



C.E.B.C

CANADA EGYPT BUSINESS COUNCIL  
CONSEIL D'AFFAIRES CANADA EGYPT  
مجلس الأعمال الكندي المصري

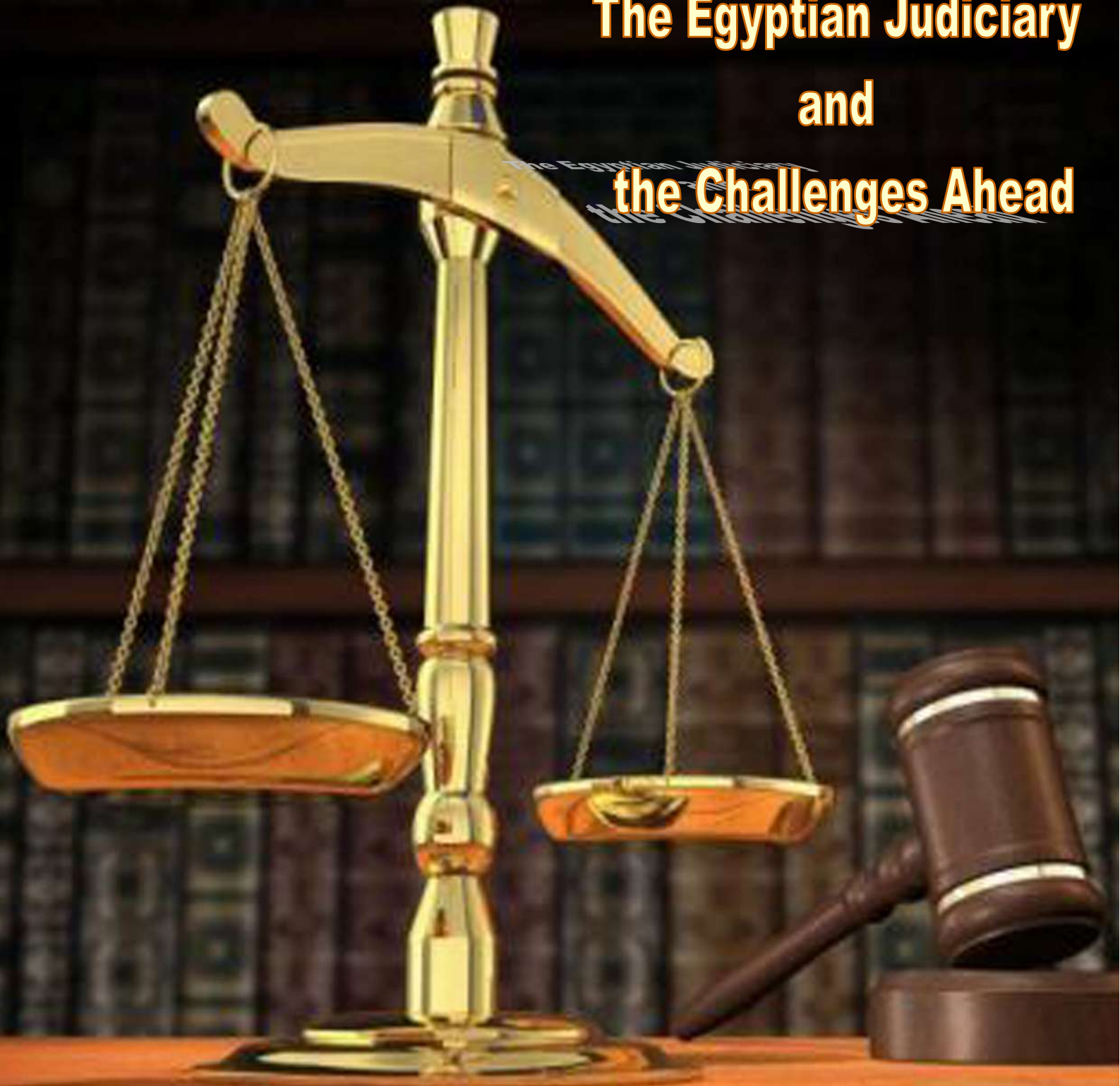


Issue 38  
January 2014



Egyptian Council for Sustainable Development  
Conseil Égyptien pour le Développement Durable  
المجلس المصري للتنمية المستدامة

# The Egyptian Judiciary and the Challenges Ahead



Email: [cebc@canadaegypt.org](mailto:cebc@canadaegypt.org) [info@egyicsd.org](mailto:info@egyicsd.org)

# مع Mobile PBX

شريحتك .. سنترالك الذكي



بريد صوتي



تحويل مكالمات



خدمة ٢٤ ساعة



رسائل مسجلة



موبينيل بيزنس

استمتع أكثر:

لمزيد من المعلومات إتصل بـ: ١٢٢٣٢٢٢٥٥٥ .



# Inside

## CEBC Welcome

2. Chairman's Message

## CEBC Event

6. The Egyptian Judiciary and the Challenges Ahead

## Savor Canada

18. Canadian Art

## Food for Thought

31. Listen to the Sound of Silence

## CEBC In Focus

36. Non-resident Service Providers Doing Business in Canada

## A Spotlight on News

41. Egypt in the Spotlight

45. Canada in the Spotlight

## CEBC Members

52. Members' Benefits

60. Members' Birthdates

64. New Members



**TROWBRIDGE**  
professional corporation

*Happy Birthday*

**Chairman:** Motaz Raslan

**Executive Director:** Rasha Kamal

**Designer:** Maiss Amer

## Canada Egypt Business Council

Address: 82, Merghany Street, 6th Floor,  
Heliopolis, Cairo, 11341, Egypt

**Tel:** 2291-3675/2291-4975

**Fax:** 2291-7075

**E-mail:** [cebc@canadaegypt.org](mailto:cebc@canadaegypt.org)

**Website:** [www.canadaegypt.org](http://www.canadaegypt.org)

## Chairman's Welcome Note



Dear Readers,

Once again I welcome you to a new issue of our online newsletter. Egypt was among the first world countries after France to establish a judicial institution. The beginning was in 1875 with the enactment of the modern codification under which the “Mixed Courts” were established.

The Egyptian judicial institution that existed in the mid 19th century was characterized by “Courts” at that time were not entirely national, but rather there were courts for foreigners known as "consular courts". The judicial authority at that time was not the only authority entrusted with giving rulings on disputes, but rather there was another system that had enabled members of the executive authority to issue rulings in certain cases. Abandonment of the unified judicial system that had existed since the Ottoman rule of Egypt.

During the Ottoman era, the judiciary power was undertaken by one person known as the Chief Justice, who was assisted by four deputies representing the four schools of Islamic jurisprudence; Hanafi, Shafie, Maleki and Hanbali.

During Mohamed Ali's reign of Egypt and his endeavor to build a modern Egyptian state, two significant developments took place in

Egypt, leading to the existence of various bodies of civil judiciary in the country.

Looking at our history makes one proud of the Egyptian judiciary system, one of the oldest systems set and based its criminal codes and court operations primarily on British, Italian, and Napoleonic models.

We were privileged this month to hold an event discussing the challenges facing our judiciary system and the fierce attack it suffered in the era of the Egyptian former regime as well as the tough battles fought to maintain its independence and stay as one of the main pillars of the establishment of the state and progress of the country.

We welcome our dear readers to check our event covered in this issue.





Client Name: Youssef Naguib Zaky

Deposit Duration: one year

Value date: 30/ 8 / 2012

Maturity of Interest: 30/8/2012

## Advance Interest Time Deposit

### “One of a Kind”

- \* Cash your Interest in advance.
- \* This privilege is applicable to deposits in Egyptian Pound.
- \* The client is informed with the amount of interest once the deposit is placed.
- \* Obtain a loan and a credit card (up to 90%) secured by your time deposit.

