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Egypt's Closing the Gender Gap Accelerator





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Overview & Governance Structure



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“

Addressing gender equality and women economic empowerment is at the heart of Egypt's program to 'build back better', as we see its quantifiable impact on GDP, productivity and as a catalyst to push the UN SDGs forward.”

H.E. Dr. Rania A. Al-Mashat,
Minister of International



Overview

- The Ministry of International Cooperation (MOIC) and the National Council for Women (NCW), together with the World Economic Forum (WEF) took the initiative to launch [“Closing the Gender Gap Accelerator”](#) in July 2020.
- Through launching such a model, Egypt is the first country in the Middle East and Africa (MENA) to launch this unique public-private collaboration model supported by the WEF platform.
- The model supports public and private leaders “in shaping innovative pathways to promote gender equality, diversity, inclusion and economic mobility” through a three-year action plan, which is central to Egypt’s reform agenda.

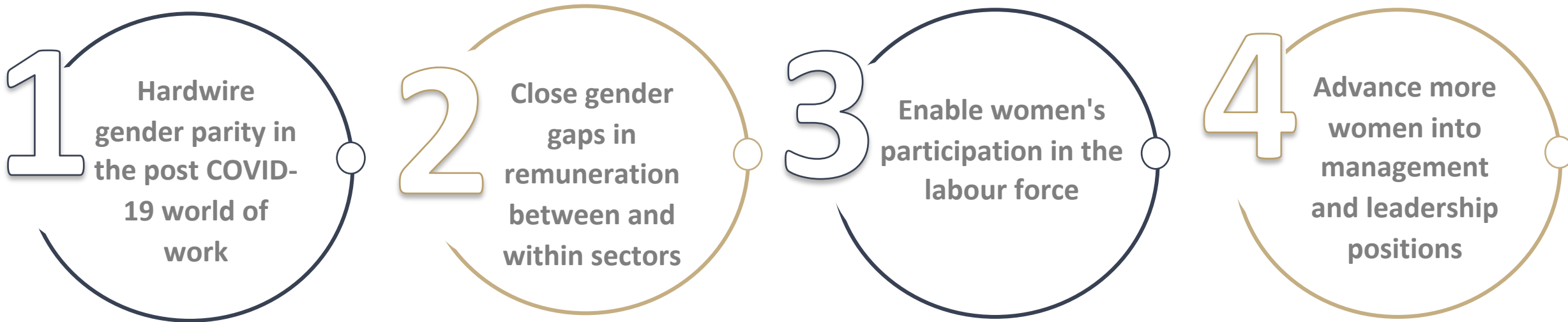


H.E. Dr. Rania Al-Mashat with WEF's Borge Brende



Objectives

- Upon conducting the technical analysis, and aligning it with the World Economic Forum's core base model, Egypt has set the four key objectives for Closing the Gender Gap Accelerator as follows:



Governance Structure

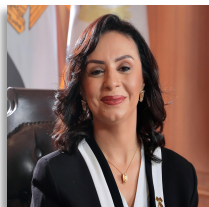
A Public-private partnership
focusing on economic
empowerment

Co-Chairs

Public Sector



H.E. Dr. Rania A. Al-Mashat
 Minister of International
 Cooperation



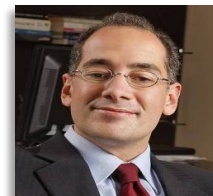
H.E. Dr. Maya Morsy
 President of National
 Council for Women



Private Sector



Hussien Abaza
 Chief Executive Officer,
 Commercial International Bank



Hisham El-Khazindar
 Co-Founder and Managing
 Director, Qalaa Holdings



Neeven El Tahri
 Founder and President, Delta
 Investment Holdings



Karim El Chiaty
 Vice Chairman, Travco
 Group International

Local Coordinator

50 to 100 Companies



Policy-makers, Civil Society, Experts

Network of working groups

- Industry Working Group 1
- Industry Working Group 2
- Industry Working Group 3
- Industry Working Group 4



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“We are delighted that Egypt will be the first country from the region to join the global network of Closing the Gender Gap Accelerators. Egypt has made tremendous investments in its human capital foundation by expanding women’s higher education in recent years. The accelerator will support local efforts to unleash the full potential of women in the Egyptian economy,”

**Saadia Zahidi, Managing Director and
Head of the Centre for the New Economy
and Society at the World Economic Forum**



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Egypt's Action Plan



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Closing the gender gap accelerator will be the hub for all the initiatives that fall under the Women's Economic Empowerment Pillar of the Egyptian National Strategy for the Empowerment of Women 2030. It will also be the enabler for the economic opportunities for women to recover from the Covid19 pandemic. Adapting this tool to the Egyptian context is another guide that is used to enhance our own strategized & coordinated efforts for an effective and efficient outcome"

H.E. Dr. Maya Morsy,
President of the National Council for Women.



