

From: [Ahmed Saad](#)
To: [IPAM - Independent Project Accountability Mechanism](#)
Subject: My Problem with Titan Cement ([REDACTED])
Date: 25 October 2022 13:38:22

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Dears

Good Afternoon

I apologize for taking some time from you and contacting you without an earlier appointment or permission.

But I know that you still have the ability to help me with my problem with the Alexandria Cement plant (Titan Group).

The topic is very brief :

I joined Alexandria Cement Company in 1995 and progressed in positions until 2008, where I worked as the Section Head of the Laboratories and Quality Control department. In 2012 there was a Lab and Quality Control Manager of laboratories and he retired this year.

And a Lab and Quality Control manager was not appointed in his place, and I was not promoted to the rank of Lab and Quality Control Manager.

Between the years 2105 and 2016, I was diagnosed with [REDACTED] as a result of exposure to cement.

In 2018, the disease worsened, and the doctors advised me to leave the company, so I asked the company's management to leave the company for early retirement.

In the beginning, it was not easy until the company agreed to my request, as my position is somewhat sensitive and I have provided the company with many achievements and many gains without any compensation in terms of promotions and rewards.

Finally, in August 2018, my request was approved, but unfortunately, I was surprised that the remuneration they gave me was not appropriate for my medical condition, and the total amount they gave me for the treatment was about 63,000 Egyptian pounds, while my treatment now costs me about 35,000 Egyptian pounds per month.

I expected the company to give me all of my rights in terms of promotions and bonuses, and that my treatment would continue at the company's expense, but that did not happen, unfortunately.

I was faced with two options, to continue working and die of this disease, or to take out an early pension, as it is possible that this disease will be cured.

During these years, from 2018 until now, I have been trying to adapt to the disease and take the required treatments, but the high costs of treatment forced me to resort to the company and help me with the costs of treatment, but all attempts failed so that I resorted to the judiciary, but since I am the weak party and all the documents that I signed during the retirement pension do not give me the right to claim anything after leaving the pension. I went to all the concerned agencies, but to no avail. I ask you to help a person who has been unjustly wronged by these companies that claim social responsibility and the preservation of workers' rights, and they do the exact opposite.

Thank you so much

Submit your Request

The European Bank for Reconstruction and Development (EBRD)'s Independent Project Accountability Mechanism (IPAM) reviews **environmental, social or transparency** issues raised by individuals or organisations concerning Bank-financed projects which they believe to have caused, or likely cause, harm.

If your concern is related to:

- **Fraud, corruption or ethics**, please submit your complaint to the [Office of the Chief Compliance Officer](#) responsible for these issues, at whistleblowing@ebrd.com.
- An EBRD **procurement process** that you participated in, please submit your complaint to the Procurement Policy and Advisory Department responsible for these issues at ProcurementComplaint@ebrd.com.

Step 1: Required Information

This information is mandatory for IPAM to review and consider your request.

1. Who is submitting this Request? Please provide your name(s) or the name of your organization.

Ahmed Saad Eldien Mohamed

2. IPAM is committed to protecting your identity if you fear reprisals. Do you want your name(s) (or the name of your organization) to be kept **confidential throughout this process**? Why do you require confidentiality?

I do not want to make it confidential

Note. IPAM will share the concerns raised in your request with Bank staff and the Client, but your name and other details that would identify you will not be shared. *

3. Do you fear you or other risk retaliation for sharing your concerns with IPAM ? Please provide details. (Let us know if this information should be treated confidentially.)

I do not have any fear regarding this issue

3. Country

Egypt

5. Please provide your contact information

a. Telephone number

land line

b. Mobile number

c. Email address

d. Mailing address

e. Fax number

How can we best contact you?

By mobile

6. Please name or describe the **EBRD Project(s)** that raises concerns. If you don't know the Project name, you can include details like the name of the company in charge of the Project, its location, or the activities it involves that are affecting you.

Titan Cement Group – Egypt subdivision-Alexandria Portland Cement Company

7. What harm do you believe has been caused, or might be caused, by the Project? Please include details.

1- I am suffering from [REDACTED] due to direct exposure to cement dust. Unfortunately, I have been forced to an early retirement due to a chronic disease, I expected the company to give me all my rights in terms of medicine compensation, promotions, and late bonuses, but it did not happen. I was faced with two options, to continue working and die of this disease or to take out the settlement package which was very low according to my situation, as it is possible that this disease will be cured.

2-The medicine cost me now about 35000 Egyptian pounds per month [REDACTED] and what they gave me regarding the medicine compensation was about 63000 Egyptian pounds. I expected the company to complete my medicine at the company's expense but it did not happen.

3- Regarding the promotions and bonuses:

I remained in the same position from 2008 till 2018 as Quality Control Section Head although there was Quality Control Manager in the place, he got retired in 2012 and the company did not hire another manager or promoted me to his position.

As you know there were two revolutions in Egypt in the period 2011-2013 and the situation was not good in the company what I mean is the work was very tough and very hard. In this period, as I mentioned, I was in charge without any consideration of this situation.

The disease started to be known and discovered by doctors in 2015 and got worst till August 2018 when I got retired.

4-Regarding the late bonuses, I did not get them because they said they are private sector and they did not provide these things.

5- During these years, from 2018 until now, I have been trying to adapt to the disease and take the required treatments, but the high costs of treatment forced me to resort to the company and help me with the costs of treatment, but all attempts failed so that I resorted to the judiciary, but since I am the weak party and all the documents that I signed during the retirement pension do not give me the right to claim anything after leaving the pension.

I went to all the concerned agencies, but no result

8a. Are you directly or personally affected by the Project?

I am the one who was affected by the project directly and personally

8b. Are you submitting this Request as a Representative of a person or group affected by the Project?

I am personally

8c. Are you submitting this Request as an Organisation that is not directly or personally affected by the Project?

I am personally

Please describe your efforts to engage with Project-affected people on the issues you are raising. _____

What feedback did Project-affected people give you about the Project impacts?

What has prevented Project-affected people from submitting this Request?

9. Have you ever **contacted the EBRD** or the **EBRD Client** to try to raise and voice your concerns? _____ **EBRD no**

Note. **IPAM is a 'tool of last resort'** so, unless there is fear of retaliation, before submitting a Request to IPAM, you should first voice your concerns:

- with **EBRD staff** by sending your concerns to cso@ebrd.com, or
- with the **EBRD Client** that is responsible for the Project.

Note: All supporting documentation must be sent via email to IPAM (ipam@ebrd.com).

Step 2: Additional Information if available:

10. What do you hope to achieve through the IPAM process?

Getting my rights back

11. IPAM has two paths for reviewing your concerns.

Path 1 – Problem Solving: IPAM can act as a neutral third Party to help find mutually-satisfactory resolutions through flexible, consensus-based problem solving approaches.

Path 2 – Compliance Review: IPAM engages with Project-affected people, Bank staff, Clients and others to determine whether the Bank has met the provisions of its [Environmental and Social Policy](#) and/or [Access to Information Policy](#). The Compliance function only deals with compliance of the Bank, not that of the Client.

At this point, and subject to obtaining more information, what would be your preference?

