

THE EGYPT REPORT

Report of survey findings and qualitative study results of a factory in Port
Said

December 2013

*Levi Strauss & Co.
Workers' Well-being
Study*

Table of Contents

Executive Summary	02
Study Methodology	06
Demographics	08
Access to Safe and Healthy Environment	11
General Health and Family Well-being	16
Economic Empowerment	22
Equality and Acceptance	29
Education and Professional Development	34
Aspirations	39

Executive Summary

The Workers' Well-being Survey focuses on five major areas of interest: access to safe and healthy environment; health and well-being; economic empowerment; equality and acceptance; and education and professional development. Workers' aspirations were also included in the survey. The study was conducted in five countries: Haiti, Egypt, Pakistan, Bangladesh and Cambodia. This report refers to the findings of the survey conducted in a factory in the Port Said region of Egypt.

The survey used a questionnaire, developed and finalized through a consultative process involving a variety of stakeholders, that explored each of the areas of interest. Standard statistical procedures were followed to calculate the sample size for the study and to randomly select the respondents. The quantitative survey was followed by qualitative studies to further explain why workers, as a group, answered questions the way they did.

Demographics

A majority of the 105 workers surveyed were males, and about 75 percent of the total belonged to the reproductive age group (between ages 19 and 40). About 25 percent of the workers had to pay for their housing; the majority lived with their families (and did not have to pay rent) or owned their own homes. Most workers had small nuclear families, living with their spouse and children or with their parents. Most workers supported four or fewer family members.

Most of the survey participants were from the Port Said area, and nearly half had been in the apparel manufacturing industry for more than five years. Most of the workers had joined the industry because they needed the money; for many, it was the only alternative. Almost all the workers had no permanent contract with the factory.

Access to Safe and Healthy Environment

Water: Most workers obtained their water from public faucets and did not purify it before consumption. This may be the reason why there appeared to be a high incidence of waterborne illnesses among the interviewed workers (a finding similar to what is seen in the rest of Egypt). Factory management confirmed that the water at the factory was purified before distribution.

Sanitation: Almost all the workers had access to a sanitary toilet. Most workers relied on the public garbage disposal system for household waste, though a few disposed of it by burning or dumping. Disease vectors such as mosquitoes, flies and cockroaches were a common problem, likely a result of stagnant water and piles of waste around the homes.

Environmental preparedness and resilience: Port Said is not classified as a disaster prone zone. Nearly 75 percent of the workers said they knew what to do in emergencies, whether at home or in the factory, though workers and management disagreed about the preparedness training provided by the factory. Most of the workers were satisfied with the safety and security systems at work, and felt that they were well-prepared to deal with emergency situations. However, many said they would not feel safe at home, mainly because they had not been trained in how to handle emergencies there.

Mobility: Most workers used factory-provided transportation to travel to and from work. Those who had children reported that the time spent on transporting them to school was not very significant. The majority of workers did not refer to any issue of safety with their transport facilities.

Good Health and Well-being

General health and well-being: Most of the workers did not suffer from any significant illness in the period of a month before the survey; of those who had been sick, the common cold was the most frequent complaint. The most common illnesses among workers' children were colds, diarrhea and fevers. Most workers consulted a local physician or obtained medication from the local pharmacy when appropriate.

Sexual and reproductive health: Most of the 34 female respondents used sanitary pads during their cycles. A total of 41 workers – 12 women and 29 men – reported that they or their partners had experienced a pregnancy. Most visited clinics regularly for prenatal care, and most delivered in clinics or hospitals. The majority of workers used contraceptives, most commonly an IUD. Knowledge of sexually transmitted diseases was quite high, but fewer workers had thorough knowledge of the specifics of transmission and prevention.

Nutrition: Most workers had two or more meals per day, with a variety of foods – hunger was not a common problem.

Children's health: Four workers (of the 38 respondents to the question) reported a child's death from diarrhea; this question, however, may have been misinterpreted, since the qualitative study did not reveal the same finding. All of the respondents' children had been vaccinated against some diseases, but universal immunization did not appear to be a common practice among this population.

Economic Empowerment

Standard of living: About 40 percent of the workers were the sole breadwinners in their families. The top four major expenditures listed were food, clothing/cosmetics, medical needs, and housing (which may include the purchase of household appliances). Many workers gave more than half their salary to their families, and, in accordance with local cultural norms, often were not the ones who decided how their wages were spent. A majority of the workers had debts, taken out for marriage, the purchase of household appliances, and/or medical and other daily needs.

Financial education and literacy: Most workers understood the contents of their paystubs. Just over 25 percent were able to save some money from their wages; most of those saved less than 25 percent of their wages, and did not use any banking service.

Access to financial products and services: Nearly all the workers received their wages as cash. Very few had a bank account; most said there was not enough money to put into one. Workers expressed a desire for better health insurance, a safe way to save money, and small loans to start a business.

Equality and Acceptance

Harassment and abuse: There appears to be a high level of tolerance as to what constitutes unacceptable forms of behavior. Workers said they were often subjected to verbal mistreatment from supervisors, and generally resolved these situations informally, instead of through a formal procedure. Women workers considered comments with unwelcome sexual connotations, jokes and body language, body touching and forced sex as unacceptable forms of treatment neither male nor female workers were aware of the penalties for harassment and abuse.

Almost 30 percent of the workers (more women than men) reported verbal abuse from peers; over one-third reported verbal abuse from supervisors and managers. Smaller numbers reported verbal abuse, physical abuse and unwelcome sexual comments or touching on the street and at home.

In later discussions, the management expressed concern about the confusion as to where abuse happened. The management clarified that they had very strict policies which did not tolerate abuse of any kind within the factory. They explained that they were not in control of what happened outside the premises of the factory.

Discrimination appears to be less of a problem among the respondents.

Communication and negotiation: A majority of the workers said they had no problems communicating with family members, co-workers or supervisors and managers. Workers normally take up their grievances with supervisors or sometimes directly with management. Workers were not aware of their representatives in the committees.

Education and Professional Development

Basic education and literacy: A majority of the workers were literate; about 75 percent had completed at least some secondary schooling. Nearly all said it was “essential” or “very important” to send a child of either gender to school.

Use of spare time: Most workers’ spare time was spent with family, watching television, or using their cell phones.

Professional skills and development: Most workers expressed moderate to high levels of satisfaction with their jobs. Among those who expressed dissatisfaction, their salary was the most common reason. Most workers had received training on the jobs that they did, though many said they would prefer technical training and training on personal development, and a number said that they would like to work in other departments in the factory (e.g. sewing, quality control).

Most of the workers had never been promoted in the factory, although they also said there were no barriers to their being promoted.

Aspirations

Workers felt that the greatest challenges to the community included poverty, safety and security, unemployment, housing issues and drug abuse.

Most workers wanted a better future with better living conditions, especially for their children. Many workers wanted to become professionals – doctors, engineers, teachers or military officers. While some wanted a higher education, some others wanted to get married. Marriage and their children's success were conditions that would make the workers happy.

Asked what would increase their happiness, most wanted ways to save and invest for the future, for themselves and their children to be less sick, better living conditions, advancement in their careers and less conflict or abuse in the factory. Among the workers' goals for the next three to five years were: owning their own business, getting married, being promoted to supervisor, staying at the same position in the factory, and getting a job in another factory. Most workers felt that they could make their dreams come true.

Detailed Egypt Report

Study Methodology

The workers' well-being study focuses on five major areas of interest: access to a safe and healthy environment; good health and well-being; economic empowerment; equality and acceptance; and education and professional development. The study also included a component about workers' aspirations. Questionnaires were developed with the aim of learning about and understanding workers' perceptions and practices in each of the core areas. Following several rounds of detailed, comprehensive stakeholder feedback, the questionnaires were finalized in February 2012.

The study was conducted in five of the countries where our products are made: Haiti, Egypt, Pakistan, Bangladesh and Cambodia. At each of the locations, the questionnaires were translated into the local language and pilot-tested among workers from another factory manufacturing for the garment industry. Responses from the pilot were analyzed to identify any issues rising from nuances of the area's language and customs. Based on those learnings, the interviewers were re-trained before conducting the study in the selected factories.

