



# Gender & Trade Summary





# INTRODUCTION

## Context of the country

- Socio-demographic data,

Egypt's population reached 96.3 million according to 2017 census. Total number of males reached 49.6 million compared to 46.6 million for total number of females. The percentage distribution of population by age group is the highest for the age group (0-14), where it reaches 34.2 percent, followed the age group (25-49), where the percentage reaches 33.3. The percentage distribution of the age group (15-24) is 18.2 percent. Similarly, the percentage distribution of the age group of population (50-59) is 7.7 percent, and for the age group 60+ is 6.7 percent<sup>(1)</sup>.

- Political, Judicial and Economic Systems,

Egypt's Constitution of 2014 stipulates that Egypt is a sovereign, united and indivisible state. It is a Republican democratic system based on citizenship and rule of law<sup>(2)</sup>. Egypt's political system is based on political and partisan plurality, and balanced separation of powers. The President is the head of the state, the head of the executive authority, he is required to appoint a Prime Minister who forms the government, and exercising monitoring and supervision over the performance of the executive authority<sup>(3)</sup>.

Egypt's economy is based on agriculture; mainly cotton and fruits, and now is moving towards industry and services. Tourism constitutes one of the main economic pillars, in addition to the revenues of the Suez Canal for international navigation and other natural resources such as oil and gas<sup>(4)</sup>.

The Egyptian Judiciary is comprised of secular and family courts, administrative and non-administrative courts, a Supreme Constitutional Court, penal courts, civil and commercial courts, personal status and family courts, national security courts, labour courts, military courts, as well as other specialized courts or circuits. The Supreme Constitutional Court was established in 1979 replacing the Supreme Court established in 1960 and has exclusive jurisdiction to decide questions regarding the constitutionality of laws and regulations, as well as negative and positive conflict of jurisdiction, one of its functions also is to interpret laws under the request of government<sup>(5)</sup>.

The Gross Domestic Product (GDP) (US\$ billions) reaches 235,37, the GDP per capita (constant '11, intl. \$, PPP) reaches 10 550 according the Global Gender Gap Index<sup>(6)</sup> of 2018. The annual inflation rate in Egypt decreased to 15.7 percent in November 2018<sup>(7)</sup>.

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1. Central Agency for Public Mobilization and Statistics. 2018, available at: <http://www.capmas.gov.eg/> (accessed on 5 July 2018).
2. CAWTAR, the Arab Gulf Program for Development, UN Women, United Nations Development Programme and Ministry of Foreign Affairs of Finland. (2016). The Arab Republic of Egypt: Overall Context and Gender Equality, Tunis, P.1.
3. Idem
4. CAWTAR et al. (2016), P.1.
5. Idem.

## Framework of the study

Thus, the regional project in collaboration between CAWTAR and SIDA entitled « Empowering Women towards Gender Equality in the MENA Region through Gender Mainstreaming in Economic Policies and Trade Agreements» intends to produce data and information to present evidence that show a correlation between Gender and Trade to be used in advocacy, policy dialogue and planning for change towards gender equality.

The initial hypothesis of the study is that gender is partially mainstreamed in economic policies and trade. To test the hypothesis of the study, it was important to answer an important question: Why women are not able to enter commercial markets and are able do business in Egypt?

The study comprises three parts. Part I is dedicated to highlight issues related to gender equality, human rights and development. It portrays main important indicators for gender, rights and development. It also highlights the legal and human rights including economic and social rights and presents policies / strategies and mechanisms at national in relation to gender equality and the economic empowerment of women. While, Part II is dedicated to the GAAA Gender and Trade, where it presents the findings of the survey at the organization, programmes and advocacy levels. Finally, Part III is dedicated to highlighting the achievements in relation to gender equality and economic empowerment of women with special focus on trade as well as highlighting the gaps that needs to be addressed and the way forward.

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6. <http://reports.weforum.org/global-gender-gap-report-2018/the-global-gender-gap-index-2018/>

7. <https://tradingeconomics.com/egypt/inflation-cpi>

## PART I : GENDER EQUALITY, HUMAN RIGHTS & DEVELOPMENT

### I.1. Gender, rights and development indicators

**Table 1: Sex-Disaggregated Data**  
**Education, Health& RH, public participation** <sup>(8)</sup>

Indicator	Female	Male	Sex-ratio
<b>Gender Inequality Index (2018), ranking 135 out of 149 countries</b>			(0.614)
<b>Education</b>			
Literacy rate	75.0	86.5	0.87
Educational attainment, ranking 99 out of 149			0.975
Primary level	97.6	96.5	1.01
Secondary level	81.6	81.3	1.00
Tertiary level	34.8	34.0	1.02
<b>Health / Sexual &amp; Reproductive Health</b>			
Life expectancy at birth	62.4	59.9	1.04
Mortality, childbirth: age-standardized death	33		
<b>Political Participation / Participation In Governance</b>			
Women Members of the parliament/MPs	14.9	85.1	0.18
Women at ministerial positions (# or %)	11.8	88.2	0.13
Women in the judiciary (# or % if available)			
<b>Political Participation / Participation In Governance</b>			
Economic participation and opportunity 139 out or 149			0.481
Labour force participation	24.1	77.7	0.31
Estimated earned income (US\$, PPP)	102 ,5	17, 920	0.28
Legislators, senior officials, and managers	6.4	93.6	0.07
Professional and technical workers	38.4	61.6	0.62

The scores and the ranking of the overall GGI and the four sub-indices reveal that the gender equality in Egypt is still very low on the economic, health, education and political side, and many efforts needs to be undertaken to close this gender gap.

Such figures are consistent with the national statistics of education that reveals that the percent of illiteracy among females are 50 percent compared to 29 percent among males. While, the percent of females in primary education reaches 8 percent compared to 10 percent among males, and the percent of females in tertiary education reaches 4 percent compared 7 percent among males. Similarly, the national statistics reveal a wide gender gap in political participation, where the representation of women in the Parliament

8. Source: World Economic Forum. 2018 : <http://reports.weforum.org/global-gender-gap-report-2018/data-explorer/#economy=EGY>

reached 24.9 percent, and women participate by 0.6 percent only in Judiciary and undertakes only 11.8 percent of senior positions in the government<sup>(9)</sup>. It is important to note that the national statistics reveals that many efforts need to be undertaken to close the gender illiteracy and education gap.

