Translation of
the Labor law No. 14 of 2025

ترجمة قانون العمل رقم ١٤ لسنة ٢٠٢٥

15 May 2025

ANDERSEN

Preamble

In the Name of the People

The President of the Republic

The House of Representatives has enacted the following law, which we hereby issue:

Article 1 – Promulgation:

The provisions of this law and the accompanying law shall govern employment matters. They shall also apply, in the absence of specific provisions in individual employment contracts or collective labor agreements, to foreign workers within the Arab Republic of Egypt.
Unless otherwise specifically provided, the provisions of this law and the accompanying law shall not apply to the following categories:

- Employees of government bodies, including local administration units and public authorities.
- Domestic workers and those in similar categories.

Article 2 – Promulgation:

The Training and Qualification Fund, established under Labor Law No. 12 of 2003, shall retain its legal public personality, report to the Minister responsible for labor affairs, and exercise its powers as regulated by the accompanying law.

All ongoing legal disputes—whether registered or pending before courts of all degrees—between the Training and Qualification Fund and establishments subject to the provisions of the accompanying law, relating to the collection of the 1% contribution to the Fund, shall be considered terminated if not definitively adjudicated prior to the entry into force of this law, and no claims shall be made for unpaid amounts—unless the establishment explicitly requests continuation of the dispute within six months from the effective date of this law.

In all cases, the termination of the dispute shall not entitle establishments that have paid this percentage to recover any amounts previously paid.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 3 – Promulgation:

The Social, Health, and Cultural Services Fund, established under the aforementioned labor law, shall continue to exist and report to the Minister responsible for labor affairs, exercising its powers as regulated by the law.

The National Council for Wages shall also continue to operate and shall be formed and exercise its functions as detailed in the accompanying law.

Article 4 – Promulgation:

The provisions of this law and the accompanying law shall not affect workers' rights previously acquired in terms of wages or benefits derived from prior laws, regulations, systems, agreements, or internal decisions.

Provisions of special legislation concerning specific categories of workers shall remain in force until collective agreements are concluded and come into effect in accordance with the accompanying law.

The benefits stipulated in those legislations shall be considered the minimum baseline for negotiation.

Article 5 – Promulgation:

The provisions of this law and the accompanying law shall not affect the provisions of the Law on the Facilitation of Licensing Procedures for Industrial Establishments, issued under Law No. 15 of 2017.

Article 6 – Promulgation:

Employers may hire workers without requiring them to obtain the professional or trade license referenced in Article (27) of the accompanying law, provided they regularize their status within no more than three years from the date of issuance of the regulatory decisions governing the licensing procedures.

As an exception, the Prime Minister may, upon the recommendation of the Minister responsible for labor affairs, extend the grace period for similar periods not exceeding a total of three years.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

In all cases, workers employed by an employer for more than one year prior to the enactment of the accompanying law shall be exempt from obtaining such licenses.

Entities subject to the provisions of Articles (22) and (41) of the accompanying law must also regularize their status in accordance with the law within one year of its effective date. The Prime Minister may extend this period for one or more terms not exceeding a total of two years upon the recommendation of the Minister responsible for labor affairs.

Article 7 – Promulgation:

All monetary and in-kind assets, rights, obligations, and resources related to the social and health care accounts for irregular labor, established within the Ministry of Labor and its provincial directorates, shall be transferred to the Emergency Aid and Social and Health Services Fund for irregular labor established pursuant to the provisions of the accompanying law.

Article 8 – Promulgation:

Establishments subject to the provisions of this law and the accompanying law shall submit to the Ministry responsible for labor affairs, within thirty days from the effective date, a detailed report including the number of workers categorized by qualifications, occupations, age groups, nationalities, gender, and the wages they receive.

Article 9 – Promulgation:

Without prejudice to Article 13 of this law, courts shall, on their own initiative, refer any pending disputes and lawsuits—now under the jurisdiction of the specialized labor courts according to the provisions of the accompanying law—to such courts in their current status, without any fees. In the event of the absence of any party, the clerk's office shall notify them of the referral decision and summon them to attend the hearing before the designated labor court.

The first paragraph of this Article shall not apply to cases already adjudicated or reserved for judgment prior to the effective date of this law; such cases shall continue to be considered by

the original courts, and any judgments rendered shall remain subject to the appeal procedures in force at the time of their issuance.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 10 – Promulgation:

The Court of Cassation and Courts of Appeal shall continue to hear appeals of judgments rendered in disputes and lawsuits referred to in Article 9 of this law, if such appeals were filed prior to the effective date of the specialized labor court system, as stipulated in Article 13 of this law.

Article 11 – Promulgation:

The Minister responsible for labor affairs shall issue the executive regulations and decisions necessary for implementing the provisions of this law and the accompanying law within a period not exceeding ninety days from its effective date. Until such regulations are issued, current regulations shall remain in effect, provided they do not conflict with the provisions of this law and the accompanying law.

The Minister of Justice shall also issue the decisions necessary to implement the provisions of the accompanying law concerning the specialized labor courts.

Article 12 – Promulgation:

Law No. 12 of 2003 issuing the Labor Law, and Law No. 125 of 2010 concerning the preferential ranking of workers' rights, are hereby repealed, along with any provision that contradicts the provisions of this law and the accompanying law.

Article 13 – Promulgation:

This law shall be published in the Official Gazette and shall come into force on the first day of the month following the lapse of ninety days from the date of its publication.

With regard to the specialized labor courts, it shall enter into force as of the first of October following the effective date of the accompanying law.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 1:

For the purposes of applying the provisions of this Law, the following words and terms shall have the meanings assigned to each of them:

Worker: Any natural person who works for a wage under the direction or supervision of an employer.

Apprentice: Anyone engaged with an employer for the purpose of learning a trade, craft, or profession in return for a wage.

Employer: Any natural or legal person employing one or more workers for a wage.

Wage: Everything a worker receives in return for their work, whether in cash or in kind, including:

- **Basic Wage:** The wage specified in the employment contract, along with any increases thereto.
- **Variable Wage:** Other components of the wage, particularly:
    a. **Commission or Percentage:** A sum paid based on the worker's production, sales, or collections.
    b. **Bonuses:** Monetary or percentage additions not included in the basic wage.
    c. **Grants:** Additional amounts given as customary or stipulated in individual or collective agreements.
    d. **Rewards:** Payments for excellence or high performance.
    e. **Allowances:** Paid for certain working conditions or risks.
    f. **Profit Share:** Distributions from net profits per relevant laws.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

g. **Tips:** Payments from non-employers if customary and governed by workplace policy or local practice.

h. **Service Charges:** Paid by customers (e.g., in hotels/restaurants) and distributed per a ministerial decision.

i. **In-kind Benefits:** Non-cash advantages not required by the job's nature but provided by the employer.

Insurance Wage: The wage base for social insurance under Law No. 148 of 2019 on Social Insurance and Pensions.

Temporary Work: Tasks related to the employer's business, limited in duration or purpose.

Casual Work: Unrelated to the employer's core business and not exceeding six months.

Seasonal Work: Work performed during recognized recurring seasons.

Irregular Worker: Any person engaged in non-permanent work for a wage, such as street vendors or newspaper distributors.

Worker in the Informal Sector: One working inside or outside an establishment without formal registration.

Forced Labor: Any work or service imposed forcibly on any person under threat of punishment or harm, which the person has not voluntarily undertaken of their own free will.

Night: The period between sunset and sunrise.

Career Guidance: Assisting individuals in selecting suitable careers based on skills and labor market needs.

Training: Enabling individuals to gain professional knowledge, skills, and behaviors for employment.

Industrial Apprenticeship: A structured training model to develop skills and knowledge in a trade for a wage.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Sectoral Skills Councils: Sector-specific entities that enhance cooperation between the government and the private sector, established to ensure that the system of technical and vocational education and training meets the economic sector's need for skilled technical labor.

Private Employment Agencies: Companies recruiting or hiring workers for others, as per legal requirements.

Authorized Agents: Any person appointed or delegated by the employer to manage the establishment, or senior executives who exercise some or all of the employer's authority.

Collective Bargaining: A dialogue conducted between an employer or one or more employers' organizations on one side, and a labor union or more than one such organization on the other side, with the aim of reaching an agreement that serves the interests of both parties.

Collective Dispute: Any conflict between one or more employers and workers (or their unions) regarding work conditions.

Social Partners: The production process stakeholders: the government, employers' organizations, and labor unions.

Workers' Representative: An employee of the establishment who is formally authorized by the workers, through an official mandate, to represent them before the employer in the absence of a labor union within the establishment.

Collective Labor Agreement: A written agreement that regulates the terms and conditions of employment and rules of operation, concluded between one or more labor union organizations and an employer, a group of employers, or one or more of their organizations.

Conciliation: A method used by one of the parties to a collective labor dispute to request the intervention of the competent administrative authority after collective bargaining between the parties has failed.

Mediation: An amicable method for resolving collective labor disputes, whereby the disputing parties agree to assign the task of proposing a settlement to a neutral third party, referred to as the "dispute mediator," who is jointly selected from a pre-approved list.

Arbitration: A contractual method of settling unresolved collective disputes through one or more arbitrators.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Arbitration Clause: A written agreement to refer any employment-related disputes to arbitration.

Arbitration Agreement: A written post-dispute agreement to resolve the matter through arbitration.

Strike: A coordinated work stoppage by workers or a group thereof to demand professional, economic, or social rights after failed negotiations, subject to legal procedures.

Work Injury and Chronic Illness: As defined in Law No. 148 of 2019 on Social Insurance and Pensions.

Harassment: Any behavior or act at or related to the workplace involving sexual or pornographic insinuations or gestures by any means, including electronic or technological.

Bullying: Any act or behavior at or related to the workplace intended to intimidate or degrade someone based on attributes like gender, race, religion, physical or mental condition, or social status.

Establishment (المنشأة): Any project or facility owned or operated by a private legal entity, regardless of type or affiliation, per Article 243 of this law.

Workplace (موقع العمل): The location where the worker performs or may reasonably be expected to perform their duties.

Profession or Trade: Any work requiring specific skills or experience not regulated by a special law.