The sample size for an infinite population is usually calculated using the formula

$$n = \frac{z^2 pq}{d^2}$$

Where:

z is a constant (at 95% confidence interval) is 1.96

p is the known or assumed prevalence of a particular variable expressed as a part of 1.

q = (1-p)

d is the precision, i.e. the variation that we are willing to accept from the value that we get

Using this formula,

p is taken as 0.5 (meaning 50% of the individuals have the variable that is being studied – e.g. 50% of the individuals have poor access to safe drinking water). This will automatically mean that q will also be 0.5 (1 – 0.5).

Generally we would like the variation to be within 10% of the result that we get, i.e. if we find that 30% of the employees are uneducated we can presume that the actual number is between 27% and 33%.

Taking p as 0.5 will result in the highest sample size; the higher the sample size, the more reliable the results. A variation of 10% is accepted around the result. Therefore, the sample size (n) for any for a given population will be:

$$\frac{(1.96)^2 (0.5 \times 0.5)}{(0.1 \times 0.1)}$$

This will come out to 96 (or approximately 10% of a 1000-worker factory).

For descriptive studies where the number of workers in the factory is known (a finite population), the sample size is re-calculated using the formula:

$$N = \frac{n}{1 + \frac{n}{p}}$$

where n = calculated sample size = 96, p = population = e.g. 1500, N = corrected sample size

So for a 1500-worker factory:

$$N = \frac{96}{1 + \frac{96}{1500}}$$

This will equal approximately 90 workers.

This study sorted the workers into the following categories: married men, unmarried men, married women, and unmarried women. In each factory, the proportion of the study's sample correlates to the proportion of all of its workers in these categories.

To ensure unbiased results, the interviewees were selected randomly (using free online software available at www.random.org) from a list of all factory workers, broken out into the study's categories.

All interviews were conducted privately and confidentially; workers were assured that their responses would not be revealed to management. Completed questionnaires were entered into a Windows Excel database, then imported into EpiInfo and analyzed. A draft report was prepared based on the survey results.

Survey results were followed by qualitative studies using participatory methods, such as focus group discussions with factory workers and key informant interviews with a variety of stakeholders including factory managers, medical officers and line supervisors. The qualitative study results have been incorporated into the final report where appropriate.

This report discusses the findings of the quantitative survey and qualitative study done in a factory in Port Said in Egypt.

The Demographics

Age and Gender Distribution

Table 1: Age and Gender Distribution

Age Gender	16-18	19-24	25-29	30-40	>40	Total
Males	05	15	20	21	10	71
Females	05	11	06	06	06	34
Total	10	26	26	27	16	105

About 75 percent of the workers in the study (79 – 75.23%) were between the ages of 19 and 40. The fact that these workers are in the reproductive age group has implications on the study.

Migration

More than 75 percent of the workers were from the Port Said area. Only 24 (22.86%) had migrated from other locations, including El Daqabhiya (eight) and El Sharqiya (six); four had migrated from Bangladesh.

- Of these, 22 responded to the question as to how long ago they had migrated; 20 (90.9%) had been in Port Said for more than three years.
- Of the 24, 23 responded to the question on where their families live; 15 workers' families lived with them in Port Said; seven left their families in their home town and one worker's family lived elsewhere.

Experience in the Apparel Industry

Table 2: Experience in the Apparel Industry

	< 1 year	1-5 years	> 5 years
In Apparel Industry	18 (17.3%)	39 (37.5%)	47 (45.2%)
In Present Factory	24 (23.1%)	50 (48.1%)	30 (28.9%)
Total	18 (17.3%)	39 (37.5%)	47 (45.2%)

Almost half of the workers have been in the industry for more than five years. Almost as many have been in this factory for between one and five years, and nearly 30 percent of the workers have remained in this factory for more than five years.

Of those who had been in this factory for less than a year, five had done so for less than one month and five for between one and three months.

Working in the apparel industry

The most common reason stated for joining this industry was that the workers needed the money – 69 (65.71%); 38 (36.19%) felt this industry was better than the other options. None of the other options received significant mention.

CDS Center for Development Services explained that Port Said was a duty free zone from 1976 to 2002, during which time trading-related activities (e.g. exporting and reselling, particularly of clothes and appliances) were the chief economic activities in Port Said. After the “free zone” status was cancelled in 2002, the economic situation in Port Said declined. Later, with the implementation of Qualifying Industrial Zone (QIZ) agreement in Port Said, many factories opened (as was the case with this factory); over time, they expanded and hired more workers, and in the absence of trading activities, the garment industry became the most viable option for work in Port Said. Since the 25th January revolution, the parliament has decided to reactivate Port Said as a duty free zone, which will affect the city’s employment trends in the future.

For many employees, working in the garment industry appeared to be the only alternative: 31 (29.52%) said if they were not working in this factory, they would be working in another factory in Port Said, while another 18 (17.14%) said they would be working in the apparel industry in another city. None of the others options featured in large numbers.

Of the 104 who replied to the question, 101 (97.12%) said they did not have a permanent contract with this factory; 62 (59.05%) worked on the production side of the factory i.e. cutting, sewing, labeling etc.

However: Management clarified and confirmed that all workers have permanent (fixed term) contracts; thus it appears that the question has been misinterpreted either by the interviewer or by the employee (or that there has been a systematic error in the data entry). The management has reiterated on several occasions that they cannot and will not enroll any employee without a contract, since it goes against the terms laid out for factories in this zone and also against the policies of the company itself.

Further analysis did not show that there were any statistically significant relationships between demographic characteristics and the choice of working in the garment industry.

Housing

Just over 25 percent of the workers (29 – 27.61%) had to pay for their housing. About one-third (35 – 33.33%) lived with their families and did not have to pay any rent, 27 (25.71%) owned their homes, and 11 (10.48%) lived in government-provided housing for which they had taken loans.

Most of the housing was permanent; 88 of the workers (83.81%) lived in brick/concrete structures, though nine lived in mud structures referred to as *adobes*.

Family Structures

A large proportion of the workers lived in small nuclear families: 50 (47.62%) had family sizes of two to four, and almost as many (46 – 43.81%) had families of five to eight people; eight workers lived with more than eight people.

Many of the workers lived with their immediate families: parents or spouse's parents (73 – 69.52%), siblings (57 – 54.29%), spouses (40 – 38.10%) and their own children (38 – 36.19%). Thirteen lived with extended family members.

Forty-four of the employees (41.90%) had children, including three of the “never married” workers; the qualitative study revealed that the Bangladeshi workers registered themselves as “never married,” but that they had family back home. Most of the workers who were parents (38) had their children living with them; the others had left their children with another family member.

Nine of the workers were supporting more than five other people; 29 (27.62%) supported five, 25 supported four, 19 supported three, 17 supported two, and six supported one other person.

Based on some of the data collected on family incomes, per capita monthly income ranged from EGP 15 to EGP 1080, with a mean of EGP 218.91 and an inter-quartile range of EGP 129 to EGP 287. This is based on the total income of the listed family members, as reported by the worker.

Access to Safe and Healthy Environment

Nearly all of the workers (100 – 95.24%) were concerned about the quality and quantity of the water they used and consumed.

At the factory, the vast majority of the workers (91 – 86.67%) obtained their drinking water from the factory faucet. At home, 88 workers (83.81%) consumed water from the faucet, 97 (92.38%) used the same for cleaning fruits and vegetables, and 89 (84.76%) used it for cooking purposes (washing and preparing food); it was not clear whether this water was treated and purified before supply to the households, but 92 workers (87.62%) said they did not purify the water provided by the public system. This could indicate that they trusted the quality of the water being supplied, or that they were unaware of the need to further purify the water before consumption. Of the 13 who said they did purify their water, six used filters (which do not necessarily have any effect on microbial contaminants).

That finding may be related to reports of diarrheal diseases among 33 of the workers and their families; 11 said they had suffered an episode of diarrhea in the past two weeks, 15 said a family member had, and seven reported that they and a family member had.

The qualitative studies revealed that the workers used water fountains – available at all times, and of good quality – as their source of drinking water during working hours. At home, there were occasional service interruptions, but otherwise no complaints regarding water quality.