19995

وديعة  
العائد السريع



Housing & Development Bank  
بنك التعمير والإسكان

اللي بينا كبير  
www.hdb-egy.com

# The Egyptian Judiciary and the Challenges Ahead



Counselor Ahmed El Zind, Eng. Motaz Raslan, Counselor Farid El Dib

The Canada Egypt Business Council (CEBC) and the newly-formed Egyptian Council for Sustainable Development (ECSD) hosted a special event and panel discussion featuring head of the Egyptian Judges Club Counselor Ahmed El-Zind and renowned lawyer Counselor Farid El Dib. The discussion revolved around the triumphant struggle by the Egyptian judiciary against infringement by the former regime on its independence, its historical role in guarding the neutrality and independence of the judiciary, and the reform needed for the judicial system.

Over 200 distinguished attendees were present at the event from former ministers, ambassadors, CEBC members and guests, among whom was the Minister of Social Solidarity, H.E. Ahmed El Borai, in addition to a number of former ministers including H.E. Fayza Abo El Naga, Counselor Yehia El Gamal, Dr. Hany Helal, Eng. Alaa Fahmy, Counselor Adly Hussein.



Counselor Ahmed El Zind, Eng. Motaz Raslan, Counselor Farid El Dib

Also present were H.E. David Drake, Ambassador of Canada to Egypt, in addition to their Excellencies the ambassadors of Georgia, Serbia, Cuba, Kazakhstan and Armenia.

CEBC Chairman, Eng. Motaz Raslan, delivered the opening remarks emphasizing the importance of the following day, which marked the first day of the two-day referendum on the then-draft constitution (the constitution was passed by the overwhelming majority of 98.1% on January 18). He also encouraged all citizens to take part in the referendum, asserting its significance for the transitional roadmap stipulated in July 3 following the ouster of Mohamed Morsy, the former president.

“Justice is the basis of sovereignty” Chairman Raslan said asserting the quintessence of a fair nonpartisan judiciary. He highlighted the challenges the judiciary faced throughout Egyptian history, with the worst period being the tenure of Morsy. Morsy had a number of battles with the judiciary during which he dismissed the prosecutor-general, challenged court decisions, immunized his decisions against judicial review



and allowed his supporters to besiege the Supreme Constitutional Court (SCC) and preventing judges from presiding over cases. Raslan then hailed the judiciary for its role as “a source of inspiration” for the June 30 revolution.

Counselor Farid El Dib, the defense lawyer for a significant number of controversial cases, commended Counselor Ahmed El Zind for his resistance of the dangers, which faced the judiciary under the former regime, amid applause by the attendees. El Dib, however, asserted that the judiciary has no place in political battles, as established by law, and added that its main challenges are limited to the preservation of its neutrality and independence. The veteran lawyer said that the current battle for independence of the judiciary comes in continuation to a struggle that commenced decades ago, citing the highlights of the judiciary’s fight for its independence with successive regimes. El Dib himself was dismissed unlawfully by an executive decree, as a judge, among scores others in 1969; a decision that was later overturned in court.



Counselor Farid El Dib



Counselor Ahmed El Zind



Eng. Motaz Raslan



Ms. Rasha Kamal



Eng. Motaz Raslan, H.E. Eng. Alaa Fahmy

Nevertheless, El Dib affirmed that aggression against the judiciary under Muslim Brotherhood rule was unprecedented. He described the violations against the judiciary as “lowly”. He said that it was a first in the history of Egypt that a president would insult judges by name.



Ms. Mayan Raslan, Ms. Nour Elzeny

El Dib also cited another example of this aggression, which was a draft law to reduce the age of retirement of judges from 70 to 60 years. By implication, El Dib explained, 3500 judges would have retired and - due to the severe lack in judges - replaced by MB-loyal men. He said that people need to unite with judges in the defense of their independence and neutrality, “as one never knows when he will be standing before a judge and his rival is a man of influence”.

El Zind, who assumed the floor after El Dib, concurred with the later as to the great sacrifices made by several judges over the course of history for the sake of their independence, describing his role as minute compared to them. The head of the influential Judges’ Club, an unofficial



Counselor Ahmed El Zind, Eng. Motaz Raslan



Ms. Rasha Kamal, Amb. Archil Dzuliashvili

body representing judges which was in the forefront of a large number of judiciary battles, El Zind spoke of the judiciary's fray with the MB regime. He explained that judges were not in a position of rivalry nor of friendship to the group, before the standoff between them.

El Zind said that the aggression against the judiciary started from the Islamist-dominated People's Assembly, which commenced scathingly criticizing the judiciary shortly after it was elected. He said that members of parliament were insulting the judiciary in a vulgar manner, describing the parliament as a bunch of "barking dogs".

The Counselor added that the judges saw in the aggression against them an organized campaign, which he believes was prepared years in advance for the infiltration and the "Brotherhoodization" of the judiciary. El Zind pinpointed that the height of the battle was the besieging of the SCC by a number of "gamblers", which dangerously undermined the state of law. El Zind said that also among the actions that sparked the battle was the dissolution of the people's assembly by a court decision, which Morsy





Mr. Mina Morcos, H.E. Dr. Ibrahim Fawzy, Mr. Mahmoud Salem

tried to overrule by executive decree. Morsy eventually rescinded his decree following pressure from the judiciary. The counselor also mentioned physical and verbal attacks on judges, during the “Morsyera”.

On the referendum on the constitution, Al Zind called on the attendees to participate, saying that a big yes vote would be for the great disadvantage of those who conspire against Egypt. The Counselor added that it is key that the results of the referendum reflect the true size of the proponents of the roadmap and the supporters of the MB. He especially commended on the role women have to play in the referendum.

On judicial reform, El Zind said that the judicial system requires “holistic development”, as opposed to “purging” – a term often used by the opponents of corruption in the judiciary. He said that a large number of laws is outdated and in bad form due to multiple incoherent amendments. He added that courts are bloated with a large number of cases, which do not customarily fall under the jurisdiction of the judiciary, but of technical bodies. The floor was briefly opened for questions and comments.

Responsible for adjudicating cases pertaining to pre-January 25 corruption and post-January 25 killings of protestors, the judiciary was in the forefront of almost every controversy for the past three years.



Dr. Mansour El Gammal,  
Ms. Laila Alwy, Dr. Ali El Samman



H.E. Fayza Aboulnaga,  
H.E. Dr. Hany Helal

It also played a key role in the June 30 revolution last summer. However, room for development and the dire need for the establishing the rule of law, make it an ever more prominent player in the time to come, now that Egypt is taking steady steps on its path towards democracy undaunted by religious despotism.

The floor was then opened to questions raised from the floor covering different issues with regards to new laws and the development of the judiciary system in the coming phase.



H.E. Dr. Ibrahim Fawzy,  
Ambassador David Drake



H.E. Dr. Yehia El Gamal,  
H.E. Counselor Adly Hussein

# Q&A Session







Raslan Group Guests



Aloula Guests





Manapharma Guests



Nile Holding Guests





Egyptian Gulf Bank Guests



Tam Oilfield Guests



Part of the attendance





التمويل العقاري

مع الأولى  
خطوة واحدة  
تحقق حلمك



أول شركة تمويل عقاري في مصر - تأسست عام 2003  
أكبر شركة من حيث رأس المال المدفوع والبالغ 404 مليون جنيه  
أكبر شركة من حيث الحصة السوقية والبالغة 35%  
أكبر شركة من حيث محفظة التمويلات والبالغة مليار ومائتي مليون جنيه  
تمويل وحدات سكنية وإدارية وتجارية  
تمويل بناء وتسطيب  
تمويل المصريين العاملين بالخارج

المركز الرئيسي: 12 ش. سوريا - الديرة ت : 33350190 ف : 33350191  
مدينة نصر : 14 ش. البطريركي - أمام حديقة مول ت : 89-2429979 ف : 24030120  
الإسكندرية : 13 أ ش. البعسكر الروماني - رشدي ت : 5463765 ف : 5463725  
الساحل من أكتوبر : القامل السكني الملاهي إمداد المحور المركزي - ميدان ليله الفجر م : 01220928829

لمزيد من المعلومات : 19996

[www.aloula-eg.com](http://www.aloula-eg.com)



# CEBC Savor Canada



Art is a nation's mirror that expresses what no amount of words can. It reflects its journey of progress on a human level, in a manner that is more meaningful and richer than other forms of communication. Looking at art in Canada, one can see the many factors and diverse elements that melted in harmony to form a diverse, rich identity that is deserving of admiration and ovation. Canada is an amalgam of First Nations, Inuit, Métis, English, French, Asian and more. Each element had its share of influence and so did the pluralism and diversity in its own right.



