



وزارة التخطيط والتنمية الاقتصادية  
Ministry of Planning and Economic  
Development



# CONCEPTUAL MANUAL FOR A GENDER-RESPONSIVE SUSTAINABLE DEVELOPMENT PLAN

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## **Statement by H.E. President Abdel Fattah Al - Sisi, President, Arab Republic of Egypt**

**Egypt Women's Day Celebration, 2021**

“Gender equality, women’s empowerment and the protection and promotion of women’s rights are essential pillars to ensure the advancement of societies and to achieve sustainable development. Human rights cannot be fully promoted and achieved without preserving women’s rights, as indicated by the relevant international covenants and treaties.”

## **Statement by H.E. Dr. Mostafa Madbouly, Prime Minister, Arab Republic of Egypt**

First of all, I would like to take this opportunity to express my greetings and appreciation to the Egyptian women who actively and competently take part in supporting the process of development that Egypt is currently witnessing, under the leadership of H.E. President Abdel Fattah Al-Sisi. The instructions and directives of President Al-Sisi stress the importance of strengthening women's political, economic and social empowerment.

Since assuming responsibility, the Government of Egypt underscores women's importance, as a national priority, through adopting an inclusive package of measures, initiatives and development programs that support women's empowerment across various fields.

We all agree that during the past years, Egyptian women have achieved unprecedented successes, as Egypt was at the forefront of the countries that launched the "National Strategy for the Empowerment of Egyptian Women 2030" in 2017. This strategy considers women as a key partner in the sustainable development strategy at the political, economic and social levels, through increasing their representation in decision-making positions and developing their capabilities to enhance their contribution to the labor force. This is in addition to conducting various social protection programs, putting women and the most vulnerable groups at the core, as well as integrating the concepts of "gender equality" and "gender" in development plans in order to further engage women in the community.

The government is committed to harnessing all its capabilities to advance women's status; as they are a main pillar of the development roadmap. The government will also spare no effort to take further steps that translate its ambitions into reality, as part of its interest in achieving "comprehensive social justice".





## Foreward from the Minister of Planning and Economic Development, Arab Republic of Egypt

One of the main concerns of the Arab Republic of Egypt taps on the needs of the most vulnerable social groups, which is reflected in the UN Sustainable Development Goals and Egypt's Vision 2030.

This prompted the Ministry of Planning and Economic Development to issue this introductory manual that responds to the needs of different social group; especially women. This manual sets a framework that details controls for analyzing and responding to the needs of women, children and people with disabilities, when developing the annual plan for sustainable development. Moreover, it underlines the tools and mechanisms that should be employed to integrate social groups in all stages of the project study; identifying the needs, designing and implementing the project, in addition to following up on the impacts of various developmental projects and programs.

Egypt was proactive in taking precautionary measures to deal with the covid-19 pandemic, with swift responses that dealt with its socio-economic repercussions through concerted government efforts to respond and to rebuild, protecting its most vulnerable groups, especially women. Among the most prominent measures taken is the preparation of the first manual for a Gender-Responsive Sustainable Development Plan, emphasizing the importance of:

- Directing public institutions towards the implementation of development programs and projects through elevating the social aspect for women and children.
- Giving priority for financing to these programs and projects within the state's plans.
- Creating conducive and inclusive work environment for women to enhance efforts in women economic empowerment within the labor market.

We believe that this manual represents a reference document that aims to enable ministries and development agencies to understand and implement gender-responsive planning based on a thorough and conscious study of global experiences within this regard. It also includes a detailed study of the Sustainable Development Goals set by Egypt in its vision for the future and of all laws, legislation and strategies issued by various agencies that serve the goal of comprehensive planning without leaving anyone behind.

**H.E. Professor Dr. Hala H. Elsaid**



# *Introduction*

This manual aims to integrate the concept of gender-responsive planning into the preparation and implementation of the country's annual sustainable development plan, as it represents a reference document that aims to enable and empower ministries and budget agencies to understand and implement gender-responsive planning<sup>1</sup>. All through accurately identifying the needs of different social groups, monitoring development gaps between these groups, and thus directing public spending to close these gaps. This will contribute to achieving the sustainable development strategy: Egypt's Vision 2030, and the United Nations Sustainable Development Goals (SDGs); especially Goal 5: Gender Equality", and Goal 10: "Reduced inequalities".

This in addition to building a set of indicators to assess the efficiency of these programs/projects to achieve the desired goals and fill the gaps, in a that the needs of each social group are taken into account when development plans. Accordingly, it aims to gender into the planning processes, and to set development plans that to the needs of social groups, and not just channeling separate financial allocations to the target groups.

## **Women**

The main objective of the manual is to improve the economic and social status of women, children and people with disabilities. With regards to women, the 2021 Gender Gap Index issued by the World Economic Forum, showed that Egypt ranked 129 out of 156 countries.

A significant improvement, compared to 2020. Egypt's statistics show that Egypt's rank is still low, especially when it comes to women's participation in the labor market, with the persistence of obstacles that prevent or hinder opportunities for employment or for access to finance. Hence, the manual aims, through the proposed activities in the various sectors, to increase women's participation in the labor market from 14.3 in 2019/2020, to 35% by 2030.

The definition used for the concept of gender-responsive planning in this manual is planning that works to understand and meet the needs of different social groups, including women, children, and people with disabilities, in order to ensure equality and empowerment of these groups. This definition represents the most comprehensive concept of the needs and roles of different social groups, as it is not restricted to a particular group.

## ***Children***

With regards to children, a large percentage still suffers from lack of access to education, proper nutrition, whether due to the increased size of family members, or due to early marriages, which leads to the inability of families to meet the basic needs of their child. Accordingly, the manual aims to enhance children's conditions in nutrition and health care, in addition to increasing the rate of children's enrollment in pre-school education (kindergarten) from 28.8% in 2019/2020, to 80% in 2030.

## ***Persons with Disabilities***

As for people with disabilities, the manual aims to overcome the challenges facing them, and to include them into society by increasing their enrollment in education, reducing their unemployment among providing appropriate job opportunities that are suitable for the different types of their disabilities, and preparing facilities, and means of transportation that would suit their needs.

## ***Participatory Methodology in Guide Preparation***

The manual was developed based on a participatory approach, through several conducted interviews with the departments of the Ministry of Planning and Economic Development, and the National Council for Women, in order to study and analyze the gaps and urgent needs of women, children and persons with disabilities, in order to understand and meet their needs to be in the society and maximize their economic participation in the development process. In addition, several entities - represented by the National Council for Disability Affairs, the National Council for Women, the Ministry of Education, and the Ministry of Higher Education and Scientific Research- reviewed the manual and contributed to its structure and content.

Furthermore, a workshop was held with the participation of around 45 people from the relevant sectors and agencies, represented by the National Council for Persons with Disability, the National Council for Women, the National Council for Motherhood and Childhood, the Ministry of Social Solidarity, the Ministry of Education, the Ministry of Higher Education, the Ministry of Housing, Utilities and Urban Communities, and the Ministry of Water Resources and Irrigation , the Ministry of Agriculture, the Ministry of Trade and Industry, the Ministry of Local Development, the Ministry of Transport, and the Financial Supervisory Authority, in addition to a number of academic experts who teach in the MA Gender Program at the Faculty of Economics and Political Science at Cairo University, to take their perspective into consideration. Accordingly, the total number of entities and specialists who contributed to this manual is over 60 people.



## ***How to read the guide?***

This manual is divided into two parts; the first includes the conceptual framework that presents the concept of gender responsive planning, its objectives, and the expected outcome of its application. This part also deals with the technical tools that are used in the responsive planning's framework, and the mechanisms used to integrate this concept in all phases of the development program/project. In addition, this part presents the legislative and institutional aspects supporting responsive planning in Egypt. Finally, it deals with the experiences of some countries that have implemented responsive planning, in order to extract the outcome of best practices and the lessons learned.

As for the second part, it represents the practical aspect of the manual, by applying the steps and tools of gender-responsive planning across different sectors of the state, and then it suggests a number of interventions in each sector to ensure that the needs of different social groups are met. This is in addition to building indicators that take into account the perspective of social groups, so as to assess the performance of these projects.

In this context, 30 legislations and 9 strategies related to women, children and persons with disabilities were reviewed. Such legislations and strategies will be activated through proposing activities and interventions in different sectors and developing indicators to measure the impact of these activities and projects on the target groups, as indicated in the responsive planning matrix presented in section (2.2). In this regard, an integrated matrix was built covering all sectors, resulting in 60 proposals for interventions in women's sector and 65 performance indicators. Then 34 interventions and 32 performance indicators were also proposed for the children's sector. With regard to persons with disabilities, 49 interventions and 49 performance indicators were proposed. This matrix shall be applied across different sectors by setting a priority for the proposed interventions, which paves the way for to the improvement of the performance indicators in the manual that are related to women, children and people with disabilities. These groups will be integrated in the phase of developing the plan through participatory planning.





## **SECTION ONE: CONCEPTUAL FRAMEWORK FOR GENDER RESPONSIVE PLANNING**

This section focuses on the concept and objectives of gender responsive planning and the tools and mechanisms used to integrate responsive planning into the different phases of the development program/project. It also encompasses the legislative and institutional framework supporting responsive planning in Egypt, including the constitutional entitlements for women, children, and persons with disabilities. This is in addition to the laws and strategies that have been drafted to protect the rights of these groups and empower them economically, socially, politically and environmentally. It also sheds light on the programs aimed at advancing these groups in the Egyptian government work program 2018/19- 2021/22. Finally, this section presents some experiences of countries that have implemented responsive planning in order to underscore the best practices and the lessons learned.



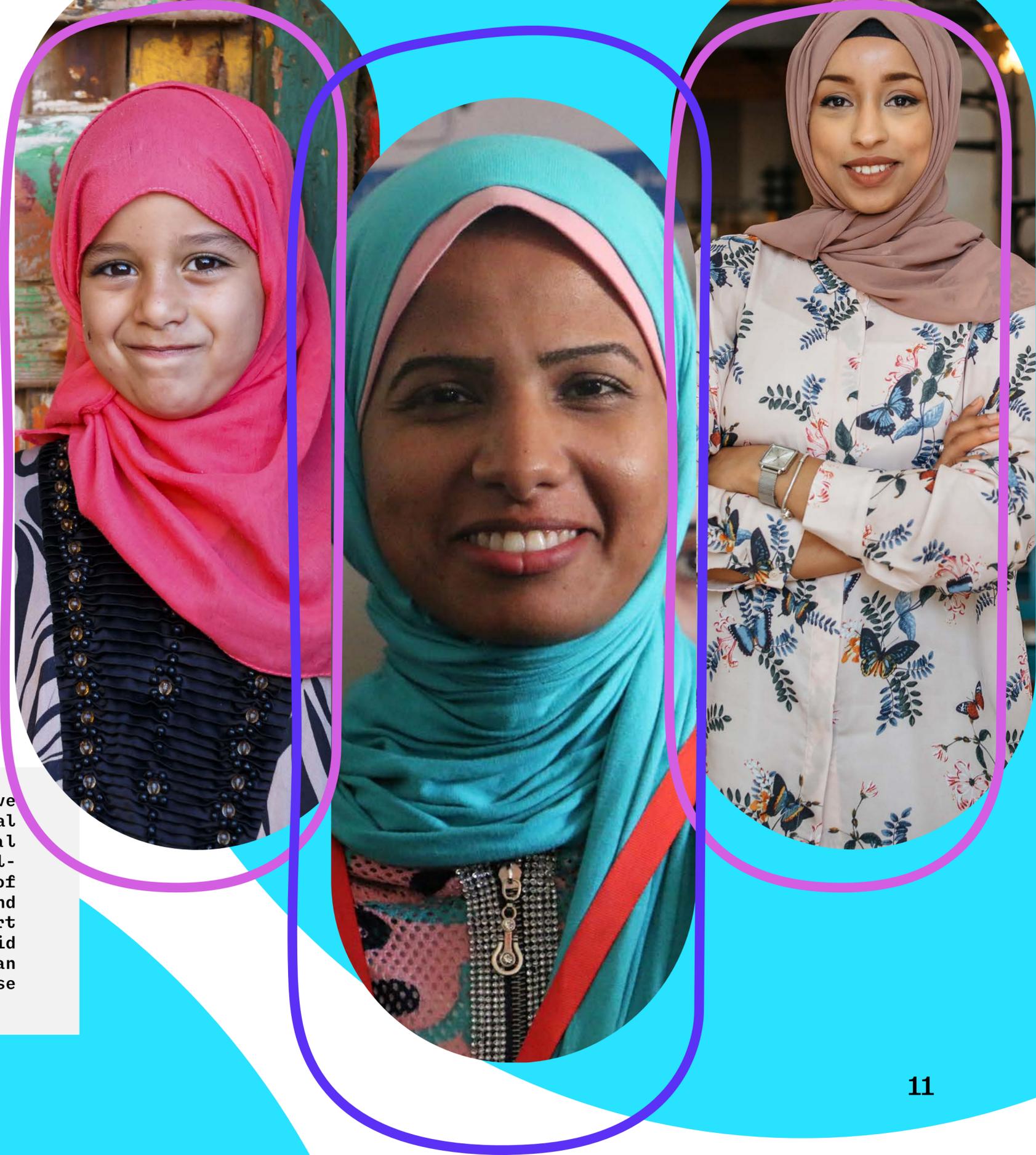
## 1.1 Definition and objectives of gender-responsive planning

Gender-responsive planning is a comprehensive approach that integrates the social dimension into development plans so that the programs, projects, and activities developed by all government agencies within the framework of sustainable development plans, ensure equality and equal opportunities among different social groups, and serve priority issues for women, children and people with disabilities. Hence, the responsive planning is the process through which society's goals and priorities are reflected, so that government programs and projects contribute to the advancement of the targeted social groups and their economic, social, political, and environmental empowerment. The importance of gender responsive planning stems from the fact that it is a means of bridging developmental gaps between all social groups, achieving equality and equal opportunities, in addition to enhancing community participation for all groups in the development process (LOGOS, 2011).

For example, indirect taxes have a noticeable impact on the consumption of the neediest groups - especially the female heads of household who spends a large proportion of her income to meet the consumption needs of herself and her family, while direct taxes on income affect the category of women to a lesser extent due to the low percentage of women's contribution to the manpower compared to men, or her tendency to work in the informal sector. In this regard, gender-responsive planning must reflect this pattern and take into account the capabilities and needs of each group (GIZ, 2006; Birchall and Fontana, 2015).

In this context, it should be noted that gender-responsive planning does not necessarily refer to the formulation of separate plans and budgets for target groups, but rather an integrated concept that must be taken into account when developing and implementing all programs across different sectors, as it represents a comprehensive approach that ensures taking into account the social perspective in the design and implementation of these programs and interventions. Accordingly, the application of this concept results in planning, approving, implementing, monitoring and reviewing the state's general budget, in a way that considers differences between the various groups and responds to their requirements in a manner that ensures justice and equality (DWYPD, 2018).

Environmental empowerment is one of the modern terms that many countries have resorted to with the aim of involving all social groups in spreading environmental awareness and finding innovative solutions to ensure environmental sustainability. The experience of the "Saft Trap" village affiliated to the El-Mahalla El-Kobra District is considered one of the pioneering experiences of environmental empowerment in Egypt, where workshops were implemented for women and children to raise their awareness of nature and how to protect it, and to support their positive participation in reducing environmental problems, including solid waste and excessive consumption of plastic bags. The children also implemented an awareness campaign for the first time in Egypt, where children helped raise awareness of adults, and the response was positive from the parents.





Gender responsive planning requires identifying and understanding the needs and roles of each community group, and reaching a fair distribution of the available financial allocations according to the needs, expectations and aspirations of each group. While it may seem that public spending within the framework of the state's development plans is socially neutral from a social perspective, studies have shown that the spending patterns and the way the government increases its revenues have a different impact on social groups, especially women, compared to men. This is due to the socially defined roles and different responsibilities of each group in the society, which leaves some groups in an unequal economic, social and political position in society. For example, women spend more time in unpaid care work, which entails the necessity of reducing their workload. Accordingly, budgets may appear neutral on the surface from a social perspective, but in fact they ignore the needs of this group. With regards to the tax policy, recent studies have indicated that different types of taxes affect the perspective of social groups, as the tax burden varies according to the type of taxes imposed.

