

# Gender Analysis For Socio-Economic Resilience of Migrants and Egyptians in Greater Cairo

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The Center for Development  
Services (CDS)



AL-Moltaqa for Development, Training and Research

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**List of Abbreviations**

CAPMAS	Central Agency for Public Mobilization and Statistics
CBOs	Community Based Organizations
CDS	Centre for Development Services.
CFI	Chamber of Food Industries.
CMRS	Centre for Migration and Refugee Studies
CRC	Convention on the Right of the Child
CSO	Civil Society Organization
EDHS	Egyptian Demographic Health Survey
EVAR	Egypt Vulnerability Assessment for Refugees
FGDs	Focus Group Discussions.
FGM	Female genital mutilation
GDI	Gender Development Index
GFA	General Food Assistance
GGI	Gender Gap Index
ILO	International labour organization.
INGOs	International Non-Governmental Organizations
IOM	International Organization for Migration.
KIIs	Key Informant Interviews.
M&E	Monitoring & evaluation.
MoE	Ministry of Education
MOHP	Ministry of Health and Population
MoTI	Ministry of Trade and Industry
NCM	National Council for Women
NGO	Non –Governmental Organization.
OECD	Organization for Economic Co-operation and Development
P&P	Paper & Pencil.
PLW	Pregnant and Lactating Women
PRRO	Regional Protracted Relief and Recovery Operation
SDC	Swiss Development Cooperation.
SDGs	Sustainable Development Goals
SGBV	Sexual and Gender Based Violence
SYPE	Survey of Young People in Egypt
Tdh	Terre des hommes
TOR	Terms of Reference.
TVET	Technical and Vocational Education and Training
UN	United Nations
UNCIEF	United Nations Children's Fund

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UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees.
USAID	United States Agency for International Development
UNSC	Unaccompanied and Separated Children
WFP	World Food Programme

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## Executive Summary

Egypt is inhabited with 99,848 million, where women are 48,427 million<sup>1</sup>. Annually, thousands of refugees and asylum seekers are received in Egypt and many of them are registered with the office of the United Nations High Commissioner for Refugees (UNHCR) in Cairo. The UNHCR Egypt published in its monthly statistical report of September 2020, that almost 258,862 refugees and asylum seekers from 57 countries of origin have been registered with UNHCR Egypt. Most of those refugees and asylum seekers live in Greater Cairo urban areas and the North Coast cities such as Alexandria and Damietta<sup>2</sup>. This increasing number of refugees and asylum seekers could be considered as a pressure on the labour market especially that the unemployment rate reached 40.5% (17.6% for women) with a large share informally employed.<sup>3</sup>

For refugees and asylum seekers, work permits represent the biggest challenge to access labor market as the process should be handled by employers who consider it long and costly; thus they are reluctant to pursue.

Female refugees and asylum seekers face several others due to gender and social vulnerability; including child marriage, sexual exploitation and abuse, and rape especially in their attempts to acquire income opportunities. As reported by UNHCE Egypt, 1733 SGBV incidents in 2019 were reported in greater Cairo and the north coast and assisted by UNHCR and partners.<sup>4</sup>

As a response to these challenging conditions, the Center for the Development Services (CDS) for commissioned Al-Moltaqa to conduct a gender analysis for the project “Socio-Economic Resilience of Migrants and Egyptians in Greater Cairo”. The project is a single-phase project that will be implemented from 2020 to 2022 with a main goal to enhance the self-reliance of 1200 refugees, asylum seekers, economic migrants, and Egyptians in Greater Cairo through facilitating their access to wage employment. This intervention is led by CDS, with the Chamber of Food Industries (CFI) as the sole service provider for this project. It embodies the developmental principle, as it sets the path towards poverty reduction, gender equality, social integration of different communities living side by side; and experimenting the same livelihoods needs and aspirations.

<sup>1</sup> Central Agency for Public Mobilization and Statistics (CAPMAS). 2017 [https://www.capmas.gov.eg/Pages/Publications.aspx?page\\_id=5109&YearID=23354](https://www.capmas.gov.eg/Pages/Publications.aspx?page_id=5109&YearID=23354) (In Arabic)

<sup>2</sup> UNHCR- Egypt Sep -2020 <https://www.unhcr.org/eg/wp-content/uploads/sites/36/2020/11/September-2020-UNHCR-Egypt-Monthly-Statistical-Report-External.pdf>

<sup>3</sup> World Bank “Egypt’s Economic Outlook – October 2018”: <http://bit.ly/2V6GqCU>

<sup>4</sup> UNHCR Fact Sheet (January-December 2019).

## Gender Study Analysis



The target group of this study is women, men, girls, and boys of the host community and refugees, asylum seekers, and economic migrants from eight nationalities: Sudanese, South Sudanese, Ethiopian, Eritrean, Somali, Syrians, Iraqi and Yemeni. The target group lives in Greater Cairo, have basic reading and writing skills in Arabic, and are interested to join trainings on food production. Prior to collecting data primarily from target groups, a desk review was conducted to align necessarily secondary data on labor market in Egypt, its needs and the challenges faced by refugees, asylum seekers and economic migrants seeking job opportunities. The review also covered social norms around women's work and the specific gender dynamics which affect access of women and men to the labour market.

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The methodology also followed a mixed method approach to collect and analyze data; meaning using quantitative and qualitative data collected either primarily or secondary. Such methods enabled a triangulation verification of all data collected either primarily or secondary.

The research team conducted 212 questionnaires (segregated by nationalities as follows: 49 Egyptians (23 women and 26 men), 13 Eritreans (all women), 9 Ethiopians (5 women and 4 men), 2 Somali (all women), 14 South-Sudanese (7 women and 7 men), 59 Sudanese (43 women and 16 men), 3 Yemeni (all women), 62 Syrians (52 women and 10 men) and one Iraqi woman. The research team also conducted 13 FGDs (10 all women, and 3 all men), and one with unaccompanied minors. This is besides conducting 13 key informant interviews.

The fieldwork was carried out over a period of three weeks in four areas in Greater Cairo (September – October 2020). The collected data was segregated by sex, nationalities, and age. The data collected was analyzed to provide findings, conclusions, and recommendations.

The data collected was used to identify opportunities and challenges for both females and males from the host communities and migrant communities; especially in terms of their access to the labor market in Egypt. The data also contributed to the analysis of power dynamics in the household and how they impact females' opportunities in the labour market and how such power dynamics impose challenges on females' access to the labour market. The data also informed the measuring of the impact of COVID-19 on the power dynamics of the household, including rates of Sexual and Gender-Based Violence (SGBV). Finally, the data explains to what extent female migrants are aware of the services available for victims and survivors of (SGBV).

#### **Key Findings**

- The results of the questionnaire show that the participation of Egyptian women in the labor force is 43% of the sample. Those who do not work (57 %) reported that they are either married so they are housewives or not married but prefer to stay home. The working female refugees in the sample is relatively low; at 40%. Those who work are active as casual

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workers mainly as domestic helpers, hairdressers, selling perfumes, henna artists. Those who are housewives are 30% of the sample (6 Sudanese and 30 Syrian women).

- The results of the questionnaire revealed that 96% of the surveyed sample do not have a work contract.
- The results of the questionnaire indicated, 87.86% of the total sample positively confirmed that women should work. The reasons given by migrant communities for supporting women's work outside the house: women should work to provide an additional income for her family as reported by (36.61%) of both female and male respondents, while (23.56%) reported that women should work to achieve herself compared to (22.28%) who reported that women's work is important for her children and their education. Only (16.45%) reported that women should work to expand her awareness while reasons given by members of Egyptian host community, this included that women should work to provide an additional income for her family as reported by (41.54%) of both female and male respondents, while (21.54%) reported that women should work to achieve herself compared to (15.38%) who reported that women's work is important for her children and their education. Only (19.98%) reported that women should work to expand her awareness. Those who reported other options (1.07 %) indicated that women should work as she has the right to work and participate in projects.
- 18% of the total surveyed Egyptian males confirmed that women should work which is very low compared to 89% of total surveyed male respondents from migrant communities.
- Egyptian men confirmed that the most suitable sector for women to work in is education (78%), food services (30%), health care and social assistance (57%), and the Egyptian female confirmed the same sectors are more suitable. The female respondents from migrant communities confirmed that the most suitable sectors for women are the same: education (72%), food services (42%), health care and social assistance (66%).
- During the period of lock down due to the spread of corona virus women who participated in the survey indicated a decrease in the efforts of cooking and serving meals due to the decreasing income to buy food but they reported increase in the efforts of cleaning and hygiene during the pandemic as 120 of total sample equal to 56.87% reported. It is clear that women mainly played this role as 84.16% (out of this percentage: 83.17 % are female from migrant communities and 16.83 % are Egyptian females) took this role compared to 15.83% male.
- Between the females who can access and use a laptop or PC the usages who have a lap top or a computer between the females, as for females Egyptian the questionnaire reveals that 6.5% use it for browsing news, 5.3% use it to make phone calls over the Internet and 3.9% use it to look for jobs. While for females migrants 9.2% use it for browsing news, 6.6% use it to make phone calls over the Internet and 6.6% use it to look for jobs

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- The results of the survey show that 95% of the male in the sample has access to a mobile phone. Out of these percentage 96 % Egyptian, 91.7 % migrants. All of them use it without a permission of any family member. Of the surveyed Egyptian women, 96 % reported that they have a mobile and 91% of them could use without anyone's permission. For the migrant females, 98 % can access a mobile, 91 % out of these percentage do not need anyone's permission to use it.
- As the survey results reflected, the majority of Egyptian host community respondents have not attended any trainings in the last five years, 85.7 % of the total sample of host community indicated that they have not attended any trainings, while 61.5% of the female Egyptians reported the same. The female Egyptians who attended trainings reported that they took cooking, sewing and/or hairdressing classes. In the FGDs with Egyptian women, some of the participants explained that they have received trainings online but they prefer the offline type as it allows for more interaction with the trainer and with the other participants in the training.
- More than half of the sample (61.11%) of migrant's respondents have not attended any training in the last five years. The female from migrant communities who reported attending training courses have attended more than one specialty, for example, 19 Syrian female respondents have attended sewing, cooking, English language, project management, hairdressing, and mobile maintenance classes. This also applies on five female refugees from Sub-Saharan African countries.
- The results of the questionnaire show that 28.7 % of female migrants confirmed that they have to take permission to spend their income. The Syrian female refugees ranked the higher between this percentage reflecting the rigid power structures of the household they live in, their percentage was 34.69%; followed by 20.93 % Sudanese women . Of those female taking decision, 65.22% indicated that they take permission from their partners, 21.74% indicated that they take permission from their mothers. The rest of them take permission from their sons, father, sister and mother in law.
- The results from the questionnaire show that 40 % of Sudanese females suffered from one or more of forms of domestic violence in the previous years; 4 of them are married living with their partners, 8 married but the partner currently not living in the same household while three are separate or divorced. While 13% Syrian female suffer from a form or more of domestic violence in the previous years, four are married and living with their partners, two are divorced and one is a widow. It is worth noting that 11 Syrian female refugees refused to answer when asked about domestic violence.
- In the host community, 17% of Egyptian females suffered from domestic violence in the last years; one married and living with partner, 2 married and partner is currently not living in the same household.

- As per the results of the questionnaire, 27% of the Egyptian females reported that the violence affect their performance at work. While, the majority of female from migrant communities (60%) believe that their subjugation to violence affected their performance at work. The majority of those female refugees were Sudanese (68%) and Syrians (25%) confirmed that the violence affect their performance at work.
- As shown from the questionnaire results, 95.24% of Egyptian females indicated that they faced difficulties in finding job opportunities while 23.21% of the Egyptian males did not face any difficulties. Women respondents from migrant communities, (81.15%) responded that they have faced difficulties in finding job opportunities. Half of the sample of refugee men (51.79%) faced difficulties in finding a job.

**The main reasons for difficulties in finding suitable opportunities:**

- Taking care of the children 23.56 % (35 females and 6 males respondents),
- Not having the right skills for the job 17.82 % ( 20 females, 12 males respondents),
- Transportation 14.94 % (22 females , 4 males respondents),
- Physical and verbal harassment 12.06 % (18females and 3 male's respondents).
- Most of the care work has notably increased for women during the COVID-19 or remained the same. For example, 35.07 % of the total sample reported that feeding, instructing, teaching, training children increased during COVID-19 ( 71.62 % female, 28.38 % are male). In a KII with a head of NGO, she informed the research team that a Sudanese refugee women was stressed during the lockdown so she started beating her children, she consulted with her and sent him for psychological support session offered by an INGO which helped her to go through this critical time.
- In the sample, 77% of Egyptian surveyed females reported that they need to take a permission to go to work whether after or before COVID-19. In the sample, 36% of females from migrant communities had to take such permission before the spread of COVID-19. This percentage increased to 50 % of the sample having to take permission during the pandemic.
- During the lockdown, (51.2%) of female from migrant communities witnessed decrease in the income especially Syrian female (57%) of the total female Syrian. This is the same case for male from migrant communities, as confirmed by 9 Sudanese men.
- Before COVID-19, 54 % of surveyed male from migrant communities faced violence while 50 % of surveyed female from migrant communities faced it. As for the host community, 22% of the Egyptian female respondents mentioned that they faced increased levels of violence during COVID-19. In the migrant communities, 20 % of surveyed male faced violence during COVID-19. While, 41% of surveyed female from migrant communities faced violence during the COVID-19 including 27 women and 10 Syrian women.

- During COVID-19 lockdown, 4 Egyptian women reported that the violence has increased. The same has been highlighted by eight Sudanese females and six Syrian females reported such increase.

### **Key Conclusions**

**C.1** Culture and social norms play an important role in decisions related to women access to labor market. As shown from the results of the survey, a high percentage of Syrian female refugees prefer to stay home. As for those who decide to work, they prefer to work from home; especially that their husbands do not prefer them going out. This has been clear from the FGDs conducted with Syrian men.

**C.2** Male participants in the survey and the FGDs expect that their wives take care of the children especially if they are housewives. Women who live without a partner usually leave her children alone at home or with another elder family member.

**C.3** It was revealed that women took extra responsibilities during the lockdown as they had to repeatedly clean the house and take emotional care of children and adults in the household.

**C.4** Women, Egyptian or refugees, need to get a permission to join the labor market, which could hinder their opportunities to access income, assets and wealth making them economically vulnerable.

**C.5** Mobile phones are considered an important source of access to information about available jobs. They also serve as a tool to access humanitarian assistance, communicating with family members outside Egypt and also reaching for potential customers.

**C.6** Refugees and asylum seekers, women and men, are victims of different forms of violence and non-acceptance by Egyptian society.

**C.7** Domestic violence either before or after the COVID-19 lockdown was a highly avoided subject by women refugees in particular reflecting the sensitivity of the issue and the desire to preserve personal image.

**C.8** Multiple UN agencies, INGOs, NGOs and training service providers offer several training opportunities to women and men but are usually address basic vocational or foreign language skills as English. These skills zone the attendees in a low-skill corner and do not increase their options in acquiring more profitable jobs.

**C.9** Most of the trainings that women receive focus on their traditional roles as mothers and housewives; this includes cooking and sewing.

### **Key Recommendations**

**R.1** It is recommended that the project allocates budget for child-care services during the training session so that women and men with young children could keep their children during training hours. This would guarantee low turnover of the participants and full attention during sessions. This measure also confirms that the project aims to achieve gender transformation in the communities it targets.