## 1.2. Legal Rights and Human Rights

### • Rights in Private and Public Spheres,

The Constitution of 2014 stipulate that nationality is passed to those born to an Egyptian father or mother, and that giving them legally acknowledged official documents proving their identity is a right that is regularized and secured by virtue of the law.

The Egyptian constitution (Article 11) stipulates that men and women are equal in all civil, political, economic, social, and cultural rights in accordance with the provisions of the constitution. The State is committed to take all necessary measures to ensure the adequate representation of women in parliamentary councils, in accordance with the law, ensures women have the right to hold public office and senior management positions in the State, and entitles them to employment in judiciary entities and tribunals without prejudice against them. The State is committed to the protection of women against all forms of violence, to providing care and protection of motherhood, childhood and women-headed households, the elderly and women and to facilitate their ability to achieve balance between their family duties and work requirements.

It is worth noting that the legal system governing inheritances according to Law No. 77 of the year 1943 is based on the provisions of inheritance in the Holy Quran. This means that women inherit all kinds of inheritance through the imposition of burdens or male relatives and uterus or female relatives. This is applicable for Muslim women. However, for non-Muslims, (Christians and Jews) their religious laws govern their inheritance, personal status, and spiritual leadership. Islamic law is applied in the case of the different religion or religious community or sector. The right to inheritance enjoys constitutional protection in the Egyptian legal system. In addition, the right of inheritance is considered a main economic resource and a base for influential wealth for the independent financial capacity for woman.

However, women have suffered from being preventing from her inheritance rights by her family in some governorates specially countryside regions, the matter that led legislators to undertake an amendment to some laws in 2017 related to inheritance by reducing the period for considered death and give a criminal penalty to persons who prevent or veiling any share of the heirs or documents that prove this share.

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## • Economic Rights including Trade

National legislations in relation to trade, economy and investment are the Egyptian Constitution of 2014, Exports Development Law No. 155 of 2002, Investment Law No. 72 of 2017, Bankruptcy Law No. 11 of 2018, Central Bank Law NO.88 of 2003, Trade law No. 19 of 1999, Customs Law No. 66 of 1963 and its amendments No. 59 for the year 2005, Financial Control Law No. 10 of 2009, Commercial Registration Law No. 34 of 1976, Companies Law No. 159 of 1981, Labor Law No. 12 of 2003, the Income Tax Law No. 91 of 2005, Commercial Chambers Law No. 189 of 1951, The Small and Micro Institutions Law No.141 of 2004, and the Companies Law No. 159 of 1981.

Country's position in relation to regional, international human rights conventions and related action plans such as Beijing Platform .

Egypt ratified the International Convention on Civil and Political Rights (ICCPR), the International Convention on Economic, Social and Cultural Rights (ICESCR) in 1982, the Convention on the Elimination of all Forms of Radical Discrimination in 1967, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1981 with some reservations as they contradict some provisions of Islamic Sharia. The same reservations apply to some articles of the International Convention of Civil and Political Rights.

### **I.3. Policies / Strategies and Mechanisms at National and / or Sectoral level.**

Egypt had developed a number of strategies to enhance women social and economic conditions; such as: The National Strategy for Women Empowerment 2030 that aims to respond to the real needs of Egyptian women—particularly those living in rural areas in Upper Egypt, the poor, female-headed households, the elderly and disabled women.

The Sustainable Development Strategy: Egypt Vision 2030 presents Egypt strategy for meeting the Strategic Development Goals in 2030 under three pillars that are: The Economic Pillar, The Social Justice Pillar, and The Environmental Pillar. The social justice pillar is based on a comprehensive concept that aims to achieve social inclusion. Social justice includes Economic Dimension, Social Dimension: This aims to achieve equal rights and social opportunities in the education, health, and other basic services, etc. The NCW plan for the period (2015-2018) highlights the activities that the NCW are implementing in relation to the economic empowerment of women through assisting women in implementing small and micro projects and developing the skills of women through implementing a programme entitled “Training for Employment” in collaboration with the Ministry of Trade and Industry. FORSA Project is also a national employment project for vulnerable households that is implemented by the Ministry of Social Solidarity. The FORSA programme target beneficiary population of about 200’000 persons in 8 governorates.



## PART II : GAAA GENDER & TRADE

### II.1. Gender Indicators in the Economic and Trade Sectors

**Table (II-1): Sex-Disaggregated Data**  
**Economic participation, Trade** <sup>(10)</sup>

Indicator	Female	Male	Sex-ratio
<b>Economic Participation</b>			
Participation in labor force (%) *	22.8	76.1	0.299
Wage gap in the private sector **	0.8	–	–
Women loans for small projects (%)**	22.7	–	–
<b>Trade</b>			
Board of the Federation of Egyptian Industry***	2	15	0.13
Board of the Food Processing Export Council***	2	15	0.13
Board of the Food Processing Chamber of Commerce****	2	23	0.08
Owners of Food Processing Companies****	414	5586	0.074
** Federation of Egyptian Industries. 2018. Available at: <a href="http://www.fei.org.eg">http://www.fei.org.eg</a> (accessed on 15 July 2018). *** Food Processing Export Council. 2018. Available at: <a href="http://www.feceg.com/aboutus.php">http://www.feceg.com/aboutus.php</a> (accessed on 15 July 2018). **** Food Processing Chamber of Commerce. 2018. Available at: <a href="http://www.fei.org.eg/index.php/en/chambers-en/634-food-chamber">http://www.fei.org.eg/index.php/en/chambers-en/634-food-chamber</a> (accessed on 15 July 2018).			

The presence of gender inequality in the economy and trade is illustrated in the very low rates of female labour force participation that reach 22.8 percent, wage gap in the private sector where females are paid 20 percent lower than males. Similarly, females face access problems to financial resources, where the percent of females who took loans for establishing small projects in 2015 reaches 22.7 percent. To the same end, women representation in the boards of professional trade bodies such as Federation of Egyptian Industry, Food Processing Exports Council, Food Processing Chamber of Commerce are very low on average 2 females' representatives compared to 15 male representatives. In addition, female ownership of private sector companies is very low, as it reaches around 7 percent in the food-processing sector. Such figures are consistent with the low rates that Egypt has attained for the Gender Gap Index, namely with respect to economic participation.

