



CENTER FOR TRADE UNION & WORKERS SERVICES (CTUWS)

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Trade Union Freedoms Receive Blows From Both Sides

Trade Union Freedoms Report of 2013

Although Egyptian political life witnessed drastic changes in 2013 the workers conditions, unfortunately, remained without change. The workers economic and social conditions deteriorated in the absence of their trade union freedoms. They spent the first half of 2013 under the Muslim Brotherhood's rule presided by Mohamed Mursi awaiting for the realization of his promises to achieve social justice. During the first months of that year the president and his group were involved in empowering the Brotherhood in the state institutions. They did not care about the working class which was subject to unprecedented treatment including firing, displacement, beating, imprisonment, death and suicide.

The first part of the year passed without hearing from the president and his group about the financial provisions for health and education. We did not hear about an employment plan to fight unemployment. We did not hear from the president a response to the pensioners' demands or those of the workers who were forced to accept early retirement. We did not hear about the privatized companies which the court ruled to return them back to public ownership. Moreover, when the workers went in strikes calling for their fair rights the president's media and group attacked the honest trade unionists through the state's newspapers and TV channels. Worse than that is that they used mosques to incite people against labour leaders. Strikes were confronted with unprecedented violence. Dr. Mursi and his government were not biased to trade union freedoms. On the contrary, he appointed a Minister of Manpower whose only concern was to destroy the independent trade unions and control the official Federation "ETUF" by removing Mubarak's supporters and replacing them by the Brotherhood's supporters.

The workers, similar to all the categories of the Egyptian population revolted on 30th June 2013 against the Brotherhood's rule and reformed the mother revolution of 25th January 2011. President Mursi and his group was toppled down. The workers were optimistic at last. But those who followed the workers conditions during the second half of the year found that there was no improvement. Under the claims of fighting terrorism and the political Islam groups, violations continued and became worse.

Thus, the year passed while the exercise of trade union freedoms on the ground faced serious difficulties and violations by the alliance of ETUF, the government administrations whose directors remained without change and a number of businessmen and private companies. The year had seen the name of Egypt put in the black list of the ILO among the worst countries which do not respect the workers rights.

The year 2013 witnessed unprecedented violations of trade union freedoms and rights both quantitatively and qualitatively. Quantitatively, there was a big increase in security confrontations against the workers' protests calling for the minimum legalized rights such as the right to work, the right to fair wages and similar rights. Confrontations took a semi daily character. There was an increase in judicial prosecutions of trade union leaders.

Qualitatively, the successive governments did not deal with the workers' protests as they should have done as governments that came after a popular revolution. The confrontations disfigured the workers' strikes and the workers' leaders through the state owned newspapers. In addition, workers strikes and sit-ins were dealt with in mosques as illegal from the religious point of view.

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Moreover, the ruling regime supported businessmen who used to hire gangsters to attack striking workers using live bullets.

Despotic Legal System

At the level of the legal structure, the laws, which limit trade union freedoms, remained during the year without change. In addition, the government suggested anti freedoms draft laws to be added to the arsenal of laws inherited from the past regime.

- The year passed while the draft law on Trade Union Freedoms is still kept in the drawers. Although the Muslim Brotherhood and its ruling party 'Freedom and Justice' participated during the first months of the revolution in 2011 in the discussion of this draft law and in spite of their announced support to the workers' right to establish their independent trade unions, they started to withdraw their support gradually when they started to tighten their control. Although the Brotherhood had the majority of seats in the parliament which was dissolved at the beginning of 2012, the draft law which the Military Council delayed issuing it for many months, was again kept in the drawers of the parliament with its majority from the Brotherhood. This is another proof that the Brotherhood is against the trade union freedoms and the right to establish independent unions. Even after Dr. Mursi became the president, the draft law was not issued although he could have issued it by a decree. But he didn't. This dodging continued for one year until the ILO listed Egypt in the individual cases list during the ILO conference No.102. Egypt was one of the worst 25 countries which do not observe the conventions which they endorse particularly ILO conventions 87 and 98. The government of Beblawy came after 30th June. The Ministry of Manpower engaged in the first societal dialogue with all stakeholders to produce a new draft law for trade union freedoms. The new draft, similar to the previous ones, was thrown in the drawers of the cabinet of ministers.
- On 25th May 2013 the Shura 'consultative' Council with its Brotherhood majority approved a draft law presented by the government to amend the Law on Trade Unions No. 35/1976 to extend the term of the current trade union formations for another year. Article 1 of the draft law provided 'to extend the current trade union term from 6 months starting from the end of the current term or until the issuance of a law for trade unions whichever comes first. The call to elect the new boards of directors shall take place during this period and 60 days before it expires'. This added salt to injury and proved that the government was dodging from issuing the law on trade union freedoms, but gives a longer period to allow for more empowerment of the Brotherhood inside ETUF.
- On 7th June 2013 the ILO's Criteria Committee – based upon the reasons mentioned in this report – put Egypt on the black list during the 102nd Session of the International Labour Conference. Egypt was on that list in 2008 and 2010 due to repeated violations of the workers' rights and closing the premises of CTUWS because they incited workers strikes. The post revolution government announced to the international community its undertaking to respect the workers rights. Dr. Ahmed Hassan El Borae'i the then Minister of Manpower announced the 'Declaration of Trade Union Freedom Principles' on 12th March 2011 in the presence of ILO's director. The government undertook to issue a new law to maintain trade union freedoms. The name of Egypt was removed from the black list in anticipation of the government's commitment to its promises. The ILO had reached an agreement with the government to issue the said law before the following ILO Conference, but the government of the Brotherhood followed the same devious methods of the previous regime. It referred the law to the Shura Council a few days before the conference in order to deceive the ILO. The ILO was not convinced. The criteria committee concluded in a discussion of the Egyptian case to oblige the government to issue the law on trade union freedoms during 6 months and to present a report in October about the situation in Egypt. And until the said law is issued the government has to provide the appropriate atmosphere to enable the workers to exercise their trade union rights and to send a copy of the draft law to the ILO to ensure its conformity with the international conventions which Egypt had

ratified.

- On 2nd September 2013 the government announced the formation of the 50-member committee to amend the suspended constitution. The choice of the workers representatives in the committee was surprising and disappointing. It ignored the workers' demands to have true representation which expresses their interests. The committee formation included two representatives for the workers: Gebaly el Maraghy president of ETUF and Ahmed Khairy president of the so called National Federation of Egyptian Workers. The independent trade union movement, which supported the revolution of 25th January 2011 and produced more than 1800 trade unions and two independent trade union federations, was totally ignored. The choice of Gebaly emphasized the general attitude towards the Egyptian trade union movement which reproduces the institutions of Mubarak's regime with the same persons and the same faces. Mr. Gebaly was the president of the General Trade Union of Land Transport and board member of ETUF during Mubarak's regime. ETUF was against the revolution of 25th January 2011. Its leaders, its then president (Mr. Hussein Megawer) and Mr. Gebaly el Maraghy in particular participated in the demonstrations which moved to attack the revolutionists of Tahrir Square. They also participated in the well known Camel's Battle. Not only this. They are the same faces who divided ETUF with the regime of the Brotherhood. They did not resist the Brotherhood when it penetrated ETUF's structures and dominated its funds and the subscriptions of its workers. The second representative was Mr. Ahmed Khairy president of the National Federation of Egyptian Workers. Reference to the credentials of this federation deposited at the Ministry of Manpower showed that the membership of this so called federation does not exceed a few tens of workers. It is strange enough that Mr. Ahmed Khairy introduces himself as a delegate of the Arab League. We do not know exactly the relationship between such a position and the rank and file!!
- On 15th September 2013 the government of Egypt announced the formation of a National Council for Wages. The independent trade union was totally ignored in the formation of this Council. This shows the determination of the government to reproduce the same trade union institutions that existed prior to the revolution of 25th January 2011. The Council comprised 4 representatives for the workers from ETUF, namely: Abdel Fattah Ibrahim ETUF's president, Tewfik Fawzy president of the General Trade Union of Chemical Industries, Abdel Monem el Gamal ETUF's general secretary and Sahar Osman ETUF's board member. Thus, all those who represent the workers at the National Council for Wages are completely from the official federation who knows little or nothing about the workers' concerns and problems. This is a strong indication that the government aims to destroy the fruits of the 25th January revolution and to reproduce Mubarak's regime with all of its subservient and complier institutions.
- On the same steps of the previous governments, Chancellor Adly Mansour the interim president issued on 24th November the new law which regulates demonstrations. It was submitted by the government which assumes to be the product of two revolutions for the great Egyptian people. The law gives the government justifications for repressing popular movements. The provisions of the new law in its entirety prevents any demonstrations or protests which may be peaceful or otherwise. Although it does not contain provisions to criminalize what was called in the previous laws "against the right to work" or the "strike" as was provided in the law of the toppled down president Mohamed Morsi, the new law did not forget to direct a blow to the workers similar to the previous ones. Article 7 stipulates that "Participants in public meetings or processions or protests are prohibited to disrupt public security or order or obstruct production, or call for it, or hamper citizens' interests or harm them or subject them to danger or prevent them from exercising their rights and work, or affecting the course of justice, public utilities, or cutting roads or transportation, or road, water, or air transport, or obstructing road traffic or assaulting human life or public or private property or subjecting it to danger". This provision criminalizes even the call for strike!! The big problem is in Article 10 which stipulates "If serious information or evidence is found before the scheduled time for starting a public meeting, procession, or demonstration, indicating the presence of threats to security of peace, the Minister of Interior or the specialized Director of Security may issue a justified decree prohibiting the public meeting, procession, or demonstrations, or suspending it, or relocating it, or altering the route; the

organizers [submitters of the request] should be notified with the decision, at least 24 hours prior to the scheduled date". This article entitles the Interior Ministry the right to abort a demonstration just for receiving information that it will threaten security!! Finally, Article 19 provides that "Anyone who violated the prohibitions stipulated in Article 7 of this law shall be punished by confinement not less than two years and not more than five years and a fine not less than EGP 50,000 and not more than EGP 100,000, or either of these two punishments". This means that a worker who sits-in for a few pounds shall pay tens of thousands of pounds as a fine!!

