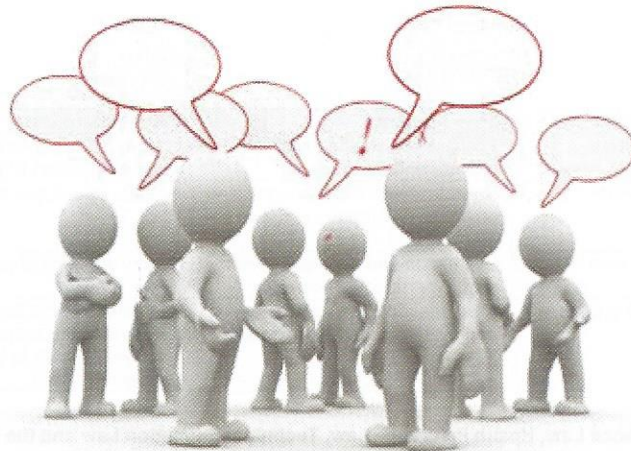


Background and Purpose

Despite the fact that independent trade-unions have become a reality, they are so far excluded from any societal debate with relevant stakeholders on social, economic, and political issues, whereby genuine interests of workers are in many cases absent from the debate and consequently results in ignoring the workers interests. This is due to the fact that workers representatives normally lack the skills of negotiations and the knowhow on various topics. This comes in time when a new parliament is about to be formed, in which many new laws will be debated and passed, particularly those relevant to labor issues, and therefore independent trade unions should be capacitated in order to be part of any societal debate.

Workers are the main ingredient of the Egyptian society and accordingly their interests should be included in discussions concerning relevant topics such as social insurance, health insurance, pension schemes, labor law, industrial free zones law, and corporate social responsibility for MNE, wages, privatization, trade-union law, and investment law.

Thus, this project aims to provide the independent trade-unions, representing workers, with a platform for genuine dialogue with the government and the employer representatives, where the concerns and aspirations of workers will be addressed and taken into account when drafting new laws and regulations. Doing so, the position of independent trade-unions as indispensable partner in any societal debate will be upgraded.



Duration and Phases

Within a timeframe of three years, the project will tackle up to eighteen laws (both, new laws and revisions) and regulations. The programming will follow the political dynamics and schedule of the government and / or parliament, taking up new issues as they occur.

First is a reflection phase during which independent trade-unions will formulate their input to the law project or regulation in question. This process includes three steps:

- First, a preparatory meeting will be conducted, involving representatives of the independent trade-unions and a consultant relevant to the topic. This is meant to pave the ground for a substantial debate with other stakeholders.
- In a second step, the law project or regulation will be presented and discussed with other relevant stakeholders (business community and relevant government representatives) in a round-table setting. As a result, policy recommendations will be drafted, reflecting the vision of workers on the specific issue.
- Finally, the draft policy recommendations will be reviewed and finalized by the independent trade-unions within an evaluation and revision session.

This is followed by an advocacy phase where independent trade unions will submit their recommendations to either the parliament, or the relevant authority, thus contributing constructively to the societal debate.

For practical reasons, the two phases may overlap.

Target groups

- Members of different independent trade-unions structures on national level
- Government representatives relevant to the topic / law discussed
- Representatives of the business community

Partners

Six different independent trade union structures, which are

- Egyptian Federation for Independent Trade-Union EFITU
- Egyptian Democratic Labor Congress EDLC
- General Federation for Egyptian Trade-Unions GFETU
- General Trade-Union for Petrochemical Industries
- Free Egyptian Labor Union
- Egyptian Federation for Civil Aviation Trade-Unions

| Phase | Time / Period | Step / Activity | Result and Use |
|------------|------------------|--|---|
| Reflection | April-May | Preparatory meeting with relevant experts and trade-unions | Agenda for the round-table discussion and outline position of trade-unions |
| | April-June | Round-table discussion including business community and government | Drafts of policy recommendations |
| | May-June | Evaluation and revision meeting with experts and trade-unions | Final versions of policy recommendations |
| Advocacy | Starting in June | Presentation to decision makers and dissemination in the media | Positions of the independent trade-unions regarding the respective law or regulations are well known to both public and decision makers |

In 2015, the Social Insurance Law, Health Insurance Law, Technical Education Law and the Civil Service Law. In the two following years, chosen laws and regulations will be tackled according to a similar schedule and procedure.