Country: Egypt, Employers Representative

Commitee: International Labour Organization (ILO)

Topic: Labour and human rights in countries

Egypt joined ILO in 1936 and since then as Egypt, we talk our problems and their solutions. But now as workers, we need to talk new problems now and find new solutuions for our porblems. In Egypt biggest business sector is turism and secondly manufacturing sector take place. As you can guess employers in Egypt most of directing in manufacturing sector. In this sector we have some pros and cons, one of the most important is our employees wages. Due to inflation in our country (due to statistics is %30 now) as employers we are having a hard time about paying salaries. We dont make to much money, our gross domestic product is not increasing much. Due to statistics our gross domestic product ratio is %4 but as you mentioned minimum gross domestic product should be at least 7 per cent. So you can see, we are having hard time in economics now. I can understand our employers demands but we need to think about our money too. In Egypt minimum salary is 2.400 Egyptian pounds. In factories, we dont have too much mechanical power so we have a lot of employee in our factories. We are the one who are paying their salaries and like i mentioned before, our job is not doing good. We can not pay any more than this, we have children in our homes too. Our employees rights protecting with Law no. 12 of 2003. This law contains employment contracts, wages and working hours, leave entitlements, social insurance and health, health and safety, termination and service, collective bargaing and trade union, non-discrimination and lastly child labour. For me and my friends this law covers all the problems we have. For example minimum age for employement is 15 year old and compulsory education is over at the age of 15. For our teenagers and their families it is a good age for start working. Now lets talk about working hours. In Egypt standard working hours are 48 hours. 6 days in a week and 8 hours in a day. I think it is an ideal programme for both of employers and employees. After that our employees have a lot of rest day, they can spend their times with their families. Their standard leave days 21-30 days. They have sick leaves, marriage leaves and public holidays too. And all of this leaves are paid leaves, i think it is enough for our employees. Now the most important for me collective bargaining and trade unions. Egypt’s biggest trade union is Egyptian Trade Union Federation (ETUF) when one side needs a thing or have a problem we meet and talk about our problems, this is called collective bargaing. Collective bargaining focuses on problems and their solutions both sides preper their offers and at the meeting we make a “bargaing”, most of the time ETUF’s offers accepting because of their majority towards us. Whatever, collective bargaining lots of pros on cons. I am going to talk about from our side, i wont mention about employees side. Lets talk about pros first. Collective bargaing gives us more predictable and stable labour relations and give us informations about their needs. So we can make more close relationships with our workers and if we have close relationship they are less likely to strike. Collective bargaing gives more standard plans for us too. It is important for each side and i can tell our employees have more pros than us about collective bargaing. Now lets talk about cons. Because of collective bargaing our employees wages increase and they have better working conditions, they are very good fort hem but from our side this costs a lot of Money. And authority and power on our employees decreases because of that. And in the collective bargaining process we spend a lot of time and our work may be disrupted because of that. Actually from our side, sometimes i cant understand why our workers joining this union. ETUF cuts their fee from our workers salary every month. If they are complaining about their salaries maybe they can try to leave from ETUF. We give our attention to our worker’s mental and pyhsical health and their security. It is very important to us for satisfy our workers needs. And lastly i want to talk about gender pay gap in our country. As a woman too i am accepting this is injustice but we should see we have more men workforce in our sector. The ratio is %70-75 workers are male and other ones are female. This is a huge gap in our workforce. And from the statistics it shows “gender pay gap” is %25-30 in our country, so a woman earn %30 less than a man. Is this a problem? Yes, it is a problem but we dont have so many women in our work life. So besides it is a big problem, this is not that important. We should focus on what we can improve in our work life. We should find new solutions for our problems. It is time to become more careful and frugal. Thank you for reading my position paper.