

---

**INTERNATIONAL LABOUR ORGANIZATION (ILO)**

**MULTI-BILATERAL PROGRAMME OF  
TECHNICAL COOPERATION**

**Promoting the Fundamental Principles and Rights at Work and Social  
Dialogue in Egypt**

**EGY/07/03/USA**

**PROGRESS REPORT**

*Reporting Period: 1<sup>st</sup> quarter, 1 January – 31 March, 2013*

---

## PROGRESS REPORT 1 January – 31 March, 2013

<b>PROJECT #:</b> <i>EGY/07/03/USA</i>	<b>COUNTRY/PROJECT NAME:</b>  <b>Egypt</b>  <i>Promoting the Fundamental Principles and Rights at Work and Social Dialogue in Egypt</i>	
<b>FUNDING:</b> <i>US\$ 2,900,000</i>	<b>PROJECT DURATION:</b>  <b><i>15 April 2008 – 30 June 2014</i></b> <i>Project was restarted on 1 October 2011 with the appointment of the new CTA</i>	<b>EVALUATION DATES:</b>  <i>Final evaluation: June 2014</i>
<b>DATE SUBMITTED:</b>  <i>20 April 2013</i>	<b>REPORTING PERIOD:</b>  <i>01.01.2013 – 31.03.2013</i>	<b>CONTACT:</b> <i>Youssef Qaryouti Director</i> <i>ILO Cairo Office</i>  <i>Phone: +202 273609290</i> <i>E-mail: <a href="mailto:qaryouti@ilo.org">qaryouti@ilo.org</a></i>  <i>Katherine Torres,</i> <i>Technical Cooperation Officer</i> <i>4, Route des Morillons</i> <i>1211 Geneva</i>  <i>Phone: 41-22-7996879</i> <i>E-mail: <a href="mailto:torresk@ilo.org">torresk@ilo.org</a></i>

### **PROJECT OBJECTIVES**

#### **Project Objective 1**

Workers and employers are more knowledgeable of their rights and obligations and are increasingly engaging in constructive dialogue and negotiations.

#### **Project Objective 2**

The establishment of independent, competent and representative employers' and workers' organizations which are able to better represent and defend the interests of their members.

#### **Project Objective 3**

The capacity of the Ministry of Manpower is strengthened to prevent and settle labour disputes.

#### **Project Objective 4**

Labour legislation reform in order to bring it into conformity with ratified ILO Conventions and the principles of the Declaration.

## **I. OVERALL PROGRESS**

Despite challenges the Project has been facing during this quarter, it has made significant progress in relation to the achievement of its objectives in supporting MoMM's and social partners' capacity by implementing training workshops that aimed at building the capacity of:

- MoMM's senior officials to be more aware of their roles, and missions,
- Employers' and workers' representatives in engaging in the establishment of competent, independent, democratic and representative organizations on the bases of ILO's standards.

### **The main achievements of the first quarter of 2013 are:**

1. The formal and official engagement of different employers' organizations and associations in the Project activities, see recommendations of the seminars' declarations below.
2. An advocacy meeting between the Minister and five foreign delegations concerning freedom of association and trade unions pluralisms, organized by the Project during two separate seminars in favour of Employers, as illustrated below.
3. The willingness shown by Governors of Luxor, Qena, Sohag, El Wadi El Gidid, and the vice Governor of Alexandria to be part of the Project activities, especially in two fields:
  - Establishing a tripartite committee to develop better labour relations, prevent labour disputes and promote investments and employment
  - Developing local mechanisms to improve women's working conditions through a total implementation of fundamental principles and rights at work and consequently increase women employability
4. Receiving , after more than a year, the green light from the MoMM to start implementing the agreed upon capacity building programme concerning MoMM's senior officials,
5. Developing proposals concerning workers' different needs that should be addressed to give them the necessary technical support in establishing genuine independent and representative unions.

Effectively, at this stage one has to mention the significant breakthrough that has been made with MoMM and employers' organizations and associations.

This breakthrough together with the results of the different meetings and workshops helped the Project to review, adapt and improve its work plan for the year 2013.

As for employers, for the first time, not only the Federation of Egyptian Chambers of Commerce, but also the Federation of the Egyptian Industries as well as businessmen, businesswoman and investors associations at national and governorates level have accepted to be involved in all the Project's activities. This significant progress has been achieved after conducting several meetings with different employers' representatives in different governorates.

The meetings aimed at explaining the Project's objectives and content, and, most importantly, eliminate all apprehensions and misunderstanding concerning ILO's roles, missions, stands and positions. These meeting were of paramount importance and critical due to the fact that most employers' representatives, organizations and associations used to see ILO as a mere supporter of newly emerged independent trade unions.

In fact these different meetings and workshops showed that Employers are in desperate need to strong, democratic and representative organizations to present their views and defend their interests in a genuine social dialogue.

In addition to that, these meetings revealed that most Employers are unsatisfied with the current labour legislations, the quality of labour relations, and the role of MoMM's senior officials and with the supposed role played by independent unions in encouraging strikes.

Moreover, these meetings and workshops permitted the participants to underline the fact that they have never been part of the decision making process in relation to economic and social policies. In fact, they are in most cases not even consulted in this regard.

After several meetings and official letters to the Minister, the Project has been able to come to an agreement with MoMM on the nature of the activities that should be implemented to help MoMM's senior officials:

1. To review the roles, missions, and structures of MoMM,
2. To undertake and achieve a global labour law reform in line with ILOs' fundamental standards,
3. To establish an adequate social dialogue institutions and mechanisms,
4. To enhance the labour inspection system.