The earliest form of art produced on the second largest country in the world was by its aboriginal people, who inhabited it thousands of years prior to the arrival of European settlers. While it varied greatly according to the producing group, art produced in this era was characterized by being portable and functional.

Aboriginal Canadian art is complex, bright, bold and is inspired by nature. One of the popular mediums of the time is wood. An example of wooden art pieces is the “Haida” totem pole that is on public display in Thunderbird Park, British Columbia. Totem poles, meaning ‘his kinship group’, were symbols of family or clan wealth and standing in society.





“Norval Morrisseau” is one of the most prominent aboriginal Canadian artists. Picasso of the North, as he came to be known, depicted the legends of his people, the cultural and political tensions between aboriginal and European traditions in Canada and his own existential struggles in his art.







During the French colonial period in Canada, the Roman Catholic Church was the sole patron of art in what was then New France. The church established schools to teach art. However, artists were growing less attached to France, giving room for an independent, even if derivative, Canadian touch to the art they were producing. “Pierre Le Ber”, who was born and raised in New France, is considered one of the most recognized artists of this era. He came from an affluent Montreal family and was allegedly self-taught. His painting of saint “Marguerite Bourgeoys” was considered to be the most moving paintings of the French colonial period.



Another form of religious art in that period included Ex-voto paintings, items used in the decoration of a house of divinity or saint that are given by someone who vows to give it as an offering in gratitude or devotion. One example of

this type of art is the “Ex-voto des Trois Naufragés de Lévis”, a painting depicting three people surviving a boat wreck. This form of art better depicts the era it was produced in.





The British conquest of Canada, which followed, brought protestant beliefs to Canada. As it is a protestant belief that churches should be modestly decorated, the boom in religious paintings for churches was halted. Soldiers however, who were in this newly discovered colonies, made picturesque paintings of the landscape.



These paintings were sold back in Europe to eager Europeans who were intrigued by the far and exotic lands that are an ocean away from them. Artist-soldiers also produced paintings of landscape for military purposes, since photography had not been discovered at the time.

Lower Canada also witnessed an artistic revival during this era. As this part of the nation started to flourish and prosper, professional artists and architects were involved in building it. Of which, architect and artist “François Baillairgé”, was among the first generation of artists. His art was influenced by new-classicism rather than the Rococo style that other lower Canadian artists adapted.







By the early 20<sup>th</sup> century, a group of painters, called the Group of Seven, wanted to formulate a distinct Canadian identity painting picturesque and colorful paintings of Canadian scenery. In the 1930s, Canadian art grew more independent and distinctive, producing spectacular artists like “Emily Carr”, who was also a renowned author whose paintings of native villages and totem poles are detailed and immaculate. She was also one of the first Canadian artists to adopt a post-impressionist style.

After WWII, the government played a major role in Canadian art. Numerous art schools were built and art prospered. Contemporary Canadian art today cannot be measured or identified. Diverse factors and elements that have formulated it, as well the country’s large geographical size, have made it difficult to identify what maybe named as such. However, there are select genius artists, who assuredly are inspiring rising Canadian artists to walk in their footsteps.



Canadian multidisciplinary artist “Michael Snow”, who worked in painting, sculpture, video, films, photography, holography, drawing, books and music, is an icon of Canadian contemporary visual art. Of his renowned sculptures is a flock of Canadian geese in flight, named “Flightstop”, which enchantingly decorates the ceiling of Eaton Center in downtown Toronto. He left his mark on almost every disciple of modern visual art and was made an Officer of the Order of Canada and was promoted to Companion in 2007.

Another contemporary is “Janet Cardiff”, an installation artist, who is best known for her audio art and installation art pieces (three-dimensional site-specific designs that aim at transforming the perception of a certain space). Together with “Bures Miller”, Cardiff represented Canada in the 49<sup>th</sup> Venice Biennale with Paradise Institute (2001). Paradise Institute was an installation composed of a 16-seat movie theatre, where audience supposedly witnessed a crime taking place both in the movie as well as in real life. The installation won the “La Biennale Di Venezia” special award, which was presented for the first time to Canadians.



All art is spiritual. It transcends words, yet expresses and communicates to one's deepest parts in the most intelligible way a heart can understand. Looking at Canada's ancient and contemporary art, one can easily identify with the richness and the free spirit that is instilled in this nation's identity.





# فرصة فريدة .. في قلب مصر الجديدة



٤ شارع ابن المتوج  
منشية البكرى - مصر الجديدة



البنك العقاري المصري العربي  
بيت العقار

كل الاختيارات متاحة... في الموقع والقيمة والمساحة  
ادفع ٢٦,٠٠٠ جنيه واستلم مفتاح شقتك فوراً  
والباقي بالتقسيط حتى ١٥ سنة  
◀ مساحات متعددة تبدأ من ٢٣١٦ م<sup>٢</sup>  
◀ جميع الوحدات مسجلة



19939  
www.eal-bank.com



# Economic Update

## Egypt Year in Review 2013

The past year has been another challenging 12 months for Egypt, but going into 2014, the outlook is more bullish for a country that still offers attractive long-term fundamentals. One of the reasons that the second-largest economy in the Arab world, with a population of around 85m and a geographical position on major trade routes, has gained so much attention over the past three turbulent years is its global importance.

The year was colored by unrest, with widespread protests against President Mohammed Morsi followed by his removal and the installation of a new interim government, which subsequently saw additional demonstrations. But towards the end of the year, the economy appeared to have stabilized, and funding packages from Egypt's Gulf allies have substantially bolstered confidence and brightened the economic outlook.



# Growth Projections



The government optimistically forecasts 3.5% GDP growth for fiscal year 2013/14, although given the still challenging domestic and international circumstances it is an ambitious target. A Reuters poll of economists found an average expectation of 2.6%, while the IMF

projected 2.8% for 2013 in its latest World Economic Outlook, published in October. These figures are fair when compared against the still moribund rates in advanced economies, but they represent sluggish growth for Egypt, which needs a much higher rate of economic expansion to generate meaningful jobs for its young and growing population.



Unemployment officially reached 13.4% in the third quarter of 2013, with 70.8% of the unemployed between the ages of 15 and 29. Labor force participation was 47.7% for those aged 15 and over and 21.9% among women, according to a report from the Central Agency for Public Mobilization and Statistics, published in November.



# Support from Abroad

Along with ensuring stability and a smooth process of elections, the government's overriding priority in 2014 will be to get the economy growing more quickly. In this, it will be greatly helped by funds from Saudi Arabia, Kuwait and the UAE, which in July respectively promised to extend \$5bn, \$4bn



and \$3bn to Egypt in cash, low-cost loans, oil and oil products – the \$12bn total of the packages is equivalent to 4.4% of GDP.

The cash will be used to pay back \$3bn in loans from Qatar but more importantly will bolster fiscal reserves and go towards a large stimulus package worth \$8.5bn, the second phase of which is due to be launched in January. Investments in infrastructure as part of the programme should stand Egypt in good stead in the future if they are well-planned and executed. However, there are concerns about the effect of public sector wage rises on inflation, which is nearing 10% year-on-year. There is also a need to accelerate subsidy reforms, such as the new smartcard system for accessing subsidized fuel prices, which will help ensure more targeted benefits, as well as limit smuggling and other fiscal leakage.

Gulf support has played an important role in lifting investor confidence. On December 18, the Egyptian Stock Exchange's key index hit the highest level since the 2011 revolution, as investors respond to the funding packages, looser monetary policy and an easing of capital restrictions.

Confidence has also been reflected in the decision of ratings agency Standard & Poor's to upgrade Egypt's long-term foreign and local currency credit rating to 'B-/B' from 'CCC+/C', with stable outlook, on the basis that Egypt now has enough foreign currency to meet its short-term fiscal and external financing needs.