Actions of Closing the Gender Gap Accelerator

01



Women's Representation on Board:

Women representation on board should be complemented with regular reporting on gender policies issued from Financial Regulatory Authority (FRA).

02



Child Care & Elderly Care:

Government to issue policy notes on childcare & elderly care

03



Code of conduct & policy notes for identified business sectors/industries.

04



Women's Skills & Expertise:

Equip women with the hard and soft skills & expertise and scholarship opportunities (especially relevant to high growth & increasingly digitalized jobs).

05



Mentorship Programmes:

Promote company to company Mentorship & women's leadership & mentorship/sponsorship programmes



Actions of Closing the Gender Gap Accelerator

06



Implement gender equality models: (e.g., Gender Equity Model/Gender Seal/Women's Empowerment Principles).

07



Promote financial inclusion & Citizenship and issuance of ID cards for women

08



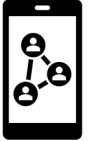
Women Role Models:
Shed light on women role models in the private sector

09



Enhance Cooperation with National Wages Council in Egypt
as part of the Equal Pay International Coalition (EPIC)

10



Networking Opportunities:
Avail networking opportunities & digital marketing to connect women business owners & start-ups to local and global market-places



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At the current pace of change it could take 257 years to fully close the economic gender gap. But the World Economic Forum's Closing the Gender Gap Accelerator initiative is speeding up the process in the countries it's working with.

World Economic Forum,
December 2019



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Private Sector Engagement



Steps for Joining the Accelerator

Implement activities from the Action Plan

Companies will commit to implementing activities from the Accelerator's action plan. Businesses representatives will serve as members and/or leaders of working groups supporting the research, outreach, and planning in each thematic area of the action plan.



Sign On to the Accelerator

Companies will download a letter, prepared by the Ministry, to be signed by the CEO and shared by email to the local coordinator, to prove commitment to the accelerator.

Fill the form

Data Collection and take committed member to be designated to follow up on the platform.

Endorse Model of Institutional Transformation

Companies will endorse and commit to the Women's Empowerment Principles (WEPs) of the UN Global Compact and UN Women. Companies may also onboard on the Egyptian Gender Equity Seal (EGES) certification process, guided by the World Bank Gender Equity Model (GEM), if interested (optional)



Private Sector's Form

Organization's Name		
The CEO		
Number of employees		
Percentage of female employees		
Does the organization have a gender sensitive policy?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Does your organization have a Diversity, Equity and Inclusion (DEI) strategy	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Does your organization take decisive actions and/or adopt policies that support women in the workplace?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Did you conduct any training or capacity building on women empowerment?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Are women well represented in your organization at all levels?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Are you interested to endorse and commit to EGES as well?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Choose working groups you are interested to join in accordance with your experience (Please choose at least 2)	<input type="checkbox"/> Industry Working Group 1	<input type="checkbox"/> Industry Working Group 2
	<input type="checkbox"/> Industry Working Group 3	<input type="checkbox"/> Industry Working Group 4



The Women's Empowerment Principles (WEPs)

- The [Women's Empowerment Principles \(WEPs\)](#) provide a holistic framework for companies to promote gender equality and women's empowerment in the workplace, marketplace and community and drive positive outcomes for society and business.
- Launched in 2010 by UN Women and UN Global Compact, the WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women's empowerment.
- The **seven Principles** constitute a primary vehicle for corporate delivery on gender equality dimensions of the 2030 Agenda on Sustainable Development and the Sustainable Development Goals. The WEPs represent a powerful platform to share lessons learned on how gender equality links to their bottom line; how to make progress in this area; and how to track results.
 - **Period of implementation:** from 2 – 3 months
 - **Cost:** Zero Cost



The Women's Empowerment Principles (WEPs)

- 1 Establish high-level corporate leadership for gender equality.
- 2 Treat all women and men fairly at work—respect and support human rights and nondiscrimination.
- 3 Ensure the health, safety and well-being of all women and men workers.
- 4 Promote education, training and professional development for women.
- 5 Implement enterprise development, supply chain and marketing practices that empower women.
- 6 Promote equality through community initiatives and advocacy.
- 7 Measure and publicly report on progress to achieve gender equality.