Competent Minister: The minister responsible for labor affairs.

Competent Ministry: The ministry in charge of labor affairs.

Competent Administrative Authority: The labor ministry and its directorates and departments nationwide.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 2:

For the purposes of applying the provisions of this law, a year shall be considered 365 days, and a month shall be considered 30 days, unless otherwise agreed.

Chapter 1 - Definitions and General Provisions:
Section 2 - General Provisions

Article 3:

This law is considered the general law that governs labor relations.

Article 4:

It is prohibited to employ a worker through forced labor or coercion. Harassment, bullying, or any form of verbal, physical, or psychological violence against the worker is also prohibited. The work organization's regulations on work and penalties will determine the disciplinary actions imposed within the entity.

Article 5:

Any act, behavior, or procedure that leads to discrimination or differentiation between people in training, job advertisements or hiring, work conditions, or the rights and duties resulting from an employment contract based on religion, belief, gender, origin, race, color, language, disability, social level, political or union affiliation, or geographic origin, or any other reason that undermines the principle of equality and equal opportunities is prohibited.

It is not considered prohibited discrimination if the benefit, advantage, or protection decided under this law and its implementing decisions and regulations is provided to women, children, or people with disabilities and dwarfs, as long as it is necessary to achieve the intended goal. The responsible ministry will create policies and plans to integrate them into the labor market and provide them with the necessary protection in the workplace, in coordination with the Ministry of Social Solidarity and relevant national councils.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 6:

Any clause or agreement that contradicts the provisions of this law is void, even if made prior to the law's enactment, if it reduces the worker's rights as established in this law or exempts the worker from rights arising from the employment contract during its validity or within three months after its termination.

Any better benefits or conditions established in individual or collective labor contracts, basic regulations, or other company policies will continue to be in effect. This also applies in case of changes in the company's legal status or ownership transfer.

Article 7:

Lawsuits arising from disputes related to the provisions of this law, filed by employees, trainees, or apprentices, or their entitled beneficiaries, are exempt from judicial fees and expenses at all stages of litigation. The court may, in all cases, include an immediate enforcement order without requiring bail. If the case is rejected, the court may order the plaintiff to pay all or part of the expenses.

The aforementioned categories are also exempt from stamp duty on certificates, photos provided to them, complaints, or requests they submit, in accordance with the provisions of this law.

Subject to the provisions of Article (185) of this law, it is not required for these categories to have a lawyer sign the lawsuit initiation form or petitions for substantive requests or orders.

Article 8:

Amounts owed to the worker or their beneficiaries, arising from the employment relationship, have a priority claim over all of the debtor's movable and immovable property. These amounts shall be collected before judicial expenses, amounts owed to the public treasury, storage, restoration costs, and any other preferential claims established by law.

Social insurance contributions are considered part of the worker's rights and shall be collected and paid to the relevant authority.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 9:

The dissolution, liquidation, closure, or bankruptcy of the company does not prevent the fulfillment of all obligations arising under this law.

A decision or ruling issued in this regard should specify a deadline for fulfilling the rights of employees, and the relevant administrative authority must follow up on the fulfillment of these rights. It may act on behalf of the concerned parties to take necessary actions to meet these obligations within the specified deadline.

The competent minister will issue a decision specifying the controls, procedures, and deadlines for fulfilling workers' rights.

Article 10:

If there are multiple employers, they are jointly responsible for fulfilling all obligations arising from this law, or the approved regulations of the company, or collective labor agreements.

The authorized agent or the person who has been assigned by the employer with all or part of the tasks is jointly responsible with the employer in fulfilling all obligations under this law.

Article 11:

The merger, division, inheritance, bequest, gift, sale (even by public auction), reduction, lease, or other acts regarding the company will not terminate the employment contracts of its workers.

The successor is jointly responsible with the previous employers for executing all obligations arising from these contracts.

Article 12:

Workers covered by this law are entitled to an annual periodic allowance at the due date, not less than 3% of the insurance wage. This allowance becomes due after one year from the date of hiring or from the date of the previous periodic allowance's entitlement.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

If the company faces economic conditions that make it impossible to pay the aforementioned periodic allowance, the matter is presented to the National Wages Council to decide on reducing or exempting it within thirty days from the date it is submitted.

Article 13:

The competent minister will issue a decision defining the authority of the administrative body responsible for implementing the provisions of this law.

Article 14:

One-third of the amounts awarded for violating the provisions of this law shall be allocated to the relevant ministry for spending on social, health, and cultural services, as well as the development of vocational training for the most vulnerable categories among workers covered by this law, particularly irregular labor. The remaining amount shall go to the public treasury of the state.

The minister will issue a decision to determine how to distribute the amount and its intended uses.

Article 15:

The collection of fees and service charges specified in this law will follow the provisions of the Law on Regulating the Use of Non-Cash Payment Methods, issued by Law No. 18 of 2019.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 16:

The provisions of this chapter apply to all training centers subject to the provisions of this law and to the following categories:

- Those wishing to undergo training.
- People with disabilities and dwarfs, and other priority care groups.
- Trainees.
- Those seeking further or continuous rehabilitation.
- Apprentices.

Article 17:

The relevant administrative authority is responsible for providing career guidance to training applicants to assist them in choosing professions based on their abilities.

In coordination with ministries, concerned bodies, and in consultation with representatives from the most representative employers' and workers' organizations, the authority is responsible for preparing the national professional classification of occupations, crafts, and jobs in the labor market. It will determine their requirements, descriptions, and the necessary skills and competencies. It will also work on updating these classifications according to global quality standards and adapting them to modern technological changes and climate change.

The competent minister will issue a decision regarding the rules and procedures governing this process, as well as the relevant beneficiaries and entities.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 18:

A council called the "Supreme Council for Human Resources Skills Development" shall be established, with its main headquarters in Cairo. It will be chaired by the competent minister and include the following members:

- Representatives from the Ministries of (Health, Planning and Economic Development, International Cooperation, Education, Technical Education, Higher Education and Scientific Research, Industry, Investment and Foreign Trade, Communications and Information Technology, Social Solidarity, Public Business Sector, Local Development, Housing, Utilities and Urban Communities, Tourism and Antiquities), appointed by the relevant ministers.

- The head of the Central Authority for Organization and Administration or their representative.

- The head of the National Council for Persons with Disabilities or their representative.

- Seven members representing the most representative employers' organizations in terms of membership, nominated by their organizations.

- Seven members representing the most representative labor union organizations, nominated by their organizations. The nomination should ensure representation from all levels of labor unions unless this is not feasible.

- The Council may consult with experts from groups it deems necessary to represent, without giving them a vote in deliberations.

The Council will establish general policies for developing human resources skills, training and rehabilitation policies, and policies for training and rehabilitating people with disabilities, dwarfs, and priority groups in line with the state's public policy. It will also develop plans to align education and training with current labor market needs and future jobs and the necessary skills for these jobs. A decision from the Prime Minister will be issued to establish the Council, define its other competencies, its operating system, and its executive secretariat within six months of the law's enactment. The Council should meet at least once every three months.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 19:

The Council may establish an executive board for human resource skills development within any governorate or geographical area. The Council will decide the head and members of the executive board, which should include representatives from employers' organizations and labor unions in equal numbers, as well as representatives from the relevant ministries and authorities. The executive board will be responsible for monitoring the implementation of plans, decisions, and recommendations from the Supreme Council for Human Resources Skills Development and coordinating with local authorities responsible for improving human resources skills through vocational training and continuous training.

The decision to form the board will also define its other competencies and operating procedures.

Article 20:

The Training and Rehabilitation Funding Fund shall operate at the national level based on labor market needs and aligned with the needs of employers' sectoral organizations established by law. It is responsible for providing the following services:

- Funding human resource skills development and vocational and technical training through the establishment and development of training centers, designing and implementing training programs, and creating skill guides and required competencies.
- Financing development projects aimed at improving human resources skills and aligning education and training outcomes with current and future labor market needs, and coordinating with sectoral skills councils.
- Setting executive conditions and rules to regulate funding processes.
- Monitoring and evaluating all funded activities.

A decision from the Prime Minister will establish the Fund's Board of Directors, chaired by the competent minister, with equal representation from labor unions and employers' organizations, as well as representatives from relevant ministries and authorities. This decision will also define the Fund's other competencies, its operational system, the financial treatment of its board members, and the management of its resources, along with its branches in the governorates.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

The Fund's Board of Directors may use private law methods to achieve its goals and carry out its tasks.

Article 21:

The resources of the Fund mentioned in Article 20 are derived from:

- A 0.25% (one-quarter percent) contribution from the minimum insured wage in public sector institutions, public business sector institutions, and private sector companies with 30 or more workers, with a minimum of ten Egyptian pounds and a maximum of thirty pounds per worker, which the organization is obligated to pay annually for services mentioned in Article 20.

- The competent minister will issue a decision to define the rules and conditions for full exemption from this percentage if the organizations train their employees according to their needs or approved regulations.

- Donations, grants, and gifts accepted by the Fund's Board of Directors in accordance with the rules determined by its bylaws, in line with the applicable laws.

- Income generated from investing the Fund's money.

The Fund will have a special account with one of the commercial banks authorized by the Central Bank, and it will prepare annual financial statements. The Fund's funds will be subject to oversight by the Central Auditing Organization, and any surplus will be carried forward from year to year.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 22:

No entity shall engage in training operations unless it is established as a joint-stock company, a partnership with shares, a limited liability company, or a sole proprietorship.

Exceptions to the first paragraph of this article include:

- Employers' organizations, labor union organizations, and associations and institutions established according to the relevant laws, which engage in training operations.
- Training entities established by state administrative units, public authorities, and local administrative units to train their employees and related staff.
- Entities that provide training to their own workers.
- Entities that carry out rehabilitation and training for people with disabilities, dwarfs, and priority groups.

Article 23:

To engage in training activities, an entity must obtain a license from the relevant ministry, except for the entities mentioned in paragraphs (2, 3) of Article 22 of this law.

The competent minister will issue a decision to determine the conditions and procedures for granting and renewing the license, the license's duration, the grounds for its cancellation, and the associated fees, which will not exceed 100,000 Egyptian pounds. This decision will also outline the conditions for establishing and accrediting training centers.