# Mixed Outlook across Sectors



Even during the difficult months of 2013, progress was made on some major investment projects. In September, German firm RWE Dea launched gas production at the Disouq concession in the Nile Delta. Output was expected to hit 1.4m cu metres per day by

mid-2014, with the bulk of production headed towards addressing local consumption. The additional output will certainly help, although a broader push to increase upstream exploration elsewhere in the country has been constrained by investor unease at the unrest.



One of the sectors most affected has been tourism. Arrivals declined 45% in July and August, following the change in governments, according to Tourism Minister Hisham Zaazou. The aim of attracting 13.5m visitors driving \$11bn in

revenues in 2014 will be highly dependent on the security situation improving, despite the fact that many resorts on the Red Sea have remained safe over the past three years. The sector is a major earner of foreign exchange and contributed upwards of 10% of GDP prior to the revolution; getting it moving again will be an important step in economic recovery. The country has already seen some encouraging steps, with an easing of travel restrictions in recent weeks from key source markets, which augurs well for a more positive next 12 months.

Source: Oxford Business Group



# Print from anywhere at any time

## Xerox WorkCentre 3615

WorkCentre 3615 delivers 47 ppm – best-in-class speed, print resolution and media capacity. Equipped with Xerox ConnectKey technology enabling you to print emails, and important office documents directly from your mobile phone or tablet when working outside your office. Easily turn hard copy documents into portable, digital files and enjoy the added convenience of sharing them automatically via email or through an established network folder or export them to any USB memory device.



Call now 19611



Join us on Facebook  
[www.facebook.com/XeroxEG](http://www.facebook.com/XeroxEG)



Follow us on twitter  
[@XeroxEG](https://twitter.com/XeroxEG)





# ***CEBC Food for Thought***

## **LISTEN TO THE SOUND OF SILENCE**

There once was a farmer who discovered that he had lost his watch in the barn. It was no ordinary watch because it had sentimental value for him.

After searching high and low among the hay for a long while; he gave up and enlisted the help of a group of children playing outside the barn. He promised them that the person who found it would be rewarded.

The children hurried inside the barn for searching, just when the farmer was about to give up looking for his watch, a little boy went up to him and asked to be given another chance. The farmer looked at him and thought, “Why not? After all, this kid looks sincere enough.”

After a while the little boy came out with the watch in his hand! The farmer was both happy and surprised and so he asked the boy how he succeeded where the rest had failed.

The boy replied, “I did nothing but sit on the ground and listen. In the silence, I heard the ticking of the watch and just looked for it in that direction”.

*A peaceful mind can think better than a worked up mind. Allow a few minutes of silence to your mind every day, and see, how sharply it helps you to set your life the way you expect it to be!*

*The soul always knows what to do to heal itself..*

*The challenge is to silence the mind*





**Environmental  
solutions**

## A Leading Waste Management & Solid Control company in the MENA region

Environmental Solutions is a growing Waste Management and Solid Control Services company serving the MENA region by offering Customized Solutions for both upstream and downstream sectors:



### Solid Control Solutions

- Rental / Sale of Solid Control Equipment.
- High Quality Replacement Screens.
- Inspection / Optimization of Equipment Performance
- Customized Training Programs



### Waste Management Solutions

#### Fluids Recovery Techniques

- HI-G Dryer System
- Vertical Centrifuge System Treatment

#### Treatment

- Thermal Desorption technique
- Solidification

#### Customized Training Programs.

We are committed to adding value for every customer by providing optimized tailored solid control and waste management solutions serving their needs and meeting their expectations.



#### Egypt - Cairo office:

Villa 267, 90th Street, 5th settlement, New Cairo City, Egypt  
Tel: +202 26181815, Fax: +202 26181816

#### Alexandria Free Zone:

Free Zone Facility  
Environmental Free Zone, El Ameriya  
Tel: +202 34500225

#### Algeria - Algiers office:

5 Rue Abri Arezki, Hydra, Algiers, Algeria  
Tel: +213 21546300 / 21549205, Fax: +213 21691835

#### Hassi Messaoud:

Environmental Solutions Free Zone Base  
Airport Road - BP 930 Hassi Messaoud, Ourgla, Algeria  
Tel: +213 29730593 / 29730594 / 29730559  
Fax: +213 29730558

#### Certified by ISO and OHSAS for

##### Quality



##### Environment



##### safety



[www.envir-sol.com](http://www.envir-sol.com)



## ***Non-resident Service Providers Doing Business in Canada – Summary of Income Tax, GST/HST and Payroll Withholding Considerations***

By: C. Todd

Non-resident companies and independent contractors rendering services in Canada may have income tax, GST/HST and employee personal tax withholding and reporting considerations. This article provides an overview of the key income tax, GST/HST and payroll withholding considerations for non-resident service providers companies doing business in Canada.

### **Tax Withholding and Reporting Obligations**

#### *Carrying on Business*

If a non-resident company has employees performing services in Canada, it may be seen to be carrying on business in Canada. The same may be true for a non-resident independent contractor rendering services in Canada. Whether or not a company is carrying on business in Canada is a question of fact and must be determined based on an analysis of the particular situation.

A non-resident company/individual can also be deemed to be carrying on business in Canada simply by soliciting orders or offering products or services for sale through an agent or employee.



Carrying on business in Canada results in income tax filing requirements and potential taxation in Canada. Where filing requirements are not met, significant penalties may result even where no tax is ultimately owing to Canada. GST/HST registration, collection and reporting requirement may also be necessary in many circumstances where a non-resident is carrying on business in Canada although carrying on business for GST/HST purposes is not necessarily the same as carrying on business for income tax purposes.

### Impact of Canada's Tax Treaties

However, where a tax treaty with Canada is applicable, a non-resident carrying on business in Canada may only be subject to taxation on income earned in Canada through a fixed place of business/ permanent establishment (PE in Canada). Therefore, in these cases it is crucially important for a non-resident service provider to determine whether or not a PE will exist in Canada as a result of doing business here since this will dictate the non-residents filing requirements as well as whether or not income tax is ultimately paid to Canada. Note that the Canada-US tax treaty specifically contains additional rules that may deem a service provider



to have a PE in Canada even where a factual PE does not exist, so extra care must be taken in the case of US residents providing services here.



**Tax Withholding, Waivers and Related Filing Requirements** A non-resident rendering services in Canada, is subject to a 15% tax withholding on their invoices under Regulation 105 of The Income Tax Act (and an additional 9% under Quebec tax law if services are rendered in Quebec).



The Canadian customer is required to withhold and remit the tax to the Canada Revenue Agency (CRA) as well as file Form T4A-NR to report

this tax withholding. The withholding is not a final tax but rather a tax installment against the non-residents potential tax liability in Canada.

Where a non-resident will not have a PE in Canada in respect of their services, it may be possible to obtain a Regulation 105 waiver (in respect of the 15% tax withholding) in advance of providing their services in Canada in order to eliminate the cash flow impact of this tax withholding. Waiver approval will be based on whether or not the non-resident will ultimately be exempt from tax under one of Canada tax treaties.

If it is determined that the non-resident does not have a PE in Canada, a treaty based exemption should be submitted with the required income tax return. Where a waiver of withholding was not obtained, this will allow the non-resident to obtain a refund of the tax withheld on invoices.



## Employee Payroll Tax Withholding, Waivers and Reporting Obligations

A non-resident will have payroll withholding obligations for both Canadian resident and non-resident employees in relation to employment exercised in Canada, even if it does not have a deemed or actual PE in Canada. There is potential for significant penalties and interest charges if the non-resident is not compliant with the tax withholding requirements.

If applied for in advance, a Regulation 102 waiver may be obtained for non-resident employees that will ultimately be exempt from Canadian tax under a tax treaty.

This would eliminate the need to withhold pay-roll taxes in respect of their employment in Canada. A Regulation 102 waiver will only be obtainable if the employee is eligible for treaty benefits for which the requirements may vary to some extent depending on country involved. In order to qualify for a Regulation 102 waiver, the non-resident will often need to obtain a Regulation 105 waiver at the same time to prove it does not have a PE in Canada.