In fact during this quarter, a number of meetings and training workshops were conducted in favour of the three social partners according to the Project's approved work plan.

The below few paragraphs give a general overview of the overall progress in relation to implemented activities and recruiting new staff members.

### ***Activities targeting MoMM***

In the frame of the Project's objectives aiming at developing MoMM's senior officials' capacity, the Project had to continue having several meetings with the Project's focal point inside MoMM, Dr. Yasser Abdul Aziz, in order to have the Ministry compose as quickly as possible the 45 groups to start implementing the joint work plan that MoMM has approved since September 2012.

One has to note that it was only by the end of this quarter that MoMM finally gave the green light to start implementing the planned 45 training workshops at the level of different governorates to train some 1350 MoMM officials including inspectors.

Here again, we have to highlight that several meetings had to be held with Dr. Abdul Aziz simply to have him compose the groups so that we could start the implementation of the planned activities and bring precisions including the logistical aspects and timeframe.

It was during these meetings that the Project ensured that MoMM's officials do clearly agree not only on the different activities proposed but also on the methodology which is based on the following three phases;

#### ***The first phase:***

- 45 groups of 30 participants representing MoMM's official including inspectors from the headquarters and the Directorates. All of the 1350 participants should be under the age of 50 years old and one third should be women. They will be trained to raise their awareness on the fundamental principles and rights at work and social dialogue in Egypt.

***It is worth mentioning that MoMM headquarters didn't allow us to directly communicate with MoMM Directorates, it took MoMM' headquarters three months to compose the groups.***

Note: During one of these meetings Dr. Abdul Aziz expressed his concern on having the Ministry been informed about all the different Project activities including those concerning employers, workers and NGOs. It seemed that the issue concerns not only our Project, but for all the other ILO' Projects in Egypt.

- Each group will attend a three-day training that examines and covers the following topics:
  1. Promoting the fundamental principles and rights at work and social dialogue project in Egypt.
  2. The International Labour Organization (ILO): establishment, historic landmarks, structure, aims, tools and tripartism.
  3. International Human Rights conventions (the Universal Declaration on Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights).
  4. ILO Fundamental principles at work, and conventions: C29, C87, C98, C100, C105, C111, C138, and C182.
  5. ILO Declaration on Social Justice for a Fair Globalization.
  6. Social Dialogue: Aims, content, partners, levels of participation.
  7. Labour Disputes Resolution.
  8. Collective Bargaining.
  9. ILO fundamental principles and rights for women at work, and gender equality.
  10. Employer's Organization: establishment, structure, mandate, and responsibilities.
  11. Labour Unions: establishment, structure, mandate, and responsibilities.
- The implementation of this phase will start by mid-April and continue up to mid-July.
- In order to implement this capacity building programme, for MoMM and social partners, the Project selected and trained 40 academics and experts from different Governorates who are capable of developing the needed resource materials and providing training in the Project's capacity building programme. The first preparatory workshop was held for the selected experts on 30-31 March, 2013.

**During this workshop 10 experts were selected and contracted by the Project to prepare resource materials; power point presentation (to be presented in 20 minutes), guide for trainers, guide for trainees including ten to twelve guiding questions that summarise the topic and help conduct discussion (25 minutes), and develop an evaluation sheet composed of four to six questions to be answered by participants (15 minutes).**

**Eleven topics were distributed among the 10 selected experts. All trainer materials will be presented for validation in a workshop to be held in May.**

#### ***The second phase:***

- During the implementation of the first phase, 4 participants will be selected from each one of the 45 groups. Total 180 participants who will be divided into six groups of 30 participants.
- This second phase will start in June 2013 by developing and implementing three days workshops for the selected participants to develop their knowledge and skill on following issues:
  1. Presentation on all the ILO's conventions dealing with;
    - ✓ The fundamental principles and rights at work.
    - ✓ Social dialogue.
    - ✓ Labour administration.
  2. Roles, missions, and structures of labour administration; ILO's views and some pre-selected foreign experiences.
  3. Roles, missions, structures and objectives of employers' and workers' organizations

4. Social dialogue; objectives, participants, levels, institutions and mechanisms including those dealing with individual and collective labour disputes prevention and settlement.
5. The Egyptian labour legislation with reference to the Egyptian international commitments; current situation, challenges, nature of the changes to be introduced.
6. The Egyptian labour legislation with regard to fundamental conventions especially conventions and recommendations dealing with freedom of association, the right to collective bargaining, individual and collective labour dispute prevention and settlement, and the right to strike; current situation, challenges, nature of the changes to be introduced ( social dialogue).
7. Roles, missions and structures of sound labour inspection systems, and the Egyptian labour legislation: current situation, challenges, nature of the changes to be introduced.

***The third phase:***

- After completion of the second phase, 90 participants will be selected out of the 180, and be divided into three groups of 30 participants.
  1. The first group will receive an adequate training to enable its members to prepare proposals on a global labour legislation reform. This module will include proposals concerning the review of roles, missions and structures of labour administration.
  2. The second group will receive an adequate training to enable its members to prepare proposals on the legal framework concerning social dialogue institutions and mechanisms including those dealing with collective bargaining and individual and collective labour disputes prevention and settlement and the right to strike.
  3. The third group will receive an adequate training to enable its members to prepare proposals on a sound labour inspection system and on defining its roles, missions, and structures, as well as the profile and code of conduct of labour inspector, and the nature and content of an adequate training programme.
- The content of the third phase training programme will be designed in close cooperation with MoMM, in such a manner as to have the Minister's representatives involved in designing the content of the training and the nature of the technical support they could get from ILO/HQ and specialized structures such as ITC/Turin and some other relevant institutions in different countries to be identified. Therefore, in response to MoMM's request a delegation could be composed and send to ILO/HQ and Turin.

