

Summary of Request

IPAM received a complaint from individuals who state that they were working in health and safety supervision roles in the Fayoum Wastewater Expansion Programme. The complaint raises concerns related to labour and working conditions, including alleged unfair or unlawful termination, retaliation linked to speaking up, non-payment of wages and benefits, unpaid overtime, and pressure to sign resignation documents.

The complainants allege that health and safety supervision staff were required to manage heavy workloads across multiple project sites while receiving wages that they considered low in relation to the level of responsibility. They state that concerns regarding wages and workload were raised and that subsequent dismissals were linked to those concerns.

A central issue in the complaint concerns alleged retaliation following the raising of workplace concerns. The complainants state that, after concerns were escalated, certain workers were removed from the programme and that this was linked to their decision to raise complaints. They further allege that several workers were subsequently dismissed without proper legal or contractual process, including without written notice, despite requests for formal confirmation.

The complaint also raises concerns about alleged non-payment of wages and benefits. The complainants state that some dismissed workers did not receive salary payments for certain months and were not compensated for overtime or extended working hours.

Additional concerns relate to the manner in which the termination process was handled. The complainants allege that affected workers were dismissed without prior notice, in breach of the 30-day notice clause of their contracts, and that some workers were pressured to sign resignation documents before being allowed to retrieve personal documents and certificates.

The complainants also indicate that fear of retaliation discouraged some affected workers from joining the complaint, particularly because of concerns about future employment prospects. They request that the alleged termination, retaliation, non-payment of wages and benefits, unpaid overtime, and pressure to sign resignation documents be considered as part of IPAM's review.

The issues raised in the complaint may relate to labour and working conditions, specifically alleged unfair or unlawful termination, alleged retaliation linked to raising concerns about wages, workload and health and safety requirements, and alleged non-payment of wages, benefits and overtime, including pressure to sign resignation documents before retrieving personal documents and certificates. IPAM's consideration of the complaint would be based on the applicable policy framework and the information available during its intake and assessment process.