The relevant ministry will maintain a paper or electronic register of licensed training entities and notify the Supreme Council for Human Resources Skills Development of the entries in this register.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 24:

Entities mentioned in Article 22 of this law, except for paragraphs (2, 3), must notify the relevant ministry of the training programs they offer for accreditation. These notifications must include:

- The conditions required for trainees to join the programs.
- The adequacy of the training operations in terms of topics, fields of training, and the number of hours allocated to each.
- The levels and specializations of trainers.
- The level of skill acquired by the trainee upon completing the program.

The competent minister will issue a decision determining the procedures and timing for notifications and accreditation in coordination with the Egyptian Authority for Quality Assurance and Accreditation in Vocational, Technical, and Vocational Education and Training (Etqan), established under Law No. 160 of 2022.

Article 25:

Trainers conducting training activities must be licensed by the relevant ministry based on their request or the request of one of the entities mentioned in Article 22 of this law.

The competent minister will issue a decision determining the conditions, procedures, and fees for obtaining the license, which will not exceed 5,000 Egyptian pounds, along with the grounds for its suspension or cancellation.

However, trainers employed by the entities specified in paragraphs (2, 3) of Article 22 of this law are exempt from this requirement if their work is limited to training within those entities.

The relevant ministry will maintain a paper or electronic register of licensed trainers, marking suspensions or cancellations in this register.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 26:

Entities conducting training must issue a certificate to the trainee confirming their completion of the training program, indicating the level they have reached. The competent minister will determine the other data to be recorded in this certificate and the procedures for its accreditation by the relevant authority, as well as the fees for this certification, which will not exceed 500 Egyptian pounds.

Article 27:

Anyone wishing to practice a profession or craft identified by a decision of the competent minister must submit a request to the relevant authority to obtain a license to practice.

The decision will define the conditions, rules, and procedures for granting the license, the applicable fees (not exceeding 500 Egyptian pounds), and the cases for exemption from the fees.

A worker cannot be employed unless they have this license. The applicant must submit a certificate confirming their skill level. The competent minister, in consultation with the relevant labor union and employers' organization, will issue a decision outlining the required data for this certificate, the procedures for measuring skill levels, and the entities responsible for these assessments.

Those exempted from obtaining this certificate include graduates of vocational schools, higher technical institutes, and universities working in their area of specialization.

Article 28:

The trainee must be at least 14 years old, and the competent minister will issue a decision to regulate the procedures for vocational training with the employer.

Article 29:

The apprenticeship agreement must be in writing, specifying the duration of the learning process, the stages, and the compensation the trainee will receive in each stage, with the final compensation not less than the minimum wage set for workers in the related profession, craft, or occupation.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 30:

The employer may terminate the apprenticeship agreement if it is proven that the apprentice is unsuitable or unwilling to learn the profession, craft, or trade properly. Likewise, the apprentice may terminate the agreement. The party wishing to terminate the agreement must notify the other party at least three days in advance.

Article 31:

Without prejudice to the provisions of Chapter 4 of Title II of this law, the provisions concerning vacations, working hours, and rest periods stipulated in this law apply to apprentices.

Article 32:

A council called "The Supreme Council for Planning and Employing the Workforce at Home and Abroad" is established under the chairmanship of the concerned minister. The council includes representatives from relevant ministries and agencies, with equal representation from the most representative business organizations and labor unions, as nominated by their organizations.

The council is responsible for setting the general policy for domestic and international workforce employment, developing systems, rules, and procedures necessary for employment based on labor market needs both locally and internationally, and preparing for future jobs in alignment with the state's general policy.

A decision on the council's formation, its powers, and working system will be issued by the Prime Minister within six months from the date this law comes into force.

Article 33:

Without prejudice to the provisions of the Disability Rights Law No. 10 of 2018, any capable person who wishes to work must submit an application to the relevant administrative authority with their age, profession, qualifications, and previous experience. The authority will record these applications in paper or electronic records and issue a certificate confirming the registration without charge.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

A person may only be employed if they hold this certificate, unless an exception is made by the employer who may hire an unregistered individual, provided the worker's name is registered with the relevant authority within thirty days of starting the job.

Employers can fill job vacancies by selecting from candidates recommended by the administrative authority based on the records, considering priority in registration.

Article 34:

If the person seeking employment practices a profession or craft determined by the minister's decision in accordance with Article (27) of this law, they must attach to the application for registration a certificate proving their skill level and authorization to practice the profession.

Article 35:

Without prejudice to the Disability Rights Law, existing and future establishments must return the worker's registration certificate to the relevant administrative authority within forty-five days of the employee starting work, after updating the details in the certificate. The registration number and date must be recorded in the employee's file at the establishment.

Article 36:

Establishments subject to the provisions of this law must submit to the relevant administrative authority within thirty days of starting operations a detailed report on the number of workers according to their qualifications, professions, age categories, nationalities, genders, and wages.

These establishments must also send the following information every January:

- Any changes to the data in the first paragraph of this article.
- The number of vacant positions due to replacements or new expansions, and positions that have been abolished.
- An estimate of expected job requirements by educational and professional levels for the upcoming year.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

This should all be in the forms prepared by the relevant ministry.

The relevant authority must send a copy of the data in paragraph two to the National Social Insurance Authority.

Article 37:

Establishments referred to in Article (35) must keep a paper or electronic register of people with disabilities and dwarfism who have certificates of qualification or disability identification cards. This register should include the information from these certificates or cards.

This register must be provided to the relevant administrative authority whenever requested.

The establishment must also notify the authority with a statement that includes the total number of employees, the number of jobs occupied by people with disabilities and dwarfism, and the wages they receive, following a template and schedule set by the minister.

Article 38:

All establishments subject to this law must provide the relevant ministry with the required data or information to create or update the workforce database and the labor market information system within thirty days of being requested.

Employers or their representatives must make reasonable efforts to cooperate with the relevant administrative authority to complete the data collection forms, either in paper or electronic form.

The relevant ministry must collect the necessary data about the labor market and conduct studies and field research either independently or in coordination with the relevant authorities. It must also issue periodic sectoral or geographical reports on current and future labor market needs in terms of professions and skills, and track any changes.

Article 39:

The provisions of this section do not apply to:

- Occasional work or its equivalent.
- Main positions that are considered representatives of the employer.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

The concerned minister may issue a decision extending the provisions of this section to all or some of the jobs and positions mentioned in points (1) and (2) of this article.

Article 40:

Without prejudice to international agreements related to employment, the process of sending Egyptians to work domestically or abroad must be done through the relevant ministry or the following agencies:

- Ministries and public authorities for their employees.
- Egyptian public sector companies, public business sector companies, and private sector companies for their employees in contracts with foreign entities related to their work and activities.
- Private recruitment agencies that are established as joint-stock companies, limited partnerships, limited liability companies, or sole proprietorships, licensed by the relevant ministry.

Article 41:

Without prejudice to the provisions of the Companies Law (Law No. 159 of 1981) regarding joint-stock companies, limited partnerships, limited liability companies, and sole proprietorships, the following conditions must be met to obtain a license for the agency mentioned in point (3) of Article (40):

- Founders, board members, and managers responsible for recruitment operations must not have been convicted of any criminal offenses, or of offenses that involve dishonesty, integrity violations, or public morality violations, unless their rights have been restored.
- The company's capital must be no less than 250,000 EGP if it operates domestically and no less than 500,000 EGP if it operates internationally, and the majority of its founders and board members must be Egyptians, holding at least 51% of the company's shares.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

- The company must provide a security deposit of at least 1 million EGP, either in cash or via an unconditional, irrevocable bank guarantee from a bank registered with the Central Bank, valid throughout the license period. The deposit should cover any fines or damages imposed by the law.

The license is valid for one year and can be renewed based on procedures defined by the concerned minister, with a fee of up to 10,000 EGP. The minister may also add additional conditions for the license, and suspend the issuance of new licenses if required by public interest in light of the labor market's actual conditions.

Article 42:

The concerned minister will issue a decision outlining the obligations of licensed recruitment companies, conditions for their premises and management, work procedures, necessary records, registration rules, inspection and monitoring protocols, and the conditions for publishing job vacancy advertisements.

Article 43:

It is prohibited for the entities referred to in Article (40) of this law to charge any fees from the worker, whether directly or indirectly, in exchange for placing them in employment. Instead, they may charge the employer for this service.

By way of exception to the provisions of the first paragraph of this article, the companies referred to in item (3) of Article (40) may charge a fee of no more than 1% of the worker's wage for placement in employment, and this is only for the first year as administrative expenses. No other fees may be charged to the worker under any name.

Article 44:

The license referred to in item (3) of Article (40) of this law may be revoked by a decision from the relevant minister in the following cases:

- The company loses one of the licensing requirements.

- The company obtained or renewed its license based on false information.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

- The company is found to be operating outside the licensed location.
- The company employs a worker without a written employment contract, or its equivalent in certain countries, or without approval from the relevant administrative authority.
- The company fails to maintain records for registering workers or the amounts collected from them, as specified by a decision from the relevant minister.
- The company advertises fictitious jobs or exceeds its scope of contract with employers.
- The company charges the worker any fees in violation of this law.

The relevant minister may temporarily suspend the company's operations in any of the cases outlined in the first paragraph of this article until it is determined whether these violations are substantiated, or the violations are corrected.

The revocation of the license in any of the cases outlined in this article does not affect the criminal, civil, or disciplinary responsibilities.

Article 45:

Subject to the provisions of Article (40) of this law, establishments are prohibited from employing workers through a contractor or labor supply subcontractor.

Article 46:

Notwithstanding the provisions of the Law on the Regulation of Civil Work Practice (Law No. 149 of 2019), the relevant minister, based on labor market needs, may license associations and civil institutions to establish offices for domestic employment.

These offices must adhere to the provisions of this chapter of the law and the ministerial decisions issued in this regard.

The relevant minister will issue a decision to regulate the work of these offices, the conditions for granting the license, circumstances under which it may be revoked, and the prescribed fees, which shall not exceed 5,000 EGP.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

These offices are exempt from the legal requirements applicable to companies and are not required to provide insurance or a letter of guarantee.