- On 3rd December the 50-member committee formed to amend the 2012 constitution completed its works. In spite of the important developments in the new constitution regarding economic and social rights and civil freedoms and rights in comparison with the 2012 constitution, it cancelled the workers and farmers right to 50% of the seats of the parliament. The cancelled percentage was provided after the 1952 revolution in support of the weakest categories of the Egyptian society who do not have the financial resources or the power to reach the parliament or find true representation. The 50% percentage was cancelled under the pretext that it was abused in the elections. Instead of stopping such abuse and controlling the election procedures, they cancelled it. This is an indication of the inability to fight corruption which was prevalent during the previous regime of the toppled president.
- Article 76 stipulated the constitutional right to establish trade unions and federations on democratic basis, to have legal personality, exercise their activities freely and participate in defending their members' interests and rights. It also stipulated that the state shall secure the independence of the trade unions and federations and that it is not allowed to dissolve their boards without a court sentence. However the same article provided that it is not allowed to establish trade unions in regulatory bodies, i.e. the armed forces and the police. The fact that it did not mention these bodies leaves the door open for interpretations which may include more bodies.
- Article 204 of the constitution provides that "The Military Judiciary is an independent judiciary that adjudicates exclusively in all crimes related to the Armed Forces, its officers and personnel. Civilians shall not stand trial before military courts except for crimes that represent direct attack against military establishment or camps of the Armed Forces, military areas, borders, equipment, weapons, documents, military factories, etc. The law shall define such crimes and determine the other competencies of the Military Judiciary". This article makes the workers in military factories stand before military courts although they are subject to the Labour Law No. 48 which regulates the relationship between the workers and the Ministry of Military Production which represents the employer.
- In an unjustifiable retreat the draft constitution cancelled Article 207 of the 2012 constitution which provided the formation of the National Economic and Social Council to support the participation of all social categories in preparing economic, social and environmental policies and promote societal dialogue. It was the article that provided that both the government and the Shura Council should take the opinion of the National Economic and Social Council on these policies and the related draft laws. We considered it one of the very few advantages of the cancelled constitution.

Field Violations:

- On 1st January 2013 Care Service and Maintenance Co. which works at the Emergency Forces Camp in Sharm el Sheikh transferred 5 workers to remote areas. On 2nd January 2013 tens of workers announced a sit-in. they called for the return of their colleagues and accused the company that it was taking revenge by transferring and dismissing their colleagues because they demonstrated and called for their rights. Kareem Ashour Mohamed, an electrician working in the

UN Emergency Forces' Camp in Sharm el Sheikh said that they were surprised that their colleagues were arbitrarily transferred to remote governorates. It was a step towards dismissing the because they demonstrated calling for a package of rights including salary increase and organizing monthly leave (by working 15 days and taking 15 days alternatively). The workers presented to Sharm el Sheikh Manpower Office a memorandum containing the company's violations. The sit-in came to an end when the company management promised them to return their colleagues and to abstain from dismissing or transferring workers arbitrarily. This happened after the Emergency Forces threatened to terminate the contract with the company if the problem is not solved. And indeed, the problem is not solved to date.

- On 15th January 2013 the management of ABB Arab Contractors Electrical Industries (affiliate of ABB International) at 10th of Ramadan City forced Hosny Abdel Hameed to sign his signature. However, he withdrew his resignation before the elapse of one week from the date of his signature and files a complaint with the Manpower Office of the 10th of Ramadan City. Hosny was the workers' spokesman in the negotiations between them and the company on their rights during previous protests because there is no union to represent the workers of this company. The company dismissed more than 950 workers during the previous year.
- On 28th January 2013 the Water and Sanitary Sewage Co. of Luxor Governorate transferred five engineers from the Projects Department arbitrarily to different departments throughout the governorate. Their colleagues announced a sit-in in front of the office of the Projects Department director protesting against the company chairman's decision to transfer their colleagues. One of the engineers said that the decision was issued after their call for a distinguished incentive and "scarcity allowance" which represent 300% of the basic salary for 2 years or 40% of the total wages of the engineer in the company. Such benefits are similar to what their colleagues get in other governorates.
- On 29th January 2013 workers in Assiut Postal Service were surprised with a court sentence issued in absentia for 3 month imprisonment for 5 workers namely Abdel Rahman Ahmed, Hamdy Mahmoud, Romany Maher, Sayed Galal and Mohamed Ahmed Sayed. The sentence issued in absentia was from Abnoub Court in Assiut Governorate. The workers insisted that the sentence was issued without any investigation by either the prosecution or the court. They were accused of calling for the rights of 55 thousand workers in the postal service in July 2012 and that a lawsuit was filed against them under No. 6067/2012. The workers added that the management filed the lawsuit intentionally in Abnoub so that they will not know about it. Accordingly, the court judgment was issued in absentia and without any investigation by the prosecution.
- In the morning of Wednesday 13th February 2013 a force from the Qaft police station in Qena Governorate arrested 7 workers from HU factory for filling gas cylinders on the background of a strike calling for wage increase. The factory management had promised to increase their wages starting from January 2013 and to disburse their annual increment. Instead, the factory owner filed a complaint at the Public Prosecutor Office accusing the workers of calling for strike and delaying work. The Prosecutor ordered to arrest them. They are: Ashraf Abdel Aziz Mubarak, Zayn el Abedeen Ragab, Mahmoud Abdalla Mubarak, Ahmed Mohamed Ahmed, Yahya Mahmoud Desouky, Abdel Rahman Shahat and Ahmed Saad. More than 50 workers gathered in front of Qaft police station together with lawyers from CTUWS awaiting for the investigation to be made. At the same time, the other workers announced a sit-in inside the factory lest the management should make sabotage and accuse the workers of doing it. The prosecution decided to release the 7 workers after paying a bail of EGP 1000 each.
- On 23rd February 2013 when some of Faragello Factories' workers resumed work after their strike according to an agreement between the company and their representatives, they were surprised to find that 27 workers were suspended and referred for investigation because they raise riots. They included the president of the independent union Magdy Abdel Salaam and two board members. The company's security prevented the president of the union from entering the

company. Investigations started with the workers. The president of the union said that the company had filed reports at Burg el Arab police station accusing the workers of assaulting some administrators after the administrative investigation that was made. At the same time, 16 other workers were arrested and accused of calling for strike, delaying work and assaulting other workers at the job site. The company contacted the police station of Burg el Arab which sent some policemen with a warrant order from the public prosecutor's office.

- On 3rd March 2013 the management of Ideal Standard Co. at 10th of Ramadan City dismissed 29 workers including board members of the plant committee. The Company's 1000 workers made a sit-in calling for fair distribution of profits, to disburse risk allowance at EGP 300, disburse the nature of work allowance, get the balance of leave days according to the recommendations of the Ministry of Manpower and insure the workers with the actual salaries which they receive. The workers announced a strike until their colleagues' return. On the following day, the management decided to stop production completely, cut off gas and electricity and separate the mills from the factory for the morning shift. Ahmed Yusuf member of the plant union said that they filed a report at the Manpower Office of the 10th of Ramadan City confirming that it was the company – not the workers – which stopped work at the company. Later, the company filed a complaint to the Labour Court calling to dismiss all the members of the Plant union. It also stopped the buses used to transport the workers. He added that the plant union members filed a counter report at the 10th of Ramadan police station concerning their stance, their right to return to their work and resume company operation. They also raised a complaint to the Minister of Manpower asking him to protect the 1000 workers and their families. But they did not find any response to their demands.
- In the evening of Tuesday 6th March 2013 the Public Prosecution of Luxor chaired by Chancellor Omar el Naqer decided to confine 8 workers from the Integrated Services Company, Insurance Services and Cleaning for 4 days for investigation. They were accused of cutting off the railway line and delaying the movement of trains. The prosecution raised several accusations including causing damage to the railway estimated at EGP 800 thousand, refusing to work, attacking the state institutions, cutting off roads, paralyzing trains movement and delaying the citizens' work. Relatives of the retained workers and some of their colleagues made a protest movement in front of Luxor train station. Calling for their release and return to work. They said that the workers have exhausted all the peaceful protests to get their rights but the officials did not respond to them. That was why they cut-off the railway line and stopped the train movement. They also called for permanent contracts because they were working in the company for more than 4 years and were promised to be appointed. In the following day, the appeals judge ordered to release the 8 workers.
- On 10th March 2013 Aqua Delta Bottled Water Co. dismissed 7 of the independent union's board members. The company workers called for a strike until the return of their colleagues. The workers referred the dismissal to the management's intention to reduce labour especially that the Ministry of Health and the Ministry for Environment closed the company for 5 months after discovering that the company's well lacks the necessary specifications. The workers confirmed that the owner of the factory used to force them to work an additional evening shift far from any supervision. Now, the sample taken from the well proved that the water is potable, instead of operating the factory legally and in full capacity the workers were surprised that their colleagues were dismissed !!
- On 13th March 2013 the management of Globe Co. in el Sadat City dismissed 11 workers who are members of the executive council of the independent union. The evening shift workers were surprised after the end of the shift with the decision to dismiss their colleagues simply because they called for implementing the collective agreement which was signed after the last strike. The agreement stipulated the disbursement of a percentage of profits to the workers, writing labour contracts for 3 years, disbursement of an allowance for working the 1 hour break and no threat for any worker. But after that, the management suspended 11 workers and referred them to administrative investigation. Only 13 workers were returned, 7 workers are still suspended and

the remaining 11 workers were dismissed. Consequently, the workers announced a strike and sit-in inside the company premises.