**Note: To ensure the achievement of these objectives as above mentioned:**

- Three experts will be selected and hired to provide technical support to the three groups: two Egyptians and one international expert. They all have the mission of assisting their respective groups in formulating the recommendations to be submitted to the Egyptian government through a national tripartite committee to be established by Nov 2013.
- The same three-phase capacity building programme and methodology will be implemented in favour of employers' and workers' representatives.
- After completion of the capacity building programme for each one of the three constituents, the Project will support the Minister to select and establish a national tripartite committee by November 2013. A special capacity building programme will be designed in favour of the members of this committee to enable them to participate with efficiency and effectiveness in the discussion concerning the three groups' recommendations.
- An expert will be hired to assist the Ministry in developing its website, and conduct a training programme for MoMM concerned staff to guarantee the continuity of MoMM's website development.

### *Activities targeting employer's organizations*

- During this quarter, the Project conducted a number of meetings and workshops with local Chambers of Commerce, as well as employers' organizations and associations in different governorates with the four following objectives;
  1. Ensure employers' different organizations involvement in the Project activities,
  2. Encourage them to adopt the culture of dialogue and be engaged in genuine social dialogue, especially with workers' representatives,
  3. Build an independent employers' organizations, and review the correspondent legal framework,
  4. Assess specific Employers' needs to be addressed.
- In response to employers' needs as identified during the 9 meetings and workshops that were held for employers during quarter 4 of 2012, and on the bases of the conclusions of the different meetings with 1) the Ministry of Industry adviser and the vice president of FEI (Federation of Egyptian Industries) in presence of Mr. Wael Issa, 2) the chairman of the Egyptian Chamber of Commerce, and in accordance with Project' objectives, two big seminars on "The Role of Employers' Organizations in Social Dialogue to achieve a Fair and Sustainable Economic Development" were successfully organized. The two seminars were attended by some 430 employers' representatives.

These two seminars were organized under the auspices of H. E. Mr. Khaled El Azhary the Minister of Manpower and Migration who attended both seminars, which were attended by some 30 MoMM's representatives (at the level of heads of directorates).

The first seminar was organized in collaboration with the Federation of Egyptian Chambers of Commerce and the Federation of Egyptian Industries, while the second was organized in cooperation with businessmen, businesswomen and investors associations.

These two important gathering aimed at:

1. Presenting ILO's characteristics, instrument and objectives and Project' main objectives,
2. Introducing social dialogue, its founding principles and objectives,
3. Improving employers' knowledge on the principles of freedom of association, on preventing and settling labour disputes, collective bargaining, and on how to establish and run independent, competent and representative employers' and workers' organizations,
4. Examining the role of employers' organizations in general and with regard to the economic and social decision making process,

The Project achieved the above mentioned objectives by inviting three representatives (Ministries and social partners) from five countries to present their national experiences in the light of our four objectives (Denmark, Ireland, Morocco, Tunisia, and Turkey).

These gatherings and especially the Luxor one were attended by government officials, among them the Minister of MoMM, who participated actively in almost all the sessions of the two seminars and have long Q & A sessions with the participants. Other officials were Governors of Luxor, Qena, Sohag, El Wadi El Gidid, and the vice Governor of Alexandria.

Closed meetings between the Minister and each delegation were organized with the participation of some senior officials from MoMM. These closed meetings organized particularly for the Minister and his advisors aimed at permitting them to discuss in-depth social dialogue conditions, legal framework and mechanisms in general and in particular trade union pluralism 'effects. One of the MoMM's main concern that was frequently raised in these meetings is trade unions plurality at enterprise level and how to manage it.

### ***Activities targeting workers' organizations***

- The Project continues to implement its comprehensive capacity building training programme for workers' representatives to improve their capacity in enhancing their unions and better represent and defend the interests of their constituents. In this quarter, 5 training workshops were held; 3 first-level/ basic training, and 2 second –level/advanced training. The trainings targeted 194 trade unionists representing a newly established fishermen trade union in Alexandria, Farmers trade union in Alexandria, and trade unions in Upper Egypt.
- Many meetings were held to identify the weight and the capacity of the “independent trade unions organizations”, the Project has arrived to the conclusion that there is a necessity to develop a more coordinated approach towards the newly established independent trade unions movement in Egypt.

As a result of several meetings with ACTRAV, ITUC, and other relevant stakeholders, we agreed that we have to develop a global training programme that corresponds to the needs of these unions and permits to achieve our pre-established objectives.

During those meetings it was agreed to develop a joint capacity building programme and adopt it. The draft of the proposed programme was developed by the Project and has been sent in February 2013 to ACTRAV and ITUC, but no feedback was received. Therefore, the Project staff met ITUC's representatives, Mr. Mustapha Tilili and Mr. Abdul Satar Mansour, during the Egyptian Democratic Labour Congress on 24-26 April 2013 to request an official meeting to discuss this issue.

- There are five concerns about the Egyptian independent trade union movement in Egypt that made the Project amending its workplan in relation to workers (see new proposals session of this report). The concerns are as follows:
  1. Until this writing there are no data/statistics available about the weight of the newly established independent trade unions, its capacities, representativeness,
  2. Different foreign trade unions have been intervening in the Egyptian trade unions' affairs without any kind of coordination, which literally spoiled the Egyptian trade unions' leadership through travelling for the sake of travelling. These interventions created conflicts between those who benefited and those who didn't.
  3. To this day, independent trade unions movements did not provide any services to its members. No support was provided to trade unionists who were dismissed because of their trade union's activities.
  4. Finally, there is no clear role of independent trade unions in recent strikes.