Article 47:

The employer has the right to advertise vacant positions through various media or to assign private employment agencies to fill those positions.

The employer or the employment agency must notify the relevant administrative authority in writing or electronically about the advertisement and provide a statement of the positions that have been filled according to it.

Article 48:

Entities referred to in Article (40) of this law, except for item (1), must submit to the relevant ministry within five actual working days a certified copy of the application it receives regarding job opportunities abroad and their conditions, certified by the competent authorities. They must also provide a copy of the agreements and employment contracts signed, including the job description, wage details, terms of employment, and the worker's obligations.

The ministry has up to 15 days from the date of notification of the agreements, applications, and completed contracts to object to them if the wage is not suitable or if they violate public order and morals.

If the ministry does not object within the specified period, the agreements, applications, and contracts are considered approved.

The relevant minister will issue a decision regarding the procedures and method for notifying these entities about the ministry's objections.

Article 49:

The relevant ministry, in cooperation with the ministries and relevant authorities, is responsible for monitoring the implementation of international agreements and contracts related to Egyptian labor abroad and for resolving disputes arising from the implementation of these agreements and contracts.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 50:

International organizations may carry out the placement of Egyptian workers with special skills and expertise for work abroad if the contract is with governmental bodies or Arab or foreign public authorities, after obtaining approval from the relevant authorities.

These organizations must provide the relevant ministry with a statement of the job opportunities provided by these authorities and the employment contracts signed.

Article 51:

All entities that engage in domestic and international employment operations must submit data and results of their work to the relevant ministry at least every six months. A decision will be issued by the relevant minister to define the rules and procedures for this.

Article 52:

It is prohibited to conduct domestic or international employment operations electronically through websites, pages, or platforms unless a license is obtained from the relevant ministry.

This does not apply to the employment agencies referred to in item (3) of Article (40).

The relevant minister, in consultation with the minister concerned with communications, will issue a decision outlining the licensing rules, its duration (which shall not exceed one year), the fees to be paid (no less than 1,000 EGP and no more than 10,000 EGP), operational rules, reporting obligations, and coordination mechanisms.

Book Two - Training, Employment, and Unorganized Labor:
Part Two - Employment: (Chapter Three) Employment of Women

Article 53:

Without prejudice to the provisions of the following articles, all provisions regulating employment apply to female workers without discrimination.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

All workers, both male and female, are entitled to equal pay for work of equal value, including all forms of wages, such as cash or in-kind benefits, allowances, incentives, or other benefits.

The relevant minister, after consulting with the National Council for Women and the National Council for Childhood and Motherhood, will issue a decision specifying the situations or jobs in which women cannot be employed to protect maternity or address occupational health and safety risks.

Article 54:

A female worker is entitled to maternity leave for four months, including the period before and after delivery, provided the post-delivery leave is not less than 45 days. A medical certificate specifying the probable delivery date must be provided. This leave is paid. In all cases, a female worker is entitled to this leave no more than three times during her employment.

The employer's wage obligations are reduced by the amount that must be paid in compensation according to Article (77) of the Social Insurance and Pensions Law No. 148 of 2019.

The daily working hours for a pregnant woman are reduced by at least one hour starting from the sixth month of pregnancy. She cannot be required to work overtime during pregnancy or for up to six months after delivery.

Article 55:

After the maternity leave referred to in Article (54), a female worker has the right to return to her original job or a similar position, without losing any benefits that were applicable to her original role.

It is prohibited to dismiss a female worker or terminate her employment during maternity leave.
It is also prohibited to dismiss her or terminate her employment after she returns from maternity leave, unless the employer can prove that the dismissal or termination is for a legitimate reason.

However, the employer may deny the female worker compensation for the leave period or recover the paid amount if she worked for another employer during her leave, without prejudice to disciplinary action.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 56:

A female worker who is breastfeeding her child during the two years following delivery is entitled, in addition to the regular rest period, to two additional breastfeeding breaks, each lasting no less than half an hour. The worker has the right to combine these two breaks. These breaks are considered part of working hours, and there is no reduction in pay as a result.

Article 57:

Subject to the provisions of the second paragraph of Article (72) of the Child Law (Law No. 12 of 1996), a female worker in an establishment employing fifty workers or more is entitled to unpaid leave of up to two years to care for her child. This leave is available no more than three times during her service, provided at least one year has passed since her employment and that there is at least a two-year gap between the first and second leave periods.

Article 58:

A female worker may terminate her employment contract due to her marriage, pregnancy, or childbirth, provided she informs the employer in writing of her intention to do so within three months from the date of marriage, pregnancy confirmation, or delivery, as applicable. This should not affect the rights provided to her under this law or the Social Insurance and Pensions Law referred to.

Article 59:

The employer, in the case of employing one or more female workers, must display a copy of the women's employment system at the workplace or in workers' gathering areas.

This system must include procedures, regulations, and rules regarding flexible working hours or remote work for women who care for children with disabilities or dwarfism.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 60:
Without prejudice to the provisions of the Child Law referred to, the employer who employs one hundred or more female workers at a single location must establish a nursery or contract with a nursery to care for the children of female workers.

Establishments located in the same area and employing fewer than one hundred female workers each must collaborate to fulfill this obligation.

Alternatively, the employer may bear the costs of child care at the nursery.

These provisions are subject to the regulations and conditions issued by the relevant minister, in coordination with the minister concerned with social solidarity and the National Council for Childhood and Motherhood.

Book Two - Training, Employment, and Unorganized Labor:
Part Two - Employment: (Chapter Four) - Provisions on the Employment and Training of Children

---

Article 61:
The provisions of the Child Law mentioned earlier apply to this chapter unless otherwise specified.

A child, for the purposes of this law, is anyone who has not yet reached eighteen years of age.

Article 62:
It is prohibited to employ children before they reach the age of fifteen. However, they may be trained once they reach the age of fourteen, provided it does not hinder their continued education.

Any employer who trains a child under the age of fifteen is required to issue a card confirming that the child is being trained, with a photo of the child attached, and approved by the relevant administrative authority with its stamp.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 63:

The employment or training of children, as well as the conditions, circumstances, rules, and procedures for doing so, shall be determined according to a decision issued by the relevant minister in coordination with the National Council for Childhood and Motherhood.

Article 64:

It is prohibited to employ or train children in work, professions, or industries that could endanger their physical or mental health, safety, or morals, or hinder their continued education.

Additionally, it is prohibited to employ or train them in illegal work or in any activities that are considered among the worst forms of child labor under international agreements and treaties that Egypt has ratified.

The relevant minister, in coordination with the National Council for Childhood and Motherhood, will issue a decision identifying these works, professions, and industries according to different age stages.

Article 65:

The child shall not be employed for more than six hours per day. Work hours must include one or more breaks for meals and rest, totaling at least one hour. These breaks should be scheduled so that the child does not work for more than four consecutive hours. It is prohibited to employ the child for overtime or on weekly rest days and public holidays.

In all cases, it is prohibited to employ a child between 7:00 PM and 7:00 AM.

Article 66:

Employers who employ one or more children must ensure the following:

- Display a copy containing the provisions of this chapter in a visible place at the workplace.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

- Prepare a register detailing the working hours and break periods, approved by the relevant administrative authority.

- Notify the relevant administrative authority of the names of the children employed, the tasks assigned to them, and the names of the supervisors responsible for monitoring their work.

- Provide separate accommodation for children, distinct from that of adult workers, in accordance with the regulations and conditions set by the relevant minister's decision. In all cases, children are prohibited from staying overnight at the workplace.

Article 67:

Without prejudice to the provisions of the Child Law mentioned earlier, rehabilitation entities must notify the relevant administrative authority where the child with a disability resides, informing them of the child's rehabilitation status. The names of rehabilitated children must be recorded in a special register (either paper or electronic). The child or their representative will be provided with a certificate of registration free of charge.

The relevant administrative authority is responsible for helping children with disabilities, registered with them, to find suitable jobs based on their age and abilities and location. It must notify the Ministry of Social Solidarity with a monthly report on children with disabilities who have been employed.

Article 68:

It is prohibited for the parents or guardians of the child to employ the child in violation of the provisions of this law and its executive decisions.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 69:

Work, for the purposes of this chapter, is any type of work—whether dependent, independent, self-employed, or in any profession or trade, including domestic work.

Article 70:

The employment of foreigners in all private sector establishments, public sector units, public business sector, public authorities, local administration, and the state's administrative apparatus is governed by the provisions of this chapter, with due regard for the principle of reciprocity.

The relevant minister will determine the maximum percentage of foreigners that can be employed in these establishments and authorities, as well as exceptions to that percentage, and the professions and trades that foreigners are prohibited from engaging in.
The relevant minister may exempt foreigners from the reciprocity condition.

Article 71:

A foreigner may not work in the country unless they obtain a work permit from the relevant ministry and are authorized to enter and reside in the country for the purpose of employment. Employers may not employ foreigners unless they have obtained this permit.

The relevant minister will issue a decision outlining the conditions for obtaining the work permit, its procedures, the information it must contain, renewal procedures, the associated fees (not less than five thousand EGP and not more than one hundred fifty thousand EGP), and the conditions under which the permit may be revoked, as well as exceptions to the permit requirements, in line with labor market needs.

Any employer using a foreigner who has been exempted from the permit requirement must notify the relevant administrative authority within seven days of the foreigner starting work and when their employment ends.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 72:

The employer must notify the relevant administrative authority and other competent authorities if the foreign worker has been absent from work for fifteen consecutive days without a legal excuse. The relevant minister will issue a decision outlining the controls, conditions, and procedures for this.

Article 73:

Without prejudice to the provisions of the Investment Law No. 72 of 2017, the relevant minister, in coordination with the minister responsible for investment, may establish rules and regulations for granting work permits to foreigners under the provisions of the Investment Law.

Article 74:

The employer who hires a foreign worker must return the worker to their home country at the employer's own expense once the employment relationship ends, unless the employment contract specifies otherwise.

The relevant minister will issue a decision regarding the cases, timing, and procedures for this.

