# Call for Proposal

# "Better Business with Job Quality"

## A Competition by the National Employment Pact

### Working Conditions – Retention Management - Attractiveness of Blue-collar Jobs

The National Employment Pact (NEP) has the pleasure to announce the competition **"Better Business with Job Quality"**. Launched on July 2, 2012, the competition **"Better Business with Job Quality"** aims to invite companies to develop and implement projects that improve job quality in Egyptian small and medium enterprises.

The National Employment Pact (NEP) is an initiative of the Egyptian German Business Community in cooperation with the German-Arab Chamber of Industry and Commerce (GACIC), supported by the German Development Cooperation (GIZ) on behalf of the German Federal Ministry of Economic Cooperation and Development (BMZ) and the German Foreign Office, under the patronage of the German Embassy in Egypt. The NEP provides a tangible answer to youth unemployment, mainly focusing on blue-collar jobs.

The NEP is centered on the promotion of sustainable employment by providing fair and decent jobs to Egyptian youth. The NEP puts a strong emphasis on high-quality jobs - especially in the field of blue-collar jobs - which offer respectable salaries, work contracts, social security, good working conditions, gender balance, fair treatment and equal access to employment opportunities to employees.

The competition **"Better Business with Job Quality"** will support project proposals of companies that contribute to providing high-quality jobs and fair working conditions to Egyptian youth as well as to raising the attractiveness of blue-collar jobs in the Egyptian society.

## 1. Key Areas

Egyptian companies are encouraged to bring their creative ideas and submit proposals for improving job quality, addressing at least one of the following three key areas:

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1. **Working Conditions and Environment**

   Examples include but are not limited to:

   - employing clean sanitary facilities at the workplace;
   - using safety equipment;
   - improving work facilities;
   - providing transportation to employees;
   - providing child care services;
   - providing housing to employees.

2. **Retention Management**

   Examples include but are not limited to:

   - introducing new instruments that allow better integration of new entrants;
   - establishing communication channels to encourage worker-management dialogue;
   - establishing incentive systems to encourage appreciation for valuable work;
   - developing systems that promote career development.

3. **Raising Attractiveness of Blue-Collar Jobs**

   Examples for improving the image and social acceptance of blue-collar workers/jobs. Companies are invited to bring their creativity and innovation in this key area.

## 2. Eligibility Conditions

**Egyptian companies** wishing to apply for the competition **"Better Business with Job Quality"** should meet the following criteria:

- Employing at least 20 employees with social insurance.
- Employing a considerable number of blue-collar workers[1].
- Willing to carry out the project implementation and provide considerable contribution to its successful implementation, whether in cash or in-kind. In-kind contribution includes the use of company buildings, facilities, equipment, personnel, etc.

[1] Blue collar workers include persons who work in fields such as production and manufacturing; paint and coatings; ceramic products; agricultural products; security services; electrical equipment; metal woodwork; cleaning services; hotel services; storage services; quality control and; driving.

## 3. Required Documents

To participate in the competition **"Better Business with Job Quality"**, the company should submit the following documents:

- Completed participation form (attached)
- Completed proposal template (attached)
- Letter of intent signed by the company (attached)
- A copy of commercial register
- A copy of tax card

All documents should be sent to <jobquality@nep-egypt.com>. Deadline September 16, 2012.

## 4. Timeframe

| **Timeframe of the competition "Better Business with Job Quality"** | |
|---|---|
| Launch | July 2012 |
| Project Submissions | September 2012 |
| Announcement of Selected Companies | November 2012 |
| Conclusion of Financial Agreements | November 2012 |
| Project Implementation | December 2012- September 2013 |
| Assessment of Implemented Projects | October 2013 - November 2013 |

## 5. Jury

A jury composed of diverse and professional experts as well as representatives of the Steering Committee of the National Employment Pact will evaluate and select the best project proposals.

## 6. Evaluation Criteria and Selection

Project proposals will be evaluated based on solid criteria such as the quality of proposal, the creativity of the project idea, the project relevance, its positive impact on improving the quality of employment, the project sustainability and the project feasibility.

## 7. Prize

- Selected companies will receive financial support up to **500,000 EGP** for project implementation.
- Selected companies will be offered **technical support** for project implementation.
- Selected companies will get the opportunity to join the National Employment Pact (NEP).
- The best implemented projects will be showcased - on the local, regional and international levels - as success stories of Egyptian companies putting in place important measures to foster job quality.
- Companies with the best implemented projects will participate in study tours to Germany to visit medium-sized enterprises which offer leading examples in the area of Corporate Social Responsibility (CSR) or participate in CSR conferences or trainings in relevant fields.

## 8. General Conditions

- All required documents (please refer to point 3) should be sent to <jobquality@nep-egypt.com> by maximum September 16, 2012. Earlier submissions are encouraged. Deadline for receiving submissions is September 16, 2012.
- All documents can be submitted in Arabic or English.
- The proposal should be submitted in the proposal template attached to the competition.
- Selected companies have a timeframe of 6-9 months to implement the project idea. Project implementation should start between December 2012 and March 2013 at the latest and must be completed before the end of September 2013.
- Under certain conditions the National Employment Pact reserve the right to extend the deadline of submissions and/or the announcement of the selected companies.