### II.2. EAAG sur le plan organisationnel

The Pilot Rapid Assessment –PRA- was a pilot exercise made in the framework of the Gender Assessment, audit and analysis/GAAA in the context of the project «Empowering Women towards Gender Equality in the MENA Region through Gender Mainstreaming in Economic Policies and Trade Agreements». As the first purpose

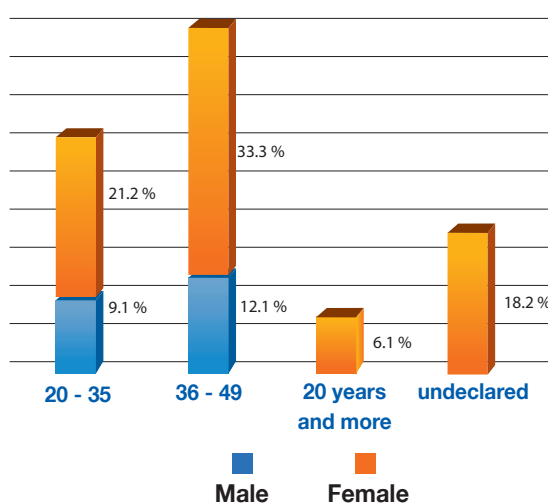
10. Source: \* United Nations Development Program. (2015). Gender Inequality Index data, available at: <http://hdr.undp.org/en/composite/GII> (accessed on 1 August 2018)

of this pilot phase of the project aims production of data and information that can demonstrate the extent of the relationship between the social construction of Gender roles and relations, and the existing of Gender disparities, to be exploited in an advanced step in the promotion of gender equality in the area of economic empowerment, with focus on the trade sector. The PRA was used as an additional tool to fill the gaps identified during the process of review, auditing and analysis of collected indicators and information. This PRA was implemented through a field survey targeting key actors working in gender and women as well as economic fields and related domains in the six covered countries(Egypt, Lebanon, Jordan, Algeria, Morocco, and Tunisia). Knowing that during the PRA implementation the mapping of all concerned organisations by Gender & Trade interventions was not yet completed, a small sample was randomly selected from the preliminary listed organizations without pretending any statistical representativeness in this pilot phase. Based on that, in addition to testing the tool (questionnaire), the results of this PRA is to be considered as quantitative data/information which can help to better understand to which extent and how Gender and Human Rights are addressed-or not- in the planning, programming and implementation processes, as well as in institutional and individual practices within surveyed organisations. The PRA results are not considered as representative of the organisations and/or country's situation.

In Egypt the survey was conducted on a sample of 15 organisations where 54% of them are non-governmental institutions working mainly in the field of humans rights and women affairs. 33.4% of the surveyed organisations are governmental and operating in the trade and Industrial sectors. 33 responses were collected from the representatives of these organisations where 78.8% of them are female and 21.2% are male. 51.5% of respondents belong to the senior management staff of targeted organisations. 39.4% are program and administrative staff, and only 9.1% are support staff. Figure 1.1 represents the distribution of respondents by sex and age.

**Figure 1.1**

**Respondents distribution by age & sex**



**1. PRA main results in Egypt**

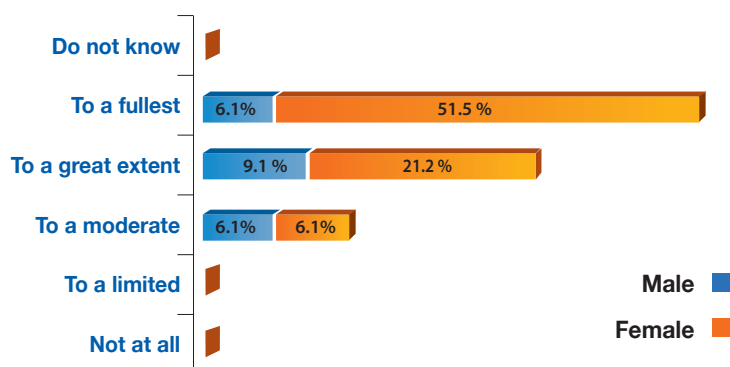
To better understand the extent to which the staff of the targeted organisations is aware of Gender-related concepts, and also the extent to which the Gender perspective is incorporated in the process of program planning/implementation within these organisations, the PRA questionnaire addressed these issues on two different levels: the programmatic level and the organisational level.

## a. Gender Equality on programmatic level

This part focus was mainly on the various procedures and methods used in projects' design and development. The PRA's findings show that the surveyed organisations have adopted some positive practices to better include Gender Mainstreaming in their agenda and activities. 69.7% of respondents, from whom 51.5% are female approve that Gender Equality & Equity goals & objectives are included in program/project design. At the implementation level, 78.8% with 57.6% female confirm that implementation of strategies and plans of their organisation, take into account existing Gender roles and interests of both men and women.

**Figure 2.1**

### Strengthening women & men's skills

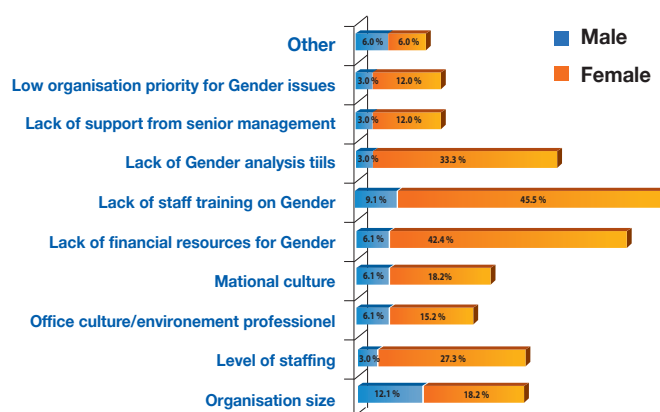


This is shown in figure 2.1 which describes the organisation's commitment to gender equality since 57.6% of respondents from whom 51.5% are female assert that the implementation plan of their organization's programs/ projects includes to a fullest extent, activities that strengthen skills and provide women as well as men, an equal access to services and training.

