



13-F Human Resources Development

Introduction

Several research have proved that the success of national strategies and the ability to achieve their goals in many countries was due to focusing not only on technical and economical aspects of environmental issues and considering them sufficient tools for managing natural resources, but also focusing on human resources that are capable of managing such resources.

Thus, researchers and specialists have realized the importance of the human factor in human resource management. Many philosophies were introduced in this respect calling for the necessity of understanding the complicated and interrelated relations – in most times - between individuals and groups that take part in implementing environmental policies.

It has become evident that developing hu-

man resources is only applied effectively through emphasizing participation among active categories in society. Participation means the spontaneous cooperation between people and the competition to actively work and contribute in selecting and implementing development projects and programs that aim at achieving the objectives of society. Consequently, participation helps in deep rooting social responsibility in all development partners, which in turn offers better opportunities for the success of economic reform and structural adaptation programs, which are the ends of sustainable development.

Perhaps the most important effective sectors encouraged to commit to the participation principle are: youth, women and children, being the most influenced by environmental issues. Therefore, environmental work in Egypt has begun to enhance participation of these sectors in environmental

programs.

Youth, women and children are greatly influenced by the negative impacts resulting from environmental issues. Thus, environmental work in Egypt has begun to enhance the participation of these sectors in environmental programs.

Youth

Youth represent the largest percentage of Egypt's population, taking into account the fact that youth constitute the sector most willing and desiring to learn. So it is important to care for instituting policies that would enhance youth participation in environmental action.

Consequently, MSEA has declared 2004 the year for youth and environment and has carried out many activities to enhance their participation in environmental work, most importantly:

1. Establishing informal youth gatherings in all Egypt's Governorates with membership of around 14 million youth.
2. Participating with Ministries of Education and Youth in designing youth training programs during vacations.
3. Establishing 40 environmental groups in 40 youth centers in Giza, Sharkeya, Dakahleya and the New Valley governorates. A budget of LE 10,000 was allocated for each group with a total of L.E 400,000.
4. Setting up visualization for the work of youth groups in these centers and the surrounding environment, each according to their environmental status, while supplying the rooms in such centers with latest audiovisual equipment.
5. Cooperating with the Ministry of Youth in implementing an environmental awareness program in all governorates that addresses the following issues:

- Preserving the environment and combating pollution
 - Youth and environmental issues
 - Drought and deforestation
 - The black cloud
 - Waste recycling
 - Environmental pollution impact on economy and the GATT Agreement.
6. Agreeing on establishing a national camp in one of the Egyptian protectorates. El Zaranik national park, north Sinai, was selected due to its environmental variations and various environmental activities.
 7. Forming a joint committee including representatives of the Supreme Council for Youth and Sports and EEAA to supervise the implementation of activities.
 8. A Cooperation Protocol with the Ministry of Youth was signed to spread awareness among youth through holding seminars and camps aiming at implanting the tendency of preserving the environment and its resources. A seminar would be dedicated for each camping group to address environmental issues and problems and youth's role in facing them. The protocol also included establishing a permanent environmental camp for the Egyptian and Arab youth.

Women and Children

The poor and squatter areas are more subjected to environmental problems than other areas. These problems are clearly reflected on these communities' women and children, resulting in marginalizing these communities and aggravating environmental problems.

Therefore, the Ministry of State for Environmental Affairs has paid due attention to these socially marginalized categories and environmental work in Egypt was directed



The Green Corner

to raise their standards through several activities, most important of which are:

1. Establishing a gender unit in MSEA in 2002, undertaking the following tasks:
 - Spreading environmental awareness among women leaderships.
 - Assisting in establishing women NGOs to participate in environmental protection projects in Governorates.
 - Directing attention to rural women and activating their role in preserving the rural environment.
 - Organizing training programs and activities for girls in the field of environmental preservation.
 - Encouraging and activating women leaderships' role in MSEA and EEAA and assigning a greater role to women in all functions and activities, in addition to increasing the number of leaderships among female employees and focusing on women's role in all RBOs activities.
 - Nominating MSEA female employees to join training courses to better their performance level and enhance their experiences through courses organized by the National Council for Women, by affiliate projects or authorities or by entities interested in raising the level of women working in the government sector.