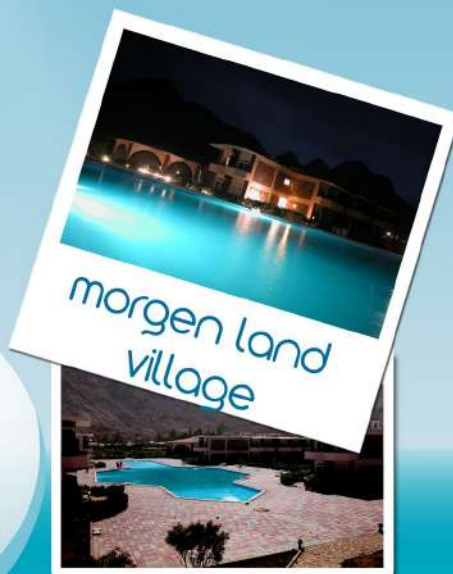


**TRAVELLERS**  
— G r o u p —

Tourism Services, Resorts,  
Air Ticketing and Transportation.



Queen beach  
Resort



morgen land  
village



queen view  
resort



sea horse  
restaurant



Transportation

Marsa Alam  
Resort



2 Dar El Shefaa St., Garden City, Cairo, Egypt.  
Tel.: 27956856 (10 Lines) - 27940918 Fax: 27962841  
E-mail: [travellersgroup@tedata.net.eg](mailto:travellersgroup@tedata.net.eg)





# A Spotlight on News





## Civil Aviation Minister: steps being taken to raise the absorptive capacity of Egyptian airports to 40 million passengers by 2025



Egypt's Civil Aviation Ministry seeks to raise the absorptive capacity of Egyptian airports to 40 million passengers by 2025, up from 30 million passengers currently. This number is hoped to further increase to 60 million by 2050.

Civil Aviation Minister Abdel Aziz Fadel stated that this move comes alongside efforts to further develop EgyptAir's aircraft fleet. He stated that the company

reaped a total of EGP 20.7bn in revenues during the 2012-2013 fiscal year, compared to EGP 12.7bn during the 2011-2012 fiscal year.

Fadel stated that the ministry seeks to increase the size of EgyptAir's fleet to 120 aircraft by 2025, and 150 by 2050. He said that further plans are in place to increase the absorptive capacity of Egyptian airports, making them the largest air services centres in the Middle East and Africa region. He said that studies are being made to open up new routes leading to Dakar, Senegal; Kigali, Rwanda; N'Djamena, Chad; Abidjan, Ivory Coast; and Harare, Zimbabwe.

The Egyptian Airports Company is currently concluding studies to construct a passenger waiting building in the Borg El-Arab Airport, increasing the facility's total absorptive capacity to 5 million passengers annually.





He added that plans were also in place to construct a similar building within the Hurghada Airport, set to be finished halfway through next year, at a total cost of EGP 2.3bn. Construction of the new building would raise the airport's total absorptive capacity from 7.5 million to 13 million passengers annually.



Regarding the Cairo International Airport, he stated that all construction of new facilities was being implemented according to a specific time frame. Construction of an electricity power plant capable of producing 66 kilovolts of energy at a cost of EGP 253m is scheduled to be completed by the end of next year. Further plans are also in place to conclude the development and renovation of additional cargo complexes by the end of the current year, at a cost of EGP 283m.





Fadel stated that the Ministry also sought to provide planes with new engines, in addition to improving airline navigation systems, the former at a cost of \$100m. However, international monetary institutions seeking to fund the project, including the World Bank and the Export Import Bank of the United States, have

faced obstacles in this regard due to the increased amount of risk encountered by companies and institutions seeking to invest in Egypt, in addition to the country's repeated credit downgrades.

He added that the Ministry had also concluded studies regarding the Navi Sat Industrial Satellite programme, which he stated would improve the quality of air traffic navigation services and communication between airports and planes. He said: "We are searching for both foreign and domestic funders for the project, which is expected to cost a total of \$800m. We expect the project to bring in a total of \$4bn in returns by 2029."

## **Ministry of Electricity to receive Bids for Construction of first Solar Power Electrical Plant**



The Ministry of Electricity will on 20 October receive offers for a tender by the New and Renewable Energy Authority (NREA) to construct Egypt's first solar operated electrical power plant.

The project will be open to both foreign and local investors operat-

ing in the private sector, with construction taking place in the city of Kom Ombo in the southern Egyptian province of Aswan. The plant will operate on a build-own-operate (BOO) scheme and produce a total of 200 megawatts of energy.



Minister of Electricity Ahmed Imam stated that the new date was set in response to demands made by private companies calling for it to be pushed back in order to allow them to better prepare their presentations. The initial date of 25 July was first pushed back to 30 September, before being rescheduled again for 20 October. A source close to the Ministry of Electricity stated that 23 Egyptian and international companies purchased particulars of sale to take part in the tender.

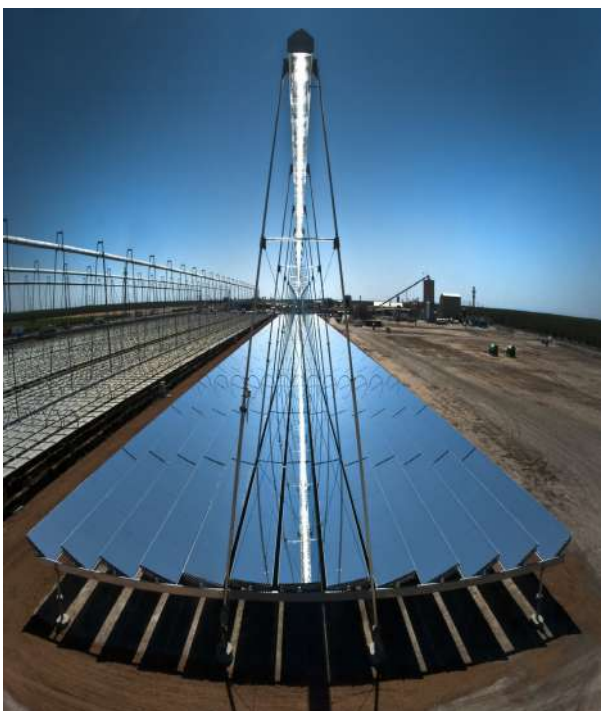
Sha'ban Khalaf, Chairman of the NREA, stated that the plant would employ the use of photovoltaic cells and would consist of 10 electricity power plants, each one with the production capacity of 20 megawatts.

He stated that companies with previous experience operating in the solar energy sector would be given preference in the tender, in order to plan, fund, build, operate and repair project facilities according to those frameworks and demands put in place by the government.

Land used for the construction of the project will be operated under a usufruct scheme, with the Egyptian Electricity Transmission Company tasked with purchasing







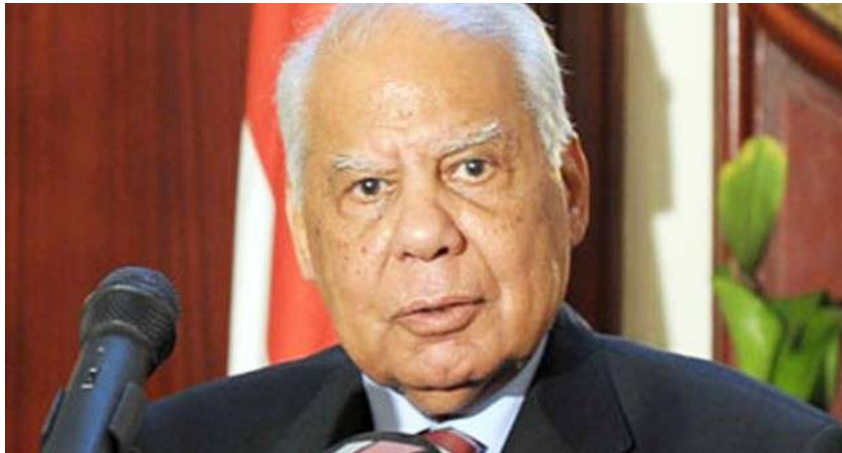
and transporting electricity produced from the power plants to loading centers for a period of up to 20 years.