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**R.2** It is recommended to organize the training based on flexible training hours. The project should offer morning and afternoon sessions to accommodate the needs of both women and men.

**R.3** As the training will be offered after and potentially during a second wave of COVID-19 pandemic, it is recommended to offer well-being sessions for participating women and men in order to decrease the growing sense of isolation.

**R.4** If the project offered online trainings, it is highly recommended to offer the participants', especially female refugees and asylum seekers, a compensation for using the internet. In addition, special sessions should be organized to explain how to use the online platforms.

**R.5** It is highly recommended to offer the trainings to mixed-nationalities' groups that include Sudanese, South Sudanese, Sub-Saharan, Syrian, Egyptian and other nationalities to emphasize social cohesion and avoid negative perceptions about refugees.

**R.6** The project is recommended to establish a referral system to NGOs cases of GBV particularly victims of domestic violence. Those NGOs should be specialized in dealing with these cases and could guide the project staff through the process of identifying those victims.

**R.7** It is recommended that prior to holding the trainings to conduct orientation sessions of the training process; these sessions should include women and their male partners or relatives to create a common understanding of the process and avoid any unintended negative results as husbands refusing to send their wives to the training or taking violent actions to prevent them.

**R.8** It is recommended that the project accelerate the efforts of linking the trainers to the job market since the start of the project offering job linking opportunities as job fairs and presenting their profiles through the Facebook page of the project.

**R.9** it is recommended to coordinate training efforts for Egyptians and refugees to avoid duplicating efforts and loss of resources offering similar training courses in the same fields.

**R.10** it is recommended to organize trainings for women and girls that avoid zoning them in the typical stereotypes roles. Women and girls could be offered courses as gardening landscape, projects that serve up-cycling.

**R.11** it is recommended that development partners consider linking women to value chains that allow growing their businesses and income.

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## 1. Introduction

This study was commissioned by the Center for the Development Services (CDS) for the project “Socio-Economic Resilience of Migrants and Egyptians in Greater Cairo”, which is a single-phase project that will be implemented from 2020 to 2022. The project's main goal is to enhance the self-reliance of 1200 refugees, asylum seekers, economic migrants, and Egyptians in Greater Cairo through facilitating their access to wage employment. This intervention is led by CDS, with the Chamber of Food Industries (CFI) as the sole service provider for this project. It embodies the developmental principle, as it sets the path towards poverty reduction, gender equality, social integration of different communities living side by side; and experimenting the same livelihoods needs and aspirations.

This approach has been tested in previous projects and has been developed based on needs assessment and lessons learnt as well as previous experiences; mainly in implementing wage employment projects. The main lesson learnt was the mismatch between the output of the education system and the Labour Market's needs: The employability of post-secondary or university graduates is relatively limited. The outcome of the Egyptian educational system does not match the needs of the employers. The second lesson learnt is the absence of efficient job-matching services and transparent labour market information systems: Weak job-matching services are reflected in the fact that most jobs are found through personal contacts and social networks by those who are already employed, rather than through transparent and merit-based recruitment mechanisms involving open competition and/or job intermediation. Thirdly, the inefficient transition from education to work: It takes around seven years for young people to complete the transition from school to work, measured from when 50% of the population is enrolled in school to when 50% of the population is employed. However, for those who have effectively achieved transition, the average duration between leaving school and obtaining a fixed-term and/or a satisfactory job is 29 months, indicating large differences in school-to-work transition patterns. Hence, the vast majority of young labour market entrants' resort to jobs in the informal sector as a way of entering working life, and some never leave the sector.

**Within this understanding, this study is conducted to address the following dimensions:**

- a. Identifying levels of participation and involvement of women and men in the Egyptian labour market;
- b. Recording different experiences of specific challenges such as poverty, effects of country of origin/ migration, access to services in the host country, etc.
- c. Identifying barriers and constraints to full participation in the labour market by different groups. There will be a focus on specific vulnerabilities and inequalities such as single-female headed households, refugee and migrant women from specific nationalities, females with disabilities, etc.

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- d. Highlighting cultural and/or social patterns of behavior that appear to be in direct opposition to the Interests of certain groups.
- e. Introducing gender-sensitive tool(s) that can be used to assess the differences in the lives of women and men, girls and boys, and the relationships between and amongst them; with relevance to the context of Refugees, Asylum seekers, and Economic migrants in Egypt.
- f. Introducing existing mitigation measures, gaps, success stories, and lessons learnt, and best practices carried out by Community Based Organizations (CBOs), Non-Governmental Organizations (NGOs), International Non-Governmental Organizations (INGOs), and United Nations (UN) organizations implementing similar projects.
- g. Map NGOs, INGOs, and CBOs implementing similar projects and gather and document information on success stories lessons learnt, gaps, and challenges.

The target group of this study is women, men, girls, and boys of the host community and refugees, asylum seekers, and economic migrants from eight nationalities: Sudanese, South Sudanese, Ethiopian, Eritrean, Somali, Syrians, Iraqi and Yemeni. The target group lives in Greater Cairo, know how to read and write in Arabic, and are interested to join trainings on food production.

The data collected was used to identify opportunities and challenges for both females and males from the host communities and migrant communities; especially in terms of their access to the labor market in Egypt. The data also contributed to the analysis of power dynamics in the household and how they impact females' opportunities in the labour market and how such power dynamics impose challenges on females' access to the labour market. The data also informed the measuring of the impact of COVID-19 on the power dynamics of the household, including rates of Sexual and Gender-Based Violence (SGBV). Finally, the data explains to what extent female migrants are aware of the services available for victims and survivors of (SGBV).

**Besides this brief introduction, the study introduces the following sections:**

- Study methodology with a detailed description of the sampling process and the description of the sample;
- An analysis section that covers gender analysis aspects as roles and responsibilities of women, men, girls, and boys from host communities and refugees, asylum seekers and economic migrants (migrant communities), access to and control over resources, capacities and vulnerabilities and power and participation in decision making;
- The multiple effects of the confinement and lockdown due to the spread of COVID-19 are mainstreamed in different sections of this study.



## 2. Overview of the Migrant and Host Communities in Egypt

According to the latest population census in Egypt conducted by the Central Agency for Public Mobilizations and Statistics (CAPMAS), Egypt is inhabited with 99,848 million, where women are 48,427 million<sup>5</sup>. Annually, thousands of refugees & asylum seekers and economic migrants are received in the country and many of them are registered with the office of the United Nations High Commissioner for Refugees (UNHCR) in Egypt. As per UNHCR Egypt-monthly statistical report of September 2020, almost 258,862 refugees and asylum seekers from 57 countries of origin have been registered with UNHCR Egypt. Most of those refugees and asylum seekers live in Greater Cairo urban areas and the North Coast cities such as Alexandria and Damietta<sup>6</sup>. This increasing number of refugees and asylum seekers could be considered as a pressure on the labour market especially that the unemployment rate reached 40.5% (17.6% for women) with a large share informally employed.<sup>7</sup>

Between the received number of refugees and asylum seekers, there are many unaccompanied and separated refugee children (UNSC) in Egypt, whose lives are particularly complicated. The published figures by UNHCR on the number of UNSC is 4,067 as per UNHCR Egypt fact sheet - November 2020.<sup>8</sup> These children are granted asylum on arrival in the country, yet they still face racism and hostility in addition to lacking the economic support and legal protections needed to survive. In addition, the country receives economic migrants who come to Egypt to practice some economic activities with the tendency of spending a shorter time. Several legal and policy measures are in place that include international, regional, and national provisions for the regulation of migration, including forced migration. Internationally, the country has ratified the following conventions including the 1990 *International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families* in 2003 and the 1951 *Convention Relating to the Status of Refugees* and its 1967 *Protocol Relating to the Status of Refugees*. It is important to highlight that Egypt raised four reservations on the Convention of 1951 (Listed in Box 1) including a reservation on Article (24) on labour legislation and social security. Which states that “The Contracting states shall accord to refugees lawfully staying in their territory the same treatment as is accorded to nationals in respect of the following matters”.

**Commented [U9]:** This is outdated, there is accurate figures published by UNHCR in June 2020 and Sept 2020. as well as a 1100 unregistered new arrived UASC since COVID 19 breakdown. 4,067 are unaccompanied and separated children UASC.

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<sup>5</sup> Central Agency for Public Mobilization and Statistics (CAPMAS). 2017 [https://www.capmas.gov.eg/Pages/Publications.aspx?page\\_id=5109&YearID=23354](https://www.capmas.gov.eg/Pages/Publications.aspx?page_id=5109&YearID=23354) (In Arabic)

<sup>6</sup> UNHCR- Egypt Sep -2020 <https://www.unhcr.org/eg/wp-content/uploads/sites/36/2020/11/September-2020-UNHCR-Egypt-Monthly-Statistical-Report-External.pdf>

<sup>7</sup> World Bank “Egypt’s Economic Outlook – October 2018”: <http://bit.ly/2V6GgCU>

<sup>8</sup> UNHCR-Egypt November-2020 <https://www.unhcr.org/eg/wp-content/uploads/sites/36/2020/12/UNHCR-Egypt-Fact-Sheet-November-2020.pdf>

Regionally, Egypt ratified the 1969 *Convention Governing the Specific Aspects of Refugee Problems in Africa*.<sup>9</sup> However, the country lacks a comprehensive strategy to deal with refugees and asylum seekers which exposes them to several challenges because of their legal status, including slow access to residency due to centralized and lengthy administrative procedures, and limited livelihood opportunities. Significant administrative barriers limit access to work permits causing refugee and asylum-seeker households to often resort to informal, and sometimes unsafe, exploitative, and even dangerous employment opportunities. The vast majority of refugees and asylum-seekers cite the inability to meet their basic needs as one of their biggest challenges in Egypt. Data from the Egypt Vulnerability Assessment for Refugees (EVAR) conducted in 2019 shows that 85 % of the registered Syrian refugees are unable to meet their basic needs.<sup>10</sup> Vulnerability to food and nutrition insecurity was found to be higher for households headed by women and decreased with international assistance, education, and income-earning opportunities.<sup>11</sup>

#### Egypt's Reservations on the Convention of 1951

On 24 September 1981, Egypt introduced reservations in respect of article 12 (1), articles 20 and 22 (1), and articles 23 and 24 of the Convention of 1951; as follows:

Egypt formulated a reservation to article 12 (1) because it is in contradiction with the internal laws of Egypt. This article provides that the personal status of a refugee shall be governed by the law of the country of his domicile or, failing this, of his residence. This formula contradicts article 25 of the Egyptian civil code, which reads as follows "The judge declares the applicable law in the case of persons without nationality or with more than one nationality at the same time. In the case of persons where there is proof, in accordance with Egypt, of Egyptian nationality, and at the same time in accordance with one or more foreign countries, of nationality of that country, the Egyptian law must be applied." The competent Egyptian authorities are not in a position to amend this article (25) of the civil Code. Concerning articles 20, 22 (paragraph 1), 23 and 24 of the Convention of 1951, the competent Egyptian authorities had reservations because these articles consider the refugee as equal to the national. Egypt explained that these general reservation to avoid any obstacle which might affect the discretionary authority of Egypt in granting privileges to refugees on a case-by-case basis.

Source of the convention and the reservation: [UNTC](#)

**Commented [U11]:** We have to give reference to GoE reservations on the 1951 convention (4 articles including right to work)

**Commented [T12R11]:** Added in Box 1. Please check!

The EVAR data of 2018 indicate that 27.1 percent of refugees and asylum seekers are food insecure and an additional 59.4 percent are highly vulnerable to food insecurity and have been reliant on various negative coping mechanisms in order to meet their minimum needs of food. The EVAR results also show there is a significant statistical difference in food consumption scores

<sup>9</sup> <https://www.mei.edu/publications/regulation-migration-egypt>

<sup>10</sup> UNHCR, 3 RP Repot. Available on: <https://www.unhcr.org/eg/wp-content/uploads/sites/36/2019/05/3RP20192020-1.pdf>

<sup>11</sup> Ibid

by origin of refugees and their language spoken Whilst 87.4 percent of 11 Nationalities are Sudanese, Eritrean, Ethiopian, South Sudanese, Somalian, Iraqi, and Yemeni ,only 57.2 per cent of the non-Arabic speaking refugees had acceptable food consumption and the percentage reached 75.6 % for other Arabic speakers This implies that 42.8 per cent of the non-Arabic speaking refugees in Egypt had poor or borderline food consumption<sup>12</sup>

In Egypt, work permits represent the biggest challenge to access labour market for refugees and asylum seekers. Applications for work permits have to be submitted through employers, and they are subject to the number of Egyptians already working in an organization and the activity of that organization. If an application is approved, a fee has to be paid and the employee has to submit documents, including HIV test results, travel documents, and copies of passports or refugee cards. Employers are usually reluctant to go through the process and expenses of hiring foreigners.

In addition, refugees and asylum seekers seek to live close to each other forming nearby communities which sometimes limit their exchange with Egyptians living in surrounding communities creating barriers to social cohesion.

Within these challenges, female refugees and asylum seekers face several others due to gender and social vulnerability; including child marriage, sexual exploitation and abuse, and rape especially in their attempts to acquire income opportunities. It was reported by UNHCR Egypt in its fact sheet of January- December 2019 that 1733 SGBV incidents were reported in greater Cairo and the north coast and assisted by UNHCR and partners .Access to multi-sectorial.<sup>13</sup>

**Commented [U13]:** Can we add reference to EVAR for Non-syrian refugees as well.

**Commented [T14R13]:** Added. Plz check!

**Commented [U15]:** these 4 paragraphs are repeated. Please refer to comments above and delete repetition

**Commented [T16R15]:** Shortened in the Executive summary to avoid repetition; also rephrased here

<sup>12</sup> <https://www.unhcr.org/eg/wp-content/uploads/sites/36/2020/09/EVAR18.pdf>

<sup>13</sup> UNHCR Fact Sheet (2018)

### 3. Study Methodology

This section elaborates on the approach, methodology, and methods of data collection adopted to present the findings, conclusion, and recommendations.

#### **Study Approach**

The study adopted an approach that considered the needs and interests of women and men specifically in relation to labor market. It addressed the intersection between different dimensions that affect the lives of both women and men either Egyptian, refugees, asylum seekers, or migrants as the roles and responsibilities assigned or expected; capacities and vulnerabilities; access to resources; participation and power, and the choices and alternatives offered. Such approach emphasizes that women and men each is not a holistic group but each has its own multiple diversity as body-abilities, social and economic status, age, and access to resources as education or physical resources.

Within the refugee, migrants, and asylum seekers communities, both women and men are going through severe changes in the ordinary gender roles which in turn need to be analyzed to provide activities that contribute towards positive transformation.

#### **Study Methodology**

To respond to this approach, the study applied a methodology that utilized a review of essential documentations in order to gain a deeper insight of the respective context for guiding the preparation of the analysis tools as well as inform its results. This review included national statistics and policies and International organizations' documents and reports as well as other active international NGOs in Egypt.

The methodology also followed a mixed method approach to collect and analyze data; meaning using quantitative and qualitative data collected either primarily or secondary. Such methods enabled a triangulation verification of all data collected either primarily or secondary.