CDS further clarified that studies they conducted in six governorates in Egypt revealed far worse conditions, with at least 50 percent of parents saying that their children had suffered from diarrhea in the past two weeks, indicating that the problem is endemic in the country. However, there were no deaths reported in the 6,200 sample interviewed in this study – prompting the suggestion that the question about child health was misinterpreted by the respondents of the quantitative survey.

Management later confirmed, on reading the report, that the water in the factory and at workers' homes is treated and purified. This finding echoes those in other developing settings as well, where despite purification systems being in place, there is an inordinately high incidence of water-borne diseases – which seems to suggest that the way to approach these illnesses should be to provide education on the modes of transmission and to encourage workers to adopt hygienic practices.

Sanitation

Almost all the workers have access to a toilet in the home; 91 use a pour/flush toilet, while 14 use a ventilated improved pit facility. These facilities are generally shared by up to six people (86 – 81.91%). Further analysis between the type of toilet facility and the reported incidence of diarrhea among the workers did not reveal any significant association.

Most workers disposed of their household waste via the public garbage disposal system, though 14 of the 104 who responded disposed of their garbage by burning it or dumping it into a canal.

Over 80 percent of the workers (87 – 82.86%) said there were disease vectors (such as mosquitoes, flies, and cockroaches) present in their homes. A large proportion (44 – 41.90%) said there was

stagnant water around their home or workplace and nearly half (51 – 48.57%) said there were piles of waste dumped around their homes.

The qualitative studies focused only on the sanitary conditions in the factory. The number and cleanliness of bathrooms was found to be sufficient and these indicated that there are a sufficient number of bathrooms at the factory, but that there is no toilet paper provided and workers bring their own soap from home for washing up.

CDS clarified that the waste dumped in the neighborhoods was awaiting pickup by the disposal company contracted by the city council. Garbage handling is a national concern after the revolution, so much so that the president has addressed it several times in public speeches.

Environmental Preparedness and Resilience

The vast majority of the workers (98 – 93.33%) said that they do not live in areas that are at high risk for natural disasters, and in fact most of Egypt (including Port Said) is not classified as high risk.

Seventy-four workers (70.48%) said they knew what to do in an emergency at the workplace, while 30 said they did not, and one did not respond; 74 said they knew what to do at home in an emergency; 29 (27.62%) did not, and two did not respond.

A large proportion of the workers (51 – 48.57%) said that their family did not know what needed to be done in case of emergencies; 44 (41.90%) said they did, and 10 (9.52%) were not sure.

A majority of the workers (53 – 50.48%) said they had never been trained on what to do in case of an emergency, though 33 (31.43%) said they had received some training in the factory, 13 (12.38%) said they had received training in the community, and six (5.71%) said they had received training at their previous site of employment.

The qualitative study seems to indicate two views: The workers said they had not received training, but the management said they had. It was later confirmed from the workers that the vast majority of workers had not attended any preparedness training activity within the factory.

In an in-depth interview, the Occupational Safety Manager stated that 379 workers had been trained by certified trainers on first aid procedures, 500 workers on fire fighting and 421 on civil defense. He also stated that a “checklist” inspection for all production halls is regularly done on daily basis.

Fifty workers (47.61%) had received training on fire safety.

Just over a third of the workers (39 – 37.14%) had ever experienced some emergency or natural disaster – most commonly a fire (30), an earthquake (four), or floods (two).

A majority of the workers (71 – 67.62%) said that they would feel safe at the factory in a disaster; 29 (27.62%) said they would not. Those who felt safe said it was because the security systems were good, the firefighting systems were good, that the factory was well prepared for any kind of emergency, or that they had been trained well to handle emergencies. (These responses were not quantified because of some ambiguities in the replies). Of those who felt unsafe, many were scared of an emergency situation and others felt that they had not been trained.

Less than half the workers (50 – 47.62 %) said they would feel safe at home in a disaster; an almost equal number (48 – 45.71%) said they would not. Those who felt safe said it was because they were trained on how to handle emergencies; those who said they did not, said it was because they had never been trained.

Mobility

Many workers (45 – 42.80%) used the factory provided bus to get to and from work; 42 (40%) used public buses. Smaller numbers walked (eight), bicycled (four) or used a rickshaw (one).

Given the above distribution, 48 (45.71%) of the workers did not spend any money on transportation to work, 24 (22.80%) spent less than 10 percent, and 21 (20%) spent between 10 and 25. The factory provides a bus for workers who live outside Port Said (in the surrounding governorates); residents of Port Said are given a transportation allowance for use on public transit.

Most workers spent less than an hour on traveling to work; 30 spent less than half an hour, 29 spent up to an hour, and 46 (44.23%) spent more than an hour.

Of the 37 workers who had children and who responded to the question, 11 walked their children to school, 11 took a public bus, and nine did not send their children to school yet. Only 30 responded to the question on how much of their salary was spent on transporting their children to school; of these, 11 spent less than 10 percent of their salary, four spent between 10 and 50 percent, nine said they did not know, and six did not spend any money at all.

Of the 27 workers who responded to the question on time spent on transporting children to school, four spent more than an hour, eight spent between 30 minutes and an hour, and 15 spent less than 30 minutes. Only three said that they were late to work, at least once in the past month, because of issues with transporting children to school.

A majority of the workers (56 – 53.33%) said that they had been late to work in the past month. Of these, 26 used public buses and 24 used the factory bus; traffic jams are very common inside Port Said and on the roads to Port Said from surrounding governorates, which is the reason for the late arrivals.

Most workers felt safe travelling to and from work (73 – 71.57%). Of the 27 who felt unsafe, 19 felt so because of gang or political violence, and six felt their mode of transportation was not safe.

Most workers (56 – 54.90%) would prefer to travel via factory bus, 13 would prefer rickshaw and 10 would prefer the public bus.

The above findings seem to indicate that transportation for the workers (either to or from work, or for their children) is not a pressing need. Though some of the workers felt unsafe, it appears that this feeling is due primarily to the country's political situation.

Good Health and Family Well-being

General Health and Hygiene

Illness in self and among children

The vast majority of the workers (73 – 69.52%) had not been absent in the past month. Of those who had, 27 (25.71%) had taken between one and two days off due to illness, two had taken three to four days, and three had taken more than 4 days. Though this is not a precise figure, it can be inferred that about 60 to 70 workdays (approximately 2.5 percent) were lost due to sickness among the 105 workers interviewed.

The most frequent cause of illness, cited by 13 workers, was the common cold; none of the other causes listed were significant in number. Of the 38 workers who had children, 32 had never taken leave due to a child's illness, four had taken between one and two days, and two had taken three to four days.

Twenty-four workers had children younger than five years of age; nine reported that the child(ren) had not been sick in the past two weeks, nine had a child who had been sick at least once, four had a child who had been sick twice and two had children who had been sick three times. The most frequent causes of illness were: the common cold (five), diarrhea (four) and fever (four).

Hand-washing practices

Responses to the question on when the workers believed it was important to wash their hands are presented in the following table.

Table 3: Perceived need to wash hands

When do you believe it is good to wash hands?	No. of respondents
After going to the bathroom	71 ⁽¹⁾
Before preparing food	61 ⁽²⁾
Before eating food	94
After coming home from work	85
After touching an ill person	25
After changing a child's diaper	13
Other – prayer time (9), after eating (8)	17
I do not know	2

Note: Multiple responses given

From the above table, it can be concluded that in general, hand washing practices were satisfactory. There is some cause for concern with regard to perceived practices of hand washing after going to the bathroom ⁽¹⁾ and before preparing food ⁽²⁾. However, further analysis did not reveal any significant association between these perceived practices and the incidence of diarrheal diseases among these workers and their families.

The vast majority (96 – 93.20%) of the 103 workers who responded to the question stated that they used soap and water to wash their hands.

Sexual and Reproductive Health

Menstrual Hygiene

Of the 34 female workers, 33 responded to the questions on menstrual hygiene.

About 80 percent (27 – 79.41%) used sanitary pads during menstruation; five (14.71%) used pieces of cloth and one did not have periods because she was on injectable contraceptives. Only one worker who said she was using sanitary pads said she would prefer to use cloth.