- On 18th March 2003 the police arrested more than 15 workers from Alexandria Fertilizers' Company. The workers had a sit-in inside the premises calling for permanent jobs and higher salaries. It is worthy noting that the company's 90 workers are employed through a sub contractor. They called more than once to have permanent jobs because they are working in the same company for five years now.
- On 4th April 2013 Cairo Airport Company decided to transfer 4 trade union leaders to remote places. They are: Mahmoud Reehan president of the Independent Union who was transferred to East Owenaat Airport. Ahmed Ameen who was transferred to St. Catherine Airport, Usama Aly who was transferred to Hurgada Airport and Reem el Shazly who was transferred to 6th October airport. They called for the resignation of the Minister of Civil Aviation because he closed his eyes to corruption cases and forced the chairman of Cairo Airport Company to resign simply because he asked to refer one of the corruption files to the Public Prosecutor. The file was about the establishment of a fire fighting station without having a source for water. More than 50 air supervision officers demonstrated in protest to transferring their colleagues. In their statement they emphasized that the Minister disregards the workers demand to hold officials responsible for wasting public money and insists to keep those who are involved in corruption in their positions although the administrative investigations proved that they were involved in financial corruption, one of those corrupted people is the chairman of the holding company. It is worth mentioning that the transfer decision included as well 4 drivers but the decision to transfer them was cancelled when all the drivers threatened to go on strike !!
- On 5th April 2013 the owner of Aswan Cement Factory tried to end the workers' strike by force using live bullets. The workers filed a report No. 2033/2013 Administrative at Aswan Police Station. The bullets were kept as an evidence of the crime. Earlier, the 350 workers had announced a strike. They called for a leave system in the company, permanent jobs for the temporary workers and higher wages. The owner kept promising them since 2003 to provide permanent contracts for 250 workers and raise wages. The leaves system in the company does not fall under any law. They work for 26 continuous days every month for 12 hours every day without any overtime payment. Then the worker takes 8 days as unpaid leave. A permanent or a temporary worker gets EGP 35 for a work day. The workers reported that there is no potable water in the factory which is situated at Kilometer 110 Aswan / Abu Simbul desert road. They get water from the wells in the area.
- On 13th May 2013 when the staff of CTUWS' Naj' Hamady Office (the temporary premises of the Regional Federation of Southern Egypt Independent Unions) arrived in the morning they were surprised to find that contents of the premises were stolen including documents of the independent unions members of the Egyptian Democratic Labour Federation, a laptop and a data show projector. All the other papers and documents were scattered. The doors, the balcony and the windows did not show any sign of violence. Mr. Atef Mahmoud president of the Regional Federation of Southern Egypt Independent Unions said, "It is clear that robbery is not the motive of this forced entry of the premises. There is a TV set, a receiver and other electrical equipments which were not stolen. The perpetrators wanted the computer sets, searched all the papers and documents in the premises and took the documents of the independent unions only.
- On the evening of 14th May 2013 police ended by force a sit-in for the workers in electricity companies. Tens of workers (including some females) were seriously injured. The police arrested 16 from the workers who organized protests in front of the premises of Northern Cairo Electricity Distribution Company in Nasr City. They called to cancel decisions which minimize the workers benefits and to keep incentives, unify the benefits for all the workers in the holding company and the affiliate companies, give Saturday as an official leave similar to workers in the Egyptian Holding Company for Electricity and the Egyptian Company for Electricity Transfer, 'mend the medical regulations to include all the workers and their families and to disburse 2

months' salary as school allowance without deducting the same from the profits.

- On 15th May a court sentence of one month imprisonment was issued in absentia for 23 employees from Fayoum University. They were accused of attacking the teaching staff in lawsuit No. 10825. The appeal session was decided on 2nd October 2013. The issue goes back to a complaint filed by Mohamed Ramadan el Dayan the security director of the university who is appointed by a contract which is about to expire. He filed the complaint against some of the workers in the university namely: Mohamed Mohamed Ismail, Ezzat Mohamed Mahmoud, Ahmed Saad Abdel Aziz, Seef Sayed, Abdel Naser Bakry Ahmed, Shaban el Sayed Abbas, Mohamed Hussein Abdel Rady, Ahmed Aly Abdel Aleem, Omar Mohamed Farghaly, Magdy Nagy Ahmed, Salah Mohamed Hamed, Hassan Abdel Wahed, Aly Shabaan Ahmed, Adel Au Taleb Abdel Muttaleb, Mohamed Abdel Kader Assad, Mohamed Mohamed el Sayed, Magdy Qurany Hamed, Thabet Ahmed Shabaan, Mohamed Aly Abdel Fattah, Khaled Hamed Qurany and Islam Hassan Abdel Rahman.
- On May 15th 2013 the Water Company of Suez Governorate referred 5 workers from the water department of the Housing and Construction Administration to the Administrative Prosecution for investigation. They were accused of preventing engineers from entering the work site and delaying work after their protest stand which they organized because the Water Administration was adjoined to the Egyptian Shareholding Company an affiliate of the Water Holding Company as a step towards its privatization. The management filed a report to the police station accusing the following five workers of delaying work and preventing engineers from doing their work: Waleed Mohamed Abdel Baset, Alaa Hussein Ata, Mahmoud Mohamed Mahmoud, Ahmed Mohamed Mursy and Naser Maghraby Abbady.
- On 15th May 2013 the management of Al Ragaa Co. for Clay Products in 10th of Ramadan City dismissed 3 board members of the independent union namely Ahmed Sobhy, Ragab Gad and Asaad el Sayed el Nady. They called for the 10% salary increase which the employer promised to disburse then he refused to do so. Instead, he offered to pay 37 days only. Although the union's board members accepted the offer, they were surprised to find the employer cancel their being full time trade unionists and gave them one hour every day to manage their union. Then, without any previous warning he issued a decision to dismiss them. It is worthy mentioning that he had dismissed the union president Mr. Tarek Nadawy in April 2013 and forced him to make a settlement and get compensated by 2 months salary for every year of service according to law provisions.
- On 25th May 2013 the chairman of Alexandria Port Authority Major General Adel Yaseen Hammad decided to punish 28 of the employees of the Electronic Department who control the Port's gates. They were referred to investigation and suspended for 15 days because they went into strike calling for their financial rights. The Legal Affairs of the Alexandria Port Authority recommended to transfer them to public prosecution and to suspend them for a period of three months. But the Chairman General Adel Yaseen decided to suspend them for 15 days and to refer them to the Legal Affairs for investigation !!
- On 28th May 2013 the police of el Sadat City arrested the president and general secretary of the independent union of Alexandria Spinning and Weaving Company after the company workers had announced a sit-in because the management deducted the percentage of social insurances from the comprehensive salary without amending the 'insurance salary' registered at the General Authority of Social Insurances. The Company's 400 workers emphasized that the management decided to make the deduction with a retroactive effect starting from January 2013. This means that the worker will pay more than EGP 1000 for the previous period in addition to the reduction of the salary by an average of EGP 150. Then the management filed a report at el Sadat City Police Station against Abdel Aleem el Bekeemy president of the independent union and Nasef el Shahat its general secretary. They were accused of calling the workers to go in strike and preventing the exit of products outside the factory. The workers refused the accusation and emphasized that the factory is running in full capacity. Thee two union leaders were summoned

to the public prosecutor office who released them until the police investigation is completed.

- On 6th June 2013 the management of Cairo Airport Company dismissed 15 employees, suspended another 36 and referred them to the public prosecution office. They were accused of delaying work and hindering air navigation movement. This was on the background of the workers' strike because the company changed the 'incentives' item to 'compensation' item. This was understood as a step to cancel the incentives in order to provide resources to meet the demands of the Customs workers (who belong to the Ministry of Finance) who went in strike for 4 successive days. They started their strike on Monday calling to clean the Customs Authority from corrupted leaders, bridging the gaps, stipulating more stringent penalties in the Customs Law, rationalizing customs' exemptions, amending some customs regulations tailored for some Egyptian businessmen, improving the employees' salaries to secure dignified life for themselves and their families and providing reasonable rest houses and means of transportation for workers in remote areas. After the Customs workers' meeting with the Minister of Civil Aviation, he responded to some of their demands. Consequently, the Minister decided to change some of the 'incentives' of the Cairo Airport Company into 'compensations'. This provoked the Company's workers who announced a strike on Tuesday and protested cheering against the leaderships of their company and the Holding Company for Airports. They called for incentives similar to those of the customs workers. In response, Engineer Wael el Meaddawy Minister of Civil Aviation issued his decision to dismiss the following 15 workers: Ahmed el Saeed el Shahaat, Hany Anwar Fouad, Haytham Raafat Abdel Rahman, Ahmed Abdel Salam Mehanna, Hamdy Abdel Rahim el Sheikh, Ahmed el Saeed el Nabarawy, Mohamed Hosny Kamel, Tharwat Mohamed Oraby, Mohamed Abdalla Solaiman, Ahmed Ahmed Awaad, Mahmoud Galal Hassan, Hamdy Abdel Gawad Abdel Rahman, Sameh Mohamed Eshmawy and Mohamed Saeed Mohamed. He also decided to suspend another 36 workers and referred them for investigation.
- On 13th June 2013 Dubai Ports Authority issued a decision to dismiss two board members of the independent union namely: Ashraf Eassa and Aly Saleem under the pretext that they were absent. But they had an approval to be full time trade unionists and the approval was signed by the company's management over 5 months ago. One of the 2 dismissed trade unionists confirmed that since they have got the approval to become full time trade unionists their names were removed from the attendance registry. On the other hand, the management stated in its decision that they were absent from 1st to 31st May. The workers defied this statement and said that they have got the salary of May completely. It is an evidence that they used to attend and perform their trade union activities regularly and that the decision to dismiss them is groundless.
- On 2nd July tens of the temporary workers of Esna Central Hospital south of Luxor closed by chains the gates of Esna Health Administration. They protested because they did not get their financial dues. They said they were working by temporary contracts for several years then it was decided to transfer them to be seasonal workers and to be paid as such starting from May. But they were not paid until that time.