Interest in the concept of gender-responsive planning began since the first International Conference on Women, in Mexico in 1975, which emphasized the need for gender-responsive statistics. This was followed by collective international efforts, most notably the Fourth International Conference on Women in 1995, and the resulting principles supporting the use of gender statistics in all stages of planning, implementation and follow-up. This has resulted in the application of the concept of gender-responsive planning in more than 60 countries, where many countries have tended to integrate GRP initiatives - not only for gender, but for all social groups - with poverty reduction strategies to ensure the improvement of the standard of living of all segments of society. The importance of these efforts was confirmed with the beginning of the 2000s when formulating the Millennium Development Goals to eradicate poverty, and then the United Nations Sustainable Development Goal (SDGs) that were agreed upon at the United Nations Conference on Sustainable Development in 2012 in Brazil and were announced in September 2015. While countries have agreed on the importance of integrating a social perspective in their strategic plans to achieve sustainable development, they displayed difference in the methodologies and mechanisms for applying responsive planning, especially in the inclusion of target sectors, the extent of coverage of activities, the institutional framework and the entities supporting the initiatives (GTZ, 2006).

# *The main outputs expected from the implementation of gender-responsive planning:*

- Identifying and understanding the needs and roles of each social group, to close the gaps between social groups.
- Ensure the effective use of financial resources according to the needs, expectations and aspirations of each
- community group to achieve equity in access to services. Re-designing programs and projects to realize the priorities of social
- groups in development plans. Ensuring equal opportunities for all, to access the services provided by the state during the
- implementation of development programs and projects.



## 1.2 Tools and Mechanisms for Integrating Gender Responsive Planning in the Phases of the Development Program/Project

There is no one consistent approach to the success of this type of planning in meeting the needs of different community groups, hence there are many technical tools used in the framework of gender-responsive planning, according to what is relevant to the local and societal context and the institutional framework of each country. These tools are not alternative, but rather complementary to each other, and the optimal situation is achieved through the use of all tools in parallel, if possible. Each of these tools is used at one of the phases of the development program/project through a set of mechanisms. It should be noted that in order for the planning process to be responsive to social groups, their perspectives should be taken into account at all the phases of the program/project, starting from the community's needs assessment and monitoring gaps phase, designing the program/project, all the way to the implementation phase, then monitoring, performance evaluation and reform. Table (1) shows the procedures and mechanisms to be followed in these phases to ensure the integration of the social groups dimension in all phases (EKVILIB Institute, 2017, United Nations, 2018; SDC, 2018).





### 1.3.1 Related UN Sustainable Development Goals

The United Nations Sustainable Development Goals integrate the empowerment of women, children and persons with disabilities, across its goals, in addition to ways through which their living conditions can improve.



**THE GLOBAL GOALS**  
For Sustainable Development

**Table (2): UN goals related to social groups and the relevant measurement indicators**

INTERNATIONAL GOAL	OBJECTIVES	MEASUREMENT INDICATORS
<p>Goal 1: End poverty in all its forms everywhere</p> 	<p>1-3 Implementing appropriate national social protection systems and measures for all, setting minimum limits for them, and achieving broad coverage for the poor and vulnerable</p>	<p>1-3-1 Percentage of the population covered by minimum limits/ social protection systems, by gender, and by population groups, such as children, the unemployed, the elderly, people with disabilities, pregnant women, newborns, work injury victims, the poor, and the vulnerable</p>
<p>Goal 3: Ensure healthy lives and well-being for all, at all ages</p> 	<p>3.2 End avoidable deaths of newborns and children under the age of five, all countries aiming to achieve the goal of reducing neonatal deaths to at least 12 deaths per 1,000 live births, and reducing deaths of children under five to at least 25 deaths per 1,000 live baby</p> <p>.....</p> <p>3.7 Ensure universal access to sexual and reproductive health care services, including family planning services and information and education, and integrate reproductive health into national strategies and programs.</p>	<p>3-2-1 Under-five mortality rate</p> <p>3-2-2 neonatal mortality rate</p> <p>.....</p> <p>3-7-1 Percentage of women at reproductive age (15-49 years) whose need for family planning has been met by modern methods</p> <p>3-7-2 Birth rate for adolescent girls (10-14 years, 15-19 years) per 1000 women in that age group</p>
<p>Goal 4: Ensure that all have equal access to quality education and promote lifelong learning opportunities for all</p> 	<p>4-3 Ensuring equal opportunities for all women and men to obtain technical and vocational education and quality and affordable higher education, including university education.</p> <p>.....</p> <p>4.5 Eliminate gender disparity in education and ensure equal access to all levels of education and vocational training for vulnerable groups, including for persons with disabilities, and children living in vulnerable conditions.</p> <p>.....</p> <p>4-a Build educational facilities that take into account children, people with disabilities and gender differences, upgrade existing educational facilities, and create an effective, safe, non-violent and inclusive learning environment for all</p>	<p>4-3-1 Average participation rate of youth and adults in formal and non- formal education and training, during the previous twelve months, by gender</p> <p>.....</p> <p>4-5-1 Parity indicators (female/male, rural/urban, poorest/ wealthiest quintile, and other categories such as people with disabilities, when data becomes available.</p> <p>.....</p> <p>4a-1 Percentage of educational institutions that have infrastructure and materials appropriate to the needs of students with disabilities.</p>



### 1.3.1 Related UN Sustainable Development Goals

The United Nations Sustainable Development Goals integrate the empowerment of women, children and persons with disabilities, across its goals, in addition to ways through which their living conditions can improve.



**THE GLOBAL GOALS**  
For Sustainable Development

**Table (2): UN goals related to social groups and the relevant measurement indicators**

INTERNATIONAL GOAL	OBJECTIVES	MEASUREMENT INDICATORS
<p>Goal 5: Achieve gender equality and empower all women and girls</p> 	<p>5-1 Eliminate all forms of discrimination against all women and girls everywhere</p> <p>.....</p> <p>5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including human trafficking, sexual and other types of exploitation.</p> <p>.....</p> <p>5.3 Eliminate all harmful practices, such as child, early and forced marriage, and female genital mutilation</p> <p>.....</p> <p>5.4 Recognize and value unpaid care and domestic work by providing public services and basic structures, developing social protection policies, and promoting shared responsibility within the household and the family, as appropriate at the national level.</p> <p>.....</p> <p>5.5 Ensuring the full and effective participation of women and their equal opportunities with men in occupying leadership positions at all levels of decision-making in political, economic and public life</p> <p>.....</p> <p>5.6 Ensure universal access to reproductive health services and reproductive rights</p>	<p>5.1.1 If there are any legal frameworks in place or not to promote, enforce and monitor equality and non-discrimination on the basis of gender</p> <p>.....</p> <p>5-2-1 and 5-2-2 Percentage of women and girls who have experienced physical, sexual or psychological violence</p> <p>.....</p> <p>5-3-1 Percentage of women who got married before reaching the age of fifteen and before reaching the age of eighteen</p> <p>.....</p> <p>5-3-2 Percentage of girls and women who have undergone female genital mutilation/cutting by age</p> <p>.....</p> <p>5-4-1 Percentage of time devoted to unpaid household and care work, by gender, age and location</p> <p>.....</p> <p>5-5-1 Proportion of seats held by women in (a) national parliaments, and (b) local governments.</p> <p>5-5-2 Percentage of women in managerial positions</p> <p>.....</p> <p>5-6-1 Percentage of women aged between 15 and 49 years who have access to contraceptives and reproductive health care</p>



### 1.3.1 Related UN Sustainable Development Goals

The United Nations Sustainable Development Goals integrate the empowerment of women, children and persons with disabilities, across its goals, in addition to ways through which their living conditions can improve.



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For Sustainable Development

**Table (2): UN goals related to social groups and the relevant measurement indicators**

INTERNATIONAL GOAL	OBJECTIVES	MEASUREMENT INDICATORS
<p>Goal 5: Achieve gender equality and empower all women and girls</p> 	<p>A.5 Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other property, financial services, inheritance and natural resources, in accordance with national laws</p> <p>.....</p> <p>5-b Promote the use of enabling technology, especially information and communication technology, in order to promote the empowerment of women</p> <p>.....</p> <p>5-c Adopt and strengthen sound policies and enforceable legislation to advance gender equality and empower all women and girls at all levels</p>	<p>5.a.1 a) Proportion of all farmers who own agricultural land or have secured rights to agricultural land, by gender; and b) the share of women among the owners or holders of rights in agricultural lands, according to the type of tenure</p> <p>.....</p> <p>5-b-1 Proportion of individuals who own a mobile phone, by gender</p> <p>.....</p> <p>5.c.1 Proportion of countries with systems for allocating and tracking public allocations for gender equality and women's empowerment</p>
<p>Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> 	<p>8.5 Achieving full and productive employment and providing decent work for all women and men, including youth and persons with disabilities, and equal pay for work of equal value.</p>	<p>8-5-1 Average hourly earnings of working women and men, by occupation, age and persons with disabilities</p> <p>8-5-2 Unemployment rate, by gender, age and persons with disabilities</p>
<p>Goal 10: Reduce inequality within and between countries</p> 	<p>10-2 Empowering and promoting the social, economic and political inclusion of all, regardless of age, gender, disability, racial or ethnic affiliation, origin, religion, economic status, or otherwise.</p> <p>.....</p> <p>10.3 Ensure equal opportunities, reduce inequality of outcomes, including by eliminating discriminatory laws, policies and practices, and promote appropriate legislation, policies and procedures in this regard.</p>	<p>10-2-1 Proportion of the population living below 50 percent of average income, by gender, age and persons with disabilities.</p> <p>.....</p> <p>10-3-1 Percentage of the population who reported that they were personally subjected to discriminatory practices or harassment during the previous 12 months for reasons that are prohibited by international human rights law</p>



### 1.3.1 Related UN Sustainable Development Goals

The United Nations Sustainable Development Goals integrate the empowerment of women, children and persons with disabilities, across its goals, in addition to ways through which their living conditions can improve.



**THE GLOBAL GOALS**  
For Sustainable Development

**Table (2): UN goals related to social groups and the relevant measurement indicators**

#### INTERNATIONAL GOAL

Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable



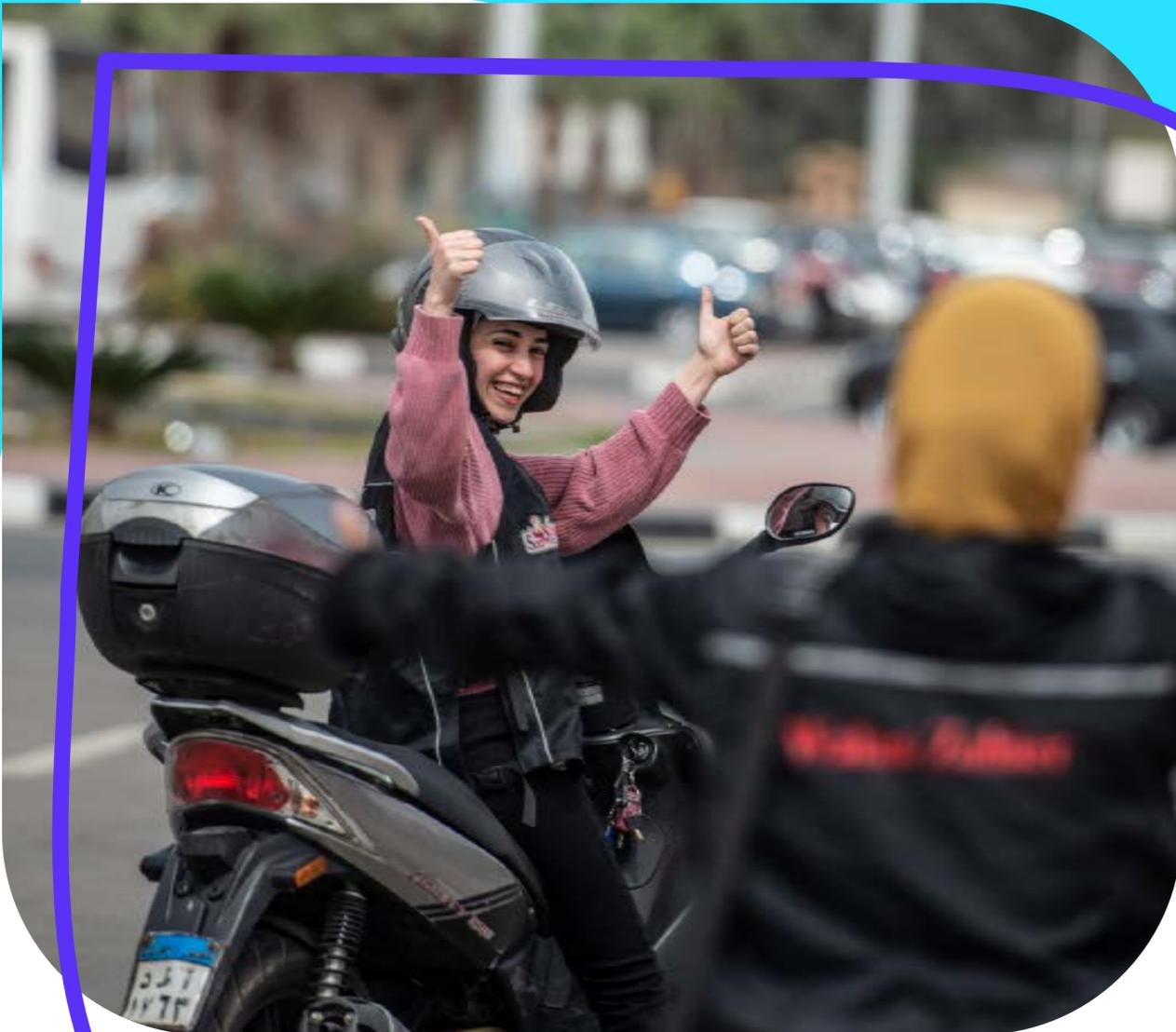
#### OBJECTIVES

11.2 Provide access for all to safe, affordable, accessible and sustainable transport systems, and improve road safety by expanding public transport, paying particular attention to the needs of people in vulnerable situations, women, children, people with disabilities and the elderly.

#### MEASUREMENT INDICATORS

11-2-1 Percentage of the population who have access to suitable public transportation, by age, gender and persons with disabilities





After the approval of the last constitutional amendments in April 2019, 25% of the seats in the House of Representatives were allocated to women, as stated in the amended Article 102, and the House of Representatives law was amended accordingly, in addition to many constitutional articles that emphasized non-discrimination between men and women in all rights and duties, namely Articles (4,8,9,17,19, 53,74, 80,81,83,180,181,214,244 as amended) .

## 1.3.2 Constitutional entitlements for women, children and persons with disabilities

### 1. Women

The Egyptian Constitution (2014) stipulates the principle of equality between women and men in all rights and duties. Its articles shed light on gender equality and the provision of equal opportunities without discrimination, starting with the preamble of the constitution. The constitution includes over 20 articles that address women directly and aims to guarantee women's equal opportunities, through ensuring their engagement in society and equality with men in rights without discrimination. The current constitution relies in Article (1) on the principle of citizenship as the basis for the system of government in the state, which refers to the citizen's right to obtain his/her rights by law with no discrimination, and stipulates protection from all forms of violence, and the empowerment of women in all fields, as well as the commitment to providing care at different stages of her life.

#### Article 11 of the Constitution states:

- The state commits to achieving equality between women and men in all civil, political, economic, social, and cultural rights.
- The state commits to taking the necessary measures to ensure appropriate representation of women in the houses of parliament, in the manner specified by law.
- It grants women the right to hold public posts and high management posts in the state, and to appointment in judicial bodies and entities without discrimination.
- The state ensures care and protection and care for motherhood and childhood, and for heads of households, elderly women, and women in need.
- **Article 6** grants Egyptian women the right to pass on their nationality to their children.
- The state, in accordance to **Article 9**, is committed to guaranteeing equal opportunities for all citizens without discrimination.
- **Article 17** guarantees the provision of social services.
- **Article 19** sets the age of compulsory education until the end of the secondary stage, which is an unprecedented move in the face of early marriage.
- **Article 93** stipulates the commitment to international human rights treaties, charters and conventions ratified by Egypt and which are considered to have the force of law.
- The constitution, in **Article 180**, was keen to allocate 25% of the seats in local councils for women.
- **Article 214** provides for the independence and immunity of the National Council for Women and the right to review all legislation related to women before it is issued.