### ***Recruitment***

The Project has completed the selection process of NPC for “workers and NGOs”, who will join the team on 2<sup>nd</sup> May, 2013. An admin/finance assistant was recruited and has joined the team on 11<sup>th</sup> February, 2013.

### **Required actions to achieve the Project objectives:**

The newly recruited people had to be given time to grasp the Project objectives and the different challenges facing it.

In order to achieve the intended results; reforming labour legislations, establishing independent and competent employers' and workers' organizations, enhancing labour administration, and establishing



sound social dialogue institutions and mechanisms, the political will has to be provided from the government side, and from the social partners' sides. Ownership is a key.

So far the Egyptian Government's and social partners' commitment to realise the Project objectives is not as strong as it should be.

In this regard the Project has been communicating with MoMM and social partners to enhance the political will and commitment, however very little has been achieved. The project will continue its efforts at the highest level possible to ensure the full commitment of the constituents to the project objectives and action.

The above commitment should be translated into progress on the Freedom of Association law which is a pre requisite to changes in the labour code no 12.

<b>II.PROJECT ACTIVITIES.</b>						
<b>SUMMARY OF SELECTED ACTIVITIES</b>						
<b>ACTIVITY</b>	<b>TARGET GROUP</b>	<b>DATE</b>	<b>VENUE</b>	<b>PARTICIPANTS</b>		
<b>Activities Initiated by the Project</b>				<b>No. Pax</b>	<b>F</b>	<b>M</b>
Meeting with vice chairman of the Federation of the Egyptian Industries (FEI)	FEI Vice chairman	24 Jan	Cairo	<b>2</b>	<b>1</b>	<b>1</b>
Introductory workshop for senior human resource managers in Alexandria	Senior human resource managers	12- 13 Jan	Alexandria	<b>28</b>	<b>9</b>	<b>19</b>
Awareness raising workshop for businessmen, businesswomen, and investors associations in Alexandria	Businessmen, businesswomen, and investors association	13 – 14 Jan	Alexandria	<b>18</b>	<b>3</b>	<b>15</b>
Training workshop for businessmen, businesswomen, and investors associations in Baheira	Businessmen, businesswomen, and investors association	14-15 Jan	Alexandria	<b>27</b>	<b>5</b>	<b>22</b>
1 <sup>st</sup> training workshop on freedom of association and social dialogue for Fishermen trade unions	Fishermen trade unions	16-17 Jan	Alexandria	<b>34</b>	<b>2</b>	<b>33</b>
1 <sup>st</sup> training workshop on freedom of association and social dialogue for farmers trade unions	Farmers trade unions	17-18 Jan	Alexandria	<b>33</b>	<b>30</b>	<b>2</b>
1 <sup>st</sup> training workshop on freedom of association and social dialogue for Upper Egypt trade unions	Trade unionists	22-23 Jan	Luxor	<b>37</b>	<b>6</b>	<b>31</b>
The role of employers' organizations in social dialogue to achieve a fair and sustainable economic development.	Employers	2-3 Feb	Luxor	<b>250</b>	<b>95</b>	<b>155</b>
Meeting with the Governor of Sohag	Government	4 Feb	Luxor	<b>2</b>	<b>0</b>	<b>2</b>
Meeting with the Governor of Luxor	Government	4 Feb	Luxor	<b>5</b>	<b>2</b>	<b>3</b>
The role of employers' organizations in social dialogue to achieve a fair and sustainable economic development.	Employers	4-6 Feb	Alexandria	<b>180</b>	<b>70</b>	<b>110</b>
Training workshop for Businessmen and businesswomen associations in North Egypt	Businessmen and businesswomen associations	4-5 Feb	Alexandria	<b>90</b>	<b>15</b>	<b>75</b>
Training workshop for investors associations in North Egypt	Investors associations	4-5 Feb	Alexandria	<b>60</b>	<b>15</b>	<b>45</b>
Meeting with Governor of Assuit	Government	22 Feb	Assuit	<b>5</b>	<b>1</b>	<b>4</b>
Meeting with the former Dean of the faculty of law, university of Assuit	Resource persons/experts	23 Feb	Assuit	<b>4</b>	<b>1</b>	<b>3</b>

<b>II.PROJECT ACTIVITIES.</b>						
<b>SUMMARY OF SELECTED ACTIVITIES</b>						
<b>ACTIVITY</b>	<b>TARGET GROUP</b>	<b>DATE</b>	<b>VENUE</b>	<b>PARTICIPANTS</b>		
<b>Activities Initiated by the Project</b>				<b>No. Pax</b>	<b>F</b>	<b>M</b>
Meeting with the employer's organizations in Assuit	Employers	23 Feb	Assuit	3	1	2
Meeting with the Vice Chairman of Assuit University	Assuit University	23 Feb	Assuit	4	1	3
Meeting with employers' organizations in Sohag	Employers	24 Feb	Sohag	3	1	2
Meeting with Governor of Sohag	Government	24 Feb	Sohag	4	1	3
Meeting with Governor of Qena	Government	25 Feb	Qena	3	1	2
Meeting with the Dean of faculty of law, University of Southern Vally	University of Southern Vally	25 Feb	Southern Vally	3	1	2
2 <sup>nd</sup> training workshop on freedom of association and social dialogue for Fishermen trade unions	Fishermen trade unions	28/2-2/3	Alexandria	30	1	29
2 <sup>nd</sup> training workshop on freedom of association and social dialogue for farmers trade unions	Farmers trade unions	1-3 March	Alexandria	26	3	23
Meeting with the dean of commerce and business administration, Cairo University	Cairo University	10 March	Cairo	2	0	2
Meeting with the advisor of the Minister of MoMM	MoMM	17 March	Cairo	2	0	2
Experts in labour relations workshop	Experts	30-31 March	Cairo	40	7	33

### III. MAJOR TRENDS

#### **Classification of implemented activities according to the Project objectives:**

Based on the approved work plan a number of activities were implemented as follows:

**Project Objective 2:** Independent, competent and representative employers' and workers' organizations which are able to better represent and defend the interests of their members.