To better explore the impact of the programs' organisation on women and men empowerment and the change on unequal Gender relations, 48.5% of respondents with 39.4% female approve that their organisations are collecting gender disaggregated data to be used in the project's monitoring and evaluation. Besides, more than 50% of assessed organisations have nominated a gender focal point noting that 42.4% of respondents, of whom 30.3% are female, assure that the nominated gender staff within their organisations do not have the required knowledge, skills and attitudes to carry out their work on Gender awareness. Moreover, 39.4% with 30.2% female assert that this is mainly due to their insufficient training in Gender Analysis and planning to better ensures their mission.

**Figure 2.2**

### Obstacles to gender mainstreaming



In fact, the lack of training on gender issues was one of the main obstacles raised by respondents but not only. Figure 2.2 shows also that the lack of financial resources and tools for gender analysis are most important inconveniences slowing down gender mainstreaming within the assessed organizations.

## b. Gender Equality on organisational level

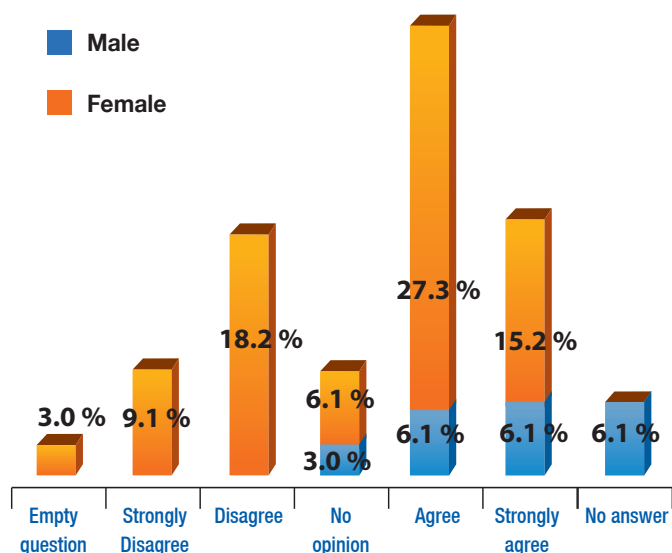
This second part of the PRA addresses the organisational level attitude, focusing on factors related to the proper functioning of the targeted organisation, including human and financial resources as well as the dominant organisational culture, as perceived by the respondents.

While reviewing these issues, it was noticed that concerned organisations may need to make more efforts for an effective gender institutionalisation and mainstreaming. For example, only 33.3% of respondents of whom 30.3% are women assert that their organisations adopt a written gender policy committing to gender equality & equity with an operational plan describing a clear sharing of responsibilities among men and women. And despite that 87.9% of respondents of whom 69.7% are female confirm that women representation in senior management positions increased during the last two years. At the same time, only 39.4% of respondents with 33.3% of female declare that their organisation is offering training to senior management and board's members in institutionalising the integration of Gender into organisation's management. However, 33.3% of them recognise that their organisation does not systematically allocate budget for training on gender issues or assign specific financial resources for the operationalization of Gender Policy levels for a total of 21.3%.

Although the organisational commitment to the implementation of gender policy is shown in the gender-sensitive behavior and procedures encouraged by more than 50% of assessed organisations and adopted by their staff, 33.3% of respondents with 27.3% of female are concerned by the existing a gap between how men and women's view on and treatment of gender issues in in their organisation, as described in figure 2.3.

**Figure 2.3**

### Gaps on gender issues view



66.7% of respondents of whom, 48.5% are female think that the working environment has improved for women over the past two years however 87.9% of them with 69.7% of female consider that meetings tend to be dominated by male staff whom have much easier time to establish personal and professional networks within the organisations than females do.

**Figure 2.4**

**Organisation's efforts to institutionalize GEE**

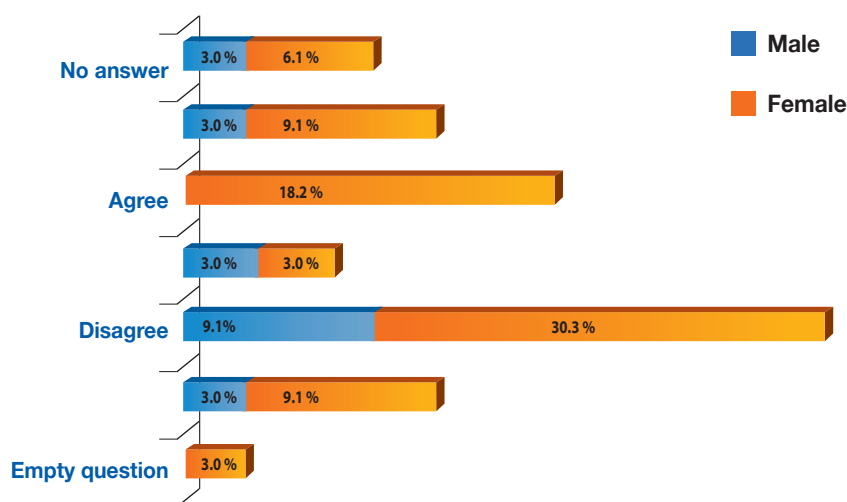


Figure 2.4 shows that for 18.2% of respondents, all females, the organisation can perform much more effort to institutionalise Gender Equality & Equity better than what it is currently done.

**II.3. GAAA at the programmatic level**

This section presents the results of the GAAA at the programmatic level, through analyzing the important multilateral and bilateral trade agreements Egypt has signed, as well as national strategies, plans and programmes using four tools. The first tool is the Gender and Human Rights in Trade (GHRT) quantitative content analysis tool. The tool allows checking how many times a selected number of GHRT concepts and keywords are used (quantitative) such as gender, men and women, empowerment, considering the context in which these keywords are used for qualitative analysis and the interpretation of the quantitative findings. The second tool is the GHRT qualitative content analysis intends to check, count and analyze if the language is sensitive to Gender and Human Rights and if the main streaming is made in all policy making and/or programming process. The third tool is the GHRT Continuum Guidelines. This tool is the framework that appraises the process, the approach and interventions from gender blind (gender blind refers to a failure to identify or acknowledge difference on the basis of gender where it is significant. It sums quantitatively the results of the Continuum and analyses them quantitatively to define what are the trends and approaches and confirms the results of the findings of the first and the second tool. These trends and approaches aim to improve women's situation and access to their basic rights and status, either in the context of their traditional reproductive role (WID) or considering their reproductive contribution (WAD). Finally, the fourth tool is the Fair Trade Principles Checklist. Countries and /or organizations that are not members of the World Fair Trade Organization (WFTO) are not committed to its rules, principles or code of conduct, and therefore not accountable for their implementation or respect. The Trade checklist is based on 10 principles that are gender sensitive.

