

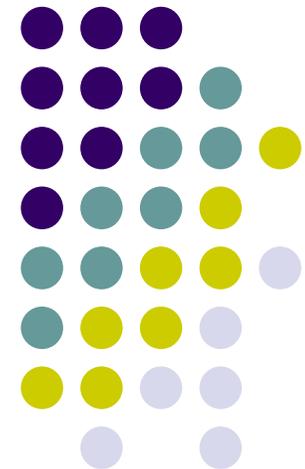
Skills Development Response Measures

Skills Response in Egypt

Technical Validation Workshop “Skills for Green Jobs”

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Important Background Information



- The 1970s and early 1980s were marked by economic development, which was achieved at the expense of over-exploitation of natural resources and degradation of the environment at large.
- Late 1980s witnessed a major decline in the economic performance of the country, which led to the adoption, and implementation of the ERSAP.
- The first attempts to regulate the environmental sector in the 1980s were embodied in the issuance of two laws, law 48/1982 (pollution control for the water resources in Egypt, and law 12/1984 (management of water resources related to irrigation).
- 1984 witnessed the establishment of the Egyptian Environmental Affairs Agency (EEAA) as a coordinating body reporting to the Cabinet of Ministers
- During 1990s, environmental policy and planning were not particularly high on Egypt's political and economic agenda. However, support from the World Bank and other donors raised the political attention to environmental issues.

Important Background Information (Cont'd)



- In 1992, the World Bank supported Egypt in preparing the first NEAP
- In 1994, Egypt began establishing the legal framework for environmental protection by drafting law 4/1994 and its executive regulations, amended by law 9/2009
- In 1997, increased political support for environmental protection manifested itself in the assignment of a fully-dedicated Minister of State for Environmental Affairs to head the board of EEAA for the first time
- In 2002, EEAA formulated a vision for EEAA which included economic and social aspects in sustainable development. In the same year EEAA formulated the first NEAP and started GEAPs with support from donors fund.

Institutional Framework for the Environmental Management and Skills Development in Egypt



Main Responsible Entity:

The Ministry of State for Environmental Affairs (MoSEA), The Egyptian Environmental Affairs Agency (EEAA)

Role:

According to Law 4/1994, including the formulation of strategies, policy directives and management guidelines in different environmental areas

Institutional Framework for the Environmental Management and Skills Development in Egypt (Cont'd)



Key Challenges related to the Environmental Management Sector in Egypt

- Absence of integrated vision/approach
- Lack of financial and technical capabilities (that hinder the implementation of various policy documents recommendations).
- Training programs are internal and highly reliant on the availability of funds
- Lack of clear implementation mechanisms (e.g. NEAP)
- Law enforcement
- Certain limitations in the mandates given to environmental institutions who have no role in the policy and strategy formulation process or mechanisms (including education and skills policies)
- Lack of comprehensive monitoring system

Activities Addressing Training Needs in the NEAP, 2002

- Identifying workforce training needs and assessing measures required to meet those needs, including a periodic review of progress in this area.
- Establishing “community-based” local training centers, reflective of the specific problem issues and characteristics of the region or locality, for example, urban environments, industrial problems, coastal environments, and biodiversity issues.
- Integrating environmental and development issues, as promoted by educational institutions, into existing training curricula and promote the exchange of methodologies and evaluations (e.g. “training the trainers” notion).
- Encouraging all sectors of society (government, private sector, academia, and NGOs) to include an environmental management in all relevant training activities.
- Supporting training programs for business, especially SMEs, to build capacity/skills pertaining to environmental auditing, technology, best practices, and environmental services markets.
- Establishing practical training programs for graduates from vocational schools, high schools, and universities, enabling them to achieve sustainable livelihoods.
- Contract cooperation protocols between the MSEA and other institutions with the capacity of understanding the training responsibilities, such as universities, research centers, Radio and Television Union, Al-Ahram Regional Institute for Journalism, Institute for Environmental Studies and Research, Institute for African Studies.
- Developing advanced environmental technical training courses, such as GIS applications and remote sensing technologies.
- Developing updateable national and regional environmental labor market information systems and resource guides that would supply, on a continuous basis, data on environmental job and training opportunities.