**Output II:** a comprehensive capacity building training programme for employers' and workers' representatives to better represent and defend the interests of their constituents.

#### **First, activities targeting Employers:**

##### **1. Activity 1:** *(Cost shared with EGY/11/03/USA)*

In the frame of the Project's activities aiming at supporting employers' organizations and representatives to establish independent, competent, and representative employers' organizations which are able to better represent and defend the interests of their members, the project organized three two-day training workshops in Alexandria, the first targeted 28 senior human resources managers in companies and factories in Alexandria from 12 to 13 January 2013.

Senior human resources managers in Alexandria Governorate were selected due to the fact that Alexandria is one of the largest industrial zones in Egypt, and it has witnessed a large number of strikes, sit-ins, closure of many factories and downsizing workers numbers.

Furthermore, this target group represents the key persons in most of the companies. They are mandated by the employers to negotiate on their behalf with workers, they are the liaison between the two social partners, and have detailed information about the issues that concern both parties. Moreover, they are aware of all relevant labour laws and developments.

The second workshop targeted 18 representatives of businessmen, businesswomen, and investors associations in Alexandria. It was held on 13-14 January 2013. While the third workshop targeted 18 representatives of businessmen, businesswomen, and investors associations in Behaira Governorate, held on 14-15 January 2013.

These workshops aimed at deepening the participants' understanding of freedom of association, collective bargaining and the role of employers' and workers' organizations in preventing and settling labour disputes.

Several topics were tackled in these workshops which examined the freedom of association and relevant ILO's conventions, the ILO conventions related to gender thematic issues in the world of work, the role of ILO in promoting social dialogue, mission and legal frameworks of Egyptian employers' organizations, missions and legal frameworks of Egyptian trade unions.

#### *Activity output and recommendation:*

- Participants have discussed and emphasized the importance of establishing effective and permanent social dialogue institutions to achieve social stability and social justice.
- They have requested the Project's technical support in adopting an action plan to build the capacities of the employers on labour related issues.
- Participants agreed to cooperate with the project to organize a monthly workshop on different labour related topics in order to build the capacity of human resources managers on effective tools and skills to deal with collective bargaining and avoiding strikes.

*Recommendation and follow-up mechanisms proposed by the Project's staff*

- Employers' organizations and representatives require more training and capacity building so that they better understand their role and duties and eventually better serve their members and community through sound social dialogue mechanisms and collective bargaining.
- The participants requested ILO technical assistance to build the capacity of employers' organizations and their representatives to ensure their systematic inclusion when the government develops labour related policies.

1. **Activity 2:** the Project has tried in several occasions to communicate with FEI and cooperate with them to implement joint activities for employers, but its attempts were met by passive reactions. However, the Project organized a meeting with Mr. Mohamed Swedi, the vice Chairman of the FEI, and the vice president of FEI in presence of Mr. Wael Issa from ILO/HQ, on 24 January 2013. The meeting aimed at highlighting the importance of the involvement of FEI in the project activities, introducing the project's objectives, inviting the FEI to cooperate with the Project in organizing two big seminars for employers' organizations and MoMM on "The Role of Employers' Organizations in Social Dialogue to achieve a Fair and Sustainable Economic Development", and discussing potential ways of cooperation between the project and FEI. The FEI has agreed, to collaborate with the project in organizing the two seminars.

2. **Activity 3:** (*Cost shared with EGY/11/03/USA*)

During the fourth quarter of 2012, the Project has made significant progress in relation to its activities for employers' representatives. The Project has been reaching out almost all employers' representatives, whether or not they are recognized by the Egyptian government as official employers' representatives. Accordingly 9 meetings and workshops were organized in the 4<sup>th</sup> quarter 2012 for members of the Federation of Egyptian Chamber of Commerce and NGOs representing employers.

As it was mentioned in the 4<sup>th</sup> quarter 2012 report, one of the main recommendations raised by the employers who participated in the 9 meetings and workshops, which were held in both Cairo and Alexandria from 13 November to 20 December 2012, is to organize meetings for the employers with the Minister. They expected these meetings to provide the possibility to discuss labour issues, mainly freedom of association and the role of employers' organizations in social dialogue with the Minister.

In response to employers' needs identified during the 9 meetings and workshops that were held for employers in the last quarter of 2012, and on the bases of the conclusions of the different meetings with 1) the Ministry of Industry's adviser and the vice president of FEI in presence of Mr. Wael Issa, 2) the chairman of the Egyptian Chamber of Commerce, and in accordance with Project' objectives, two big seminars on "The Role of Employers' Organizations in Social Dialogue to achieve a Fair and Sustainable Economic Development" addressed 430 employers' representatives.

The first seminar was organized under the auspices of the Minister of Manpower and Migration in collaboration with the Federation of Egyptian Chambers of Commerce and the Federation of Egyptian Industries. It was held in Luxor on 2-3 February, 2013. The second seminar was organized in Alexandria, on 4-6 February, 2013, in cooperation with businessmen, businesswomen and investors associations and MoMM.