## 2. Children

**Article (80) of the Egyptian Constitution stipulates the rights of children who have not reached the age of eighteen, and stipulates that:**

- Children have the right to be named and possess identification papers, have access to free compulsory vaccinations, health and family care or an alternative, basic nutrition, safe shelter, religious education, and emotional and cognitive development.
- The state shall care for children and protect them from all forms of violence, abuse, mistreatment and commercial and sexual exploitation.
- Every child is entitled to early education in a childhood center until the age of six. It is prohibited to employ children before they reach the age of having completed their primary education, and it is prohibited to employ them in jobs that expose them to risk.
- The state shall establish a judicial system for child victims and witnesses. No child may be held criminally responsible or detained except in accordance with the law and the time frame specified therein. Legal aid shall be provided to children, and they shall be detained in appropriate locations separate from adult detention centers.
- The state shall work to achieve children's best interest in all measures taken with regards to them.





### *3. Persons with disabilities*

**Article (80) of the constitution indicates the rights of children with disabilities and their rehabilitation and integration into society.**

**Article (81)** also refers that the “state shall guarantee the health, economic, social, cultural, entertainment, sporting and education rights of dwarves and people with disabilities. The state shall provide work opportunities for such individuals, and allocate a percentage of these opportunities to them, in addition to equipping public utilities and their surrounding environment. The state guarantees their right to exercise political rights, and their integration with other citizens in order to achieve the principles of equality, justice and equal opportunities.

To ensure the existence of institutional entities that support and empower women, children and persons with disabilities, **Article (214)** of the constitution underlines the existence of independent national councils, including the National Council for Women, the National Council for Childhood and Motherhood, and the National Council for Persons with Disabilities. The law specifies how each of them is constituted, its competencies, and guarantees the independence and impartiality of its members. These councils shall have the right to report to the public authorities any violation related to its field of work. They shall further have the legal personality and technical, financial and administrative independence, as their opinion is taken on draft laws, the relevant regulations, and the field of their work.

### 1.3.3 Supporting Laws and Strategies

Several laws and strategies have been formulated to activate the articles of the constitution, guarantee the rights of women, children, and persons with disabilities, and advance their status in society, as shown below.

#### 1. Women

At the level of legislation, many laws have been amended and issued to guarantee women's rights in society and to empower them economically, socially and politically, including the following (National Council for Women, 2020):

##### First: Laws regulating personal status:

- Law No. 1 of 2000 was issued regulating some litigation conditions and procedures, aiming to resolve and overcome the issues arising from the backlog of cases before the courts, and ineffective legal procedures. These are the challenges that women mainly face, as they represent the majority of litigants in family cases. This law also included a number of important articles, including:
  - Article 17 of the right to divorce from an undocumented marriage, if the marriage is established in any writing.
  - Article 20: The wife's right to khul' in return for giving up her financial rights. It is not correct for khul' to forfeit the custody of the children, their alimony, or any of their rights. The khul' is in all cases an irrevocable divorce.
  - Law No. 91 of 2000 adding Article 76 bis ter imposing a penalty of imprisonment for a person who refrains from paying alimony debt.
  - Law No. 10 of 2004 establishing family courts in order to facilitate and achieve the interest of the family and provide mechanisms for resolving disputes such as specialized prosecution offices for family affairs and offices for settling family disputes.





- Law No. 11 of 2004 establishing the Family Insurance System Fund, affiliated to Nasser Social Bank, whose purpose is to facilitate the implementation of court rulings regarding wife and child alimony and to determine the fund's resources and work system.
- Law No. 4 of 2005 raising the age of custody to 15 years so that the child remains with the incubator until this age and the judge lets the kids choose afterwards.
- Law No. 176 of 2020 amending some provisions of the law regulating some litigation statuses and procedures in personal status matters "Article 47" with regard to matters of guardianship over money.

**\* Important ministerial decrees were also issued in matters of personal status, including:**

- The decree of the Minister of Justice No. 1727 amending the list of the officials authorized to conclude marriage contracts and the new marriage document and amending Article No. 33, which stipulates that it is the functions of the authorized person to make the two parties on what they may agree upon in the contract of conditions allowing the spouses to add some conditions therein.
- Circular No. 29 dated November 12, 2017, regarding the confirmation of the educational mandate of the custodian.
- Decision of the Minister of Justice 9200 of 2015 to amend some provisions of the executive regulations of the Documentation Law (regarding the applicant for foreign person applying for marriage from an Egyptian female).

**Second: Labor and Investment Laws:**

- Law No. 12 of 2003 promulgating the unified labor law and the many rights it included for working women, their children, their families, their health, and more.
- Law No. 81 of 2016 Civil Service Law (articles related to working mothers and others related to working women) and articles related to women include granting additional benefits to working mothers, including maternity leave for 4 months instead of 3 months, in addition to rights related to child care, vacations, and promotion.
- Investment Law No. 72 of 2017 (Article 2) is mainly concerned with ensuring equal investment opportunities for both men and women and supporting small and medium enterprises, youth and entrepreneurship.

### Third: Protection in the Penal Code and Criminal Procedures:

- The Penal Code stipulates in its various texts the criminalization of forms of violence, including assault, wounding, discrimination or psychological violence, including insulting and humiliating a person, and assaulting personal rights and freedoms, which are crimes under articles 171, 161 bis, 176, 240, 241, 242, 307, 308 and 375 of the Penal Code) and these provisions apply strictly to those who commit these crimes without discrimination between a man or a woman.
- The articles related to harassment, rape and indecent assault were amended in the Penal Code under Law No. 11 of 2011, so articles (267-268-269-269 bis-289-306bisA) were amended.
- Law No. 50 of 2014 was issued to amend the Penal Code defining sexual harassment and increasing its punishment. Accordingly, the text of Article 306 bis (a) was replaced and a new article was added with No. 306 bis (b), and the articles related to rape, indecent assault and committing indecent acts to others were also amended. Accordingly, the amendments came to expand the scope of criminalization of violent crimes against women and to criminalize sexual harassment, and define its concept for the first time under the law. Accordingly, the law punishes committing indecent acts to a female, whether by gesture, word, deed, or any means, including through telecommunications.
- An amendment to the Penal Code was issued in 2008 criminalizing circumcision through adding legal texts, and in 2016 according to Law No. 78 of 2016 Article 242 bis was amended to increase the penalty for female circumcision and to add Article 242 bis (a).
- Law No. 5 of 2018 amending some provisions of the Penal Code “Amendment to Article 289 and Article 290 related to the crime of kidnapping if the kidnapped was a child or female, and the penalty for kidnapping by fraud or coercion is increased in Article 290 in the event that the kidnapped is a female or a child.
- Law No. 6 of 2020 amending Article 293 of the Penal Code to confront those who evaded payment of alimony or are in payment default.
- Law No. 189 of 2020 amending some provisions of the Penal Code by adding Article 309 bis b, which for the first time established a description and texts to criminalize and punish bullying.



### Protecting the data of victims of violence and harassment

Law No. 177 of 2020 was issued amending some provisions of the Code of Criminal Procedure by adding a new article (113 bis) stipulating that the data of victims of harassment, violence, indecent assault and corruption of morals should not be disclosed, as well as Article 96 of the Child Law. This represents an appropriate and positive step towards providing protection and guarantees for victims of this type of crimes stipulated in the law.



### **Forced Marriage / Early Marriage / Deal Marriage:**

- Article (80) of the 2014 constitution stipulates the state's obligation to protect children under the age of eighteen years from all forms of violence, abuse, ill-treatment and sexual and commercial exploitation.
- Article 2 of Child Law No. 12 of 1996, as amended by Law No. 126 of 2008, states that a child is anyone under the age of 18.
- Article (31 bis) added in 2008 to Law 143 of 1994 regarding civil status states that "it is not permissible to document a marriage contract for a person who has not reached the full eighteen Gregorian years."
- The Minister of Justice issued Resolution No. 6927 of 2008, which states that "it is not permissible to proceed with a marriage contract or to certify a marriage unless the age of the spouses is eighteen years at the time of the contract."
- Article 227 of the Penal Code provides for imposing the penalty in the event of making incorrect statements or writing incorrect papers with the aim of proving that one of the spouses has reached the legally determined age for marriage.
- Anti-Human Trafficking Law No. 64 of 2010 criminalizes some cases of child marriage as a form of sexual exploitation and human trafficking when the girl's guardian hands her over to someone for marriage for a specified period of time in return for a sum of money, which is called "deal marriage"
- A bill to prevent child marriage was proposed and submitted to Parliament.

### **Protection from electronic crimes:**

Law No. 175 of 2018 "Combating Information Technology Crimes" was issued as the first Egyptian legislation, addressing crimes that occur via the Internet and electronic communication sites, including covering crimes against women such as harassment, tracking, and violation of people's privacy.

#### **Fourth: Legislative Amendments to the Inheritance Law:**

Amending the “Inheritances” Law No. 77 of 1943 in 2017, to enable women to enjoy their rights, by adding Article 49 that includes penalties for those who refuse to grant rights to their owners, especially women, including imprisonment from six months to a year and the imposition of a fine ranging from 20,000 to 100,000 Egyptian Pounds, as the old law did not include a punitive text to control this issue.

#### **Fifth: The main laws and other decrees issued in Egypt related to gender equality and women’s empowerment (from 2016-2020) Laws:**

- Law No. 82 of 2016 on combating illegal immigration and smuggling of migrants.
- Universal Health Insurance Law No. 2 of 2018, which ensures that all Egyptians, including women, receive free treatment for those if they cannot afford the relevant costs.
- Law No. 10 of 2018 on the Rights of Persons with Disabilities Law, which guarantees more rights for women with disabilities. The law sets the first comprehensive definition of persons with disabilities and includes under its umbrella all segments of disability.
- Law No. 30 of 2018 issuing the law organizing the National Council for Women.

#### **Decrees:**

- The Minister of Education’s Circular No. 29 of 2017 confirming the educational custody for of a divorced mother without the need for a judgment or decision.
- The Sheikh of Al-Azhar’s decision No. 32 of 2018 prohibiting the transfer of working women from their place of work to another place without their desire, except after presenting the justifications for the transfer.
- A 2018 decision by the Minister of Housing to add female heads of household among the priorities of applicants for apartments in the Ministry of Housing’s projects.
- Decrees No. (123, 124 of 2019) of the Financial Regulatory Authority regarding the representation of women on corporates’ boards of directors and decrees No. (204 and 205 of 2020) to promote gender equality in providing finance, benefiting from non-bank financial activities and prohibiting gender-based discrimination.



## **Gender Equality Supporting Strategies**

### **National Strategy for Women Empowerment**

At the level of strategies, the National Council for Women has developed in 2017, the National Strategy for the Empowerment of Egyptian Women 2030, in line with the Sustainable Development Goals, especially achieving the fifth goal on gender equality and women's empowerment. The President of the Arab Republic of Egypt approved the strategy in 2017, and designated it as the Year of Women, and the strategy has become a road map for the Egyptian government to implement all programs and activities related to empowering women. The strategy encompasses 34 indicators of SDGs and consists of four main elements, with legislation and culture as intersecting pillars.

**#01 Political  
& Leadership**

**#02 Economic**

**#03 Social**

**#04 Protection**

# EMPOWERMENT



**The national strategy to combat violence against women includes four main elements: prevention, protection, legal prosecution, and interventions. This is in addition to the following strategies:**

- National Reproductive Health Strategy (2015)
- The national strategy to combat early marriage.
- National Population Strategy 2015-2030.
- The National Strategy to Combat Female Genital Mutilation (Circumcision) (2016)
- The National Strategy to Combat Human Trafficking (2016-2021)
- The National Strategy to Combat Illegal Migration (2016-2026)

The manual sheds light on these strategies in details to activate them by proposing activities and interventions across different sectors as well as performance measurement indicators.

## 2. Children

At the level of legislations, the Egyptian Child Law No. 12 of 1996 and amended by Law 126 of 2008 was formulated to guarantee children's rights. In this context, the Prime Minister Decree No. 2075 of 2010 was issued to develop the executive regulations of Child Law No. 12 of 1996. The law stipulates that the state guarantees protection of childhood and motherhood, and works to create appropriate conditions for their upbringing in all respects, within a framework of freedom and human dignity. It included sections dealing with health care, social care, children's rights to education, care for the working child and the working mother, the culture of the child, the criminal treatment of the child, and the formation of the National Council for Motherhood and Childhood.



At the level of strategies, the National Council for Motherhood and Childhood has developed the strategic framework, as well as the National Plan for Childhood and Motherhood (2018-2030) to activate all articles in the Child Law, and thus guarantee the rights of the child in:

- **Integrated health care.**
- **education and culture.**
- **Social protection for poor children while ensuring fair distribution among social strata and geographical regions,**
- **Develop the children's participation in the public sphere by involving them in making their own decisions.**
- **Maternity care as a basic factor for childhood care.**

Accordingly, the strategic framework aims to improve the livelihoods of children and mothers, in line with with the objectives of the Sustainable Development Strategy: Egypt Vision 2030 and the Convention on the Rights of the Child. This is in addition to the new constitutional articles of the 2014 constitution, to turn all of them into practical mechanisms that will be implemented with the aim of benefiting children and mothers.



### 3. Persons with disabilities

At the level of legislations, many important laws and decisions have been issued with the aim of protecting the rights of persons with disabilities, ensuring their full enjoyment of all human rights and fundamental freedoms, enhancing their dignity, integrating them into society, and securing a decent life for them. These laws are as follows:

#### **Laws and Legislation Supporting the Rights of Persons with Disabilities**

- Law No. 10 of 2018: Issuing the Law on the Rights of Persons with Disabilities and its Executive Regulations, includes a section on the health rights of persons with disabilities, including the disability proof card, integrated services, health file and measures to prevent disability. It includes a section on the right to education, and another one on vocational preparation and the right in training and work, in addition to a section on the right to social protection, legal and criminal protection for persons with disabilities. It also includes a section on the right to culture, sports and recreation. Law 10 of 2018 includes many acquired rights, which were set out in the executive regulations of the law, which aims to ensure their complete integration into society in all institutions, provide them with all services and facilities, including their right to housing, and rehabilitate units in accordance with the provisions of the Egyptian Code for the design of external spaces and buildings for use Persons with disabilities of existing public buildings and designated buildings, which contributes to facilitating their movement and integration into society, as shown in Box (1).
- Law No. 11 of 2019 establishing the National Council for Persons with Disabilities.
- Law No. 200 of 2020 promulgating the law establishing the Support Fund for Persons with Disabilities.

**Box (1): The most important features of the engineering code for the design of external spaces and buildings for the use of persons with disabilities**

The law stressed the importance of fulfilling the commitment to the provisions of the Egyptian Code for the design of external spaces and buildings for the use of persons with disabilities for existing public buildings and designated buildings, in addition to fulfilling the following general requirements:

1. Parking places for cars of persons with disabilities must be provided with guiding signs and identified on the ground in accordance with the terms of the Egyptian code.
2. The height of the curb at the entrances should not exceed 15 cm, with a slope with an appropriate inclination.
3. At least one entrance must be prepared for the use of persons with disabilities, with instructions and signs that explain the same.
4. Slopes must be provided for wheelchair users and crutches when there is any difference between the sidewalk level and the building entrance level according to the terms of the Egyptian code at the entrance to the building.
5. An electric hoist must be used in case it is not possible to have an elevator or ramp to reach between two levels at the entrances.
6. Roads and lanes shall be designed in an unobstructed manner in accordance with the Egyptian Code.
7. An elevator, as a minimum, must be provided according to the Egyptian code in the case of multi-storey buildings.
8. The net width of the doors must not be less than 0.85 meters, and the door must be easy to open according to the Egyptian code.
9. At least one toilet must be provided per floor according to the Egyptian code.
10. The floors must be made of non-slip materials, provided that they are completely flat without protrusions, and all corners of the walls must be non-sharp edges or have protrusions that may affect the safety of persons with disabilities.



**Administrative Decisions on the Rights of Persons with Disabilities**

- *Prime Minister's Decree No. 2268 of 2020 to form a national coordinating committee headed by the Minister of Social Solidarity and with the membership of representatives from various ministries and agencies to follow up on the implementation of the provisions of the Law on the Rights of Persons with Disabilities promulgated by Law No. 10 of 2018 and its executive regulations.*

**Strategies Supporting the Rights of Persons with Disabilities**

At the level of supportive strategies, the Ministry of Social Solidarity, in cooperation with the authorities concerned with disability - led by the National Council for Disability Affairs - developed a strategy for the rehabilitation and empowerment of persons with disabilities during the period from 2017-2019. The strategy included developing a number of approaches to care for the persons with disabilities, including setting quality standards for institutions and entities that provide care for them and finalizing the review of the draft integrated disability law. This has led to the issuance of the law in 2018 that includes regulating the rights and priorities of this category, in addition to implementing social protection-related dimensions. The Karama program was launched to expand the social protection network for people with disabilities.

