

# A national cooperation to push employment in ICT

Egypt / Ministry of Communications and Information Technology (MCIT), MEK, CIT

By developing the skills of persons with disabilities and by supporting equal employment opportunities, Egypt's "Employment Opportunities for Persons with Disabilities" programme of 2013 supports employers in the ICT sector to hire employees with disabilities, to comply with Egyptian labour laws, and often also to increase productivity.

## IN BRIEF

Egypt's Employment Opportunities for Persons with Disabilities programme equips people with visual, hearing, speech, and physical disabilities with the skills required for work in the ICT sector, and places them in ICT companies where they are employed under conditions equal to non-disabled employees.

## FACTS & FIGURES

- The programme was founded in 2013.
- By 2016, 467 persons with disabilities were trained in 8 governorates at 13 ICT centres, of whom 83 per cent (one third women) were placed full-time in 16 ICT companies and paid entirely by their employers.
- 25 awareness-raising sessions were held for prospective employers.
- In 2016 (to date), 19 persons with disabilities have graduated, 9 have been employed, and 143 are still being trained.

## INNOVATIVE ASPECTS

### A skills-based job creation

The programme is creating a market value for persons with disabilities, and thus guaranteeing their ability to join the job market based on their skills – not based on charity.

### Innovative collaboration

The programme is based on an original cooperation-funding model that gives employers the opportunity to know the person with disabilities without additional costs, while also applying the policy of equal payment.

### Rallying for an attitude shift

The programme is mobilizing all stakeholders through a partnership with 16 ICT companies, three large NGOs, smaller NGOs, as well as other public entities, including ministries and governorates.

## CONTEXT

To address the lack of capacity-building, poor employment opportunities, and unequal payment of employees with disabilities, in 2012 the Egyptian Ministry of Communications and Information Technology (MCIT) launched a comprehensive strategy for the use of ICT to empower persons with disabilities. In 2013, MCIT – with the Misr El Kheir Foundation (MEK) and the Chamber of communications and Information Technology (CIT) – developed the Employment Opportunity for Persons with Disabilities programme as a public-private partnership. It took seven months to develop the training for employment grant and the equal opportunity policy before ICT companies started to employ people with disabilities, beginning in late 2013.

## QUOTE

MCIT's equal opportunity policy supports the development of an inclusive society by combating the discrimination that persons with disabilities face. – Dr. Abeer Shakweer, Ministry of Communications and Information Technologies

## KEY FEATURES

Egypt's Employment Opportunities for Persons with Disabilities programme – overseen by MCIT; co-funded by MEK; and carried out with CIT, the disabled persons organization Daesn, and others – is focusing on skills development and on the placement of disabled persons in ICT companies. First, suitable candidates with disabilities are identified. Second, candidates are trained – including by trainers with disabilities – for 4–5 months on data entry, telemarketing, and administrative work at ICT training centres. MCIT then approaches potential employers. Jobs must pay the same wage as that of a non-disabled employee or the position is not accepted. In the first year MEK supports salaries in a descending manner: 100 per cent for the first six months, 50 per cent for the next three months, and 25 per cent for the final three months. From the second year onward the company pays the full salary. MCIT also provides companies with assistive technologies. For three months employees with disabilities are provided with group support, including persons with disabilities. MCIT regularly reports to the Cabinet of Ministers.

## OUTCOME, IMPACT AND EFFECTIVENESS

- From 2013 to 2015, 20 per cent of trainees were employed without MEK's support. The United Nations Development Programme launched a pilot to develop accessible training content and to train the trainers, which will become part of the programme.
- From 2015 to 2017 the plan is to train 330 people and find employment for 260 (80 per cent) by targeting additional ICT sectors, offering training in mobile and computer maintenance, and extending the programme to another six governorates.

- UNDP launched a pilot to develop accessible training content & train the trainers, which will become part of the programme.

### **TRANSFERABILITY, SCALABILITY AND COST-EFFICIENCY**

The programme is cost effective over the long term. In 2016, as part of a Presidential Initiative, it was extended until 2019, with a target to train 2,000 persons with a 50 per cent employment rate, to equip 200 ICT centres with assistive technologies, and to build the capacity of 300 public entities.

### **CONTACT**

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### **POLICY**

Employment Opportunities for Persons with Disabilities Programme of 2013

Ministry of Communications and Information Technology (MCIT), in cooperation with Misr El Kheir Foundation (MEK), Chamber of Communications and Information Technology (CIT) and Daesn, Egypt

### **SOURCES**

Egypt, Law No. 39 of 1975 of Rehabilitation of Disabled Individuals: <http://bit.ly/2euagHx> ; MCIT, Website: [www.tamkeen.gov.eg](http://www.tamkeen.gov.eg) - MCIT, Digital Citizenship: <http://bit.ly/2ezAa3l>