

Women's Employment and Their Labor Rights

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- Upon their request, women are allowed to work during night shifts in any establishment of any nature. However, the needed measures should be taken in order to protect their health, and their social obligations.
- All provisions regulating employment in the Labor Law shall apply to men and women without discrimination between them, whenever their work conditions are similar.
- Women are not to be employed to work underground in any mines and quarries regardless of their type, and all work related to the extraction of minerals and stones from the subsoil.

The only exception to the aforementioned provisions are the following categories:

- 1–Women in managerial positions, not performing any manual work.
- 2–Women working in medical and healthcare services.
- 3–Women undergoing trainings at underground mine departments for academic purposes.

- It is prohibited to employ women during their legally prescribed pregnancy and lactation durations in jobs that pose a threat or risk on their reproductive health or their children's and fetus's health.

For more information <https://www.egypt.gov.eg/arabic/laws/labour/default.aspx>



Important Definitions in Labor Law

- **Worker:** a person working in return for a wage.
- **Employer:** a person employing the worker in return for a wage.
- **Wage:** what the worker is paid in return for his/her work whether fixed or variable in cash or in kind. The wage also includes:
 - “The commission”: a percentage or reward that the worker obtains in exchange for selling a product.
 - “The bonus”: a cash sum added to the worker's wage periodically.
 - “The allowance”: what the worker is paid as compensation for his/her work under certain circumstances or risks.
- **Official work:** work that takes place at agreed dates and times.
- **Temporary work:** work that is carried out during a specific period or for specific deliverables and ends with their completion.
- **Casual work:** work that does not form part of the activities carried out by the employer, the accomplishment of which does not take more than six months.
- **Seasonal work:** the work fulfilled in traditionally recognized periodic seasons.
- **The concerned minister:** The Minister of Manpower.

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Wages

- The National Council for Wages, headed by the Minister of Planning and Economical Development, shall set the minimum wage, taking into account the cost of living, economical factors to achieve a balance between wages and prices taking into consideration development of the cost of living.
- The National Council for Wages shall set the minimum annual bonus which must be not less than 7% of the basic wage.
- Discrimination in wages on the grounds of gender, origin, language, religion, or creed shall be prohibited.
- The worker's wage is determined according to the individual employment contract, collective agreement, or the workplace policy.
- The worker's wage shall not be less than the minimum wage, whether per production or commission.
- If the wage is per production, and the work exceeds two weeks, the worker shall receive a weekly down payment until all deliverables are completed and the remainder of his/her wage is received.
- If the employment relationship ends, the employer shall give the worker his/her wages and all amounts due to him/her instantly.
- If the worker has voluntarily resigned from the job, the employer shall pay the worker his/her wages and all his/her dues within a period not exceeding seven days from the date of the worker's claim of his/her payments.
- An employer shall not transfer a monthly paid worker to daily, weekly or per-deliverable work without the worker's written consent.
- If the worker takes a loan from the employer, the employer shall not deduct more than 10% from the worker's wage to repay this loan, which must be offered without any interest.

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VACATIONS

- The annual vacation period is 21 days fully paid for those who have accomplished a full year in service, and 30 days for those who have accomplished ten years in service or are over the age of 50. Public holidays, official events and weekends shall not be included in the calculation of vacation days.
- The annual leave period shall be increased by seven days for workers who work in tough and dangerous jobs or in remote areas.
- If the work relationship ends before the worker exhausts the annual vacation balance, s/he shall be entitled to monetary compensation in return of this balance.
- A worker can set the date of the annual vacation if s/he notifies the employer at least fifteen days before.
- The employer may deny the worker his/her wages during the vacation if it is proven that s/he worked with another employer during that vacation.
- Any worker who works on official holidays due to specific working conditions shall receive double his/her wage for that day.
- Any worker who provides proof of illness has the right to a sick leave as determined by the competent medical authority, which s/he shall be compensated for.
- The employee whom spent five years in service of the employer shall have the right to a leave of one month with full pay for performing pilgrimage or visiting Jerusalem.
- The employee has the right to casual leave for a period up to six days during the year and to be counted as part of the annual leaves.

