, employers regard such protection as an increase possibility for costs which affects negatively the flexibility of the formal labour market to rapidly adopt to fluctuations and societal, economy and production changes. During any positive or negative economic shock, both firms or, and sectoral levels would find it difficult to adjust. This leads to adopt a policy of hiring fewer workers or employees to avoid the costs of layoffs. Despite the protective role of these regulations, firms were discouraged from formal employment. Thus, it undermines the request for labour and weakens firms' abilities to allocate human resources (Sharma,2009; Abdelgouad,2014).

In Egypt, after the efforts to reform labour markets' laws which included the unified labour law No.12 for 2003 (https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=en&p_isn=64693), the country labour market was still having a major rigidity problem that limits the flexibility of firms' performance (Abdelgouad,2014). Based on the Global Competitiveness Report 2018/2019, Egypt ranks 130 out of 140 countries for the flexibility of the labour market while 51 out of 140 countries in the hiring and firing process and 103 out of 140 countries in how restrictive



regulations are related to the hiring of foreign labour. Egypt ranks 103 out of 140 countries in labour market policies that help unemployed people to reskill and find new employment which include retraining, skill matching etc. Egypt ranks 109 out of 140 countries in finding skilled employees to match the job profile or the skills required to fill their vacancies (<https://reports.weforum.org/global-competitiveness-report-2018/competitiveness-rankings/#series=GCI4.C.08>). In general, the unemployment rates in Egypt and other countries is usually identified by the number of unemployed persons as percentage of the labour force. The labor force contains both peoples who are working or not working, such as job seekers. This means that the labor force does not include individuals who are not actively searching for jobs, children and the retired. In fact, unemployment has become one of the main difficulties that jeopardize the economies of the majority of countries around the world. The existence of high rates of unemployment which indicates a deficit in the labour market, intensifying the occurrence of poverty and the spread of improper standards of living (as cited by Alhdiy, et.al,2015). In Egypt, the unemployment rates during the period of 2003-2012 have been escalating unpredictably changing from modesty during 1990s to a very high rate. "The unemployment rate in Egypt fluctuated from 9 percent and 12.7 percent respectively. Despite a slight decrease in 2008, unemployment rates have been relatively high in comparison with an average growth rate of 4.67 percent" (Alhdiy, et.al, 2015).

Table 2 : represents the unemployment rate during the last eight year and the female unemployment rate of the same period.

Year	Un employment rate %	female unemployment rate % (%of female labor force)
2012	12.6	24.016%
2013	13.15	24.166%
2014	13.1	23.999%
2015	13.5	24.946%
2016	12.41	23.722%
2017	11.77	23.098%
2018	11.44	23.102%
2019	11.29	23.1%

Source :International Labour Organization, ILOSTAT database. Data retrieved in December 2019. Worldbank data <https://data.worldbank.org/indicator/SL.UEM.TOTL.ZS?end=2019&locations=EG&start=1991&view=chart>

Similar to other countries in the MENA region, The Egyptian labour market deals with fundamental challenges that hinder the creation of decent jobs opportunities for young citizens. "Among other factors, these challenges include a fast-growing working-age population exerting an increasing demographic pressure on the economy at large. With limited employment opportunities in the public sector, the pace of growth in the formal private sector has not brought about sufficient job creation. Educational returns remain low compared to countries in other regions and concerns about the quality of the education contribute to an increasing level of skills mismatch between formal education and the labour market, which is characterized by segregation across gender and regional lines". As there is no change of the situation, and without work permits and access to formal employment, many Syrian refugees had no choice but to engage in the formal sector of the labour market in order to find income after draining their resources and to provide to their families. Based on the results of In one survey, 45.5% of Syrian families residing in Egypt reported that they



were working informally. This often involves poor working conditions and little remuneration (Gardiner, et.al, 2017; ILO,2015).

Legal Status of Refugees: Egypt

Overview of Syrian refugees in Egypt

Egypt has always been a second home for different nationalities from Middle East and Africa including Syrians. Before the Syrian conflict, refugees who entered Egypt benefited from living in a relatively stable country with a temporary resettlement; however, the population growth and the unemployment rates had pressured the government to the rights of refugees. The Egyptian economic and political situation in the last years has made live more difficult for Syrians and other refugees (Bidinger, et al., 2014, P.76-77; Mansour, 2018). Syrian refugees in Egypt encounter some challenges affecting their stay in Egypt, for example, security prosecution, limited child protection services and lack of available jobs(Ghalabi,2013). Egypt is hosting, according to latest records of December 2019, approximately129,210 registered Syrian refugees, including 42,452 households (UNCHR,2019). Almost 300,000 and 400,000 Syrian refugees have escaped to Egypt. The majority of them are dispersed throughout Greater Cairo, Damietta and Alexandria mainly in the area of 6th of October City while Sinai and Mansoura host smaller number of Syrian refugees (Bidinger, S., 2014, P.76-77). The Syrian refugees have fled to Egypt because of “low cost of living” and “welcoming attitude” compared to other countries. The larger part of Syrian refugees came mainly from Lebanon while some came straight from Syria or other third country. Up to 2012, the majority of the Syrians arrived in Egypt belonged mainly to middle-upper social class; later, less privileged Syrians started to arrive in bigger numbers (as cited by Bidinger et al., 2014, p.77-86).



Egypt “has the primary responsibility to provide protection for all persons who seek asylum on its territory” (Information for Asylum-Seekers and Refugees in Egypt, UNCHR,2013, p.7). Despite being a party to the 1951 Refugee Convention and the ICESCR, based on a memorandum of understanding (“MOU”) between Egypt and UNHCR that was executed in 1954, the United Nations High Commissioner for Refugees (UNHCR) is the primary institution responsible for deciding on all aspects of refugee status till Egypt be able to develop national procedures for refugees and asylum or incorporate RC or OAU onto its domestic law. Since 1954, Egypt has agreed to CSR51, PSR67, and the 1969 Organization of African Unity (OAU)Convention, which have expanded the definition of a refugee and governed the specific aspects of refugee problems in Africa. Therefore, UNCHR arbitrates refugee status under the refugee definition of its mandate, CSR51, and the 1969 OAU Convention (UNCHR,2013; as cited by Bidinger et al., 2014; UNCHR,1992).

“[T]he definition or concept of a refugee . . . includes . . . persons who have fled their country because their lives, safety or freedom have been threatened by generalized violence, foreign aggression, internal conflicts, massive violation of human rights or other circumstances which have seriously disturbed public order” (Article 1.2 , OAU Convention 1992).

It is important to mention that the Egyptian government stated its intention to accept more responsibility for implementing RSD procedures and domestic law of asylum and refugee. It created “The Refugee Affaires Committee” under a 1984 presidential decree. The Committee established “the Department of Refugee Affaires “under the umbrella of the Egyptian Ministry of Foreign Affairs to conduct RSD. The Department still has not conducted any and the UNCHR continues to act as the only institute for RSD in Egypt (as cited by Bidinger et al., 2014).



Eligibility to Refugee Status

To be entitled to the UNHCR services, an individual entering Egypt must register with the UNHCR. After registration, the applicant receives the refugee card /the asylum-seeking (the yellow card) which is stamped by the Ministry of Foreign Affairs and the Refugee Affairs section of the Ministry of Interior's Department of Migration and Citizenship in Egypt. The yellow card allows them to stay in Egypt until the end of the process of registration and refugee's status determination (RSD) (Sadek,2016; Ayoub, M., & Khallaf, S.,2014; ILO,2015). In general, according to the Ministry of Interior's Decree No. 8180 of 1996, refugees entitle to a three-year temporary residency permit. Because of the fact that this Decree is not being implemented, a ministerial decision allowing them only six-month renewable residency permits is being adopted. These permits are subject to renewal as long as the refugee "remains of concern"to UNHCR (Sadek,2016). The RSD process can take years, but the moment the refugee status is granted, the recognized refugee will be giving a blue card which will allow him to be eligible for one of the existed durable solutions: "local integration in Egypt, voluntary repatriation to their country of origin, or resettlement to a third country". A durable solution means that the refugee is under the protection of a state and therefore is no longer considered refugees (Ayoub & Khallaf, 2014; ILO,2015, P.21). It is significant to mention that there is no mechanism in Egypt to naturalize Syrian refugees.

Services Offered to Refugees including Syrians

In Egypt, "Refugees are entitled to the enjoyment of the rights Egypt agreed to, set out in the 1951 Refugee Convention including amongst others, the right not to be discriminated against on grounds of race, religion, or country of origin, and freedom of movement and



residence within the country of asylum as well as equality before the law and access to courts”(Information For Asylum-Seekers and Refugees in Egypt, UNCHR,2013, p.8)

Regarding the right to Entry, after July 2013, the Egyptian migration policy changed their policy of “free visa regime” entering for Syrians escaping Syria and prevented them from entering the country unless they obtain a visa and a security clearance prior to their arrival. In addition, the Egyptian government increased their restrictions to visa renewals; therefore, the movement of Syrian refugees to Egypt has basically stopped (Bidinger et.al, 2014, p.84). As the majority of refugees including Syrians are mainly living in urban areas where they are able to rent or share accommodations. The Egyptian government does not offer social benefits to refugees; however, it grants them access to education through their public schools and health care in public hospitals. Although Egypt made a stipulation to article 22, section 1 of the Refugee Convention, thereby denying refugees the right to be admitted to public schools, the Egyptian Minister of Education issued Ministerial Decree No. 24 in 1992, allowing the children of recognized refugees, which includes Syrians, to attend public schools (Ministerial Resolution No. 24-1992, Al-Jarīdah Al-Rasmīyah, vol. 54, 22 Jan. 1992) (as cited by Sadek,2016).

The Egyptian education system used to have a good position among other countries in the Middle East, while in the meantime the educational system suffered from a poor quality of education due to the high level of absenteeism among teachers and students, low quality of teaching, and lack of training which lead to a need of private sessions. The poor quality of public education and public transportation prevented the attendance of the Syrian refugees in addition to the fact that several families could not afford to pay the enrolment fees and school supplies.



There are also other reasons prevented Syrian refugees from registering their children at the public school, such as the difficulty to adopt to the Egyptian dialect, overcrowded classrooms, and the risk of sexual harassment of young girls (Ayadi et al., p20-25; Bidinger et.al, 2014, p.90-91). International organizations as a UNCHR, UNICEF and CRS tried to find solution, particularly in the highly populated areas in Alexandria, by the help of the government in Alexandria. While in the area of 6th of October, a Syrian community school has been established that serves around 2,000 Syrian children where students study the Egyptian curriculum, but from Syrian teachers. The community school also includes additional Syrian coursework. The Egyptian government permitted the creation of this community school, and allowed students to receive an Egyptian accreditation if they are able to pass the Egyptian national exams (Bidinger et.al, 2014, p.90-91). In respect of health sector and its limited capacity in Egypt, healthcare is restricted from delivering effective services to the growing number of Syrian refugees. Therefore, International organizations, such as UNCHR, WHO, and UNICEF established a collaboration plan with the Egyptian Ministry of health to tackle urgent issues of “acute and chronic illnesses, maternal and child health, and psychological needs” and to activate “primary curative health and referral care services”. It also tried to increase its presence in Cairo, Giza, Alexandria, Damietta, Dakahleya, El Fayoum, and Assiut (as cited by Bidinger et.al, 2014).

Access to cash assistance, the Egyptian Red Crescent, with the assistance of the UNHCR, distributed cash assistance grants to about 15,500 refugees including 12,000 Syrian refugees who are considered as vulnerable families by UNCHR’s socioeconomic/vulnerability assessment framework. Refugees, such as large-sized families, single-headed households, and families with members suffering of chronic diseases, who are classified as vulnerable are still subject to both food and cash assistance (as cited by Sadek,2016)



In regard to **access to housing**, it is difficult for Syrians to find suitable housing or to be able to pay the required rent as the rent could be almost two-thirds of their income (Ayoub and Khallaf,2014).

In regard to **access to police protection**, there is a lack of community support mechanisms which is considered a main challenge for access to protection, similar to other refugees in Egypt. According to A Refugee Council USA (2015), in Egypt, Syrian refugees face regular harassment, exploitation, and sexual and gender-based violence and cannot report that to police. Syrians refugees expressed their need to **access information** about their home country, also to know about the services provided for their children, shelter and aid in their host country (Egypt), in addition to the rights and obligations related to their refugee status. Also, they mentioned their need to access to information to help them finding suitable jobs in the host country. Syrians were able to use different type of technologies to communicate with others through social media, such as mobile phones (Mansour,2018).

Access to employment

According to Article 53 of the Egyptian Constitution, "foreigners who have been granted political asylum may be eligible for work permits,"(ILO,2015).Although Egypt did not make any stipulation against articles 17 and 18 of the Refugee Convention which mainly related to the protection of refugees' rights to work, work permits are difficult to get. Article 11 of Ministerial Resolution 390 of 1982, issued by the Ministry of Labour, requires the employer to present a proof that no Egyptian national is available to do the work before a permit may be issued. Business permits are easier to obtain but require investment capital and registration with Egyptian partners (Ministerial Resolution 390-1982, Al-Jarida Al-Rasmiyya, 13 June 1982;ILO,2015; Ayoub&Khallaf,2014; Sadek,2013;2016).



With the high national unemployment rates among young Egyptians, the 2003 Labor Law and its Ministerial Decree, along with the 2004 Decree of the Ministry of Manpower and related employment laws have made it almost impossible for refugees to obtain work permits and, hence, legal employment. In one hand, securing a work permit is an expensive, long and challenging process that requires an employer sponsor and no competition from a similarly qualified Egyptian candidate. On the other hand, Syrian refugees have been able to obtain licenses to open new businesses. The effect of these policies is that well-off refugees are able to obtain permission to start businesses, but poor refugees cannot get permits to work. As a result, refugees are suffering of high rates of unemployment rates and forced into informal sector with less protection. Some refugees reported that they spent several months looking for low-paying jobs that no Egyptian is willing to take (Bidinger et.al, 2014, P.95; Sadek,2016; 2013; Buscher & Heller, 2010).

Based on an employment and livelihoods survey on 2013, the results indicated that work was the main source of income among Syrian refugees living in Egypt. About 45.5% of them confirmed that work is their only source of income while the rest depended on a mix of work, financial support, and or previous savings to support their families. Also, according to the survey, the majority of the survey participants worked in the informal sector where they had to change their jobs and accept less skilled jobs to support themselves and their families when they arrived to Egypt due their inability to find appropriate jobs without securing work permits or having enough funds to establish a business(as cited by ILO,2015).