## 1.4 Government Program

Empowering Women and Persons with Disabilities and Fulfilling Children's Rights

The Government Program (2018/2019 - 2021/2022) directed noticeable attention to empowering women and persons with disabilities and meeting the needs of children. Table (3) shows the programs and interventions developed as part of the government's work program to achieve these goals.

**Table (3): Including the dimension of social groups in the government's work program**

TARGET GROUP	STRATEGIC GOAL	MAIN PROGRAM	SUB-PROGRAM	INTERVENTIONS
<b>Women</b>  	Raising operational levels  Empowering women and people with disabilities and fulfilling children's rights?	human skills development	Preparing and training women to join the labor market	Activating the projects and initiatives of productive families through the centers for preparing productive families. Activating the role of local community development associations in training and supporting women who are heads of households economically.
		..... Small, medium and micro enterprise development	..... Encouraging a culture of self-employment and entrepreneurship	..... Activating the culture of self-employment by targeting 5,000 men and young women annually.
		..... Strengthening the role of community development programs in employment	..... Increasing employment opportunities for the unemployed through labor-intensive community development programs that take into account the environmental dimension and are expected to benefit about 435,000 families.	
..... Improving the standard of living of the Egyptian citizen	..... Controlling population growth and urbanization	..... Reducing over population	..... - Increasing the rate of family planning methods from 59.5% currently to 64%. - Availability of family planning services, especially in remote and disadvantaged areas.	

**Table (3): Including the dimension of social groups in the government's work program**

TARGET GROUP	STRATEGIC GOAL	MAIN PROGRAM	SUB-PROGRAM	INTERVENTIONS
<p><b>Women</b></p> 	Improving the standard of living of the Egyptian citizen	Non-discrimination	<p>Activating the economic and social participation of women</p> <p>.....</p> <p>Social protection for women</p> <p>.....</p> <p>Supporting the activities of productive families</p>	<p>- Issuing 400,000 national ID cards for women in the border provinces.</p> <p>- Implementation of initiatives aimed at adopting the "productive woman supporting the national economy" approach.</p> <p>- Enhancing the financial inclusion of women, through the implementation of training and awareness programs at the governorate level.</p> <p>.....</p> <p>Training and awareness programs to enhance the role of women in preserving environmental resources</p> <p>.....</p> <p>- Providing about 80,000 job opportunities to achieve economic and social development for rural women.</p> <p>- Enhancing the capabilities of about 50,000 women in the field of entrepreneurship and marketing.</p>

**Table (3): Including the dimension of social groups in the government's work program**

TARGET GROUP	STRATEGIC GOAL	MAIN PROGRAM	SUB-PROGRAM	INTERVENTIONS
<p><b>Children</b></p> 	<p>Building the Egyptian citizen</p> <p>.....</p> <p>Raising operational levels</p>	<p>Providing comprehensive health care</p> <p>.....</p> <p>Advancement of small and micro enterprises</p>	<p>Health facilities development</p> <p>.....</p> <p>Providing medical drugs, serum, baby formula and medical devices</p> <p>.....</p> <p>Development of small and micro enterprises in the agricultural sector</p>	<p>Developing maternal and child units and reducing infant mortality to 11.8 children per thousand</p> <p>.....</p> <p>Mechanization of infant formula dispensing process</p> <p>.....</p> <p>Gradual decrease of child labor, from 9% currently to 7%.</p>
<p><b>Persons with disabilities</b></p> 	<p>Building the Egyptian citizen</p> <p>.....</p> <p>.....</p> <p>Raising operating levels</p>	<p>Confirmation of scientific identity</p> <p>.....</p> <p>Strengthening physical activity for young people</p> <p>.....</p> <p>.....</p> <p>Human skills developments</p>	<p>Access to education for all without discrimination</p> <p>.....</p> <p>Providing sports infrastructure</p> <p>.....</p> <p>Sports development</p> <p>.....</p> <p>Providing job opportunities for people with disabilities</p>	<p>Opening 1,600 classrooms for people with disabilities</p> <p>.....</p> <p>Establishment of 2 clubs for the disabled</p> <p>.....</p> <p>Encouraging the participation of women, people with disabilities and the elderly in sports activities</p> <p>.....</p> <p>- Activating the executive regulations of the new law on</p>

**Table (3): Including the dimension of social groups in the government's work program**

TARGET GROUP	STRATEGIC GOAL	MAIN PROGRAM	SUB-PROGRAM	INTERVENTIONS
<p>Persons with disabilities</p> 	<p>.....</p> <p>Improving the standard of living of the Egyptian citizen</p>	<p>.....</p> <p>Expansion of social safety nets</p>	<p>.....</p> <p>Social protection</p>	<p>persons with disabilities (No. 10 of 2018).</p> <p>- Organizing 97 awareness seminars, benefiting about 97,000 people, in which 970 private companies participate.</p> <p>- Implementation of 261 awareness campaigns regarding the Persons with Disabilities Law in private sector companies.</p> <p>.....</p> <p>Employment of 100% of persons with disabilities applying for work.</p>

**Additional Government Support Efforts**

\*\*In addition to developmental programs and interventions directed towards women, children, and persons with disabilities in the government's work program, the government has undertaken many efforts aimed at integrating and activating the participation of all groups in the society. In light of the integration of all efforts to achieve the strategic objectives of the government's work program, Box (2) shows how to integrate the gender-responsive plan within the logical framework for planning and follow-up. Box (3) and (4) show some examples of efforts made to meet the needs of social groups. Finally, Box (5) shows some positive practices that would integrate the dimension of social groups in the private sector.

### **Box (2): Integrating the Gender Responsive Plan into the Logical Framework for Planning and Monitoring**

The logical framework for planning and follow-up aims to unify the process of preparing a plan and balancing programs and performance among all state agencies. This framework is developed to be integrated to start from the stage of determining the relationship of each development program implemented by each entity with the strategic objectives and the main and subsidiary programs of the government.

The logical framework for planning and follow-up includes 3 types of performance indicators, the first: the indicators of financial inputs, which are the total cost of the sub-program distributed over all sections of the budget and not only the investment cost, the second: the indicators of outputs, which are clear, specific, and measurable indicators, and they express the program activities, and the third: results indicators that show the impact of the program.

Example: The Supply Offices Development Program undertaken the Ministry of Supply and Internal Trade

- Output indicators: the number of added supply offices/the number of developed supply offices, the number of automated supply offices.
- Results indicators that reflect the developmental impact of the sub-program: the percentage of automated offices out of the total supply offices country wide (%), the percentage of automated services out of the total services provided by offices (%).

Gender-responsive plan and priority categories: the focus is on women and people with special needs benefiting from the subprogram through performance measurement indicators, (Example: the program for spreading the fixed consumer outlets, the indicators of the gender-responsive plan are:

- Total financial allocations directed to outlets owned by women or people with disabilities (inputs).
- The number of job opportunities that have been provided to women / people with disabilities through “my association” project (outputs), and it is to be distributed at the governorate level in the designated field.
- The percentage of job opportunities available for women/people with special needs out of the total job opportunities (results), and it is to be distributed at the governorate level in the designated field.

### **Box (3): Equal Opportunities Units / Safe Women Units / Anti-Violence Against Women Units**

As part of the context of empowering women and protecting them from all forms of violence and discrimination, equal opportunities units have been established at the level of government institutions and some private sector institutions to ensure a safe work environment that prevents discrimination, and to advance the conditions of Egyptian women in all fields. Equal opportunities units also aim to ensure the integration of women's needs into programs and projects within the development plans of the executive bodies and thus achieve the Sustainable Development Goals within the framework of Egypt's Vision 2030.

A number of safe women's units were also established and opened in university hospitals. The units are specialized in providing integrated support in cases of violence against women through trained medical staff, inspection tools, providing information and preparing integrated files on cases and referring them to psychological and legal support agencies and social services if necessary. These units were established in cooperation and partnership between the National Council for Women and the United Nations Population Fund. There is a tendency to expand the establishment of other similar units in the near future to ensure that they cover all geographical areas and all women who need support. In addition, units to combat violence against women have been established in many Egyptian universities to provide a study and work environment free of all forms of violence, harassment and discrimination against women.

#### **Box (4): Efforts made to support persons with disabilities**

As part of the state's efforts to support persons with disabilities, the Ministry of Social Solidarity has taken the following measures:

- Providing cash support to people with disabilities, and cooperating with the Ministry of Health and Population to include all people with disabilities who benefit from the cash support program into the health care program. An automated medical examination mechanism has been developed that takes into account transparency, integrity and speed in service performance.
- Cooperation with the Ministry of Housing, Utilities and Urban Communities to allocate 5% of social housing for persons with disabilities.
- Issuing disability proof and integrated services cards for those eligible for Karama program support, and starting the work on the new system of integrated services.
- Establishing the infrastructure for the offices of rehabilitation for persons with disabilities at the level of the governorates, linking them to the Ministry's network of information lines and automating them to facilitate the practice of their work.
- Employing persons with disabilities, in cooperation and coordination with companies affiliated with the private sector, in addition to providing training and rehabilitation opportunities for them, and soft loans for women with disabilities in cooperation with Nasser Social Bank.
- Facilitating the access of persons with mobility disabilities to purchase motorcycles with the support of Nasser Social Bank.
- Providing grants for students with visual disabilities in public universities, and providing headphones for students with hearing disabilities, in addition to equipped laptops for students with visual disabilities, in partnership with NGOs.
- Coordination with the electronic platforms (Shaghelni, Forsauna) to provide decent job opportunities for persons with disabilities through matching the type of disability and academic qualification.
- Providing professional assessment services for people with disabilities in professional assessment centers and providing services for developing language and communication skills for children in the speech therapy unit.
- Raising societal awareness of the issues of people with disabilities, as the "Awareness" program for community development was launched to form positive awareness about many societal issues, including early detection of disability. An "Awareness" manual was prepared for rural women leaders and public service employees, and rural women leaders were trained in a number of governorates.
- Launching a campaign for early detection of children's disabilities as part of the targeted interventions in the second phase of the "Hayah Karima" initiative in rural village

#### **Box (5): Integrating the Social Group Dimension into Private Sector Practices**

Gender-responsive planning requires concerted government efforts with civil society organizations and the private sector to ensure its success in achieving the desired goals of this type of planning. In this regard, the private sector can take the following measures to integrate the social group dimension into its practices:

- Encouraging mechanisms of flexible work and working from home to support women's participation in the labor market.
- Providing nurseries to take care of children in private sector institutions whenever possible.
- Develop codes of conduct that guarantee equal opportunities for both genders and a work environment free of discrimination against women "Gender Sensitive Codes of Conduct".
- Non-discrimination in remuneration between women and men for the same job.
- Employing persons with disabilities in jobs that are appropriate to their abilities and the rehabilitation programs they have obtained.

The decision issued by the Financial Regulatory Authority No. 204 of 2020 is an example of integrating the gender dimension in the activities of the private sector, as it is prohibited for companies and entities licensed to engage in non-banking financial activities to discriminate between their clients on the basis of gender in a manner that ensures the promotion of equality between males and females in benefiting from non-banking financial activities. This is in addition to paying more attention to the needs of persons with disabilities. The FRA also started the initiative to represent women on company boards, as resolution No. 50 of 2020 was issued stipulating that at least one female must be represented on company boards of directors. Finally, resolution no. 205 of 2020 was taken to grant incentives and financial benefits to companies and entities working in non-banking financial activities aimed at empowering women and enhancing the availability of funding for them.

The "living well" program is an example of the partnership between the private sector and the government, as it is a program launched by PepsiCo in cooperation with the Ministry of Social Solidarity and CARE International. The program aims to empower rural women and integrate them into the agricultural value chain, improve living conditions and achieve self-sufficiency. It mainly targets families who benefit from the "Solidarity and Dignity" program and people with disabilities.

## 1.5 International Experiences: Best Practices and Lessons Learned

International experiences in the application of gender-responsive planning have shown that there is no single approach that all countries have followed. Rather, the application mechanisms differed according to societal conditions (GTZ, 2006). The most prominent differences in countries' experiences were:

- **Actors:** In some countries, government agencies represented by relevant ministries are the leaders in the gender-responsive planning process such as Australia, Kenya, Mozambique and Rwanda, while in other countries responsive planning initiatives originate from civil society organizations, research centers or parliamentarians such as India, South Africa, and Uganda.
- **Scope of coverage:** Some countries tended to implement responsive planning in all relevant sectors and ministries, while other countries tended to focus on some priority sectors at the beginning of the gender responsive planning experience, and these sectors are education, health, and employment.
- **Tools used:** As previously mentioned, there are many tools used in responsive planning and countries tended to choose tools that suit their goals and capabilities, and are compatible with the planning mechanisms and budgetary systems used in the country. The most widely used tools in many countries are: Socially Inclusive Policy Appraisals and Disaggregated Public Expenditure Benefit Incident Analyses

**Boxes (6), (7), (8), and (9) illustrate these differences through some pioneering experiments in gender-responsive planning.**





### **Box 6: India's Experience in Child Responsive Planning**

Civil society organizations played a pioneering role in the implementation of child responsive planning in Kerala, India, where the HAQ Center for Child Rights has assisted government agencies in preparing and implementing child responsive plans (Cummins 2016). This initiative was supported by the Indian government and the methodology developed by the center was implemented by the ministries. This resulted in the announcement of Government Expenditure Statement for Children No. 22 of 2008 within India's general budget in 2008.

Although this methodology has not been rolled out in all Indian states, since that time Kerala has published an annual Child Budget Statement. The statement clarifies the division of expenditures in each governmental program/project, specifying the percentage of child allocations from total investment expenditures, and the percentage of children benefiting from public expenditure according to the results of evaluating the performance of the program/project. This is in addition to further comments on the activities of the program/project to be taken into account in future plans. Therefore, this experience relied on Disaggregated Public Expenditure Benefit Incident Analyses, to show the extent to which children benefit from different programs/projects.

This is done by analyzing the database of the beneficiaries of the programs and interventions implemented in the state and some questionnaires and opinion polls. In addition, HAQ and local civil society organizations produce four-year public spending impact analyzes on children through expenditure tracking surveys to measure changes in the situation of children in states that have implemented child responsive planning. This has enhanced accountability and increased effectiveness of public spending in filling the gaps and meeting the urgent needs of this category.

*Source: (Bhattacharya et al. 2013; Cummins, 2016; SDC, 2018).*





### **Box 7: The Experience of a participatory plan for children in Barra Mansa, Brazil**

Under the Child Friendly Cities initiative, the Brazilian city of Barra Mansa retains a percentage of the city's local budget allocation to be decided by 9 to 15-year-old children. The Participatory Children's Budget Board was established in 1998 by virtue of the Municipal Ordinance and implemented by the City Council. Hence, local administration units were the active party in applying this experience in Brazil. More than 6,000 children in the city elected 18 boys and 18 girls to represent their views in this council. The main objectives of establishing this council were to: institutionalize children's participation in setting spending priorities within the city budget; encourage active citizenship; encourage children to express their opinions and needs; and allocate funds according to their priorities. This has led to the funding of a range of programs and interventions that meet the needs of children, including: renovating the school's sports fields, installing lighting in children's playgrounds, and expanding the neighborhood health center to include a dentist's office.

The benefits of children's participation have gone beyond prioritizing spending and extended to: greater participation of children in city council meetings, residents' associations, and public councils. It has also resulted in increased awareness of societal issues and public policies, which contributed to continuing to listen to the priorities of children in the city.

*Source: Guerra, 2005*



### **Box 8: Ukraine's Experience in Gender Responsive Planning (Women)**

Ukraine has made extensive efforts in gender-responsive planning at all levels of government, with many initiatives at the central and local government level. The Ministry of Social Protection, in cooperation with UN Women, pioneered these efforts by tracking the impact of financial allocations within the framework of government programs/interventions on achieving gender equality in all the 27 cities (Quinn, 2016). The initiatives focused on one sector, the entrepreneurship sector, due to the high levels of unemployment among women. Analysis of the effects of entrepreneurship programs on social groups has led to a redesign of entrepreneurship programs to ensure that women benefit from them.