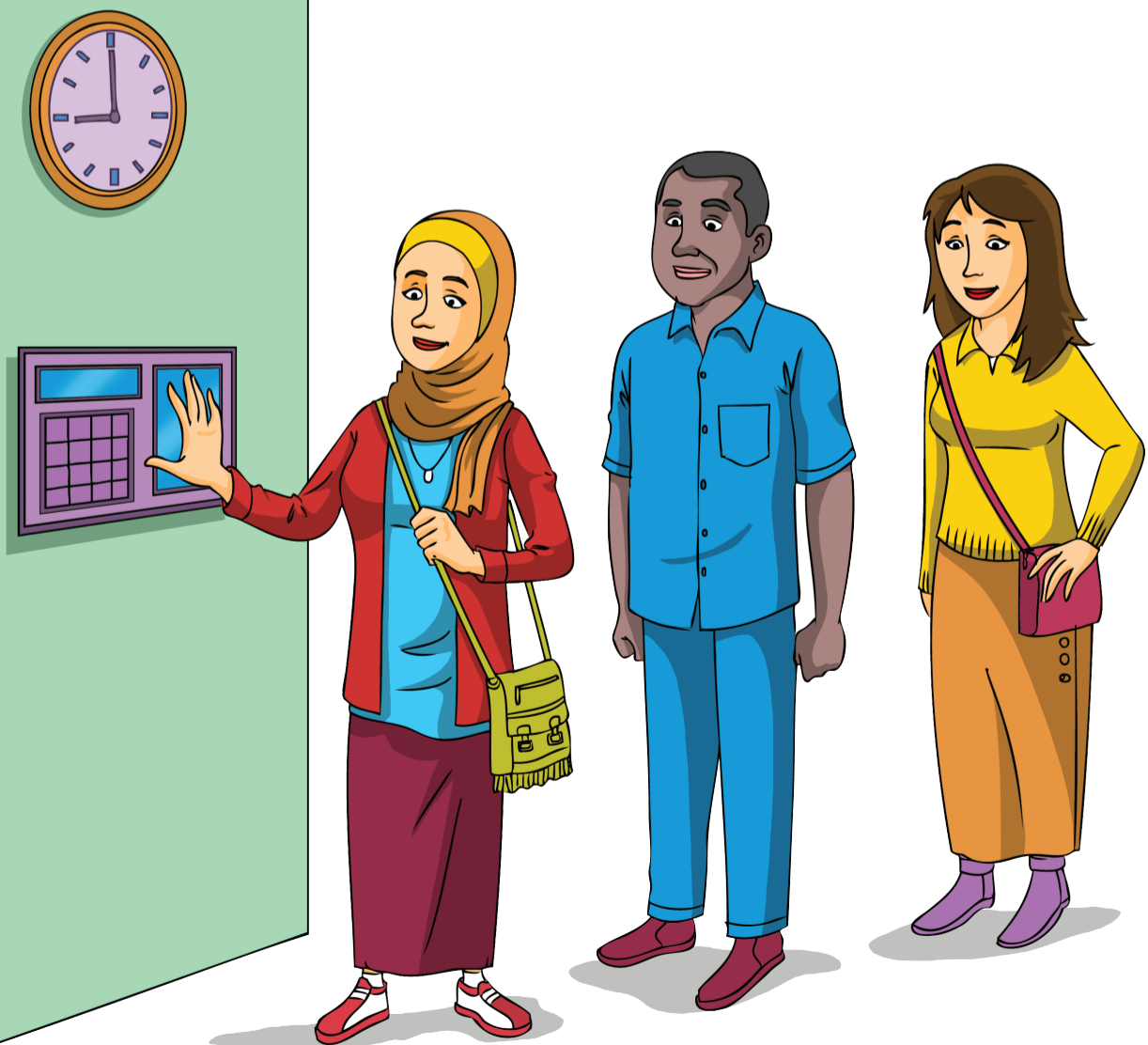
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Working Hours and Breaks

- The employer may not schedule work for more than eight hours per day, or a total of 48 hours per week, without dedicated time for meals and breaks. The maximum working hours can be reduced by decree of the concerned minister of certain labor categories, or in certain industries or works to be determined by him/her.
- Break and mealtimes shall not be less than one hour a day, so that the worker does not work for more than five consecutive hours.
- The worker shall get a weekly rest of no less than 24 hours after six consecutive working days at most, and this rest shall be paid.
- For jobs that require continuous work, or where the workplace is far from an urban setting, the worker may work for a period not exceeding eight consecutive weeks, and weekend days shall be accumulated.
- If, due to exceptional work conditions, there is a need for additional working hours, the worker shall be entitled to overtime payment in addition to his/her basic wage, and in all cases the actual working hours must not exceed ten hours per day.
- The employer shall set a schedule indicating the weekend day(s), working hours and break times in a place visible to workers inside the workplace.