In comparison to other refugees, Syrians were able to find their way into the Egyptian economy because of their reputation as experienced entrepreneurs and hard workers in the food industry. They were able to either open their businesses and provide opportunities to other Syrians, or to work with Egyptian-owned businesses (Ayoub, Khallaf, 2014). The



Egyptian government implemented several national legislatives to regulate the legal status of refugees and asylum seekers including Syrians (as cited by Sadek, 2013;2016).

Table 3: National legislatives adopted by Egypt

- In May 1984, a presidential decree established a permanent committee in the Ministry of Foreign Affairs to review asylum applications and grant refugee status (Abdallah al Asha'al, Egypt and Refugee Law, Al Ahram (Jan. 1, 1992), <http://digital.ahram.org.eg/articles.aspx?Serial=217203&eid=3716>).
- Presidential Decree 331 of 1980 adopted the Refugee Convention as domestic law (Presidential Decree 331-1980, Al-Jarida Al-Rasmiyya, 28 May 1981).
- The suspended Egyptian Constitution of 2012 provides protection to refugees and asylum seekers; for instance, article 57 prohibits the extradition of political refugees (Egyptian Constitution of 2012, Al-Jarida Al-Rasmiyya, 25 Dec. 2012, at 2).
- Law 124 of 1958 prevents foreigners from owning agricultural land in Egyptian territory, for security reasons. However, Law 15 of 1963 considers Palestinian refugees to be an exception (Presidential Decree 124-1958, Al-Jarida Al-Rasmiyya, 24 Aug. 1958).
- Law 104 of 1985 prevents foreign persons and companies from owning agricultural property, fertile land, or desert land in Egypt. (Law 28-2004, Al-Jarida Al-Rasmiyya, 14 July 2004, at 2).
- Law 154 of 2004, amending Law 26 of 1975 on nationality, prohibits the children of foreigners who are born on Egyptian soil from acquiring citizenship, as Egyptian nationality is granted only on the basis of descent (Law 154-2004, Al-Jarida Al-Rasmiyya, 14 July 2004, at 11.)
- The Egyptian Constitution of 2014 provides protection to refugees and asylum seekers; for instance, article 91 prohibits the extradition of



political refugees (Egyptian Constitution of 2012, Al-Jarīdah Al-Rasmīyah, 25 Dec. 2012, p. 2).

Importance of economic empowerment to women

Women Economic empowerment has been recently gaining importance all over the World for many reasons. Among them is the positive impact of such empowerment on development and achieving the MDGs as the increased women's labor force participation and earnings are associated with poverty reduction and faster economic growth (World Bank, 2004b). Egypt like many other countries has exerted much effort in this area, yet, female participation in the labour market –which is not even an adequate measurement of empowerment - has not exceeded 23% in 2006.

Promoting Women economic empowerment is a strategic and practical way to promote job creation and advance gender equality. The international literature shows that female entrepreneurial success, and the associated increase in women's labor income, provide women with more power within the household, and lead to greater investment in education, housing, and nutrition for children (Thomas 1994, Thomas and Strauss 1995, Duflo 2003). Empowerment of women has many definitions. As the mostly accepted definitions imply, the idea of empowerment has three key dimensions resources (conditions), agency (process) and achievements (outcomes).

1. Resources: the concept of resources includes different human resources embodied within the individual and encompasses her knowledge, skills, creativity,



- imagination...etc. In addition, resources embrace social ones such as claims, obligations, expectations, relationships, networks and connections.
2. Agency: is defined as the ability to define one's goals and act upon them. It encompasses a much wider range of purposive actions, including bargaining, negotiation, deception, manipulation, subversion, resistance and protest as well as the more intangible, cognitive processes of reflection and analysis. Furthermore, agency encompasses collective, as well as individual, reflection and action.
 3. Achievements: are the outcomes of choices Kabeer (2000) points out that, choices are central to the concept of power.

Women status in Egypt and the conditions of women refugees living in Egypt

Gender Gap Analysis

Egypt ranks 134 on the World Economic Forum' Gender Gap Index out of 144 countries in the report issued in November 2017. While on the social Institutions and Gender Index (SIGI)² value Egypt is measured at 0.428 which is considered very high³. Both measures and values indicate the low rank Egypt occupy between the countries in relation to gender

² The Organization for Economic Cooperation and Development's Social Institutions and Gender Index measures discrimination against women in social institutions (formal and informal laws, social norms, and practices) across 160 countries. Discriminatory social institutions perpetuate gender gaps across all development areas and impede progress towards social change that benefits all.

³ Countries having very high levels of gender discrimination in social institutions ($0.35 > \text{SIGI}$) these countries are characterized by very high levels of discrimination in legal frameworks and customary practices across most sub-indices and by very poor implementation measures. The family code greatly discriminates against women: almost one third of girls younger than 19 are married and women face severe discrimination in their parental authority and inheritance rights. Women's rights to own and control land and other resources and to access public space are extremely limited. There are serious infringements on their physical integrity matched by high levels of acceptance and prevalence of domestic violence: 44% of women have been victims of domestic violence, and 59% accept that it is justified under certain circumstances. <https://www.genderindex.org/country/egypt/>



inspects and societal power analysis. This is then reflected on different aspects related to women and men lives as their mobility and access to services.

In 2014, there were 613,100 women business owners in Egypt, accounting for approximately 9 per cent of the total number. Meanwhile men business owners numbered six million (i.e. almost ten times as many women).

For what concerns **gender issues**, in all these areas, gender inequality is expressed in strict social and legal norms affecting women's expectations and behaviour in connection as regards to economic empowerment, that of their families and relatives (especially men), the community and the environment in general. Women living in remote rural areas are often faced with marked prejudices and they are expected not only to be entirely dependent on the system in which they live, but also abide to strong patriarchal tribal norms. Syrian women refugees face even more complex challenges, as they are forced to be displaced for a long time, in a situation of poverty and uncertainty. As a consequence, Syrian families are facing a change in gender roles, because in this situation women are obliged to develop business skills and often become head of the family to guarantee their survival. Hierarchies linked to gender might be different in practice, however this does not translate in a change in their customary rules. Moreover, social and cultural obstacles to women's economic empowerment are exacerbated by the unstable political situation and inadequate labour laws⁴.

Factors Hindering Women Economic Empowerment

The barriers that keep women from fulfilling their economic potential are complex and numerous. In many parts of the world, women have restricted mobility in the public sphere,

⁴ Miles, R.; Employment and Unemployment in Jordan: the importance of the Gender System – World Development 30(3); 2002. Kabir, R. & Klugman, J. (2019). Unlocking Refugee Women's Potential.



and laws, attitudes and social norms discriminate against women's participation in the economy.

They bear most of the burden of unpaid household and care work, face gender-based violence, and get paid less for their labor (in terms of lower pay for the same work as men, greater job insecurity, as well as the under-valuing of feminized jobs). Poor women tend to work in low-wage jobs in the informal sector, often with long hours in poor working conditions. Today, women have less access to education and training, face greater financial exclusion, have less ownership and control over land and other assets, and have less control over their reproductive health. These structural disadvantages compound the impact of crisis situations on women and girls and are linked to key protection issues. Left without livelihood opportunities, the consequences of humanitarian situations are often multiplied. For example, in situations of displacement, women often have fewer employment opportunities available.

Those gender-based constraints faced by women such as social and marital status, wage discrimination, labor laws, access to finance, access to networks, access to markets (Khattab, 2009). Other barriers are mobility challenges, time constraints, care and domestic responsibilities and sexual harassment.

Based on a survey results, "the male is typically the breadwinner in the Syrian refugee family in Egypt. Some women are engaged in economic activities, mostly food production, without leaving the home. The study sought to inquire about the reasons behind the reluctance of women to seek employment opportunities outside the home. The reasons given included the nature of the employment opportunities were more suitable for men, cultural stigma around domestic work, and conservative attitudes based on religious beliefs about home as the appropriate place for women", (Ayoub, Khallaf, 2014). Therefore, implementing a gender



approach is essential as it helps in analyzing the power structures and the proper interventions to execute.

Assessing the Status of Women Empowerment

Contrary to the distinct achievement of women in the field of educational attainment, official data confirms that considerable inequality between men and women persists in terms of participation in economic activity, with women's participation not exceeding a quarter of the total workforce. Moreover, the rates of unemployment among women are high compared to that of men, reaching almost 24%. Most women work in unpaid and informal jobs, with around 25% working in agriculture.

Surveys conducted in the past decade confirm that Egyptians highly value girls' education, which is in line with the strong presence of women in university education and in post-graduate studies. Despite the high emphasis on the importance of education for women and girls, 82% of Egyptians believe that, in the event of having less job opportunities, men should be prioritized without any due considerations of merit and competence that should be determining factors in job selection--- while 55% believe that women are not capable of holding some positions. It is striking that the proportion of men and women who hold these views is almost the same. It is, therefore, implied that factors that contribute to maintaining a gender balance across the board and the actual realization of women's rights include not only education, but also social, political, and economic factors. Cultural traditions, particularly in the context of male dominated societies, where men exercise dominance and control are among the barriers to women's participation in the economy.

According to Care international in Egypt baseline and gender gap study (2018), it's framework focuses on three pillars: building agency, transform structures and changing relations. This study recommended to conduct trainings on building leadership for women



focusing on their self-esteem and discussing opportunities they can reach for and to strengthen online communication to challenge the limited mobility between citizens across governorates and serve as a learning tool.

According to (Khattab, et.al,2009), Social values particularly of parents' views on women education are the key factor that process by which women are empowered. As shown females are deprived of their right to education due to their parents. There is still gender bias against female unemployed as their duration of unemployment is significantly higher than those of male. The analysis has shown also that most husbands are in support to the right of female work. However, when it comes to finance autonomy, there is a totally different view as they oppose such autonomy. Education is a key determinant for supporting women's right with respect to the right to work and women's finance autonomy. As argued, the higher the level of education is, the greater is the support for women's right to work and to be financially independent. The same study also concludes that higher unemployment rate in general as well as the longer duration of unemployment that faces women vis-à-vis males, lack of access to education, training and information, let alone social norms are the major factors that hinder economic empowerment of women. Social norms have been quite apparent and reflected in the separation and conflict between accepting women working on one hand whereas refusing their financial autonomy, in the study. Such result highlights again the shortcomings of labour force participation as a true reflection of empowerment. Accordingly, the paper calls for adopting a complementary approach supporting women's economic empowerment. This requires accessibility of education and training to women, correcting negative social values, changing labour market policies as well as supporting women with different social services



Another study concluded that economic and social empowerment of women in developing countries should be associated with long term higher investments in education, housing, and nutrition for children (Thomas 1994; Thomas and Strauss 1995; Duflo 2003). Therefore, it is important to take into account both the social and economic dimensions when designing interventions for women's empowerment. This project implemented among its training curriculum sessions on Life skills, Health-awareness, legal rights and civic engagement. As for the vocational trainings, beneficiaries received a variety of training options including: accessory making, sewing, hair dressing, livestock raising, dairy- product making, perfume making, cleaning-supplies making, mobile repair and computer hard/software training, first aid/paramedic, and dessert/food catering services (Elsayed, 2016).

Policies and legislation in Egypt

There is lack of legislative tools that can help organizations proceed on a more functional track. Namely, the new Small and Medium Enterprises (SME) Law, microfinance legislations, the availability of mobile banking, the amendment of the Non-governmental Organizations (NGO) Law and the constitutional amendment that has 25% female membership of parliament.



METHODOLOGY

The two studies have been finalized following a participatory approach carried out by a highly competent team of Egyptians and Syrians coordinated by a consultant. This process involved extensive discussions with NGOs partners, other stakeholders in addition to a desk review of previous studies. It also included a pilot for both studies to ensure the suitability of the proposed questions and its relevance to the studies' objectives.

These two studies provide a snapshot of the current status quo of the socio-economic situation of Syrian refugee women and vulnerable women in Egypt. It will be used as a baseline for the design of vocational training and microfinance activities, that ultimately aim at encouraging host countries to promote the socio-economic inclusion of refugees, and to support the resilience of host communities for more sustainable recovery and development.

First Study: Gap competence Analysis

This study is to explore the existed challenges that encounter Egyptian and Syrian women in the workplace or when searching for a job opportunity. It also provides a deeper comprehension of their skills and experiences. It is crucial to have a thorough understanding of the educational background, skill set and work experience of the target group, and also of their aspirations and their current income-generating activities and strategies. *The main questions are as following: -*



What is the general profile of Egyptian and Syrian women in Damietta and Sharqia Governorates and the existing supporting functions that can help sustain livelihood?

What are the main challenges and barriers that encounter Egyptian and Syrian women in the workplaces or when searching for a job opportunity?

What are the preferable jobs for women according to their preference? And what are the tendencies for small business activities?

Survey Development

The design of the survey was based on; 1) the main objectives of the study, 2) the analysis of the existed literature review related to Syrian and Egyptian women, 3) the results of the need assessment carried out by a consortium of Italian, Egyptian, Lebanese, and Jordanian CSOs, engaged in the response to Syrian crisis in Lebanon, Egypt and Jordan through the protection of Syrian refugees and most vulnerable population of host countries, 4) the situation analysis by the stakeholders (BEFF and its partners). The first page of the survey was dedicated to explain the main purpose of the survey, and to emphasize the anonymity of the provided information and the benefits with a clear statement that each voluntary participant who is above 18 years should start filling the survey only after reading and agreeing on what was written. Questions were divided into thematic categories to thoroughly understand the educational background, acquired skills and working experience of the target group in addition to assess their access to general supporting functions in the host country (Egypt). In the demographics part, eight variables were measured; nationality, the duration of residency in the host country (Egypt), age, legal status, number of members in the households, average income for the household, the number of children responsible for (economically) and level of education.



The second part was designed to gather information about ; 1) access to work in the host country, 2) access to finance in the host community, 3) access to training in the host community, 4) access to social network, 5) aspiration and professional ambitious, 6) the need of coaching and mentoring, 7) gender equality in the host community, 8) attitudes in the host community and finally questions that women would like to ask regarding employment. Under each section, there are several questions aiming to investigate if there were any other obstacles which prevented them from finding a job opportunity as well as what was the importance of finding a job to them in general. In all questions, participants were also given the option to state other things not mentioned in the proposed options. The survey consisted of (51) questions (**Appendix: I**).