Book Two - Training, Employment, and Unorganized Labor:
Chapter Three - Employment of Unorganized Labor

Article 75:

The provisions of this chapter aim to organize, support, and employ unorganized labor and workers in the informal sector at the national level. It also seeks to help them access decent job opportunities, enhance their skills to meet the needs of the labor market both domestically and internationally, protect them during their work, and provide necessary support during periods of unemployment.

The rights and duties stipulated in this law apply to unorganized labor and workers in the informal sector who work for employers.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

The relevant minister will issue a decision detailing the rules and provisions governing the conditions and circumstances of work for these groups, including ways to obtain their rights and fulfill their duties, in accordance with the nature and duration of their work.

Article 76:

The relevant ministry is responsible for formulating the policy and monitoring the employment of unorganized labor, especially seasonal agricultural workers, construction workers, maritime workers, and miners, in accordance with the state's general policy.

The minister may determine the categories of unorganized labor in consultation with the concerned ministers, labor unions, and employers' organizations.

Article 77:

The relevant administrative authority must register and classify unorganized labor according to their categories, either in paper or electronic records prepared for this purpose.

It must also prepare a national database for unorganized labor categories and link it with state devices and ministries in coordination with the concerned authorities, especially the Central Agency for Public Mobilization and Statistics, and the National Social Insurance Authority.

The relevant minister will issue a decision detailing the necessary rules and procedures for this.

Article 78:

A fund called "The Emergency Assistance and Social and Health Services Fund for Unorganized Labor" shall be established. It will have a public legal personality, report to the relevant minister, and have its main headquarters in Cairo Governorate. It may establish branches in other governorates.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

A decision by the Prime Minister will form the fund's board of directors, chaired by the relevant minister, with equal representation from labor unions and employers' organizations, as well as representatives from the relevant ministries and authorities. This decision will define the board's duties, the fund's bylaws, the financial treatment for the board's president and members, which shall be funded from the fund's resources, and the accounting system to be followed.

Article 79:

The fund is responsible for the following:

- Providing emergency assistance to unorganized labor during economic crises, disasters, epidemics, or temporary work stoppages.
- Providing social and health services to unorganized labor categories.
- Supporting medical expenses and services.
- Contributing to paying social insurance contributions for unorganized labor in coordination with the Minister of Finance, the Minister of Social Solidarity, and the National Social Insurance Authority, within the fund's resources.
- Supporting, developing, and enhancing employment operations for unorganized labor.
- Training unorganized labor covered by this law and developing their technical and professional skills in various fields of work, in coordination with the relevant ministry.
- Helping provide necessary work tools for some categories of unorganized labor.
- Assisting in providing means of transportation, accommodation, and sustenance at remote work sites.
- Supporting compliance with safety and health standards necessary for securing the work environment.
- Offering cultural, sports programs, and organizing competitions to develop the skills of unorganized labor in technical, cultural, and sports fields, and preparing recreational trips and vacations according to available resources.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

- Contributing to funding the national registration operations of unorganized labor or preparing their databases.

- Launching media campaigns to raise awareness of the rights of unorganized labor and their insurance, social, and other rights.

- Creating the necessary electronic platforms to provide the fund's digital services.

- Establishing development projects aimed at improving the conditions of unorganized labor or integrating workers in the informal sector into the formal sector, whether independently or in collaboration with specialized international or regional organizations, with the approval of the relevant national authorities.

Article 80:

The relevant minister, in consultation with the concerned ministers, shall issue the financial and administrative regulations of the fund, the method of collecting its resources, the list of services provided, the value of emergency assistance, the eligibility criteria, its duration, suspension conditions, required documentation, and the methods and mechanisms for disbursement.

Article 81:

In cases of general emergencies, a decision by the President may provide urgent emergency assistance to unorganized labor or some of them, or to their families, in the cases and circumstances specified by the decision.

Article 82:

The fund's resources shall include:

- A percentage of no less than 1% and no more than 3% of the actual wages of unorganized labor in the construction and building sector. If the actual wages are not available, the wage value shall be estimated at a maximum of 20% of the total value of the public construction process and 45% for service and craft operations.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

- A percentage of no less than 1% and no more than 3% of the actual wages of unorganized labor in mining, quarries, and similar sectors. If actual wages are not available, the wage value shall be estimated at a maximum of 15% of the total value of the operation.

- Registration fees for other unorganized labor categories ranging from 20 EGP to 200 EGP per month.

- A fee of 0.5% of the value of agricultural product sales purchased by the state.

- A fee of 100 EGP for each land sale contract notarization or signature validation.

- A fee of no more than 50 EGP for each professional driving license issued for the first time or upon renewal.

- All funds from unorganized labor accounts in labor directorates and their interest.

- Donations and gifts, both in-kind and cash, approved by the board of directors, in compliance with applicable laws and regulations.

- Revenue from services provided by the fund at symbolic prices (if applicable).

- Income from the investment of the fund's resources.

  A decision from the fund's board chairman will set the categories of fees and subscriptions referred to in this article, specifying the maximum limits and payment schedules.

Article 83:

The fund shall have a special account in a commercial bank registered with the Central Bank of Egypt, and a separate budget, prepared like the budgets of public economic authorities. The fund will annually prepare financial statements that reflect its financial position, according to the financial accounting system. The fund's financial year coincides with the state's financial year and ends when the state's financial year ends. Its funds are subject to oversight by the Central Auditing Organization, and any surplus funds will be carried over to the next financial year.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 84:

The fund's assets are considered public funds, especially regarding the application of the Penal Code. The fund has the right to take direct enforcement actions and administrative seizures in accordance with Law No. 308 of 1955 concerning administrative seizure.

Article 85:

The employees of the relevant ministry and its directorates, within their areas of responsibility, are obligated to implement the provisions of this chapter and the regulations and decisions issued by the fund's board of directors, in coordination with the fund's management. The relevant minister will issue a decision specifying the rules, procedures, and mechanisms for coordination.

Book Three - Labor Relations:

Chapter One - Individual Labor Relations: (Section One) - Individual Labor Contract

Article 86:

The provisions of this section apply to a contract in which a worker agrees to work for an employer under their management or supervision in exchange for wages.

Article 87:

An individual labor contract may be concluded for an indefinite period, or for a fixed period if the nature of the work requires it. The contract may also be renewed for similar periods by mutual agreement.

Article 88:

An individual labor contract shall be considered indefinite in the following cases:

- If it is not written.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

- If the contract does not specify its duration.

- If the contract is for a fixed period, but both parties continue to perform it after its expiration without a written agreement.

Article 89:

The employer must prepare the individual labor contract in writing in Arabic in four copies: one for the employer, one for the worker, one to be deposited with the social insurance office, and the fourth with the relevant administrative authority.

If the worker is foreign and does not speak Arabic, the contract may be written in both Arabic and the worker's language. In case of a discrepancy in interpretation, the Arabic version will prevail.

The contract must include the following details:

- Start date of the contract.

- Employer’s name and address of the workplace.

- Worker’s name, qualifications, profession or trade, insurance number, and residence address, along with identification details.

- Nature and type of work subject to the contract.

- Agreed-upon wage, payment method, schedule, and any additional agreed-upon monetary or in-kind benefits.

If there is no written contract, both the employer and the worker have the right to prove the employment relationship, its duration, and all associated rights through all available means of proof.

The employer must provide the worker with a receipt for any documents or certificates deposited with them.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 90:

The probation period in an individual labor contract shall not exceed three months.

A worker may not be placed on probation more than once with the same employer.

Article 91:

The employer may not deviate from the terms agreed upon in the individual labor contract or the collective labor agreement, nor assign the worker tasks other than those agreed upon, except in cases of necessity, to prevent an accident, to repair its aftermath, or in cases of force majeure, provided that this is temporary. The employer may assign a worker tasks different from those agreed upon, as long as these tasks do not significantly differ from the original ones.

In all cases, the rights of the worker must not be infringed upon.

Article 92:

The employer must create a file, either in paper or electronic form, for each worker, including their name, profession, skill level when they joined the work, residence, marital status, the start date of employment, wages, any developments, penalties imposed on them, and details of the leaves they took. The file should also include a copy of the labor contract, investigation records (if any), reports from supervisors on the worker's performance, and any other documents related to the worker's service. Additionally, the file must contain evidence of the worker's social insurance registration with the National Social Insurance Authority and their initial medical examination. Access to this file should be restricted to those legally authorized.

The file must be provided to the relevant administrative authority or the labor court upon request.

The employer must keep this file for at least five years from the date of the end of the employment relationship. In all cases, the file should be retained in the event of a legal dispute until a final judgment is issued.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 93:

The employer is obligated to transfer the worker from the location where the contract was signed to the worksite and to return the worker to that location within three days from the end of the employment contract for any reasons specified in this law, even if during the probation period, unless the worker refuses in writing to return within the given timeframe.

If the employer fails to do this, the relevant administrative authority, upon the worker's request, must return the worker to the original location at the employer's expense. The employer is then entitled to recover the expenses through administrative seizure.

Article 94:

If the employer assigns another employer to perform part or all of their tasks in the same work area, the latter must treat their workers equally with the workers of the original employer in terms of all rights. The original employer will be jointly liable with the new employer for fulfilling all obligations imposed by this law.

In all cases, the worker's rights must not be violated.

Article 95:

A worker who has received training at the employer’s expense is required to work for that employer for the agreed period. If the worker leaves before the completion of this period, they must reimburse the training expenses, without prejudice to the employer's right to claim damages, unless the employment contract stipulates otherwise.

Book Three - Labor Relations:
Chapter One - Individual Labor Relations: (Section Two) - New Work Models

---

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 96:

A new work model is considered any work performed by a worker in a non-traditional way, regardless of the form or manner of performing the work, provided that the work is done for the benefit of the employer and under their management or supervision in exchange for wages, in any form. Specifically, the following are considered new work models:

- Remote work, where the work is performed away from the traditional location of the organization, typically through technological means.
- Part-time work, which is work done in fewer hours than a full-time equivalent.
- Flexible work, where the worker performs the required hours of work in a flexible manner, with agreed upon schedules or altered working hours, or in a different location.
- Job-sharing, where the work is completed by more than one person, who share roles, hours, and wages according to an agreement.
- Any other forms of work identified by a decision from the relevant minister.