The four tools provide concrete evidence on how gender and consequently human rights are -or not – incorporated into multilateral and bilateral trade agreements, national strategies, plans, and programmes. Based on the findings of such review, the study shall identify best ways to fill the identified gaps towards gender equality in economic development with focus on trade.

## Multilateral and Bi-lateral Trade Agreements

The GHRT qualitative content tool, the GHRT quantitative content tool and the GHRT Continuum guidelines tools were used to analyse the legal text of the results of the Uruguay Round of multilateral trade negotiations what is called the “World Trade Organization Agreement” (WTO) signed in 1995. As expected, the analysis reveals the absence of any specific keywords for gender, gender mainstreaming, reference for human rights related issues and the CEDAW convention, as highlighted in Figure (II- 43 below). Although, the word discrimination was mentioned several times, nevertheless less it refers to discrimination between countries and not gender discrimination.

The analytical framework of the agreement is gender blind as it fails to identify or acknowledge difference on the basis of gender, it does not analyse gender related issues, or aim to narrow gender disparities.

Similarly, the Fair Trade Principles Checklist reveals that the agreement addresses only three Fair Trade Principles that are principle 2: transparency and accountability, principle 8: providing capacity building and principle 10: respect for the environment where agreement has some articles that refers to those principles. However, there was no mention to the other important gender sensitive principles namely Principle 4: Fair payment and Principle 6: Commitment to Non- Discrimination, Gender Equity and Women’s Economic Empowerment, and Freedom of Association and Principle 9: Promotion of Fair Trade.

Similarly, the GHRT qualitative content tool, the GHRT quantitative content tool and the GHRT Continuum guidelines tools were used to analyse the Agadir regional trade agreement among Egypt, Jordan, Morocco and Tunisia (signed in 2004), the Greater Arab Free Trade Agreement (GAFTA) among all Arab countries (signed in 1978), the Agreement establishing a Tripartite Free Trade Area among the Common Market for Eastern And Southern Africa, the East African Community and the Southern African Development Community ( signed in 2017), the Protocol between Egypt and Israel on Qualifying Industrial Zones (QIZ) ( signed in 2005), Bilateral Free Trade Agreement between Egypt and Jordan ( signed in 1998), and the Execution Programme for Reinforcing Bilateral Trade among Egypt and Lebanon within the framework of GAFTA ( signed in 1999). As expected, the analysis reveals the absence of any specific keywords for gender, gender main streaming, reference for human rights related issues and the CEDAW convention as highlighted in Figure (II- 43) below.

Moreover, the analytical framework of the agreements, the protocol, and the Execution Programme are gender blind. To the same end, the programmatic framework is not gender informed as it does not analyse gender related issues, or aim to narrow gender disparities.

Similarly, the Fair Trade Principles Checklist reveals that the agreements, the protocol, and Execution Programme do not address Fair Trade Principles, except the Tripartite Free Trade Agreement that addresses only principle 2: transparency and accountability, and principle 8: providing capacity building. However, there is no reference to the other important gender sensitive principles namely Principle 4: Fair payment and Principle 6: Commitment to Non- Discrimination, Gender Equity and Women’s Economic Empowerment, and Freedom of Association and Principle 9: Promotion of Fair Trade.



The GHRT qualitative content tool, the GHRT quantitative content tool and the GHRT Continuum guidelines tools reveal that the **Egyptian- European Partnership Agreement (signed in 2001)** and the **Agreement of the Common Market for Eastern and Southern Africa (COMESA)** (signed in 1992) include partial reference to women and gender. The Egyptian- European partnership agreement has referred to the word “women” three times, the word “men” one time, and the word non-discrimination six times however with non-specific reference to gender (it refers to discrimination between countries) as highlighted in the below Figure (II-43). The agreement highlights the need to provide training for women.

In addition, the agreement uses partial sex disaggregated language (male/female), where the focus on women goes partially beyond their roles as mothers to being producers and exporters. Thus, the analytical framework of both agreements are partially gender sensitive (addressing gender norms, roles and access to resources in so far as needed to reach project goals), and the programmatic framework is partially gender informed.

Finally, the Fair Trade Principles Checklist was used to analyse the agreement. The analysis reveals the use of only one Fair Trade Principle, namely in relation to principle 6: Commitment to non-discrimination and women’s economic empowerment, and freedom of association. However, there was no mention to the other important gender sensitive principles namely Principle 4: Fair payment and Principle 9: Promotion of Fair Trade.

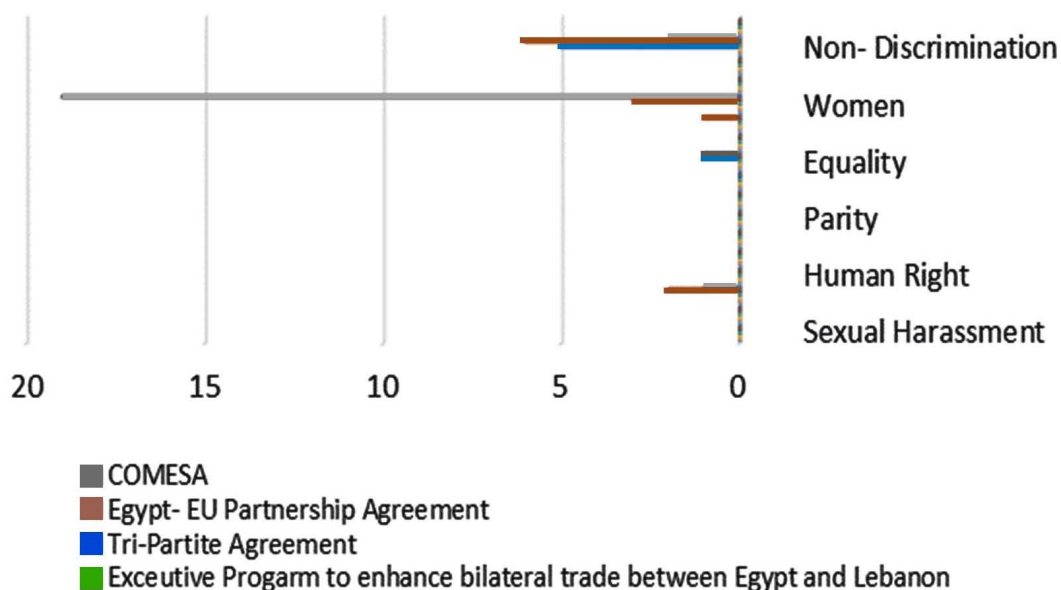
While, the analysis of the GHRT qualitative content tool, the GHRT quantitative content tool and the GHRT Continuum guidelines tools reveals that the COMESA agreement has referred to the word “women” nineteen times, the words “equity- abuse – Non-discrimination” one time with no specific reference to gender (it refers to discrimination between countries) as highlighted in the below Figure (II-43). The frequent use of the word women in the agreement is attributed to the existence of a dedicated section for women in business.