*Activity objective/s*

- The workshops aimed at deepening participants' understanding on freedom of association, how to establish and run independent, competent and representative employers' organizations, and the role of employers' organizations in preventing and settling labour dispute through social dialogue.
- The objective of these workshops was achieved by presenting the experiences of five countries; Morocco, Tunisia, Ireland, Turkey and Denmark. Each country, represented by two/three-expert delegation, who presented for discussion their legal framework dealing with

freedom of association, employers' and workers' organizations and their role in preventing and settling labour disputes and institutionalizing social dialogue.

### *Target groups*

- The Project succeeded in bringing together 250 participants in the first workshop, who were divided into three subgroups, and 180 participants in the second workshop who were divided into two subgroups.
- Participants represented employers' and investors associations, businessmen and businesswomen associations, FEI, the Federation of the Egyptian Chamber of Commerce, MoMM officials and heads of MoMM's Directorates in Upper Egypt and Alexandria and surrounding governorates and cities.
- The seminars witnessed active participation of the government officials, among them the Minister of MoMM, who participated actively in almost all the sessions of the two seminars and have long Q & A sessions with participants. Other officials Governors of Luxor, Sohag, El Wadi Elgided, Gena and the Vice Governor of Alexandria.
- ILO/DWT Cairo Director, ACTRAV's and ACTPM's representatives in Cairo Office actively participated in these two workshops.

### *Resource persons/experts*

The project invited five teams of two/three-expert from the earlier mentioned five countries,. They represented the current and former government, employers' organizations, and worker's organizations.

### **List of Experts**

<b>Expert name</b>	<b>Organization</b>	<b>country</b>
Dr. Omar Colak,	The Federation of employers' organizations	Turkey
Ms. Dilek Yuksel	Ministry of Labour	Turkey
Mr. Kivanc Eliacik,	The Confederation of Progressive Trade Unions	Turkey
H.E.Mr. Jamal Rhmani,	Former Minister of Labour.	Morocco
Mr. Larbi Habchi,	Expert in trade union	Morocco
Mr. Rabeh Megdiche,	General Labour Dep. Ministry of Social Affairs	Tunisia
Mr. Khelil Ghariani,	Federation of Industries, Tunisia	Tunisia
Dr. Sami Aouadi,	Prof. faculty of economy-Tunis El Manar University	Tunisia
Mr. Kieran Mulvey	Chief Executive of the Labour Relations Commission	Ireland
Mrs. Catherine Byrne	Expert in Employers organizations	Ireland
Mr Terry MacNamara	Expert in Employers organizations	Ireland
Mrs. Pernille Albrechtsen	Senior Legal Advisor and Lawyer at the Confederation of Danish Industry.	Denmark
Mr. Kasper Palm,	The Danish Metalworkers' Union.	Denmark
Mr. Rasmus Stoklund Holm-Nielsen,	The Danish Metalworkers' Union.	Denmark

Each team members coordinated among themselves and prepared their presentations. Each team had around two hours with each subgroup to present its experience and answer participants' questions on the following topics:

- *Government representatives* prepared presentations about the legal framework of freedom of association law and its compatibility with C. 87 & C.98, legal framework of employers' and worker's organizations, and social dialogue institutions and the role of government in preventing and settling labour disputes and institutionalizing social dialogue.

- *Employers' representatives* prepared presentations about the status of employers' organizations; development of employers' organizations (short history), structure, mission, roles and responsibilities, tools and mechanisms in preventing and settling labour disputes and the role of employers' organizations in establishing, promoting, and enhancing social dialogue mechanisms (case studies).
- *The workers' representatives* prepared presentations about the status of workers' organizations; development of workers' organizations (short history), structure, mission, roles and responsibilities, tools and mechanisms in preventing and settling labour disputes and promoting social dialogue (case studies).

Closed meetings between the Minister and each delegation were organized with the participation of some MoMM senior officials. These closed meetings were organized for the Minister and his advisors to permit them to discuss in-depth social dialogue conditions, legal framework and mechanisms in delegations' respective countries, and having Q & A sessions. One of the MoMM's main concerns that was frequently raised in these meetings is trade unions plurality at enterprise level and how to manage it.

*Activity output and recommendation:*

- Participants were able to draw up the lessons learned from the foreign experiences presented in the workshops, and propose recommended actions and plans towards independent, competent and representative Egyptian employers' organizations and to enhance their performance in applying social dialogue process.
- Participants have adopted two final statements, one in each workshop. The statements summarise their recommendations and concerns. In the two statements participants have emphasized on the importance of having the Projects technical support to be provided to the tripartite constituencies to enable them to reform labour legislation to bring it in conformity with the ILS, addressing all challenges that face social partners and prevent them from establishing sound collective bargaining mechanisms.
- Participants have also requested the projects' technical support in institutionalizing social dialogue, intensifying the projects' capacity building activities for social partners, and establishing economic and social council (ECOSCO).

#### **4. Activity 4:**

In order to expand the project's networks, outreach relevant stakeholders, help employers to defend their interests, and gain the government's supports in facilitating the implementation of the Project's activities. The Project had a mission to Upper Egypt to organize a number of meetings as follows:

- Four separate meetings were organized with Governor of Qena on 3 February, Governor of Sohag, and Governor of El Wadi El Gedid on 4 February, and Governor of Assuit, on 22 February.

The four Governors have expressed their willingness to cooperate with the Project in implementing activities for the tripartite constituents either assembled or separated. They have requested to convene other meetings to examine possible ways of cooperation as they will fully support the Project in organizing events targeting employers' organizations and employers' associations in their respective Governorates to promote collective bargaining and social dialogue.