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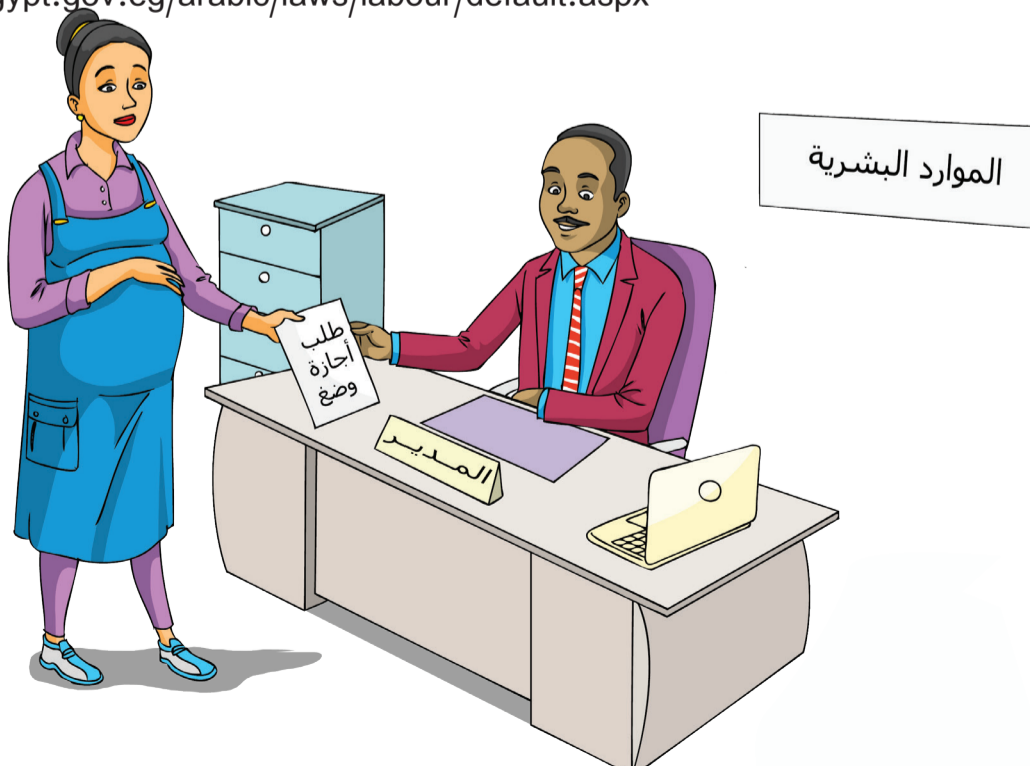
Women's Employment and Their Rights at Work

- The Egyptian constitution, international agreements, covenants and national laws stipulate the right of women to work and the state is obligated to take all measures to achieve equality between male and female citizens in terms of freedom of choice of profession, wages, terms and conditions of work, and ensure compatibility and facilitation work life balance
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Female Workers' Rights During Pregnancy, Childbirth and Childbearing

- A female worker who has worked ten months or more shall be entitled to a fully paid 90-day maternity leave upon presenting a medical report. The female worker shall not be entitled to a maternity leave more than double the duration of her service.
- An employer shall not dismiss or terminate the contract a female worker during her maternity leave.
- A breastfeeding female worker has the right to two daily breaks for breastfeeding after resuming work, each of which shall not be less than half an hour with the right to combine both periods in one.
- A female worker is entitled to a leave of not more than two years without pay for childcare and is entitled to this leave twice during her period of service. .
- An employer who has a hundred female workers or more shall establish a nursery to care for their children.
- Establishments in the same area that employ less than a hundred female workers shall cooperate in establishing a nursery, under the terms and conditions determined by a decision from the concerned minister.
- Establishment that employs five female workers or more shall visibly provide the company's policies on female employment

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Termination of Business Relationship