In addition, the agreement uses sex disaggregated language (male/female), where the focus on women goes beyond their roles as mothers to being producers and exporters. Thus, the analytical framework is gender sensitive as it acknowledges difference on the basis of gender, and the programmatic framework is partially gender informed as it analyses partially gender related issues.

Finally, the Fair Trade Principles Checklist was used to analyse the agreement. The analysis reveals the use of partial Fair Trade Principles, namely in relation to principle 2: Transparency and accountability, Principle 6: Commitment to non-discrimination and women’s economic empowerment, and freedom of association, and principle 8: providing capacity building as the Agreement has some articles that refers to those principles. However, there was no mention to the other important gender sensitive principles namely Principle 4: Fair payment and Principle 9: Promotion of Fair Trade.

**Figure (II-1)**

**Word Count for the results of the GHRT Quantitative Tool for Multilateral and Bilateral Trade Agreements**



**Strategies, plans and programs at the national level**

**Strategies**

The analysis of the GHRT quantitative tool reveals that the Sustainable Development Strategy: Egypt Vision 2030, the National Strategy for Women Empowerment 2030 and the Plan International Country Strategy (2016-2020) have used gender words frequently. In this regard, both strategies referred to the word “women” and “men”, and the word “gender” “equality” “Gap”, the word “empowerment” “equity”, “Gender Based Violence”, “abuse” and “sexual harassment”. The GHRT quantitative tool reveals that the Export Promotion Strategy is gender blind as it did not use any gender words as highlighted in the below Figure (II-44).

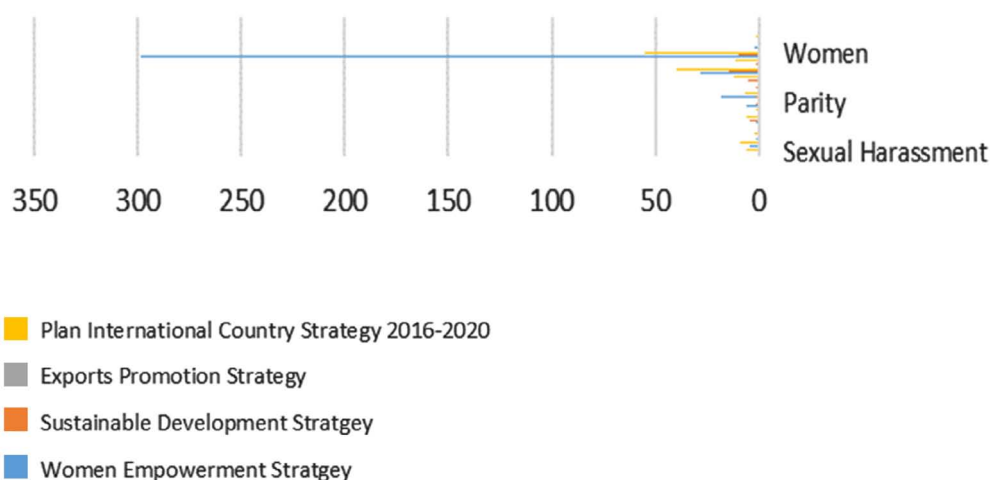
Similarly, the GHRT qualitative analysis reveals that the Sustainable Development Strategy: Egypt Vision 2030, the National Strategy for Women Empowerment 2030 provide useful baseline information on women’s and girls’ rights and gender equality as it refers to the indicators of the Gender Gap Index, and it includes specific objectives related to gender equality. Egypt Vision 2030, the National Strategy for Women Empowerment 2030 uses frequently sex-disaggregated language and identify gaps in data disaggregation by sex, highlight the importance of improving national data collection, refers to gender-based discrimination, gender mainstreaming, and employs Human Rights Based approach to programming. Similarly, it narrows gender disparities in planning, programming and budget. the GHRT qualitative analysis reveals that the strategy does not incorporate any information on women’s and girls’ rights and gender equality.

The GHRT Continuum tools reveals that the Sustainable Development Strategy: Egypt Vision 2030, the National Strategy for Women Empowerment 2030 and the Plan International Country Strategy (2016-2020) include frequent reference to women and gender. Thus, the analytical framework of the strategy is gender sensitive, where the programmatic framework is gender informed as it analyses gender related issues. The GHRT Continuum tools confirms that the Export Promotion Strategy does not include any reference to women and gender. Thus, the analytical framework of the strategy is gender blind, and the programmatic framework is not gender informed.

Finally, the Fair Trade Principles Checklist was used to analyse the strategies. The analysis reveals the use of partial Fair Trade Principles, namely in relation to principle 6: Commitment to Non- Discrimination, Gender Equity and Women’s Economic Empowerment, and Freedom of Association, principle 8: providing capacity building. However, there was no mention to the other important gender sensitive principles namely Principle 4: Fair payment and Principle 6: Commitment to Non- Discrimination, Gender Equity and Women’s Economic Empowerment, and Freedom of Association and Principle 9: Promotion of Fair Trade.

**Figure (II-2)**

**Word Count for the results of the GHRT Quantitative Tool for National Strategies**



**National Plans and Programs**

**The NCW plan for the period (2015-2018) and FORSA project** document are examined using GHRT quantitative tool. The analysis reveals that both refer to and uses gender words; such as “women” and “men”, “gender” “Gender Based Violence” “parity”, “gender”, ” empowerment” as highlighted in the below Figure (II-45).