#### **Data Collection Methods**

Accordingly, the methods used to collect data included:

- A paper and pencil (P&P) questionnaire to collected primary quantitative data.
- Focus group discussions (FGDs) with women and men either Egyptians or non-Egyptians. The Focus Group Discussions (FGDs) used a sample selected through collaborating NGOs with the project ensuring representation of nationalities, age groups, sex and marital status.
- Semi-structured interviews with key informants (KIIs). The KIIs were conducted with NGOs and International NGOs working in the field of refugee and migration in Egypt, UN

#### **Gender Study Analysis**

**Commented [U17]:** also repeated please consider editing.

**Commented [T18R17]:** Edited in the executive summary. Details should be kept here to better explain the methodology

agencies, project partner (the Chamber of Food Industries- CFI), private sector companies, a training service provider and the project donor. The focus of KIIs will identify new information, updates in programmatic trends and gaps in data. (A list of all interviews conducted are available in Annex 3).

The research team conducted 212 questionnaires (segregated by nationalities as follows: 49 Egyptians (23 women and 26 men), 13 Eritreans (all women), 9 Ethiopians (5 women and 4 men), 2 Somali (all women), 14 South-Sudanese (7 women and 7 men), 59 Sudanese (43 women and 16 men), 3 Yemeni (all women), 62 Syrians (52 women and 10 men) and one Iraqi woman.

The research team also conducted 13 FGDs (10 all women, and 3 all men), and one with unaccompanied minors. This is besides conducting 13 key informant interviews.

The fieldwork was carried out over a period of three weeks in four areas in Greater Cairo (September – October 2020). The collected data was segregated by sex, nationalities, and age. The data collected was analyzed to provide findings, conclusions, and recommendations.

#### **Data Analysis**

The analysis utilizes different national statistics and empirical studies as well as national and international documents and reports. In its approach and design, the present analysis focuses on the practical needs and strategic interests of women, men, girls, and boys across the following domains:

- Roles and Responsibilities assigned to women and men inside the household and how they differ and the reasons;
- Access and Control over resources: what are the tangible and non-tangible assets that the target groups could access and have a control over? For example, can women access assets as computers or mobiles to connect to the internet in order to get online lessons which might refine her skills leading her to find a job;
- Power and Participation in decision making inside the household especially the power to take independent decisions related to income usage and distribution and sharing the process for taking such decisions;
- Capacities and vulnerabilities; especially vulnerability to poverty and gender-based violence;
- Effects of the COVID-19 confinement on household dynamics including gender-based violence.

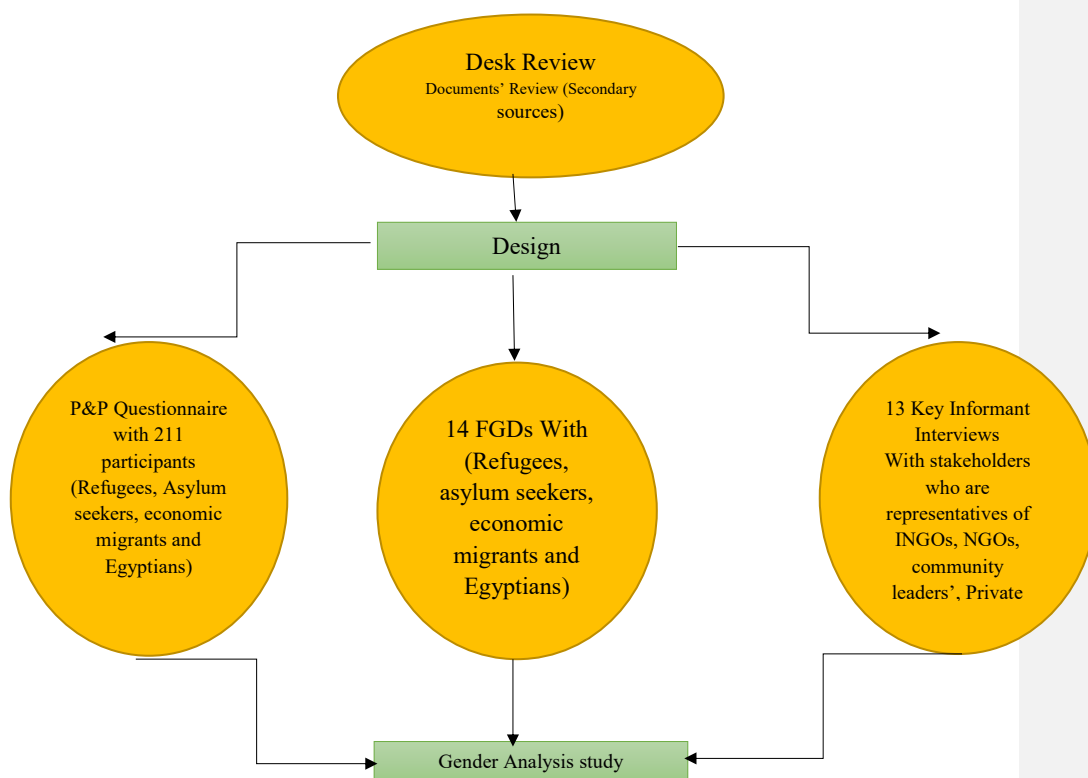
For analysis purposes, the three nationalities: Ethiopian, Eritrean, and Somalia were grouped as Sub-Saharan countries as their representation in the sample was low. The one questionnaire filled by Iraqi women was also excluded, as it is not representative.

#### **Gender Study Analysis**

For a better presentation of the narrative, the study will refer to refugees, asylum seekers, and economic migrants as migrant communities.

The following figure (Figure 1) explains the process of developing the methodology of this study while the following section introduces a detailed description of the sample of the questionnaire.

Figure 1: Summary of Methods



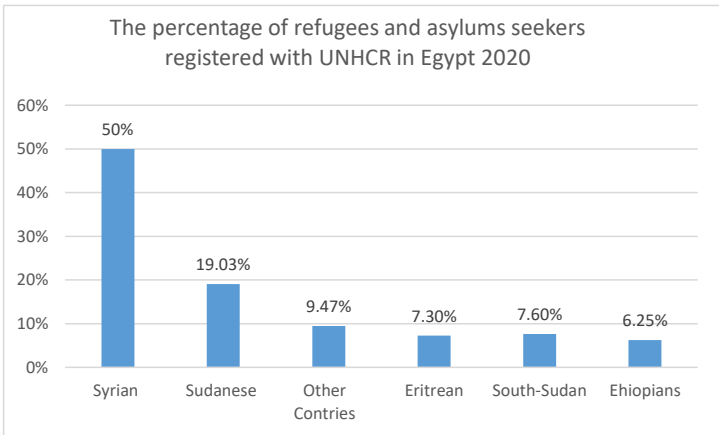
#### Gender Study Analysis

### **Description of the Study Sample**

The total population of the project is 1200 beneficiaries; where refugees, asylum seekers, and economic migrants represent 70% and the host community (Egyptians) represent 30%. The expected percentage of female beneficiaries is 50%.

As per the UNHCR/Egypt monthly statistical report of September 2020, the number of refugees and asylum-seekers registered in Egypt is 258, 862. The distribution of this number by nationalities is shown in Figure (2) which reveals that the percentage of Syrian refugees and asylum seekers exceeds 50% as their number reaches 130,085, the percentage of Sudanese refugees and asylum seekers is at 19.03% while the number reached 49,279, refugees and asylum seekers of Eritrean origins percentage is at 7.34% as the number reached 19,014 while Ethiopians are at 6.25% as the number reached 16, 169. The rest of the population was distributed between Somalis, Iraqis, and Yemenis. The refugees from South Sudan ranks the third after the Syrians and Sudanese reaching 7.60% <sup>14</sup>

Figure 2: The percentage of refugees registered with UNHCR in Egypt 2020



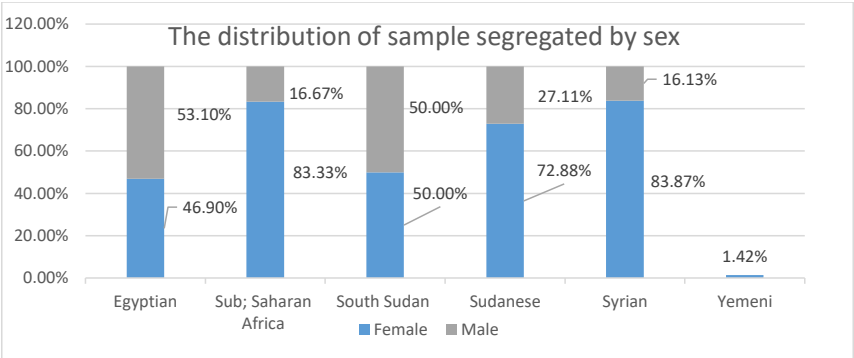
Source: Compiled and calculated from UNHCR, Sep 2020

These percentages and the distribution of the sample group by the project were considered during the sampling process of this study. As shown in figure (3), the Egyptians represented (23.22%) of the total surveyed sample (46.9% were female). The members of migrant communities represent 76.78 % of the total sample of the questionnaire (59.24% were female).

<sup>14</sup> UNHCR- Egypt Sep -2020 <https://www.unhcr.org/eg/wp-content/uploads/sites/36/2020/11/September-2020-UNHCR-Egypt-Monthly-Statistical-Report-External.pdf>  
**Age of the Respondents**

### **Gender Study Analysis**

Figure 3: The distribution of sample segregated by sex



Source: Compiled and calculated from questionnaires 2020.

**Age of the Respondents**

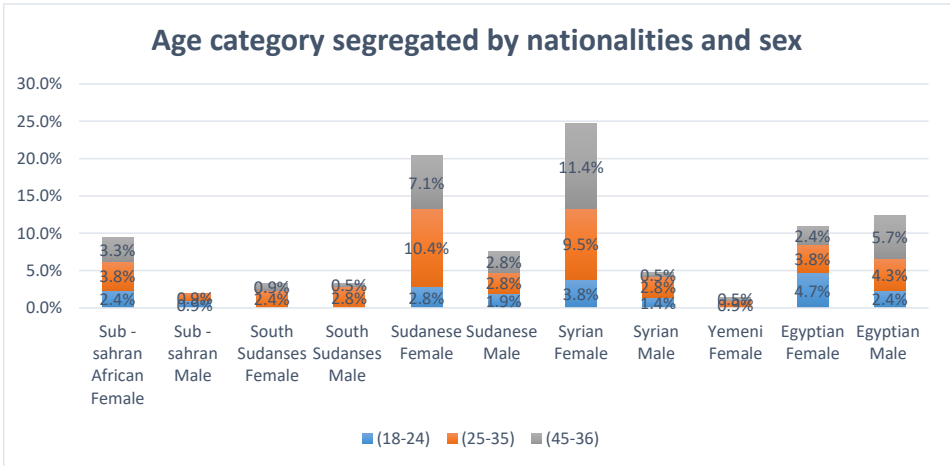
The age bracket of the sample is (18-45years). Those between (18-24 years) represent 30.61% of the total sample of the host community. Those aged between (25-35 years) represent 34.69 % of the total sample of the host community, and those aged between (36-45 years) present 34.69% of the total sample of the host community.

The respondents from migrant communities who are between (18-24 years) represent 17.28%, while those aged between (25-35 years) represent 47.53%. As for those who are between (36-45 years), they represent 35.19% of the total sample of migrant communities, as shown in figure (4)

**Gender Study Analysis**



Figure 4: Age category segregated by nationalities and sex

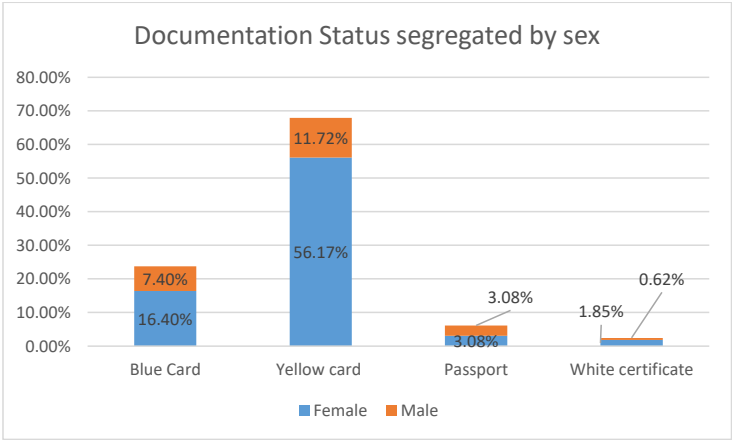


Source: Compiled and calculated from questionnaires 2020.

**Documentation Status of the Respondents**

As shown in Figure (5), out of the migrant community sample 67.90 % has yellow cards (asylum seekers), 23.46 % has a blue card (refugees) , 6.17% has a white certificate (economic migrants) and 2.46% has a passport. For further details about how this affects participation in the labor market in Egypt, and analysis are provided in later sections of this study.

Figure 5 : the Percentage of Documentation Status of the Respondents



**Gender Study Analysis**

Source: Compiled and calculated from questionnaires 2020.

### ***Reading and Writing in Arabic***

As the questionnaire revealed (Table 1), the respondents who find difficulties in reading and writing in Arabic are originally from Eritrea (one male), Ethiopia (three females and two males), South Sudan (three females) and Sudan (ten females and one male).

*Table 1: The Ability to Read in Write in Arabic*

The ability to read and write in Arabic					
Nationalities	No		Yes		Grand Total
	Female	Male	Female	Male	
Sub -Sahara Africa	4	2	15	2	23
South-Sudanese	3		4	7	14
Sudanese	10	1	31	13	57
Syrian			52	10	62
Egyptian		2	23	23	48
Yemeni			3		3
Grand Total	17	5	128	55	207

Source: Compiled and calculated from questionnaires 2020.

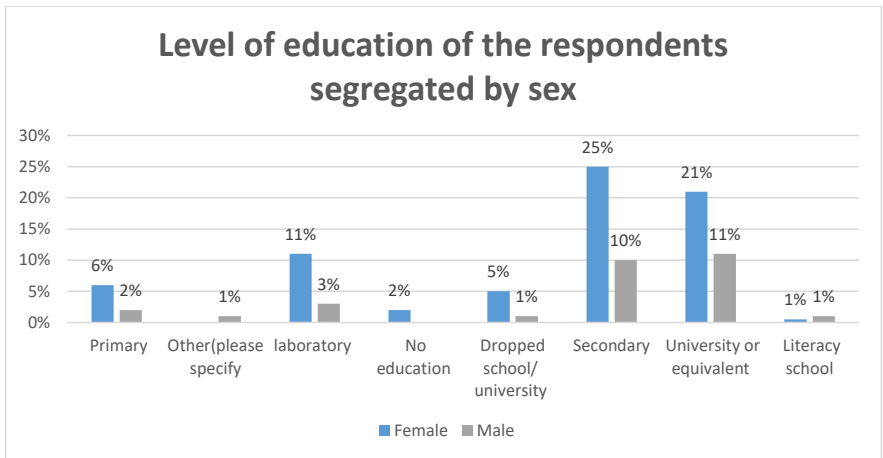
### ***Level of Education of the Respondents***

For the sample of the host community, those who completed their secondary and/or university education represent 73.47% of the sample. As for migrant communities, the majority of the Syrians (27.16%) are holders of bachelor degrees; followed by Sudanese representing 22.83% of the same category.

As shown in Figure (6), the highest level of education between the respondents is university degree and secondary school certificate either for females or males.

### ***Gender Study Analysis***

Figure 6 : Level of Education of the Respondents segregated by sex



Source: Compiled and calculated from questionnaires 2020.

### Marital Status of the Respondents

The majority of the host community sample are married and living with a partner representing (57.14%) while a few of them never married/single (28.57%). The host community who are married and collaborate are currently not living in the same household represents (16%). As for those who are divorced or widowed, they represent (6.12%) of the total population of the host community.