Institutional Framework for the Environmental Management and Skills Development in Egypt (Cont'd)



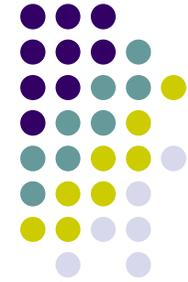
Education and Skills Development

- Ministry of Education
- Ministry of Higher Education
- Line Ministries (supply-driven training infrastructures) (e.g. Ministry of Trade and Industry, Ministry of Manpower and Emigration, Ministry of Housing Utilities and Urban Development, Ministry of Social Solidarity ...etc)

Other Coordination Mechanism

- Supreme Council for Human Resources Development
- Human Resources Development Committee
- Technical Vocational Education and Training Committee
- Training Councils (3 Ministries)
- Twelve Sectoral Enterprise Training Partnerships (ETPs)

Institutional Framework for the Environmental Management and Skills Development in Egypt (Cont'd)



Key Challenges related to the Skills Development and Education Sector in Egypt

- Among all coordination mechanisms the absence of representation of EEAA was observed and this clearly reduces the potential that these mechanisms would address skills development in relation to environment and sustainability issues
- The education and skills development system in Egypt, historically, has been unable to respond to labor market needs
- On the operational level there are multiple, and sometimes overlapping, responsibilities among different organizations
- Ministries, agencies and institutions concerned with education and training do not take part in the process of developing environmental policies.
- There seems to be a lack of awareness and comprehension on the part of the education and training systems of the need to respond to the anticipated demand for green jobs, now and in the future.

Institutional Framework for the Environmental Management and Skills Development in Egypt (Cont'd)



Additional Aspects: Labor Market Forecasting Mechanisms

The Central Agency for Public Mobilization and Statistics (CAPMAS), Ministry of Manpower and Emigration (MoME) and Egyptian Education, Training and Employment Observatory (EETEO).

- None of the existing labor market forecasting mechanisms had so far addressed or analyzed skills for green jobs
- No entity is currently responsible for collecting systematic data on the skills and knowledge base of the workforce necessary to sustain the shift to a greener economy
- The demand to address the issue of green skills and green jobs is not visible by those undertaking the responsibility of identifying and forecasting labor market needs

Key Observation/ Challenges related to the “Skills for Green Jobs In Egypt”



- All these coordination mechanisms is the absence of representation of the Ministry of State for Environmental Affairs (MoSEA or EEAA)
- The linkage between environmental policymaking and education and training policymaking is non-existent.
- Lack of an agreed-upon national framework for coordination and formal communication channel among various relevant organisations
- Skills development as response to environmental degradation, although recognised on the level of environmental organisations, has neither been shared with the education and training systems nor interpreted into actions



Main Conclusion

Although skills gaps have already been recognised as a major bottleneck in a number of sectors and activities, such as renewable energy, energy efficiency and environmental services,

No official holistic skills response strategy for green jobs is in place in Egypt



How skills response is currently progressing in Egypt

- Mitigation measures to combat climate change and other environmental challenges
- Identified within the Sustainable Development Environmental Criteria for Project Selection within the Egyptian CDM Framework
- Polluting sectors and economic activities experience employment shifts:
 - Energy,
 - Manufacturing,
 - Agriculture
 - Waste management
 - Tourism,
 - Construction and building materials

Egypt and Renewable Energy



- The most important mitigation measures encouraged by the Egyptian Government to combat the impact of the energy sector on the environment, as well as to meet the short and long term national energy demand, are activities undertaken in the fields of renewable energy and energy efficiency
- GoE is deliberating an energy efficiency policy and plan until 2022
- The plan is implemented by NREA, an organisation established in 1986 that has the mandate to develop RE resources, as well as to conduct information dissemination and training programs to raise the public awareness on RE.
- Egypt has been identified as having many favorable points in this regard, most importantly:
 - wind regimes that are among the best in the world,
 - availability of ample land with low alternative economic value,
 - an increasing demand for electricity and other sources of energy,
 - strong existing donor support, including studies, capacity building and grants
- The Egyptian Wind Energy Program commenced in 1993 with pilot plants and a demonstration wind farm in Hurghada, consisting of 42 wind turbines, where the towers and blades were manufactured locally

Examples of Skills Response in the Examined Sectors



Energy sector (namely, wind power development)

Direct employment opportunities:

- Currently, 150 employees are employed by the authority (New and Renewable Energy Authority) to run two established wind farms, (Hurghada and Zafarna in Red Sea area)
- In Gabal El Zait wind farm (under preparation), 40 workers for plant maintenance, in addition to more than 100 workers in the construction of the wind farm

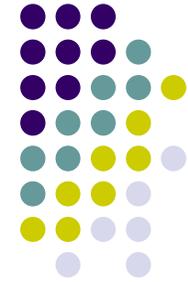
Indirect employment opportunities:

- Local manufacturers and suppliers of equipment are also expected to increase significantly in the market

Labour needs and skills were identified in the areas of administration, site selection, civil engineers, installation, operation and maintenance, data collection and handling and birds monitoring.