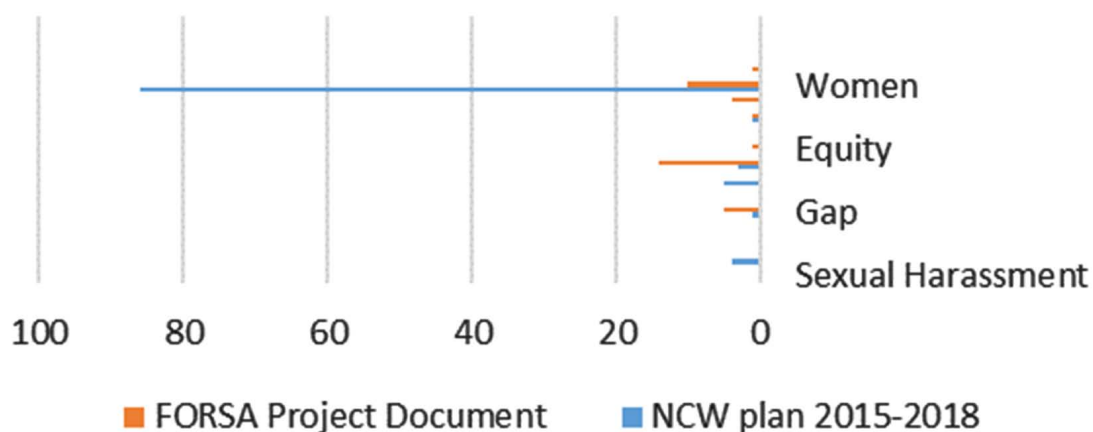
Similarly, the GHRT qualitative analysis reveals that the plan and the project provide a baseline information on women’s and girls’ rights and gender equality as use frequently sex-disaggregated language and identify gaps in data disaggregation by sex, highlight the importance of improving national data collection, refers to gender-based discrimination, gender mainstreaming, and employs Human Rights Based approach to programming. Similarly, it narrows gender disparities in planning, programming and budget.

The GHRT Continuum tools reveals that the plan and project always refers to women and gender. Thus, the analytical framework of the plan and the project refer that are partially gender sensitive, where the programmatic framework is gender informed and gender responsive. The plan creates an environment through site selection, staff selection, program development, content, and material that reflects an understanding of the realities of the lives of women and girls and that addresses and responds to their strengths and challenges.

The analysis using The Fair Trade Principles Checklist reveals that both the plan and the project the use of partial Fair Trade Principles, namely in relation to 1: creating opportunities for economically disadvantaged producers, principle 7: ensuring good working conditions and principle 8: providing capacity building. However, there was no mention to the other important gender sensitive principles namely Principle 4: Fair payment and Principle 6: Commitment to Non- Discrimination, Gender Equity and Women’s Economic Empowerment, and Freedom of Association and Principle 9: Promotion of Fair Trade.

**Figure (II-3)**

**Word Count for the results of the GHRT Quantitative Tool for National Plans and Programs**



## **PART III : GENDER & TRADE : CONCLUSIONS & RECOMMENDATIONS**

### **III.1. Achievements :**

- **Human Rights and Legal Rights**

Egypt has made a tangible progress in relation to gender equity and equality namely with respect to Human Rights and Legal Rights, at the organizational level and the programme level that shall be discussed thoroughly in this section.

Gender equity and equality Egypt has ratified the CEDAW, ICCPR and ICECR and translated its commitments to national laws that address gender equity and equality issues. Moreover, Egypt made significant achievements in promoting gender equality and the empowerment of women since the adoption of the Beijing Declaration and Platform for action, namely with respect to economic participation, education, health and the right to work. Further development and expansion of literacy programs are constantly being introduced, allowing more females in rural areas who had missed on the opportunity of education, to engage in such classes.

The foundation of the National council for women in Egypt in the year 2000 as it is the first specific administrative body attached to the presidential institution regarding women rights, practice in many fields, complains and achievements, and this council is organized by a specific law issued in 2018.

The newly issued Investment law and Industrial Development Law in 2017 facilitate the procedures of establishing new projects in new industrial areas.

The issuance of new laws that facilitate establishing new start-ups namely, issuing of Investment Law No. 72 of 2017 and Bankruptcy Law No. 11 of 2018.

- **Organizational Level**

Despite the small set of governmental and non-governmental institutions in Egypt making the results non-statistically representative at national level, the perceptions of different respondents collected thanks to the PRA revealed interesting findings on both programmatic and organizational levels.

- **Programme Level:**

The State has signed many trade agreements that facilitates exporting the Egyptian commodities to regional and international markets including the QIZ, the GAFTA, the Egyptian European Partnership Agreement, COMESA, Agadir and the Tri-Partite Agreement.

In addition, a new national strategy for export promotion was developed in 2017 that aims to double the Egyptian exports in five years. Similarly, the Sustainable Development Strategy: Egypt's Vision 2030 was developed as well as the Women's empowerment strategy 2030.

Similarly, the NCW starts to implement its 2015-2018 plan for the empowerment of Egyptian women and several civil society organizations are implementing projects for the economic empowerment of women, where gender is partially mainstreamed in programs.

Similarly, the Ministry of Social Solidarity starts to implement a national employment program for vulnerable households that facilitates access to credit for start-ups or provide direct employment opportunities entitled "FORSA" where gender is partially mainstreamed.

## **III.2. The remaining gaps despite the achievements :**

Despite the major achievements that were implemented last few years in Egypt, nevertheless the figures and facts reveal the existence of a wide gap in terms of gender equity and equality in relation to human rights, legal rights, Programme level and at the organizational level that are highlighted in the following:

### **Human Rights**

Misconceptions and stereotypes discriminating against women are still dominant in the visions and practices of society and its institutions especially in the educational systems, which contradicts women's right to education.

### **Legal Rights**

Some legislations included the phrase of direct control of certain persons that may be considered as discrimination to the power reserved for some members in the family over females. For example, Article 1 (Income Tax Law No. 91 of 2005): For the application of this law the following words and phrases is defined as the meaning attached to each of them as follows: Joined person: each person related to the tax payer by a relation affecting the tax domain including: wife, husband, ascendants fathers, descendant's children.