Steps for Joining the WEPS



Download the CEO
Statement of Support



Sign the Statement by
your company's CEO



Submit the Statement with
the [application](#)



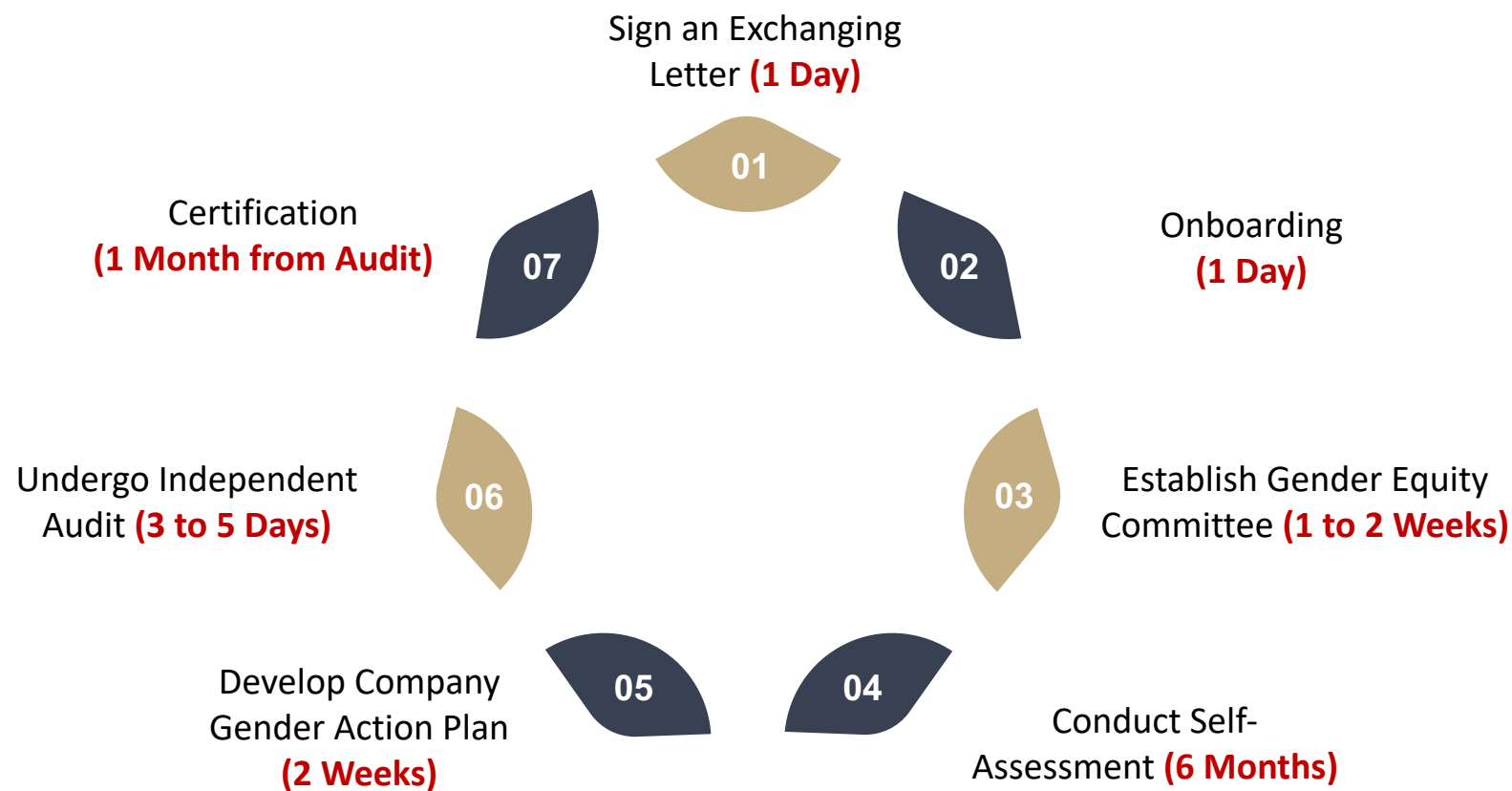
The Egyptian Gender Equity Seal (EGES)



- The World Bank Gender Equity Model (GEM) was first introduced in Egypt in 2007, through a national initiative supported by the Government of Egypt represented by the National Council for Women (NCW) and the Ministry of Investment, with funding from the World Bank, and in cooperation with the United Nations Development Fund for Women (UNIFEM) and the International Centre for Research on Women (ICRW).
- The (GEM) process has been revived and localized for the Egyptian context, through the [Egyptian Gender Equity Seal \(EGES\)](#) certification process. The EGES was launched in 2021 through a pilot project supported by the World Bank, in partnership with the National Council for Women (NCW) and supported by the United Kingdom Embassy in Egypt. The EGES is now institutionalized within the NCW's Women Business Development Center (WBDC), and the first two companies certified through a pilot project were Vodafone Egypt and Commercial International Bank (CIB).
- This model promotes gender equity in the private sector by building a series of good practices in the areas of (i) recruitment; (ii) career development; (iii) family-work balance; and (iv) sexual harassment policies. It is guided by the World Bank's Gender Equity Model (GEM), which identified the areas of focus and mapped out the needed actions to accomplish the model's objectives in each area.
 - **Period of implementation:** Under a year
 - **Cost:** 10,000 – 15,000



Steps to EGES Certification





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Thank You