This was achieved in 2013, when an analysis of the public spending impact of the Entrepreneurship Enhancement Program in one Ukrainian city showed unequal distributions of expenditures - 60% of the program beneficiaries are men and 40% are women. In addition, some programs were funded with large gender gaps: for example, 60% of the financial allocation for a program went to an annual manufacturers' fair, in which 80% of the participants were men. These results have been reached based on indicators of social groups, and beneficiaries' statistics, disaggregated by gender. These results were used to expand services to entrepreneurs, and to take special measures to encourage the participation of women and youth in entrepreneurship in the following fiscal year.

In the same year, the analysis of public spending and the evaluation of beneficiaries of the budgetary allocations in another city, which was carried out by the local government in cooperation with civil society organizations, showed that most of the beneficiaries of vocational training programs were men, with rates reaching three or four times compared to women, although the percentage of unemployed women in the city amounted to 75% of the total unemployed.

Field surveys also showed that while men and women were interested in getting training and starting their own businesses, women over the age of 35 were more willing to do so. Thus, this was taken into account when designing the development plan for the city and a training center was funded targeting women over 35 years of age who have an interest in establishing a business. This center has achieved many successes in helping women set up and run successful businesses in the city.

*Source: Ivanina et al., 2016; Queen, 2016*





### **Box 9: Experience of Disability Responsive Planning in Karnataka, India**

Karantaka's experience in India is one of the most successful experiences in addressing the needs of persons with disabilities in the planning process through a participatory approach, in collaboration with civil society organizations. This group has suffered from marginalization and high rates of poverty and unemployment for many years, then a law for persons with disabilities was drafted in 1995 and activated in 2006 to ensure the participation of persons with disabilities in the development process and benefit from its fruits. The participatory approach has been adopted to integrate the needs of this group into the planning process for government programs and interventions in the following axes:

- Holding training programs for officials in ministries and local administration to deal with persons with disabilities and take their needs into consideration in the planning process.
- Holding periodic meetings with officials of the various ministries and persons with disabilities to identify their needs and listen to their views.
- These meetings had a significant impact on changing the attitudes of government officials towards issues of persons with disabilities, as many suggestions related to procedures for improving service delivery systems were discussed, which led to a systematic change in the implementation of programs and projects at all levels of local administration.
- Relying on opinion polls and performance indicators to assess the extent to which persons with disabilities benefit from the provision of services, poverty targeting programs and skills development programs, and taking the outcomes of this assessment into consideration when developing development plans.

*Source: Kumar, 2009*



# The key learnings from the experiences of countries in applying gender-responsive planning in (GTZ, 2006; SDC, 2018):

- Quick results should not be expected from gender-responsive planning initiatives, since integrating the social groups' perspective into the various planning stages of development programs and projects is a medium to long-term task, it is important to be persistent and try to institutionalize gender-responsive planning initiatives.
- Gender-responsive planning experiences have proven to be more successful in countries where there is integration and joint cooperation between government initiatives, the efforts of civil society organizations and all actors in society. This requires mutual trust, transparency and the availability of all information.
- The main obstacle to activating the proposed tools for gender-responsive planning is the lack of data disaggregated for the target groups by gender and age that reflects the requirements of these groups. Hence, work must be done to provide this data in order to be one of the first steps taken to implement gender responsive planning.
- It is necessary to integrate the concept of social groups into the economic models through which financial allocations and public spending priorities are determined, in order to study the urgent issues of the different groups and the areas where expenditures need to be channeled, and then ensure the efficiency of public investment spending and the fair distribution of resources according to the needs of different groups.
- The importance of raising awareness of the issues of social groups and the existence of communication channels to express the needs from the perspective of social groups to include them in the planning stages according to the priorities and available resources.

*Finally, this section addresses the concept and objectives of gender-responsive planning, the mechanisms used in its implementation as indicated in the legislative and institutional framework supporting responsive planning in Egypt. This is in addition to the international experiences to extract the best practices and lessons learned, constituting the necessary framework for implementing gender-responsive planning in the different sectors, which will be addressed in the following section.*

## Section Two: Applying Gender Responsive Planning in Sectoral Plans



After presenting the conceptual framework of gender responsive planning in the first section, this section addresses the application gender-responsive planning across different sectors. Accordingly, it deals with the methodology used to apply the conceptual framework to sectors, its steps, and the evaluation mechanism of the performance of programs and interventions from the social groups' perspectives. This is followed by the application of this methodology through a matrix of gender-responsive planning in sectors, which proposes a set of activities and projects to meet the needs of different groups, and proposes indicators for evaluating their performance.

### 2.1 Methodology and steps used

#### Methodology for developing the manual

The manual was based on a participatory approach, where all the sectors mentioned in the gender-responsive planning matrix (explained in section 2.2) participated in preparing the manual by suggesting some activities and interventions that contribute to meeting the needs of different social groups, and making observations on the structure and content of the manual. Several interviews were also conducted with the qualitative sectors of the Ministry of Planning and Economic Development, in addition to the National Council for Women, in order to study and analyze the strategies launched by these authorities and to identify the most prominent gaps and urgent needs of these groups, and then work to meet these needs to integrate these groups into society and maximize their economic participation in the development process. Moreover, the methodology relied on reviewing all legislation related to women, children and persons with disabilities, and working to activate these legislations by proposing activities and interventions in different sectors and setting indicators to measure the impact of these activities and projects on the target groups, as evidenced by the matrix of responsive planning in different sectors which are presented in section (2.2). Finally, a workshop was held with the participation of a number of concerned sectors and agencies, represented by the National Council for Disability, the National Council for Women, the National Council for Motherhood and Childhood, the Ministry of Social Solidarity, the Ministry of Education, the Ministry of Higher Education and Scientific Research, the Ministry of Housing, Utilities and Urban Communities, the Ministry of Water Resources and Irrigation , the Ministry of Agriculture, the Ministry of Trade and Industry, the Ministry of Local Development, the Ministry of Transport, the Financial Regulatory Authority and a number of academic experts to take their comments into consideration.

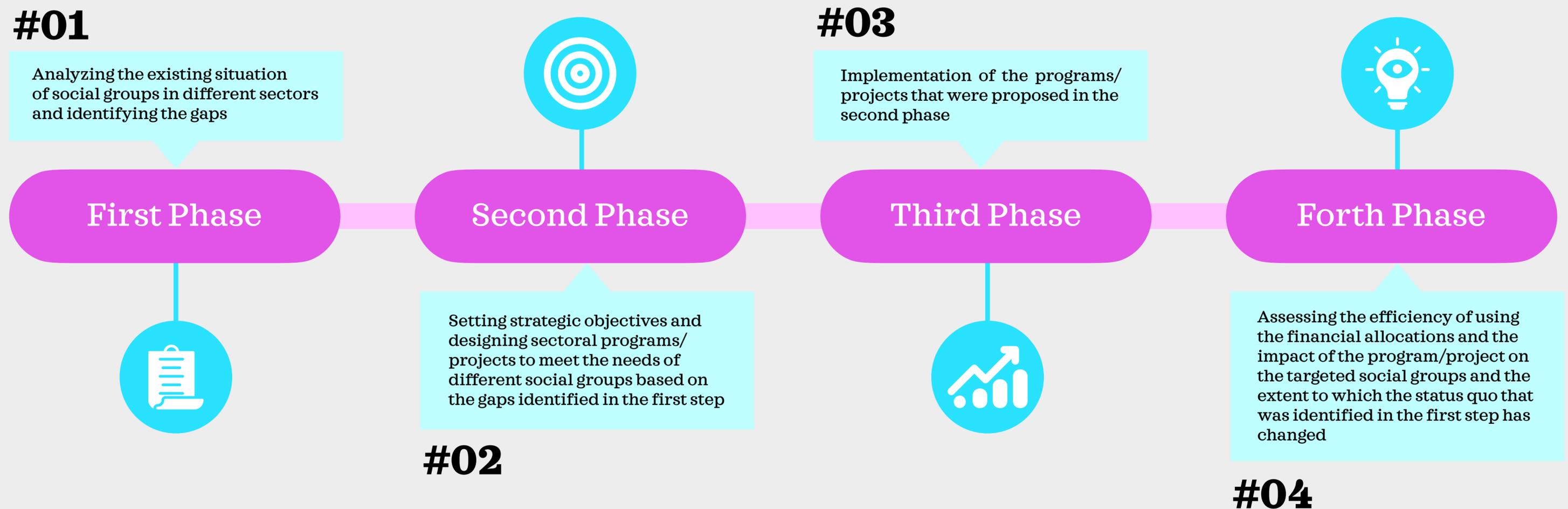
## The methodology of applying responsive planning in the state plan

In order for ministries and different sectors to integrate the perspective of social groups in the planning process, this part presents the steps to be followed, in addition to the mechanism for evaluating gender-responsive planning based on quantitative and qualitative indicators. This will be done in order to assess the success of the steps that have been followed to meet the needs of different groups and to economically, politically, and socially integrate these categories.

### Gender Responsive Planning Steps

Figure 1 shows the general framework for the steps of gender-responsive planning. These steps begin with the identifying stage of the gaps and the urgent needs of social groups. This is followed by a formulation of goals that each sector works to achieve, and translating these goals into executive programs and projects. This is further followed by the implementing process of the program and project activities, and finally the performance appraisal process to ensure that program and project activities meet the needs of different groups. In each of these stages, the appropriate tools and mechanisms shown in Table (1) are used to ensure that the social perspective is taken into account at all stages of planning.

Figure #1 general framework for gender-responsive planning steps sectors



We can say that the gap analysis in the first stage, which depends on quantitative and qualitative indicators, is the basis for these steps, as it clarifies the spending priorities for different sectors, and identifies the programs and projects that must be formulated in the plan to fill these gaps. Accordingly, this ensures efficient allocation of resources, and fulfilling the needs of different groups through the implementation of different programs/projects. Finally, the performance evaluation stage aims to clarify the extent of the success of the program and project activities in bridging the gaps, the lessons learned and the steps to be taken into consideration in formulating strategies and programs in the future plans for the following years, as shown in Figure (2).

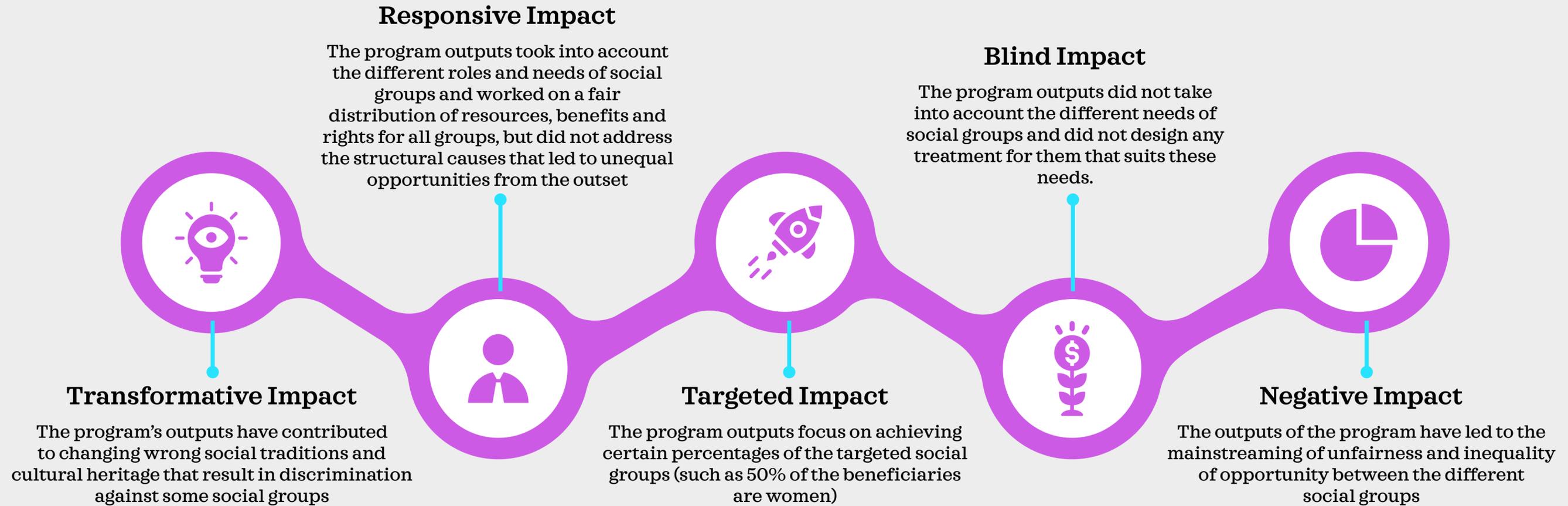


**Figure #2 the role of gap analysis in the gender-responsive planning process**

*Source: United Nations, 2018*

### Figure #3 Social Responsive Planning Assessment Scale

Source: EKVILIB Institute, 2017



### Gender Responsive Planning Assessment Scale

The proposed framework requires the existence of a mechanism to enable the ministries and the various budget agencies to assess the impact of programs, investment projects and budget-financed activities on the target groups. This mechanism is represented in the Social Responsive Planning Assessment Scale, which is the most widely used methodology in the literature, to measure the impact of development programs on priority social groups in policy formulation. The evaluation ranges from 1-5, according to the extent to which the results achieved by the program affect these groups, as shown in Figure (3).

In order to evaluate according to this scale, a set of quantitative and qualitative indicators should be built, taking into account the perspective of social groups. This requires the availability of a detailed database divided according to social categories, in addition to conducting some surveys and opinion polls to identify the most important needs as shown in Table (4). In this regard, the performance indicators that have been developed in the government program performance follow-up system will be used and some additional indicators related to the target groups will be proposed. These indicators will be used in assessing the existing situation to identify the gaps, in addition to evaluating the impact of programs/projects in improving the conditions of the target groups by following up on the change in the values of these indicators. Appropriate indicators will be identified to assess the status of each sector and measure the impact of the proposed projects in the manual to facilitate conducting performance evaluation according to the perspective of social groups, as shown below in the responsive planning matrix.

**Table (4): Gender Responsive Indicators**

QUANTATIVE INDICATORS	QUALITATIVE INDICATORS
Indicate the percentage of participation/benefit from the targeted social groups from the program/intervention	It refers to the opinions and experiences of the target groups
These indicators are used in the phase of identifying the gaps, in addition to the phase of assessing the outcomes of the program to measure rates of change (such as the percentage of girls enrolled in education), as well as the views of the target groups before, during and after the implementation of the program/project.	
Usually, target numerical values are set for these indicators to measure the success of the program/intervention in reaching these target values.	There are no reference values to be compared.
It's based on published data.	It depends on questionnaires and an opinion poll of the target groups.





## 2.2 Gender Responsive Planning Matrix in Different Sectors

After presenting the general framework of the steps used in responsive planning, and the mechanism for evaluating programs/projects from the perspective of social groups, the responsive planning matrix in the different sectors shows the most prominent procedures proposed in each sector to meet the needs of different groups of needs, as well as the proposed indicators for evaluating the outcomes and impact of these activities and interventions on the target groups. These interventions aim to provide and improve education and health care services for women, children and persons with disabilities, in addition to providing adequate housing and adequate means of transportation for all groups. It also plays a role in broadening the mechanisms of participation in decision-making, as well as economically empowering these groups, by creating appropriate job opportunities, working to provide social protection for the unable segments of these groups, raising the degree of societal awareness of issues related to these groups, and improving their quality of life through enhancing their participation in sports and cultural activities. The effects of these interventions will be reflected at the macro-level through the following indicators:

- The rate of female participation in the labor force
- Female unemployment rate
- Female illiteracy rate
- The income gap between males and females
- The percentage of women's representation in the House of Representatives / senior executive positions / companies' boards of directors in the private sector.
- The rate of population increase.
- The rate of participation of persons with disabilities in the labor force.
- Income levels for people with disabilities.
- Child labor rates.
- Percentage of children suffering from multidimensional poverty

The indicators in the government program performance system were reviewed and used, and it is suggested that the relevant performance indicators shown in the sectors matrix be added to this system to integrate the dimension of social groups in the follow-up and evaluation process.

