

صادر رقم : ٦٨٢ / ح ٤  
التاريخ : ٢٠٢٠ / ٧ / ١٤

منشور دورى لجميع الفنادق  
رقم ( ٦٠ ) لعام ٢٠٢٠

السيد الأستاذ / مدير عام الفندق


تحية طيبة وبعد ....

أتشرف بأن أرفق لسيادتكم طيه صورة الكتاب الوارد للغرفة من السيد الأستاذ / عبد الفتاح العاصى - مساعد الأستاذ الدكتور معالى وزير السياحة والآثار لشئون المنشآت الفندقية والسياحية بتاريخ ١٤ / ٧ / ٢٠٢٠ برقم ( ٧٩٠ ) والذى يشير الى طلب الأستاذة الدكتورة / نشوى طلعت - مستشار الدكتور معالى وزير السياحة والآثار لشئون السياحة المستدامة والمتضمن موافاة سيادتها ببيانات عن عمل المرأة فى القطاع السياحى.

وفى هذا السياق مرفق لسيادتكم أيضاً صورة الإستبيان الوارد من منظمة السياحة العالمية حول مشاركة المرأة فى قطاع السياحة بالشرق الأوسط.

برجاء التفضل بالعلم والإحاطة والتكرم بملء الإستبيان المشار إليه بعاليه وإعادة إرساله الى الغرفة - بشكل عاجل - وذلك على البريد الإلكتروني التالى : [eha@egyptianhotels.org](mailto:eha@egyptianhotels.org) حتى يتسنى موافاة وزارة السياحة والآثار بالبيانات المطلوبة.

وتفضلوا سيادتكم بقبول وافر الاحترام والتقدير ،،،

  
محمد أيوب  
نائب رئيس مجلس الإدارة  
ورئيس شعبة الفنادق العائمة

شركة المنشآت الفندقية  
١٤ يوليو ٢٠٢٠  
٧٧٥٥

وزارة السياحة والآثار

قطاع المنشآت الفندقية والسياحية  
الإدارة العامة للشئون الفندقية

العدد: ٧٩٠

التاريخ: ٢٠٢٠/٧/١٤

المرفقات: صورة كتابتنا السابق + الاستبيان

السيد الاستاذ / ماجد فوزى

رئيس مجلس ادارة غرفة المنشآت الفندقية

تحية طيبة ، وبعد

فى إطار التنسيق الدائم بين غرفتكم الموقرة ووزارة السياحة والآثار ، والحاقا بكتابنا رقم لسنة ٢٠٢٠ بشأن طلب الأستاذة الدكتورة مستشار معالى الدكتور الوزير للتنمية المستدامة لموافاة سيادتبا ببيانات عن عمل المرأة فى القطاع السياحى والمتضمنة طلب الاتى :

- بيان ما إذا كان هناك فجوات فى الأجور بين العاملين والعاملات فى المنشآت الفندقية .
- عدد المشروعات الفندقية التى تملكها سيدات مقسمة الى مشروعات كبية و أخرى صغيرة .
- العوامل التى تحفز المرأة على العمل فى المنشآت الفندقية .
- المعوقات التى تواجه عمل المرأة فى المنشآت الفندقية

فى سياق ما سبق ، نتشرف أن نرفق لسيادتكم صورة من الاستبيان الوارد للقطاع بتاريخ ٢٠٢٠/٦/٣٠ . وعليه يرجى التفضل بالتوجه بما يلزم نحو تعميم الاستبيان على المنشآت السياحية واعداد ما يلزم من تجميع الأراء وموافاتنا بالبيانات عالية خلال أسبوع من تاريخه ، حتى يتسنى موافاة الأستاذة مستشار معالى الوزير للتنمية المستدامة بالبيانات المطلوبة .  
وإذ نشكر لسيادتكم دائم تعاونكم

و تفضلوا بقبول فائق الاحترام ،،،

عبد الفتاح العاصى  
٧١١٤

مساعد الوزير

لشئون المنشآت الفندقية و السياحية

شئون المنشآت الفندقية و السياحية

مع احترامكم

٢٠٢٠

صرفاً (11)



## Member States Questionnaire for Women involvement in the tourism sector in the Middle East

Please indicate the following

Your name:

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Your position and organization:

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The Member State that you represent:

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Please provide the most recent quantitative and qualitative information on the role of women in tourism in your country.