Twenty-eight of the respondents (84.85%) said they bathe as normal during their cycles; of the five who did not, one was told not to, another did not like to, the third felt she could get sick and another was too tired.

Pregnancy and Contraception

A total of 41 workers – 12 women and 29 men – reported that either they or their partners had experienced a pregnancy. Of these 41, 39 gave valid answers to the questions that followed (two men refrained from answering more questions).

All 27 men who responded stated that their wives had visited the health clinic for prenatal care (26 did so at least six times). Ten of the female workers said they had done so, two said they had not, and one had made insufficient visits (less than three), because she was afraid to go.

All 37 workers who responded to the question on where the delivery should take place said the clinic or the hospital was preferred. Only one of the women who had children delivered her last child at home; the delivery was assisted by a trained attendant.

Of the 44 married respondents, 40 answered questions pertaining to the use of contraceptives; 27 were using contraceptives, while 13 were not. The reasons for not using contraceptives were not available. Four out of the 13 who were not using contraceptives did not have children.

The most common contraceptive methods were IUDs (16), injectable contraceptives (five) and oral pills (five); IUDs are available at the governmental primary healthcare units for free for all women in Egypt. Other methods of contraception are bought out of pocket after consulting a private physician.

Decisions about contraceptive use were most often made by both partners (22 of 33 responses).

Sexually transmitted diseases

Awareness about infections that can be spread by sexual contact was high: 78 (74.29%) of the respondents knew about sexually transmitted diseases, 22 did not, and five did not answer the question.

Table 4: Sexually Transmitted Diseases known among the workers

Name of Sexually Transmitted Disease	No. who knew
HIV/AIDS	72
Gonorrhoea	10
Hepatitis B	9
Syphilis	4
Herpes	3
Others	10

About 75 percent of respondents had heard of HIV/AIDS. Knowledge of other STDs was poor; some of the answers under “others” included cancer and other unrelated illnesses.

Knowledge of the modes of HIV/AIDS transmission and protection was not as high as might be expected (as shown in the following tables).

Table 5: Methods of Transmission of HIV

Mode of transmission	No. who knew
Unprotected sex with an HIV+ person	55
Contact with blood of infected person	48
Infected needles	45
Mother to child	7

More than 25 percent of the respondents admitted that they did not know how HIV was spread. Two attributed it to “forbidden relationships;” other answers included: through food and water, clothes, sanitary pads lying in the street, shaking hands, and eating with infected persons.

Table 6: Protection against HIV

Method of protection	No. of responses
Abstaining from sex	23
Do not know how to prevent	22
Having only one sex partner	13
Not sharing utensils	13
Avoiding sex with a sex worker/prostitute	12
Prevention of mother to child transmission	6
Reducing the number of partners	4
No concurrent partners	3
Being faithful	3
Protection against witchcraft	2
Male circumcision	2
Always using condoms	2
Non-penetrative sex	1
Avoiding mosquito/ insect bites	1

There were a large number of “Other” responses, including “being religious” (seven), avoiding “forbidden relationships,” and avoiding blood transfusions.

A large majority of the workers (92 – 87.62%) said they had never been tested for HIV; seven said they had been, and five did not know.

Most of the workers had never spoken about HIV/AIDS to anybody. Of the 17 who had, nine had discussed the issue with friends and four with family at home.

Nutrition

Most of the workers had at least two (42 – 40%) or three (52 – 49.52%) meals every day; a few had more than three, and nine said they had one meal a day. Fewer than ten percent (9 – 8.5%) said that they were often uncomfortably hungry during the day.

Thirty-five workers responded to the question on the number of meals consumed by their children every day; 32 said their children had three or more, and three said two meals per day.

Table 7: Variety of food eaten and food that cannot be afforded

Name of food item	No. who consumed	No. who could not afford
Bread	90	2
Rice/Noodles	71	6
Fruit	35	20
Vegetables	61	8
Animal protein	55	60
Legume protein	69	2
Milk and milk products	54	6
Sugar/Sweets	39	3
Fried, salty food	50	2

The above table indirectly suggests that many workers had a variety of food to eat. Of note, however, is the large number (60 – 57.14%) of workers who stated that they could not afford to eat meat.

Children’s health

Four workers (of the 38 respondents to the question) reported an infant’s death from diarrhea, which even as an indirect indicator would be cause for concern; this question, however, may have been misinterpreted by the quantitative survey participants, since the qualitative study did not reveal the same finding.

All 38 workers had given their children at least one vaccine.

Table 8: Vaccines received by the child (n = 38)

Name of vaccine	No. of responses
BCG (against tuberculosis)	19
Diphtheria	11
Hepatitis A	12
Hepatitis B	13
Measles	19
Meningitis	10
Poliomyelitis	26
Tetanus	18
Whooping cough	11

The above table seems to indicate that universal immunization was not a common practice among this population.

Economic Empowerment

Standard of Living

The survey revealed that 42 (40.00%) workers were the sole breadwinners of their family. Of these, 12 supported one or two people, 16 supported three or four people, and 13 supported five or more.

Of the 63 respondents (60.00%) whose families had other wage earners besides themselves, 59 replied to the question as to how many people contributed to the family's finances; 52 (49.52%) said one to two, six said three to four, and one said five or more.

Table 9: Support to the family

	No. of family members supported by the sole breadwinner (n = 42)	Of the rest, No. of other members supporting family (n = 59)
None	1	NA
1-2 others	12	52
3-4 others	16	6
>4 others	13	1

The following table shows how employees spent their money. The top three major areas of expenditure cited by workers were: food (91 – 86.67%), clothing/cosmetics (40 – 38.09%), and medicine/doctor visits (40 – 38.09%). The qualitative study confirmed these spending patterns, and revealed a difference between married and unmarried workers: the latter spend proportionately more on clothing/cosmetics.

Table 10: Major expenses incurred by the employees

Expenditure head	No. of responses
Food	91
Clothing/cosmetics	40
Medicine/Doctor visits	40
Housing/ Rent	36
Transportation	33
Education	29
Child care	22
Sending money to family	18
Saving for later	12
Water/Gas/Electricity	11
Loan repayment	10
Recreation	7

Among the 42 sole breadwinners, 18 said their salary was sufficient to support the family; of the 59 who had others contributing financially, 21 said their salary was sufficient to support the family.

Table 11: Sufficiency of salary to support the family

	Sufficiency of salary among sole breadwinners (n = 42)		Sufficiency of salary among those with others to support family (n = 59)	
	Yes	No	Yes	No
None	1	0	NA	NA
1-2 others	5	7	18	34
3-4 others	7	9	2	4
>4 others	5	8	1	0

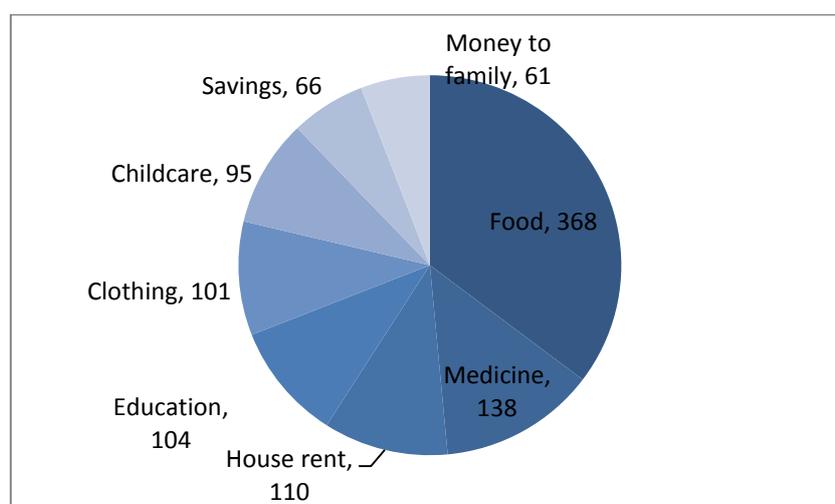
Among those who stated that their wages were not enough to support the family, the major areas where they wanted to spend money but did not have enough included clothing, food, and savings (as shown in the table below).