For Syrians, those who are married and living with a partner represent (24.69%) while those who never married-single represent (8.02%), divorced represent (2.46%), widowed represent (1.85%), married and partner is currently not living in the same household represent (1.23%) of the total population of migrant communities.

The majority of Sudanese respondents that are married and living with partner represent (13.58%), while who are married and partner is currently not living in the same household represents (11.11%), who are single represents 8.02%, who are divorced or separated presents (3.70%) of the total population of migrant communities.

The questionnaire results revealed that the majority of Sub-Saharan African refugees respondents who have never married/Single represents (6.79%), while those who are divorced or separated (2.46%), married and partner is currently not living in the same household ((2.46%)

### Gender Study Analysis

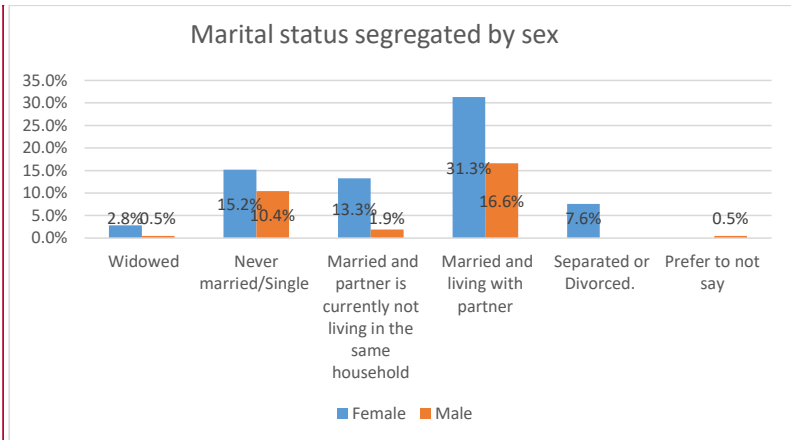
married and living with partner represents (2.47 %) of the total population of migrant communities.

As for South of Sudan respondents who are married and living with partner represents 4.32%, who are married and partner is currently not living in the same household represents 1.85%, while the minority of the respondents are Never married/single, widowed presents 1.85% of the total population of migrant communities

For Yemeni respondents the survey indicated that one of them never got married, one of them is married and the partner is currently not living in the same household and one of them is widowed, each of them presents 0.62% of the total population of migrants.

As shown in Figure (7), the most represented category in the whole sample is married and living with partner for both females and male respondents. It is noticeable, that the category separated or divorced is chosen by females while males are not presented in this specific category.

Figure 7 : Marital status of the respondents segregated by sex



Source: Compiled and calculated from questionnaires 2020.

**Household Type**

The questionnaire results show that (50.79%) of males in the migrant communities Confirmed that they are the head of household while (53.6%) of female participants from the migrants confirmed that they are head of household. Out of which is (74.41%) Sudanese women and (25%) are Syrians. The results also show that those Syrian women are either divorced or separated, widowed, married but not living with a partner, or married living with a partner but still they are the head of the household.

**Gender Study Analysis**

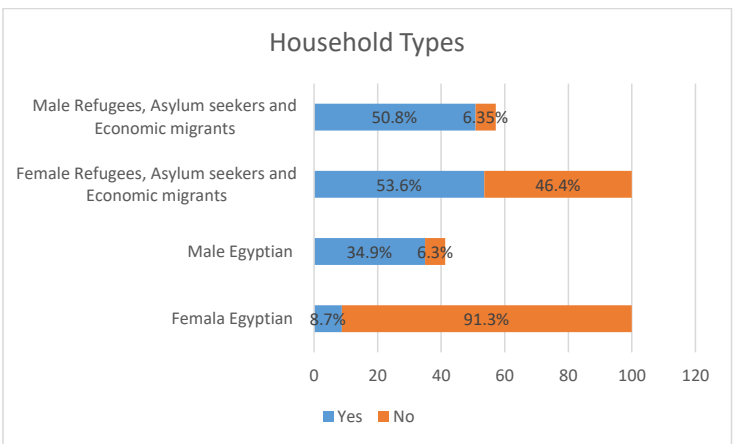
**Commented [U19]:** Single?

**Commented [U20R19]:** Yes. This term is better used so respondent who are either widowed or separated do not chose |Single|

In the FGDs elaborated that they are single mothers because their husbands were missed during the war in Sudan.

The questionnaire results show that male in host community (34.92%) confirmed that they are the head of household, while (8.70%) females of the total sample of Egyptian females confirmed that they are household. as shown in Figure (8)

Figure 8: The types of household



Source: Compiled and calculated from questionnaires 2020.

In the sample, (38.4%) of females from migrant communities indicated they live in nuclear woman-headed households, the highest percentage in this category is Sudanese females (48.84%) followed by female Syrians (17.31%). Only two female Egyptians (8.69 %) indicated living in a nuclear woman-headed family.

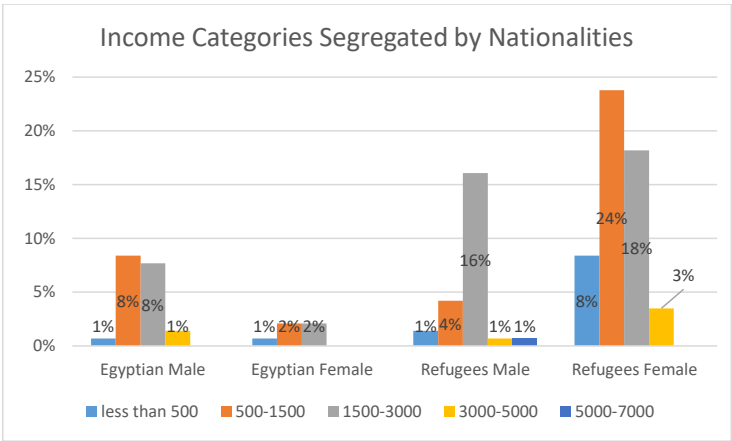
As per the questionnaire results, (31.2%) females from migrant communities indicated that they live in nuclear man headed Household.

#### ***The average of the income of the respondents***

The questionnaire results reveal that 44% of total surveyed respondents (46% are female and 54% are male) receive an income between 1500-3000. In addition, 38% of total surveyed earn income (500-1500); (67% female, and 33% male). Moreover 16 (11%) earn income less than 500; (81% female and 19% male). As shown in figure (9).

#### ***Gender Study Analysis***

Figure 9: Income Categories Segregated By Nationalities



Source: Compiled and calculated from questionnaires 2020.

## 4. The Analysis

This section presents a set of findings related to gender dynamics with the migrant communities and the host communities in greater Cairo. It covers aspects of roles and responsibilities for women and men, power dynamics in the household and access and control over resources. It also covers the effects of the lockdown during COVID-19 on these aspects.

### 4.1 Roles and Responsibilities.

Social norms heavily impact the roles of women, men, girls and boys social norms in the society; defining the expected roles of each and the responsibilities of the person inside and outside the household.

This section covers the effects of roles and responsibilities on participation in labor force, changes in social norms towards women's work and the effect of COVID-19 on the roles and responsibilities of women and men.

#### *Effects of Social Norms on Labor Force Participation*

In Egypt, the literacy rate of Egyptian women reaches 65% among Egyptian women, which translates into a 15% gender gap that is yet to be bridged. Only 24.7% of Egyptian women are in the labor force, out of which about 20% are on a part-time contract. Differences in income (which include wage and non-wage revenues) between men and women are large. It is estimated that the income of an average man is about 3.8 times that of an average woman.<sup>15</sup>

For migrant communities, it was difficult to find trusted data on their participation in the labor force in Egypt as they are usually involved in casual and informal type of work that is not officially reported. Female refugees, migrants and asylum seekers, especially single mothers, tend to receive less payment for their work than men; and are forced to work in places where they may be particularly subject to abuse. There are many cases in which women, unable to sustain their families, find themselves tempted to return to their home countries despite the enormous risks of doing so.<sup>16</sup> Thousands of African refugee women are employed in the domestic work sector where some have been subjected to verbal and physical assaults. Many men and youth from African countries work in daily wages for short term and temporary jobs. Often, refugees may not have the required skill sets that would allow them to secure safe and long-term employment; moreover, refugees lack access to data and information.<sup>17</sup>

<sup>15</sup> Global Gender Gap Report 2020: [http://www3.weforum.org/docs/WEF\\_GGGR\\_2020.pdf](http://www3.weforum.org/docs/WEF_GGGR_2020.pdf)

<sup>16</sup> Egyptian Foundation for Refugee Rights: <https://egyptianfoundation.wordpress.com/welcome/refugees-in-egypt/>

<sup>17</sup> UNHCR (2020). Egypt Response Plan: or Refugees and Asylum-Seekers from Sub-Saharan Africa, Iraq & Yemen.

The results of the questionnaire show that the participation of Egyptian women in the labor force is 43% of the sample. Those who do not work (57 %) reported that they are either married so they are housewives or not married but prefer to stay home. The working female refugees in the sample is relatively low; at 40%. Those who work are active as casual workers mainly as domestic helpers, hairdressers, selling perfumes, henna artists. Those who are housewives are 30% of the sample (6 Sudanese and 30 Syrian women).

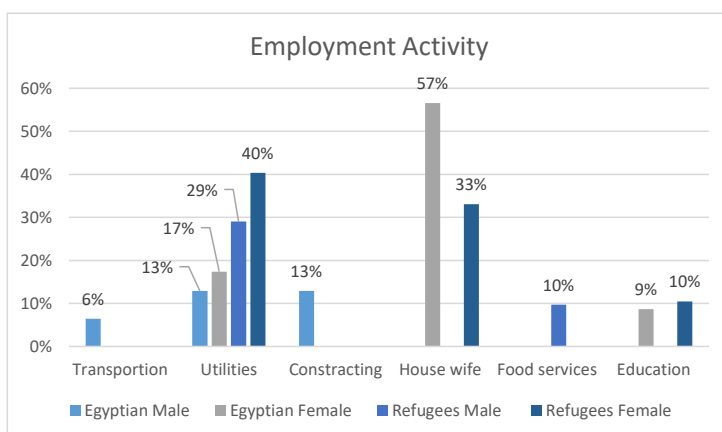
**Commented [U21]:** How's this a finding of the questionnaire and not of government or world bank data?

**Commented [U22R21]:** Yes, this is a result from the survey. The national statistics are in the first paragraph under this section.

The results also show that 58% of the Syrian female refugees do not work or they are housewives. They confirmed in the FGDs that they do not work because their husbands do not prefer that they leave the houses. As an alternative, they always search for a work opportunity from home. The survey showed that the percentage of housewives between the Sudanese female refugees is at low percentage representing only 14%. They stay home to take care of their children.

As shown in figure (10), the percentage of Egyptian men employed in the utilities/Services sector is (13%) and the same percentage in the constructing sector. The highest percentage of employment for male refugees is (29%) in the utilities sector, (10%) in food sectors, and (6 %) in transportation sector.

*Figure 10: Employment Activities segregated by Sex & Nationalities*



Source: Compiled and calculated from questionnaires 2020.

The results also show that (24%) of females from the migrant communities are engaged in food production though they do not consider their work is categorized under this sector. Out of this percentage, 70 % cook at home either for selling or as cooks; 63% Syrian females who are active in this sector sell their products through Facebook, while Sudanese females work in a factory or as a cook at houses.

#### **Gender Study Analysis**



The results also revealed that 96% of the surveyed sample do not have a work contract. Those who have a contract (4 %) are distributed as follows:

- Three Sudanese females; one holding blue card working in the services sector and two holding yellow cards; one is working in the humanitarian sector and the other in health care.
- One Sudanese male who holds blue card and works in the education sector.
- One female from South Sudan who holds blue card and works in the services sector.
- One female Syrian holding yellow card; working in the education sector.
- Two Egyptian males; working in the services sector.

*Table 2: The Respondents Who Have Contracts According To Their Documenting Status*

Nationalities	Egyptian		Syrian		Sudanese		South Sudan	
Documentation status	Female	Male	Female	Male	Female	Male	Female	Male
Blue card	-	-	-	-	1	1	1	-
Yellow card	-	-	1	-	2	-	-	-
National	-	2	-	-	-	-	-	-

Nationalities	Type of employment	
	Blue card	Yellow card
Sudanese		
Female	1(services sector)	1(humanitarian sector) 1(health care)
Male	1(education sector)	
Syrian		
Female		1(education sector)
South Sudan		
Female	1 (services sector)	

Source: Compiled and calculated from questionnaires 2020.

In an interview with the Chamber of Food Industries (CFI), it was explained that work contracts are sometimes replaced by training contracts, which are usually short interims and do not include social insurance but the trainee could use the services offered by the company or the factory as transportation services to and from the workplaces. In another interview with an INGO, it was highlighted that some entities offer phony contracts that deprive the person from all rights. (For example of good practice: Wage Employment for Refugees in the Private Sector in Egypt see Annex 6).

### *Changes in Social Norms towards Women's Work*

According to evidence from the 2015 Egyptian Demographic Health Survey (EDHS), Egyptian families tend to control behaviors of their members.<sup>18</sup> Nearly three-quarters of women note that their husbands are “jealous or angry” if they talked with other men, and slightly more than one-third of women reported that their husbands insisted on “knowing where they were at all times.” These impulses likely drive incidences of domestic violence. One-quarter of ever-married women have been subjected to some form of physical violence at least once by their current or most recent husband, with 19% experiencing emotion violence and 4 % experiencing sexual violence. The EDHS report also documents the extent of tolerance for and acceptance of domestic violence. As many as 36 % of ever-married women (age 15 to 49) believe that wife beating is justified in if she goes out without telling him, neglects the children, argues with him, refuses to have sex with him or burns the food. Husbands are the most common perpetrators of violence, but ever-married women also report experiencing violence (since age 15) from mothers/stepmothers (31 %) and fathers/stepfathers (26 %).

Controlling behaviors are also evident in the attitudes of young people. Based on findings from the 2014 Survey of Young People in Egypt (SYPE), the USAID/Egypt 2015 Gender Analysis notes that about three-quarters of young men and women (78.8 % and 73.6 %) agree to the statement “a woman must obtain her husband’s permission before doing anything.” The survey also highlights that male privilege in decision-making applies to siblings, with 67.5 % of young men and 53.1 % of young women supporting the statement that “a girl should obey her brother, even if younger.”<sup>19</sup> Moreover, almost 60 % of respondents agreed that women “deserve” to be sexually harassed in the streets if they wear “provocative” clothing.<sup>20</sup>

Traditional gender roles are reflected in the division of labour within households. Men are meant to be the primary “breadwinner,” with women considered more “reproductive” than productive. This is reflected in perceptions of the ideal age of marriage for males and females (25 and 20

**Commented [U23]:** Can we differentiate between refugees and Egyptians.

**Commented [U24R23]:** This paragraph focuses on Egyptian women, available literature don't provide information about domestic violence, this aspects was covered by survey results in below

<sup>18</sup> GOE (2015). Egypt Demographic and Health Survey 2014. Ministry of Health and Population.

<sup>19</sup> Roushdy, Rania and Maia Sieverding (2015). Panel Survey of Young People in Egypt (SYPE) 2014: Generating Evidence for Policy, Programs, and Research. Cairo: Population Council.

[https://knowledgecommons.popcouncil.org/cgi/viewcontent.cgi?article=1669&context=departments\\_sbsr-pgv](https://knowledgecommons.popcouncil.org/cgi/viewcontent.cgi?article=1669&context=departments_sbsr-pgv)

<sup>20</sup> Roushdy, Rania and Maia Sieverding (2015). Panel Survey of Young People in Egypt (SYPE) 2014: Generating Evidence for Policy, Programs, and Research. Cairo: Population Council.