Women Participation

- Developing the general framework for a national plan for women activities and programs in environmental fields. An action program has been thus designed for all Egyptian governorates.
- Organizing a general conference for developing a national strategy for women, environment and development with emanating regional conferences for studying local issues in different governorates to develop programs suitable for the nature of women and children and the ambient environment.
- Preparing a study on the level of women's awareness of environmental and developmental issues in Egypt, in 5 areas in Fayoum governorate, comprising 25 villages. A cooperation project was implemented to achieve the gender unit objectives and supply 5 centers in the governorate with the means that help in training, in addition to organizing workshops and training programs to meet the governorate needs according to the types of environmental problems encountered, the nature of each area and the expected successful training that women and girls take interest in, like handicrafts and computer training in areas of higher educational level.

- The Gender Unit is undertaking the organization of several regional seminars to discuss environmental problems facing women in these Governorates and the means to support their role and participation in solving these issues according to the nature of each governorate or region. This is undertaken in collaboration with governors, branches of the National Council for Women and NGOs active in this field. The Gender Unit has also implemented projects that help in reducing environmental pollutants, useful recycling and other projects.
 - Organizing the West Delta first regional conference, held in Marsa Matrouh to develop the framework for implementing plans and programs at the regional level.
 - The East Delta second regional conference was held in Port Said in cooperation with the National Council for Women and its branches following the Minister of State of Environmental Affairs' declaration of 2003 as the year of Women and Environment. The most important issues discussed in the conference were those related to women and children in Sharkeya, Damietta, Dakahleya and Port Said governorates to develop a general framework for the participation of the Gender Unit with the entities concerned whether governmental or non-governmental to improve women's status in these governorates with respect to the environmental field.
 - Signing a cooperation protocol between the National Council for Women and MSEA in February 2002.
2. Organizing field visits for school students to discover Egypt's protectorates and increase their environmental awareness.
 3. Integrating environmental education in many school educational programs.
 4. Organizing several environmental competitions for school students.
 5. Supporting the Child-friendly Environment Program to achieve positive interaction between children and the environment through involving children in environmental activities which aims at enhancing awareness, changing environmental behavior and allocating a green corner for children in public gardens and in integrated care society libraries.

Training, Awareness and Information

Training

Training achieves a targeted change in the individual to effect a change in performance and thus reach specific desired results.

Consequently, training in the field of environment is one of the major pillars of developing human resources. Training is considered a new area and is achieved through preparing human resources capable of improving environmental conditions in the Egypt. In 2003, around 634 training courses were held in various environmental fields in Egypt, with a number of trainees reaching 1828. Also, some employees were sent abroad to attend specialized training courses, (62 courses and 141 trainees). In 2004, number of trainees reached 1,450 in Egypt and abroad, in addition to training some of the employees from governmental authorities and NGOs, with a total number of 1,473.

Awareness

Increasing awareness of the environment, and its issues and protection methods aims at disseminating environmental knowledge which leads towards a sound environment thus changing behaviors positively. Consequently, several meetings and discussions were held in different communities, and workshops were also held in schools, where environment friendly groups were formed. In addition, awareness of cultural palaces officials was also increased so that they may incorporate the environmental dimension in their different programs countrywide.

As for publications: 12,000 and 7,000 booklets, brochures and stickers related to environmental awareness were published in 2003 and 2004 respectively. The aim is to induce the feeling in citizens of the importance of environmental preservation.

The Media

The dependence of governmental institutions, private institutions and civil society organizations on the mass media has become inevitable for presenting their ideas and achieving their development objectives through influencing people’s knowledge, trends and behaviors at the relevant time and place.

The Press issues weekly pages, articles and columns about the environment, besides training new field reporters on addressing environmental issues and problems.

Radio: There are 36 programs, some of which are daily while others are weekly, transmitted by national or local radio networks.

Television: there are 12 TV shows targeting different social categories. These programs are distributed on the national and local channels and also on educational channels and satellite networks.

