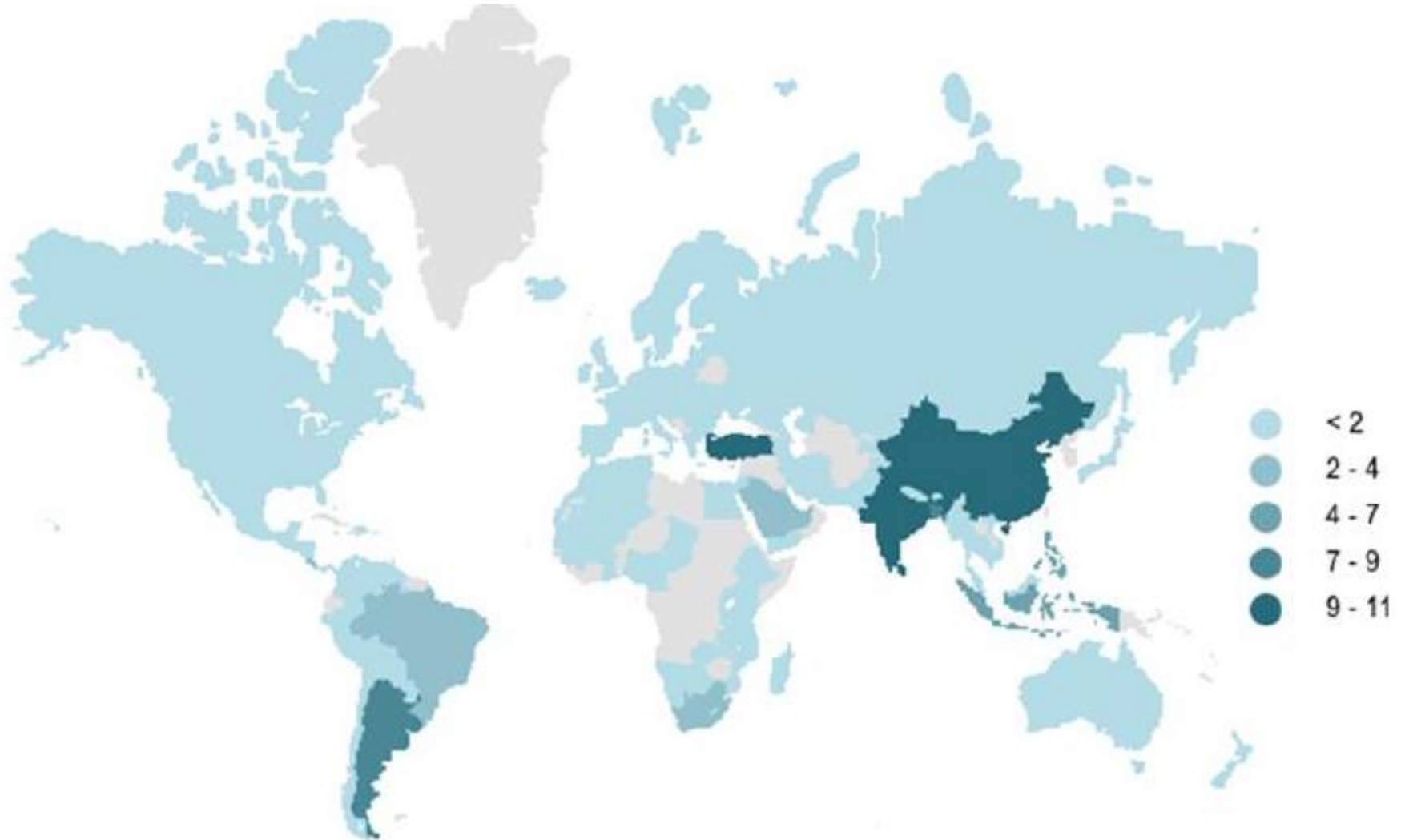


SME Development and Employment Promotion

Requirements for decent employment within Industrial Areas

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Cairo, Egypt



1. Organisational Features

2. Economic and Infrastructure Features

3. Environmental Features

4. Social Features



- The ILO has a long history of examining and discussing employment, labour rights and social issues in relation to such zones.
- Most recently, in November 2017, a tripartite Meeting of Experts to identify possible action to promote decent work and protection of fundamental principles and rights at work for workers in export processing zones was organized.
- The 1998 Declaration on Fundamental Principles and Rights at Work commits all Members to respect and promote principles and rights in four categories: freedom of association and the effective recognition of the right to collective bargaining, the elimination of forced or compulsory labour, the abolition of child labour and the elimination of discrimination in respect of employment and occupation.

What we know....