Article 97:

The provisions that apply to traditional labor relations also apply to new work models, considering the nature of each type of work and its execution.

Workers in new work models will have the same rights and duties as workers in traditional work models, including social protection, social security, minimum wages, professional training, skill development programs, the right to collective bargaining, and freedom of association in accordance with the Labor Unions and Protection Law (No. 213 of 2017).

Article 98:

By mutual agreement, workers in new work models may work for more than one employer, provided that they do not disclose any work-related secrets, or they may work for themselves alongside their work for others.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 99:

The employment relationship in new work models must be clear and defined in a written contract, either in paper or electronic form. The worker may prove the employment relationship using any available means of proof.

Article 100:

The relevant minister, in consultation with labor unions and employers' organizations, will issue the necessary decisions to regulate new work models, define their forms, provide guidelines for contracts and workplace regulations, establish methods of proving the employment relationship, and outline how both parties can secure their rights. These decisions must be issued within six months of the law's enactment.

Book Three – Employment Relations
Chapter One – Individual Employment Relations
(Section Three) – Wages

Article 101:

The National Wages Council shall be formed under the chairmanship of the Minister responsible for Planning, Economic Development, and International Cooperation, and with membership including the following:

- The competent Minister or their delegate.
- The Minister of Social Solidarity or their delegate.
- The Minister of Finance or their delegate.
- The Minister of Industry or their delegate.
- The Minister of Public Business Sector or their delegate.
- The Minister of Supply and Internal Trade or their delegate.
- The President of the National Council for Women or their delegate.
- The President of the Central Agency for Public Mobilization and Statistics.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

- The CEO of the General Authority for Investment and Free Zones.
- The Chairman of the National Organization for Social Insurance.
- The President of the Central Agency for Organization and Administration or their delegate.
- The President of the National Council for Persons with Disabilities or their delegate.
- Six members representing employers' organizations, selected from the most representative organizations in terms of membership.
- Six members representing workers' trade union organizations, nominated by the most representative unions, ensuring representation of all union levels, unless impossible.

The Council may seek assistance from a sufficient number of experts, specialists, or public figures, depending on the agenda topics. However, such individuals shall not have voting rights in deliberations.

Article 102:

The Council referred to in Article 101 shall be specifically responsible for:

- Setting the national minimum wage for employees across all sectors, taking into account workers' needs, family obligations, cost of living changes, the balance between the parties to the employment relationship, and the objective of increasing productivity.
- Determining the minimum annual periodic raise, which must not be less than the percentage provided in Article 12 of this law, and establishing the rules for its disbursement in accordance with the law.
- Considering employers' requests for reduction or exemption from paying the periodic raise due to exceptional economic conditions.
- Establishing the criteria and conditions for approving or rejecting such requests.
- Notifying the concerned ministries of the acceptance or rejection of applications for reduction or exemption from the periodic raise.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

A decision by the Prime Minister shall be issued to define the Council's working system and additional responsibilities, within six months from the effective date of this law.

Article 103:

The National Wages Council shall convene at the invitation of its Chair at least once every six months or whenever necessary. Its meetings shall be valid with a majority of members present, and its decisions shall be adopted by a majority of the votes of those present. In the event of a tie, the side of the Chairperson shall prevail.

Article 104:

Establishments subject to the provisions of this Law shall be obligated to implement the decisions of the National Wages Council, each within its respective scope.

Article 105:

The competent ministry's inspection bodies shall conduct regular inspections of establishments subject to this law to verify the implementation of the National Wages Council’s decisions.

Employers or their representatives are required to maintain either paper or electronic records containing details of employees and the wages due to each.

Article 106:

Without prejudice to the jurisdiction of the State Council courts, any interested party may challenge decisions issued by the National Wages Council regarding employers' requests for reduction or exemption from paying the annual periodic raise before the labor court, within thirty (30) days from either the scheduled date of disbursement or the date of notification of the decision, as applicable.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 107:

Wages shall be determined based on the individual employment contract, the collective labor agreement, or the approved internal regulations of the establishment. If not determined by any of these means, the employee shall be entitled to the prevailing wage for similar work (if available). Otherwise, the wage shall be assessed according to the customary rate in the relevant sector. If no such custom exists, the summary judge of the competent labor court shall determine the wage based on the principles of justice and in accordance with this law.

Article 108:

Wages and other amounts due to the employee shall be paid on a working day, at the place of work, in legally recognized currency, or deposited into the employee's bank account, with the following provisions:

- Employees paid monthly shall be paid at least once a month.
- If the wage is based on production or commission and the work extends beyond two weeks, the employee must receive a weekly advance payment proportionate to the completed work, with the balance due in the following week after task completion.
- In all other cases not covered by (1) or (2), employees shall be paid at least weekly, unless otherwise agreed.
- Upon termination of the employment relationship for any reason, the employer shall pay the employee all due wages and entitlements within seven (7) days of the employee's request.

In all cases, the employee's earnings shall not fall below the minimum wage, and withholding any part of the wage without legal basis is prohibited.

Article 109:

The average daily wage for production workers or employees whose pay consists of a base wage plus commission or percentage shall be calculated based on the average amount earned for actual working days during the preceding calendar year, or for the period worked if shorter, divided by the number of actual working days in that period.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 110:

It is prohibited for the employer to transfer an employee from monthly-paid status to daily, weekly, hourly, or production-based pay without the employee's consent. In such a case, the employee shall retain all rights acquired during the period of monthly-paid employment.

Article 111:

If the employee reports to the workplace at the designated working time and is ready to perform their duties, but is prevented from doing so for reasons attributable to the employer, the employee shall be considered as having actually worked and shall be entitled to full wages.

However, if the employee is prevented from working due to force majeure beyond the employer's control, the employee shall be entitled to half of their wage.

Article 112:

The employer may not compel the employee to purchase food, goods, or services from specific shops, from the employer's own products, or from services provided by the employer.

Article 113:

The employer may not deduct more than ten percent (10%) of the employee's wage to repay any loans granted during the term of the employment contract. The employer is also prohibited from charging any interest on such loans. This provision applies equally to any wages paid in advance.

Article 114:

Without prejudice to the provisions of the Law Regulating Certain Aspects and Procedures of Litigation in Personal Status Matters (Law No. 1 of 2000), it is prohibited to deduct, seize, or assign the employee's due wage to repay any debt beyond twenty-five percent (25%) of the wage.

This deduction rate may be increased to fifty percent (50%) in the case of alimony debts.
In case of multiple claims, alimony debts shall take priority, followed by the employer's claims for damages to tools or equipment caused by the employee, recovery of funds improperly disbursed, or disciplinary penalties imposed.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

A valid assignment of wages within the permitted deduction limit must be supported by the employee's written consent.

The percentage mentioned in the first paragraph of this Article shall be calculated after deducting:

- Income tax.
- Social insurance contributions and other amounts due under the Social Insurance and Pensions Law.
- Loan repayments within the 10% limit set under Article 113 of this law.

Article 115:

The employer's obligation to pay wages shall only be deemed fulfilled if the employee signs a wage register, payroll sheet, or if the wages and entitlements have been deposited into the employee's bank account.

The employer must also provide the employee with a detailed wage statement.

Article 116:

In accordance with Article 115 of this Law, the employer shall pay wages, bonuses, or any other lawful entitlements directly to child employees. Such payment shall be considered as legally discharging the employer's obligation.

Book Three – Employment Relations
Chapter One – Individual Employment Relations
Section Four – Working Hours and Rest Period

Article 117:

Without prejudice to the provisions of Law No. 133 of 1961 on the Regulation of Employment in Industrial Establishments, an employee may not be required to perform actual work for more than eight hours per day or forty-eight hours per week, excluding meal and rest periods.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

The competent Minister may, by decree, reduce the maximum working hours for certain categories of employees or in specific industries or types of work as determined.

Article 118:

The working day must include one or more rest and meal periods totaling not less than one hour, and the working schedule must ensure that an employee does not work more than five consecutive hours without a break.

The competent Minister may, by decree, specify cases or types of work in which, for technical reasons or operational requirements, continuous work without rest is permitted. The decree may also specify physically demanding jobs in which rest periods are required and are counted as part of actual working hours.

Article 119:

Work hours and rest periods must be organized such that the duration between the start and end of working hours does not exceed ten hours per day. Rest periods shall be considered part of the employee's time at the workplace if the employee remains on-site during those periods.

Exempt from this provision are employees engaged in work that is intermittent by nature or of a special nature, as specified by the competent Minister. In such cases, the total time the employee is present at the establishment shall not exceed twelve hours per day.

Article 120:

The employer must organize the work schedule in a way that guarantees each employee a weekly rest period of no less than twenty-four (24) continuous hours, after a maximum of six consecutive working days. In all cases, the weekly rest period shall be paid.

As an exception to the first paragraph, in remote areas or where the nature or conditions of work require continuous operations, weekly rest days may be accumulated for a period not exceeding eight weeks. Internal work regulations shall define the rules for obtaining accumulated rest days. Establishments with fewer than ten employees shall set their own rules for managing rest periods in accordance with decisions issued by the establishment.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

The calculation of accumulated weekly rest shall be made from the time workers arrive at the nearest accessible transportation point and ends upon their return to that point.

Article 121:

The employer may deviate from the provisions of Articles (117, 118, 119, 120) in cases of urgent work requirements or exceptional circumstances, provided the administrative authority is notified within seven days of the occurrence, with justification for the additional work and the estimated duration.

In such cases, the employee is entitled, in addition to their regular wage, to compensation for overtime hours as agreed in the individual or collective employment contract. The rate of overtime compensation must not be less than:

- 35% of the normal hourly wage for daytime overtime,
- 70% for nighttime overtime.

If the work occurs on a rest day, the employee is entitled to an additional day's wage as compensation, and the employer must grant a substitute day off during the following week. In all cases, an employee's total presence at the workplace shall not exceed twelve (12) hours per day.

Article 122:

The employer must post, at the main entrances used by employees or in a visible place within the establishment, a schedule indicating:

- The weekly rest day,
- Working hours,
- Scheduled rest periods for all employees,
- And any amendments to this schedule.