Table 4: Example of the questions and section of the survey

<p>1) assess rules & regulation</p>	<p>Legal framework: Do you legally possess the right to work? If so, did you face any difficulties in exercising that right? If not, is it possible to engage in informal income-generating activities?</p>
<p>2) assess access to supporting functions</p>	<p>Information: Did you recently obtain any kind of information that helped you generate an income for yourself, for example on possible income-generating activities, what to produce and sell to generate an income?</p> <p>Access to finance: Have you been able to obtain finance from any source? if so, from where? Did you face difficulties? If not, for what reason? Did you face specific obstacles?</p>

	<p>Skills training :Have you been able to obtain skills training? If so, what kind of training did you received and from which institution/organization? If not, what difficulties did you face in accessing relevant skills training?</p> <p>Social network/coordination:Are there any social networks (associations, saving clubs, friends or family etc.) that support you in generating an income?</p> <p>Coaching/mentoring :Do you feel that you need any form of coaching or mentoring services to start any type of income-generating activity?</p> <p>Infrastructure/transportation:Is your ability to generate an income hindered by a lack of mobility and/or means of transportation? If so, in what way?</p> <p>Business development services: Are you currently engaged in any income-generating activity? If so, do you feel that you are in need of any type of service or support to develop this business? If so, what kind of support or service would you require?</p>
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It is important to have a thorough understanding of the supporting functions on which Egyptian and Syrian women can or cannot draw to help them create livelihoods, as well as of the different stakeholders providing functions. Necessary supporting functions might simply be inaccessible to Egyptian and Syrian women for a variety of reasons.



The survey tools

An original survey was designed based on the following resources; 1) literature review of the existed studies related to Egyptian labour market and challenges faced women refugees and the need to facilitate their access to the labour market and employment opportunities, and 2) the study main objectives, 3) previous experience of BEEF and its partners.

Data analysis

A qualitative and quantitative data analysis was used. Descriptive statistical analysis was used to briefly summarize the given sample of the data in addition to thematic analysis was used to analyze qualitative questions. Answers were arranged together based on similar commonalities. Then, they were labeled based on themes or patterns of each qualitative questions.

Sample Description

Methods of filling the Survey

The survey was created both online (Internet version) and offline (paper version). In regard to the online version, a link was sent to the study participants through social media group for Syrian refugees and Egyptians. In the case of offline version, two focus groups were conducted in 10th of Ramadan and Damietta to explain the questions and to be filled by the participants. Then, the received offline surveys were inserted manually into the online version. The majority was filled online. The received surveys were (222) with (0) invalid surveys which makes the total number (222) surveys.

Age and Location of Residence

The respondents' ages were between (18) years old and (66) years old. The percent of youth between (25-34) years of age represents 44.9% followed by middle-aged women (35-54) years represents 30% of the total number, followed by college students with age ranging between (18-24) years representing 21.94%.

In regard to their legal status, 44.4% of respondents were Syrian refugees, while 32.8% of respondents were Egyptian and 22.75% were asylum seekers, as shown in Figure N.1 Based on the study scope, the sample of respondents reflected that participation was mainly from the two areas of Damietta (**42.63%**) and Sharqia Governorates, mainly 10th of Ramadan (**57.37%**).

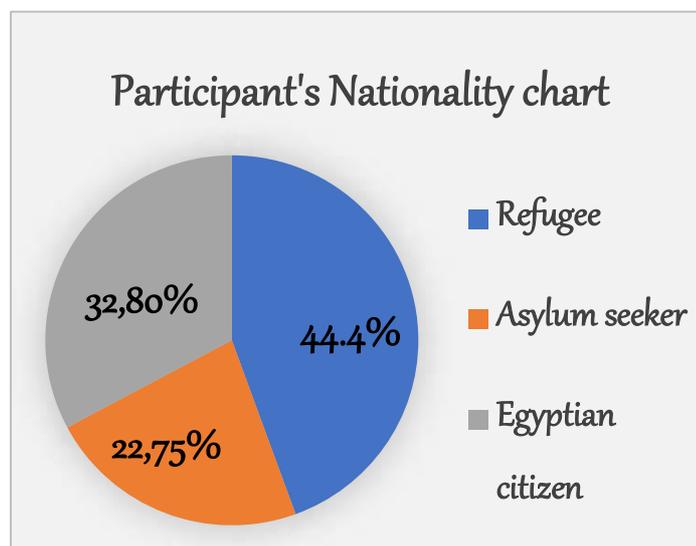


Figure 1: Participation's Nationality

Education & training education

The figure (N.2) represents the highest level of education attained by the study respondents. Others represent master's degree, high diploma degree, and middle school diploma.

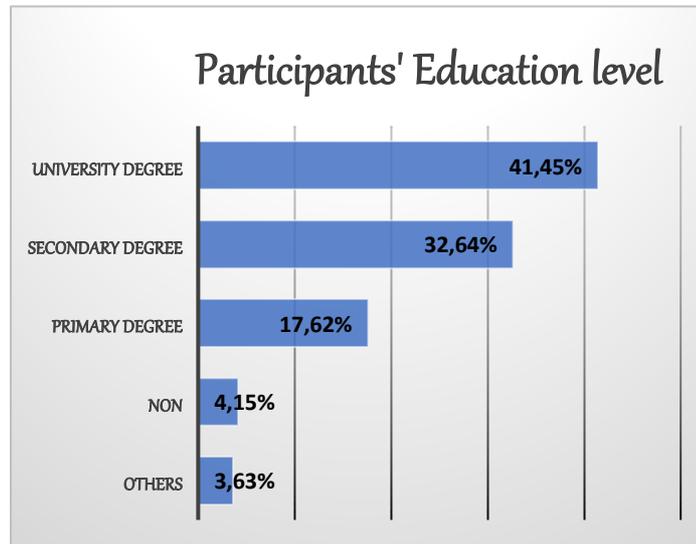


Figure 2: Participants' Education Level

Second study: Market Analysis in Damietta and Sharqia Governorates

In order to target livelihood interventions as effectively as possible, it is important to gain a better understanding of the specific economic environment, including current market trends and anticipated developments, as well as sectors and subsectors with potential and possible employment opportunities for refugees for which market demand exists. The main questions are as following: -

1. What are the existing rules and regulations and attitudes towards employment in the host communities (Damietta & 10th of Ramadan)?
2. What are the current market trends and anticipated developments, as well as sectors and subsectors with potential and possible employment opportunities for refugees, especially Syrian women, and Egyptian women?
3. from the workplace point of view, what are the main challenges and barriers that encounter Syrian and Egyptian women in the workplaces or when searching for a job opportunity?

Sample strategy

The study contacted 42 factories, workplaces and companies in Demitta & 10th of Ramdan and only 27 were willing to participate in the study. In general, their selection was based on the existing employment opportunities and their relevance to the target



group. In other words, Syrians and Egyptian are making already making a living out of it or could be a source of income in the future. The existing sectors in Damietta & 10th of Ramadan were selected based on;

Potential for employment creation

Demand for a certain product or service is an essential key to determining employment creation potential. Unsatisfied demand for a certain product or service usually means that possibilities exist to expand the existing production to create additional employment and/or exploit new economic opportunities in the sector.

Relevance to the target group

The chosen sector or value chain should be relevant to the skill sets and educational background of a significant percentage of the target group. This means that Egyptian and Syrian women are either already part of this sector. In other words, they are making living in this sector or have the potential to make a living in this sector in the future, as they possess or could learn the required skills. It should also be safe, culturally acceptable to Egyptian and Syrian women in the light of their social situation.

Feasibility of intervention

Finally, it is important to determine whether interventions in a certain sector are indeed feasible.

In-Depth Semi- Structured Interviews

Participants

The participating interviewees of the in-depth semi-structured interviews were (27) key persons who represent their workplaces. Their selection was mainly based on the existing employment opportunities and their relevance to the target group in addition to their position, the location of their workplace, and their acceptance to be interviewed in Demitta



&10th of Ramdan. The participants are as following; 1 representing a community school, 1 representing consultation and engineering solutions, 7 representing the food industry including canned food factories, the sweet and confectionery industry, 7 representing the clothing industry including women's lingerie, readymade garment business and sewing, 6 representing furniture industry, 2 representing the medicine & cosmetic industry, 1 representing paper and cardboard products, 1 representing houseware products.

Procedures

The study used a purposeful sampling strategy in selecting participants from the labour Market in Demietta and Sharqia 10th of Ramdan (Patton, 2002; Palinkas et al.,2015). In order to recruit participants, the study team mapped the existed factories, companies and workplaces in the target areas (Demitta & 10th of Ramdan and created initial contact with 42 factories who already working with women,including Syrians,and who has potential job opportunities. Only 27 factories and workshops accepted to participate in the study. The study used a convenience sampling strategy in the selection of the most reachable workplaces (Marshall,1996). The workplaces were mainly selected based on their location, and their relevance to the target group and the existing employment opportunities in the market in addition to new employment potential and acceptance.

The study conducted in-depth interviews using a semi-structured set in which preliminary questions were pre-set and further questions emerged during the interviews to allow flexibility. Questions were designed to reflect the study objectives. Audio-recordings and detailed hand-written notes during the in-depth interviews were used to ensure accuracy and as a reference for more details later in the process of analysis. The audio recording was recorded on a computer, or phone depending on the available device.



Tools

The study used open-ended interview questions and the same questions were asked to all interviewees. The questions were divided into three topical sections and each section has several questions (see Appendix). The three sections were examination of workplace profile, executed and adopted employment regulations and law, the required expertise and skills for employment, the existed work opportunities for women and recommendations for future considerations. The number of the questions was 21 questions. The used language during the interviews was Arabic.

Data analysis

The researcher used a “general framework coding” for a thematic analysis (Lacey & Luff, 2007, 2009, pp. 6-14). First step is to be familiarized with the data through review and hand-written notes and listening to the recorded materials. Secondly, to transcribe the audio-recordings. Third step was to identify a thematic framework based on the emerging issues during the reviewing process of participants’ responses to each question. And fourth step was to use textual codes to identify the relationship between specific parts of data which belongs to different themes. Fifth step was to use specific/general heading from the themes to arrange together data based on similar commonalities to answer each interview’s questions. The final step was to find links between data and provide an explanation to each one of the emerged themes.

RESULTS

First Study: Competence Gap Analysis's results

Section I : Participants Demographics Description

Marital status

According to Figure N.3, more than half of respondents are married representing 55.67%, while single women encompassed 26.80%. For widows and married women whose husband is not living with them in Egypt are of equal value representing 6.19% each. Finally, women who are divorced and have lost their husbands constituted 4.12 % and 1.03% respectively.

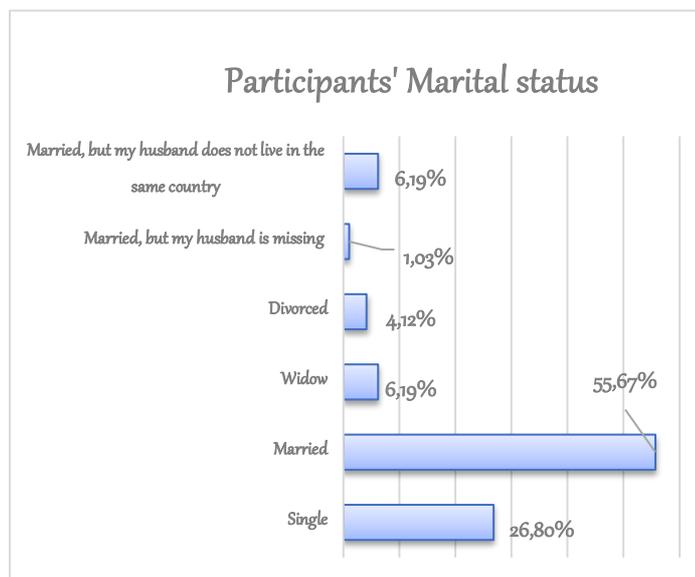


Figure 3: Participants' Marital Status

Dependents and family members

41.04% of the survey respondents reported that they have to care for dependents (children, the elderly, or people with special needs) in their families, while 58.21 % said they do not have.

In regard to the number of children, 32% of the survey respondents mentioned they don't have children, 18.92 % reported having more than 4 children, 17.84% stated they have 2 children, 15.68% reported having one child and finally 14.59% reported having 3 children. As for the number of family members, 54.69 % of respondents stated that the number of the family members are five or more than five; 24.4% mentioned that the number of the family members are four and 22.91% their family is constituted of 3 members or less.

Host country living duration

When the questionnaire respondents were asked about how long they have spent in the host country Egypt, more than half of the Syrian women reported that they have spent from (6-10) years , while 17.68% mentioned that they spent more than 10 years in Egypt as shown in figure N.4.

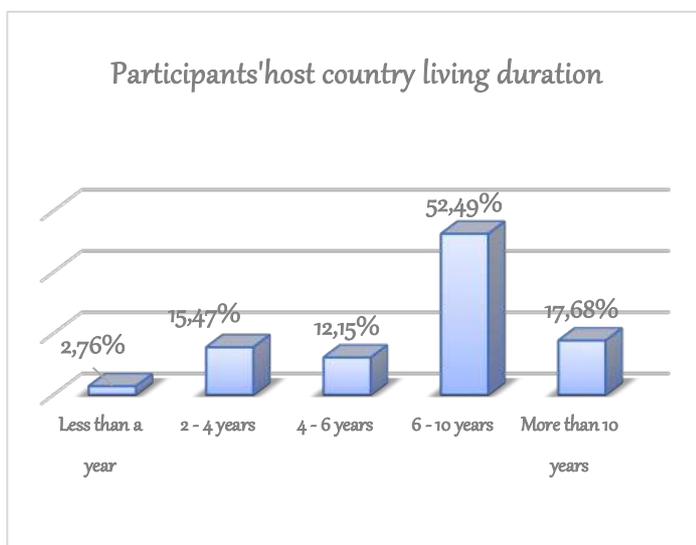


Figure 4: Participants' host country living duration

Section II: Economic indicators

Monthly income

One of the important economic indicators is the monthly outcome. Majority of the survey respondents 37.89% reported that their income range lies below 3000 EGP per month and



33.68% reported that their monthly income lies between 3000-6000 EGP; while 21.58% stated that they don't have a monthly income.

Family provider

When participants were asked if they are the only individual who is responsible for providing for the family, 30.66% respondents agreed to the statement and 69.34% respondents disagreed as shown in figure. This result matches the question related to the marital status question.

Access to Work

Work experience in home country

When survey participants were asked if they have work experience in their country of origin, 58.45% respondents stated that they don't while 41.55% respondents mentioned that they had, such as sewing, nursing and teaching.

Previous work experience and personal skills

Upon asking participants about if they generally have work experience, 57.55 % respondents mentioned that they do, while 39.57% stated that they don't have previous work experience.

Employment status and recruitment methods

When participants were asked if they are currently employed ,67.01% respondents reported that they are not. However, 30.99% respondents said that they are employed in jobs such as tailor, lab -technician, private tutoring, teacher, and librarian. Upon asking participants who responded by "yes "on how they have been able to get the job they currently have, 60.11% respondents reported that they have attained their employment through friends& network, 19.4% respondents said social media.