Mohamed Abul Gheit director of Administrative and Financial affairs said that there were negotiations with the workers and that they agreed to open the gates after they were convinced that it was the Hospital not the Administration which did not prepare their payrolls. He also ordered to get the new payrolls prepared and approved urgently. Accordingly, the protestors agreed to open the gates.

- On 2nd July tens of workers from Trust Textile Co. protested inside the office of General Samir Aglaan Governor of Suez after awaiting in vain for more than 3 hours to meet him and present their demands. They wanted to find a solution for their factory which the owner had closed more than 6 months ago. They also wanted to get their salaries in arrears. When the protestors heard that the Governor was going to leave the building they gathered in front of his office to prevent him.

It is worthy noting that the workers of the same factory had entered the governorate premises and

kept the Governor inside the building 8 months earlier because they did not get their financial dues. The Governor contacted the public prosecutor and asked him to intervene, form a legal committee to manage the factory and to summon the factory owner for investigation. During the last few years, Trust Factory witnessed hundreds of protests and sit-ins for the same reasons.

- On 3rd July tens of workers of Suhag Potable Water and Sewage Co. protested inside the company's premises. They called for increasing the incentives from 100% to 250% similar to other companies and for permanent jobs. The company's chairman held a meeting with the protesting workers and heard their demands. Mr. Mahmoud Nafei the company's chairman explained the situation. Some people do not pay their water bills. The state reduced the subsidy from EGP 6 million to EGP 3 million. However, he referred to a raise that will be disbursed next July. After explaining the economic situation of the country, the chairman said that in stead of protesting and delaying performance it is better to present the workers' demands in writing and the company will consider their demands in light of the available resources.
- On 11th July a force from the Qaft police station in Qena Governorate arrested 2 workers from HU factory for filling gas cylinders namely Hosny el Sagheer Mohamed and Ahmed Farrag Mahmoud Hussein. They were arrested according to summons from the public prosecution office. They were bailed by EGP 1000 each.

The story started when the workers organized a strike calling for wage increase. The factory owner filed a complaint at the Public Prosecutor Office accusing the workers of calling for strike and delaying work. The Prosecutor ordered to arrest them. They are: Ashraf Abdel Aziz Mubarak, Zayn el Abedeen Ragab, Mahmoud Abdalla Mubarak, Ahmed Mohamed Ahmed, Yahya Mahmoud Desouky, Abdel Rahman Shahat and Ahmed Saad. The seven workers were arrested (two of them from their own houses). The 120 workers announced a sit-in calling for heir accumulated share in the profits during the past 5 months. They also called for he return of 4 fired workers including Mahmoud Rabei the president of the independent union of the factory and for disbursing the 30% social allowance which is decided by the government. As a result, the owner transferred 7 workers to the filling factory of Aswan and files a claim against them with the public prosecution office.

- On 12th July Suez witnessed traffic confusion because a number of mini bus taxi drivers went in strike calling to increase the tariff from P.T. 50 to P.T. 70. Traffic officers negotiated with the striking drivers who were centered close to Gamal Abdel Nasser Square, Tawfikiya and other parts of Al Arba'ain area.
- On 14th July workers the administrators, workers and physicians of Samanud General Hospital announced a sit-in. They protested against the despotic decisions of Dr. Abdel Hamid Abu Salim director of the hospital and called for transferring him. The protestors emphasized that the director took despotic decisions and transferred workers, nurses and doctors to remote areas without any legal justification. He also used to abuse them. Moreover, they presented an urgent complaint to Dr. Mohamed Sharshar Deputy Minister of Health against the director who was accused of causing deterioration to the medical and administrative system in the hospital, deterioration of the health services and abusing the staff and the patients. In addition to the demand to transfer that director, the complainants asked for starting urgent investigation and cancelling the illegal decisions which he had taken.
- On 14th July 2013 black terrorism attacked tens of workers of Sinai Cement Co. on their way back from the factory. An R.P.J. rocket launched against them killed three and injured more than 15 workers, the injuries of some of them were critical. This brutal attack against the workers of the company falls in the framework of the battle launched by the Muslim Brotherhood to return the former president Mohamed Mursi. The official webpage of the Armed Forces announced that on Monday 15/7/2013 a group of terrorists launched an R.P.J. rocket on a police vehicle but the rocket missed it and hit a bus between al Arish and Beer Lahfen transporting workers of a cement factory owned by Dr. Hassan Ratib and that 3 workers were killed and 17 were injured.

The injured workers: were Mahmoud Mohamed Mahmoud (34 years), Sameer Hassan Solaiman (43), Ahmed Farouk Abdu (32), Mahmoud Mohamed Abdel Razik (27), Mahmoud Abdel Razik Musa (30), Mohamed Ismail Gamaan (24), Tarek Kutb Mu'awad (21), Salah el Sayed Aly (32), Hany Ayish Ismail (30), Ramy Abdel Ghany Sleem (45), Hussam Adel el Abd (32), Yaser Saad Ibrahim (34), Taher Aly Abdel Salam (36), Mohamed Salah Ezzat (31), Akram Mustafa Saeed (32) and Mohamed Mahmoud Atiya (28).

- On 15th July a number of first aiders sat-in inside their ambulances nearby the premises of Marsa Matrouh Governorate. The story started by a quarrel between a first aider and a police officer at the police station of the hospital. The first aider attacked the police officer and tore off his shirt. The police officer filed a claim against him and he was arrested for investigation. His colleagues announced the sit-in with their ambulances outside the security cordon of the military who protect public buildings until the accused first aider is released.
- On 16th July hundreds of the workers of Indorama Textile Co. (Shebin Spinning Co. formerly) in front of the premises of Menoufiya Governorate because they did not get June's salary. They said that they will continue the sit-in until they receive the salaries in arrears.
- On 23rd July the workers of the first and the second shifts at Toshiba el Arabi Factory in Quesna went in strike. They called for wages increase to correspond with the continuously rising prices.

They said in an announcement that they did not get the increase which they requested for years. The total wage increase they had got during the past 5 years was only 7 per cent. Thus their wages are very low in comparison with the ever increasing prices.

The workers protested as well because their work hours increased by 45 minutes after the decision to take Saturday off in order to save energy. The decision was applied on the neighboring factories without increasing their daily work hours. They also called for their right to know the company's budget in order to know the value of its profits and get their percentage from these profits which is stipulated at 10%. But the company calculates it at EGP 50 monthly (i.e. EGP 600 yearly). They also called for hazard allowance and nature of work allowance.

- On 31st July the workers of Al Nasr Spinning, Weaving and Dying Co. went in strike because they did not receive their salaries in arrears nor the first part of their share in the profit which was supposed to be disbursed before the month of Ramadan. Mohamed el Abd, one of the company workers, said there is common dissatisfaction in all the spinning companies due to delayed payment of salaries and lack of resources necessary for developing this industry. He added that Kamal Abu Eita Minister of Manpower told the workers that the Finance Minister has already signed the check of their share in profits but the holding company did not send it to the textile companies. He accused the chairman of the holding company of plotting against the workers after the workers of Mehalla forced him to resign after the well known demonstrations of February because he was accused of financial and administrative corruption.
- On 1st August the 22 thousand spinning workers in Mehalla went in strike. They called for distributing the three months salary from their share in profits which were supposed to be disbursed by 50% before Ramadan and the other 50% before Ramadan Feast. They also called for amending the administrative announcement regarding the Holiday leave as the management decided to give them unpaid 2 days. Faisal Lakousha, a trade union leader, said that the workers were used to get their share in profits according to a certain system. They used to take these profits on quarterly basis every year at 45 days basic salary every time. The workers were not paid and the company did not give any justification for the delay. Moreover, the workers asked the accountant Ibrahim Bedeer to resign and accused him of collusion with the chairman of the holding company against the workers benefits. The workers think that their payment is delayed intentionally in order to exploit them in the current political conflict especially that the relationship between both the managing director and the chairman with the Brotherhood is very strong. The workers ended their strike in the evening of the same day after an agreement to be

get an installment of the profits before the feat and to get the remaining afterwards. It was also agreed to form a committee to examine the remaining demands.

- On 7th August about 18 thousand workers of the Spinning and Weaving Company in Embaba filed a police report against the chairman of the company because he was trying to force them to join those who sat-in at Rab'a Square with the Muslim Brotherhood. Khalil Ibrahim, a worker, 38 years together with 17 other workers filed a complaint against the chairman at the police station under No. 8367/2013. The prosecution was notified in order to start investigation.
- On 11th August tens of workers from Kabu Textiles Co. demonstrated inside the company's premises at Al Hadra, Alexandria. They protested against the board of directors decision to dismiss 11 trade unionists because they participated earlier in strikes and demonstrations against the management.

The protesting workers filed a report at the police station under No. 6234 against the board of directors and its arbitrary decision. Nagah Ibrahim, one of the female workers of the company said that they were surprised by the decision of the chairman Amr el Sharnouby to dismiss her and 10 other workers because they participated in previous strikes and demonstrations.

It is worthy mentioning that the workers of Kabu Co. went in an open strike since May 2013. They called for the disbursement of their incentives and for permanent contracts for the temporary workers.