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### *Gender Study Analysis*

years of age, respectively), and expectations about the ideal family structure and responsibilities within the household. These expectations are set from a young age, with girls (age 10 to 19) twice as likely as boys to engage in unpaid household work (64 % and 27 %, respectively).<sup>21</sup>

Gender norms assign to women and girls a disproportionate share of unpaid care economy and household responsibilities. This limits the time that women and girls have for other activities, including education and employment, essentially handicapping their employability. This is evident in both the low rate of labour force participation among women (24.7 %) and because half of female youth (49.5%) fail the transition from school to work (as compared with 9.3 % of male youth) among youth 15 to 29 years old.<sup>22</sup> The reasons cited most often by female youth for not taking a job offer insights into the gendered constraints they face. The reasons most frequently cited by female youth include problems with the “convenience” of the location and family refusal, as opposed to males who more likely to refuse jobs due to low wages or because they thought, the job was not interesting.<sup>23</sup>

Rigid gender roles affect the type of work women and men do as well as their overall workloads. Rates of employment for ever-married men are much higher than never married men (given that employment is almost a pre-requisite for marriage for men), with the opposite among women.<sup>24</sup> Employment rates rise for women as their children get older, and depends in part on the type of employment (private or public sector).<sup>25</sup> The timing of marriage or age of children does not affect public sector employment, which is not the case for private sector employment. This difference in employment retention is largely due to the more family-friendly policies available to public sector workers, suggesting that if the private sector pursued similar policies more women would be willing to enter the labour force.

Such rigid norms are reflected in the results of the survey where 28 men (51%) indicated that their wives take care of the children while they are at work; this included 20 Egyptian men, 4 Sudanese men and 4 Syrian men. The housewives are usually taking care of the children as indicated in the results; 35 female refugees presenting 28 % of the sample. Out of the 35 woman, 28 are Syrian female refugees.

In a FGD with young girls and boys who are aged between 14-17 years old (One boy and three girls from South Sudan), they mentioned that they live with their aunt in Egypt for less than a year. All of them said that they take care of each other. However, they highlighted that the male does the shopping while the girls cook and clean the house confirming the traditional distribution

<sup>21</sup> GOE (2015). Egypt Health Issues Survey 2015. Ministry of Health and Population.

<sup>22</sup> ILO (2014). Labor Market Transitions of Young Women and Men in Egypt. Youth for Work Publication Series, No 16, Geneva.

<sup>23</sup> ILO (2014). Labor Market Transitions of Young Women and Men in Egypt. Youth for Work Publication Series, No 16, Geneva.

<sup>24</sup> Economic Research Forum (2019). The Evolution of Labor Supply in Egypt from 1988-2018: A Gendered Analysis. Working Paper Series No.

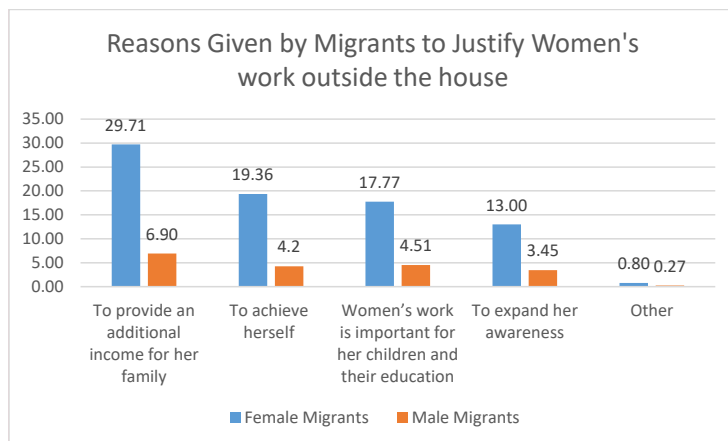
1358: October 2019.

<sup>25</sup> Economic Research Forum (2019). The Evolution of Labor Supply in Egypt from 1988-2018: A Gendered Analysis. Working Paper Series No. 1358: October 2019.

of house work. However, the girls added that they are better than the boy because they know how to do all these tasks. The 17 years girl said that it is better to join the labor market at older age in order to avoid potential abuse or harassment in the work place. She also added it is preferable that girls marry at older age to avoid any health problem. (See Annex 5: a photo of drawn day timeline of unaccompanied minors).

The results of the questionnaire indicated, 87.86% of the total sample positively confirmed that women should work. The reasons given by migrant communities for supporting women's work outside the house are displayed in Figure (11) as The reasons include: women should work to provide an additional income for her family as reported by (36.61%) of both female and male respondents, while (23.56%) reported that women should work to achieve herself compared to (22.28%) who reported that women's work is important for her children and their education. Only (16.45%) reported that women should work to expand her awareness.

Figure 11: Reasons Given by Migrants to Justify Women's work outside the house (Frequencies)



Source: Compiled and calculated from questionnaires 2020.

Figure (12) shows reasons given by members of Egyptian host community, this included that women should work to provide an additional income for her family as reported by (41.54%) of both female and male respondents, while (21.54%) reported that women should work to achieve herself compared to (15.38%) who reported that women's work is important for her children and their education. Only (19.98%) reported that women should work to expand her awareness. Those who reported other options (1.07 %) indicated that women should work as she has the right to work and participate in projects.

Gender Study Analysis

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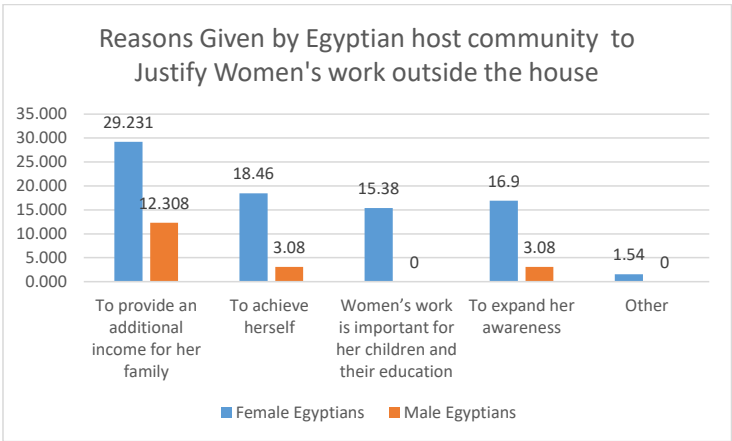
Commented [U27]: Could we segregate those findings between Egyptians and refugees.

Commented [U28R27]: Addressed

Commented [U29]: Can we separate a diagram for Egyptians and refugees as in the narrative it seems there is different findings comparing both statuses

Commented [U30R29]: Considered

Figure 12: Reasons Given by Egyptian host community to Justify Women's work outside the house (Frequencies)



Source: Compiled and calculated from questionnaires 2020.

It is important to note that 18% of the total surveyed Egyptian males confirmed that women should work which is very low compared to 89% of total surveyed male respondents from migrant communities.

A high percent of surveyed Egyptian females (91% of total surveyed Egyptian Female) confirmed that woman have to work. In addition, 97 % of total surveyed respondent of migrant females confirmed it too. 94% of total surveyed Syrian Female confirmed that woman have to work and 98% of total surveyed Sudanese Females confirmed that too.

The results also revealed that Egyptian men confirmed that the most suitable sector for women to work in is education (78%), food services (30%), health care and social assistance (57%), and the Egyptian female confirmed the same sectors are more suitable. The female respondents from migrant communities confirmed that the most suitable sectors for women are the same: education (72%), food services (42%), health care and social assistance (66%).

Nevertheless, the challenging economic situation for females from migrant communities led them to follow un-usual paths for them to generating income to feed their families. For example, in a FGD with Syrian women, a widow female with four children inducted that she rents van to deliver orders or drive families between neighborhood in the sixth of October area. In FGDs with Sudanese and South Sudanese females, the participants stated that they have worked in different sectors as domestic helpers, hairdressers or cooks. When they apply to jobs and get

#### Gender Study Analysis

opportunities for interviews in any of these sectors, they are generally rejected because of their nationality.

**Syrian female above 40 years old:**

“I have worked as a driver to deliver people and merchandisers and in many other sectors to secure enough income for my children”

In two KIIs with two different international organizations, it was indicated that Syrian men prefer that their wives do not work contrary to men of African countries.

**From FGDs Female Syrian woman above 30 years old:**

“We were housewives in Syria. It is not desirable for women to go to work outside the house, but I like to work at home in order to help myself and support my children.”

In other two KIIs with representatives of international organizations, it was indicated that Syrian refugees prefer white-collar jobs while Africans prefer casual jobs just to save some money then stop working till they find the next casual opportunities.

***The effect of COVID-19 on the roles and responsibilities of women and men***

In Egypt, women are almost fully responsible for housework and childcare, even if employed. The 2015 Labour Market Survey notes that as many as 91% of Egyptian women report doing unpaid household work, with 27 % reporting unpaid care work for family members, compared with 26 % male doing unpaid housework and 8 % Egyptian males, reporting unpaid care work .<sup>26</sup>

A report by CAPMAS revealed that Egyptian women on average spend more than double the total time than men on household and care responsibilities (in total 7.3 versus 3.5 hours per day).<sup>27</sup> Moreover, the length of time per week spent on household responsibilities does not decline significantly for women employed outside of the home (29.3 hours) and full-time homemakers (29.6 hours).<sup>28</sup> The “double-burden” for women who work in the labour force is a disincentive that can derail a woman’s career trajectory, by discouraging her from working, looking for a job, or retaining employment. The combined value of unpaid household and care work in Egypt is estimated to be as high as EGP 496 billion (US\$30.6 billion).<sup>29</sup>

These usual responsibilities of care work did not change during the COVID-19 where many men stayed home either for the reasons of the lockdown, curfew hours or losing their jobs. The results

<sup>26</sup> CAPMAS (2015). Labor Market Survey 2015.

<sup>27</sup> CAPMAS (2015). Labour Market Survey 2015.

<sup>28</sup> World Bank (2018). Women Economic Empowerment Study.

<sup>29</sup> World Bank (2018). Women Economic Empowerment Study.

of the questionnaire show that (49%) of the total sample reported that cooking and serving meals decreased during COVID-19 (87% female, 13% are male).

In FGDs with Sudanese and South Sudanese females, participants indicated that the number of meals served decreased because of the lack of resources or the decreasing in income due to losing their jobs because of the pandemic. One of them indicated that she found a job in workshop for her young son to work for a daily wage so the family can afford daily needs. Also in FGDs with Egyptian males, one of them indicated that he found a job for his brother to work in a workshop to face the decreasing income of the family.

The efforts of cleaning and hygiene increased during the pandemic as 120 of total sample equal to 56.87% reported. It is clear that women mainly played this role as 84.16% (out of this percentage: 83.17 % are female from migrant communities and 16.83 % are Egyptian females) took this role compared to 15.83% male.

The role of household management did not change during the pandemic as reported by (34%) of the total sample, 66.66% female (out of this percentage: 58.33 % are female from migrant communities and 8.33 % are Egyptian females) took this role compared to 33.33% male.

The result of the questionnaire showed that 54.50% of the total sample reported decreased in the task of shopping for household members during COVID-19; 85.22 % female (out of this percentage: 73.91 % are female from migrant communities and 11.30 % are Egyptian females) took this role compared to 14.78 % male. This decrease was explained by an Ethiopian man in the FGD who elaborated that only one family member has become responsible for this task.

It was also reported that (52.13%) of the total sample play with, talking to and reading to children and emotional care for children increased during COVID-19 ;73.63 % female out of this percentage: 68.18 % are female from migrant communities and 5.45 % are Egyptian females) took this role compared to 26.36 % male.

Though in the FGDs, Sudanese and South Sudanese female from migrant communities indicated that during the lockdown, fights started between the children and each other because of boredom and not going to school, so she brought drawing notebooks and told them stories and played games with them to break this boredom. A Syrian female in one of the FGDs indicated that during the lockdown, she searched online especially on Facebook to find any method to decrease the depression on my children.

Nevertheless, most of the care work has notably increased for women during the COVID-19 or remained the same. For example, 35.07 % of the total sample reported that feeding, instructing, teaching, training children increased during COVID-19 ;71.62 % female (out of this percentage: 62.16 % are female from migrant communities and 9.45 % are Egyptian females) took this role compared to 28.38 % male. In a KII with a head of NGO, she informed the research team that a Sudanese refugee women was stressed during the lockdown so she started beating her children,

**Commented [U31]:** For this point and the below, can we segregate between refugee and Egyptian women

**Commented [U32R31]:** Addressed

### Gender Study Analysis

she consulted with her and sent him for psychological support session offered by an INGO which helped her to go through this critical time. In two other interviews with head of NGOs that work with Sudanese, South Sudanese, Eritrean and Ethiopian in two different locations in Greater Cairo, it was clarified that the NGOs have solid relations and communication with INGOs working in Egypt to support cases of women abused domestically or harassed in public. A head of an active NGO working with Syrian refugees confirmed that an INGO has a project that target Egyptian and Syrian parents to educate them about treating their children. The support and psychological sessions are organized either offline or online for those who have good internet connection.

The questionnaire results also showed that 36% of the total sample reported increase in the learning activities during COVID-19; 64.47 % female (out of this percentage: 52.63 % are female from migrant communities and 11.84 % are Egyptian females) took this role compared to 35.52 % male. This was mainly confirmed by Egyptian women and, men who used the online courses extensively.

It was also reported that 45.97 of the total sample decrease in taking care of older/sick/people with disabilities during COVID-19 ; 51.89 % are female (out of this percentage: 54.63 % are female from migrant communities and 6.18 % are Egyptian females) took this role compared to 48.10 % Male.

Finally, it was reported in the results that 43.60% of the total sample that Affective/emotional support for adult family Members increased during COVID-19 ;(73.91 % are female (out of this percentage: 64.13 % are female from migrant communities and 9.78 % are Egyptian females) took this role compared to 26.08 % Male.. As elaborated by Syrian and Egyptian women and men in the FGDs, this was clear in family gatherings around dinner tables to eat and discuss various subjects. Such gatherings were rare before the lockdown as each family member was busy either with work or study.

**Commented [U33]:** Did we gather more information on the rest of the group if they also did the same? if they had access to psychosocial support?

**Commented [U34R33]:** Added input from other NGOs who work with refugees



## 4.2 Resources: Access and Control

Although the Egyptian Civil Code affirms women's rights to own, inherit, and use household property, most women (especially in rural areas and Upper Egypt) are denied equal rights. Personal status laws, entitling female relatives, regulate inheritance law and spouses to inherit assets (land and non-land) based on a share system that gives women half the value given to a male relative in a similar position.<sup>30</sup> This difference is explained in the light of traditional practices and interpretations of Islamic law that hold men socially and financially responsible to provide shelter, clothing, food, and medical care for their wives, mothers, daughters, and sisters.<sup>31</sup> Female heirs are given half the share of male heirs and, in some cases, forfeit these rights altogether due to societal and family pressures under the premise that men are the heads of the household and will provide for family members, although this is not always done.