The wording of the article may present an influence of a certain relation as the relation between father and children or between wife and husband on the tax domain or obliged payments of this tax for the activity practice by the tax payer which produce a certain and unreasonable relation according to the female position and relations in the family and her commercial activity or the taxes paid by her.

### **Organizational Level**

Some positive procedures and methods adopted by the assessed organisations in EGYPT to institutionalise and mainstream gender approach, still however, additional efforts remain to be done by



these organisations especially on the level of gender training of staff on and the allocation of more resources to operationalise the gender integration in all exercises undertaken by organisations. Another important finding is related to the lack of information and ignorance of most respondents especially in governmental organisations of the reality of the national context when it related to legal and gender framework.

## Programme Level

There is no clear harmonization between the strategies that tackle women empowerment and trade strategies.

Moreover, there exist a wide gap in terms of gender equity and equality in relation to the economic participation of women namely with respect to business and trade. Such gaps are illustrated in the following:

- Trade and economic laws, even the newly passed Investment Law and Bankruptcy Law are gender blind.
- Women are not empowered in business with a very low representation in private companies' boards, and boards of specialized trade and commerce organizations.
- Women face difficulties in accessing micro and small loans. In additions women face discrimination at the work place namely with regards to wages and training.
- Moreover, although most of the Bi-lateral and Multi-lateral agreement are gender blind, the problem lies in the discrimination in availing data and information as well as support to large exporters that are mostly dominated by men.
- Similarly, there is no harmonization between strategies and the economic empowerment of women, i.e. clear strategies for empowering women, where the exports promotion strategy is gender blind.
- Finally, programs implemented by civil society organizations or the government namely, FORSA project focus on targeting vulnerable household with the concept of income generating activities, and not economic empowerment with no reference at all to business and trade opportunities.
- There is discrimination against women in terms of the implementation of the bilateral and multilateral trade agreements as revealed by business women in the conducted Focus Group Discussion and Key in-depth interviews (KII), as most of services and facilities that are offered by various government bodies that target bigger business men and there are no specific facilities, incentives, or training offered for women. Moreover, all advocacy and awareness efforts implemented by Ministry of Trade and Industry and the Federation of Egyptian Industries mostly target bigger companies that are mostly dominated by men.
- Women face problems in accessing financial resources.
- Absence of tailored program for women entrepreneurs that would focus on risk averse, communication and non-financial skills.
- Absence of good quality day care centres with reasonable cost to enable working mothers to get engaged in the private sector or establish her own business.
- Absence of comprehensive programs at the governorates level that would tackle the illiteracy of rural women and work on enhancing their technical skills and enable them to start up their own business.

### III.3. Overall Conclusions

- We can conclude from the achievements and remaining gaps that prevent or slow down directly or indirectly gender gaps and the elimination of discrimination against women in general and specifically in participation and economic empowerment that the main obstacles are:
- Presence of social norms and stereotypes that positions men dominating the economic and business fields;
- Absence of good quality secondary and university education for girls;
- Lack of technical and non-financial training that are tailored for women;
- Insufficient of gender training for staff at the organizational level;
- Consistency and harmonization between women strategies from one side and trade and business strategies;
- Lack of financial resources to mainstream gender at the organizational level;
- Awareness of available business and trade opportunities;
- Social norms that position women as the main caregivers for children; and
- The great load of unpaid work for working mothers namely in relation to child care.
- Women face problems in accessing financial resources.
- Absence of tailored program for women entrepreneurs that would focus on risk averse, communication and non-financial skills.
- Absence of good quality day care centres with reasonable cost to enable working mothers to get engaged in the private sector or establish her own business.

### III.4. Recommendations by area / thematic

To eliminate gender gaps and discrimination in general there is several reforms that needs to be undertaken, namely: :

## Recommandations par domaine/thématique

GENDER EQUALITY, HUMAN RIGHTS & DEVELOPMENT		
Recommandations	Terms	Involved Actors/Institutions
Establish a monitoring and evaluation system at the National Council of Women that can undertake the assessment bi-annually and track the progress of equity/gender equality in programming and equality/ gender equity at the organizational level.	<b>SHORT TERM</b>	National Council of Women
Provide gender training for all staff levels and senior management for all public and private sector organizations/ institutions all over Egypt.		National Council of Women- Business Women Associations
Implement strict procedures to reduce the girls dropping out of schools and reduce illiteracy.	<b>MEDIUM TERM</b>	National Council of Women- Ministry of Education
Enhance the quality of the service provided by public day care centres and work on establishing semi-private day care centres with reasonable cost that operates for longer working hours in order to accommodate the needs of entrepreneurs and businesswomen as they need to spend long hours at work.		National Council of Women- Ministry of Social Solidarity- Business Women Associations
Dedicate a new section in any new trade agreement, or any amendment for existing trade agreements for women and business.	<b>LONG TERM</b>	Ministry of Trade and Industry/ Trade Agreements Sector
integrate gender policies in the HR rules in both the private and public sector companies.		National Council of Women- Ministry of Manpower and Migration- Business Women Associations
GENRE & TRADE		
Avail all information related to exports opportunities that result from the bi-lateral and multilateral trade agreements to women entrepreneurs and businesswomen.	<b>SHORT TERM</b>	Ministry of Trade and Industry- Business Women Associations
Implement awareness campaigns for commercial and trade rights and procedures for women entrepreneurs and businesswomen to get over the risk averse of women and encourage them to establish a new business or to expand their business.		Ministry of Trade and Industry- National Council of Women
Foundation of a wide database of commercial legislations and laws, needs and requirements for women that are needed to establish or expand commercial projects	<b>MEDIUM TERM</b>	Ministry of Trade and Industry- National Council of Women
Facilitate access to financial resources for women, through the replication of successful projects such as ENID and FEPS Business Incubator.		ENID- FEPS Business Incubator- Ministry of Trade and Industry- Central Bank of Egypt- International Donors
Include specific reference to gender and gender mainstreaming in all strategies, plans and programmes that tackles the issue of business and trade as women participate in all economic sectors as entrepreneurs and as businesswomen.	<b>LONG TERM</b>	National Council of Women- Ministry of Trade and Industry
Amend trade and business legislations and laws through adding gender sensitive words like men and women, males and females.		National Council of Women- Ministry of Justice- Egyptian Parliament