

Geneva, 22 May 2013

His Excellency Mohamed Morsi  
President of the Arab Republic of Egypt  
Cairo, Egypt  
By email: [info@ad.gov.eg](mailto:info@ad.gov.eg)

## **IndustriALL in Solidarity with Independent Electricity and Energy Workers' Union**

Dear President Morsi,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industriall-union.org), which represents more than fifty million workers in energy, mining and manufacturing sectors from 700 trade unions in 140 countries. Our global union family is working closely with independent and democratic trade unions in Egypt and the Electricity and Energy Workers Union is in close communication with us and is a member of our global union family.

IndustriALL Global Union understands that recently, workers, members of the Independent Electricity & Energy Workers Union, from electricity companies from around the country went on strike. We believe that this is the first time that workers from all over Egypt have come together on strike. Workers were objecting to unequal treatment as well as perceived increasing corruption in the Ministry of Electricity and Energy.

Workers and their union are demanding workers from the holding company and the subsidiary companies be given the same rights, healthcare be provided for them and their families, school grants be given to the workers' children, and all unions be treated equally.

We are reliably informed that those who work in the holding company have more privileges than those who work in the subsidiary companies and that school grants for workers' children are deducted from their bonuses.

In particular the demands include:

- harmonisation of all payments and privileges to all workers in electricity sector with those who are working in the management in the headquarters and considering Saturdays as a week end holiday;
- to abolish the unfair decision on the incentive bonus as well as the illegal decision on excluding the performance incentive from the salary slip and adding it to all the workers of the sector;
- to adjust the cases of workers who acquired a higher education either before or after their employment and including the service duration like their colleagues in order to ensure equality and justice;
- to amend the rules on medical treatment and contracting with quality hospitals to serve all regions especially upper Egypt;
- to issue a decree to include the military service to the work duration;

- to make sure for payment of equal to two month's salary at the beginning of the school semester and not to cut them from the annual benefits;

The union organized a major demonstration on Sunday, May 12, 2013 which then expanded to a larger protest across many of the production and work sites of the electricity sector. The following day, May 13, workers organized peaceful protests with the same demands in front of Northern Cairo Company for Electricity Distribution.

We understand that security forces treated the group brutally, and dispersed the protesters by force, with a number of workers injured, and seventeen of them were arrested. We are outraged to learn that workers have been treated in this way. We call on you to immediately intervene and ensure that such behavior by your security forces is not repeated.

Following this appalling behavior by your security forces thousands of workers in five subsidiaries of NCEDC immediately showed solidarity with the detained workers, announcing strikes and halting operations of their branches.

The situation worsened when your authorities continued to detain a number of workers and charged them with blocking the road, destruction of public properties and trespass. We strongly consider these charges to be arbitrary, without genuine grounds and another example of harassment of the union and its members.

We are informed that workers returned to work this Monday after their detained colleagues were released on Sunday and management retracted a plan to remove certain bonuses.


Despite the resumption of normal operations we continue to be outraged at your authorities' behavior which was largely responsible for the escalation of workers actions.

We urge you to personally intervene in the situation and instruct the Minister of Electricity to sit down with the Independent Electricity and Energy Workers Union and negotiate in good faith over all the worker demands in a calm and peaceful atmosphere.

We also urge you to ensure that the security forces are not used in the future to break up strikes and arrest striking workers. It is incumbent on you to ensure that your country and government fully respect international obligations, including core labour standards, including Convention 87 on Freedom of Association and Protection of the Right to Organize, and Convention 98 on the Right to Organize and Collective Bargaining.

We look forward to hearing of improved industrial relations in your country.

Sincerely,



Jyrki Raina  
General Secretary  
IndustriALL Global Union