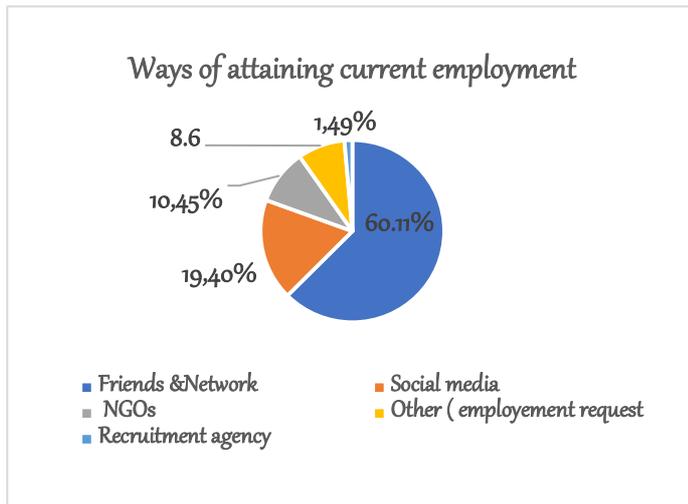
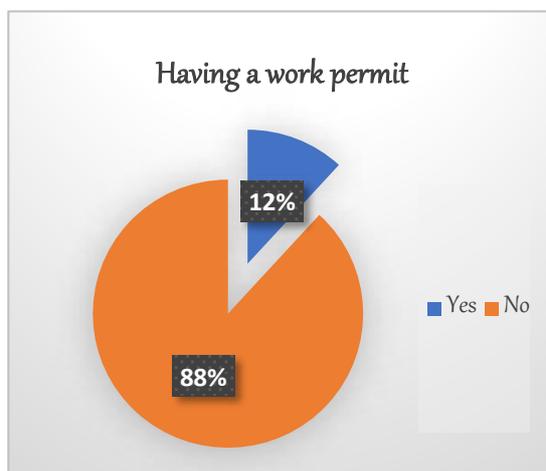


Figure 5: Ways of attaining current employment

Work permits

The majority of the survey respondents 88% reported that they don't have a work permit



(Figure N.6).

Figure 6: Having a work permit

Engaging in Informal activities

Upon asking participants about if they are currently working in informal activities to increase income, **74.62%** said that **they don't**, while **25.3%** said **they do**. And when asked about the kind of work they are currently involved in, sewing/tailoring and design came first on the list with (22%) followed by food preparation and canning (18%), early childhood education

and care (14%), then two categories:; along with hairdresser, makeup and beauty salon; and having a small project each equal (12%). Finally, community service (4%), industrial maintenance (2%) and restaurants management and hotels (2%), while other (16%) included private tutoring, nursing, online marketing (Figure: 7, Table :5).

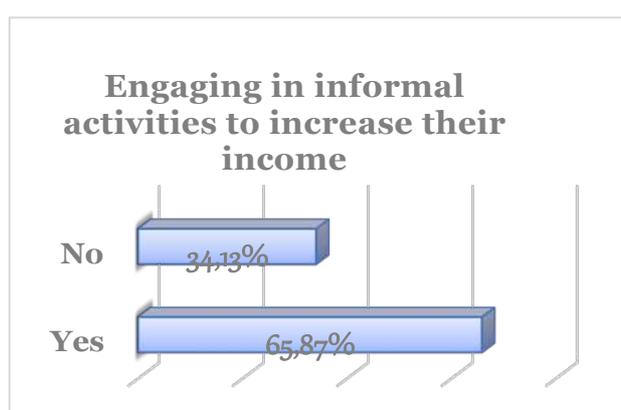


Figure 7:Engaging in formal activities

Table 5:Kind of work respondents are involved in

Kind of work respondents are currently involved in	
Sewing/Tailoring and design	22%
Food preparation and canning	18.00%
Early childhood education and care	14%
I have a small private project	12.00%
Hairdresser, makeup and beauty salon	12.00%
Community service like caring for the elderly	4.00%
Industrial maintenance / repair of small engines	2%
Restaurants and hotel management	2%
Other	14%

Section III: Barriers that hinder women access to employment

Constrained by family commitment

Upon asking survey respondents if they are obliged to care for any dependents (children, the elderly, or people with special needs) in their family, **41.04** said "yes" out of them **55.56%**



felt that caring for dependents in their family limit their ability to work and create income for the family, while **44.4%** said that they **don't** experience that barrier .

Physical barriers

For the physical barriers (disability, diseases, etc.) that might prevent them from being able to work, **84.44%** replied that they **don't have** this issue, while **14.81%** of respondents mentioned that they **have** physical barriers ,such as chronic diseases, back pain, and rheumatism.

Gender barriers

As for the gender barriers that might prevent them from being able to work, upon asking the women if they believe that work is the role of men and women have nothing to do with it, **91.59%** replied that they **don't agree** with this statement, while **8.41%** mentioned that they **agree**. The Overall ratio depicts a view of gender roles although there is still some room for growth. And when asked if it is permissible for a woman to work outside the home, **87.74%** **agreed** while **12.26%** **disagreed**.

Upon asking survey respondents about who is the decision maker in their families, especially for decisions related to expenses, **35.19%** said that the decisions are **shared** between her and her husband and 22.22% said that they make their decisions individually, 17.59% reported that their husbands is the sole decision maker and 18.52% mentioned that some else is the decision maker who is the father or the elder son or the mother.

When asked if they are encouraged by their family members to work and to be financial independent, **87.04%** **agreed** while 12.96% disagreed. And upon asking them "why not", they are concerned that they already preoccupied with house duties and looking after their children. Others mentioned that their families don't allow them.

Social barriers related to host communities' attitudes

When asked if they have you encountered any racial discrimination, **74.71%** said “**no**” while **25.71%** reported that they **have**. And upon asking them the reason why according to their perception, **50%** mentioned because they are **women**, and **40%** mentioned because of their **nationality** and 6.67% attributed that due to all the above reasons and 3.33% referred that due to the fact that they speak a different dialect. In addition, 6.67% attributed the discrimination to other reasons, such as being a widow, being a refugee (Figure N.8).

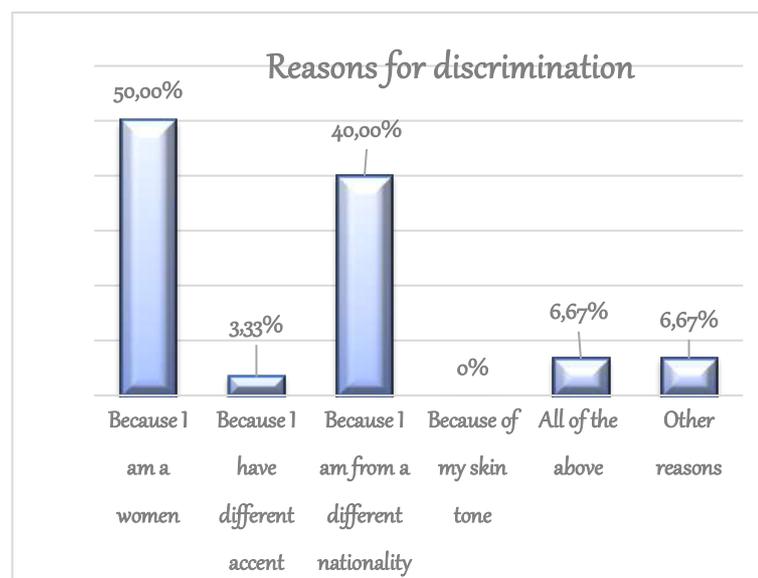


Figure 8:Reasons for discrimination

Infrastructure and transportation barriers

In regard to transportation, **57.76%** said that they don't face difficulties with transportation. However, **42.24%** reported that **they do**. Upon asking what the specific difficulties that are encountered, many complained about the high cost of transportation, crowdedness of public transportation, harassment, unavailability of public transportation in some places, and the vast distance between governorates.

Questionnaire participants were asked if their ability to earn an income was impeded by

difficulty in moving and/ or lacking access to transportation, **76.32%** of respondents stated that it is not an issue for them. However, 23.68% reported that it is an issue for them because the workplaces are far from their homes and transportation is more expensive than the proposed salaries. Concerning access to affordable transportation in their community, **56.78%** stated that it is **a problem** for them. However, **43.22%** reported that it is **not an issue** for them. And when asked to mention the means of transportation available the respondents mentioned public transportation such as buses and private minibuses and taxis.

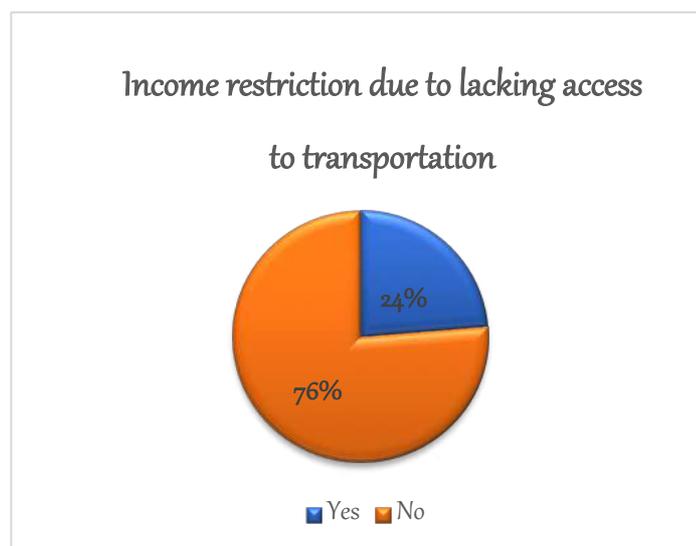


Figure 9: Income restriction due to lacking access to transportation

Section IV: Access to supporting functions

Financial support and micro loans

When the respondents were asked if they have ever received financial support from any source, **55.07%** of respondents mentioned that they **didn't**, while **44.93%** reported that they **did** as depicted in (Figure 66&67). And when they were asked what difficulties they have faced, many of them reported that they lack information about those opportunities and



lack social connection, some of them also mentioned that they have previously applied but never got it and others have never thought about it before.

Upon asking participants if they already have received a grant, **90.44%** of respondents said that they **didn't**, while **9.56%** said that they **did**. Concerning previous receipt of a loan to run a small project, **96.99%** of respondents mentioned that they have not been granted a micro loan before while **3.01%** reported that they **have**.

Training history & training needs

In regard to previous training attended on income increase, **82.64%** of respondents reported that they **have not had** any training that helps with income increase, whereas **17.36%** of respondents said that they **have**. Organizations mentioned by the respondents as providers of this sort of training were Plan, Caritas, UNHCR, UNICEF, ICRC, Save the Children, Syria Al Ghad, Ain Shams University, and Terre des hommes.

In respect to participants who have attended income increase training, they were asked who the party or entity that conducted the training, **31.04%** of respondents mentioned that it was conducted by NGOs and **24.14%** of respondents mentioned that they have received the training through private institutions. An equal percent 24.14% of respondents reported that community members conducted the training. And 17.24% wrote "other" such as attending courses online. Finally, 3.44% mentioned that they have attended the training through public institutions.

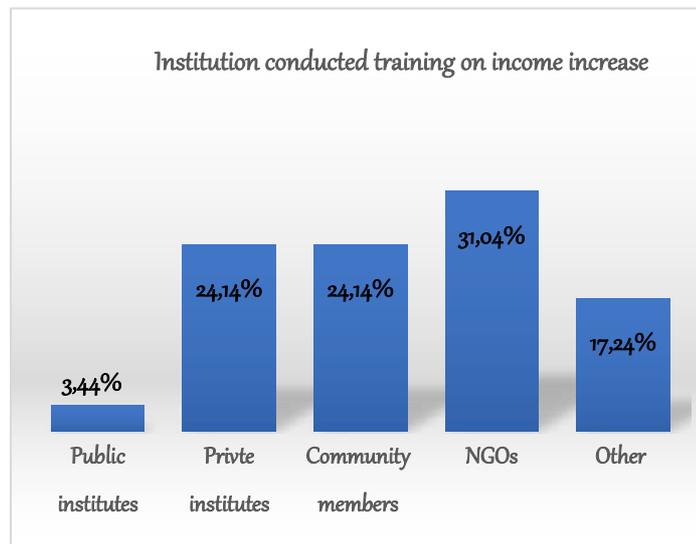


Figure 10: Institution conducted training on income increase

To gain specific knowledge on the information received through the trainings, participants were asked if they have ever attended training on financial principles and 86.07 % of respondents reported that they haven't, while 13.93% said that they have. For the vocational training, when survey respondents were asked if they have ever attended vocational training, **78.69%** of respondents mentioned that they haven't and 21.31% said that they have. Few mentioned having attended training in sewing, cooking, active learning, first aid, and accessories making.

To tailor a training curriculum based on the needs and passion of participants, women were asked if there is a specific field of training that is of a value to them. A majority of **79.17%** of respondents said "yes" and 20.83% of respondent said "No" disagreed. In regard to those who said "yes", they mentioned their desire to gain more knowledge in sewing/tailoring, beauty, education, business, culinary, management, programming, marketing, secretary work, nursing and event management. In order to accommodate women to attend vocational

trainings, we asked them if they need to arrange for day care in order for them to attend, **55.75%** of respondents stated yes, while **44.25%** said they don't need.

Social networks

Concerning social network, women were asked if they have any social networks that support them in earning and increasing their income, **80.99%** of respondents mentioned that they **don't**, while **19.01%** said that **they do**. And when they were asked to specify who, 56.67% of respondents mentioned family and friends as the main supportive relationships they have, 16.67% mentioned charities, 13.33% NGOs and 3.33% said clubs.

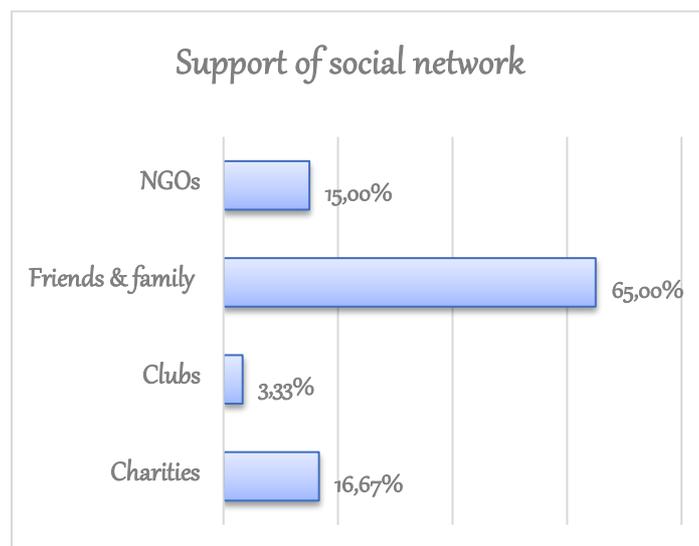


Figure 11:Support of social network

When women were asked if they have recently received any kind of help or advice from any of their social relationships in a way that helped them earn and increase their income, **93.33%** of respondents stated "no" and **6.67%** said "yes". Therefore, it seems that the



social network they have at the moment is not at all effective.