According to a report released by the Ministry of Electricity, the project is part of the Ministry's five-year (2012-2017) solar energy plan. The plan will seek to increase Egypt's energy production by 3,500 megawatts, 2,800 of which will be produced using concentrated solar technology, with the remaining 700 megawatts produced via photovoltaic cells. 67% of the project will be funded by the private sector.





## Businessmen demand Government address Security, Energy, Land Shortages



The interim government is in the process of announcing a new incentives program to help attract new investment and stimulate the economy, according to Prime Minister Hazem El-Beblawi.

In a meeting held with members of the Board of Directors of the Federation of Egyptian Industries (FEI) and Chambers of Commerce, the prime minister said studies were currently being conducted to provide clear alternatives and solutions to the country's energy problems.

State subsidies for exports would not last forever, El-Beblawi said, adding that such support would be a temporary means of encouraging new factories to increase their exports.

El-Beblawi added that challenges facing investors, which primarily included lapses in security, were being addressed and that huge improvements had so far been seen in the performance of security forces in recent months. These improvements would be made clear in the period following the end of the country's state of emergency, he said, adding that the government has taken to easing the curfew whenever security improves.

The prime minister pointed to the need to put in place clear rules regarding the allotment and distribution of industrial land. Such land would need to be located near energy sources and be properly equipped to begin operations immediately.

Tariq Tawfiq, representative from the FEI, stated that the prime minister had expressed a clear desire to solve problems within the industrial sector, and give a positive impression that the state possessed a

clear vision for economic reform, including incentives packages provided for investors. He added that the state sought to remove obstacles being faced by industrial investors, primarily energy related problems, the distribution of land, and security within industrial zones.

The continuation of export subsidies would be contingent upon the state being able to put an end to obstacles and burdens faced by local investors, Tawfiq said, and its ability to implement economic reform. Export subsidies would be temporary, he said, however more time was needed before they could be removed entirely, due to the country's current poor economic circumstances.



Mohamed Al-Bahi, member of the Board of Directors of the FEI stated that the prime minister had recently held an investor meeting, during which he emphasised the need to improve security in industrial zones, a problem which has worsened considerably over the last three years.

Al-Bahi stated that factories would begin operating at full production capacity, with businessmen able to adhere to their export agreements, once security was improved within industrial zones. He emphasized the need to create new laws regulating the relationship between workers and employers, in order to cut back on sit-ins, strikes and the blocking off of roads leading into cities.

He emphasized the need to cooperate with the country's banking sector in order to facilitate the opening up of additional lines of credit for investors, which would help increase local investment.







## Canada looks to Weapons Sales to Developing Countries to maintain Domestic Arms Industry



The end of Canadian combat operations in Afghanistan and deep cuts to defense budgets in the United States and other allied nations are driving the federal government to look to developing countries as potential buyers of Canadian-made guns and military equipment.

Yet while many have believed the move towards selling military goods to developing countries, some with questionable human rights records, was intended to expand Canada's share of the global arms trade, it appears the actual reason is to help the \$12-billion industry through tough times.

A secret briefing note presented to Foreign Affairs Minister John Baird in June says the plan to add Brazil, Chile, Peru and South Korea to the Automatic Firearms Country Control List was a direct response to reduced demand for Canadian-made weapons in "traditional markets" such as the U.S. and Britain.

"This request comes after the conclusion of Canada's combat role in the NATO-led mission to Afghanistan, and when demand from traditional markets for defense products has significantly decreased, forcing the Canadian defense industry to look for new market opportunities," reads the document, obtained by Postmedia News.



The U.S. and British governments, in particular, have drastically slashed defense spending in an effort to get their books in order. Colombia aside, it remains unclear whether any of the four countries will end up being added to the list.



But the Canadian Association

of Defense and Security Industries, which represents more than 975 defense-related companies, says about half the sector's revenues come from foreign sales.

"We are supportive of government efforts to reduce barriers in this sector in the full knowledge that these transactions are governed by a rigorous export controls process explicitly designed to safeguard against their inappropriate use or sale," association president Tim Page said in an email.

The sector says it is responsible for about 109,000 jobs in Canada.

Steve Staples, president of the Ottawa-based Rideau Institute and a frequent critic of military spending, questioned the moral and economic rationale for supporting the arms industry's efforts to expand into developing countries, some with less-than-stellar human rights records.

"Rather than helping companies chase arms deals from questionable customers, the government should be helping these companies refocus their business away from declining defence markets toward more promising commercial markets," he said.

The Conservative government has been promoting Canada's defence industry as an economic priority, in large part because it hopes doing so will help offset the thousands of manufacturing jobs that have been lost in other sectors.



In addition to looking at developing countries as potential customers, the government has ordered Crown corporations and agencies such as the Canadian Commercial Corporation and the National Research Council to focus on developing and selling defence goods.

It has also advocated a “Buy in Canada” approach for new military equipment, and is working to remove restrictions on the transfer of hundreds of military-related goods.

But in a recent analysis, Kenneth Epps, senior program officer at arms-control group Project Ploughshares, found that the Canadian defence industry’s two largest customers – the U.S. and Canadian governments – have significantly scaled back orders.

At the same time, many other Western governments have been aggressively supporting their own flagging defence sectors following reduced demand and budget cuts, and targeting the same non-traditional markets as Canada.

The Swedish-based Stockholm International Peace Research Institute reported last year a “new sense of urgency” in the pursuit of new export markets.

But while the government and arms industry say new markets will bolster Canadian jobs and prosperity, arms-control advocates worry about Canadian-made weapons being used to suppress democratic and human rights, or contributing to ongoing or emerging conflicts.



# Feds left with Little Room for Error with new EI Computer System, set for 2016 launch



The computer system that hosts the federal employment insurance program will go offline in 2016, giving the responsible departments about 28 months to find a replacement in a complicated process that has no room for error.

Two departments — Shared Services Canada and Employment and Social Development Canada — have until the end of 2016 to buy, install, test and flip the switch on an entire new platform to host the EI program under a plan approved in 2012.

When the project is finally done, all program applications and the database will have been moved to a new platform along with other key programs, including the registry of social insurance numbers and the annuities program, which helps Canadians prepare financially for retirement.

According to an internal presentation to the president of Shared Services Canada, the government's IT super-department, any errors along the way could see costs rise and deadlines missed. A bullet point in the presentation also notes that there is “no plan B.”

Compounding the risks identified early in the project's history was that previous failed attempts to update the system "leaves staff skeptical." The project itself has created "some resistance to change" because workers fear the new technology as a "threat" to their jobs.

As well, the presentation notes there were no other instances of the government using the type of computing platform being considered to run the EI program.

Internally, having the right people with the right skills is expected to be a challenge. Ongoing retirements, for instance, and competing projects are expected to draw the attention of staff at Shared Services



Canada and Employment and Social Development Canada, according to the presentation that also warned that workers "plates are full," meaning "resource contention is inevitable."

"Of the 36 months until May 2016 implementation date, 15 months are scheduled for procurement, leaving 21 months to execute the project leaving barely enough time to build and implement if all goes well. Little room for contingency," reads one slide covering the overall assessment of the project.

A copy of the presentation, dated April 18, 2013, was released to Postmedia News under the access to information law. The presentation suggests that the procurement is more complicated because of the



multiple departments involved — a situation that wouldn't have happened before the creation of Shared Services Canada, which centralized IT services across more than 40 departments under one roof.

“Procurement (is) always challenging in (government of Canada). Not all vendors likely to perform equally well. Effective selection process is required. Can't afford to compromise the procurement strategy in order to slavishly adhere to the timeline. Staff will feel compelled to report being on time and OK if left no option.”

It was 40 years ago that the government began building the computer system that runs EI. In some respects, the “key systems supporting Employment Insurance . . . still reflects the system models of that time,” the department wrote in an email to Postmedia News.

According to the department, the contract for the current mainframe system ends in December 2016. After that time, the company that developed the system won't support it any longer — meaning a whole new system will be built to ensure the software “work exactly the same as the original applications and produce exactly the same results,” the department said in an email to Postmedia News.