Table 12: Major expenses that workers could not afford

Expenditure head	No. of responses
Clothing/cosmetics	21
Food	20
Savings	18
Education	14
Medical	14

Respondents were asked to rank their top five expenses from the above list; the graph below shows the weighted list of “priority expenses” from that ranking.

Figure 1: Major expenses (weighted) incurred by the workers



Focus group discussions with the married male workers indicated that the majority of income was spent on food, followed by school-related expenses (fees, private tuition and school uniforms,

stationery). A typical married man also paid installments for household appliances (e.g. TVs, washing machines) or paid into a credit and savings “cooperative.” For the typical married female worker, children’s education-related expenses ranked first, followed by medical expenses, installments for house appliances and cooperatives, and food.

The qualitative studies revealed that unmarried male workers prioritized saving money (either for getting married or to start a business), which was typically done through local credit and savings groups; they also helped support their families with household expenses. Unmarried female workers typically spent a large portion of their incomes on clothing, personal care items and cosmetics, and breakfast.

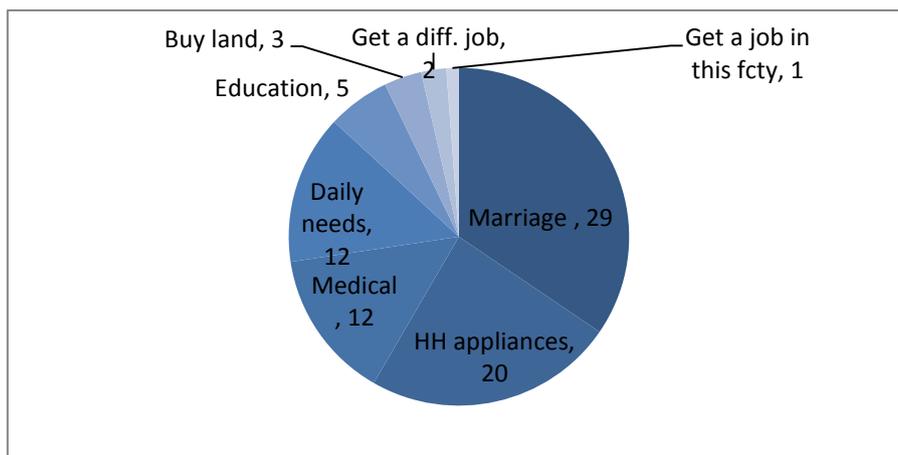
Asked how much of their salary was sent or given to their family, 47 of the 102 who replied (46.08%) said they gave more than half; 10 (9.80%) gave half, 20 (19.61%) gave less than half, and 16 said they did not give any. The qualitative study did not explain the circumstances under which money was given to the family (e.g. whether it was voluntary, forced, customary, etc.).

Very few workers (14 of 102 respondents, or 13.72%) said they decided for themselves how their salary should be spent; 34 workers (33.33%) said spending decisions were made by their parents, 33 (32.32%) said spending decisions were made by discussion, 14 (13.72%) said their spouse decided, and nine (8.82%) said it was based on family needs.

Over 70 percent (75 – 71.43%) of the employees said they had debts, and 43 (41.75%) said that other members of the family had debts; 40 of the 75 (38.10% of the whole) said that half or more than half of their wages were being spent on clearing debts.

The reasons for the loans are described in the following chart.

Figure 2: Reasons for loans (of all valid responses)



A significant number of workers borrowed money from close friends or relatives (38). Other sources of loans included friends (27 – 33.33%) and banks (11 – 13.58%). The qualitative studies revealed that most of the loans are for small amounts (EGP 200-1,000), and are given interest-free because of religious considerations.

Asked what they would do if there were a medical emergency in the family, 77 workers responded; 32 (41.56%) said they would have to dip into savings, 28 (36.36%) said they would fall back on their health insurance and 17 (22.08%) said they would have to borrow to overcome the crisis.

Financial Education and Literacy

Asked about their understanding of their paystubs, 89 of 104 respondents (85.58%) said that they understood the contents; 11 (nine of whom could not read) said they did not understand, and two felt it was too confusing.

Only 31 (29.52%) of the 105 said they saved some money from their wages. Of the 74 (70.48%) who did not, 59 said there was not enough money at the end of the month, 22 said there were too many family expenses, and 14 said they had too many personal expenses.

Of the 31 who saved, eight were saving for their marriage or the marriage of a sibling, eight for personal expenses and six for future medical expenses. Those who saved did not use any banking services; only three had a bank account, and 13 saved as cash.

Of those who tried to save, 21 saved every month and 17 saved in the last month; of these, five saved more than half their wages and eight saved between 10 and 25 percent of their salary.

Only 69 workers responded to the question on how much they had saved in the last month; 31 did not save at all, 13 saved less than 10 percent of their wages, 11 saved between 10 and 25 percent, and six saved 25 to 50 percent.

Of the 103 who responded to the question on whether other family members saved, 79 (76.70%) said that no one in their family saved any money; 18 said they did, and six did not know.

The focus group discussions revealed high rates of indebtedness and low savings. Debts were most often incurred to cover the cost of getting married, to buy household appliances and to pay medical expenses. There is a need for financial advice and information on banking services and insurance services; also there is an imminent need for access to larger zero-interest loans. To enhance the financial services in the factory, workers suggested raising their current contribution to the “Fund for Emergencies and Special Occasions” (details of this fund are given at the end of this section) from EGP 2 per month to EGP 5, with matching contributions from the factory.

Access to financial products and services

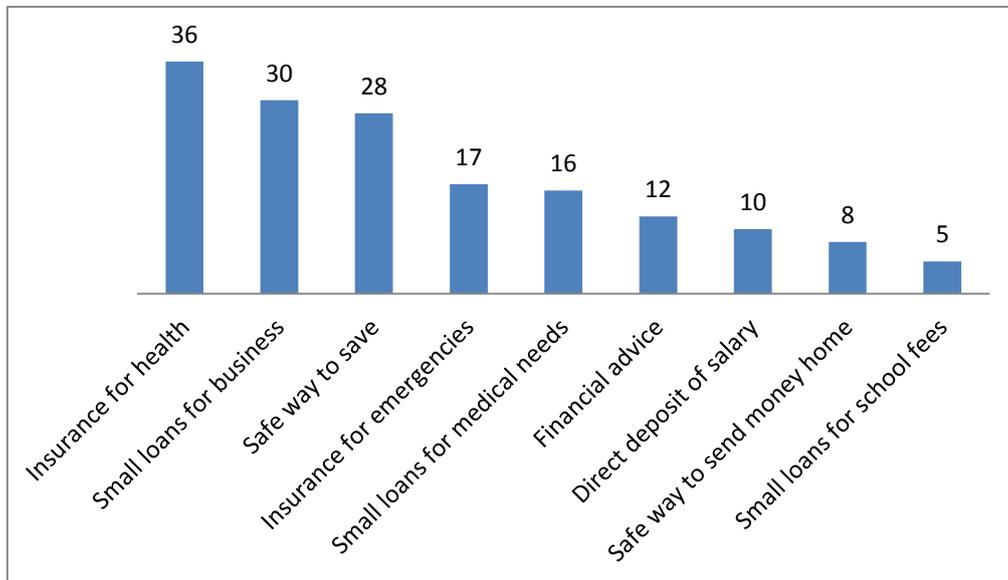
Of the 103 who responded, 97 (94.17%) said that they received their wages as cash; only 10 respondents had a bank account. Six of those who had bank accounts used the bank to save some money; five used their account for the convenience of depositing and withdrawing money. Of the 67 who responded to the question, 64 carried cash to send home.

Of those who did not have a bank account, 57 said there was not enough money to put into a bank and 29 said it was not necessary; four said they did not trust the bank, two used postal office savings accounts, and one did not know how to open an account.

In response to the question on what financial products they used, 33 workers said they used the health insurance plan, 23 said they have a safe way to save, 12 said they have a safe way to send money home, and 12 said they had some financial advice; 21 did not know of any financial services.

The chart below describes what workers felt they would benefit most from.

Figure 3: What workers felt would be most useful



The data from this section shows an urgent need for financial services for the workers in this factory, including financial advice and banking and insurance services.