- On 12th August the Third Army forces which protect the industrial area at Itaqa and Sukhna in Suez attacked the workers who striking for 2 weeks. They protested before the company's premises at Itaqa after the management prevented them from entering the company because they went in strike.

As a result of a police report presented by the management accusing them of calling for a strike, the armed forces arrested 2 trade union leaders namely Aly Raouf Abdel Khalek and Omar Mohamed Yussef in front of the factory. Twelve army vehicles, 6 jeeps and 2 central security vehicles surrounded the factory. The armed forces prevented 2 of the suspended workers from entering the company. The workers inside the company tried to bring their two colleagues in but the forces attacked them and arrested two of them. The workers participated in a sit-in for 20 days inside the company calling for the return of 12 workers who were arbitrarily dismissed. The chairman told them that there was another list containing 42 more names ready for dismissal.

- On 12th August tens of the workers of Swedi Co. for Cables at the 10th of Ramadan City organized protests in front of the factory because the management threatened to close it.
- On 12th August tens of the workers of the quarries project in Kalubiya protested before the premises of the Governorate. They entered the building from the back door and tried to open the door leading to the offices of Mohamed Tantawy General Secretary and Ahmed Esmat Assistant General Secretary of the Governorate. The security stopped them. The workers were protesting that their salaries were reduced after the decision of the Ministry of Finance to give them permanent contracts. The protestors said that the former governor Adel Zeyada had decided to return their salaries as they were before the contracts but the project manager did not implement the decision. The protestors called the acting governor Mohamed Tantawy to return their salaries to the old scheme because the salary was EGP 2000 at that time but it is reduced now to EGP 600.
- On 13th August a number of the workers of the Holding Company of Potable Water in Ismailia sat-in at Zone 6 and closed the company. They called for calculating their years of service with the local units with their years of experience at the newly established Holding Company, disbursing the 300% incentive decided for the local units employees, cancelling the sub contracts of sewage plants maintenance and operation and give priority in appointment to citizens of

Ismailia.

- On 13th August workers of the Supreme Court demonstrated before the office of the president of the Judiciary Council calling for the summer allowance. One of the demonstrators said that the allowance was given to some workers only and that there was no justification except that the demonstrators were newly appointed.

Workers had demonstrated two months earlier before the office of the former president of the council Mohamed Mumtaaz who promised to solve their problem and to give the allowance to all the workers.

- On 18th August the security of Ras Ghareb attacked the workers of Sinitar Oil Co. who were sitting-in inside the company, arrested some of their leaders and referred them for investigation. They were accused of going in strike and delaying work. The workers started their strike three days earlier calling for permanent jobs for the temporary workers as promised by the management. They said the strike will continue until their demands are fulfilled. But they were surprised with the intervention of the security forces. The striking workers were accused of preventing the management from entering the company, but the workers negated the accusation. They called for immediate release of their arrested colleagues before ending the strike and negotiating with the management.
- On 21st August the security searched the houses of 4 workers from Suez Cement Company who were accused of encouraging workers to go in strike three weeks earlier. A worker named Mohamed Ibrahim was arrested. As a result, the workers demonstrated before the factory calling to release their colleague and to stop police prosecutions against them. It happened on 12th August that according to reports from the management a force from the third army attacked the striking workers in front of the same factory and arrested two of them namely Aly Raouf Abdel Khalek and Omar Mohamed Youssuf. They were released after paying a bail of EGP 500 each. On 23rd July the factory owner Rafek el Daw “a Lebanese citizen” suspended the service of 12 trade union leaders and used armed nomads to prevent them from entering the factory. The workers called for a strike and for returning their colleagues to service. During the past week there were negotiations through which the workers agreed with the management to take 15 days salary as incentives, to get the complete salary of July and to return their colleagues to work. But the management did not keep its word. The incentive was reduced to 5 days. The workers did not get the salary of August. Security prosecutions, the latest of which was arresting Mohamed Ibrahim, continued.
- On 24th August hundreds of the workers of Misr Spinning and Weaving Co. of Shebin el Koum demonstrated before the premises of Menufiya Governorate. They wanted the officials to intervene to solve their crisis because they were not paid for two months and the management ignores their legally decided incentives and allowances. In addition, the workers complained because the company does not provide sufficient quantities of the raw materials required for the industrial operations. Earlier, a delegation representing the workers met with the chairman of the Holding Company for Spinning and Weaving Eng. Gouad Abdel Aleem to discuss their demands but there was no positive response. Another delegation met with General Saeed Abu Hamad the Security Director of the Governorate and acting governor. Once again, there was no positive response.
- On 24th August Felix P. Films Co. at 6th October City suspended 7 workers until the end of the investigation with them related to a strike on 28th February 2013. The investigation with other 4 workers was postponed so that the production is not delayed. The factory workers were angry and decided to exercise pressure on the management until the return of their colleagues and the realization of their legal demands. Hassan Abu Gouda, a worker, said that the workers went in strike on 28th February because the management did not observe its promise to amend the salary scale and provide fair annual salary increase which cope with the rising prices and the production volume. The workers cautioned the management several times and exhibited their

demands on the sign board as follows: to disburse shift allowance and risk allowance, provide an emergency vehicle for the factory, amend the workers' salaries at a minimum of EGP 1750 and reconsider the labour contracts so as to be according to the labour law terms and conditions. Hassan added that a delegation representing the Ministry of Manpower participated in the negotiations between the workers and the management and reached a time table for realizing the workers' legal demands but the management refused to sign it. According to the promises of the delegation of the Ministry the workers suspended their strike in the company's three factories. One month later, the workers were referred to the company's legal advisor for investigation. No representatives from the Ministry of Manpower attended the investigation which did not reach any results.

- On 26th August more than 250 workers from Bahna International Engineering Co. demonstrated inside Ezz Steel Co. of the Gulf of Suez because their contracts were not renewed and their dues were not paid. Mohamed Tahreery president of the plant union said that Behna Co. is a service company working inside Ezz Steel Factory in junk removal, loader works and transportation. Some workers have been working in the company for more than 11 years. Nevertheless, the general manager refused to renew their contracts or give them their dues.
- On 26th August more than 300 of the workers of Mehalla Spinning Co. demonstrated before the management building and announced that they will go in partial strike in all the sections. They called for disbursing the 45-day incentive which was decided to be disbursed after Ramadan Feast. They also called for job settlement for the workers who had got school certificates during their service in the company and asked Fouad Abdel Aleem Hasaan the chairman of the Spinning and Weaving Holding Co. to resign. On 1st August (before Ramadan Feast) the 22000 workers of the company went in strike calling for disbursing 3 months salary from the annual profits which were decided at 45 days salary before Ramadan and 45 days salary before the feast. They also asked the accountant Ibrahim Bedeer to resign and accused him of collusion with the managing director against the workers and their interests. The workers said that the disbursement was delayed in order to exploit the workers in the current political conflicts particularly that both the company's chairman and managing director have strong relationships with the Muslim Brotherhood. The strike was ended after an agreement was reached to get 45 days incentives before the feast and the other 45 days after they return from the feast holidays. However, the agreement was not implemented. The workers ended their strike of 26th August after reaching an agreement with the military ruler to get the remaining amount within one week and to study the remaining demands of the workers.
- On 2nd September the management of Misr Iran Spinning and Weaving factory refused to disburse the incentives for the month of Ramadan. The 12000 workers of the company protested, entered in a strike. They stopped all of the production lines. Alaa Aydarus president of the plant union said that they used to receive the Ramadan allowance since the company became a public business after it was sold to Misr Iran 8 years ago. This allowance represents the payment of the one hour overtime which they work every day in Ramadan. Aydarus said that they when they received their salaries they discovered that the overtime was not calculated. They discussed the matter with the managing director who refused their demand. They decided to go in strike. The workers' demands included the need to observe fair standards in financial treatment, avoid favoritism and arbitrary penalties. They also emphasized their wish to improve the overall conditions of the company.

The chairman filed a report No. 4831/2013 against the workers accusing them of delaying work. On the other hand, the workers filed a counter report No. 4957/2013 at Minia el Kamh.

- On 7th September Kabu Co. in Alexandria dismissed 11 workers. Tens of the company workers demonstrated in support of their colleagues. The security made it difficult for them to enter the premises as they wanted to demonstrate inside the company. They announced a sit-in until the return of their dismissed colleagues. Nagah Abdel Hameed, one of the dismissed workers, said that they will continue their sit-in and protests until the realization of their demands. They filed a case report with the public attorney to register that they were sitting-in and present inside the company premises.
- On 11th September the Railway Authority referred Saber el Sayed Ahmed Shalaby, Rady Mahmoud Abd el Dayem, Mohamed Aly Tulba Sharshar and Mohamed Abdalla Zahra to the disciplinary court which suspended their jobs for six months and deducted their salary by half. They were accused of participating

in the strike of the Tower Observers during last August who called for equal treatment in incentives similar to the workers of the short distances sector.

The workers said that the Authority referred them to the disciplinary court and accused them of organizing a sit-in and delaying work. But, in fact, they only had called for their rights and for equal treatment with the other workers. In addition, the authority promised to realize their demands and to protect them from any penalties. However, they were surprised with the order to refer them to the administrative prosecution which in turn referred them to the disciplinary court which issued the aforementioned sentence.

- On 15th September a worker from the Starch and Glucose Co. named Ragab Abu el Gheit filed several reports and complaints against the company and its board of directors because he was arbitrarily dismissed in order to stop fighting corruption and to waiver the lawsuits he had raised against the company.

Amongst these reports was that No. 1928 to register the case of forcing him to deliver the contents of the store at the work site and No. 7841 to register that he was prevented from entering the company and the factory at Musturud. He also filed a number of complaints at Abdeen and Shubra el Kheima Labour Offices against the company and its board of directors accusing them of dismissing him arbitrarily, oppressing and threatening him.

