

Background and Purpose

Despite the successive Egyptian government's ratification of various International Labor Organization (ILO) conventions, most of them are still openly and boldly violated. One of the major reasons behind these violations might be the workers' acute lack of knowledge of their rights. This allows employers and the government alike to violate those rights, knowing that they either do not realize the violations or ignore how to respond to it. In general, this is where trade-unions would come in.

However, the major defects of independent trade-unions can be summarized as follows:

- ❑ Lack of capacity to address labor-related concerns, and worker's demands.
- ❑ Weak capability to attract workers to join the newly formed free trade-unions.
- ❑ Poor access to the international structures of labor organizations, for solidarity and support.
- ❑ Inability to present themselves to the society as workers representatives and significant social partner.
- ❑ Inability to negotiate through recognized instruments such as collective bargaining and social dialogue.

In that context, FES intends to carry out this project in order to enhance the knowledge and awareness of workers, to develop their capabilities and to provide them with the instruments they can use to claim and defend their rights.



Duration and Phases

During the course of the three-year project, a series of training programs will be implemented for members of independent trade-unions on national level. The following are the three types of programs to be carried out during the course of the project:

In a first phase, members of the independent trade-unions will be trained on basic trade-union concepts and instruments needed for effective trade union work; this may include information labor rights and ILO conventions, structure and management of democratic trade-unions, collective bargaining concepts and techniques, collective agreements, as well as an overview of international labor institutions and their functions, as supporting organizations. 36 basic training programs will be held during the course of the project.

In a second phase, distinguished participants are then enrolled in a training of trainer (ToT) program in order to provide the independent trade-union movement with additional training capacity and enhance the scope of the program. 6 ToT programs will be held during the course of the project.

In parallel, members of specialized committees of the trade-unions will be trained on specific committee-related topics in order to enable them to function according to their specific plans. (e.g. collective bargaining, women's work, information and media, legal support). 12 committee training programs will be held during the course of the project.

Target groups

- Members of independent trade unions in different areas and different sectors without any discrimination

Partners

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

Phase	Time / Period	Step / Activity	Result and Use
Basic training on trade union issues	Feb- Aug	8 Training programs which levels are designed according to TU needs	Number of knowledgeable trade unionist are considerably increasing
ToT for selected trade unionists	July - Sep	1 ToT programs of 20 participants each	Trained trade unionists are supporting the capacity building efforts in different programs
Specialized committee training	Sep- Nov	2 training programs for training and media specialized committees	Committees are functioning to support the work in training programs - media and working women issues
Material aid	May	To assist the operational capacity of selected federation	Material aids facilitating the work of trade unions in term of communications and public relations

To be continued in 2016 and 2017 on the same lines, involving participants from different regions.