The employer must notify the competent administrative authority of the schedule or any amendments within seven days of implementation.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 123:

The provisions of Articles (117, 118, 119, and the second paragraph of 120) shall not apply to the following categories:

- Authorized representatives of the employer.
- Employees engaged in preparatory or supplementary tasks that must be performed before or after regular working hours.
- Employees assigned to security or cleaning duties.

The maximum actual and overtime working hours for the jobs listed in items (2) and (3) shall be determined by a decree from the competent Minister. Employees in these categories shall be entitled to overtime pay in accordance with Article 121 of this Law.

Book Three – Employment Relations
Chapter One – Individual Employment Relations
Section Five – Leave (Vacations)

Article 124:

The employee is entitled to paid annual leave, excluding official holidays, public occasions, and weekly rest days, as follows:

- Fifteen (15) days in the first year of service.
- Twenty-one (21) days starting from the second year.
- Thirty (30) days for employees who have completed ten full years of service with one or more employers, or who are over fifty years of age.
- Forty-five (45) days for persons with disabilities and dwarfs.

If the employee's period of service is less than one year, leave shall be granted proportionally to the time spent in service, provided the employee has completed at least six months with the employer.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

In all cases, the duration of annual leave shall be increased by seven (7) days for employees working in hazardous, unhealthy, or remote locations, as specified by the competent minister following consultation with relevant authorities.

Article 125:

The employer shall determine the timing of annual leave based on work requirements and conditions. Leave may not be interrupted except for compelling reasons required by the interest of work.

Employees may not waive their right to annual leave and are obligated to take it on the date and for the duration determined and communicated by the employer. If the employee refuses in writing to take the leave, they forfeit the right to claim its monetary equivalent.

In all cases, the employee must take at least fifteen (15) days of leave annually, including a minimum of six (6) consecutive days.

The employer must settle the employee's leave balance or its cash equivalent at least once every three years. If the employment relationship ends before the employee uses their leave balance, they are entitled to receive compensation for the unused portion.

Leave may not be split, carried over, or deferred for children, persons with disabilities, or dwarfs.

Article 126:

The employee has the right to determine the timing of their annual leave if they are scheduled to sit for an exam at any stage of education, provided they notify the employer at least fifteen (15) days in advance.

The employee is entitled to paid exam leave for the actual exam days, which shall not be deducted from the annual leave balance, provided that:

- The employer is notified at least ten (10) days prior to the leave.
- The employee submits proof of actual exam attendance.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 127:

The employer may deny payment or reclaim wages paid for a leave period if it is proven that the employee has misused the leave or did not take it as justified.

Article 128:

The employee may be absent from work for emergency reasons for a maximum of seven (7) days per year, not exceeding two (2) days at a time. Emergency leave shall be deducted from the employee's annual leave balance.

An employee is entitled to paid emergency leave on the day of their child's birth, up to a maximum of three times during their total period of service, even if they are employed by different employers, without prejudice to disciplinary measures.

Article 129:

The employee is entitled to paid leave on official holidays and occasions as determined by the competent minister. For non-Muslim religious holidays, the applicable Cabinet decisions shall apply.

The employer may require the employee to work during such holidays if work conditions so necessitate. In this case, the employee shall be entitled to:

- Double their wage for the day, or
- A substitute day off, upon the employee's written request, which shall be filed in their personnel file.

Article 130:

An employee who has completed five (5) consecutive years of service with the same employer shall be entitled to one month of paid leave to perform Hajj (pilgrimage) or visit Jerusalem (Al-Quds). This leave may be granted once only during the entire period of service.

Article 131:

If the employee is proven to be ill or injured in a manner that prevents them from performing their work, they shall be entitled to sick leave as determined by the competent medical authority. During such leave, the employee shall receive wage compensation, the amount and duration of which shall be in accordance with the Social Insurance and Pensions Law.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

For employees in industrial establishments governed by Law No. 15 of 2017 (Facilitating Industrial Licensing), sick leave is granted on the following basis within each three-year service period:

- Three (3) months with full pay,
- Followed by six (6) months at 85% of the wage,
- Then three (3) months at 75% of the wage,

provided that the competent medical authority deems recovery likely.

The employer may deduct from their wage obligation any compensation paid under the social insurance system.

The employee may use accrued annual leave in addition to sick leave, or may request that sick leave be converted into annual leave if they have sufficient balance.

Article 132:

The competent medical authority may prevent an employee who is in close contact with a family member suffering from a contagious disease from working for a suitable period not exceeding three (3) months.

The diseases and the competent authority shall be specified by decree from the Minister of Health.

Article 133:

Unfitness for work on health grounds shall be established in accordance with the provisions of the Social Insurance and Pensions Law.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 134:

The employee shall be obligated to:

- Perform the duties assigned to them personally, accurately, and honestly, in accordance with the provisions of the law, internal regulations, and individual or collective employment contracts, and to complete them within the specified time, exercising the care of a prudent person.

- Comply with the employer's instructions regarding the execution of work tasks, provided that such instructions do not contradict the contract, laws, regulations, or public morals, and do not endanger safety.

- Observe working hours and follow established procedures in case of absence or lateness.

- Safeguard any tools, equipment, documents, or other property entrusted to them by the employer, and take all necessary measures to ensure their safety with the diligence of a prudent person.

- Treat the employer's clients respectfully.

- Respect supervisors and colleagues, and cooperate with them to serve the interest of the establishment.

- Uphold the dignity of labor and maintain proper conduct.

- Follow the rules established to maintain the safety and security of the workplace.

- Maintain the confidentiality of work and not disclose any information considered confidential by nature or under written instructions from the employer.

- Provide the employer with accurate information regarding residence address, marital status, military service status, and any other data required by law or regulations for their employment records, and notify the employer of any changes to such information within the prescribed period.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

- Comply with training or development systems established by the employer—whether professional, technical, or cultural—or any programs aimed at qualifying the employee for tasks aligned with the nature of work or technical advancement within the establishment, in coordination with the relevant labor union.

Article 135:

Without prejudice to Law No. 137 of 1958 on health precautions for the prevention of communicable diseases in Egypt, and subject to the provisions of Articles 132 and 138 of this Law, the employee shall undergo medical testing for drug use or infectious diseases whenever requested by the employer and at the employer's expense. Testing shall be conducted by the General Authority for Health Insurance or the Central Laboratories of the Ministry of Health.

Drug testing and related appeals shall be conducted in accordance with regulations and guarantees issued by the competent Minister, which must include re-examination of the same sample on the same day of collection. In case of discrepancy between the two results, confirmatory testing shall be carried out by either of the above-mentioned authorities.

If a positive result is confirmed, the employee shall be referred to the competent labor court for adjudication.

In all cases, the employer must maintain confidentiality throughout the testing process and shall not disclose the employee's health status based on these tests.

Article 136:

The employee is prohibited from performing the following actions personally or through others:

- Retaining any documents, work-related papers, electronic data, or electronic security devices, or enabling others to access such items or information related to the employer's business.

- Working for another employer, with or without pay, if such work compromises the employee's performance, or discloses business secrets, or creates competition with the current employer.

- Engaging in any business that competes with the employer during the employment relationship or participating in such business as a partner or worker.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

- Borrowing money from the employer's clients or from entities engaged in similar business, unless borrowing from authorized banks or institutions.

- Requesting or accepting gifts, rewards, commissions, money, or any other benefits in connection with their job duties without the employer's consent.

- Collecting donations (cash or in-kind), distributing publications, collecting signatures, or organizing meetings in the workplace without written approval from the employer—while observing the applicable provisions of the Trade Union Organizations Law and the Right to Organize.

Article 137:

Every employer with ten (10) or more employees must establish internal regulations for work organization based on the nature of their business. These regulations must include, in particular, rules on promotion, transfer, wages, violations of job duties, and disciplinary sanctions.

These regulations must be prepared within sixty (60) days from the start of operations, reaching the required headcount, or the entry into force of this Law—whichever applies. A copy must be submitted to the competent administrative authority for review and approval. The labor union concerned must be consulted and must provide its opinion within fifteen (15) days of receiving the regulations. Failure to do so shall be considered approval.

If the administrative authority fails to approve or object to the regulations within thirty (30) days of receipt, the regulations shall be deemed effective.

The employer must post the regulations in a visible place at the establishment, its branches, and job sites.

The competent Minister may issue a decree outlining general rules for these internal regulations.

Article 138:

A disciplinary violation must be work-related in order to hold the employee accountable. The internal disciplinary regulations must define the violations and applicable sanctions, in accordance with Article 139 of this Law, ensuring the penalty is proportionate to the offense.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

No disciplinary sanction may be imposed more than thirty (30) days after the completion of the investigation into the violation.

Article 139:

The disciplinary penalties that may be imposed on the employee under the internal work and disciplinary regulations of the establishment include:

- Written warning.
- Deduction from basic wage.
- Postponement of the annual raise for up to three (3) months.
- Deprivation of part of the annual raise, not exceeding half of it.
- Delay in promotion for up to one (1) year.
- Reduction of the basic wage by no more than the amount of one raise.
- Demotion to a position in the immediately lower grade, without reduction in wage.
- Termination of service in accordance with the provisions of this Law.

Article 140:

The employer may not impose more than one sanction for the same violation. It is also prohibited to combine wage deduction under Article 139 with any other financial penalty, if the total deduction exceeds five days' wages per month.

Article 141:

No disciplinary sanction may be imposed on the employee unless they have been:

- Notified in writing of the alleged violation,
- Heard and given the opportunity to present their defense,

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

- And a record of the investigation is kept in their personal file.

The investigation must commence within seven (7) days of discovering the violation and be completed within three (3) months. An extension of up to another three months may be granted if new facts or documents emerge.

The employee's labor union may assign a representative to attend the investigation.

For violations punishable by a warning or deduction not exceeding one day's wage, the investigation may be conducted orally, provided that the decision imposing the penalty includes the substance of the investigation.

In all cases, the decision imposing the sanction must be reasoned and justified.

