



## ORGANIZATION

Federation of Egyptian industries, Egypt  
pledges to

**Mobilize private sector innovation  
and leverage market dynamics  
to combat child labour**

## **Mobilize private sector innovation and leverage market dynamics to combat child labour**

### **Name:**

Enhance member companies' compliance and develop the capacity of the FEI relevant units and chambers at the national level to mobilize private sector innovation, resources and leverage market dynamics to combat child labour.

### **Description:**

As the largest employer organization in Egypt, embedding the agenda of combating child labour into the regular activities and scope of work of the FEI is essential in addressing this issue through a holistic and sustainable approach.

This Action Pledge is in line with the National Action Plan (NAP) for Combating the Worst Forms of Child Labour in Egypt and Supporting Family (2018-2025). The FEI developed a multifaceted strategy to address the 6 strategic issues outlined in the NAP. Furthermore, this Action Pledge is concerned with the capacity development of the FEI as an institution through its staff, including regional offices and the chambers at the national level to ensure a systematic approach in providing a multitude of services to its members to comply with relevant national and international labour standards. This component gives special focus to empower the regional FEI branches across the country to offer innovative services to their members to improve their compliance with child labour.

The strategy leverages the FEI impact as well as outreach to the private sector to advance a collective effort towards the elimination of child labour. The strategy is designed to tackle the issue in a holistic, systematic and innovative manner leveraging the technical expertise of the ILO in this issue. One of the pillars of the strategy is: Enhancing Private Sector Compliance of the FEI member companies benefiting from international best practices and legislations including corporate social responsibility (CSR) practices to support working children rights.

### **Implementation plan:**

#### Phase 1

- Focus on compliance with international labour standards (ILS) through leveraging ILO Better Work Programme (BW);
- Capacity Development of FEI private sector members on Employment, Child Work, and Apprenticeship to better understand the role of employers in combating child labour;

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- Develop a promotional leaflet to raise awareness and support private sector partners for better compliance with ILS to combat child labour;
- Develop a child labour code of conduct for private sector members;

### Phase 2

CSR and responsible business conduct as an additional approach towards enhancing compliance.

- Build the capacity of the private sector members through a dedicated CSR and responsible business conduct training program;
- Identify 10 CSR champion member companies;
- Offer the champions a customized consultation program to enhance their CSR strategies and initiatives related to combating child labour;
- Through the consultation program, develop a CSR checklist tool to be used by all FEI member companies;
- Highlight CSR best practices from the champion companies into a local best practices handbook;
- Organise a peer-to-peer learning program to exchange best practices and experiences between FEI members;
- Organise local CSR Study tours to champions and other companies with best practices and success stories.

### Phase 3

Developing interface and platform for national inspection visits and its results in cooperation with the Ministry of Manpower;

- Update the existing system with an interactive interface for employers that includes a proper referral mechanism in case of child labor.

In parallel, the FEI will pursue the following activities to strengthen and develop the capacity of its members:

1. Undertake an internal needs assessment to measure the FEI capacities in mainstreaming ILS related to child labour issues.
2. Establish a "Combating Child Labour Taskforce". This Taskforce is the seed of the ILO Child Labour Platform Initiative.
3. Identify necessary gaps and needed capacities to equip the FEI staff and regional offices with the necessary knowledge to enhance their services quality and reach-out to their members.
4. Based on the self-assessment, develop a series of capacity building trainings on:
  - a) Introduction to child labour legislations at the national level and relevant ILO conventions;
  - b) Rights and obligations of relevant stakeholders,

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c) Occupational safety and health (OSH),

d) Child work, employment and apprenticeship and

e) Self-assessments based on the translated ILO-IOE Child Labour Guidance Tool for Business (2015)

**Impact:**

This Action Pledge will strengthen the capacities of the FEI as the largest employer organization in Egypt with over 60,000 member companies and allow it to use its extensive membership base, outreach, and influence to sensitize the private sector in Egypt to better address child labour issues. It will build the capacity of the private sector to enhance its compliance measures to international labour standards. It will also leverage international value chains and existing market dynamics through CSR and responsible business conduct to combat child labour in the workplace.

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