Ragab Abu el Gheit had filed a summary case to impose legal sequestration on the Starch and Glucose Co. which is a joint stock company subject to Law No. 159/1981. The company was formed in 1942, became a public company and finally according to Law No. 203/1991 became a public business company subject to the Food Holding Company. The company was sold at EGP 128 million whereas the land (without the machinery) is worth EGP 500 million. The raised lawsuits are based on such corruption and waste of public money.

- On 19th September tens of the workers of Helwan Spinning and Weaving Co., which is a public business and an affiliate of the Holding Spinning and Weaving Company, protested before the General Authority for Investment located at Salah Salem Road. They have not received their salaries for 3 months. The Ministry of Finance had allocated EGP 60 million for the Ministry of Investment but this money was not disbursed on salaries. The Ministry of Investment pays out the workers' monthly salaries every two weeks. Nevertheless, the ministry did not pay these salaries after the revolution of 30th June 2013. It is worthy mentioning that the salary of worker with 40 years experience is about EGP 2000.
- On 21st September the workers of Al Hilal Hospital of Shebin el Koum, Menoufiya Governorate, went in strike because some people insulted and abused some doctors and nurses. A police report was filed and the prosecution was informed to start investigation. The hospital workers asked for protection from violence acts which they face every day since the revolution of January 2011. They asked for more security people to protect them!!
- On 24th September the General Trade Union of Engineering Industries suspended the activities of Gad el Haq Taha Mahmoud member of the Trade Union Committee of the Iron and Steel Company because he solely entered into contract with medical centers to provide the company workers with medical services (a service which the General Trade Union Stopped to do). He was also accused of disclosing the Union's secrets. Gad el Haq stressed that the series of oppression against him started several months ago when he sent an official complaint to the Ministry of Manpower in which he asked to stop disbursing the percentage of profits to the board members because the company was realizing serious losses. He also accused the union of violating the rules of the mutual fund and the subsequent collapse of the fund. In his complaint dated 27/8/012 Gad el Haq emphasized the following:

First: The company oppressed me because of my trade union activities. I was transferred to another job because I asked the chairman on 26/10/2011 to stop disbursing the 5% of the profits which is paid out to the board members because the company did not achieve any profits. On the contrary, it has achieved losses amounting to EGP 337 million. I asked for the enforcement of Article 34 of the Law No, 203 of the public business sector. As a result I was transferred from my job as industrial safety supervisor to a mechanical maintenance technician in violation of Law No. 35. I was transferred on 22/11/2011.

Second: I was subject to oppression from the president and general secretary of the trade union committee. I was no longer a full time trade unionist. They did not invite me to attend the union meetings

or any related activities. They refused to let me view any documents, meeting minutes or the union's financial position. I presented a memo to the trade union on 17/3/2012 asking to discuss the financial position of the union, the mutual fund and the medical center of the union. They refused. I announced a sit-in at the union premises for three days starting 13/5/2012.

Third: disbursement from the mutual fund increased as follows: On 3/7/2005 the disbursed benefit was increased from 90 months to 100 months. On 24/6/2006 the disbursed benefit was increased from 100 months to 120 months. On 1/6/2007 the disbursed benefit was increased from 120 months to 140 months. The increases were made without taking the opinion of actuary expert. This led to the collapse of the fund as it became unable to perform its duties towards the workers.

Fourth: On 19/7/2011 the General Trade Union decided to conduct administrative and financial inspection of the plant union's finance documents but the latter refused to implement the decision.

On 8th September the Ministry of Manpower sent the complaint to the Central Accountancy Authority which conducted the inspection about 5 months ago. Nevertheless, the complainant was never informed with the outcome of that inspection.

- On 24th September about 150 workers of the Environment, Cleaning and Kitchen sections at Ein el Sukhna Port in Suez (who are known as the "Platinum" workers) started to strike because there were news that 3 companies will operate in stead of the Ports Authority. This means the privatization of the Authority and reducing the number of the workers in cleaning from 65 to 30, reducing the number of the workers in environment from 45 to 20 and so on. Tens of workers headed to the Authority premises in Port Tawfik announcing that they will go in strike and sit-in if this happens. To save the situation, the Authority told the workers in a fax sent to them that it did not have contracts with any companies and that the workers are still serving the Authority.
- On 28th September the contractors' workers at Carbon Holding Co. (a petrochemical company under construction) in Suez closed the company's doors and did not allow the administrators and workers from entering the company. They wanted to be appointed in the company and threatened to escalate the matter if their demand is not satisfied. They said that there are other workers protesting with them who want to amend the occupational structure and the salaries scale.
- On 28th September 72 hotel workers protested before their hotel in Hurghada calling for their arrear salaries and for 12% as allowances. The protest organizers said that they were working for the hotel since 11 years according to open contracts. When the hotel management was given to another company the new company tried to convince them to sign annual contracts in stead of the open contracts. They refused the offer. As a result the new company delayed the payment of their salaries and denied some of their dues.
- On 1st October a group of thugs attacked a conference for the "Nursing Rebel Movement" which was held at the premises of CTUWS in Kasr el Eini Street and caused serious injuries to some of the attendees. The youths of the movement said that the attackers were associated with "Kawsar Mahmoud" the president of the Nursing union and that they had attacked two of the movement (Karim Hosny the general coordinator of the movement and Eslam Samir its spokesman) on their way to prepare for the conference. The movement decided to hold its first conference to call for the nursing union president to resign from her position at the Ministry of Health. Contrary to the law requirements, she still the president of the Central Department of Nursing. Their demands included to fight corruption at the ministry, adopt the health insurance law, provide better health services for the nurses and their families, improve the nurses' salaries which should start with EGP 1800, raise the infection and risk allowance to EGP 500, raise the shift allowance from EGP 15 to 70 for the high institute graduates and from EGP 20 to 80 for the university graduates, improve the meals provided to the nurses in government hospitals and put them under supervision in private hospitals, provide child nurseries in hospitals and appoint the head nurses by election and through defined criteria for nomination.
- On 1st October the workers, administrators, nurses and a number of doctors of Kafr el Sheikh General Hospital went in strike. They called for returning the former director of the hospital who was forced to resign by Dr. Maha el Rabbat Minister of Health and Population without convincing justification. Their anger grew bigger because the new management was not as cooperating as the previous one in responding to the employees and solving their problems without mediation. They ended their strike when Dr. Amr Abu Samra the new director promised them to respond to their demands, solve their problems

and listen to their opinions.

- On 2nd October a police force from Nasr City Police Station attacked the dismissed workers who sat-in before the Ministry of Manpower for the second day successively calling for assistance from the Ministry's emergency fund. The workers said that police officers threatened them from the very beginning in order to finish their sit-in and tried by all means to dissipate them whether they liked it or not. Finally, a brigadier order the policemen to use force to put an end to this sit-in. Mustafa Mohamed Hassan, one of the workers from Faragalla Company said that a number of the workers dismissed from his company decided to sit-in because the court sentenced their return to their work but the company did not implement the court sentence. So they are calling for assistance from the Emergency Fund. He added that the protestors came from different companies namely Faragalla Co., Petrojet, Petro Trade, Cabu and others. Their action was peaceful and they did not trouble anyone in that area. They were surprised to find some policemen trying on the second day to make them finish their sit-in and file police reports with the case, they told the officers that they had taken all the legal procedures but in vain. The police attacked them and insulted them and said that "there are no more protests and the revolution is over".
- On 7th October tens of the workers of the Real Estate Tax Authority members of the Independent Union demonstrated at the Authority premises because the workers who reached the retirement age last January haven't got their dues from the mutual fund. Tarek Ko'eeb president of the independent union said that the demonstrators called for dissolving the board of directors of the fund which was established in 2008 because they want to get the fund registered with the Financial Supervision Authority. This means that the fund will not take the annual support from the Ministry of Finance which is estimated to EGP 11 million. Add to this the annual deficit in the income estimated at EGP 25 million in 2012.2013 and about EGP 40 million in 2013/2014. It is worth noting that 30% of the fund resources come from the workers subscriptions and the remaining amount is support provided by the Ministry of Finance.

Ko'eeb said that the union does not want the Authority's leadership to take posts in the fund's board of directors. The three members chosen by the Authority's president should be from the employees not from the leaders. He said that the board members want to register the fund with the Financial Supervision Authority but this will deprive it from the Ministry's annual support. Meanwhile, the Ministry supports the fund of the public tax workers at EGP 182 million every year.

- On 9th October the 22000 workers of the garments' section of Misr Spinning Co. went in strike calling for the 45 days incentive which they used to get before the Bayram Feast every year. The workers learnt from the management that there was no intention to disburse the incentives before he feast due to insufficient liquidity. One ay earlier, a delegation met with Fouad Abdel Aleem Hassaan the chairman of the holding company to convince him to respond to the workers' demand. He said he could not do this and arranged a meeting with the Minister of Finance. It is worth mentioning that the 22000 workers went in strike on 26th August calling for the incentives which they used to take before the feast but they were paid after the feast. They ended their strike after agreeing with the military ruler that they would be paid within one week. A committee was then formed to study their other demands which contained calling for the resignation of both the chairman of the holding company and the managing director of Mehalla Spinning Company.
- On 9th October the workers of Dakahliya Rice Hulling Co. protested before the company's premises in Mansoura because the Ministry of Supply did not provide the necessary finance to purchase raw rice in order to form the sufficient reserves. The workers called for fixed rice prices so that it can be purchased without monopoly of private companies. Munir Hassan president of the Workers Shareholder Federation emphasized that the Ministry's refraining from building up a strategic reserve of rice will lead to stopping the operations of 6 other companies in addition to Dakahliya.
- On 9th October tens of workers from the Ferro Silicon Factory in Edfu demonstrated inside the factory fences calling for raising their share in the profits to 40 months in stead of 13 months and to increase the meal value to EGP 450 in stead of 250. The protestors spent their night inside the factory. Ahmed Osman member of the independent union of the factory said that the demonstration was peaceful and the factory gates were open for all.
- On 9th October tens of the temporary workers of Dishna General Hospital went in strike because they did not take the 200% incentive for the last three months. There are 85 temporary workers in the hospital with a monthly salary not exceeding EGP 250. They did not take the incentives although the item was approved in the new financial year. The protestors called the Governor of Qena to interfere to solve the

problem, provide permanent jobs and disburse the incentives. Earlier, the Ministry of Health officials had promised to give them permanent jobs but nothing was achieved until that time.