And when women were asked if they can count on one of their friends, family, or specific members of your community in case they need support or help, **63.87%** stated “no” and 35.29% said “yes”.

Section V: Personal ambition and attitudes

Upon assessing the women’s desire to learn new skills, 94.34% of respondents said “yes” and 5.66% of respondents mentioned that they are not interested. For the people who said they are interested reported that they are mostly interested in, arranged according to frequency, sewing and fashion design, teaching and child care, social work and women empowerment, cooking, trading and marketing online at home, beauty and makeup art and very few mentioned chemistry lab technicians, writing and event management.

Upon asking survey respondents about their interest in attending professional training, **89.74%** of respondents answered that they are **interested**, while 10.26% reported that they are not. When survey respondents were asked if they would be interested in attending trainings in financial principles, **83.33%** of respondents mentioned that **they would** and 15.79% said that they won’t. For computer skills, upon asking survey respondents about their interest in attending computer training, **78.76%** of respondents answered that they are **interested** while 20.35% reported that they are not. As for attending training in communication skills, a majority of **86.49%** of respondents reported that they are **interested**, while 12.61% are not.

When women were asked about their preference in terms of working in a specific field/sector, **68.87%** of respondents said “yes” and **31.13%** said “no”. For the women who said



“**yes**”, they are were asked to identify their preferences which were as following *education, culinary and food industry, sewing and fashion, knitting and embroidery, off and online marketing, beauty and hair dressing, accounting, graphic designing, secretary work, social work and event management.*

In order to **assess their commitment**, we asked If you find a job opportunity, can you abide by regular work times and abide by job laws and policies and 76.85% of respondents stated that they will, while 23.15% mentioned that they will not be able to. Their reasons included difficulties related to taking care of their children and house demands and academic commitments.

As for **assessing their ambition** to open their own business, **85.71%** of respondents stated that they are **interested** whereas **14.29%** of respondents mentioned that they are **not interested**. Based on frequency, sewing and fashion design came on top of the list of the business field desired, followed by cooking and culinary arts, trading and marketing from home, and finally, beauty and make up art.

When women were asked if they would be interested in opening a special project with a group of partners to earn and increase income, **52.88%** of respondents stated “yes” and **47.12%** of respondents mentioned that they would prefer working individually. Based on frequency, it seems that most women prefer working in groups of two individuals rather than more.



Figure 12: Opening a special project with a group of partners

Upon asking women about their need for mentoring or, and coaching to start your own business, **72.38%** of respondents said “**yes**” and 27.62% mentioned that they are not interested. Arranged based on frequency, for the people who said they are interested reported that they are mostly interested in attending trainings on management skills, finance and conducting feasibility studies, marketing, communication and language skills, knowledge of available funding opportunities and writing project proposals.

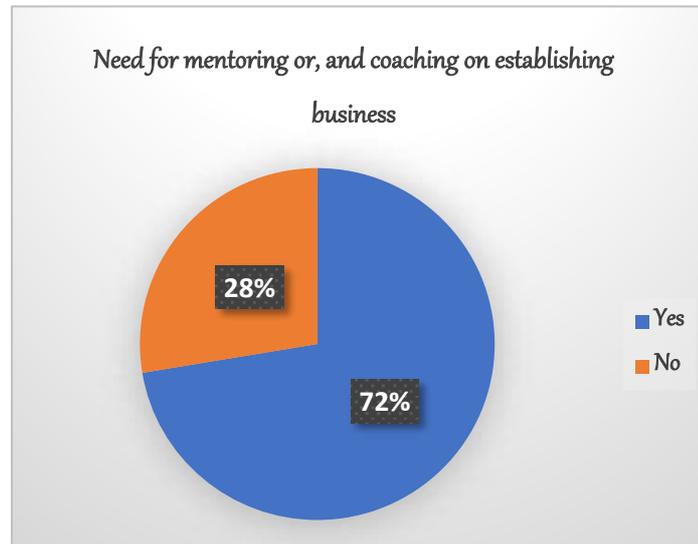


Figure 13: Need for mentoring or, and coaching on establishing business

Second Study: Market Analysis's results

This part presents the findings from the second study :in-depth interviews conducted with representatives of the different workplaces. This study was designing and conducting (27) in-depth semi-structured interviews with different workplaces in the areas of Demitta and Sharqia "10th of Ramdan". The purpose of the interviews was to develop a deeper understanding of the labour market situation and to decide what type of vocational training and microfinance activities should be relevant to the need of both beneficiaries and the Egyptian labour market in order to create new economic opportunities. The in-depth interviews were designed to explore the existed rules, regulations of workplaces and to test the potential employment's opportunity in addition to the feasibility of the intervention.

Semi-Structured Interviews

An identification of emergent themes was developed after reviewing interviewees' responses. Each interview question is presented with its results.

Section I: Demographics and Business Description

This section provides an overview of the main demographic characteristics and business activity of the participating interviewees. In regard to the general profile of the interviewed workplaces in Sharqiyah (10th of Ramadan) and Demitta, **(14)** participating interviewees were responsible for hiring employees at their workplaces in Demitta. Their work experience is a minimum of four years to a maximum nine years.

While **(13)** participating interviewees were responsible for hiring employees at their workplaces in 10th of Ramdan. Their work experience is a minimum of two years to nine years. **(25) out (27)** were male participants and only two female participants who worked in the field of education in 10th of Ramadan and clothing industry in Demitta.

*It is worth pointing out that the main position of the participating interviewees was general manager, human resources manager, and marketing manager plus being human resources. The majority of those who are general manager were owner of the place.

Table 6 : As per statements of the interviewees, possible availability of jobs in the Egyptian market for Egyptian and Syrian women were categorized according to number of repetitions.

Factories and workshops					
Line of work	Number of conducted in-depth-interviews	Employees number	Number of women employees	Syrian women	Area of business
Food industry (canned foods, sweets&oriental sweets)	4	215	166	52	10th of Ramadan
	3	95	62	5	Damietta
Clothing industry (pajamas, lingerie, women's wear & sewing/tailoring)	4	960	522	40	10th of Ramadan
	3	176	131	35	Damietta
Furniture industry	6	693	261	35	Damietta
Medicine & cosmetics industry	2	51	34	22	10th of Ramadan
Paper and cardboard products	1	180	35	0	10th of Ramadan

Plastic houseware products	1	22	10	3	10th of Ramadan
Community school	1	30	29	28	10th of Ramadan
Consultation and engineering solutions	1	30	5	1	10th of Ramadan
Bag& shoe industry (men's & women's footwear&bags)	1	30	15	0	Damietta
	27				

Second II: Employment Rules and Regulations / Feasibility of interventions

6. How do you choose employees to work with you in this sector?

In the area of 10th of Ramadan, the majority of interviewees are using more than one method to hire the required employees for their workplaces. Sometimes, the method is different according to the type of work. **The participating interviewees identified some recruitment and selection methods as following:**

Theme 1: Network and referral system

Using (professional and personal) *networks* and *referral* to find suitable employees for their workplace is one of the main methods used by (8) out of (14) interviewees in the area of 10th of Ramadan. They indicated the use of professional *networks* for hiring qualified candidates who are actively job searching, such as 10th of Ramadan Investor Association (website: <http://triaeg.org/>) or other similar workplaces. Three interviewees mentioned the Association as their professional network to hire employees.

Theme 2: Advertisement

Participants indicated the use of the *traditional advertisement method* or the *online advertisement method* where the designated person (to hire) will advertise for the job using social media platforms, such as *Facebook* in case of hiring Egyptians or *social pages* of



Syrians in case of hiring Syrians. (7) participants out of (14) indicated the use of advertisement.

Theme 3: employment request

Three participants also indicated the use of “*employment requests*” as a method to contact and hire employees. These prospective employees who come to the workplace to express their interest in working are the first ones to be contacted.

In the area of Demitta, the majority of interviewees are using *the traditional advertisement method or the online advertisement method* as their main tool to recruit employees for their workplaces, followed by *personal network referral* and *employment request screening*. **In the area of 10th of Ramadan**, all participants confirmed the use of interview as a tool of selection while only two participants mentioned trial period as an extra method to decide on permanent hiring. In regard of their main requirement when hiring, some interviewees mentioned qualifications and experiences as important for jobs such as accounting, teaching, administrative, lab technician, designing, etc. For example, one interviewee who is working in the sector of education (community school) mentioned the need of expertise and qualification as a basis for the selection of teachers. While the majority of interviewees who are working in different industries mentioned that qualifications may be requested in certain types of work while in the line of production, such as canned food, they usually do not request any experience as the employee will learn on the job. Their main concern is the worker’s commitment, seriousness, and personal ethics.

In the area of Demitta, all participating interviewees confirmed the use of interview as their main tool of selection and screening to decide candidates’ suitability. In regard of their main requirement when hiring, the majority stated that experience is essential in their line of work, such as the furniture industry, knitting and embroidery, and oriental sweet (mainly



Syrian sweets) while the other mentioned the importance of experience for jobs such as accounting, designing, administrative, etc. They usually do not request any experience (in the production line) as the employee will learn on the job. Their main concern is the worker's commitment, ability to learn, hygiene and personal ethics, particularly in the food industry and the clothing industry.

7. What are the relevant rules and regulations that govern the employment process in this sector (company rules - ministry of industry rules- sector rules)? Are there any rules specifically related to women?

In both Damietta and 10th of Ramadan, all participating interviewees stated that they follow the rules and regulations of the Egyptian Ministry of Trade and Industry (<http://www.mti.gov.eg/English/aboutus/ministrysmisionobjectives/Pages/default.aspx>), the Egyptian Ministry of Manpower and Immigration (http://www.manpower.gov.eg/index_e.html), and the General Authority for Investments for those who invest in Egypt (<https://gafi.gov.eg/English/Pages/default.aspx>). Also, the majority of interviewees have internal work rules mainly regulating the employees' work practices inside the workplaces, while two interviewees stated their intention to create more internal work regulations to expand their work. **(17) out of (27)** participating interviewees mentioned that there are restricted rules regarding employees' documents and insurance, while other interviewees mainly from Damietta mentioned that there is flexibility regarding employment as long as they are paying their taxes and their financial documents are accurate and submitted on time. **(11) out of (27)** participants mentioned that they hire those who they feel "comfortable" to work with.

"Every worker must be registered in the insurance, and everything needs to be according to the instructions. There is a thorough inspection of everything, and of course we have special



instructions for the company, but I mean, there are no other laws than the laws of the Ministry”, as confirmed by one interviewee from 10th of Ramdan

“As an Egyptian registered company, we must follow the employment rules of the state, and it is not that complicated, and that’s why we have legal accountants and people who can tell us how it should be, according to the rules and regulations, as long as your papers are legal, and you will pay taxes, and you do not interfere with matters (state) or companies that belong to the country, your affairs are safe and your work will be the best” , as stated by one interviewee from 10th of Ramadan

“Certainly, we do what we can to follow (the rules of the Egyptian Ministry of Trade and Industry), but only here (in Egypt) to be frank, they mainly want us to pay for the state (taxes), and otherwise we are free to employ whoever we want”, as stated by one in Damietta.

8.Are there any rules and regulations that prohibit employing refugees, particularly women (company or government rules)?

(9) out of (14) participating interviewees of the area of 10th of Ramadan mentioned that there is no problem hiring refugees as long as they are hiring Egyptians and there are no problems or danger with the work that you do. Otherwise, there is no problem to hire them.

(7) out of (14) mentioned that it is illegal to hire refugees without work permits and according to the law, you need to register them as foreigner employees. The workplace needs to register them for insurance and compensation and pay higher taxes than the usual which is regarded as a burden and challenge for the majority.

“Yes, and no! but I mean we have Syrian and Egyptian workers. Thank God, there are no problems up to today. I mean, since you are working and benefiting the country and you are working with Egyptian people, you will not face regular auditing. Here, your work will be good



and there are no problems or danger with the work that you; otherwise, there is no problem for them (the authority)", as illustrated by one participant from 10th of Ramadan.

"Oh! I told you no one asks, I mean, the Egyptian state. They know the status of people, and they know that they need to work to feed their children and their wives, but they do not check unless you do something illegal or if you hurt someone other than that they make everything easier not like Lebanon and Jordan.. Also, I feel a large portion of them make us feel welcome as part of their families or otherwise why we came out of Syria", as indicated by one interviewee from 10th of Ramadan.

"If you want to hire according to the paper (law), it will not work, I cannot hire any foreigner, except under certain conditions. Because it will remain before the state as your responsibility if you employ them, so if we hire them, then they know (employees) that there is no registration in insurance or a contract, for example, but with a normal job, if someone came and was suitable for work" as explained one interviewee from 10th of Ramadan.

(11) out of (13) participants of the area of Demitta stated that there is a flexibility regarding employment rules and regulations confirming that their company or factory has no rules preventing them hiring refugees, as long as the workplace is following rules and paying their taxes.

"But it is not a problem, I mean, it is not a problem if you hired (refugees), but you will not go saying I want to hire refugees, but if someone (refugees) came to your workplace asking for work and have good experiences, then you can hire them normally, I mean, it is not a contract and so on (insurance & compensation)", as one of the participants in Damietta explained.



"No, on the contrary, the state, want us to employ people, because they do not go astray and unemployed and sitting all day long. Whatever money or salaries they earn, they will spend in Egypt and benefit the country", as one of the participants in Damietta illustrated.

"No, no, most of the people who work in this field of work (sweets industry) are refugees. The owners of factories, workshops, or workers. The Syrians took (control of) the market, in addition there are Sudanese and Eritreans working with us but in other branches", as explained by the owner of one factory in Damietta

While another interviewee from Damietta explained that "the system of employment for foreigners tells that if you hire (employees) without having an official work permit and residency, you will pay fines, and if you want to hire them you need to apply for a request to Labor, Immigration and Passports Department".

Section III: Relevance to the Target Group

9. What are the skills and expertise that your sector of work (factory, company etc) needs to have in in your employees? (professional skills - personal skills)?

In both areas of Demitta and 10th of Ramdan, all participating interviewees specified that jobs in the production line that include packaging or working with machines do not require certain skills other than the serious intention of the employee to learn and to commit to the training on the job. The employee's personal traits and hygiene seem to be an important aspect to the employers. Therefore, factories and companies are willing to hire whoever approaches them searching for work as long as they have a strong sense of commitment. While jobs such as administration, marketing, designing, and accounting require experience and proper qualifications if available. As mentioned by the participants, computing and language skills seem to be essential for those who are working with products marketing or computerized machines.



Participants from the furniture industry and knitting & embroidery Industry expressed their concern towards those who cut the wood and those who do the embroidery explaining that they should be highly skilled and trained so the work does not ruin and causes financial losses.