The qualitative studies revealed that the factory workers who were insured had coverage from the National Health Insurance Organization (HIO), which grants them access to HIO's network of providers. Workers are eligible to enroll after six months in the factory; they pay EGP 47 to join, their families do not get coverage, and the workers raised issues about the quality of health service the plan provided.

The qualitative studies found that the factory provides an interest-free loan service, in which a monthly deduction is made from the worker's wages to repay the loan (the installment is not deducted during some religious and holiday seasons). An HR manager stated that workers are eligible for these loans after six months of employment. Workers said they would like to have wider access to interest-free loans compliant with Islamic Sharia principles.

Focus group discussions confirmed that few workers have a bank account. For religious reasons, many do not want to earn interest on their money in a savings account; they were unaware that the bank may offer an account that does not bear interest. Many said that they do not have enough savings to put into a bank account.

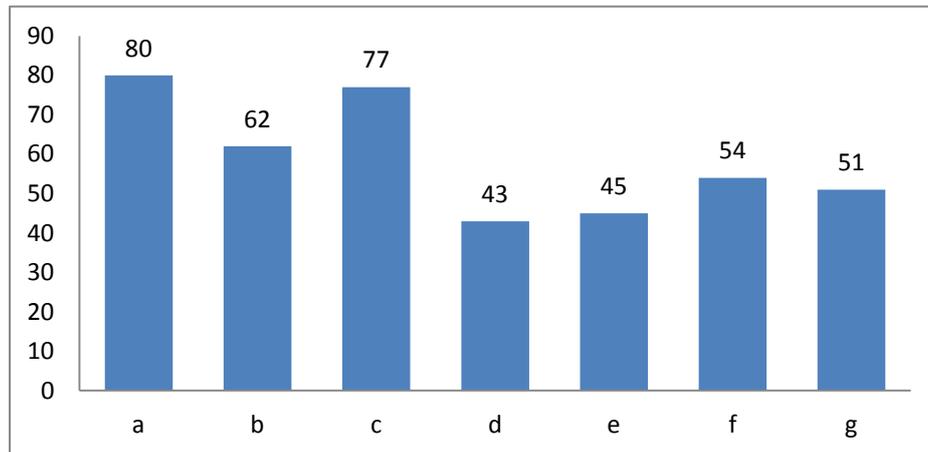
Workers also mentioned that they contribute to the "Fund for Emergencies and Special Occasions" on a monthly basis. This Fund is managed by factory administration; workers voluntarily contribute EGP 2 per month, and the fund releases small cash awards for marriages, for support when there is a death in the family, or when a worker has a baby.

Equality and Acceptance

Harassment and discrimination

The table below represents what workers consider unacceptable forms of treatment.

Figure 4: Workers' opinion of unacceptable forms of treatment (n = 105)



a = Supervisor shouts and acts rude to workers
 b = Husband shouts and turns violent whenever he needs
 c = Cursing a person

d = Unwelcome sexual connotations, jokes and body language
 e = Body touching (waist, buttock, etc)
 f = Humiliation
 g = Forced sex, rape

The above table appears to indicate that there was a rather high level of “tolerance” as to what constitutes unacceptable forms of behavior. The two charts placed side by side below disaggregate the data for men and women.

Figure 5a: Males' opinion

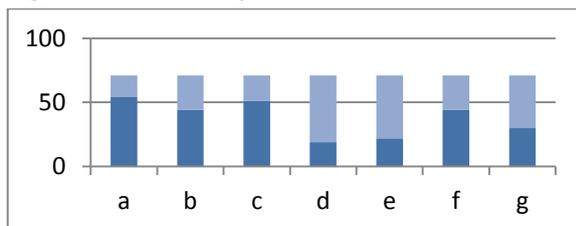
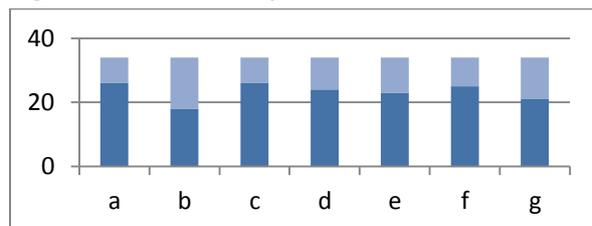


Figure 5b: Females' opinion



The above charts reveal a cause for concern. While male and female workers were more or less equally tolerant of issues such as the supervisor’s shouting, there was a significant difference (statistically as well) between the opinions of men and women in three categories: unwelcome sexual connotations, jokes and body language; body touching; and forced sex/rape. There appeared to be a definite need for education – particularly for men – about unacceptable behavior in the workplace.

The qualitative studies appeared to confirm the survey findings; workers said they were subjected to some mistreatment, mostly verbal, from the supervisors, especially during production stress times.

Workers also stated that there was sometimes a form of obligatory overtime. In most cases the mistreatment issues were solved informally.

Awareness of the penalties for abuse was relatively low, with only 46 (43.81%) of the workers saying they knew the consequences. It is particularly important to note that proportionately fewer men were aware of the consequences compared to women (31 of 71 vs. 15 of 34, a statistically significant difference).

Incidence of unacceptable forms of behavior from peers

A proportionately large number of workers (29 – 27.62%) reported that they had experienced verbal abuse from peers, though fewer (six) reported physical abuse and unwelcome sexual connotations from peers while working in the factory or in the dormitory. Three workers (all men) have reported forced sex – the quantitative study did not delve into where precisely this abuse had occurred. While the numbers in most categories are too small to be disaggregated, it appears that a significantly larger number of women reported verbal abuse compared to men.

Six workers reported that these forms of behavior occurred at least once a day, seven said once a week and eleven said once a month.

Incidence of unacceptable forms of behavior from supervisors and managers

Again, a proportionately large number of workers (34 – 32.38) reported that they had experienced verbal abuse, while fewer workers (six) reported physical abuse and unwelcome sexual connotations from supervisors and managers. A significantly larger number of women than men report verbal abuse from supervisors and managers; most of these situations are handled informally and not reported to management.

Twelve workers reported that these forms of behavior occur at least once a day, seven said once a week, and seven said once a month; 21 of the 34 kept silent, though four confided in friends and four “responded to the perpetrator.”

Factory management provided some useful insight into the above findings; it is possible that there was confusion about harassment and abuse, since these are asked in the same question, and that perhaps the two issues should be addressed separately. Management also felt that there was confusion about where the abuse took place – whether at the factory, in the home or on the street – and about the severity level of the unacceptable behavior. It may be necessary to distinguish between the two issues of harassment and abuse in future surveys.

The management confirmed that factory rules forbid these kinds of behavior. In addition the management empowers the targeted employee to immediately respond to harassment, while at the same time informing workers who behave badly that they will be strongly punished.

Management also reiterated that they would continue to arrange workers’ union empowerment training programs to help ensure better communication between workers and management.

Incidence of unacceptable forms of behavior on the street or at home

On the street or at home, 22 of 103 respondents reported that they had experienced verbal abuse, 18 reported physical abuse, and 21 reported unwelcome sexual comments; a significantly larger number of women reported unwelcome sexual comments on the streets (or at home) compared to men. Six workers (five of whom were women) reported sexual touching as well.

Nineteen workers said these forms of behavior occur at least once a day, 12 said once a week, and eight said at least once a month; 21 of those who were targeted kept silent, four confided in friends and four “responded to the perpetrator.”

Public outcry and media attention to the issue of sexual harassment in Egypt has spurred a number of civil society initiatives. However, these initiatives focus on sexual harassment on the streets; none specifically address sexual harassment in the work place. Nationwide, over 80 percent of Egyptian women and over 90 percent of foreign-born women have reported that they were victims of at least one form of sexual harassment; there are some initiatives for legal and psychological support, but no national strategy supported by the government. The reaction to verbal abuse varies from one woman to another, but generally women do not respond at all, instead quickly crossing the street or using another route (per long-established norms in the country).

Given this context, factory management felt that they had been quite successful in containing the problem of harassment in the workplace.

Discrimination

The issue of discrimination was somewhat unclear. For example, 14 respondents stated that women are treated differently compared to men; 10 of these were men, six of whom also said that women were treated better than men.

Similar issues were found when workers were asked about how supervisors treat them: 10 workers said women were treated differently; eight who felt this way were men, five of whom said women were treated better.