- On 20th October workers of Al Ameriya Spinning and Weaving Co. organized a strike. On the first work day after the Feast holidays the morning shift workers went in strike. They closed the factory gates and prevented the exit of vehicles, They protested because 28 workers were arbitrarily dismissed, called for their return, permanent contracts for the temporary workers and operating the factory in full capacity by 300 machines not 100 only.

The dismissed workers said that they were faced by the dismissal decision before the feast because their contracts expired and the company was no longer in need of them.

- On 23rd October a worker from a tourist company in Hurghada filed a report with the Labour Office accusing the company that it had dismissed him arbitrarily. He worked for 7 years as a quality manager in the Red Sea Governorate. The reports carried No. 4649/2013 and 1145 dated 8/10/2013. The complainant Tamed Abdel Karim Aly Mansour said in his report that the company dismissed 48 workers without justification. They were forced under material pressure to resign. They were given the choice either to take some money and resign or to be dismissed. The signed resignation was dated 15 days earlier so that the workers would not have the right to file reports to register the case. A worker who refused to sign the resignation was asked to prove that he was really working in the company.
- On 28th October the Textile Industries Co. of Kafr Hakeem, Giza dismissed 92 workers when they called for salary increase for the new year as was decided lately by the cabinet of ministers. The management told them that their salaries will not be increased. The company owner said, "Let Abu Eita the Minister of Manpower help you!! If you do not like the company as it is, leave it". The workers filed reports against him both at the police station and the Labour Office of Embaba, Giza. Not only this. The company forced some workers under threat to waiver their rights. Officers from the company kept some female workers inside the factory to force them to resign. The chairman transferred some textile workers to other sections where they worked as cleaners. The problem is still outstanding: the workers are forced to accept the company's conditions otherwise they will have to resign, work as cleaners or waiver the salary increase.
- On 30th October 85 workers from El Shams Group for Developed Agriculture protested before the Labour Office of el Tal el Kabeer. They were dismissed because they called for additional financial benefits. Ahmed Ramadan, a storekeeper and one of the dismissed workers said that the workers called for their right to annual increment and allowances for overtime according to the labour law and to the promises of the director of administration two months earlier. The chairman dismissed them. They filed a report with El Tal el Kabeer Labour Office No. 67/2013 and two police reports under No. 2475 /2013 (concerning preventing them from entering the factory) and No.2476/2013 (concerning opening the stores in the absence of the storekeeper).
- On 30th October the workers of Misr Spinning and Weaving Co. in Kafr el Dawar went in strike because their monthly salaries were delayed. They announced complete stoppage of the factory closed the main gates, prevented the employees from entering the company and cheered against the company's officials and members of the trade union committee who were accused of carelessness. They ended the strike on the next day and decided a sit-in inside the factory until they get their October salaries.
- On 30th October the workers of Pharco Co. at al Ameriya, Alexandria announced a partial strike protesting against the annual increment system and the insistence of the company management to keep this system in spite of the agreement reached earlier with army leaders. The protestors demanded to keep the annual increase as it was (15%) without deduction, pay out shift allowance at 30% and provide permanent contracts for the 6000 workers who are temporarily hired for more than 10 years. The workers did not demand more than their legal rights according to an agreement reached with the company owner on 2th September 2011, the return of their arbitrarily transferred or dismissed colleagues, restructure the company and disburse all the dues in arrears. The officials ignored all these demands. Consequently, they announced the partial strike. The workers of Pharco, Pharco B and Seif Pharco went in partial strike since 30th October onwards when the company was closed under the pretext of conducting maintenance in November. Moreover, the annual allowance and the profits were reduced than what was agreed upon in 2011. As a result, the workers demonstrated before the office of the Governor of Alexandria. Thirty workers including 11 trade unionists were referred for investigation. A meeting was decided between the Governor and the company but the consultants of the chairman did not attend the meeting. Demonstrations were repeated several times. The workers filed a report against the chairman because the

company was closed without justification. The chairman filed a counter report accusing the workers of destroying the contents of the company (although it was closed!!). When the workers resorted to the Ministry of Manpower. It was decided to hold negotiations between representatives of the workers and representatives of the company but the latter did not attend the negotiation sessions. This angered the workers and made them demonstrate before the company's premises. At last, they decided to enter into open sit-in inside the company. The sit-in continued for the second week. Fifty workers entered into hunger strike. Burg el Arab police station refused to file a report to register these events.

- On 30th October tens of workers from the Mediterranean Factory for Woolen Industries in Sadat City, Menoufiya Governorate went in strike calling for increasing their salaries, decreasing daily work hours from 12 to 8, establish a first aids unit and industrial safety unit inside the factory and improve health insurance by contracting with large hospitals.
- On 5th November the first aid drivers of Sharkiya Governorate gathered calling for their dues in arrears. Gamal Mustafa Gad, a driver at Zagazig Mabarra Hospital said that the financial controller of the Health Insurance Branch in Sharkiya abuses the. Since October 2012 they were not paid for working on Fridays and holidays although they are called to work to serve the patients and transport them to the university or radiology centers outside the hospital. Another driver, Salah Abdel Lateef, said that when they lost hope they headed to the Branch's general director Dr. Kamal Zaky who approved the disbursement of their dues but the controller refused. Another driver, Abu Zeid Abdel Rahman, said that after 7 months of suffering they got the approval of the chairman of the organization and they started to get their dues starting May 2013. But still they deduct several days from their overtime dues.
- On 5th November the workers of Ismailia Hospital demonstrated against the penalty decisions issued by the hospital's director of administration against some of their colleagues. The administration penalized some workers based upon complaints from patients by cutting off their salaries. At the same time it gave incentives to workers who do not work efficiently. There was objection and the protestors were penalized. They demonstrated for one hour.
- On 7th November a number of women teachers from Assiut Preparatory Institute went in strike protesting against the decision of Sheikh Al Azhar to transfer them to remote villages in Assiut Governorate. This decision comes in the process of feminizing the girls' institutes which belong to Al Azhar. The striking teachers said that they are now more than 50 years old and that it is difficult for them to travel to such remote areas. They also criticized the application of the decision on institutes found west of Assiut only.
- On 10th November Mohamed Hassan Hashim teacher of mathematics at the Egyptian International Private School in Ismailia protested against the cancellation of his contract with the school after 11 years of service. He emphasized that he was working at this school since 2002 to date and that he had got certificates from the Ministry of Education, the British Council and the UNESCO and that the ministry sent him in a grant to the UK to study mathematics. He was the acting director of the school for several years. Now, his contract is terminated and the school has appointed a substitute.

He added that 22 days ago the school manager Gamal Ammaar dismissed Mohamed Dia Eddin Mohamed a teacher of English language because he encouraged a sit-in for the teachers. The school manager claimed that Mr. Dia Eddin insulted him, which is not true. The manager was trying hardly to take the approval of the governor to dismiss another teacher.

- On 10th November Mohamed Saleh Ibrahim supervisor at the Metro station of the Faculty of Agriculture was suspended. He decided to enter into an open sit-in because the management cut off 5 days of his salary. A police report was filed.
- On 11th November 430 workers of Suez Co. for Professional Safety Equipment started an open sit-in because their salaries for October were not paid. Company officials said that the manager decided to stop their salaries because the company is realizing losses. The workers communicated with the Petroleum Authority and asked the armed forces and the Ministry of Manpower to intervene. The situation was too complicated and the crisis was not solved.

Company officials said that oil companies do not purchase safety equipment from that company because they import them from abroad. So, the company does not realize profits and consequently cannot pay salaries. Moreover, the company did not pay the transportation company which carry the workers to and from their work sites. There will be a social crisis because 430 families will be seriously affected. The

workers asked the state to intervene and save both the company and the workers.

- On 10th November tens of workers from Misr Spinning and Weaving Co. of Shebin el Koum demonstrated before the premises of Menufiya Governorate because 11 workers were arbitrarily dismissed. They also called for their salaries, incentives and allowances in arrears. The decision to dismiss the 11 workers was suspended earlier when the governor interfered. But again they were dismissed.
- On 12th November the management of the Egyptian Iron and Steel Co. transferred Mohamed Omar member of the plant union to the Medical Commission under the pretext that he has an injury (which took place more than 20 years ago). Omar and his colleagues were collecting signatures to withdraw confidence from the plant union (the trade union committee) and distributing information about corruption in the company. Omar said the management wants to get rid of him because he gathered more than 3000 signatures and was disclosing the corrupted practices in the committees of transportation and nutrition. The person responsible for maintenance in the two committees is the same person responsible for operation. He did not allow Omar to investigate the bad condition of the vehicles used for transportation. Omar and his colleagues found out that all these corrupt practices take place in favor of the transportation contractor who employs drivers who do not hold driving licenses and sells fuel in the black market. Omar and his colleagues suggested to sell the old vehicles and to give the price to an auto company as advance payment for some new ones to be used for transportation. This will save the EGP 240 000 which are paid monthly to the contractor. This suggestion was ignored without justification. All such information was given to the chairman in addition to written complaints which are, in turn, sent to the transportation center without taking any real action.
- On 26th November thousands of workers of the Iron and Steel Factory announced an open strike and sit-in calling for their share in profits at 16 months salary which were supposed to be disbursed in November. The demonstrators called cheered against the company's management, the resignation of the Holding Company chairman and withdrawing confidence from the trade union committee. The sit-in continued for 3 weeks. A written agreement was reached with the government represented by the Minister of Social Solidarity and the Minister of Industry. The 12000 workers of the company accepted the agreement which contained the resignation of the chairman, reformation of the board of directors, operating the company in full capacity and disbursing the 16 months profits on two installments. EGP 100 million will be disbursed first and the remaining amount on 1/6/2014.
- On 2nd December the cleaners and drivers of East Shubra el Khaima Garage went in one day strike because they want to have permanent jobs and to get the usual incentives and allowances which are disbursed to the employees each according to his rank, but the workers and drivers do not take such advantages.