If this information is not directly available to the National Tourism Administration we kindly ask that you forward to the relevant national entity that collects such information.

This information may be used in preparation of the UNWTO Regional Report on Women in tourism in the Middle East.

Please provide as much statistical evidence as possible, including the sources for any statistical evidence provided and answering 'not available' to any questions for which data or information is not available.

### Questions (18 in number)

Q, 1. Is tourism employment data collected at a regional/local level?

Q. ٤. Is gender-disaggregated employment data available for the tourism sector?

*\*Please note the industries included in the UNWTO definition of tourism are the following: Accommodation and food services; rail, road, water and air transport; transport equipment rental; travel agencies and tour operators; cultural activities; sports and recreational activities; retail of country-specific tourism characteristic goods.*

Q. ٥. What is the percentage of female participation in the tourism sector at national level:

In the public sector:

As entrepreneurs:

In private employment:

Q. ٦. What is the percentage female/male wage gap in the tourism sector at national level?

Q. ٧. What is the percentage of male/female owned large registered tourism businesses?

Q. ٨. What is the percentage of male/female owned registered tourism SME's?

Q. ٩. What is the percentage of men/women ministers in the national government?

Q. 8. Are there any public empowerment programs focused on women in tourism?\*

*\*Please give details of any programmes including links where possible.*

Q. 9. If yes, how many programmes encourage the participation of women in tourism employment?

Q. 10. Are any private sector/civil society/NGO-led gender-specific tourism programmes planned or currently operational?

Q. 11. What type of factors enable women's participation in tourism employment?  
Please list at least 3

Q. 12. What type of factors diminish women's participation in tourism employment?  
Please list at least 3

Q. 13. Are there any policies and labour laws that protect women who work in the tourism sector on a national level? Please give examples.

Q. 14. Do women who work in the tourism sector provide formal or informal labour?  
What data exists at a national level?

Q. 15. Has the economic value of women's participation in the tourism labour force been calculated?

Q. 16. Has the potential economic value of increased female participation in the tourism labour force been calculated?

Q. 17. Are there any gender specific tourism policies currently in place? If yes please provide further details

Q. 18. Additional Comments: Would you like to mention anything that was not included in the aforementioned questions? (for example, any programs you are considering for the future, any civil society partnerships, any tourism businesses that promote women's empowerment and/or have female leaders, reports etc. that are concerned with the role of women in the tourism sector in your country).

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Thank you for taking the time to fill out this survey

Please send your responses to this questionnaire by 11<sup>th</sup> June 2020 to  
[ecsr@unwto.org](mailto:ecsr@unwto.org)

For questions or queries regarding the questionnaire please contact [ecsr@unwto.org](mailto:ecsr@unwto.org)



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## Member States Questionnaire for Women involvement in the tourism sector in the Middle East

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Please provide the most recent quantitative and qualitative information on the role of women in tourism in your country.

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This information may be used in preparation of the UNWTO Regional Report on Women in tourism in the Middle East.

Please provide as much statistical evidence as possible, including the sources for any statistical evidence provided and answering 'not available' to any questions for which data or information is not available.

### Questions (1^ in number)

Q, 1. Is tourism employment data collected at a regional/local level?

Yes,

- However, the last employment research was conducted before 2010.
- In addition to the employment research, the Egyptian Tourism Federation and the Ministry's different sector collect data regarding the employment, the

Sustainable Tourism Unit is working on these data to build an inclusive database and start generating the required information and making Key Performance Indicators (KPIs) based on it.

Q. ٧. Is gender-disaggregated employment data available for the tourism sector\*?

Yes,

These data needs to be updated and revised. As mentioned the last employment research was conducted before ٢٠١٠.

*\*Please note the industries included in the UNWTO definition of tourism are the following: Accommodation and food services; rail, road, water and air transport; transport equipment rental; travel agencies and tour operators; cultural activities; sports and recreational activities; retail of country-specific tourism characteristic goods.*

Q. ٨. What is the percentage of female participation in the tourism sector at national level:

In the public sector:

As entrepreneurs:

In private employment:

Q. ٩. What is the percentage female/male wage gap in the tourism sector at national level?

Q. ١٠. What is the percentage of male/female owned large registered tourism businesses?

Q. ١١. What is the percentage of male/female owned registered tourism SME's?



Q. ٧. What is the percentage of men/women ministers in the national government?

^ women ministers out of total ٢٢ ministeres representing ٢٠%.