In the education sector, classroom management, communication and computer skills are considered the most important skills in addition to the proper qualifications.

"To be honest, English and computer skills are not very much necessary for people, but the important thing is being productive, having good manners and ethics, because we consider any employee who comes to work as if he/she does not know anything so we teach them about the machines, but some of the jobs in the administration sometimes need skills in English(language) and the use of a computer. And this is of course only in specific cases. But, the majority (of jobs) do not require other than commitment and productivity", as explained by the general manger of a canned food company-10th of Ramadan.

"Design needs experience in designing and sewing needs experience on using machines, and carpentry needs a good hand, (we search) in each unit for what we need", as illustrated by the human resources manager of a furniture factory- Damietta.

Another interviewee in Damietta explained that nowadays marketing is considered essential for all factories *"women need to be skilled in sewing and marketing because the biggest problem is that there is a lot of competition in online marketing, the most important thing. Courses (training) such as cooking and sewing courses, are good, but old! It is important to find women and young girls to do markets in Facebook groups and to work with designs which can be done in the office not the workshop and all factories need it nowadays. It has better income than other jobs, but people do not know that!"*.



11. What is the estimated number of refugees already working in this sector? What is the percentage of women out of this number (gender disaggregated)? In addition to the percentage of Women from the area?

The majority of participants could not estimate the number of refugees working with the same line of work explaining that the number of Syrians working in these types of work are huge not only in 10th of Ramadan or Damietta, but also in Oubur, 6th of October and el Shouroq area. One factory in 10th of Ramadan working in the sweet and confectionery industry explained that there is no one working in this specific type of sweet (Syrian delights) except two other factories while there are other factories who are working with other types. According to the participating interviewees, women are preferable in the production line particularly in the factories of the furniture industry, the knitting & embroidery industry and the clothing industry in general, in addition to the oriental sweet and confectionery industry. Jobs that require carrying heavy bags or items are not preferable for women. Syrian women would prefer jobs in marketing, secretary or designing than working in the line of production. *"There are no other factories like our factory working with oriental sweets except one or two factories, but there are a lot of factories working in the sweets industry in general, such as Al-Durrah factory who has no less than 300 workers and it is true that not everyone is Syrian, but they have a large number of employees", as explained by the general manager of the factory in 10th of Ramadan.*

"Here, in the 10th of Ramadan, around 400 or more including those who work in administration", as stated by the general manager of the canned food factory in the 10th of Ramadan. While another participant in the same line of work stated "A lot! I mean the one here such as the Durra and the Four Seasons factories, as well as others, of course, those who work for Egypt (local consumption), and others work for exportation, but I mean,



whatever the number of refugees who are working in this sector won't be the same as Egyptians”.

“A lot! I mean a lot! More than 90 percent of the existed factories owned by Syrian investors. Egyptian factories could not compete with them except the big factories..... But, I mean, the number is large in the 10th of Ramadan area, but there are over 100 workshops (inside) factories. If each workshop has an average of 20 workers, I mean, you speak about 2000 workers, but the workshops are in big numbers”, as indicated by the general manager of the clothing factory in 10th of Ramadan.

“There are a number of factories in Damietta because there are so many Syrians and many Syrian people who work with wood and furniture. The sagging of sewing and fabrics followed by wood and embroidery are the work of young women,, but also there are Syrians, sometimes, who take a job at home, and we pay them per piece”, as explained by a participant from Damietta.

“Thousands of people in Damietta, actually thousands of people are working in this line of work (furniture embroidery industry)”, as illustrated by another participant from Damietta.

12. In your opinion, what do you think are the major problems refugees face in the work they do in this sector? Are there any reasons/challenges that prohibit women from working in this sector?

The majority of participating interviewees in both Damietta and 10th of Ramadan explained that there are no problems hiring refugees except the difficulty of obtaining work permits which leads to the absence of insurance, proper health care and vacations. Almost all participants said that women are welcome to work in factories and workshops. But they explain that women refugees, particularly Syrians, may find it difficult to work in workshops and factories among men except if they have to because of the difficult conditions. Most



Syrian women are working from home or in administration to market the products or design packaging or drawing in case of clothing and furniture and printing. Sometimes, those who work from home find it difficult to market and sell their products.

The number of Syrian women who are working in the production line is less than Egyptians because of certain difficulties related to work conditions, host country attitudes and cultural constraints.

(15) out of (27) participants agreed that refugees, in particular Syrians, face challenges with working hours and wages. Syrian women find it difficult to work till late hours because their places of living are usually far from work and there is no available transportation. Usually, families won't approve their work if the place is far or they cannot trust the owner. Families are scared that their daughters or wives will face sexual harassment in transportation or workplaces. **Only one interviewee, from 10th of Ramadan, out of (27)** interviewees mentioned that their workplace provides transportation for their employees. Based on the responses, the average working hours may differ slightly from one workplace to another, but in general between **9-10 hours for women and 12 hours for men**.

"As I said to you refugee or ordinary citizen is the same, I mean it is possible that the biggest problem is the salary issue, because as I said before experience is not a problem that prevents people from working, but most of them have responsibilities, so they cannot work with a small salary like Egyptians or Sudanese,... No, it is the same status for men and women, but for example, women are unable to stay till night, for example, (they work) from 8 to 4, so I pay them less than men, ...Actually, almost, there are not many women willing to accept these salaries, unless they really are in need and their situation is difficult", as explained by a participant from 10th of Ramadan.



"...The only reason that prevents them is sometimes the opposition of the family or the low salaries and the exploitation of some managers and owners of schools (community schools or educational centers) since the majority of them are young women, they are mostly subject to harassment..", explained one interviewee from 10th of Ramadan.

"There are no problems, but long work hours, it is ten hours, but in the end, in a couple of years the employee will learn an interest handcraft that generates gold, but if you mean the Syrians, you will find a lot of them, asking for work from home, and they ask you to send them work to home or they want to work part-time, especially mothers. This is the best for them. Their work will be packing and packaging "the products" and we pay them per piece", as explained by one interviewee from Damietta.

"Most Egyptian women do not have a problem, and they come and work well. As for Syrian women, if it is far (workplace), they rarely come to work because their families will not accept. And those who are single headed households will not come because of their children and thousand other reasons", as explained by one interviewee from Damietta

13. Have you ever had Syrian women or women from this area applying to work at your workplace, and if there were, have you hired them or not?

If yes, what are the reasons that made you take that decision (their expertise, their skills, their personality, their place of residence, etc.):

In the area of 10th of Ramadan, (10) out of (14) participants said that Syrian women or women from this area had applied to work at their workplace, and they have hired them. (6) out of the (10) participants said that they still have the same women working with them.

In the area of Damietta, (11) out of (13) participants said that Syrian women or women from this area applied to work at their workplace, and they hired them. Some participants shared that they have taken this decision out of sympathy while others emphasized also on their



high skills related to the oriental sweets industry in addition to the furniture industry, knitting and embroidery. Also, some participants explained that the reasons behind hiring women is that women in general and Syrian women in particular, show more commitment and accuracy while working in their field of work.

"...Of course, because of their condition (referring to the Syrian conflict), when they (women) come searching for work, we hire them because we know that when women are searching for work, they are in a serious need for it. So, even if I do not have work for her, I will try to find one for her through my network", as explained by an interviewee from 10th of Ramadan.

"Yes, but through networks, it means that someone already works here, so his daughter or wife come to help him with the sewing, because it is difficult for us (Syrians) sometimes to let women go to work alone except if one of her family is with her, especially if the work is somewhere they do not know or with people they do not know", as explained by an interviewee from Damietta.

"Ladies, on the contrary (to men), they finish their work perfectly, for example because sewing & embroidery take a lot of time, and it is very important for the final shape of the furniture, we always prefer women to do that", as confirmed by one of the interviewees from Damietta.

14. In your opinion, how do refugees and the host communities participate in this sector (as producers, workers or consumers)?

(9) out of **(14)** participants from 10th of Ramdan believe that refugees are producers, workers and consumers. While **(5)** out of **(14)** think that the highest percentage of refugees are producers (investors) and workers. The majority of participants believe that this keeps changing as both Egyptian and Syrian refugees as well as Sudanese are working and consuming the products except in the case of exportation where factories' products are only



for exportation to other countries then both refugees and host communities are producers and workers.

"As for us (the factory) producing is more than consumption, because I told you that our main target is not the market here, but maybe few numbers consume our products here in Egypt. Also, I don't think there is something special (products) for Syrians only or for Egyptians only (as consumers). But in my case the production is more than consumption", as explained by one of the interviewees in 10th of Ramadan.

"I told you that 90% of factories working in my field (clothing industry) are Syrian investors, but for sure both the products are not only sold for Syrians but for everyone and sometimes it is for exportation as well", as highlighted by another interviewee from 10th of Ramadan.

In Damietta, **(11)** out of **(13)** participants think that refugees, especially Syrians, are producers and workers than consumers. While Egyptians are both workers and consumers.

"There are many workers and producers here in Damietta. Most Syrians are here in Damietta, because they want to work in the field of furniture or linked to furniture, otherwise they would go to other cities near Cairo", as highlighted by one of the interviewees in Damietta.

"A large percentage! I mean almost 75% of the factories (owned by Syrian investors). Their workers are refugees. In October (the area of 6th of October), they would employ more Sudanese and Africans than Syrian and Egyptian because their salaries are much lower, but in Damietta, they hire Syrians and Egyptians. Certainly, the products are not sold only for Syrians or refugees, but in general to all Egyptians before the Syrians", as explained by one of the interviewees in Damietta.

15. In general, what jobs are available now in the market for refugees, and specifically for Egyptian and Syrian women, and what are the expertise and skills that they should focus on?



According to the participants, refugees (men especially) can work in any available field in the Egyptian market, but women may vary according to their experience and qualifications in addition to the availability of suitable jobs that gain family approval. Most women who work in the production line do not have proper qualifications or experience, but they are the main source of income to their families, so they try to work in cooking or tailoring and sewing which are things they used to do as household wives.

"In the case of women, Syrians prefer, especially those who came from the countryside of Syria, that women run their work from home without going out and mingling with strange men, because this may lead to a lot of problems. People (Syrians) are not used to mixing, especially in rural areas", as explained one interviewee from 10th of Ramadan.

All participants suggested a number of jobs that seem to be more suitable for women, especially women refugees taking into consideration cultural constraints. The jobs are arranged according to the number of repetitions. It is worth mentioning that participants stated more than one job.

Table 7: As per statements of the interviewees, possible availability of jobs in the Egyptian market for Egyptian and Syrian women were categorized according to number of repetitions.

Possible availability of jobs in the Egyptian market for Egyptian and Syrian women		
Suggested skills or handcraft in the line of production	Suggested line of work	Time of repetition
Tailoring, sewing and embroidery (including using certain machines if possible)	Clothing Industry, furniture Industry, self-employment	15
Sweets, oriental sweets, cooking (including packaging and packing and traditional food and bakery)	Food Industry, sweet & oriental sweet industry, self-employment	13
Suggested Jobs and skills in the management line	Suggested line of work	Time of repetition

Marketing (including online marketing, English language, computer skills)	All Industry (especially those who export their products)- office work or home base	10
Secretary & Administrative skills (including designing & printing)	All Industry	10
Teaching	Community schools, educational centers, private tutoring	4
Accounting (financial skills)	All Industry	3

16. Do skills needed in your sector correspond to the profile of refugees living in these locations (10th of Ramdan , Demitta) ?

The majority replied that Syrian refugees have the required skills which correspond to the existed line of work in both 10th of Ramdan and Damietta. They explained that Syrian refugees have introduced new lines of work to the Egyptian market precisely in the food and clothing industry in addition to furniture when it comes to embroidery and sewing. Even women who are not working professionally, they have the basic skills that can be refined.

"Yes, of course, because those (women) who were not in school, they were sewing, cooking, and others. They are good, but they need an opportunity for professional training and working", as highlighted by one participant from 10th of Ramdan.

There is a lack of an accessible mechanism to help creating a proper matching between job seekers and workplaces. "A large number of them are already experienced. They know that they are well-versed, while others, such as university students, they graduate and then stay at home because there is no job or they do not know how to find a good job. Then, they end sitting at home. So, I mean, they have potential, but they need a way to show their potential", as explained by another participant from 10th of Ramadan.



"There are a lot of people sitting at home because there are no jobs, or they do not know how to find one. I wish there would be a gallery (a job fair) for companies to show their field of work in Egypt while they can offer jobs for refugees. This could be a way to reduce the unemployment of refugees", as illustrated by one interviewee from Demitta.

17. Do you think there is a potential to integrate (more) refugees (including Syrian and Egyptian women) in the sector?

In both Demitta and 10th of Ramdan, (17) out of (27) said "yes", there is a potential to integrate more refugees including Syrian and Egyptian women into their line of work. While (10) out of (27) said "yes, but", they made stipulations on the suitability of the type of work that Syrian women could be integrated too. Also, they highlighted that Syrian women and Egyptians need to have at least basic skills before being integrated into the labour market.

"Yes, of course. because there are many factories and they always are in need of new workers, but they need to have commitment and serious intention to work...", as stated by a participant from 10th of Ramdan

"Sure, but this will differ if you mean young men or women. If men, then for sure they can find in all fields. As for women, the situation is different, because they need to train in certain occupations, as they cannot be integrated into all fields", as explained another interviewee from 10th of Ramadan.

"Yes, there are many people who leave their current work and come to learn to work with furniture because it is ongoing work. I mean even if the market faces difficult seasons and no work, you will find that people still order furniture even from other cities", as emphasized from one participant from Demitta.



"Of course, the Egyptian market has 100 million people. I mean, whatever number of workshops open, there will be space for others to work and there will be a need for more to work", as explained by another participant from Demitta.

"...Damietta is a little bit of a conservative governorate, so I mean you want to pay attention to this issue, and in the city of Damietta, the people know each other, and not everyone would like their daughters to work. There is no acceptance to such thing. It is difficult to think, even from the Syrian perspective. But they would let them work on certain conditions if they know the employer and can trust them", as highlighted by another interview from Damietta.

18. Would your company/factory accept that specific vocational training be done inside your workplace, and in case they do what are the procedures and requirements?

(13) out of (27) interviewees indicated that they do not mind conducting a vocational training inside their workplaces among them three workplaces, two in 10th of Ramdan and one in Demitta, assured the availability of workshops to conduct the vocational training offering to employ those who can work well.

In Demitta, one workplace indicated the need to acquire prior approval from the workplace management. While another workplace requests a compensation for the time and the use of machines during the vocational training explaining that the production will probably stop during the vocational training, *or the trainees could work for free during that period.*

"Yes, sure! Why not! If their work is good, not only I will train them but possibly open a new workshop so they can work there. I mean, there is no problem to start a new workshop, but you need employees who are willing to work", as illustrated by one interview from Damietta.