Officials of the local council get EGP 500 000 every month from the cleaning companies while these companies do not pick up solid waste from the collection areas. The workers do this job for them. The officials get the bonus which the cleaners and drivers should take.

- On 3rd December Mohamed Abu el Gamaleen who was the financial director of Midstar Co. filed a complaint to the Labour Office of the 10th of Ramadan City under No. 1988 and a police report No. 3 because he was arbitrarily dismissed just because he supports the 30th June Revolution whereas the two owners of the company are from the Muslim Brotherhood. They employ more than 2000 workers in their 3 factories. They force the workers to demonstrate against the government with the Brotherhood. They dismissed many workers because they do not support the Brotherhood and refused to demonstrate with them.
- With the same mentality of Mubarak's regime, and against the background of the strike of the Iron and Steel workers, a campaign started on 7th December against CTUWS under the pretext that it incites workers to sit-in. This was stated by Abdel Fattah Ibrahim ETUF's president in a

TV programme televised on air on CBC2. This brings us back to 2006 when Aisha Abdel Hady the then Minister of Manpower and Hussein Megawer the then president of ETUF led a fierce campaign against CTUWS and closed its premises for 18 months. CTUWS issued a declaration stating that the same disabled mentalities are still governing and controlling the scene. In stead of seeking solutions for the workers' problems, they try to find escape goat and a hanger for their mistakes.

- On 10th December about 150 workers of Santa Mora Textile Co. in the 10th of Ramadan went in strike calling for their financial dues and incentives in arrears. Their demands were totally ignored.

Yuhanna Zakareya president of the independent union said that disputes started when the workers started to have an independent union to protect their rights. The workers did not get any share in the profits since 1991 although their salaries are very low (between EGP 850 and 1200). They wanted higher salaries, incentives and increasing the meal allowance from EGP 25 to EGP 250 per month. They also called for a better health care and insurance system.

- On 11th December more than 300 workers from Giza Co. for Cables an affiliate of Al Swede Company demonstrated before the Ministry of Manpower while negotiations wee going on between the company and the workers who refused the liquidation of the company and referring workers to early retirement.
- On 11th December more than 5000 workers of Crystal Asfour Co. went in strike because the company dismissed many workers. They also called for better financial conditions. A delegation from the Ministry of Manpower and the Union met with the management to discuss the workers' demands. The management refused to appoint the temporary workers or raise the salaries. The workers decided to continue the strike in Al Murour and Bahteem areas. The strike went on for 2 weeks. It came to an end when a collective agreement was signed with the company.
- On 13th December the workers of Beheera Joint Stock Co. demonstrated at Al Raml Station in Alexandria calling for their salaries in arrears since April 2013. They raised signs condemning the company's management and indicating that they were not paid for 8 months.
- On 14th December hundreds of the workers of Zagazig General Hospital went in strike calling for permanent contracts. About 270 workers served for 7 years as temporary workers. The Ministry of Health promised to consider the situation and solve their problem.
- On 16th December the security attacked the workers of Samanoud Wools Factory during their sit-in. The sit-in continued for 3 weeks but it was totally ignored. When the workers cut off the railways the security used force to move them from the railways. Six workers were injured and carried to the hospital. The security admitted that they have used tear gas to move the demonstrators far from the railway. The police arrested 28 workers, released 25 of them and kept 3 for investigation.
- On 16th December hundreds of the workers of West and Mid Delta Flour Mills demonstrated in Tanta. Their demands were to increase the profits to 12 months salary and increase incentives to 259% . they threatened to go in strike and close the central bakery if their demands were not met. One of the workers said that they were surprised to know that the board will distribute 7 months salary as profits whereas the company has realized EGP 54 million as profits this year.
- On 17th December the workers of the Central Audit Agency in Minia demonstrated calling for the independence of the Authority, protecting it against any interference, consolidate with Hashim Genena the head of the Authority and transparency.
- On 17th December the workers of the internal transport project in Damanhour announced an open strike. They called for better work and financial conditions and called the project manager of

Beheera to resign. The strike caused confusion in local transportation. Hundreds of citizens gathered in bus stations and in various places awaiting for means of transportation.

- On 17th December about 250 workers from the National Housing Project in New Suhag (from the Arab Contractors Co.) kept hold of the technical affairs director and the head of Assiut sector in his office. They called for accommodation and transportation allowances because they come from a different city.
- On 18th December the workers of Al Ahram Press in 6th October City stopped the printers and delayed the issuance of some newspapers printed in Al Ahram because the chairman did not respond to their demands in the incentives and increment of the year. On the other hand, the workers in the printing press of Kalyub threatened to go in strike if the chairman does not respond to their demands.
- On 18th December the porters at Ataka Fishing Port of Suez demonstrated calling for the return of the fishing boats to provide the Governorate with fish. They refused to fuel the boats in a move towards escalation.
- On 19th December tens of the workers of Middle Egypt Flour Mills protested inside Bohler's Flour Mill in Beni Suef. They asked the sector head to resign and accused him of mismanagement and delaying the disbursement of their profits and incentives. They also accused the chairman of supporting the sector head because they are 1st degree relatives.
- On 20th December tens of the workers of the Optical Research center protested because they did not get the quality incentive (EGP 250) which was supposed to be disbursed at the beginning of last July. They accused the Institute's management if favoritism because a legal consultant was appointed at a monthly salary of EGP 10 000 just because he was the son of the legal consultant of the Minister of Scientific Research.
- In a sudden step on 21st December, the Agrarian Reform Area of Mata'na, Esna, Luxor Governorate decided to dismiss tens of agricultural workers and tractor drivers who were working in the area for more than 10 years. The decision was taken after a visit by the social insurance delegate to the area who called for covering the workers with social insurance.
- On 25th December tens of workers from Al Wady Cotton Ginning Co. announced a sit-in and strike until their demands are met. They wanted to amend the company's regulations, give the workers the right for promotion, increase incentives to 200%, link the nature of work allowance with the actual salary, return the exceptional increment, increase the meal value from EGP 150 to EGP 210 and increase their share in profits to 16 months.
- On 2th December 77 temporary seasonal workers from the central agricultural associations of the New Valley went in strike calling for permanent contracts. They announced the strike when their calls for appointment were ignored.

Twenty two workers from the central agricultural associations of Dakhla went in strike at the same time for the same reason. At the same time 50 other workers from Kharga went in strike for the same reason as well. They called upon the Governor General Mahmoud Khalifa to intervene and solve their problem.

- On 26th December tens of the workers of Simo Paper Co. in Bahteem protested inside the company because they were not paid since October. They accused the company officials and the Minister of Investment of oppressing them. They said that Ahmed Dia Eddin the principal shareholder of the company and the Ministry of Investment do not take any step to substitute and update the factory which is not working for a long period because they want to sell the land on which the factory is constructed.

- On 27th December hundreds of workers from West and Mid Delta Flour Mills demonstrated in Tanta. Their demands were to improve their financial conditions, increase the profits from 7 to 12 months salary and increase incentives from 125% to 200% . They threatened to go in strike if their demands were not met.
- On 28th December the workers of Natural Gas Networks, an affiliate of the Egyptian Kuwaiti Holding Co., demonstrated against the management. The Union said that the workers stopped bill collection and implementation of network connections until they receive their salaries and other financial dues. They also wanted the company to stop sending collectors to a company at Al Baaten area called “Hurghada Gas” and to continue their health care system.
- On 28th December workers from the Iron and Steel Co. filed an application to Kasr el Nil Police Station to get a permission to demonstrate before the Ministry of Trade and Industry at Garden City. The application was made by Mohamed Omar Mohamed Solaiman and Mohamed Aly Hassan. The workers want to get the remaining portion of the production incentive, the resignation of the chairman and reformation of the board of directors, cancel the arbitrary decisions taken against the workers such as the decision to transfer 23 workers to other areas, provide the raw materials necessary to operate the company in full capacity, investigate the files of corruption and hold the officials responsible for mismanagement and abusing the company’s resources.
- On 30th December tens of the cleaners working at the Education Administration of Cairo demonstrated before the cabinet of ministers calling for their salaries as they were not paid for the last 5 months. One of the demonstrators said that they have signed a labour contract with the Education Administrations to work from 1st August 2013 to 30th June 2014. Suddenly the Administration informed them that their contracts were terminated and that they were automatically transferred to a private company called “Queen Services”. In addition, they had not taken their salaries for the past 5 months.

Conclusion:

About three years have passed after the successful revolution of the 25th January 2011 and toppling down President Mubarak. After three years, Egypt is still undergoing the stage of transition with all its confusions. The workers are still struggling to improve their economic and social conditions and to realize their dream in freedom. The dream is to enable the Egyptian workers to establish independent and democratic trade unions able to defend their rights.

The Center for Trade Union and Workers Services “CTUWS

Cairo

20th January 2014