



**IndustriALL Global Union's Conference on
Trade Union Rights and Industrial Relations in Multinational Companies
in Egypt**

24-25 October 2013, Cairo, Egypt

Conference Recommendations

IndustriALL Global Union represents more than fifty million workers in energy, mining and manufacturing sectors from 700 trade unions in 140 countries. IndustriALL Global Union works closely with Egypt's trade union movement to promote the principles of effective union representation, to establish foundations of social dialogue, and to develop industrial relations. This would contribute to building a democratic post-revolution Egypt.

Thus, within the framework of cooperation with the Egyptian Federation of Independent Trade Unions (EFITU) and the Egyptian Democratic Labour Congress (EDLC), IndustriALL Global Union organized a conference under the title "Trade Union Rights and Industrial Relations in Multinational Companies in Egypt" during the period of 24-25 October 2013 in Cairo.

About 100 participants attended the Conference representing workers from Egyptian trade unions and IndustriALL's leaders, in addition to representatives of the International Labour Organization (ILO) and a number of trade federations and international organizations working on labor issues in Egypt and the Arab world. Egypt's Minister of Manpower and Immigration Kamal Abu-Eita and a number of members from the Committee of Fifty assigned to amending the Constitution, as well as leading academics and a number of the members of the Supreme Council for Wages also participated in the conference.

Over the course of two days, the Conference discussed a number of relevant current issues, which included the challenges that unions and labor face in multinational companies in Egypt, introducing and discussing international instruments that organize and defend labor rights in multinational companies, the issue of wages in Egypt, international labor standards, trade union freedoms and global labor solidarity.

The conference concluded by drafting the following recommendations that reflect the discussions of the above-mentioned issues:

- To urge the Government to quickly pass the Union Freedoms' Law which the unions participated in its drafting;
- To urge the Government to quickly approve and implement living minimum wage that guarantees a dignified life for Egyptian workers and their families;
- To seek to amend the current Labor Law which allows the violation of worker rights;
- To face the exploitation and violation of trade union and workers' rights committed by multinational companies in Egypt;
- To activate international instruments for the defense of labor rights in multinational companies in Egypt;
- To fight all forms of precarious work and the spread of labor supply companies and sub-contractors, particularly with relation to multinational company contracts with such companies;
- To ensure that multinational companies commit to the implementation of Egyptian laws;
- To activate and promote local and international labor solidarity as it supports the capacity of Egyptian unions through organization and the exchange of expertise and information;
- To promote and increase labor education all over Egypt;
- To reinstate dismissed workers to their jobs and provide them with compensation for the consequences of arbitrary dismissals;
- To urge the Government to enforce court orders related to returning some public companies to state ownership;
- To urge the Government to provide the necessary support to bring loss-making and stalled companies back to operation;
- To stand up to attempts to tarnish the image of Egyptian workers before business owners and society;
- To stand up to attempts to terrorize unionists and labor representatives through dismissals and security and judiciary persecution to force them to give up workers' rights;
- To provide the necessary protection to unionists and labor representatives as they demand worker rights;
- To promote union and labor representation in the Parliament, as well as on representative and specialized councils;
- To promote regular and sustainable social dialogue between workers, employers and the Government;
- To demand that worker issues receive sufficient attention in the new constitution, and ensure more youth, women and worker participation.