However, in 2017, an amendment to Inheritance Law No. 77 (Article 49) was passed, stipulating punishment for anyone who deliberately denies an heir (male or female) their legal share of an inheritance.<sup>32</sup> The Parliament approved the new law after several drafts were submitted by the cabinet, NCW, and civil society organizations, and in the wake of a NCW "Tareq al-Abwab" (door-knocking campaign) to familiarize women with their inheritance rights which reached 1.2 million women in rural and underprivileged areas, including Upper Egypt.<sup>33</sup> These provisions were also approved by both Muslim and Christian religious scholars who noted that the amendment was in line with religious texts. Although absolute numbers are not available, pending court cases suggest that many women are deprived of their inheritance rights and that discriminatory social norms have been placed above religious principles and legal provisions.<sup>34</sup>

Denial of women's equal rights to inheritance limit their ability to access and control long-term and high value assets and resources. This increases vulnerability, especially in case of divorce, separation, or death of a spouse, and impacts their financial security, access to credit, and opportunities for wealth creation. Women are routinely denied access to their inherited properties, which are usually managed by a male relative (mostly a sibling or a husband) or sometimes forced by their families to sell the land to male relatives. The 2015 EDHS notes that few women in Egypt own either a house or land, regardless of location and background

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FAO (n.d.) Gender and Land Rights database. [http://www.fao.org/gender-landrights-database/country-profiles/countries-list/customary-law/en/?country\\_iso3=EGY](http://www.fao.org/gender-landrights-database/country-profiles/countries-list/customary-law/en/?country_iso3=EGY)<sup>30</sup>

USAID/Egypt (2015). Gender Analysis in Egypt. Program Office, USAID, Cairo.<sup>31</sup>

Article 49 stipulates that anyone who deliberately denies a heir's inheritance share or confiscates a document confirming this shall be imprisoned for at least six months and be subject to a fine ranging between EGP 20,000-100,000.

AL-MONITOR (2017). "Egyptian Women get Inheritance Rights" (December 12, 2017). <https://www.al-monitor.com/pulse/originals/2017/12/egypt-law-women-inheritance-rights.html><sup>33</sup>

AL-MONITOR (2017). "Egyptian Women get Inheritance Rights" (December 12, 2017).<sup>34</sup>

characteristics. Overall, only 5.2 % of ever-married women age 15-49 own a house and 2 % own land.<sup>35</sup>

Women's ability to increase access to resources is also inhibited by low levels of labor force participation and a gender wage gap. Only 24.7 % of women are in the labor force (out of which about 20 percent are on a part-time contract) and men earn about 3.8 times more than women, on average.<sup>36</sup> Moreover, women face challenges in starting and sustaining enterprises due to business development services that are "unwelcoming" and limited access to financial resource (capital and credit). Only 1.8 % of women own a business (compared with 10.3 % of men), and just 8 % of women (compared with 21 % of men) are involved in the early stages of business development and entrepreneurship with businesses established within 3.5 years.<sup>37</sup> In 2017, a new Investment Law 79 was passed with the aim of promoting investment opportunities. As part of this, a business facilitation office for women has been established at the Investors Service Center (ISC).<sup>38</sup> In addition, an amendment in 2019 (Law 141) specifies equal investment opportunities and equal opportunities regardless of the size and location of the project without discrimination based on sex.<sup>39</sup>

For refugees, asylum seekers and economic migrants such access to wealth and resources are limited or non-existing due to their legal status in the country so they cannot own or run a business unless they have an Egyptian partner. On top, most of them have fled their countries during crisis and armed conflicts time meaning they have arrived to Egypt with almost zero assets. The financial assistance they receive from UN agencies, NGOs and INGOs hardly cover their basic needs; especially that many of them are received in forms of vouchers to buy food or access education or health services.

### ***Access to Labor Market***

Having a job is one of the main sources to secure an income that could gradually grow towards accumulating wealth and assets. Women either Egyptians or migrants revealed that they have to take a permission to go to work which could limit their opportunities in accessing labor market in case of refusal. In the sample, 77% of Egyptian surveyed females reported that they need to take a permission to go to work whether after or before COVID-19. In the sample, 36% of females from migrant communities had to take such permission before the spread of COVID-19. This percentage increased to 50 % of the sample having to take permission during the pandemic.

GOE (2015). Egypt Demographic and Health Survey 2014. Ministry of Health and Population.<sup>35</sup>

<sup>36</sup> World Economic Forum (2020). Global Gender Gap Report. [http://www3.weforum.org/docs/WEF\\_GGGR\\_2020.pdf](http://www3.weforum.org/docs/WEF_GGGR_2020.pdf)  
Roushdy, Rania, and Maia Sieverding (2015). Panel Survey of Young People in Egypt (SYPE) 2014: Generating  
Evidence for Policy, Programs, and Research. Cairo: Population Council.

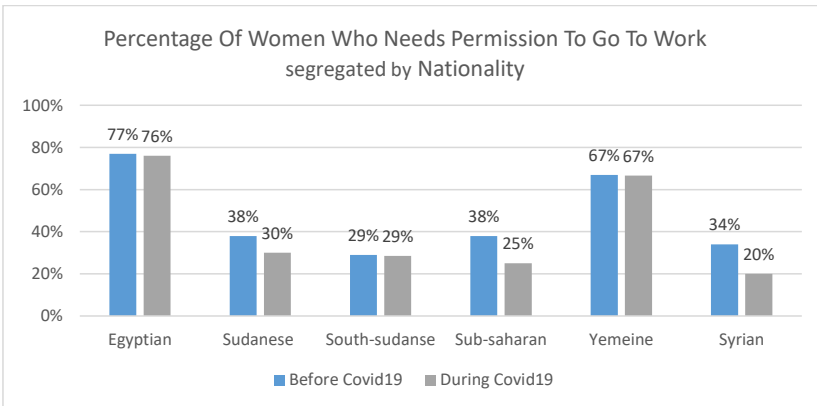
<sup>38</sup> World Bank (2020). Women's Economic Empowerment Study.

NWC (2020). 6 Years of Achievement for Egyptian Women.<sup>39</sup>

### ***Gender Study Analysis***

The results of the survey also show that 36% of the surveyed Syrian female reported that they need to take someone's permission to go to work whether before or during COVID-19, while 30 % of the Sudanese surveyed females reported to take permission before and 38% of surveyed Sudanese female had to take permission during COVID-19.

Figure 13: Women Who Need Permission to Go To Work Desegregated by Nationality



Source: Compiled and calculated from questionnaires 2020.

During the FGDs, Egyptians, Syrian and Sudanese women explained that either this permission usually come from a male guardian a husband or a father as this is a usual social norm. They elaborated that a woman cannot just go to work in a place that is unknown for her family. One participant in the FGD with Egyptian women explained that she has also to discuss with her husband the daily wage level before she starts working, adding "He passes daily by the place I work to get the wage himself".

#### Access to Information through the Internet

Accessing and using the internet for different reasons have greatly increased during the last decade and was accelerated during the months of lockdown. Women and men use the internet to learn new things, to communicate, to find jobs, and to learn about the updates around the world.

Refugees, asylum-seekers and economic migrants in Egypt are gradually increasing their use of the internet to stay connected, market their projects and in many cases receive the vouchers of their humanitarian assistance on their email accounts or via an SMS on their mobiles. Women are not an exception and they are learning to use these new assets to access these opportunities. However, there might be some challenges for this as the necessity to acquire permission for use.

#### Gender Study Analysis

### Access and Usage of Laptop or Computer

As the survey's results show, 5% of the Egyptian men have a computer or laptop. All of them are using it without any one's permission. 68% of the Egyptian females surveyed reported that they can access a computer or laptop without anyone's permission.

Only 15% of the surveyed male from migrant communities have a laptop or a pc; but not all of them need anyone's permission. However, 15% of total surveyed female of migrant communities can access a computer and 25 % out of this percentage need someone permission to use it.

The below table (3) indicates that the usages who have a laptop or a computer between the females, as for females Egyptian the questionnaire reveals that 6.5% use it for browsing news, 5.3% use it to make phone calls over the Internet and 3.9% use it to look for jobs. While for females migrants 9.2% use it for browsing news, 6.6% use it to make phone calls over the Internet and 6.6% use it to look for jobs

Table 3: The Usages of Laptop or Computer by Female' respondents

Nationalities	Females Egyptian	females Migrants	%
Browsing news	5	7	15.79
job search	3	5	10.5
Making phone calls	4	5	11.84

Source: Compiled and calculated from questionnaires 2020.

### Access and Usage of Mobile Phones

The results of the survey show that 95% of the male in the sample has access to a mobile phone. Out of these percentage 96 % Egyptian, 91.7 % migrants. All of them use it without a permission of any family member. Of the surveyed Egyptian women, 96 % reported that they have a mobile phone either smart or abalogue; and 91% of them could use without anyone's permission. For the migrant females, 98 % can access a mobile, 91 % out of these percentage do not need anyone's permission to use it.

From the results, around 98 % of the surveyed Syrian and Sudanese females (Syrian migrants 52, Sudanese migrants 42) reported that they can have a mobile and 93 % of these percentages do not need anyone's permission.

As for the usage, 50% of the migrant females use it to communicate with family and friends and 26% of the migrant's male for the same reasons. In addition, 29% female refugees use it for browsing social media sites and 36% for WhatsApp communication.

In an FGD with Sudanese women, a participant indicated that she wanted to sell her mobile during the tight economic situation due to the lockdown; then, she changed her mind. She added

### Gender Study Analysis

**Commented [U35]:** Can we add % of being able to use a computer if available?

**Commented [U36R35]:** The questionnaire and the FGDs did not ask this question, we are not sure how to address it. The focus was on access, freedom to usage, reasons of using but not what type of a[lls or programs to as MS Office or others

**Commented [U37]:** For this point and the below, can we segregate between refugee and Egyptian women

**Commented [U38R37]:** Addressed

**Commented [U39]:** For refugees or Egyptians?

**Commented [U40R39]:** Clarified in Table 3

**Commented [U41]:** Permission of whom?

**Commented [U42R41]:** Clarified

**Commented [U43]:** Smart phone or regular phone- if information is available.

**Commented [U44R43]:** Addressed

that her mobile connects her to the world and she uses it to find work or communicate with customers whom she helps domestically. Such realization was common between women in many FGDs who confirmed that their access to mobile phones is essential to market and sell their products and to communicate with customers.

### ***Access to Skills Development through Training***

Trainings help address vulnerability of refugees and host communities in Egypt and to increase their resilience. For example, during 2019, UNHCR provided 3,268 refugees and asylum-seekers with diverse trainings for livelihood and economic inclusion.<sup>40</sup> This was done by UNHCR's implementing partners in the livelihood sector. In addition, in the last quarter of the same year, 825 refugees and asylum-seekers were provided with guidance on labor market opportunities, 99 people were placed in jobs and 200 refugees were assisted in starting and enlarging their businesses.<sup>41</sup>

The World Food Programme (WFP) in Egypt in 2017 launched its Regional Protracted Relief and Recovery Operation (PRRO) linking between humanitarian relief and development interventions. The operation aimed to provide food assistance to the most vulnerable Syrian refugees, while strengthening efforts towards achieving sustainable solutions through support to human capital and enhancing the self-reliance of vulnerable refugees and host communities.<sup>42</sup> Between 2017 and 2019, the number of trainees from Syrian refugees and Egyptian host community reached 1,575. The topics of trainings included cooking, sewing, English language, literacy, Entrepreneurial skills and small project management.

International Non-Governmental Organizations working in Egypt as CARE International, Plan International, Save the Children, Catholic Relief Services and Caritas introduce several training programs and rounds for different nationalities of refugees in Egypt. Some of these-mentioned programs are conducted in collaboration with NGOs registered in Egypt as Syria El-Gad, Habibet Le-Kair, Misr El-Kair between others.

As the survey results reflected, the majority of Egyptian **host community** respondents have not attended any trainings in the last five years, 85.7 % of the total sample of host community indicated that they have not attended any trainings, while 61.5% of the female Egyptians reported the same. The female Egyptians who attended trainings reported that they took cooking, sewing and/or hairdressing classes. In the FGDs with Egyptian women, some of the participants explained that they have received trainings online but they prefer the offline type as it allows for more interaction with the trainer and with the other participants in the training.

**Commented [U45]:** Egyptians?

**Commented [U46R45]:** Yes. Added

<sup>40</sup> Number calculated from published fact sheets of UNHCR Egypt for April, September and October 2019, available on: <https://www.unhcr.org/eg/unhcr-egypt-documents>

<sup>41</sup> UNHCR, October-December 2019

<sup>42</sup> Summary of FFT programme in Egypt.

In the mixed nationalities FGD, a female Yemeni participant indicated that she received makeup course online but she could not practice what she learnt, and they did not have the necessary equipment. When she tried to purchase them, the buyer raised the prices when realized she is not Egyptian. A key lesson learnt from an interview with INGO offering beautician course was to offer the course online but supply participant with the needed equipment and tools.

Another key lesson learnt was discussed in a KII with a training service provider who highlighted that the courses are offered to mixed nationalities groups to emphasize cohesion between different nationalities of migrants and host community. She added that those who did not fully master the Arabic language were offered interpretation services.

In three KIIs, two with international organization and one with a training service provider, emphasized that participants in online trainings should receive per diem to cover their use of internet.

More than half of the sample (61.11%) of migrant's respondents have not attended any training in the last five years. The female from migrant communities who reported attending training courses have attended more than one specialty, for example, 19 Syrian female respondents have attended sewing, cooking, English language, project management, hairdressing, and mobile maintenance classes. This also applies on five female refugees from Sub-Saharan African countries.

Out of the whole surveyed sample only one Egyptian female started her own business as a hairdresser after attending a training on entrepreneurship. From the migrant communities, only two males indicated that they managed to find a job after attending the trainings. Both of them are Syrians, one attendant cooking training and the other attendant a course to receive a diploma in teaching Arabic for non – Arabic speakers.

### 4.3 Power and Participation

This section focuses on the level of participation in decision making in the household especially in relation to decision about the use of income gained by Egyptian, refugee, asylum-seeker and economic migrant women.

In Egypt, although not codified in law, men are considered the de facto head of the household. According to Law No. 100 (1985), a wife is required by law to obey her husband and in cases where she does not do so and deserts the marital home the man can file an obedience (ta'a) complaint, which entitles him to not provide maintenance payments.<sup>43</sup> Wives can now file for divorce from their husbands and custody rights are being granted to mothers in some cases, but women do not have equal rights to initiate a divorce.<sup>44</sup> Egyptian men have a unilateral right to repudiation or divorce without legal proceedings (talaq), but women must seek and justify their decision in a court of law. Factors inhibiting a woman's ability to initiate a divorce include: prevailing social norms that place the responsibility for ensuring the stability of the family solely on women; fear of tarnishing the image of the daughter for prospective suitors; and the transaction costs (time and money) of divorce and litigation.<sup>45</sup>

The EDHS (2015) includes questions on women's decision-making autonomy, focusing on whether they are involved in making decisions jointly or alone about their own health care, major household purchases, and visits to her family or relatives.<sup>46</sup> The data indicate that while a majority of currently married women are usually involved in making each type of decision, the percentages of women doing so independently are low: health care (15 %), visits to relatives or families (11 %), and household purchases (6%). Nearly one-fifth (18.7 %) of young women (aged 15 to 19 years) and 12.4% of young women (aged 20 to 24 years) are not involved in making any of the three decisions. Given that the median age for marriage among women is within these two age ranges (depending on location, education, and wealth quintile),<sup>47</sup> this has detrimental implications for young women's access to health services (including family planning) and ability to reduce feelings of social isolation (by visiting friends and family).