- The specified employment contract expires at the end of its term.
- If the contract is for a term of more than five years, the worker may terminate it without compensation, provided that the employer receives a three-month notice.
- If the period of the specified work contract expires, and the worker and the employer continue to implement it, this is considered a renewal of the contract for an unlimited period.
- If the work contract is specified for the completion of specific deliverables, and it takes more than five years to complete it, the worker shall not terminate the contract before the deliverables are complete.
- If the work contract is for an indefinite period, both the worker and the employer may terminate it, provided that the other party is notified in writing prior to termination, and the reason for termination is justified by the employer, such as the worker's breach of his/her obligations or inefficiency, or by the worker, such as health, social or economic complications.
- An employer shall not issue a notice of termination of a work contract to a worker during his/her leave.
- If the employer terminates the work contract without notifying the worker, s/he shall pay the worker an amount equivalent to his/her wage for the contract's duration.
- The resignation of the worker must be in writing, and s/he can retract it within a week from the date it was submitted to the employer, and the resignation shall be nullified.
- The employment contract between the employer and the worker cannot be terminated based on race, gender, marital status, religion, participation in union activity, seeking to represent workers, filing a complaint against the employer, grievance or the worker's use of his/her entitlement to vacation or due to pregnancy and family obligations. .
- If the employer terminates the contract without sufficient justification, s/he must compensate the worker with a wage of at least two months for each year of service.
- The retirement age shall not be less than sixty years old.
- A female worker may terminate her employment contract due to marriage, pregnancy or childbirth without her rights being affected.

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This was made possible within the joint UN Women-ILO programme 'Employment and Decent Work for Women', that is funded by the Swedish International Development Cooperation Agency (SIDA), and in partnership with IECD.

Occupational Safety, Health and Work Environment

- The work facility shall provide safety measures and prevent hazards such as heat, cold, noise, lighting, harmful radiation, changes in atmospheric pressure and explosion.
- The work facility shall take measures to protect workers from the risk of infection from bacteria and viruses, such as when dealing with infected animals or close contact with patients.
- The facility shall take all precautions to prevent mechanical hazards such as construction hazards, chemical hazards such as exposure to carcinogens, chemicals and fire hazards.
- The company shall train the worker on how perform his/her profession properly and inform him/her of the dangers of his/her profession, and means to prevent all associated risks.
- The company shall provide its workers with medical aid and necessary medical treatment free of charge.

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Duties of the Workers

- The worker shall perform his/her duties accurately and honestly, execute the employer's instructions regarding the performance of work, and be well treated by the employer.
- The worker shall maintain work schedules and the tools, equipment or documents s/he receives.
- The worker shall not disclose any secrets related to the business.
- The worker shall maintain the safety and security of the facility.
- The worker must inform the employer of his/her correct personal data, and follow the systems set by the employer to develop his/her capabilities and skills.
- A worker shall not work in another job while working at the establishment, especially if this work will negatively affect the performance of his/her job.
- A worker shall not accept gifts or commissions without the employer's consent.