# GRP Matrix in different sectors

FIRST: EDUCATION SECTOR		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
	<b>Ministry of Education and Technical Education, Ministry of Higher Education and Scientific Research</b>	<b>WOMEN</b>
<ul style="list-style-type: none"> <li>- Awareness programs in rural areas of the importance of completing girls' education.</li> <li>- Expanding the establishment of girls friendly schools. Adding specializations that fit the needs and aspirations of girls in technical education.</li> <li>- Awareness campaigns for people in villages and hamlets about the dangers of early marriage to change wrong societal concepts.</li> <li>- Develop codes of conduct in educational institutions to provide a safe learning environment for women and girls free from all forms of violence against women and discrimination.</li> <li>- Developing educational curricula to take into account their inclusion in the principles of equal opportunities and the prevention of discrimination in order to achieve gender equality.</li> <li>- Holding awareness raising meetings in schools and universities about women's issues and protecting them from violence.</li> </ul>		<ul style="list-style-type: none"> <li>- Dropout rates of girls from different educational levels.</li> <li>- Girls' enrollment rates in the different stages of education.</li> <li>- Percentages of technical education schools with specializations suitable for girls.</li> <li>- Girls' enrollment rates in technical education.</li> <li>- The ratio of girls-friendly schools to the total number of schools.</li> <li>- Percentage of female teachers in schools.</li> <li>- Girls' enrollment rates in university education.</li> <li>- Percentage of male and female beneficiaries of from awareness-raising meetings on women's issues and their protection from all forms of violence.</li> <li>- Percentage of universities that have courses related to gender.</li> <li>- Percentage of universities that have anti-violence against women units/equal opportunities units/gender equality units.</li> <li>- The female illiteracy rate.</li> <li>- Percentage of girls who married before the age of 18 years.</li> <li>- Percentage of women holding administrative positions in educational administrations.</li> <li>- Percentage of women who occupy administrative positions in universities (deputies, deans, deputies or university presidents).</li> <li>- Percentage of scientific research related to women's issues (economic, social, environmental) to include their needs in the dimensions of sustainable development.</li> </ul>



# GRP Matrix in different sectors

FIRST: EDUCATION SECTOR		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
	CHILDREN	
<b>Ministry of Education and Technical Education, Ministry of Higher Education and Scientific Research</b>	<ul style="list-style-type: none"> <li>- Awareness programs in rural areas of the importance of completing the education of children.</li> <li>- Linking the enrollment of poor families to education with a set of material and in-kind incentives.</li> <li>- Work on distributing schools geographically in a manner that correspond to the number of school-age children.</li> <li>- Expanding the establishment of community schools to eliminate the phenomenon of children who drop out of education.</li> <li>- Providing healthy nutrition for children in schools.</li> <li>- Developing codes of conduct in schools to combat all forms of violence against children, exploitation and bullying.</li> <li>- Strengthening the technical and organizational capacities of the child protection committees in schools.</li> <li>- Training teachers to deal with children in kindergarten.</li> <li>- Develop the skills of psychologists, social workers and teachers to provide psychological and social support to the child.</li> <li>- Organizing camps for children during the holidays to convey the concepts of accepting the other and not bullying.</li> </ul>	<ul style="list-style-type: none"> <li>- Dropout rates of children from different educational stages.</li> <li>- The percentage of coverage of healthy school meals for children in the primary stage.</li> <li>- Ratio of community schools to total schools.</li> <li>- Percentages of children enrolled in the different educational stages.</li> <li>- Percentage of teachers who have obtained training programs to deal with children in kindergarten.</li> <li>- Percentage of children over five years of age who suffer from malnutrition.</li> <li>- Percentage of children who have completed the different educational stages.</li> <li>- Percentage of children who are aware of issues of violence and bullying.</li> </ul>

# GRP Matrix in different sectors

FIRST: EDUCATION SECTOR		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
	PERSONS WITH DISABILITIES	
<b>Ministry of Education and Technical Education, Ministry of Higher Education and Scientific Research</b>	<ul style="list-style-type: none"> <li>- Prepare classrooms to suit children with disabilities according to their type of disability.</li> <li>- Training teachers, faculty members, and administrators in schools and universities to deal with students with disabilities and integrate them into the academic community.</li> <li>- Granting students with disabilities benefits in universities and government institutes, such as exemption from tuition fees and expenses, and the fees for various services.</li> <li>- Providing scholarships for students with disabilities in universities and private institutes.</li> <li>- Providing equipped computers for students with disabilities, especially those with visual impairments, in classrooms and laboratories.</li> <li>- Providing educational aids and assessment methods in classrooms and libraries that suit the type of disability. Develop codes of conduct in educational institutions to encourage acceptance of others and combat bullying.</li> <li>- Providing opportunities to practice various school and university activities.</li> <li>- Literacy of persons with disabilities, especially those with hearing disabilities.</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of classrooms equipped for persons with disabilities within schools.</li> <li>- Percentage of schools that have facilities for persons with disabilities.</li> <li>- Percentages of teachers, faculty, and administrators who have obtained training programs to deal with persons with disabilities.</li> <li>- Percentage of educational laboratories equipped with computers for students with disabilities, especially those with visual impairment.</li> <li>- The ratio of students with disabilities to the total number of students in schools.</li> <li>- The rate of enrollment of persons with disabilities in university education.</li> <li>- The rate of participation of students with disabilities in various activities.</li> <li>- The extent to which students with disabilities are satisfied with the way teachers and administrators deal with them.</li> <li>- The extent to which students with disabilities are satisfied with the facilities available in the school or college.</li> <li>- Percentage of scholarships provided to students with disabilities.</li> <li>- Percentage of persons with disabilities who have completed the different educational levels</li> <li>- Percentage of people with disabilities who have a university degree.</li> </ul>

# GRP Matrix in different sectors

SECOND: HEALTH SECTOR		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
	WOMEN	
<b>Ministry of Health and Population, Ministry of Higher Education and Scientific Research (university hospitals)</b>	<ul style="list-style-type: none"> <li>- Providing health care for women during pregnancy.</li> <li>- Raising the efficiency of integration hospitals country wide to be units of family health and development.</li> <li>- Availability of family planning methods in health care units.</li> <li>- Sending awareness convoys to raise awareness of the importance of family planning and reproductive health.</li> <li>- Inclusion of reproductive health services in basic care units in all governorates.</li> <li>- Designing a unified electronic system for family planning services.</li> <li>- Establishing medical response units for those exposed to violence (the Safe Women Unit) in university hospitals.</li> <li>- Development of maternity and childhood units.</li> <li>- Providing psychological support to women who have been subjected to violence.</li> <li>- Awareness campaigns about the psychological and physical harms of female circumcision.</li> </ul>	<ul style="list-style-type: none"> <li>- Percentage of women who received regular pregnancy care.</li> <li>- Percentage of integration hospitals that have been upgraded and have family health and development units available</li> <li>- Percentage of health care units that provide family planning and reproductive health services.</li> <li>- Percentage coverage of rural women pioneers working in raising awareness of the importance of family planning for all villages and hamlets.</li> <li>- Percentage of women who benefitted from awareness-raising home visits to rural women pioneers.</li> <li>- Percentage of married women who use family planning methods.</li> <li>- Average availability of female doctors trained on family planning methods at the governorate level (female doctor per million women).</li> <li>- Percentage of unmet need for family planning methods for women at the governorate level.</li> <li>- Percentage of hospitals in which medical response units are located to deal with abused women and perpetrators of violence.</li> <li>- Percentage of doctors/nursing team members who have obtained training programs to deal with women who have been subjected to violence/harassment.</li> <li>- Percentage of girls and women who have undergone circumcision.</li> <li>- The recovery rate of women who have experienced violence or harassment.</li> </ul>



# GRP Matrix in different sectors

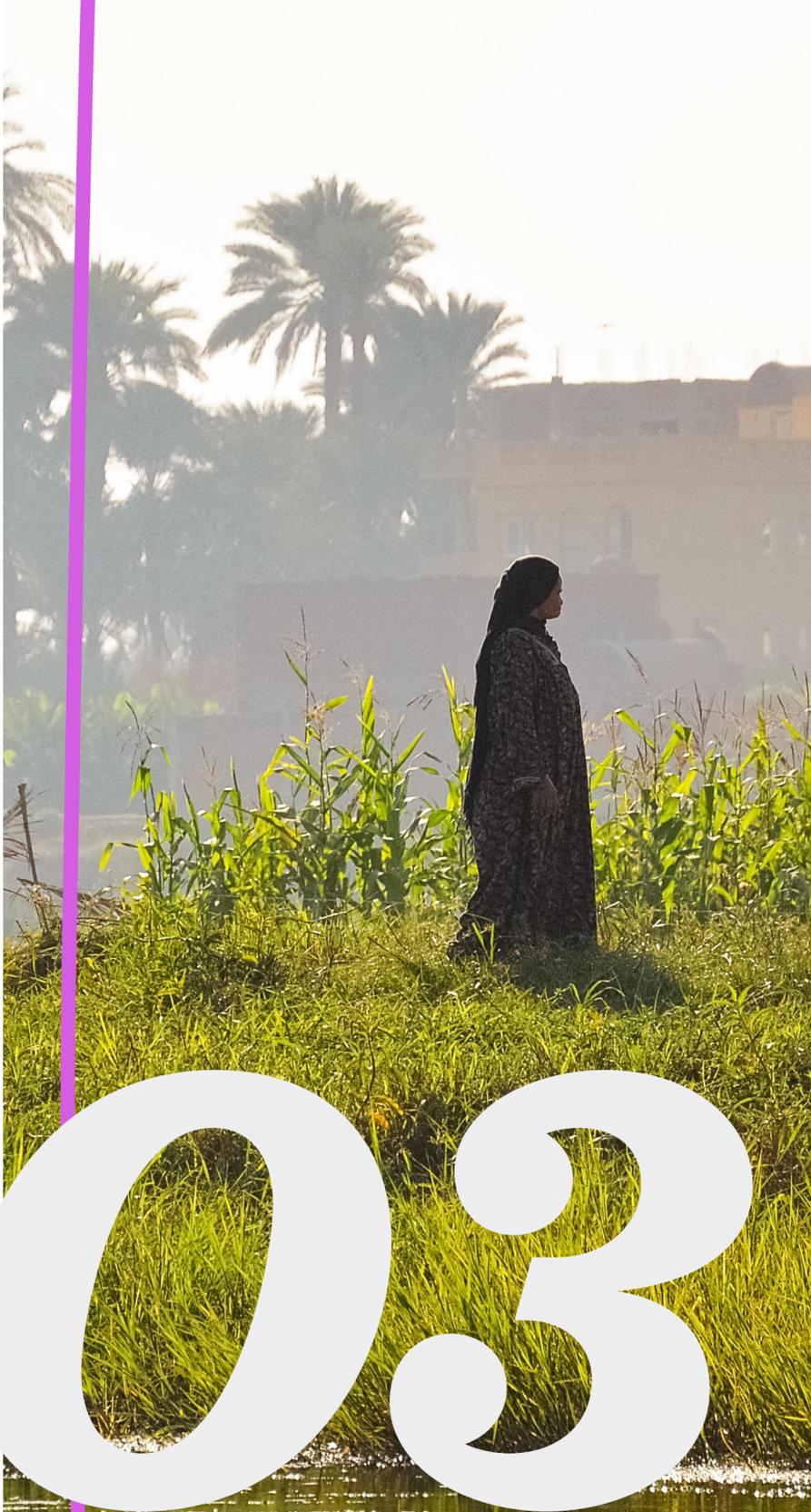
SECOND: HEALTH SECTOR		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
	CHILDREN	
<b>Ministry of Health and Population, Ministry of Higher Education and Scientific Research (university hospitals)</b>	<ul style="list-style-type: none"> <li>- Development of nurseries for newborns.</li> <li>- Providing basic vaccinations for all children</li> <li>- Development of maternity and childhood units.</li> <li>- Develop mechanisms for early detection of diseases related to malnutrition, stunting and obesity in children</li> <li>- Awareness programs for parents and children on proper nutrition methods to reduce chronic diseases, stunting and wasting for newborns</li> <li>- Programs to provide psychological support services for children, and to rehabilitate children who have been subjected to violence or abuse, including crimes of harassment or rape.</li> <li>- Providing integrated health care for children in shelters for children</li> </ul>	<ul style="list-style-type: none"> <li>- Percentage of hospitals with nurseries for newborns</li> <li>- Percentage of children who received basic vaccinations</li> <li>- Percentage of coverage of basic vaccination campaigns for all geographical areas. Percentage coverage of rural women pioneers working in educating mothers on how to provide health care for children, and discovering their exposure to a satisfactory condition in all geographical areas.</li> <li>- Percentage of coverage of periodic examinations for children under 5 years of age for early detection of diseases in all geographical areas.</li> <li>- Percentage of children who received psychological support sessions after exposure to violence or abuse.</li> <li>- Percentage of children in shelters who receive regular health care.</li> <li>- Neonatal mortality rate</li> <li>- Infant mortality rate</li> <li>- Percentage of children suffering from malnutrition, wasting, stunting and obesity diseases.</li> </ul>

# GRP Matrix in different sectors

SECOND: HEALTH SECTOR		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
	PERSONS WITH DISABILITIES	
<b>Ministry of Health and Population, Ministry of Higher Education and Scientific Research (university hospitals)</b>	<ul style="list-style-type: none"> <li>-Providing prosthetic limbs and wheelchairs for people with disabilities.</li> <li>- Providing hearing aids for people with hearing disabilities.</li> <li>-Carrying out health and awareness campaigns for early detection of disability and ways to reduce its occurrence.</li> <li>- Programs to educate parents about methods of dealing with children with disabilities and proper nutrition.</li> <li>- Training programs for health workers on disability and special health services related to the type of disability.</li> <li>- Providing treatment and nutritional supplements to avoid complications of disease- causing defects</li> <li>- Providing medical rehabilitation services for persons with disabilities in all health care centers.</li> <li>- Providing psychological support for people with disabilities.</li> <li>- Providing speech therapy sessions and developing language skills for people with disabilities.</li> <li>- Issuance of attested certificates from specialized medical councils on the degree of disability and the extent of the ability to work.</li> </ul>	<ul style="list-style-type: none"> <li>-Percentage of persons with disabilities who have prosthetic limbs/wheelchairs.</li> <li>- Percentage of people with hearing disabilities who have hearing aids.</li> <li>- Percentage of persons with disabilities who received psychological counseling sessions.</li> <li>- Percentage of doctors, nurses and health workers who have been trained to deal and provide services to persons with disabilities.</li> <li>- Percentage of health campaigns dedicated to early detection of disability.</li> <li>- Percentage of persons with disabilities who received medical rehabilitation services.</li> <li>- The extent of satisfaction of persons with disabilities with the quality of medical and rehabilitation tools and services provided to them.</li> <li>- Enrollment rates for persons with disabilities in education</li> <li>- Employment rates for people with disabilities.</li> <li>- The percentage of fetal malformations and the percentage of newborns who suffer from a genetic defect that causes a disability.</li> </ul>

# GRP Matrix in different sectors

THIRD: AGRICULTURE, WATER RESOURCES AND IRRIGATION SECTOR		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
	WOMEN	
<b>MINISTRY OF AGRICULTURE AND LAND RECLAMATION, MINISTRY OF WATER RESOURCES AND IRRIGATION</b>	<ul style="list-style-type: none"> <li>- Projects to allocate small agricultural lands to women. Especially the female heads of households to work in the field of agriculture and provide a stable income for her family.</li> <li>- Training programs for rural women on irrigation and modern agriculture methods.</li> <li>- Financing programs to provide agricultural equipment at an appropriate cost to women.</li> <li>- Developing the income of women working in the field of agriculture through agricultural industrial projects, packaging and packaging of agricultural crops, and export activities.</li> <li>- Increasing the representation of women in agricultural associations and cooperatives.</li> <li>- Improving access to water for women living in areas prone to drought and climate change.</li> </ul>	<ul style="list-style-type: none"> <li>- Percentage of agricultural land owned by women in rural areas</li> <li>- The percentage of women's participation in agricultural cooperatives</li> <li>- Women's share of agricultural financing</li> <li>- The gender wage gap in the agricultural sector</li> <li>- The income level of rural women</li> <li>- Poverty rates for rural women</li> <li>- Changes in the workload of women and men as a result of project activities (eg percentage of women reporting a decrease in the time spent collecting water - hours per day).</li> </ul>



# GRP Matrix in different sectors

THIRD: AGRICULTURE, WATER RESOURCES AND IRRIGATION SECTOR		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
	<b>Ministry of Agriculture and Land Reclamation, Ministry of Water Resources and Irrigation</b>	<b>CHILDREN</b>
- Awareness campaigns about the harms of child labor in the agricultural sector		- Child labor rates in the agricultural sector - The dropout rate of children from different educational levels
<b>PERSONS WITH DISABILITIES</b>		
- Training programs for persons with disabilities on agricultural, animal and fisheries projects and agricultural processing		- Percentage of beneficiaries with disabilities from training programs (male/female) - Percentage of workers in agricultural, animal, and fisheries projects and agricultural processing. - Percentage of owners of small projects related to agricultural, livestock, fisheries and agricultural processing projects among persons with disabilities