Q. ٨. Are there any public empowerment programs focused on women in tourism?\*

- Firstly, National Strategy for the Empowerment of Egyptian Women ٢٠٢٠ was published by the National Council for Women in ٢٠١٧, and states that by ٢٠٢٠, Egyptian women will become a key and active partner in achieving sustainable development.
- Secondly, regarding programs focused on women in tourism sector, there are two in going projects implemented in cooperation with the National Council for Women as follows:
  ١. **Gender Equity Seal:** Egypt will be one of the first countries to implement the UNDP's Gender Equality Seal Programme, in the tourism sector. The Ministry of Tourism and Antiquities, in cooperation with the National Council for Women (NCW) and the United Nations Development Program (UNDP) office in Egypt, announced the launch of the steps required to obtain the UNDP's Gender Equality Seal (GES). The Gender Equality Seal incentivises UNDP Country Offices to integrate gender equality into all aspects of their development work.
  ٢. **The creation of safe and equal work environments for women, in the tourist sector of Egypt:** this program focuses on providing a number of hotels and travel agencies with guidance on the implementation of women's empowerment principles (for example, diversity of providers, selection and retention, training and professional development, promotion of safe workplaces, sexual harassment in the workplace, etc. ) and undertake to offer equal opportunities.

\*Please give details of any programmes including links where possible.

Q. ٩. If yes, how many programmes encourage the participation of women in tourism employment?

The Same two programs mentioned with the previous answer:

- Gender Equity Seal
- The creation of safe and equal work environments for women, in the tourist sector of Egypt

Q. 10. Are any private sector/civil society/NGO-led gender-specific tourism programmes planned or currently operational?

The National Council for Women is responsible for ensuring that Egyptian women are treated on equal footing with men in terms of political, economic, social and cultural rights. Its mandate is to plan for the advancement of women, Draft a national plan for the advancement of women and solve their problems, Advising on draft laws and decisions pertinent to women prior to their submission to the competent authority, and recommending draft laws and decisions needed for the advancement of women, Advising on all agreements relating to women, Representing women in international forums and organizations concerned with women's issues, Coordinate, network and provide technical support, Advocate for change, awareness raising and mobilization of the community reviewing, and propose policies and legislation, follow up on the plans' implementation, propose policies for women's development and empowerment, enable women to play their essential role in society, integrate their efforts into national comprehensive development programs. The council shall also seek to reinforce women's rights in line with the constitution and international conventions signed by Egypt.

Q. 11. What type of factors enable women's participation in tourism employment?  
Please list at least 3

Q. 12. What type of factors diminish women's participation in tourism employment?  
Please list at least 3

Q. 13. Are there any policies and labour laws that protect women who work in the tourism sector on a national level? Please give examples.

**The Egyptian Labor Law guaranteed a number of rights for Egyptian women such as the following:**

- The right to a paid maternity leave hours to breastfeed.
- The law prohibits wage discrimination based on gender.
- Working women are entitled to unpaid leave to care for a child.
- Providing a nursery for the children of working women, in case the employer uses 100 or more women in one place.

Q. 11. Do women who work in the tourism sector provide formal or informal labour?  
What data exists at a national level?

Q. 12. Has the economic value of women's participation in the tourism labour force  
been calculated?

Q. 13. Has the potential economic value of increased female participation in the tourism  
labour force been calculated?

Q. 14. Are there any gender specific tourism policies currently in place? If yes please  
provide further details

The tourism sector follows the Egyptian Labor Law (Mentioned in the answer for  
question no. 13)

Q. 15. Additional Comments: Would you like to mention anything that was not included  
in the aforementioned questions? (for example, any programs you are considering for  
the future, any civil society partnerships, any tourism businesses that promote women's  
empowerment and/or have female leaders, reports etc. that are concerned with the role  
of women in the tourism sector in your country).

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Thank you for taking the time to fill out this survey

Please send your responses to this questionnaire by 12<sup>th</sup> June 2020 to  
[ecsr@unwto.org](mailto:ecsr@unwto.org)

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