“There will be some internal processes and technology changes, but no changes to Canadians are expected, including to how benefit claims are processed as a result of the migration,” the department said. “The program functionality currently provided by the system will not change.”

The department also said that the work and migration of data and programs will be done with “no disruption of service to Canadians.” The new computing platform will be “modern, market-competed and non-proprietary,” the department said, meaning the government won't be asking for specially designed products, but rather products already available in the market that combine to fit its needs.



# Red Business More talk and internet

Minutes, SMS and internet that suit all your needs

**Vodafone Red a good thing**

**Vodafone**  
Power to you

- For current Vodafone Business customers call 800
- For new subscribers call 16247

- For more information visit [business.vodafone.com.eg/Red](http://business.vodafone.com.eg/Red)
- Terms and conditions apply



# CEBC Members Benefits



## Services:

### *Egypt Air:*

CEBC members (their spouses & children) are offered discounted tickets on all classes.



Members who wish to receive the **Egypt Air Plus Mileage Card** are welcome to contact Ms. Amira Talaat from CEBC.

### *Alitalia:*

CEBC members are offered from 6% to 10% discounted rate on their tickets to Europe on economy Classes (Y, B, M, H, K, V, T & N) and from 10% to 15% for Business Classes (C, D & I).



Members who wish to receive the **Alitalia discounted tickets** are welcome to contact Ms. Martha Youakim at 0120 41 41 430 or 22418490.

### *Travellers:*

CEBC members are now entitled to a **20% discount** offered by **Travellers Egypt** in the following hotels:

- ☐ Queen Beach Resort: Sharm El Sheikh
- ☐ Queen View Resort : Sharm El Sheikh
- ☐ Morgen Land Hotel : Saint Catherine



**For any inquiries, kindly contact:**

**Ms. Hanan Abdo Mostafa**

**Tel: - 02-27956856 / 02-27945724 ( 109 )**

**Mob: - 0122710002**

**Fax: - 02-27962841 / 02-27964104**

**E-Mail: [Travellersgroup@tedata.net.eg](mailto:Travellersgroup@tedata.net.eg)**

**[Hanan travellers@yahoo.com](mailto:Hanan_travellers@yahoo.com)**

### ***Mobinil:***

CEBC members are entitled to special offers from Mobinil on the following devices and buckets:

- ☐ Blackberries
- ☐ iphone
- ☐ ipad
- ☐ Samsung Galaxy Tab



### ***Minart Furniture:***

CEBC members are entitled to **15% discount** at “Minart” showroom for fine furniture.

### ***Iram Jewelry:***

CEBC members are entitled to a special **45% discount** on tag price amount.

*The discount is neither valid in sales seasons nor on loose diamond stones.*



### ***Taki Vita:***

CEBC members are entitled to **15% discount** at “Taki Vita” showrooms and its agents all around Egypt.





# Restaurants:

## *Cocoon Restaurant & Café:*

Enjoy a special **Promotion** from  
*Cocoon Restaurant & Café.*

*Address: 49 Masr Helwan El Zera'ay St., Maadi*



## *Rossini Restaurant:*

Enjoy **15% discount** on all:  
"A La Carte" menus and beverages in  
"Rossini's Outlets, Restaurants".

*Address: 66, Omar Ibn El-Khatab St., Heliopolis.*



## *Casseruola, Kook's & Bigg's and Mozzarellina Restaurants:*

Enjoy **10% reduction** on all the tasty  
"A la carte" food & beverages and also  
on total bill of Outside Catering.

*Address: Sun City Shopping Mall  
5<sup>th</sup> Floor – Autostrad Road – Sheraton Bldgs – Heliopolis*



**Hotels:** CEBC is contracted for special room rates with the following hotels :

SAVOY  
GROUP



SOLYMAR  
Ivory Suites



Kempinski Nile  
Hotel  
GARDEN CITY CAIRO



MÖVENPICK  
Hotels & Resorts



*The Gabriel*

Jaz  
HOTELS, RESORTS & CRUISES

Fairmont  
NILE CITY  
CAIRO

Iberotel  
Hotels & Resorts



Kempinski Nile  
Hotel  
GARDEN CITY CAIRO





## Cairo

- ☐ Fairmont Heliopolis & Towers
- ☐ Kempinski Nile Hotel
- ☐ The Gabriel
- ☐ Safir Cairo hotel

## El Gouna

- ☐ Arenna Inn
- ☐ Ali Pasha
- ☐ Captain's Inn
- ☐ Dawar El Omda
- ☐ Fanadir
- ☐ Mosaique
- ☐ Turtle's Inn

## Hurghada

- ☐ Kempinski Soma Bay

## Nile Cruises

- ☐ Sonesta St. George Nile Cruise

## Sharm El Sheikh

- ☐ Royal Savoy
- ☐ Savoy
- ☐ Sierra

## Sokhna

- ☐ Movenpick Sokhna
- ☐ Jaz Little Venice

## Taba

- ☐ Sonesta



C . E . B . C  
CANADA EGYPT BUSINESS COUNCIL  
CONSEIL D'AFFAIRES CANADA EGYPT  
مجلس الأعمال الكندي المصري



Egyptian Council for Sustainable Development  
Conseil Égyptien pour le Développement Durable  
المجلس المصري للتنمية المستدامة

## Canada Egypt Business Council and Egyptian Council for Sustainable Development

Come and join us now and benefit from

***February promotion***

**Address:** 82, Merghany Street, 6th Floor, Heliopolis, Cairo.

**Tel:** 2291-3675 / 2291-4975      **Fax:** 2291-7075

**Email:** noha.essam@canadaegypt.org  
Amira.talaat@canadaegypt.org

**Website:** [www.canadaegypt.org](http://www.canadaegypt.org)





## YOUR OFFICE YOUR FREEDOM

Whether you are a free lance professional or a business seeking to expand but do not require a traditional full- time office, Smart Village brings you the Solution, “**Virtual Office**” provides communication and address services that allow users to reduce traditional office costs while maintaining **Business Professionalism**, benefit of a large scale business park without the excessive costs and **No** demand for **Physical Presence**, we will answer your calls, receive your post and handle your messages remotely according to your exact instructions, in addition to free listing to your company on our website which will increase your visibility nationally & internationally, while you will also receive **FREE** access to A-Office’s meeting rooms.

Building 2401, Street 1106, Ground Floor, Smart Village Egypt, Giza, 12577, Egypt  
Tel: +2 (02) 3535 8000 | Fax: +2 (02) 3537 0549  
[virtualoffice@smart-villages.com](mailto:virtualoffice@smart-villages.com) | [www.smart-villages.com](http://www.smart-villages.com)

## **Members' Birthdates**

Eng. Osama El Nomany  
CEO  
CATEC ( Consulting and  
Technical Engineering Co.)  
**February 1**

Mr. Ahmed Abou Doma  
Group CEO  
Orascom Telecom Holding  
**February 1**

Mr. Mohamed Abdel Latif  
General Manager  
Felix Maritime Agency  
**February 2**

Mr. Ayman Kassem  
President  
ERA Commercial Egypt  
**February 6**

Dr. Khaled El Shalakany  
Senior and Managing Partner  
Shalakany Law Office  
**February 9**

Mr. Mohamed Rostom  
Executive Director  
Al Ahlia Oil Fields Development  
Co.  
**February 10**



Mr. Ahmed Moaaz  
Country Manager  
Sea Dragon Energy  
**February 11**

Mr. Abdul Galil Beshar  
Chairman  
The Coca-Cola Bottling co.  
of Egypt  
**February, 12**

Eng. Ahmed Imam  
CEO  
Raya Contact Center  
**February 14**

Dr. Sherif El-Gabaly  
Chairman  
Polyserve Group  
**February 15**



Dr. Nawal El Degwi  
Head of Board of Trustees  
Six of October University for  
Modern Sciences and Arts  
**February 19**

Dr. Adel Mostafa  
Chairman  
The Drug Holding Company  
(Holdipharma)  
**February 20**

Mr. Samer Naguib  
Business Development Director  
OMS Egypt  
**February 21**

Ms. Nevine Taher  
Head of Human Resources and  
Learning & Development  
HSBC Bank Egypt S.A.E  
**February 23**

Mr. Ahmed El Saadawi  
Business Development Sen-  
ior Manager  
Vodafone International Ser-  
vices  
**February 26**





what ?