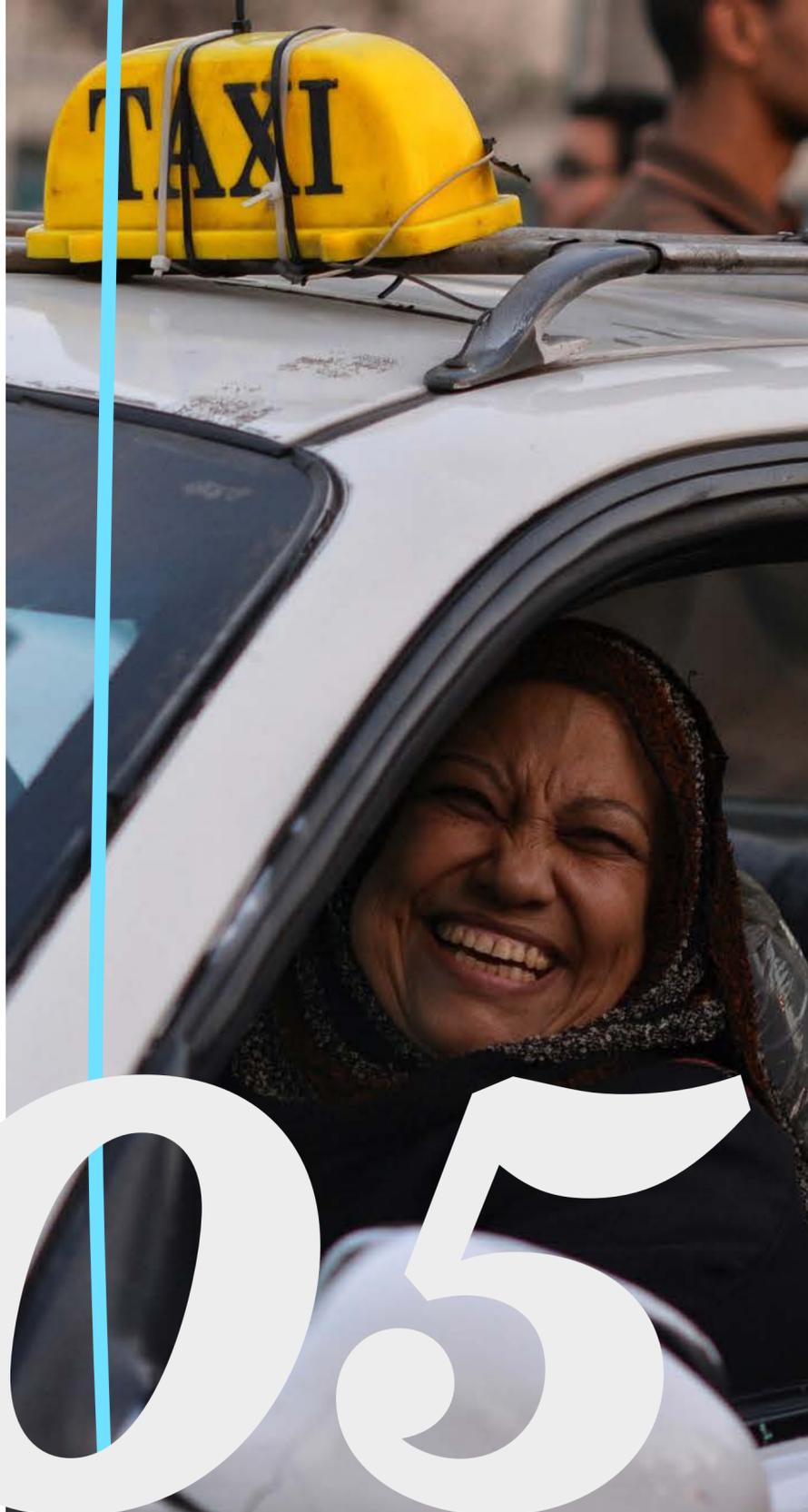
# GRP Matrix in different sectors

FOURTH: HOUSING SECTOR		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
	Ministry of Housing, Utilities and Urban Communities	<b>WOMEN</b>
- Providing adequate housing for the woman breadwinner by adding her to the priority list for applicants for units in the social housing project		- Percentage of female heads of households who obtained units in social housing
<b>PERSONS WITH DISABILITIES</b>		
- Providing adequate housing for people with disabilities through the social housing project. - Allocating specific days for people with disabilities to apply to reserve the project units. - Activating the buildings code with the controls that must be available in the buildings to facilitate their use by persons with disabilities		- Percentage of persons with disabilities who obtained housing units in social housing. - Percentage of residential and public buildings that meet the controls specified in the building code for people with disabilities.



# GRP Matrix in different sectors

FIFTH: TRANSPORT SECTOR		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
	Ministry of Transport	<b>WOMEN</b>
<ul style="list-style-type: none"> <li>- Providing cars dedicated to women in all railways and subways.</li> <li>- Providing safe transportation for women in villages and hamlets</li> <li>- Continuing to activate the initiatives that protect women from violence, such as the "Sekka Aman" initiative.</li> <li>- Activating the hotline for road accidents with the service of women's complaints offices at the National Council for Women.</li> </ul>		<ul style="list-style-type: none"> <li>- Percentage of railways with women-only wagons</li> <li>- Public transport coverage rate in rural areas</li> <li>- Girls' enrollment rates in rural areas.</li> <li>- Employment rates of women in rural areas.</li> </ul>
<b>CHILDREN</b>		
<ul style="list-style-type: none"> <li>- Providing safe transportation for school children in remote areas</li> </ul>		<ul style="list-style-type: none"> <li>- Percentage of children who depend on public transportation to go to school</li> <li>- Enrollment rates of children in different stages of education in the remote area</li> </ul>

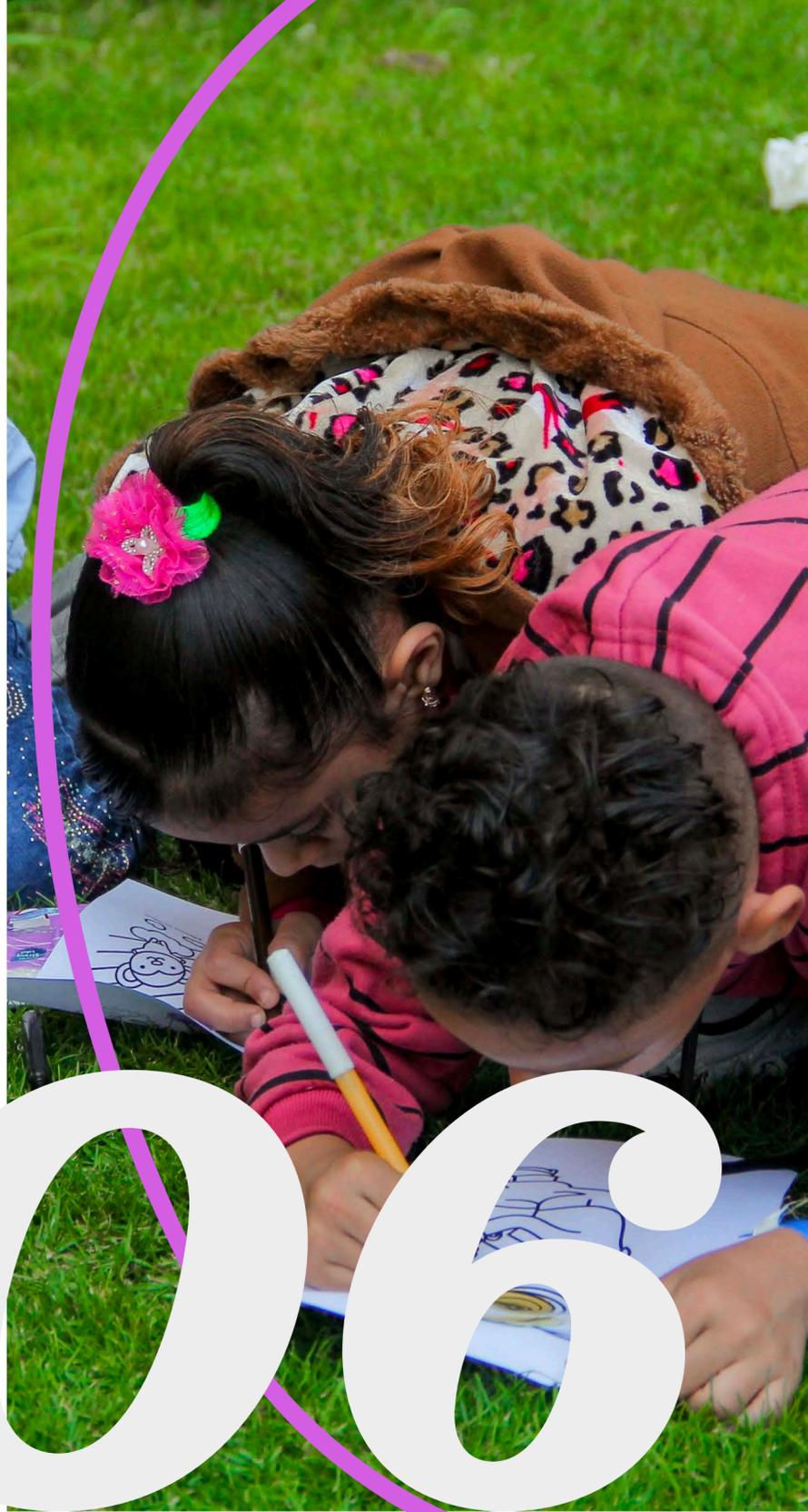


# GRP Matrix in different sectors

FIFTH: TRANSPORT SECTOR		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
	PERSONS WITH DISABILITIES	
Ministry of Transport	<ul style="list-style-type: none"> <li>- Providing seats for the disabled in all public transport means and reducing their fees by no less than 50% (as stipulated in the Disability Law).</li> <li>- Providing a wheelchair ramp in public transport.</li> <li>- Providing special windows for people with disabilities, and using technology to book tickets in various means of transportation.</li> <li>- Providing spatial availability in the river and marine transport stations, various trains, and the subway.</li> <li>- Providing safe and easy ways to cross roads for persons with disabilities (such as: elevators for pedestrian bridges, traffic lights).</li> </ul>	<ul style="list-style-type: none"> <li>-Percentage of public transportation that has seats for the disabled.</li> <li>- Percentage of public transport equipped with a wheelchair ramp,</li> <li>- Percentage of stations equipped for the use of persons with disabilities.</li> <li>- The extent of persons with disabilities' satisfaction with the services provided.</li> <li>- Enrollment rates of persons with disabilities in education.</li> <li>- Employment rates of persons with disabilities.</li> </ul>

# GRP Matrix in different sectors

SIXTH: LOCAL DEVELOPMENT SECTOR		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
The Ministry of Local Development, the headquarters of all governorates	<b>WOMEN</b>	
	<ul style="list-style-type: none"> <li>- Enhancing women's participation in decision-making mechanisms in local administration units.</li> <li>- Strengthening the capabilities of equal opportunities units at the level of the offices of all governorates up to the level of districts and villages.</li> <li>- Linking digital and technological literacy programs in the governorates to economic empowerment and adopting the (productive family) initiative to ensure the employment of men, women and youth within the same family</li> </ul>	<ul style="list-style-type: none"> <li>- Percentage of women in local councils</li> <li>- Percentage of women members of the executive councils in the governorates</li> </ul>
	<b>CHILDREN</b>	
	<ul style="list-style-type: none"> <li>- Establishing mechanisms for the participation of children (over 12 years old) to express their needs in local communities</li> </ul>	<ul style="list-style-type: none"> <li>- The percentage of children's participation in local council hearings</li> </ul>
	<b>PERSONS WITH DISABILITIES</b>	
<ul style="list-style-type: none"> <li>- Develop mechanisms for the participation of persons with disabilities to express their needs in local communities</li> </ul>	<ul style="list-style-type: none"> <li>- The rate of participation of persons with disabilities in local councils and local administration units (from the governorate to the district, city and village).</li> <li>- Number of service offices for citizens with disabilities in the governorates.</li> </ul>	



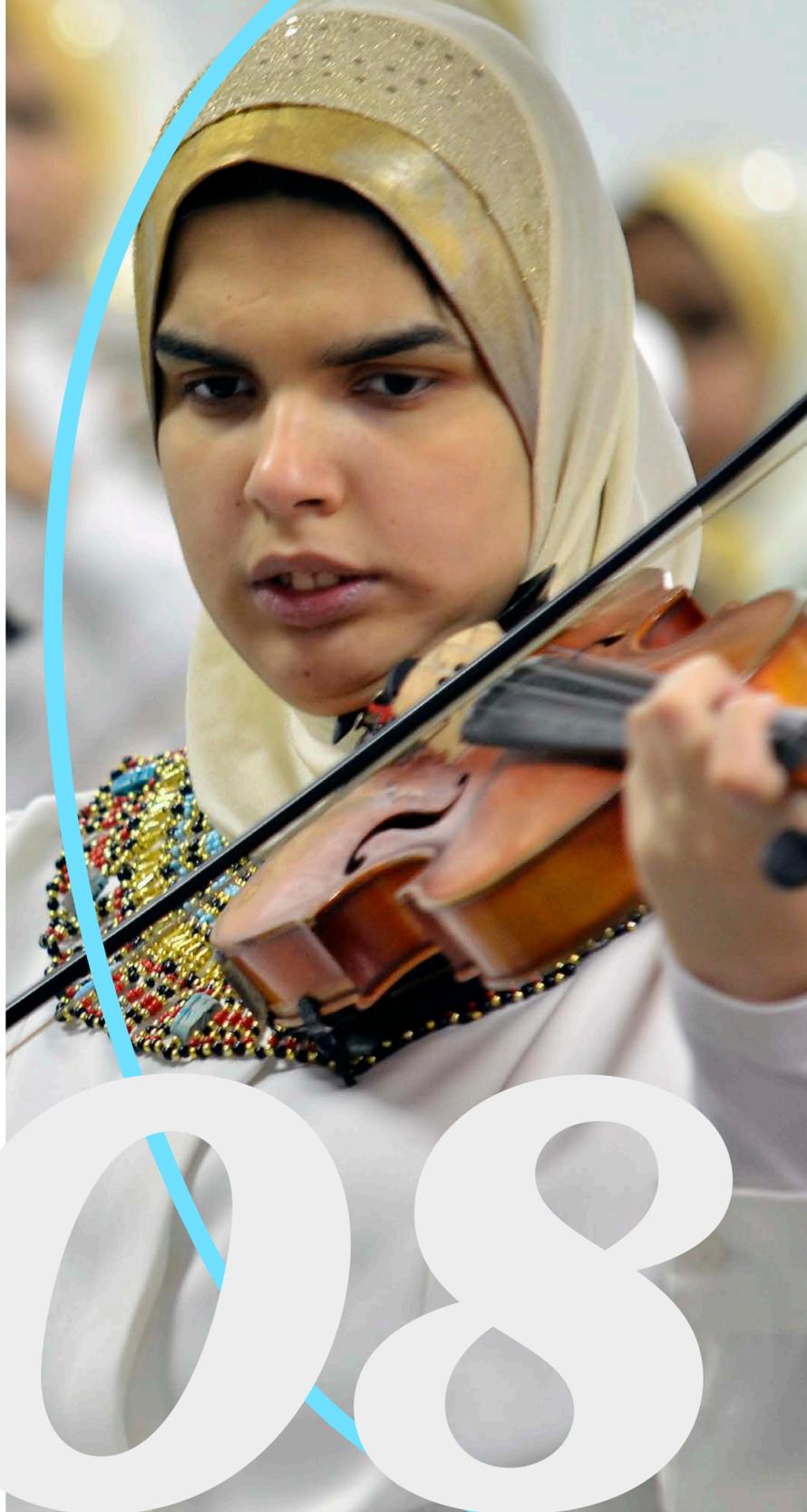
# GRP Matrix in different sectors

SEVENTH: INDUSTRY, INVESTMENT AND FINANCE		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
	<b>Ministry of Trade and Industry, Enterprise Development Authority, General Investment Authority, Ministry of Finance, Ministry of Public Business Sector, Central Bank of Egypt, Federation of Egyptian Industries</b>	<b>WOMEN</b>
<ul style="list-style-type: none"> <li>-Providing initiatives to finance small projects that benefit women.</li> <li>- Providing technical support for women in the field of entrepreneurship.</li> <li>- Providing business incubators for small and micro-enterprises directed to women.</li> <li>- Initiatives to integrate women into financial inclusion and digital literacy.</li> <li>- Expanding transformational training programs to raise women's skills in the industries required by the labor market.</li> <li>- Allocating a percentage for women's participation in national projects.</li> <li>- Supporting women's participation in projects that achieve high added value.</li> <li>- Availability of bank branches in all governorates.</li> <li>- Strengthening work-from-home mechanisms and flexible working hours.</li> </ul>		<ul style="list-style-type: none"> <li>- The percentage of micro- lending directed to women</li> <li>- Percentage of small projects directed at women</li> <li>- Percentage of women who received training programs in the field of entrepreneurship</li> <li>Percentage of women benefiting from vocational rehabilitation and training programs</li> <li>- Percentage of women benefiting from digital literacy programs</li> <li>- Percentage of females who have a bank account</li> <li>- Percentage of females benefiting from home work mechanisms and flexible working hours.</li> </ul>
<b>PERSONS WITH DISABILITIES</b>		
<ul style="list-style-type: none"> <li>-Cooperating with the private sector to provide suitable job opportunities for persons with disabilities.</li> <li>- Drafting rehabilitation programs to assist persons with disabilities to join the labor market.</li> <li>- Providing banking services in Braille and providing sign language screens in banks.</li> <li>- Training customer service staff to deal with people with disabilities.</li> <li>- Providing special waiting numbers for people with disabilities and developing automated teller machines to suit their needs.</li> </ul>		<ul style="list-style-type: none"> <li>- The ratio of persons with disabilities to the total employed</li> <li>- Percentage of banks where banking services are available in Braille and sign language screens.</li> <li>- Percentage of customer service employees in banks who have received training to deal with persons with disabilities.</li> <li>- Employment rates for people with disabilities</li> <li>- Percentage of persons with disabilities who have bank accounts</li> </ul>