The qualitative studies indicated that the male workers perceived that sexual harassment was very rare, and when it happened management took a strong stand against the “harasser.” Female workers’ perception was very different: They stated that harassment was common, especially verbal harassment, and in most cases the target took an immediate firm reaction against the “harasser,” only rarely taking the incidents up with management formally.

During the in-depth interviews, the production manager strongly disclaimed the occurrence of sexual harassment in the factory, and asserted that in any future complaints, the harasser would be strongly punished.

Communication and negotiation

The level of comfort that the workers had in communicating with family members, co-workers, and supervisors and managers is shown in the table below.

Table 13: Workers comfort levels in communicating

	With family	With co-workers and friends	With supervisors and managers
Very comfortable	65 (61.9%)	63 (60.0%)	64 (61.0%)
Moderately comfortable	29 (27.6%)	26 (24.8%)	19 (18.1%)
Not very comfortable	6 (5.7%)	11 (10.5%)	10 (9.5%)
Not at all comfortable	5 (4.8%)	5 (4.8%)	12 (11.4%)

When asked how problems at home are solved, over half of the workers (56 – 53.37%) said it was by discussing as a group, though one-third (35 – 33.33%) said a male member of the family would make a decision.

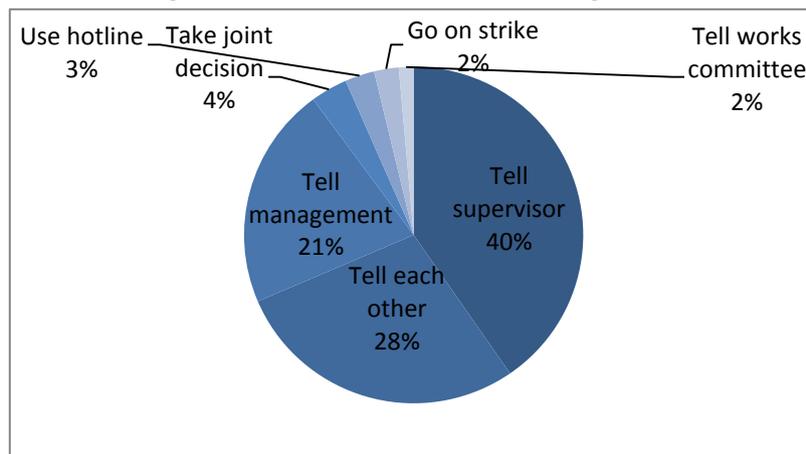
Some workers (28 – 26.67%) had given suggestions in the factory in the past six months; of these, 21 told the supervisor, and seven approached the management directly. One worker said he was refused permission to meet with management.

Most workers (51 – 49.04%) said that issues and grievances were addressed in the factory by telling supervisors; 31 (29.81%) told co-workers, eight said they approached the management and six said they would go on strike.

None of the workers had raised suggestions with their union representative, and there is no hotline the workers can use. The workers seemingly do not have confidence in their works committee; only two workers had used them on one occasion, and one had talked to them regularly.

The chart below shows workers’ preferred ways of having issues solved in the factory.

Figure 6: Preferred method of solving issues



The qualitative study showed that the workers did not have a high level of awareness about the role of the workers’ “syndicate” (by which is meant the union), the services it provides or its relationship with factory management. Most did not know the name of their representative, and stated that they did not receive any orientation about their rights as workers.

The HR manager, workers' union representative and production manager all said that the union was activated within the past year and that since the beginning it has been highly active. Union elections occurred with 70 percent participation among workers. The in-depth interview with the workers' union representative highlighted accomplishments thus far, such as lobbying for the construction of a new building that will be used as a nursery, raising the minimum wage and changing the contract type to permanent for workers with more than three years' tenure at the factory.

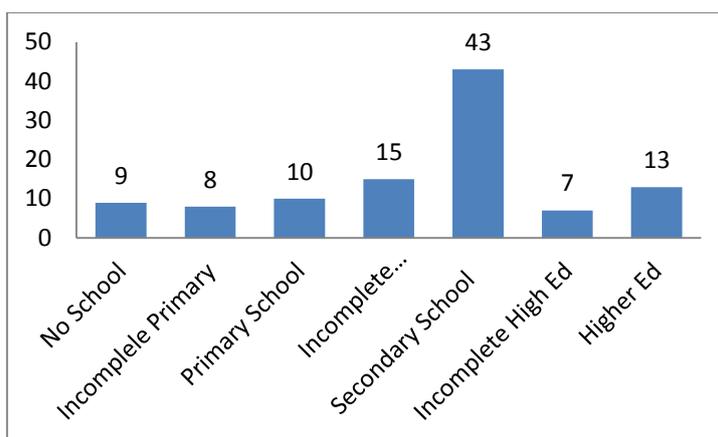
Education and Professional Development

Basic Education and Literacy

Of the 105 workers in the survey, 87 could read, 89 could write and 91 could understand numbers. These figures correspond to data available for the Port Said region, which has 16.4% illiteracy overall (19% among females, 13% among males).

The highest level of schooling attained by the interviewed workers is shown in the chart below:

Figure 7: Education level attained by the workers



Twenty-one workers had done some short-term vocational training, and two had done a longer-term vocational training.

The use of spare time

The table below shows how the workers spent their spare time.

Table 14: Activities outside the factory

	Never	1/week	2-6 times/ week	Daily
Radio	68	14	5	18
Television	7	8	16	74
Newspaper/magazines	66	19	11	8
Read a book	66	116	13	9
Used Internet	71	4	10	20
Use email	76	4	7	18
Use cell phone	5	4	8	88

The most common pastimes were using a cell phone, and watching television. The focus group discussions revealed that married workers mostly spent their leisure time with their children, watching TV at home, or visiting other family members. Unmarried workers do the same, but also go out with their friends and spend time browsing the Internet.

Educating children

The workers were asked how important it was for their children to go to school, and how important it was for girls to go to school.

Table 15: Perceived need to send children to school

	Children of either gender	Girl Child
Essential	99	97
Very Important	4	4
Somewhat Important	2	2
Not Important	-	2

Almost all the workers felt that it is “essential” or “very important” to send all children to school, regardless of gender; only two said it was not important to send girls to school.

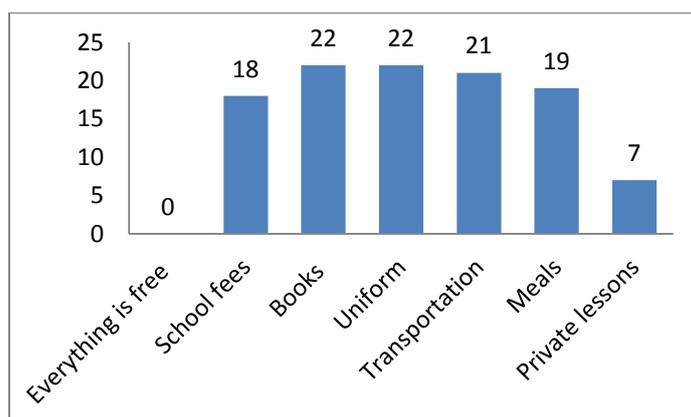
Workers with children younger than five years were asked how often they spent time reading with them; of the 24 who responded, only three said every day but eight said two to six times a week.

Workers with children older than five years were asked how often they helped with homework; of the 28 who responded, just three said every day, though 12 said two to six times a week.

One worker’s children had dropped out of school, primarily for financial reasons.

The responses of the 29 workers who answered the question on costs associated with sending children to school are shown in the following chart.