"I told you that we did something similar (referring to on job training), three or two years ago, in a project with an organization, I don't remember its name. We have trained a lot of Syrian people, and they worked with us and some of them still work with us, and among them those who became masters and opened special workshops, but to do something like that we need to get approval from the manager", as explained by one participant from 10th of Ramadan.

19. What do think about hiring housewives after being trained with the required skills to work?

(10) out of (14) said "Yes", they would hire housewives after being trained with the required skills to work if they are able to commit to regular working hours. While those who said "NO" they believe that in the case of housewives, it is better to work from home so they can take care of their children or other dependents.

"It does not matter for us. We do not object as long as they commit to workhours and they have the ability to pursue tasks without delay", as pointed out by a participant from 10th of Ramdan.

"Frankly, it is difficult for us to hire a housewife, because it is impossible for her to work 10 to 12 hours out of her home. I think there are other jobs that are more suitable for their children and their men as well", as explained by another participant from 10th of Ramdan.

"I think it is more suitable for them to learn marketing so they can market the products or designing and drawing of embroideries", as stated by one of the interviewees from Demitta.

20. Are there any donor programmes currently working with you or with this sector at present, where, and what are they doing/funding?

(8) out of (13) participating interviewees said no they did not hear about any existed programs working with their sector or other. While **(5) out of (13)** participating interviewees



pointed out that it happened a long time ago and rarely *occurs nowadays in Damietta (referring to vocational training)*. In 0th of Ramdan, only (5) participating interviewees said that they heard about existing programs mainly in Oubour area, 6th of October implemented by Catholic Relief, United Nations High Commissioner for Refugee. Also, they mentioned a previous program implemented in 10th of Ramadan by a community school owned by the Syrian community, but no more, and a current one implemented by Sona'a el Hayat. According to the interviewees, Areas, such as Damietta and 10th of Ramadan, are not getting as much attention as other areas, such as 6th of October, Oubour and etc.

"Sometimes an association came and offered training in crochet and sewing, but in general you would feel that Damietta doesn't have a share in such activities like other places such 6th of October", said one interviewee from Damietta.

"Maybe I saw announcements or heard someone talking about it, but I don't know any of them, I mean the last time I remember was an Egyptian institution with a partnership with a Swiss one. I don't know their name, but they had office in Cairo. And they wanted to carry out a project here for training and something like that", as explained by another interviewee from Damietta.

There is a concern toward the method of conducting vocational training and its duration in addition to its ultimate purpose. "Whatever it is, sometimes you are left with incomplete work without a final goal (referring to the previously implemented vocational training). I mean, simply you feel that they do it for the sake of doing without actual purpose or enough time to train properly...", as pointed out by one interviewee from 10th of Ramdan.



Section III: Participating interviewees' recommendations & advices

- The vocational training should be implemented in a comprehensive method depending on the needs of each region taking into consideration the location, availability of transportation, and availability of day care for those who have children.
- There is a need to pay more attention to the graduated young females and provide them with more opportunities to either open small projects or find proper jobs.
- There is a need to focus on the type of skills that could be used while working remotely (home-based) or in the office.
- There should be support for integrated family projects or small business that involve both women and men.
- The timing of conducting any vocational training is important if there is any intention to integrate the trainees into the workplaces. There is more work available during certain seasons.
- Vocational training alone is not enough, there is a need for a prior connection between workplaces before starting the training, so they can offer jobs to those who prove themselves.
- Food-related businesses, clothing and furniture industry are considered by the workplaces as the most preferable and suitable jobs in the production-line for women including Syrian women in Demitta and 10th of Ramdan.
- Tailoring, sewing, embroidery, and cooking including traditional & authentic food, bakery and oriental sweet are suggested skills or handcraft to work from home or in the line of production, while marketing, designing, secretary & administrative skills



(including printing & computer) are suggested as skills to work in the line of management.

- Both marketing including online marketing and designing seem to be considered by different workplaces as essential for their work expansion and competitiveness. They could be done remotely or in the office.
- There is a need to be more aware of cultural & gender-based related challenges that could hinder women opportunities to find jobs or to open their own business in both areas.
- A possibility of professional fair for different workplaces in the area of Demitta & 10th of Ramadan so prospective employees can be aware of the existed opportunities and to increase the possibility of matching between employees and workplaces.



DISCUSSION

Competence Gap Analysis in Demitta and 10th of Ramdan

1. What are the main the challenges and barriers that encounter Egyptian and Syrian women in the workplaces or when searching for a job opportunity?

In general, Syrian and Egyptian women seem to face some challenges and barriers related to family commitment, gender, physical, social related to host communities' attitudes, infrastructure and transportation; however, they seem to be have more concern mainly with taking care of dependents, affordable transportation in their community, the lack of accessible financial support,

lack of social connection and support. In fact, 57.9% of respondents used to work in their country and while only 30.9% of respondents have current work in their host country. Almost 88.19% of respondents did not have work permits.

The participants in Damietta & 10th of Ramadan seem to lack the access to vocational training as the majority mentioned that they haven't ever attended vocational training in their communities. In fact, participants shared their interest in attending professional training, such as financial, computer, communication skills.

2. What are the preferable jobs for women according to their preference? And what are the tendencies for small business activities?

Based on the participating women preference, their preferable jobs are in the field of education, culinary and food industry, sewing/tailoring and fashion, knitting and



embroidery, off and online marketing, beauty and hair dressing, accounting, graphic designing, secretary work, social work and event management in addition to community service, industrial maintenance, and restaurants management and hotels.

The participating women seem to be interested in engaging in informal activities including small business and they are willing to be mentored and guided through the process. Most participating women prefer working in groups of two rather than more. In terms of their potential to run a small business, they seem to have the adequate intention to succeed. However, a comprehensive training along with technical mentoring and coaching should be provided on a one to one basis if possible, to monitor their constant progress and provide them with the needed advices and support.

The participating women seem to have a clear tendency towards learning new skills and participating in vocational and professional training. They also confirmed their intention to abide by regular work times and job laws and policies in case they found a job opportunity.

For the skills needed, they are mostly interested in attending trainings on management skills, finance, feasibility studies and project writing proposals, off and online marketing, communication and language skills, how to access information related to the available funding opportunities.

Market Analysis in Damietta and 10th of Ramadan

1. Assessment of rules and regulations: legal framework and attitudes of the host communities;



There are rules and regulations related to refugee's employment, but there is flexibility towards enforcement by the host country (Egypt). This seems to be consistent with the literature review related to the existing rules and government declaration of their intention to support Syrians' integration into the Egyptian society. Syrian investors who are working in Egypt seem to be more integrated than those who cannot afford opening their own business especially those who fled from the Syrian countryside. They were able to work based on the existing rules and regulations and expand their business around Greater Cairo. In case of hiring refugees, including Syrian refugees, it is illegal to hire refugees without work permits and according to the law, the workplace needs to register them as foreigner employees. In case of approval for work permits, which usually very difficult, the workplace needs to register them for insurance and compensation and pay higher taxes than the usual employee (Egyptian) which is regarded as an extra-burden and challenge for the majority (Bidinger et.al, 2014, P.95; Sadek,2016; 2013; Buscher & Heller, 2010).

Participants showed a degree of awareness of existing rules and regulations in the host country, as well as of their roles and contributions to support the Syrian refugees, especially women. For example, they were willing to accept hiring whoever needs to work as long as they show commitment and intention to learn. Prior agreement between them and the employees is created about salary and working hours. Some of them would offer more money than Egyptian employee to cover the fact that refugees including Syrians cannot have insurance or healthcare with valid work permit.

In general, their responses showed a degree of flexibility as they explained that their workplaces do not face any problem with hiring refugees as long as they are hiring Egyptians and there are no problems or danger with the work that you do. Otherwise, there is no problem to hire them.



2. Current market trends and anticipated developments, as well as sectors and subsectors with potential and possible employment opportunities for refugees;

Based on the participating interviewees, the economic status of their business is in progression and expansion. For example, the majority of participants mentioned that they own more than one factory/workplace. A minimum of 1 workplace and a maximum of 4 workplaces. Interestingly, in regards of any challenge that their business is facing, participants mentioned only the increase of competition as a challenge.

Participants' responses shed the light on several issues related to the Syrian community and the labour market. Syrian investors who are working in Egypt seem to play a positive role in the Egyptian market and to be recognized by the Egyptian community. The Egyptian market seems to be huge and diverse, and there is always a possibility of introducing new products and new businesses. The Syrian investors were able to introduce new products to the Egyptian market particularly in the sector of food, furniture and clothing industry. Participants pointed out that food-related businesses, clothing and furniture industry are considered as good sectors for opening new small businesses and self-employment.

Also, these sectors have been described by the workplaces as the most preferable and suitable sectors to find jobs for women including Syrian women either in the production and management line in Demitta and 10th of Ramadan. Tailoring, sewing, embroidery, and cooking including traditional & authentic food, bakery and oriental sweets are suggested as required skills or handcraft to work from home or in the line of production, while marketing, designing, secretary & administrative skills (including printing & computer) are suggested as required skills to work in the line of management. It was noted that the number of Egyptian



women who are working in the production line is clearly higher than Syrian women due to cultural and social constraints as well as economics. It mainly relates to family preference, long working hours, the responsibility towards dependants in addition to low salaries that cannot cover the Syrian family expenses related to expensive rent, medical care and others. As an adopted mechanism to deal with competition in the labour market, both marketing including online marketing and designing seem to be considered by different workplaces as essential for their work expansion and competitiveness. They could be done remotely or in the office. The main method for recruiting and selecting employees in these sectors were through mainly network & referral system, advertisement and employment requests. Thus, it is important to create a solid connection with the existing workplaces in Demitta & Sharqua in order to integrate more people into these sectors.

As per responses, those who work in these areas are depending on the reputation of their employees and the quality of the produced products so it is important for them to hire someone they can depend on and able to stay with them for a long period. Moreover, workplaces show a flexibility towards the required skills in their employees and a sincere intention to provide on job training till their employees become highly skilled ones. The participating interviewees agreed to conduct vocational training inside their workplaces and three workplaces offered possible jobs opportunities for those who can work well during the training. It seems that they are willing, capable, and in need to accommodate new numbers of employees in their workplaces.



STRENGTH & LIMITATION

There are several limitations to the two studies. First, there is a lack of sufficient studies related to the research topic in Middle East or Egypt. A gap is existed in the literature addressing competence gap analysis of women in general and refugee women in particular and market analysis in areas such as Damietta and Sharqia Governorates. This left Wee.Can with no previously available studies in the same region that focused mainly on women, which is one of the reasons why WEE.Can conducted two studies to develop a deeper understanding in the area.

Nonetheless, the consistency of findings across the two studies increases confidence in its findings, thus contributing to its validity. In addition to the fact that the second study targeted the representatives of workplaces who had a direct contact with the recruitment and hiring process and the first one targeted Egyptian and Syrian women who are the main beneficiaries of WEE.CAN project. The current political and social situation in Egypt was one of the limitations that had negative effect on the duration of data collection process and the number of workplaces who participated in the study. Many workplaces felt hesitant to discuss things related to their work with outsiders. It made it difficult to ask them the questions. Finally, these two studies were designed to address particular program; therefore, the design was to focus on Damietta and Sharqia and not intended to be a thorough gap competence analysis and market analysis of the entire Egypt.



Limitation of the first study: Market Analysis

- Most of the big factories and workshops with high number of employees in 10th of Ramadan and Damietta had concerns about sharing any of their information fearing of security issues or problems with the authorities.
- Several factories requested official papers from the ministry of interior or any other security department before they agree to meet with the study's team.
- Some factories felt uncomfortable to share any information because the subject included questions about women refugees.
- Some workplaces requested submitting official request to the head office of their factories. This mean their response may take long time than the study time.

Limitation of the second study: Gap Analysis

- Some women expressed their concerns that the questions are too long and so they dropped filling the survey in the middle of it.
- Women are felt disappointed as they usually get approached by people to fill a survey without a clear purpose or getting any tangible results out of it.
- The Egyptian women participation was low as they did not feel comfortable being asked to participate in the study with Syrian refugees during focus group.
- Online Egyptian security questioned about posting online survey and the purpose of collecting information from Egyptian women which made Egyptian women scared and reluctant to participate.



Finally, the two studies could have benefited from additional participation of Egyptian women and Egyptian workplaces in the two areas; however, time constraint was another factor that impeded this participation.



CONCLUSION & FINDINGS

The two studies are considered the first to: 1) provide an assessment containing nationality, background, education and skills, work experience; ability to work, aspirations and economic conditions in addition to access to supporting functions of both Egyptian and Syrian women in Demitta and Sharqia governorates. 2) Assess of rules and regulations and attitudes of the host communities, and 3) explore the current market trends and anticipated developments, as well as sectors and subsectors with potential and possible employment opportunities for Egyptian and Syrian women, mainly giving the opportunity to both workplaces, and Syrian and Egyptian women to express their perspectives. The two studies recognized the importance of the economic integration through sustainable livelihoods to women refugees and women in the host country (Egypt). They focused on exploring the workplaces which are part of the existing labour market in Demitta and 10th of Ramdan in addition to presenting the existing gap competences in Egyptian and Syrians women in the same areas. They attempted to provide if not the whole perspective but a glimpse of the existed market trends and anticipated developments, as well as sectors and subsectors with possible employment opportunities for refugees. Mixed methods of quantitative and qualitative were used. The study results suggested that the Egyptian labour law stresses on the need to obtain work permits regarding formal employment, however, it seems that there is a flexibility on the engagement in formal activities. Online Marketing sector appears to be a promising field for improving women engagement in labor market and the community in general, however more efforts should be devoted to increase their engagement. Women must be equipped with skills to prepare them for a range of roles not only as employers, but



also as owners and self-employed. The economic status of the workplaces in Demitta and 10th of Ramdan seems to be in progression and expansion. Sectors such as food, furniture and the clothing industry are considered as preferable sectors for women to open new small businesses, self-employment or to engage in existing workplaces.



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APPENDIX

Appendix (1): Market Analysis

عنوان الدراسة: تحليل السوق - مشروع WEE.Can.
الباحث الرئيسي: WEE.Project
البريد الإلكتروني: taheralnajjar@hotmail.com

يطلب منك المشاركة في دراسة بحثية كجزء من مشروع "WEECan".

الغرض من هذه الدراسة: هو تقديم تحليل واضح لديناميكية النظام الإيكولوجي لسوق العمل وإمكانيه العمل في العاشر من رمضان ودمياط. سوف يلعب تحليل الدراسة دورًا مهمًا في تحديد التدريبات بما يتناسب سوق العمل واختيار المستفيدين.