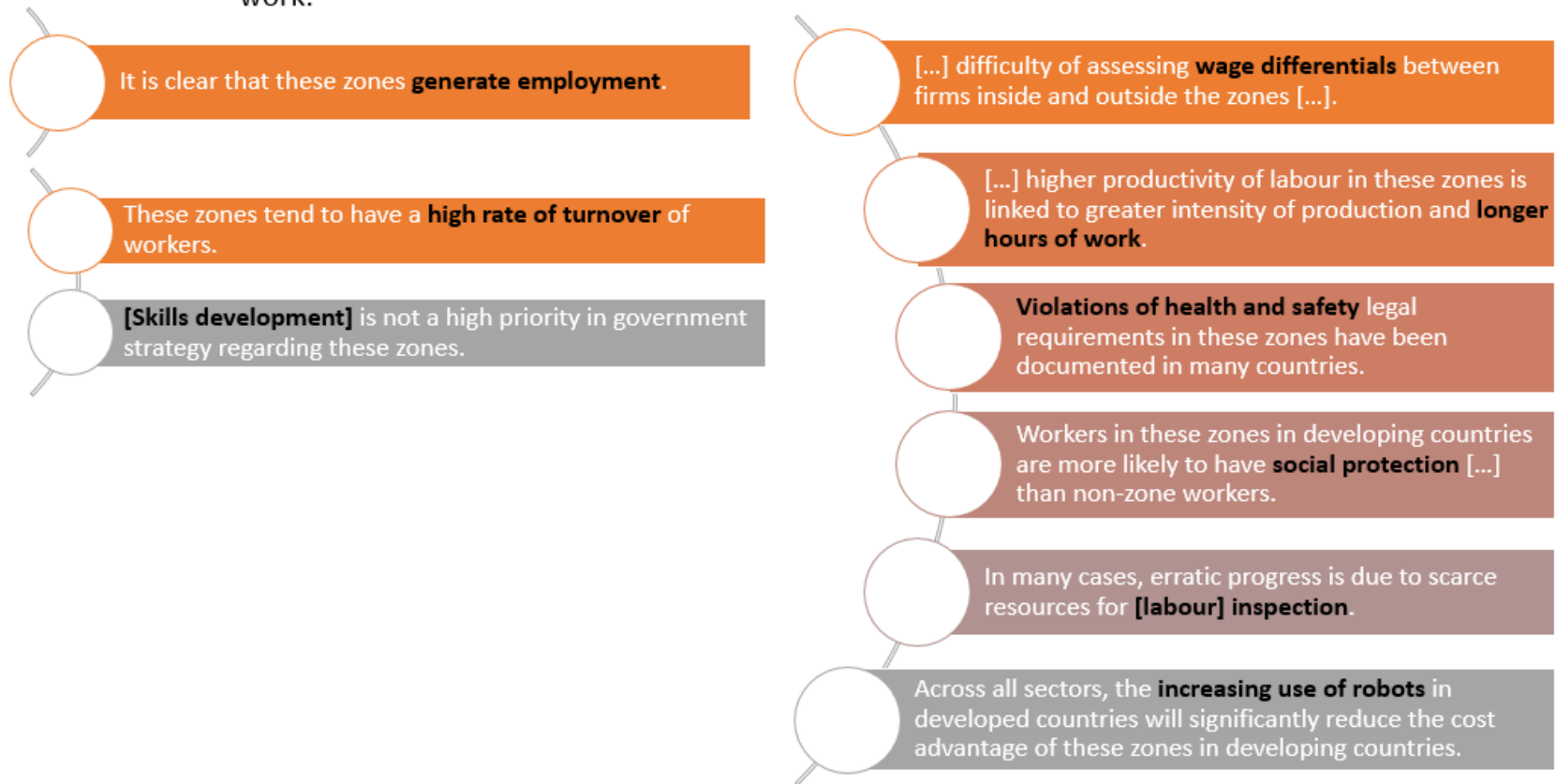
Impact of such zones on fundamental principles and rights at work


- Freedom of association and collective bargaining; discrimination; forced labour.





Other elements of decent work in EPZs


- Employment creation; stability of employment; skills development; wages; hours of work; occupational safety and health; social protection; labour inspection; social dialogue; The future of work.





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These zones present a **mixed picture**...
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Positive impact on **employment creation**...
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Inimical to **broader reform** that could benefit all producers...
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Problems persist in the protection of fundamental principles and rights at work...
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Potential positive impact of the **inclusion of labour provisions** in trade and investment agreements...
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Potential to contribute to **sustainable development** by efficiency based competitiveness, effective law enforcement and a guarantee of decent work...
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ILO could help develop comprehensive **guidelines**...
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Policy coherence at the international level...

	Policies/Standards	Infrastructure assistance	Administrative assistance
General Approach	Create multi-stakeholder partnerships to identify opportunities and develop an action plan		
	Maintains and enforces policies and standards, including:	Provides services or specialists to insure compliance/offer assistance, including:	Provides guidance and training to companies, covering how to:
 Labour	<ul style="list-style-type: none"> • minimum wage • working hours and benefits • respecting right of unions to be active within the zone • gender equality and related issues • incentives for third-party certifications 	<ul style="list-style-type: none"> • labour inspectors • conflict resolution specialists • reporting hotlines • gender focal points 	<ul style="list-style-type: none"> • improve labour conditions • engage in social dialogue
 Environment	<ul style="list-style-type: none"> • emissions • waste disposal • energy use • incentives for third-party certifications • promoting circular economy 	<ul style="list-style-type: none"> • centralized effluent treatment • water reclamation systems • recycling services • hazardous waste management services • alternative energy sources • reporting hotlines • enabling circular economy 	<ul style="list-style-type: none"> • further reduce natural resource use • reduce waste • increase recycling • improve energy efficiency • adopt renewable energy
 Health & Safety	<ul style="list-style-type: none"> • employee health and safety protection • incentives for third-party certifications 	<ul style="list-style-type: none"> • medical clinic • fire brigade • reporting hotlines 	<ul style="list-style-type: none"> • prevent health and safety emergencies
Corruption	<ul style="list-style-type: none"> • anti-corruption standards and policies 	<ul style="list-style-type: none"> • hotlines • information on reporting corruption 	<ul style="list-style-type: none"> • build capacity to detect and avoid corrupt business practices
Economic Linkages	<ul style="list-style-type: none"> • employer support for staff training and development 	<ul style="list-style-type: none"> • assistance with local sourcing 	<ul style="list-style-type: none"> • identify and upgrade local suppliers

Guiding Questions for Discussion

- How important is the availability of skilled labour for Investment and locational decisions?
- What type of training do workers need to be attractive for SMEs in these parks?
- How can industrial park management assist in providing trained labourers to the companies in the park?
- How can industrial park management assist in improving other elements of Decent Work in the park?