EDHS data reveal that women's participation in household decision-making generally increases with age, education, labor force participation and wealth quintile. The proportion of women

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OECD (2019). Social Institutions and Gender Index. <https://www.genderindex.org/wp-content/uploads/files/datasheets/2019/EG.pdf>

USAID/Egypt (2015). Gender Analysis in Egypt. Program Office, USAID, Cairo.<sup>44</sup>

OECD (2019). Social Institutions and Gender Index.<sup>45</sup>

GOE (2015). Egypt Demographic and Health Survey 2014. Ministry of Health and Population.<sup>46</sup>

Based on background characteristics, the median age for first marriage is lowest in among women aged 25 to 49<sup>47</sup> years old as follows: rural residence (20 years old), living in rural Upper Egypt (19.1 years old), with no education (18.6 years old), with some primary education (18.7 years old), and of the lowest and second wealth quintiles (18.9 and 19.6 years old, respectively). GOE (2015), Egypt Demographic and Health Survey 2014, Ministry of Health and Population.

involved in decision-making on all three decisions rises with education level (65.5 %) and wealth (74.2 %). In comparison, women who are uneducated and in the lowest wealth quintile are less likely to participate in the decision-making for all three types of decision, at 48.8 % and 43.6 %, respectively. Moreover, 74.1 % of women with paid employment report having a say in all three decisions, with some of the highest percentages of involvement in decision-making across all three of categories: health care (91.9 %), household purchases (81.5 %), and visits to family or relatives (87.1%). This provides evidence that improving women's access to employment and economic resources is a pathway for advancing women's agency or empowerment.

Within the refugees, asylum-seekers and migrants' communities, it is not expected that different attitudes will occur as usually men when they live in the household are seen as the source of decision making especially in using it or distributing it between the family needs.

The results of the questionnaire do not reveal huge differences compared to these findings from national surveys and reports. The results of the questionnaire show that 28.7 % of female migrants confirmed that they have to take permission to spend their income. The Syrian female refugees ranked the higher between this percentage reflecting the rigid power structures of the household they live in, their percentage was 34.69%; followed by 20.93 % Sudanese women . Of those female taking decision, 65.22% indicated that they take permission from their partners, 21.74% indicated that they take permission from their mothers. The rest of them take permission from their sons, father, sister and mother in law.

In one FGD with Syrian female refugees attended by eight participants, six of them are housewives. It was reported by the six women that the male partner is the one who takes the decisions related to income. They elaborated that in case they start working and generating income the decision could be taken in a participatory way.

In another FGD with Sudanese, South Sudanese, and Somali women, attended by seven women, three participants out of the seven mentioned that their husbands spend their days and nights in their working places. Therefore, these three women take decision by themselves in relation to all life aspects including the income of the house.

The head of an NGO supporting refugees and asylum seekers in Maadi confirmed that many of the women in the refugee community of African origins take decisions by themselves, as many of them are single mothers.

Nevertheless, the majority of the females in the sample confirmed that they are free to take decisions about how to spend their income as shown in Figure (14). The percentage is the highest between Egyptian women. This was contrary to some inputs given in the FGD with Egyptian

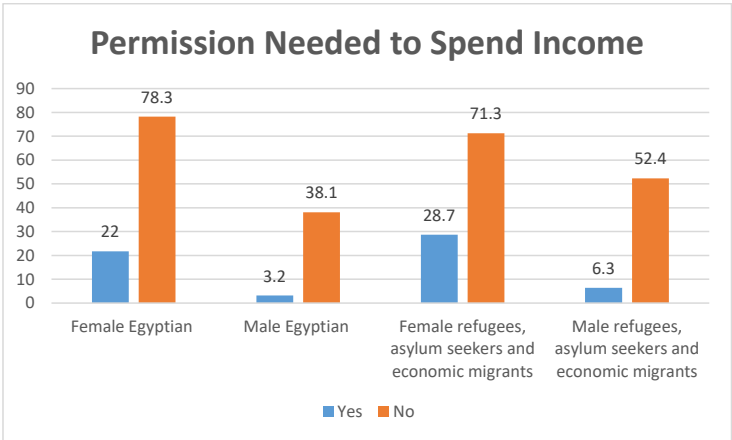


women as a young Egyptian woman highlighted that she is free to spend her income as long as her husband does not know about her extra income.

**Female Egyptian Hairdresser with three children:**

“My husband passes by the place where I work daily at 8:00 pm to take my daily wage. He takes drugs but all the money we earn is spent on the children. Two years ago, he bought a car to work as an Uber driver but was stolen two months ago. I pay the installment of this car LE 3000”.

Figure 14: Permission Needed to Spend Income



Source: Compiled and calculated from questionnaires 2020.

The 40 women who head households in the sample of migrant communities need to take permission to spend their income. With exception of three women one of them is Syrian taking permission from her son and a South Sudanese who takes permission from her mother. The third is from a Sub Saharan country and has to take a permission from her father.

#### 4.4 Capacities and Vulnerabilities

This section covers vulnerability to poverty in both the host communities and the refugees, asylum-seekers and economic migrant's groups in Greater Cairo. It also covers the effect of the lockdown or the confinement during COVID-19 pandemic spread on both women and men from the two communities and the coping strategies to changes in income during the lockdown.

##### *Vulnerabilities to Poverty*

During their time in Egypt, refugees, migrants and asylum-seekers have the option of becoming economically active and engaging in a wage-job or a business to generate income, but the financial return of some of these jobs and businesses are small which increase their economic vulnerability. The consequences of the outbreak of COVID-19 worsened the Economic situation in Egypt which made it more challenging for refugees, and especially children/minors (unaccompanied or not), to integrate into the labour market and thereby achieve financial autonomy.

The economic and financial vulnerability of refugees and asylum-seekers is compounded by local labour markets, as well as the regulations and policies regulating those markets. Refugees and asylum-seekers generally live on the margins of society, struggling to secure their livelihoods. They share similar living conditions to poor Egyptians, located in the poor neighborhoods in urban cities, mainly around Greater Cairo and Alexandria.

For example, Syrian refugees in Egypt encounter challenges because of their legal status, including slow access to residency due to centralized and lengthy administrative procedures, and limited livelihood opportunities. Significant administrative barriers limit access to work permits causing refugee and asylum-seeker households to often resort to informal, and sometimes unsafe, exploitative and even dangerous employment opportunities. The workforce also includes children who drop out of school in order to contribute to the household income. The vast majority of refugees and asylum-seekers cite the inability to meet their basic needs as one of their biggest challenges in Egypt. Data from the Egypt Vulnerability Assessment for Refugees (EVAR) conducted in 2019 shows that 85 per cent of the registered Syrian refugees are unable to meet their basic needs.<sup>48</sup> The figures and percentages from the EVAR of 2018 implies that 42.8 percent of the non-Arabic speaking refugees in Egypt had poor or borderline food consumption<sup>49</sup>. Most refugees were found to rely on less preferred foods (87.5 percent), and almost two thirds of refugees (68.4 per cent) reduced the number of consumed meals as well as the meal portions, while 44.5 per cent of households borrowed food or relied on help from family and friends to buy food and 38.2 percent had to reduce their adults' food consumption to allow for children to eat.

<sup>48</sup> UNHCR, 3 RP Repot. Available on: <https://www.unhcr.org/eg/wp-content/uploads/sites/36/2019/05/3RP20192020-1.pdf>

<sup>49</sup> <https://www.unhcr.org/eg/wp-content/uploads/sites/36/2020/09/EVAR18.pdf>

In light of this, the results of the questionnaire reveals that the limitation of factors as education to contribute to income increase. The results could not show a causal linkage between the level of education and income received. Though the questionnaire's results show that 29 % of the respondent whose income is between 1500-3000 L.E. hold high school degree while 40 % hold university or equal degree. 26% of the respondent whose who get an income between 500-1500 L.E., 40 % of them hold high school degree and 25 % are holding university or equal degree.

Based on the survey's results, between 39% - 25 % of Egyptian males distributed their income between food and daily needs, children education and house rent. The Egyptian surveyed females reported that they distribute their income between the same choices. (83% -35 %) of the surveyed Egyptian female.

The vulnerability to poverty is also manifested in terms of spending income on basic needs only. The results of the questionnaire reveal that all categories either from host community or the refugee community distribute their income on three main items which are food and daily needs, child education and house rent. The other items which are health, investments, and outings hardly received any responses. However high or low the income of the person, these are the main items that receive the highest distribution.

For migrant communities, (55% of the surveyed male) distribute their income on Food and daily needs. Only 13 % of them spend on child education and 54% on House rent. However, 90 % of total surveyed respondents from migrant communities can pay for food and daily needs. 56 % of them can pay for child education. 90 % on House rent.

As for the Sudanese refugees, between 98 %- 93 % of the surveyed Sudanese reported that they their income is distributed between Food and daily needs and house rent. Only 47 % of them on child education. The survey Syrian female between 88%- 90 % reported that their income could cover Food and daily needs and house rent and 67 % of them could cover child education.

During the lockdown, (51.2%) of female from migrant communities witnessed decrease in the income especially Syrian female (57%) of the total female Syrian. This is the same case for male from migrant communities, as confirmed by 9 Sudanese men.

#### ***General forms of Violence and Gender Based Violence before and during COVID-19***

As reported by many UN agencies and international NGOs working around the world, the percentage of gender-based violence is expected to increase during and after the lockdown caused by the spread of COVID-19 pandemic.<sup>50</sup> In Egypt, a recent info graph based on a poll of almost 1500 women, it was indicated that violence in the families either between spouses or towards children increased by 19.<sup>51</sup>

<sup>50</sup> UNDP (2020). Gender Based Violence and COVID-19. [Gender-based violence and COVID-19 | UNDP](#)

<sup>51</sup> UN Women (2020). [Women and COVID-19 Pandemic | UN Women – Egypt](#)

**Commented [U47]:** How has that affected spending and covering basic needs compared to pre-covid

**Commented [U48R47]:** This comment elaborated in the coping strategies section below page 53

### ***General Forms Violence in the Society***

As per the results of the questionnaire, 29 % of the surveyed Egyptian females mentioned that they faced violence before COVID-19 while Egyptian males all confirmed that they have never faced violence before or after COVID-19.

Before COVID-19, 54 % of surveyed male from migrant communities faced violence while 50 % of surveyed female from migrant communities faced it. As for the host community, 22% of the Egyptian female respondents mentioned that they faced increased levels of violence during COVID-19. In the migrant communities, 20 % of surveyed male faced violence during COVID-19. While, 41% of surveyed female from migrant communities faced violence during the COVID-19 including 27 women and 10 Syrian women.

In the FGD with Sudanese men, a participant explained that his documentation status in Egypt exposes him to violence from members of the host community as they know that he cannot report it to the police. Two Syrian men explained in the FGD that some Egyptian blame them that they steal job opportunities and consequently their income.

#### **A Syrian man, working in a restaurant:**

“An Egyptian approached me saying you stole my job, this disturbed me, and I quit and stayed home for a month.”

A head of an NGO supporting refugees in Giza reported that during the COVID-19 lockdown the percentages of divorce increased between refugees; though she does not have documentation of this.

### ***Gender Based Violence***

The FGDs with women from Sudan, South Sudan, Ethiopia, and Eritrea revealed a high percentage of GBV against women refugees and asylum seekers. A South Sudanese woman, aged 37 years old, was harassed physically in the street by a young Egyptian boy. When she yelled and hit him, the Egyptian men in the streets blamed her and started yelling at her. An Ethiopian young woman, aged 25 years old, was raped by an Egyptian man, which traumatized her for a long time. Till date she cannot look for work as every time she sees an Egyptian man she is reminded by the incident. Some women who are harassed by neighbors had to leave their homes and live with another female friend to avoid such harassment.

Women who are single mothers and work as domestic helpers usually face physical harassment as indicated in several FGDs. Those mothers complain that they cannot leave their children in childcares because they do not have official papers for them.

In the FGD with Syrian men, a participant indicated that some Egyptians think they can marry Syrian women as long as they can pay for it. He considered this a type of violence.

### ***Gender Study Analysis***

An important lesson learnt from the work of an INGO with female refugees was shared during a KII. She highlighted that victims and survivors of GBV should be oriented psychologically before offering her a training in order to keep her mental well-being.

#### ***Domestic Violence***

The results from the questionnaire show that 40 % of Sudanese females suffered from one or more of forms of domestic violence in the previous years; 4 of them are married living with their partners, 8 married but the partner currently not living in the same household while three are separate or divorced. While 13% Syrian female suffer from a form or more of domestic violence in the previous years, four are married and living with their partners, two are divorced and one is a widow. It is worth noting that 11 Syrian female refugees refused to answer when asked about domestic violence.

In the host community, 17% of Egyptian females suffered from domestic violence in the last years; one married and living with partner, 2 married and partner is currently not living in the same household.

During COVID-19 lockdown, 4 Egyptian women reported that the violence has increased. The same has been highlighted by eight Sudanese females and six Syrian females reported such increase.

Married Syrian women in the FGDs explained that fights with their husbands who lost their jobs and stayed at home increased during the lockdown. The same was narrated by Egyptian women in the FGDs.

#### ***Effects of Violence on Accessing Labor Market***

As per the results of the questionnaire, 27% of the Egyptian females reported that the violence affect their performance at work. While, the majority of female from migrant communities (60%) believe that their subjugation to violence affected their performance at work. The majority of those female refugees were Sudanese (68%) and Syrians (25%) confirmed that the violence affect their performance at work.

In the FGD with Sudanese males, a 28 years old participant indicated that the work owner fired him once the lockdown and curfew started without giving him his wage. When he insisted on getting his payment, the other workers bit him hardly. Another participant, who is 19 years old, said that the work owner used to beat and humiliate him, all the time paying half of his daily wage only. He was supposed to get LE 30 per day but he was paid 15 only. In the same group, other participants reported that they were continuously blamed at work for bringing the corona virus to Egypt.

#### **A Sudanese woman:**

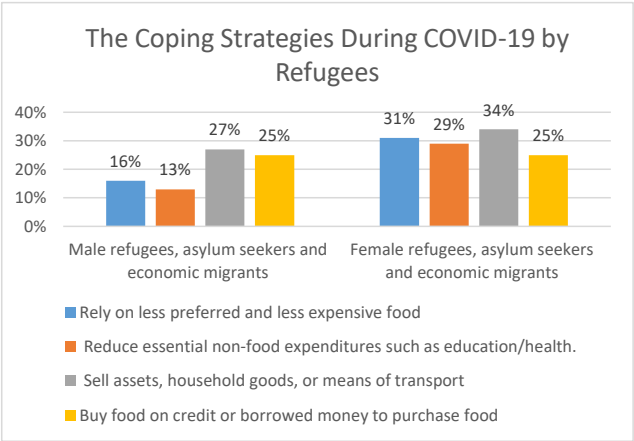
“I faced a situation as a domestic helper where the owner of the house informed me that I have to stay inside for one month without visiting my family. She also told me that her daily meals would consist of boiled pasta only.”

#### ***Gender Study Analysis***

### Coping Strategies

As the results of the questionnaire reveal, there were many coping strategies adopted to overcome the decreasing in the income during COVID-19. In the sample of migrant communities, 16% of the males relied on less preferred and less expensive food. This is the same situation for 31% of the female from migrant communities. The majority of those female were Sudanese (35%) and Syrians (27%). As for Egyptian women, only 13% of them have provided the same answer. The results also showed that 13% of males from migrant communities reduced essential non-food expenditures such as education/health. This is the same situation for 29 % of the female from migrant communities. The majority of those female were Sudanese (37%) and Syrians (21%). As for Egyptian women, only 13% of them have provided the same answer while only (5%) of Egyptian men introduced this answer. The results also indicated that 25 % of male from migrant communities bought food on credit or borrowed money to purchase food. In addition, this is the same situation for 25% of the female from migrant communities. The majority of those female were Sudanese (21%) and Syrians (29%). As for Egyptian women, only 4 % of them provided the same answer. The results also indicated that 27 % of male from migrant communities sold assets, as household goods, or means of transportation. In addition, this is the same situation for 34% of the female from migrant communities. The majority of those female refugees were Sudanese (44%) and Syrians (23%).