مدة المشاركة المتوقعة حوالي ساعة واحدة. ستكون إجراءات المقابلة على النحو التالي: سيتم طرح بعض الأسئلة وسيتم تسجيل المقابلة، لذلك لا يفوت الباحث أي تعليقات. غالبًا ما يقول المشاركون تعليقات مفيدة للغاية خلال المقابلة ولا يمكن للباحث الكتابة بسرعة كافية لإسقاطها. لن يبدأ التسجيل بدون موافقتك. سيتم إتلاف الملفات الصوتية بعد أن لم تعد هناك حاجة للتحليل أو النشر.

المعلومات التي تقدمها لأغراض هذه الدراسة ستكون سرية. سيتم تحليل المعلومات التي قدمها جميع من أجريت معهم المقابلات معًا لتطوير استنتاجات عامة، ولن يتم ذكر هويتك الشخصية في أي منشورات أو مرتبطة بأي اقتباسات مأخوذة من مقابلتك.

لا توجد مخاطر مرتبطة بهذا البحث. لا توجد فوائد مباشرة أو ملموسة لك أو لمؤسستك من هذه المقابلة. ومع ذلك، فإن مشاركتك ستساعد في فهم المهارات المطلوبة والتدريبات المهنية المناسبة للباحثين عن عمل و المجالات المتاحة للعمل في منطقتي الدراسة.

في حال كنت بحاجة إلى مزيد من التوضيح، أو لديك أي أسئلة، يرجى عدم التردد في الاتصال بالباحث. المشاركة في هذه الدراسة طوعية. لن ينطوي رفض المشاركة على أي عقوبة أو خسارة في المزايا التي يحق لك الحصول عليها. يمكنك التوقف عن المشاركة في أي وقت دون غرامة أو فقدان المزايا التي يحق لك الحصول عليها.

التوقيع :

اسم مطبوع:

تاريخ :

١. (اختياري) اسم الشركة / المنشأة:	٢. مكان العمل :
٣. مجال عمل الشركة / المنشأة:	
٤. المنصب الحالي (مطلوب):	
٥. عدد سنوات العمل في هذا المنصب:	
قواعد ولوائح التوظيف / جدوى التدخلات	
٦. كيف يتم اختيار الموظفين للعمل لديكم؟	
٧. ما هي القواعد واللوائح ذات الصلة التي تحكم عملية التوظيف في هذا القطاع (قواعد الشركة - قواعد وزارة الصناعة - قواعد القطاع نفسه)؟	
٨. هل هناك أي قوانين أو قواعد تمنعك من توظيف اللاجئين (قوانين خاصة بالشركة أو الدولة):	

أسئلة ذات صلة بالمجموعة المستهدفة
٩. ما هي أنواع المهارات او الخبرات التي تحتاجون اليها في الموظفين الراغبين بالعمل لديكم (الخبرات العملية - الخبرات الشخصية):
١٠. ما هو عدد موظفي الحاليين لديك؟
١١. ما هو العدد التقديري للاجئين الذين يعملون بالفعل في هذا القطاع؟ ما هي نسبة النساء من هذا العدد (مصنفة حسب الجنس)؟
١٢. في رأيك، ما هي المشاكل الرئيسية التي يواجهها اللاجئون في العمل الذي يقومون به في هذا القطاع؟ هل هناك أي أسباب تمنع المرأة من العمل في هذا القطاع؟

١٣. هل سبق لك أن حصلت علي طلبات عمل من نساء سوريات في مكان عملك، وإذا كان هناك، هل قمت بتوظيفهن أم لا؟
إذا كانت الإجابة بنعم، ما هي الأسباب التي دفعتك لاتخاذ هذا القرار (هناك خبرة ومهاراتهم وشخصيتهم ومكان إقامتهم، وما إلى ذلك):
١٤. في رأيك، كيف يشارك اللاجئون في هذا القطاع (كمنتجين أو عمال أو مستهلكين)؟
١٥. بشكل عام، ما هي الوظائف المتاحة الآن في السوق للاجئين، ولا سيما النساء اللاجئات، وما هي الخبرات والمهارات التي ينبغي التركيز عليها؟

١٦. هل تتوافق المهارات المطلوبة في هذا القطاع مع الملف الشخصي للاجئين الذين يعيشون في هذه المواقع (العاشر من رمضان، دمياط)؟
١٧. هل تعتقد أن هناك إمكانية لدمج (المزيد) اللاجئين في هذا القطاع؟
١٨. هل تقبل شركتك / مصنعك إجراء تدريب مهني معين داخل مكان عملك، وفي حالة قيامهم بما هي الإجراءات والمتطلبات؟
١٩. ما رأيك في توظيف ربات البيوت الراغبين بالعمل بعد أن تم تدريبهم بالمهارات المطلوبة للعمل؟
٢٠. هل هناك أي برامج مانحة تعمل حاليًا معك أو مع هذا القطاع موجودة، وأين، وماذا يفعلون / هل يمولون تدريبات مثلًا؟



أي ملاحظات أخرى:

Appendix (2): Market Analysis-English

Study Title: Market Analysis- WEE.Can Project.



Principal Investigator: WEE.Project

email: taheralnajar@hotmail.com

You are being asked to participate in a research study as part of WEE.Can project. The purpose of the study is to provide a clear analysis of the ecosystem's dynamic and potential to guide the call-to-action towards areas. The job Analysis will play an important role in addressing the trainings and select the beneficiaries.

The expected duration of your participation is approximately 1 hour. The procedures of the interview will be as follows: you will be asked some questions and the interview will be recorded, so the researcher does not miss any comments. Participants often say very helpful comments during the interview and the researcher cannot write fast enough to get them all down. The recording is not going to start without your approval. Audio files will be destroyed after they are no longer needed for analysis or publication.

The information you provide for purposes of this study will be confidential. The information given by all the interviewees will be analyzed together to develop general conclusions, and your personal identification will not be mentioned in any publications or associated with any quotations taken from your interview.

There are no risks associated with this research. There are no direct or tangible benefits to you or to your organization from this interview. However, your participation will help in understanding the required skills and the suitable vocational trainings for job seekers.

In case you need more clarification, or you have any questions please do not hesitate to contact the researcher.

Participation in this study is voluntary. Refusal to participate will involve no penalty or loss of benefits to which you are otherwise entitled. You may discontinue participation at any time without penalty or the loss of benefits to which you are otherwise entitled.

Signature _____

Printed Name _____

Date _____

First section: General Information

1. Company name (optional):

2. Location of workplace:

3. Company line of work/sector:

4. Current position (required):



5. Duration in this position:
Second section: Employment Rules and Regulations / Feasibility of interventions
6. How do you choose employees to work with you in this sector?
7. What are the relevant rules and regulations that govern the employment process in this sector (company rules - ministry of industry rules- sector rules)? Are there any rules specifically related to women?
8. Are there any rules and regulations that prohibit employing refugees, particularly women (company or government rules)?
Third section: Relevance to the Target Group
9. What are skills and expertise that your sector of work (factory, company etc) need in your employees? (professional skills - personal skills)



10. What is your company current employees' number?
11. What is the estimated number of refugees already working in this sector? What is the women percentage out of this number (gender disaggregated)? In addition to the percentage of Women from the area?
12. In your opinion, what do you think are the major problems refugees face in the work they do in this sector? Are there any reasons/challenges that prohibit women from working at this sector?
13. Have you ever had Syrian women or women from this area applying to work at your workplace, and if there were, did you hire them or not?

If Yes, what are reasons that made you take that decision (their expertise, their skills, their personality, their place of residence, etc.):

14. In your opinion, how do refugees and the host communities participate in this sector (as producers, workers or consumers)?

15. In general, what jobs are available now in the market for refugees, and in specific women refugees, and what are the expertise and skills that they should focus on?

16. Do skills needed in the sector correspond to the profile of refugees living in these locations (10th of Ramdan ,Demitta) ?

17. Do you think there is a potential to integrate (more) refugees (women and host communities) in the sector?

18. Would your company/factory accept that specific vocational training be done inside your workplace, and in case they do what are the procedures and requirements?



19. What do you think about hiring household women after being trained with the required skills to work?
20. Are there any donor programmes currently working with you or with this sector that are present, where, and what they are doing/funding?
21. Other comments or advices:

Thank you.



Appendix (3): Gap Analysis-English

Study Title: Women's Economic Empowerment: Host Communities and Syrian Refugees working together to create New livelihood opportunities

You are invited to participate in this study. You will be asked to fill in this questionnaire. The duration of the questionnaire will be 30 minutes. There are no risks associated with this research. Participating in this study will benefit women refugees and women in the host community by helping to understand the competence gap and the market labour requirements to develop the appropriate trainings to increase access to new work opportunities in Demitta and 10th of Ramadan. Participation in this study is voluntary.

PART ONE: GENERAL INFORMATION

Please check mark (✓) for the answer that present you

1.	Nationality		
	Syrian		How long have you been in your current country?
	Host community		
	Other (specify)		

3.	Age
	Over 45
	Between 26-44
	Between 18-25

4.	Number of members in the household
	1
	2
	3
	4
	5
	More than 5

5.	Average income for the household per month
	No income
	Less than 200 USD
	Between 200 USD to 400 USD
	Between 400 USD to 800 USD
	More than 800 USD
6.	Civil status
	I am single

	I am married
	I am widow
	I am divorced
	I am married but my partner is missing
	I am married but my partner does not live in this country

8.	Number of children I am directly responsible for (economically)
	0
	1
	2
	3
	More than 4

9.	Level of Education
	None
	Primary school
	Secondary School
	University
	Other (Please specify) :

7.	Legal Status
	Refugees
	Asylum seeker
	Citizens of the country

PART TWO: INFORMATION ON ACCESS TO WORK & TRAINING & FINANCIAL SUPPORT

1.ACCESS TO WORK IN THE EGYPTIAN COMMUNITY		Yes	No	
9.	I have work experience from my country of origin.			If Yes, what work experience do you have?
10.	I have worked in the past			Please specify the field of work
11.	I currently work			If Yes, How did you get your work? a. Social Media (Facebook) b. A friends ,relative's recommendation c. An NGO d. Recruitment agency e. Other :
12.	I have a regular permit of work			
13.	If yes, did you face any difficulties in exercising your right to work?			If Yes, give reasons if possible?
14.	Is it possible to engage in informal income-generating activities?			If No, give reasons if possible?
15.	Are you currently engaged in any income-generating activities?			If Yes, of what kind of work? 1. Food Processing 2. Youth Care Worker 3. Small Business 4. Industrial Maintenance /Small Engine Repair 5. Catering and hotel management 6. Hairstyling, Cosmetics and Beautification 7. Early Child Care Education 8. Knitting and Fashion Design 9. Others :
16.	I am the main responsible of the income in my family (head of family).			
17.	Are you obliged to care for any dependents (children, elderly or disabled people) in your household?			If Yes, who ?

18.	If yes, does this limit your ability to work and generate an income?			
19.	Would you need a day care service for your children to be able to join any vocational training?			
20.	Do you have any physical impediments (disability, diseases etc.) that inhibit your ability to work?			Please specify:
2.ACCESS TO FINANCE IN THE HOST COMMUNITY				
21.	Have you tried to obtain finance support from any source?			If No, why? and what difficulties did you face? 1. 2. 3.
22.	I have already benefitted from a grant for supporting my small business activity.			
23.	I have already benefitted for a loan for supporting my small business activity.			
3.ACCESS TO TRAINING IN THE HOST COMMUNITY				
24.	Did you recently obtain any kind of training that helped you generate an income, for example income-generating activities, such as what to produce and sell to generate an income?			If Yes, who provided this Training? 1. Public institutions, 2. Private institutions, 3. Community members, 4. NGOs 5. Other:
25.	I attended previous training on financial literacy			
26.	I attended previous vocational training			If Yes, PLEASE WRITE: 1. 2. 3.

27.	Do you need training in any specific area that would be valuable to you?			If Yes, what kind of training do you need? 1. 2. 3.
28.	I would be interested in attending vocational training			If No, why?
29.	I would be interested in attending training on financial literacy			If No, why?
30.	I would be interested in attending training on computer literacy			If No, why?
31.	I would be interested in attending training on communication skills			If No, why?
4. ACCESS TO SOCIAL NETWORK IN THE HOST COMMUNITY				
32.	Are there any social networks that support you in generating an income?			If Yes, please specify: 1. Associations 2. Clubs 3. Friends & Family 4. NGos 5. Other:
33.	Have you recently received any form of advice or support from any type of social network that helped you generate an income for yourself?			If Yes, please specify:
34.	Can you rely on any friends, family or members of your local community to help you out in times of need?			If Yes, please specify:
5. ACCESS TO INFRASTRUCTURE & TRANSPORTATION				
35.	Do you have access to affordable transportation in your community?			If yes, please specify
36.	Do you face any difficulties with regard to transportation?			If yes, please specify

37.	Is your ability to generate an income hindered by a lack of mobility and/or means of transportation?			If yes, in what way?_please specify
6. ASPIRATION & PERSONAL AMBITIOUS				
38.	Is there any job in certain sector that you would like to be engaged in?			If yes, please specify
39.	In your opinion, What type of job matches your skills and passion?			
40.	Are u willing to learn a new skill?			
41.	Are u willing to commit to regular work time and employment's regulations and laws?			If no, why?
42.	I would be interested in opening my own business activity			Like what ?
43.	I would be interested in joining a group to open business activity /income generating project			If yes, please specify the number of the group? 1. A group of two 2. A group of three 3. A group of Five or more

7. COASHING/MENTORING		Yes	No	
44.	Do you feel that you need any form of coaching or mentoring services to start any type of income-generating activity?			IF yes, specify why ? 1. 2. 3.
45.	Have you had access to coaching and/or mentoring sessions?			If Yes, who provided these sessions?

8. GENDER EQUALITY (Personal attitude)		Yes	No	
46.	It is the role of men to work not women.			If yes, specify why ? .
47.	Are women allowed to work outside home?			If No, why ?
48.	Who makes decisions in your household about how to spend money?	1. Me 2. My spouse 3. My spouse and I decide together 4. Someone else : _____ 5. Decide some other way: _____		
49.	You are encouraged by family members to work and be financially independent.			If No, please explain why ?

9. ATTITUDES IN THE HOST COMMUNITY		Yes	No	
49.	Do you experience any harassment from population groups in your area?			If yes, in what way?
50.	Do you experience any discrimination ?			If Yes, specify in what way do you feel you are discriminated against? 1. Because I am a woman 2. Because of my different accent 3. Because I am from different nationality 4. Because of my colour 5. All of above 6. Others : ?

51. We are conducting interviews with key people in various companies, factories, and workplaces. What questions do you think we should ask them regarding employment?

End. Thank you.

