Factors affecting Decent work in Egypt

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Everyone in the world is trying to find a work; exactly a decent work that ensures human dignity and stability.

The concept of decent work is related to many aspects: employment opportunities, work stability, work conditions, social-health security and decent hours.
Research Questions

• what are the factors that may affect decent work?
• How does gender impact on decent work?
• What are the factors that influence decent work much?
Hypothesis

• There is a disparity in working sectors according to working excessive hours

• There is a disparity in stability at work according to gender

• Excessive working hours is higher for males than females.

• There is a disparity in working sectors according to having social and health insurance.
Conceptual Framework

Decent work

Socioeconomic & Demographic characteristics
- Sex & Age
- Marital Status
- Education Level
- Place of Residence

Work Conditions
- Type of work
- Working Sector
- Work stability
- Type of contract
- Working Hours

Social insurance
Health insurance

Skills Development
- Qualifications
- Training
- Years of working
Objectives

• The main objective is to examine the factors affecting decent work in Egypt using LFS 2014.

• In addition, measuring the disparities between males and females or urban and rural regions according to some factors.
Descriptive Analysis for Decent Work
Employed without contract by age groups

- >65: 58.8%
- 55-64: 23.7%
- 45-54: 21.7%
- 35-44: 35.1%
- 25-34: 50.7%
- 15-24: 78.1%
Work stability by sex

<table>
<thead>
<tr>
<th>Type</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent</td>
<td>73.9%</td>
<td>82.7%</td>
</tr>
<tr>
<td>Temporary</td>
<td>5.3%</td>
<td>6.8%</td>
</tr>
<tr>
<td>Seasonal</td>
<td>0.7%</td>
<td>8.5%</td>
</tr>
<tr>
<td>Casual</td>
<td>20.1%</td>
<td>2.1%</td>
</tr>
</tbody>
</table>

Male and Female percentages for different types of employment.
Excessive hours by employment status

- Unpaid family worker: 17.4%
- Wage worker: 26.1%
- Self-employed: 42.5%
- Employer: 45.2%
Excessive hours by sector

- Private: 37.5%
- Investment: 27.1%
- Others: 16.8%
- Public: 16.1%
- Government: 8.0%

Excessive hours > 48
Logistic regression results & Main Findings
### Logit model for Excessive hours

<table>
<thead>
<tr>
<th>Model (1)</th>
<th>Explanatory Variables</th>
<th>P – value (0.05)</th>
<th>Odds Ratio</th>
<th>Explanatory Variables cont.</th>
<th>P – value (0.05)</th>
<th>Odds Ratio</th>
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</thead>
<tbody>
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<td><strong>constant</strong></td>
<td>0.000</td>
<td>0.2147</td>
<td><strong>Sectors</strong> (Public)</td>
<td>0.013</td>
<td>1.4002</td>
<td></td>
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<tr>
<td><strong>Sex</strong> (female)</td>
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<td>0.1292</td>
<td>Private</td>
<td>0.000</td>
<td>5.7544</td>
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<tr>
<td><strong>Residence</strong> (Rural)</td>
<td>0.000</td>
<td>0.6236</td>
<td>Investment</td>
<td>0.000</td>
<td>2.7905</td>
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<td>1.0983</td>
<td>others</td>
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<tr>
<td><strong>(Married)</strong></td>
<td>0.375</td>
<td>1.0579</td>
<td><strong>Age</strong> (25-34)</td>
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<td>1.1913</td>
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<tr>
<td><strong>Marital</strong> divorced</td>
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<td>1.6853</td>
<td>35-44</td>
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<tr>
<td><strong>widowed</strong></td>
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<td>1.7183</td>
<td>45-54</td>
<td><strong>0.139</strong></td>
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<td><strong>Social insurance</strong> (yes)</td>
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<td>0.6787</td>
<td>55-64</td>
<td><strong>0.073</strong></td>
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<td></td>
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<td></td>
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## Logit model for work stability

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<th>Model (2)</th>
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<th>Odds Ratio</th>
<th>Explanatory Variables</th>
<th>P - value</th>
<th>Odds Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Constant</strong></td>
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<td>0.000</td>
<td>58.2135</td>
<td><strong>Age (25-34)</strong></td>
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<tr>
<td><strong>Sex (female)</strong></td>
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<td>0.000</td>
<td>1.9002</td>
<td>35-44</td>
<td>0.000</td>
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<tr>
<td><strong>Residence</strong></td>
<td><strong>(Rural)</strong></td>
<td>0.024</td>
<td>0.8745</td>
<td>45-54</td>
<td>0.000</td>
<td>2.6229</td>
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<tr>
<td><strong>Literacy</strong></td>
<td><strong>(Literate)</strong></td>
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<td>1.5257</td>
<td>55-64</td>
<td>0.000</td>
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<tr>
<td><strong>Marital</strong></td>
<td><strong>(Married)</strong></td>
<td>0.056</td>
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<td><strong>divorced</strong></td>
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<td><strong>widowed</strong></td>
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<td><strong>sector</strong></td>
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Main findings

• The employed persons in private sector are having **5.75 times** greater odds of working excessively than those who are in government sector.

• Also they are having **95% decrease** in odds of having regular or stable work than those who are working in other sectors which mean less opportunity for them to get a **decent stable work**.
Main findings cont.

• The employed persons who are divorced or widowed have about 70% greater odds of working excessively hours than those who are never married given all other characteristics constant and this is due to their livelihood conditions.

• The employed persons who are females have twice times greater odds of having regular or stable work than those who are males given all other characteristics constant.
Main findings cont.

• Employed persons who are having **social insurance** are having **32% less** odds of working excessively than those who are not having social insurance.

• The employed persons who are in age group (35-64) are having about **twice time** greater odds of having a **health insurance** than those who are **youth** given all other characteristics constant. This result shows the lack to achieve equality in **providing health care for youth**.
• There are 77.8% of persons who are working without contract in private sector.

• The working persons in private sector are working excessively hours and that due to the nature of private sector in decreasing the number of employees.
• There are a lot of **obstacles** that face youth to be able to having **regular work** which is a kind of disparity against them and inequitable distribution of job opportunities.

• There is a disparity between males and females according to unemployment rate with percentage 9.8%, and 24.2%.
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Thank you