Figure 8: Costs associated with sending children to school



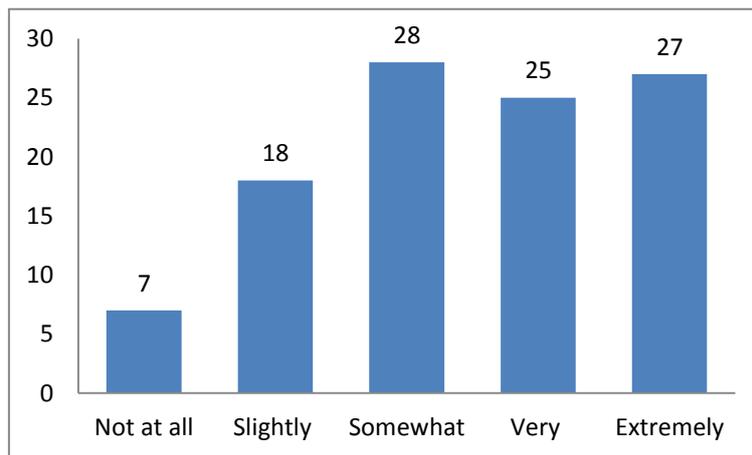
Of the 23 respondents, 11 spent less than half their salary towards educating their children, five spent half, four spent more than half, and three said they did not know how much they spent.

Professional skills and development

Of the 105 workers surveyed, 63 (60.00%) had worked in their current position for more than two years, 14 for one to two years, and 28 for less than a year.

Survey participants were asked whether they liked their jobs. Their satisfaction levels are shown in the chart below.

Figure 9: Satisfaction levels of the workers (n = 105)



Some of the workers specified reasons for their dissatisfaction; of the 59, 26 said it was the salary, nine said it was the distance from their homes and family, and eight said it was the hours. Other reasons included supervisor treatment (six), lack of promotion opportunities (four), no other option (four), fatigue (four), and poor working conditions – dust (three). Single responses included problems with other workers, psychological fatigue, and this being a new job which was unrelated to the worker’s field of expertise.

Participation in skills training and education programs

The table below shows workers’ participation in various training programs.

Table 16: Participation in training programs

Training Program	No. of responses
Technical training (n = 103)	
Training on how to do my current job	66 (64.08%)
How to use other equipment in the factory	14 (13.59%)
Quality control	12 (11.65%)
Other	4 (3.88%)
OSHA/Compliance Training (n = 103)	
First aid	7 (6.80%)
Fire prevention	25 (24.27%)
Safety precautions	2 (1.94%)
Information on Code of Conduct	1 (0.97%)
Labor laws	2 (1.94%)
Personal Development and Life Skills (n = 103)	
Formal education courses	0 (0.00%)
Computer skills	2 (1.94%)
Language skills	3 (2.91%)
Communication and negotiation skills	0 (0.00%)
Supervisory skills	0 (0.00%)
Others	0 (0.00%)

There was an obvious need to increase the coverage of the trainings, especially with regard to OSHA/Compliance-related issues and personal development and life skills.

The qualitative studies indicated that most of the interviewed factory workers did not recall any training on occupational safety, though management asserted that training is provided regularly. There were also contrary statements with regard to the frequency of emergency drills in the factory.

Asked which of these trainings was most useful, 46 of the 85 respondents said the technical training was useful, and five said the OSHA/Compliance training. Some workers stated that they would like other kinds of trainings such as English language or computer use; the Bangladeshi workers stated a preference for Arabic language courses and computers.

Of the 91 workers who responded to the question, 26 said that they had shared knowledge from their training with family members. Of the 65 who did not, 39 specified reasons; 10 said there was not enough time, 10 said the material was not useful for the family, and nine said the family was not interested in the information.

Of the 77 valid responses as to what kind of training they would prefer, 39 said technical training, 24 said personal development, and seven said OSHA/Compliance-related issues; the rest said they were not interested in any trainings.

Most workers had not worked in any other units within the factory; 85 had been in the same job since they joined. But 61 workers said they would prefer working in other departments within the

factory, specifically: sewing (31), quality control (16), and training, sampling in-charge, washing and embroidery (nine each).

About 75 percent of the workers (78 – 74.29%) had never been promoted in the factory; 20 had been promoted once, six had been promoted twice, and one had been promoted more than twice.

Of the the 104 who responded to the question, 62 said there were no barriers to their promotion, 21 did not know why they were not promoted, seven said it was because of their education, and seven said it was because there were no opportunities for promotion. A few felt that their ability and skill (four), ethnicity (one) or relationship with supervisors (one) were the reasons for their not being promoted, and two workers said they did not want to be promoted.

In terms of skill level, 83 (79.05%) of the workers felt that they were skilled, 12 felt they were multi-skilled, and seven felt they were semi-skilled.

Aspirations

Several general themes were identified from the answers to questions in this section; the data has been aggregated and categorized into these themes.

Most workers (92 of the 102 who replied) said that they did have dreams about the future; questionnaire responses did not reveal why the remaining ten did not have any dreams for the future.

Among the 76 who specified what their dreams were, 29 said they wanted a better future with better living conditions, 19 wanted a better life for their children and 18 wanted to get married.

The focus group discussions indicated that married workers' plans were mainly focused on better education for their children, and starting their own business. Unmarried workers talked about their long wait for Port Said to be reopened as a duty free zone, so they could leave the industrial zone where they work and become small business owners selling ready-made garments and household appliances (which they said required less effort, less commitment and gave better incomes than their current employment).

In response to the question on what dreams they had as children:

- 31 wanted to become professionals (e.g. doctor/engineer/teacher/military officer)
- 11 wanted a higher education
- 10 wanted to get married
- 5 wanted to travel or work abroad

A significant number of workers felt that their current situation fell short of their expectations (55 out of 98); 31 said their current situation met their expectations and three said it exceeded their expectations.

Asked what currently made them happy, workers replied:

- marriage (15)
- their children's success (13)
- do not feel happy (12)
- working in the factory (10)
- being with the family (7)

The workers were asked what would make them happier; the top five responses in weighted order of priority were:

- Ways to save and invest for the future
- For oneself or one's children to be less sick
- Better living conditions
- Career advancement
- Less conflict or abuse at the factory

The workers were asked what they would like to be doing three to five years from now. The top five responses in weighted order of priority were:

- Owning or starting one's own business
- Getting married

- Being promoted to supervisor
- Staying in the present position in the factory
- Finding a new job in another factory

Some workers said that they would like to be in better living conditions, others said they would like to have their own house and six said they would like to perform the *umrah* – the minor pilgrimage that Muslims make to Mecca.

Of note is the fact that 73 of 104 (70.19%) felt that they could make their dreams come true. Nineteen were not sure if their dreams would materialize; of the twelve who said they would not, all felt it was because they did not have enough money to achieve these goals. Some also cited a lack of time, family support, or guidance, and/or their own poor educational status.

After work and caring for their families, most workers (53 – 50.48%) said they had about one or two hours for themselves; eight had less than an hour, 20 (19.05%) had four to six hours, and 11 (10.48%) said more than six hours; 13 had no time at all for themselves.

Most workers would like to spend their free time with family (66), watching television (57), sleeping (37) and shopping for oneself (12).

In order of priority, the greatest challenges to the community as reported by the workers include:

- Poverty
- Safety and security
- Unemployment
- Housing
- Drug abuse

A number of workers also mentioned the challenges of the current political situation in Egypt; safety and security are a national issue after the revolution.

The only two significant hopes that the workers had for their children or siblings were:

- A good life and a good future (54)
- Good education (46)

Several people each hoped for better health, a better country and good jobs.

Understanding that their needs and aspirations may be different from those of the local workers, a part of the qualitative study focused on the migrant Bangladeshi workers:

Economic Empowerment:

Bangladeshi workers receive a salary of USD 110 per month, which increases by USD 10 each year. They receive 21 days of vacation every two years, plus an airplane ticket to Bangladesh (though if they do not take a trip home, they do not receive that money as compensation). The factory provides the workers with accommodations, transportation and two meals per day, which helps them save most of their salaries. Those who send money home generally avoid wire services (Western Union charges a flat fee of USD 21 to transfer their money), preferring instead to wait until a co-worker travels back home and can deliver cash to their family in person. Most wish there were affordable financial services available, such as bank accounts to transfer these funds.

Equality and Acceptance:

Bangladeshi workers mentioned verbal abuse from supervisors that rarely gets physical (e.g. pushing), but stated that Egyptian fellow workers treat them well.

Aspirations:

Bangladeshi workers spend most of their time watching TV (Indian movies) and calling their families on Skype (from Internet cafes or through a colleague's laptop). Many workers are saving money to start their own business back home. Most wish to provide a better education for their children in their home country. They also thought that their community's top problems are poverty and low salaries.