Cairo Kitchen

e.g. "Yellow Pages" or "21329838" or "Restaurants" or "Sony"

where ?

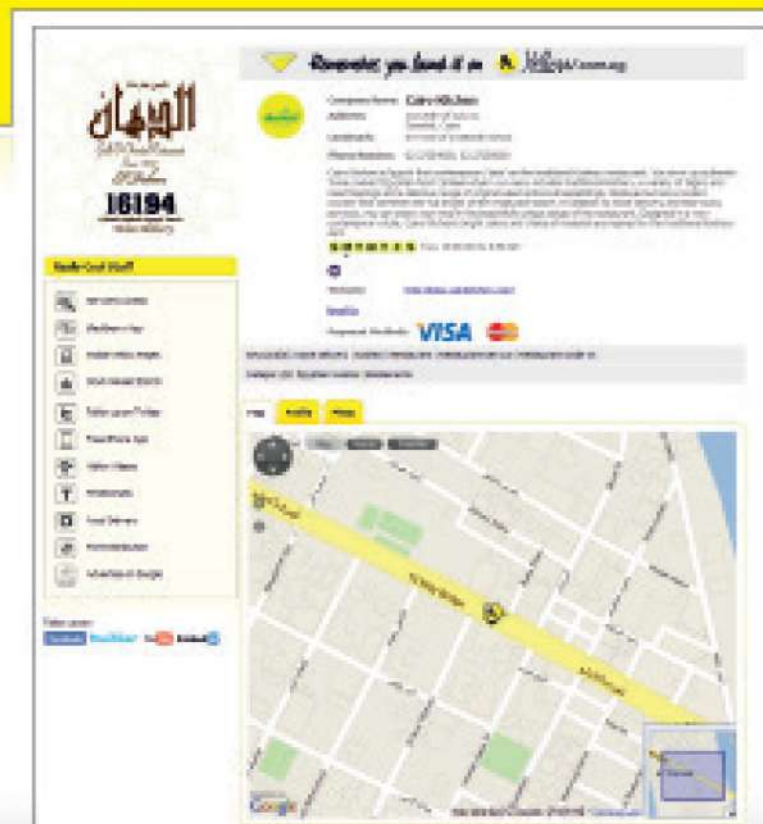
Cairo

e.g. Red Sea or Cairo or Zandak or Alexandria ...

Find

advanced search

advertise with us | اعلان



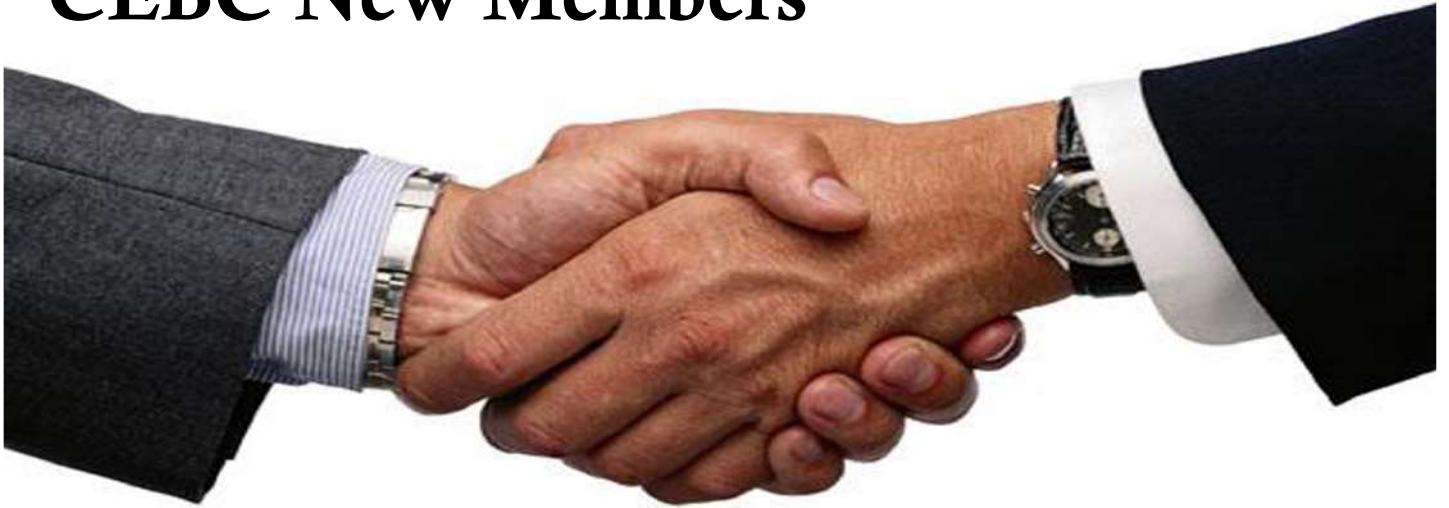
Over 2,000,000 visits from qualified buyers every month,  
are they buying from you?

Customer Care  
**19345**

 **Yellow Media**  
An Egypt Yellow Pages Ltd. Company



# CEBC New Members



Alphabetized by company name

**Mr. Abdul Khaliq Khalil**  
Board member  
Arab Misr Insurance Group / gig



**Mr. Nick Francis Gliddon**  
Enterprise Business Unit Director  
Vodafone Egypt



**Ms. Zeinab Gamal El-Din Shata**  
Marketing Manager  
Xceed



# THE EMPLOYER

We're Here To **Manage Your Career**

## Job Openings



(4 - 7 Years Of Experience)

Key Account Manager  
Branch Manager  
Premier Manager  
Relationship Manager

Apply online using the following link:

[https://barclays.taleo.net/careersection/2/moresearch.ftl?lang=en\\_GB](https://barclays.taleo.net/careersection/2/moresearch.ftl?lang=en_GB)



(4 - 7 Years Of Experience)

Strategic Financial  
Planning Analyst

Fixed Assets Supervisor

Kindly log in to: [www.etisalat.com.eg](http://www.etisalat.com.eg)



(0 - 3 Years Of Experience)

Recruitment Specialist

Sales Representative

(4 - 7 Years Of Experience)

IT Architecture Senior Engineer

Product Development Senior Specialist

Kindly send your CV to: [Recruitment@tedata.net](mailto:Recruitment@tedata.net)  
Or log in to: ([www.tedata.net](http://www.tedata.net)) to upload your CV



(4 - 7 Years Of Experience)

Tele Sales Support

Technology Solution Professional

Partner Technical Advisor

Solution Sales Professional - Devices

Kindly send your CV to:  
[Centerofexpertise@the-employer.com](mailto:Centerofexpertise@the-employer.com)



(0 - 3 Years Of Experience)

Assistant Sales Capability Manager

(4 - 7 Years Of Experience)

Balance Sheet Analyst

Plant Controller

Functional Human Resources Manager

Kindly log in to:  
[www.pepsico.com/careers](http://www.pepsico.com/careers) to upload your CV



(0 - 3 Years Of Experience)

Area Order Management Representative

HSE Coordinator

Production Technician

(4 - 7 Years Of Experience)

Financial Analyst

Kindly send your CV to: [ccphrrcruitment@coca-cola.com](mailto:ccphrrcruitment@coca-cola.com)  
(Please mention the position you are  
applying for in the subject line)



(0 - 3 Years Of Experience)

International Account Advisor

French Account

Germany Account

Italian Account

Spain Account

UK Account

Kindly log in to: <http://www.vodafone.com.eg/careers>  
or contact +2 01027000777

## More Jobs Are Available In The Employer Magazine

To advertise your vacancies, contact us on: 01019447653 / [g.heikal@the-employer.com](mailto:g.heikal@the-employer.com)

Download your soft copy: [www.the-employer.net](http://www.the-employer.net)

The Employer Magazine

### Main Sponsors:



Official Women's Magazine



Official Business Newspaper



Official Financial Newspaper



Official Lifestyle Magazine

Partner