- The Project is trying to identify academics and trainers from different Governorates in Egypt who are capable of developing the needed resource materials and providing training in the

Project's capacity building programme. Therefore, the project started to contact different universities and training centres in order to select and train potential candidates on topics related to the Project's capacity building programme. This will be the first step that will eventually lead to the formation of a skilful and knowledgeable team of experts and trainers to be contracted by the Project.

Accordingly, the Project met separately with the former Dean of the Faculty of Law, Assuit University, and the Vice Chairman of the University of Assuit on 23 February. Another two meetings were organized in Qena Governorate with the Dean of faculty of law, Southern Valley University on 25 February, and with the Dean of faculty of commerce and business administration, Cairo University on 10 March.

The meetings aimed at discussing potential ways of cooperation between the Project and the Universities. They nominated a number of potential resource persons/experts working for faculties of law, labour law departments. These nominees could work for the Project as experts and participate in the Project's capacity building programme.

In relation to this, the Project organized two-day workshop for 40 experts from different Egyptian universities on 30 -31 March 2013. The workshop aimed at discussing and adopting training and resource materials to be used in the capacity building programme targeting MoMM, employers' and workers' organizations.

Participants were divided into three groups, each of which discussed several topics, and were requested to prepare reference papers about those topics. The first group worked on the ILO's constitution and main instruments, international bill of human rights, and ILO's conventions No 87 & 98. The second group worked on social dialogue concepts, conditions and mechanisms, and principles of employers' and workers' organizations. The third group worked on the ILS, and women in workforce.

As a result of the discussions, the experts have agreed on a timetable to develop training manuals and reference materials. Three workshops will be organized for those experts in May and June, to discuss the material and approve it. By the end of June the materials should be ready.

They recommended developing a manual for trainers to clarify the existing misunderstanding of some concepts related to labour relations. They also recommended implementing joint capacity building activities for the tripartite constituencies, and targeting judges working in labour courts and issues.

The Project is going to organize a follow-up workshop to further discuss, update and enrich the reference materials prepared during the first workshop.

*Activity output and recommendation:*

- ✓ The experts expressed the need for ILO assistance to help better understanding of how to establish well-functioning organizations, both for employers and workers, to effectively serve their members and have a real role in developing the economy.
- ✓ There is a real need for more cooperation and coordination among the different local constituents in the work sector for a better 'employers-workers' relation. Therefore, the Project will provide the needed technical skill to build a social partnership among the constituents that seek to promote a climate of understanding between workers, employers and the government, and to serve the interest of them all.
- A meeting was organized with the Chairman of Investors Association in Assuit, and the Chairman of Businessmen Association. The meeting aimed at introducing the Project's



objectives, activities and seek means of cooperation to organize and implement capacity building programme for the associations' members. The conferees agreed on implementing joint activities in Assuit.

### **Second, activities targeting workers:**

In the third quarter 2012, the Project has adopted its new methodology to build the capacity of workers in the field of collective bargaining and strengthening their organizations. Accordingly the Project continues to implement its awareness raising campaign for workers' organizations, by using the same methodology which based on selecting trade unions/ workers' organizations from vital sectors which have close connection to the Egyptian economy. Then communicate with selected unions to request potential candidates/ trade unions leaders to receive two -level training courses that cover in-depth the fundamental principles and rights at work, social dialogue concept and conditions, ILS, local labour legislation, establishment of independent trade unions, freedom of association and ILO's conventions ratified by Egypt.

1. **Activity 1:** (*Cost shared with EGY/11/03/USA*): During this quarter three first- level/basic training workshops were organized for newly established independent Fishermen union in Alexandria on 16-17 January, Farmers trade unions in Alexandria on 17-18 January, and trade unions in Upper Egypt on 22-23 January, with total number of participants 138.

The workshops examined the ILO's objectives, constitution and main mechanisms, ILO's conventions ratified by Egypt, ILO declaration of the fundamental principles and rights at work and the eight related conventions, ILO's Declaration on social justice, social dialogue objectives, conditions and mechanisms, and collective bargaining and mechanisms of preventing and settling labour disputes.

The Project organized its second-level-advanced three-day training workshops for members of fishermen and farmers trade unions, on 28 February-2 March, and 1-3 March respectively, with total number of participants 56.

This second-level-advanced training targeted the same participants who participated in the first-level-basic training mentioned above. These workshops examined twelve topics: the Egyptian labour legislation and their compatibility with international conventions, social dialogue institutions and the mechanisms to prevent and settle labour disputes, the role of trade unions in the prevention and resolution of conflict, social security, content of wages conventions, employment conventions, labour inspection, Occupational Safety and Health, women right's at work, ILO's conventions on women, and the role of women trade unionist in defending women's rights.

#### *Activity output and recommendation:*

- These workshops served as open platforms for participants to discuss their main concerns in relation to the fundamental principles and rights at work, and workers relations with employers and government.
- According to the participants, the fishing sector is a very difficult one that is full of challenges and hardship. The fishermen all suffer from different illnesses mostly related to the lack of health procedures to protect them, and because of the polluted environment they work in.
- As fishermen union was established less than a year ago, its members know very little about the organizational structure of unions, and need a lot of capacity building to become a strong representative union. They desperately need further capacity building on how to establish and run a union in an effective way that will serve its members, and solve their problems and advocate for the status of its members and promote their union to play an active role.

