

**Arab Republic of Egypt  
Institute of National Planning**



2022

**Planning and Development Issues Series No: (329)**

**Executive  
Summary**

**Reflections of Coronavirus Pandemic on  
Women's Job Opportunities**

## Table of Contents

No	Topic	Page No
1	Research Team	1
2	Introduction	2
3	Objectives	2
4	Methodology and Analysis	2
5	Findings	3
6	Recommendations	5
7	Policy	5

## Research Team

No	Research Team	Name	Degree	Specialization
1	<b>Key Researcher</b>	Professor Dr. Zinat Tobala	Professor	Applied statistic
2	<b>Co-Researchers</b>	Professor Dr. Eman Mongy	Professor	Business Management
3		Dr. Ahmed Soliman	Lecture	Applied Statistic
4		Dr. Ola Atef	Lecture	Economy
5		Dr. Hebato Allah Ezz	Lecture	Education Technology
6		Ms. Heba El Refaee	Assistant	Sociology
7		Ms. Esraa Hekal	Assistant	Applied Statistic

## Introduction

This study focuses on the repercussions of the Coronavirus Pandemic on job opportunities for Egyptian women. Egypt has made important Achievements in women's empowerment and gender equality. 2014 constitution included many provisions that guarantee opportunities for women and prevent discrimination that may be practiced against them. The political leadership supported its role, and the year 2017 was declared: The Year of Egyptian Women.

The national strategy for the Empowerment of Egyptian Women 2030 plan has four axes: political, economic, social empowerment, and protection.

All these frameworks and laws represent progress in promoting women's rights, but the limit to which these laws are activated and implemented firmly remains the basis for benefiting from them.

## Objectives

- 1- Striving to know the repercussions of the coronavirus pandemic on Egyptian job opportunities.
- 2- Determining promising opportunities and their requirements for women.

## Methodology and Analysis

Data for this study was collected from several sources:

1-National resources: population census 2017 –sample work surveys –economic census of establishments 2017/2018.

2-International reports: (World Bank –United Nations Development Program –International Labor Organization).

3-Various scientific studies.

### **Structure of the Research**

The research includes five chapters:

Chapter one focuses on the importance of the topic, research questions, methodologies, objectives, and previous studies.

There are four studies that focus on:

- 1- the changes around the world that affect work, its fields, its tools, and the position of women in it;
- 2- women's work needs and goals (survey);

- 3- the shape of the economy in the world after the coronavirus pandemic;
- 4- women's job opportunities after the pandemic, and expected losses.

Chapter two analyses the indicators of the current situation of Egyptian women in the labor market. It also determines the sectors, work activities, and professions that accommodate most Egyptian women. In addition, the chapter presents classifications of different activities and sectors in the Egyptian economy in terms of their impact on the repercussions of the pandemic.

Chapter three reviews the future promotion of women 's economic empowerment in Egypt by focusing on the required skills and the roles of representatives.

Chapter four discusses the impact of social and technological changes and means of communication on women's job opportunities during the pandemic.

Chapter five links the results of the study to the national strategy to empower Egyptian women in 2030.

## **Findings**

1. There are changes in all countries around the world due to globalization, the acceleration of information usage and communication technology, the digital revolution, and finally the consequences of the coronavirus pandemic on everyone.
2. Work contributes to human progress and enhances human development. Decent work is based on creating job opportunities to achieve standards and rights at work, governance, and community dialogue.
3. The future holds opportunities, as well as challenges, and the adoption of effective national policies appropriate to the new reality maximizes the benefit of opportunities.
4. The percentage of women's participation in the labor force is weak, despite the high rate of female enrollment over males in pre-university education in its various stages.
5. The pastoral work consumes a large part of the time and energy of the females, it leads to refusing job opportunity that does not bring them an appropriate yield.
6. Globalization and the technological variations that dominate the world, including Egypt, and the coronavirus pandemic have affected the economies of the world, but they have led to the existence of opportunities and gains for those who have specialized technological skills.
7. The winning sectors are telecommunications and information technology, health services, and educational services.
8. Actual indicators show that the work of Egyptian women is concentrated in four activities: education, agriculture, health, social work activities, and wholesale and retail trade.
9. The pandemic has led to a decline in women's opportunities in some activities, such as agricultural workers and family servants.

10. It is required to support women's participation in small, medium, and micro enterprises in the field of winning sectors, and provide facilities regarding taxes, marketing, and access to production requirements.
11. Active roles are required for the government, parliament, media, and civil society organizations to promote the future work of women.
12. The most important skills to support job opportunities and the most in-demand in the labor market for women are
  - a. Analytical thinking and innovation.
  - b. Effective learning and learning strategies.
  - c. Solve complex problems.
  - d. Analysis and critical thinking.
  - e. Creativity, originality, and initiative.
  - f. Leadership and social impact.
  - g. Use of technology, monitoring, and control.
  - h. Technology design and programming.
  - i. Endurance, flexibility, and work under pressure.
  - j. Solving problems.

In addition to these ten skills, specialized skills in product marketing –digital marketing –human interaction with the computer -and skills related to data science –computing, and artificial intelligence.

13. Technological advances will reshape the skills needed for future work as there is a demand for advanced skills and skill sets associated with increased adaptability will rise.
14. Social change is a general phenomenon and a distinctive feature of societies that everyone must be prepared for and be able to adapt to the new reality.
15. The fragility of the situation of females before the pandemic made them more vulnerable, either directly or indirectly.
16. The indicators show that females are less skillful than males in technology.
17. Economic and technological empowerment together present many job opportunities for women by changing work policies (flexible working hours and telecommuting ...etc.)
18. The importance of implementing gender-responsive budgeting through balancing programs and performance.
19. Between 2019 and 2020 there are activities in which women's participation increased (education, health and social work activities, wholesale and retail trade) while their participation rates in other activities decreased (agriculture, forest exploitation, tree cutting and fishing, members of domestic service).
20. Women are looking for decent jobs that will facilitate family stability.

## Recommendations

The results of this research confirm that women's job opportunities require the efforts of everyone, the culture of society and awareness degree women's role importance in development, in addition to the competencies (skills) required in the labor market compatible with the successive changes.

We recommend emphasizing the importance of supporting the implementation of the National Strategy for the Empowerment of Egyptian Women 2030 and the implementation of its programs where it agrees with the results of our study.

The necessity to apply flexible operating systems and working from home to give women the option to combine their work and their family roles, protect domestic service workers, legalize their conditions, run training and rehabilitation programs and enhance skills in various sectors.

## Policy

This study monitors the actual reality of women's economic empowerment; therefore, the analysis helps in developing policies that enhance this empowerment, with the participation of:

- the Ministry of Planning.
- Ministry of Social Solidarity.
- Women National Council.
- Ministry of Communications and Information Technology.
- Ministry of Finance.
- Ministry of Manpower.
- Media.
- Institutions of Civil Society.
- An important and effective participation of the Ministry of Culture.