Figure 15: The Coping Strategies during COVID- 19 by Refugees



Source: Compiled and calculated from questionnaires 2020.

### Gender Study Analysis

In the FGD with Sudanese women, a participant explained that her husband lost his job during the lockdown so they had to sell their refrigerator and stove. Several refugees in different FGDs explained that they had to find small jobs for their children or siblings to secure extra income for their families.

**A Sudanese woman in her 30s:**

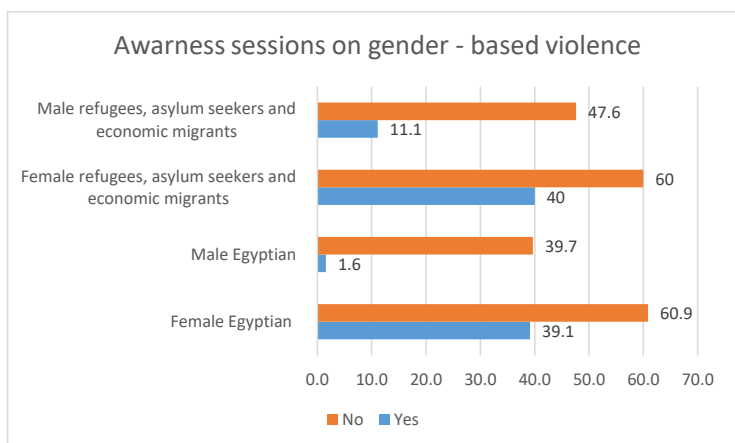
“I have two children; I had to sell everything I own except for a bed. I work as a domestic helper but the families I work for did not want me to come to help during the lockdown of COVID-19. A neighbour told me I could rent a room on the roof of the building if I clean the ladder every day to gain some income.”

**Knowledge of Services Related To Combating GBV**

The results of the questionnaire show that 68.24% of the total sample did not attend any awareness sessions on GBV. Those who attended such sessions reported that they either attended in the university, over the internet, through NGOs. The list of NGOs included: Habiba El Khair Association ,Zamalek Church ( Refuge Egypt) , Ressala Association ,Tafaowl Association, Tadamun ,Sand Foundation, the Red Crescent, Syria el Gad , Kandy center, el-Amal el mosharak institute, Guba initiative) , INGOs such as (plan international, Save the children Care , saint Andrew, one of the UN agency).

Figure (16) shows the distribution of the percentage of these who attended these sessions. It is noted that the highest attendance was between female refugees of different nationalities.

*Figure 16: the distribution of the percentage of these who attended awareness sessions*



Source: Compiled and calculated from questionnaires 2020.

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#### 4.5 Challenges and Opportunities

This section primarily focus on presenting the challenges faced by members of migrant communities and those of host communities in relation to accessing labour market. It also presents some of the available opportunities in the market as receiving internships or trainings to enhance the skills of the person looking to join the labour market. The preferences for types of work as having a wage-job or owning a project affected the decision of the needed skills to join the labour market.

In the two Egyptian female FGDs, which included (5) housewives and (10) university students, some of the students got internships in the summer and three of the housewives received trainings in an NGO in the 6th October area.

They summarized the challenges that may face them when joining the labor market as the long working hours that could exceed eight hours per day, and low salary. They complained that the majority of available job opportunities are usually for men. Few of them noted that there is equal number of opportunities but it depends on the skills as speaking English, using computer programs and soft skills as knowing how to present themselves. They added that they do not acquire such skills and need training on language, computer skills, and communication skills.

These mentioned skills by young Egyptian women were different from those of Syrian women who participated in the FGDs. In the FGDs with Syrian women, who were (25) housewives and (3) university students, all confirmed that they prefer working from home but they need training on how to manage a business. They emphasized that they need skills more than capital to start a business. Some of them indicated the need for trainings on how to market and manage their project, guidance instead of the training in patisserie, communication skills, and how to write a CV.

The Sudanese, South Sudan and Sub-Saharan female refugees mentioned that they need to acquire skills in baking, handicraft, hairdressing as these professions can help them increase their income by selling the products or by working in shops.

Besides needing a set of skills to join the labor market, the women from migrant communities were challenged by other factors as the lack of care services for children. The questionnaire results show that (20%) of females from migrant communities leave their children alone at home. The majority of respondents indicated that they faced difficulties in finding suitable job opportunities as location and working hours are not auditable or lack of child care services.

As shown from the questionnaire results, 95.24% of Egyptian females indicated that they faced difficulties in finding job opportunities while 23.21% of the Egyptian males did not face any difficulties. Female respondents from migrant communities, (81.15%) responded that they have



faced difficulties in finding job opportunities' half of the sample of refugee men (51.79%) faced difficulties in finding a job. The top reasons for such difficulties are listed in Table (4) differentiating between female and male respondents from both migrant communities and Egyptians.

Table 4: The main reasons for difficulties in finding suitable opportunities (frequencies)

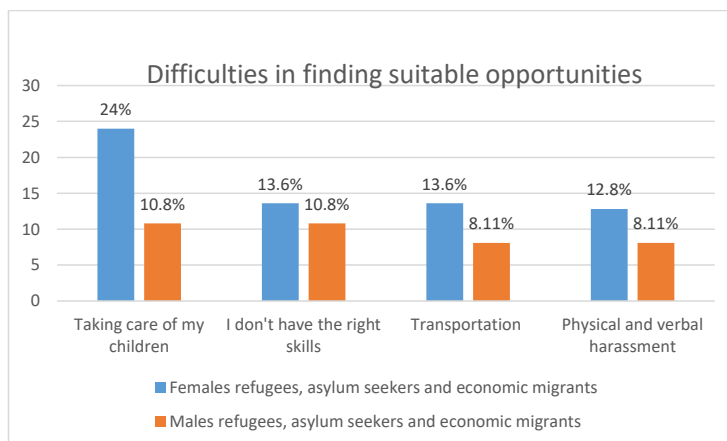
Difficulties	Taking care of my children	Not having the right skills for the job	Transportation	Physical and verbal harassment
Females Egyptian	6	3	5	2
Males Egyptian	1	8	1	—
Female Migrants	30	17	17	16
Male Migrants	4	4	3	3
%	23.56	18.39	14.94	12.07

Source: Compiled and calculated from questionnaires 2020.

**Commented [U49]:** Can we segregate by status: Egyptians and refugees.

**Commented [U50R49]:** Clarified in Table (4)

Figure 17: Difficulties in finding suitable opportunities disaggregated by sex & nationalities



Source: Compiled and calculated from questionnaires 2020.

In the FGD with males from migrant communities (7 men), all Sudanese elaborated that the Egyptian market does not welcome Sudanese food production, so they need training on various kitchens. Some of them reported that they are challenged by either lacking the skills needed in

#### Gender Study Analysis

the labor market in Egypt or the jobs they find require long working hours and salaries offered for them are low and hardly cover their basic needs.

They elaborated that the Egyptian labor law does not have any provisions for refugees, the market situation for the Sudanese provides work in the services sector at home, which is the largest percentage for women in particular, as for males, and it is more common that they find an opportunity to work in the manufacturing sector.

In a FGD with female from migrant communities, one of the Sudanese females (36 years old with 3 children) reported inappropriately way of giving her orders from the business owner and that made her leave the job and start her own business from her home in baking but the COVID-19 effected it. The majority of them faced harassment in the streets, As for Syrian females, they reported that the challenge sometimes is that the working hours are not suitable with their need to take care of their children. Hence, they prefer working from home.

Such results contradicted with feedback received from two private business in Cairo. Out of the two KIIs with private sector representatives, one of them indicated that there are available opportunities for refugees and Egyptians in his restaurant's chain. Syrians usually work as assistant chefs while African refugees usually work in the services as cleaning and wiping floors and toilets. It was also indicate in the same interview that the major challenges for employing refugees is work permits. He also elaborated that the Syrians come from better living standard than their conditions in Egypt which make them prefer not to work in low income jobs as those offered in restaurants. They both commented that these low-skilled jobs are not usually advertised but depends on job seekers approaching the place in person o word of mouth. They also confirmed that they do not employ women especially from migrant communities to avoid [problems related to physical or verbal harassment].

The below table (Table 5) explains that the highest witnessed challenge for those holding blue cards, are to find a job that suit her or his qualification or not having suitable skills, while for those holding yellow cards transportation to and from the work place and the legal status both presented the highest challenges.

Table 5: Difficulties in Finding a Job Segregated By Documentation Status

Documentation status				
Challenges in finding a job	Blue card	Yellow card	White certificate	Passport
Find a job that suit my qualification	11	28	-	1
I do not have suitable skills.	13	18	2	1
My legal status	8	21	1	-
Transportation.	5	34	-	3

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Documentation status				
Challenges in finding a job	Blue card	Yellow card	White certificate	Passport
Social insurance.	1	10	-	1
Child care service.	7	27	-	1
Visual and verbal Harassment.	8	11	1	-
Accessibility for disable people.	-	2	2	-
Other	14	30	1	1

Source: Compiled and calculated from questionnaires 2020.

## 5. Conclusion and Recommendations

This section introduces a set of conclusion and recommendation in relation to each aspect analysed in the study. The recommendations are presented to CDS, CFI, INGOs and the project's donor.

Conclusions	Recommendations
<b>1. Roles and Responsibilities</b>	
1. 1 Culture and social norms play an important role in decisions related to women access to labor market. As shown from the results of the survey, a high percentage of Syrian female refugees prefer to stay home. As for those who decide to work, they prefer to work from home; especially that their husbands do not prefer them going out. This has been clear from the FGDs conducted with Syrian men.	<b>For the project:</b> 1.1 It is recommended that the project allocates budget for child-care services during the training session so that women and men with young children could keep their children during training hours. This would guarantee low turnover of the participants and full attention during sessions. This measure also confirms that the project aims to achieve gender transformation in the communities it targets. 1.2 It is recommended to organize the training based on flexible training hours. The project should offer morning and afternoon sessions to accommodate the needs of both women and men. 1.3 As the training will be offered after and potentially during a second wave of COVID-19 pandemic, it is recommended to offer well-being sessions for participating women and men in order to decrease the growing sense of isolation.  <b>For the donor agency:</b> 1.4 It is recommended to fund project and activities that offer holistic gender transformation approach that tackle root causes of gender inequalities and offer skills development for women's empowerment.
1. 2 The services/utilities sector is highly occupied and preferred by refugees from different nationalities; 40% of female refugees and 29% male refugees of the study sample work in this sector. This sector covers sub sectors as working in servicing food, domestic work or working in workshops.	
1. 3 A major challenge for both Egyptians and refugees is getting a work contract that guarantee their rights at work.	
1. 4 Egyptian males consider women's work of low importance compared to men refugees who think women should work to provide additional income for the family.	
1. 5 Male participants in the survey and the FGDs expect that their wives take care of the children especially if they are housewives. Women who live without a partner usually leave her children alone at home or with another elder family member.	

Conclusions	Recommendations
1. 6It was revealed that women took extra responsibilities during the lockdown as they had to repeatedly clean the house and take emotional care of children and adults in the household.	
<b>2. Resources: Access and Control</b>	
2. 1Women, Egyptian or refugees, need to get a permission to join the labor market, which could hinder their opportunities to access income, assets and wealth making them economically vulnerable.	<b>For the project:</b> 2. 1If the project offered online trainings, it is highly recommended to offer the participants', especially female refugees and asylum seekers, a compensation for using the internet. In addition, special sessions should be organized to explain how to use the online platforms.
2. 2Mobile phones are considered an important source of access to information about available jobs. They also serve as a tool to access humanitarian assistance, communicating with family members outside Egypt and also reaching for potential customers.	
2. 3During the COVID-19 pandemic spread, many trainings are offered online. However, this is considered a challenge especially for female refugees and asylum seekers as they feel that direct interactions are better during trainings.	
<b>3. Power and Participation</b>	
3. 1Decisions on spending income are still considered a male decision. This results, accordingly, in limiting women's ability to contribute to decision making inside the house unless she is the head of the household or the partner is working for days away from the house.	
<b>4. Capacities and Vulnerabilities</b>	
4. 1Refugees and asylum seekers, women and men, are victims of different forms of violence and non-acceptance by Egyptian society.	<b>For the project:</b> 4. 1It is highly recommended to offer the trainings to mixed-nationalities' groups that include Sudanese, South Sudanese, Sub-Saharan, Syrian, Egyptian and other

**Commented [U51]:** seems not supported by evidence given that a small percentage have access to computers, no information on basic computer skills, there were cases of not being able to utilize mobile training, this also contradicts with psychosocial support and social cohesions needs for trainings reported above.

**Commented [T52R51]:** Agree. It could be removed. It was added just in case another lockdown is enforced

Conclusions	Recommendations
	<p>nationalities to emphasize social cohesion and avoid negative perceptions about refugees.</p> <p>4. 2It is also recommended that the project offers the opportunity to the participants to teach each other's recipes from their national kitchens to enhance knowledge of each other.</p> <p>4. 3The project is recommended to organize an online campaign to present activities showing faces from different nationalities especially women introducing recipes and food ingredients from their national kitchens.</p>
<p>4. 2Domestic violence either before or after the COVID-19 lockdown was a highly avoided subject by women refugees in particular reflecting the sensitivity of the issue and the desire to preserve personal image.</p>	<p><b>For the project:</b></p> <p>4.4 The project is recommended to establish a referral system to NGOs cases of GBV particularly victims of domestic violence. Those NGOs should be specialized in dealing with these cases and could guide the project staff through the process of identifying those victims.</p> <p>4.5 It is recommended that prior to holding the trainings to conduct orientation sessions of the training process; these sessions should include women and their male partners or relatives to create a common understanding of the process and avoid any unintended negative results as husbands refusing to send their wives to the training or taking violent actions to prevent them.</p>
<b>5. Challenges and Opportunities</b>	
<p>5.1 Multiple UN agencies, INGOs, NGOs and training service providers offer several training opportunities to women and men but are usually address basic vocational or foreign language skills as English. These skills zone the attendees in a low-</p>	<p><b>For the project:</b></p> <p>5.1 It is recommended that the project accelerate the efforts of linking the trainers to the job market since the start of the project offering job linking opportunities as job fairs and</p>

Conclusions	Recommendations
skill corner and do not increase their options in acquiring more profitable jobs.	<p>presenting their profiles through the Facebook page of the project.</p> <p><b>For development partners:</b></p> <p>5.1 It is recommended to coordinate training efforts for Egyptians and refugees to avoid duplicating efforts and loss of resources offering similar training courses in the same fields.</p> <p>5.2 It is recommended to organize trainings for women and girls that avoid zoning them in the typical stereotypes roles. Women and girls could be offered courses as gardening landscape, projects that serve up-cycling.</p> <p>5.3 It is recommended that development partners consider linking women to value chains that allow growing their businesses and income.</p>
5.2 Most of the trainings that women receive focus on their traditional roles as mothers and housewives; this includes cooking and sewing.	

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**7. Annexes**

(This section will be available in a separated file)