- The participants' reflection on their own issues and sharing their experiences showed their particular interest in coordination with employers' organizations and government to enhance vocational training, and establishing sound social dialogue to discuss some of the fundamental issues that affect fishermen's occupational health and safety and social security, and migrant workers in farming field.
- They benefited from almost all sessions and proposed to expand the benefit to other trade unions through media tools, disseminating the training materials and publications, and open channels with other international organizations working in labour relations.

#### *Main recommendation*

- In general, the members of the unions know very little about the organizational structure of unions, and need a lot of capacity building to become a strong representative union,
- There is also a need to understand how to mainstream gender into the unions, as an essential part of the union's structure rather than an add-on,
- The ILO is requested to assist the women in establishing a committee within the Union, and support their IGAs.

#### *Participants' evaluation: analysis of participant's evaluation forms*

	Item	Excellent	v. good	Good	Acceptable	Weak
1	The training pro. is useful	11	7	1		
2	The training content is useful	8	6	1		
3	Training methodology is suitable	9	7	2	1	
4	Training material is useful	8	8	1		
5	The training achieved its objectives	5	5	6		
6	The level of organization is satisfactory	4	2	7	4	
7	Tools and equipment used is suitable	5	2	8	4	
8	The training period is reasonable	8	6	4		
9	The venue is suitable	5	3	7		
10	Trainer(1) have good knowledge	13	5	1		
11	Trainer(1) have good communication skills	11	6	1		
12	Trainers(1) have good skills	11	7			
13	Trainer(2) have good knowledge	13	5	1		
14	Trainer(2) have good communication skills	9	7	1		
15	Trainers(2) have good skills	9	8	1		
<b>Total</b>						

#### *Recommendation and follow-up mechanisms proposed by the Project's staff*

- The need for further capacity building on how to establish and run a union in an effective way that will serve its members, and solve their problems.
- The need to advocate for the status of fishermen and promote their union to play an active role. There should be close cooperation between the union and the media.
- Setup a Fisherwomen Committee within the Fishermen Union. This will be an important step to make their role visible, and to develop small enterprises as needed.
- Although the Fishermen union is described as a newly established independent union and belonging to a sector that is dominated by men, there is a need to focus on the role of women within the union, to ensure that their role become visible and gradually develops.

## **2. Activity 2:**

Following the Project's support provided to the Egyptian Democratic Labour Congress (EDLC) on 25-27 April 2012 to assess their needs for institutional building and democratic unions' representation under EDLC's umbrella. The Project is going to provide the needed technical and financial support to the EDLC founding congress which is expected to be held in the second quarter of 2013.

Since 27 April 2012, EDLC has developed a database to map EDLC member unions and their respective workers across sectors and regions, conducted six constituting congresses in six different geographical areas where they announced and formally established a wide basis for EDLC in 6 main regions across Egypt. Finally, they designed a series of workshops jointly with the Development and Training Center (NGO) for training EDLC's 30-40 unionist cadres.

**I. PROBLEMS, PROPOSED SOLUTIONS, ACTIONS TAKEN OR REQUIRED**

<b><u>Problems</u></b>	<b><u>Proposed Solutions</u></b>	<b><u>Actions Taken/Required</u></b>
The involvement of MoMM with the Project objectives is not as strong as it should be. It is an obvious that there is a lack of commitment from the government side.	<p>Establish the Project Advisory Committee (PAC) that composes of representatives of the tripartite constituents (One third should be females), three experts, and headed by the Minister.</p> <p>The PAC should review the Projects annual workplan and enrich it, meet at least four times per year to evaluate the Projects' progress, address challenges and adapt the workplan.</p> <p>PAC should establish a tripartite committee to be responsible on reviewing all draft labour law prior presenting it before the parliament.</p>	The Project needs the ILO/HQ technical support to establish this high level committees

## **V. NEW PROPOSALS (activities, staffing, funding, etc.)**

- Continue the awareness raising campaign on ‘the Fundamental Principles and rights at work.
- Deepen and widen the capacity building programmes’ activities for each of the social partner and some other relevant NGOs, to improve their capacity to play their roles effectively and fulfil their duties.
- Select three industrial zones to implement a comprehensive capacity building programme for each of the tripartite constituencies; local authority, employers’ and workers’ representatives, organize a joint programme for the tripartite constituencies , and help the social partners to develop mechanisms to prevent and settle labour disputes, encourage collective bargaining and improve labour relations.
- Select two big companies/factories to implement a comprehensive capacity building programme for employers’ and workers’ representatives, and help them draft and adopt bipartite agreements.
- Develop a concept note on establishing a national independent public institution in charge of conducting and producing creditable labour research, studies, reports and statistics, on which government and other stakeholders could rely on when drafting labour legislation and policies. This institution will serve also as a training institution to provide training on labour issued.
- Develop and publish a number of studies to:
  - Identify and analyse all the Egyptian labour legislation in order to come with proposals on the nature and the objectives of the changes to be introduced to make the legislation in conformity with ILO’s conventions ratified by Egypt.
  - Develop a survey to identify the real situation concerning employers’ and workers’ organizations representativeness.
  - Develop a study to identify the number of strikes, durations, causes, consequences, and mechanisms taken to handle them. The study to be classified by regions and sectors.
- Develop and implement a capacity building program targeting the Egyptian government to establish ECOSCO.
- The Project proposes to organize a visit for three MoMM senior officials to ILO/HQ and Turin to arrange a number of meetings with key experts and departments.

The visit aims at identifying ILO’s experts and technical support to help in implementing the capacity building programme and enable MOMM’s senior officials and members of the legislation committee within MOMM to achieve a global labour legislation reform.

## **VI. LESSONS LEARNED**