# GRP Matrix in different sectors

EIGHTH: SOCIAL SOLIDARITY		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
	<b>WOMEN</b>	
Ministry of Social Solidarity	<ul style="list-style-type: none"> <li>- Expansion of social protection programs for poor , heads of household and elderly women.</li> <li>- Providing nurseries at the headquarters of government agencies</li> <li>- Activating the role of family guidance offices and increasing their spread in the governorates.</li> <li>- Increasing the number of hostels for the abused women</li> <li>- Increasing the participation of NGOs in providing family planning services</li> <li>- Providing positive incentives to promote the concept of the small family for poor families, provided that the reproductive health of women and children is monitored</li> </ul>	<ul style="list-style-type: none"> <li>- Percentage of women benefiting from social protection programs</li> <li>- Percentage of government projects that have nurseries</li> <li>- The percentage of coverage of family guidance offices in all governorates</li> <li>- Percentage of NGOs partner in the national family planning project out of the total number of associations.</li> <li>- Percentage of partner NGOs that have a safe stock of family planning methods.</li> <li>- Percentage of women beneficiaries of family planning methods available in NGOs.</li> <li>- Percentage of women benefiting from positive incentives for small families</li> </ul>
	<b>CHILDREN</b>	
	<ul style="list-style-type: none"> <li>-Supporting the system of alternative families that provide a safe environment for children</li> <li>- Expanding the establishment of shelters and rehabilitation homes for children at risk.</li> <li>- Rehabilitation of workers at shelters to deal with children.</li> <li>- Providing an educational, healthy and recreational environment for children within the shelters and rehabilitation homes.</li> </ul>	<ul style="list-style-type: none"> <li>- Percentage of children at risk who have been transferred to nursing homes or provided with an alternative family.</li> <li>- Percentage of children benefiting from social protection programs</li> <li>- Child crime rates</li> <li>- Dropout rates of children from different educational levels</li> </ul>



# GRP Matrix in different sectors

EIGHTH: SOCIAL SOLIDARITY		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
	<ul style="list-style-type: none"> <li>- Follow-up on the application of standards to ensure the quality of care homes</li> <li>- Providing cash support to children in poor families</li> <li>- Inclusion of parents of children who have dropped out of education in social protection programs</li> <li>- Improving the quality of existing nurseries and expanding the establishment of new ones</li> </ul>	
	<b>PERSONS WITH DISABILITIES</b>	
Ministry of Social Solidarity	<ul style="list-style-type: none"> <li>- Expand the scope of social protection programs to ensure full coverage of persons with disabilities.</li> <li>- Issuing a disability proof card and integrated services for all persons with disabilities.</li> <li>- Providing rehabilitation programs for persons with disabilities to develop their capabilities and empower them.</li> <li>- Working on developing a form for the qualification certificate showing the type of disability, the profession for which it has been rehabilitated, the degree of qualification and health status.</li> <li>- Establishing the infrastructure of rehabilitation offices at the level of the Republic.</li> <li>- Providing educational programs in cooperation with civil society organizations to teach people with disabilities life skills and information technology skills to facilitate their participation in economic life.</li> <li>- Expanding services and training workers in public and private elderly care homes to deal with persons with disabilities.</li> </ul>	<ul style="list-style-type: none"> <li>- Percentage of persons with disabilities who benefit from social protection programs.</li> <li>- Percentage of persons with disabilities who obtained a rehabilitation certificate.</li> <li>- Percentage of persons with disabilities who benefit from the services of rehabilitation offices.</li> </ul>

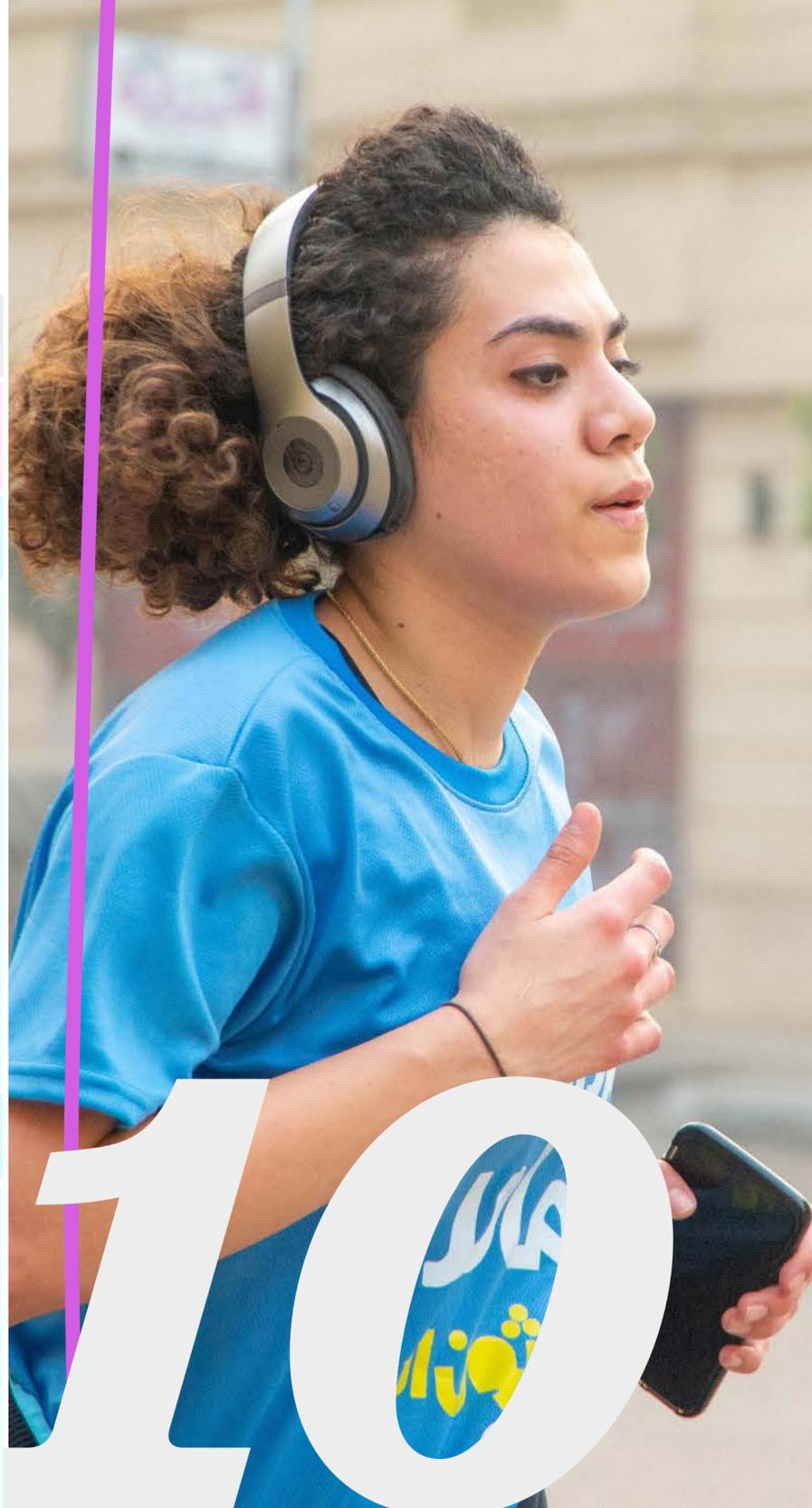
# GRP Matrix in different sectors

NINTH: LABOR FORCE SECTOR		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
	<b>WOMEN</b>	
	<ul style="list-style-type: none"> <li>- Awareness programs in cooperation with the private sector and civil society organizations to provide a safe work environment for women</li> <li>- Coordination with employers to provide flexible employment systems regarding working hours for women who take care of children</li> </ul>	<ul style="list-style-type: none"> <li>- Percentage of women exposed to harassment at work</li> <li>- The percentage of women in the labor force</li> </ul>
	<b>PERSONS WITH DISABILITIES</b>	
Ministry of Man Power	<ul style="list-style-type: none"> <li>- Training programs to develop the skills of persons with disabilities and integrate them into the labor market</li> <li>- Awareness campaigns for the private sector and civil society organizations to provide a safe working environment for persons with disabilities and to ensure the exercise of their labor and rights and trade union rights.</li> <li>- Coordination with employers to provide flexible operating systems regarding working hours and appropriate wages for persons with disabilities</li> </ul>	<ul style="list-style-type: none"> <li>- Percentage of persons with disabilities who have received training programs</li> <li>- Employment rates for people with disabilities</li> </ul>



# GRP Matrix in different sectors

TENTH: SPORTS AND CULTURAL SERVICES SECTOR		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
Ministry of Culture, Ministry of Youth and Sports	<b>WOMEN</b>	
	<ul style="list-style-type: none"> <li>-Developing youth centers in villages to include sports and activities suitable for girls.</li> <li>- Providing female trainers in youth centers.</li> <li>- Holding sports competitions for girls, especially in rural areas, in coordination with schools, universities and higher education institutes.</li> <li>- Implementation of awareness-raising meetings through cultural palaces to correct the stereotyped image of the role of women and highlight their role throughout the ages by targeting all groups and in innovative ways.</li> <li>- Holding meetings to raise awareness of the danger of overpopulation.</li> <li>- Using arts to highlight the role of women and the forms of violence practiced against them.</li> </ul>	<ul style="list-style-type: none"> <li>- Percentage of girls participating in sports activities and competitions.</li> <li>- Percentage of female trainers in youth centers.</li> <li>- Percentage of arts and awareness meetings aimed at highlighting the role of women in society.</li> </ul>
	<b>CHILDREN</b>	
	<ul style="list-style-type: none"> <li>- Organizing sports activities and competitions for children of different ages.</li> </ul>	<ul style="list-style-type: none"> <li>- Percentage of children participating in sports activities and competitions</li> </ul>



# GRP Matrix in different sectors

TENTH: SPORTS AND CULTURAL SERVICES SECTOR		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
	PERSONS WITH DISABILITIES	
Ministry of Culture, Ministry of Youth and Sports	<ul style="list-style-type: none"> <li>- Holding activities and competitions to discover the talents of persons with disabilities, and holding exhibitions of their artistic products, in coordination with art colleges in universities.</li> <li>- Holding sports activities and competitions for people with disabilities.</li> <li>- Developing youth centers and sports clubs to have activities and trainers capable of dealing with people with disabilities</li> </ul>	<ul style="list-style-type: none"> <li>- Participation of persons with disabilities in art exhibitions.</li> <li>- The rate of participation of persons with disabilities in sports activities and competitions</li> <li>- Percentage of youth centers and sports clubs that have activities and trainers for people with disabilities</li> </ul>

# GRP Matrix in different sectors

ELEVENTH: INFORMATION SECTION		
CONCERNED MINISTRIES	PROPOSED INTERVENTIONS, ACTIONS AND ACTIVITIES TO MEET THE NEEDS OF SOCIAL GROUPS	PERFORMANCE APPRAISAL INDICATORS
Ministry of Information	<b>WOMEN</b>	
	<ul style="list-style-type: none"> <li>- All forms of media focus on women's reproductive health and the importance of family planning.</li> <li>- Employing media tools in spreading the culture of the small family and introducing family planning methods.</li> <li>- Employing media tools to combat harassment and violence against women.</li> <li>- Applying the media code to ensure a positive image of the role of women in society</li> <li>- Strengthening the concepts and foundations of values, principles, ethics, respect for others and non-discrimination</li> </ul>	<ul style="list-style-type: none"> <li>- Percentage of media programs dealing with women's reproductive health and family planning.</li> <li>- Percentage of media programs dealing with anti-harassment and violence against women.</li> <li>- Percentage of citizens whose level of awareness of the dangers of the population issue has changed.</li> <li>- rate of population increase</li> <li>- Percentage of women who have been subjected to crimes of violence and harassment</li> </ul>
	<b>CHILDREN</b>	
	<ul style="list-style-type: none"> <li>- The media focuses on the issue of child labor and the definition of children's law and their rights</li> </ul>	<ul style="list-style-type: none"> <li>- Percentage of media programs dealing with the issue of child labor and children's rights</li> </ul>
<b>PERSONS WITH DISABILITIES</b>		
<ul style="list-style-type: none"> <li>- The media's interest in presenting problems and topics related to persons with disabilities, the relevant positive models, and introducing the disability law.</li> <li>- Drafting media programs that encourage acceptance and respect for others.</li> </ul>	<ul style="list-style-type: none"> <li>- Percentage of media programs that deal with issues of persons with disabilities.</li> </ul>	



## Conclusion and Recommendations

This manual addresses the concept of gender-responsive planning, and sheds light on ways through which this concept can be integrated into the planning processes. It further indicates that this type of planning leads to an efficient use of financial resources to meet the needs of all social groups according to their needs, expectations and aspirations. The manual refers to the conceptual framework governing gender responsive planning, including the tools and mechanisms used in this type of planning, and the legislative and institutional framework supporting responsive planning in Egypt, in addition to the leading international experiences in this field.

This manual has adopted a comprehensive methodology to apply responsive planning in the country's sustainable development plan. In this regard, the methodology is based on a participatory approach, where several interviews were conducted with different sectors and agencies, to study and analyze the laws and strategies launched by these parties and to identify the most prominent gaps and urgent needs of these groups, and then work to meet these needs to integrate these groups into society and maximize their economic participation in the development process. Moreover, the methodology relies on activating these legislations and strategies by proposing activities and interventions across different sectors and setting indicators to measure the impact of these activities and projects on the aforementioned social groups.



After presenting the conceptual and practical frameworks of the manual, the key learnt lessons were as follows:

- The necessity of relying on quantitative and qualitative indicators in analyzing the gaps and evaluating the effects of development programs/interventions on the target groups.
- The significance of integrating responsive planning mechanisms across all stages of the development program/project, including gap analysis, designing programs/interventions, implementing activities, ending with monitoring and performance evaluation.
- The necessity of having communication channels for all groups to express their needs to be included in the planning stages according to the priorities and available resources.
- Integrating the concept of social groups into economic models through which financial allocations and public spending priorities are determined. The purpose is to study urgent issues of different groups and areas that need directing investments to them, thus ensuring the efficiency of investment spending and the fair distribution of resources according to the needs of different groups.
- The importance of integration and cooperation between government agencies, civil society organizations and private sector institutions to ensure the success of efforts aimed at implementing responsive planning in all sectors expanding the scope of equal opportunities units to cover gender issues and prioritize social groups (women - children - people with disabilities).



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