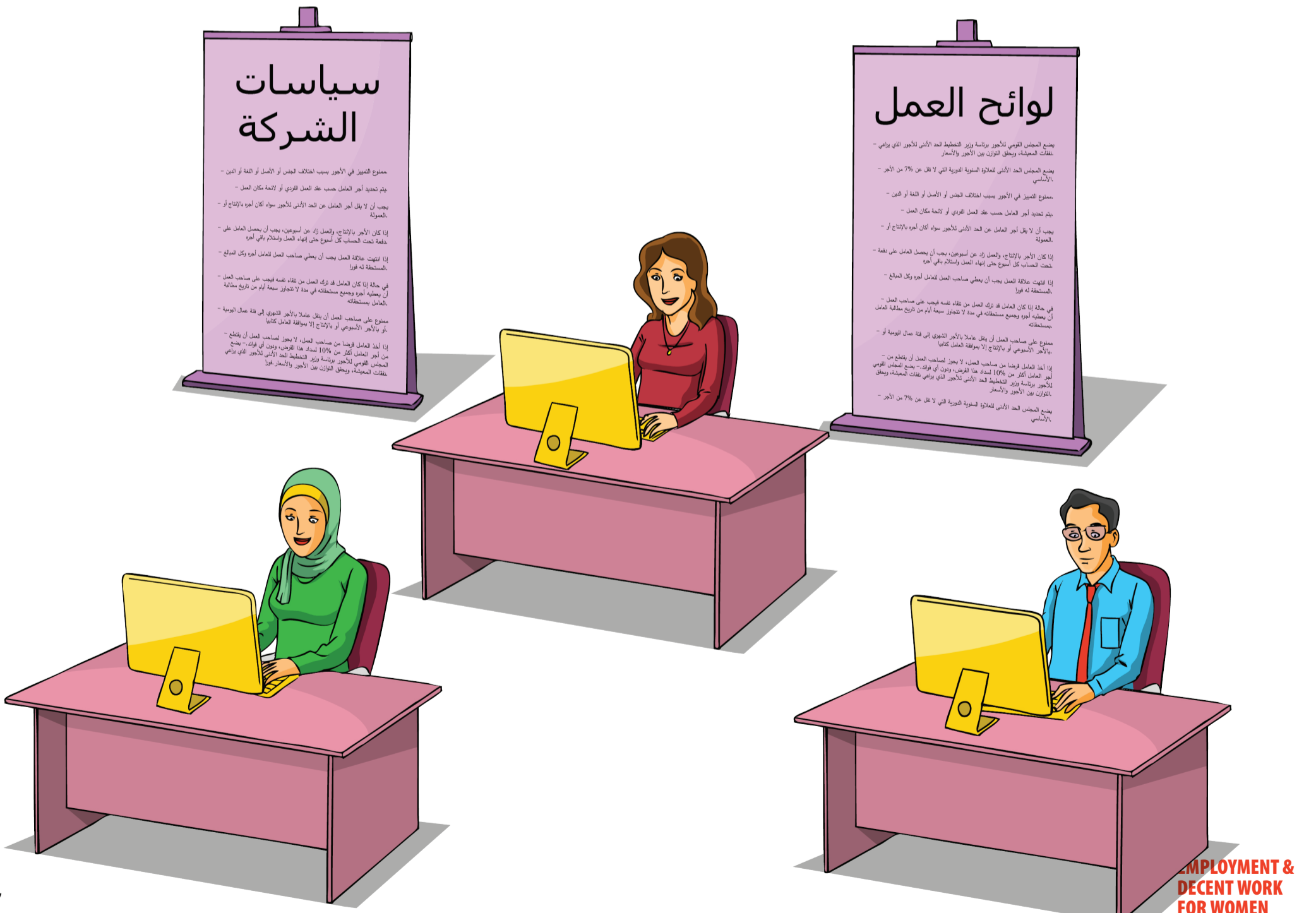
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Individual Work Contract

- The employer shall draft the employment contract in three copies: a copy for the employer, a copy for the worker and a copy for the relevant social insurance office.
- The duration of the worker's probation must be specified in the employment contract and shall not exceed three months, and the worker shall not be appointed to a probation period more than once with the same employer
- The contract shall include data such as; name of employer, workplace address, worker's name, qualification, profession or craft, social insurance number, nature of work, method of payment, and benefits in cash or in kind as agreed upon.

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Labour Inspection, Arrests and Penalties

Whoever commits any of the following crimes shall be punished with imprisonment for a period of not less than one month and not exceeding one year, and a fine of not less than 10,000 pounds and not exceeding 20,000 pounds, or one of those two penalties:

- Engaging in the process of assigning Egyptians to work inside or outside the Arab Republic of Egypt from entities other than those specified in Article 17 without obtaining the license stipulated there in or with a license issued based on insufficient data.
 - Receiving payment from the worker in return for his/her employment inside or outside the Arab Republic of Egypt in violation of the provisions of Article (21) of this law, or illegally collecting payments from the worker's wage or his/her dues for his/her work inside the country or abroad.
 - Violating the provisions contained in the first paragraph of Article (2) of this law or providing insufficient information about agreements or contracts to employ Egyptians to work outside the Arab Republic of Egypt, their wages, quality or work conditions, or any other conditions related to this work to the concerned ministry or other concerned authorities
- In all cases, it shall be ruled that sums that were unlawfully collected or obtained be repaid, and the court – on its own accord – shall award compensation to the victim of the crime for the damage suffered as a result of the crime stipulated in Clause (3) of this Article.

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