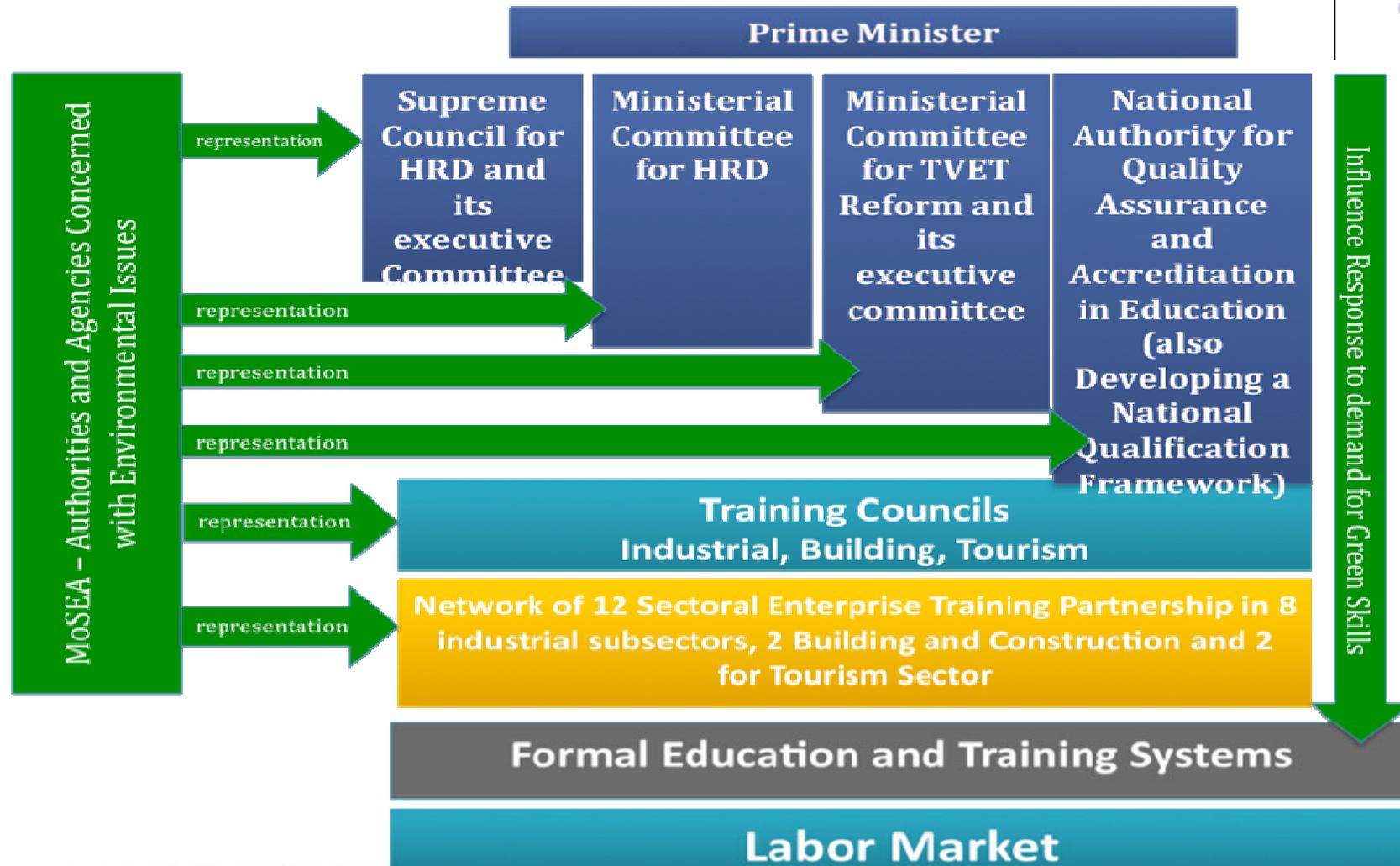


Skills Needs Identification



- Through practical experiences at the level of the implementing agency or program and on individual basis.
- Usually addressed through in-house, short term, on-the-job training for very limited number of beneficiaries.
- Some of the identified needs for specific sectors are addressed through different fronts (e.g. SWM is addressed by EEAA, MoLD, Ministry of Health, donors, NGOs).
- On individual cases, there has been initiatives from the Higher Education to respond to an emerging skills need (e.g. organic farming).

Key Recommendations



Key Recommendations (Cont'd)



- Integrate the issues of skills for green jobs in the current reforms underway by the GoE in Education and training .
- Opening communication and collaboration channels is crucial for paving the way for a skills development strategy that would address the future needs of greening



Thank you for your attention