Article 142:

The legal affairs department of the establishment shall be responsible for investigating employee violations. In the absence of such a department, the employer may assign the investigation to a qualified individual or one of the employees, provided that the investigator holds a position no lower than that of the employee being investigated.

Article 143

The employer may not impose a wage deduction penalty exceeding five days' basic wage for a single violation. Moreover, total deductions for all penalties in one month may not exceed five days' basic wage.

If the deduction is specified as a percentage, it shall be understood to refer to the employee's daily basic wage.

Article 144:

A penalty may be increased if the employee commits a new violation of the same type as a prior one within one year of being notified of the previous penalty.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 145:

The employer may suspend the employee from work temporarily by a written decision for up to sixty (60) days with full pay in the following cases:

- If the employee is referred for investigation for a violation committed in the workplace and the interests of the investigation require such suspension.
- If the employee is accused of a felony or a misdemeanor involving dishonesty, breach of trust, public morality, or any other crime committed in the workplace.
- If the employer submits a request to the competent labor court for the employee's dismissal.

Article 146:

The employee may appeal the suspension decision issued under items (1) or (2) of Article 145 by submitting a petition to the summary judge of the competent labor court within three (3) days from notification or knowledge of the suspension decision.

The judge must issue a ruling by the day following the submission of the appeal. If the suspension is deemed invalid, the judge shall order the employee's immediate return to work.

Article 147:

The employer may request the summary judge of the competent labor court to extend the suspension period for one or more additional periods, with half pay, provided the request is submitted at least ten (10) days before the current suspension expires.

The judge must decide on the request before the suspension period ends. If no decision is issued and the employee is not reinstated, the suspension continues with full pay until the request is resolved. If the judge rejects the extension, the employee shall be reinstated immediately after the current suspension ends.

If the suspension was due to a reason under item (2) of Article 145 and the prosecuting authority drops the charges, issues a dismissal order, or if the employee is acquitted, the employee must be reinstated and paid any withheld wages during suspension. Failure to reinstate shall be considered unlawful dismissal.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 148:

Only the competent labor court has jurisdiction to impose the penalty of dismissal. All other disciplinary penalties may be imposed by the employer or a delegated authority. The establishment's manager may impose written warnings and deductions not exceeding three days' wages.

In all cases, an employee may only be dismissed for serious misconduct, which includes:

- Proven impersonation or submission of falsified documents.
- Committing an act that causes serious damage to the employer, provided the employer reports the incident to the authorities within 24 hours of learning about it.
- Repeated failure to observe safety regulations, despite written warnings, and provided the rules are written and posted visibly.
- Disclosing trade secrets, causing substantial harm to the business.
- Competing with the employer's business.
- Being intoxicated or under the influence of drugs during working hours.
- Assaulting the employer, general manager, or a supervisor at or due to work.

In all circumstances, dismissal must comply with this law's provisions.

Article 149:

Without prejudice to the right to litigation, if an individual dispute arises between the employer and the employee regarding the application of this law or related laws, either party may request an amicable settlement within ten (10) days of the dispute's occurrence.

A settlement committee shall be formed as follows:

- Director of the labor directorate or their delegate (Chair).
- The employee or their representative (Member).
- The employer or their representative (Member).

The Chair may seek expert advice as needed.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

The committee must conclude its proceedings within twenty-one (21) days from the request submission date. If a settlement is reached, it shall be documented in a report signed by both parties, appended to the session minutes, and referred to the summary judge of the competent labor court. Upon the judge's approval, the report shall be enforceable and the dispute resolved within the agreed terms.

The competent minister shall issue a decree regulating the committee's operations, forms, and records.

Article 150:

If the dispute is not resolved amicably, the Chair shall prepare a report documenting all actions taken, documents submitted, and the committee's opinion. The report must be signed by the Chair and both parties and shall be referred to the competent labor court upon request from either party.

The court shall schedule a hearing within twenty (20) days from the referral date and notify both parties.

If the dispute concerns employee dismissal, the court must render an urgent decision within three (3) months from the first hearing. If, based on the documents, the court finds merit in the employee's claim, the employer may be ordered to pay the employee the equivalent of their wage from the date of dismissal, up to a maximum of six (6) months. This ruling shall be final.

Any amounts previously received by the employee under court orders shall be deducted from any compensation awarded or other dues.

If the dismissal was due to union activity, the court shall order reinstatement upon the employee's request.

Article 151:

If the employee, through fault or in connection with their work, causes the loss or damage of tools, equipment, materials, products, or any other property owned by the employer or entrusted to the employee, they shall be liable to pay the value of the lost or damaged items.

After conducting an investigation and notifying the employee, the employer may begin deducting the corresponding amount from the employee's wage, provided the deduction does not exceed the equivalent of five (5) days' wages per month.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

The employee may challenge the employer's valuation before the competent labor court within the time limits and according to the procedures provided under this Law.

If the court rules against the employer's claim in full or in part, the employer must refund any amounts unlawfully deducted within seven (7) days from the date of the court judgment.

In all cases, the employer may not recover more than the equivalent of two months' wages through such deductions as provided under this Article.

Article 152:

The provisions of this section shall not prejudice the guarantees and protections afforded to elected members of trade union organizations under the Law on Trade Union Organizations and the Protection of Trade Union Rights.

Article 153:

The employer must maintain a paper or electronic register documenting all financial penalties imposed on employees, including the reason for the penalty, the employee's name, and their wage amount.

The proceeds of such penalties must be allocated to a special account designated for social, cultural, and sports activities for the benefit of the employees of the establishment. These funds may not be used to fulfill the obligations referred to in Article 272 of this Law.

Upon liquidation of the establishment, the remaining balance of this fund shall be distributed equally among the employees present at the time of liquidation.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 154:

Without prejudice to Articles (87, 88, and 95) of this Law, a fixed-term employment contract shall terminate upon the expiry of its term.

If the contract is concluded or renewed for a period exceeding five years, the employee may terminate it without compensation upon completion of five years, provided that the employer is notified at least three months in advance.

The same provision applies if the employee terminates the contract after the five-year period has passed.

If the termination is initiated by the employer, the employee shall be entitled to a severance payment equal to one month's wage for each year of service.

Article 155:

If the employment contract is concluded to accomplish a specific task, the contract shall terminate upon completion of that task. It may be renewed by explicit agreement for the same or similar tasks.

If the contract ends but the parties continue its execution, it shall be deemed renewed for the same or similar tasks.

If the original or renewed work exceeds five years in duration, the employee may not terminate the contract before completing the assigned tasks.

Article 156:

Without prejudice to Article (165) of this Law, in the case of an open-ended contract, either party may terminate it, provided that written notice is given to the other party at least three months in advance.

Article 157:

Without prejudice to Article (235) and subject to Articles (158 to 175), neither the employer nor the employee may terminate an open-ended contract except for a legitimate and sufficient reason.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

In all cases, termination must occur at a time appropriate for the nature and conditions of the work.

Article 158:

Notice of termination may not be made conditional upon a suspensive or resolutory condition.
The notice period begins on the date it is received by the other party.

Article 159:

Notice may not be given during the employee's leave, and the notice period shall only begin on the day following the end of the leave.

If the employee takes sick leave during the notice period, the notice period is suspended and resumes the day after the sick leave ends.

Article 160:

The employment contract remains in force during the notice period, and both parties must perform their obligations.

The contract terminates upon the expiration of this period.

Article 161:

It is not permitted to waive or reduce the notice period. However, the parties may agree to extend it.

The employer may waive the requirement for notice wholly or partially when the employee initiates the termination.

Article 162:

If the employer gives notice of termination, the employee shall be entitled to one full day off per week or eight hours per week to search for another job, with full pay.

The employee may choose the day or hours of absence, provided they notify the employer at least one day in advance.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 163:

The employer may exempt the employee from performing work during the notice period, while considering the period as part of the employee's continuous service, with all legal consequences, especially entitlement to wages for the notice period.

Article 164:

If the employer terminates an open-ended contract without notice or before the notice period ends, the employer must pay the employee an amount equal to their wage for the notice period or the remaining part thereof.

The notice period (or the remainder) shall be considered part of the employee's service period, and the employer shall remain liable for all related obligations.

If the termination is initiated by the employee, the contract ends upon the employee leaving the job.

Article 165:

If the employer terminates an open-ended contract without a legitimate reason, the employee shall be entitled to compensation for damages, not less than two months' wages for each year of service. This is without prejudice to the employee's right to claim any other entitlements due under the law.

The following are considered unjustified reasons for termination:

- The employee's affiliation with a trade union or participation in union activities under this law.
- Serving or previously serving as a union representative, or seeking such a role.
- Filing a complaint or initiating legal action against the employer, or participating in such actions regarding violations of law, regulations, or employment contracts.
- Attachment of the employee's wages by court order.
- Exercising the right to statutory leave under this law.
- Color, gender, marital status, family responsibilities, pregnancy, religion, or political opinion.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 166:

A worker is considered to have resigned from their job if they are absent without a valid reason for more than twenty non-consecutive days during the year, or for more than ten consecutive days. However, this is subject to a prior warning, which must be sent via registered mail with acknowledgment of receipt by the employer or their representative, notifying the worker after they have been absent for ten days in the first case, and five days in the second case.

Article 167:

The worker may submit their resignation in writing to the employer, provided that it is signed by the worker or their authorized agent, and approved by the relevant administrative authority.

The worker's service is considered terminated only upon the issuance of a decision accepting the resignation. The worker must continue working until the employer decides on the resignation within ten days from the date of submission; otherwise, the resignation is deemed accepted after this period. The resigning worker or their authorized agent may retract the resignation within ten days from being notified of the employer's acceptance of the resignation, provided that the retraction is in writing and approved by the relevant administrative authority. In this case, the resignation is considered null and void.

Article 168:

The worker may terminate the contract if the employer fails to fulfill any of their essential obligations arising from this law, the individual or collective labor contract, the establishment’s internal regulations, or if the worker or their family members are subjected to an assault by the employer or their representative.

Termination under these circumstances is considered equivalent to termination by the employer without just cause.

Article 169:

The employment contract ends with the worker's death, whether actual or judicial, in accordance with the prescribed legal provisions. The contract does not end upon the employer's death unless it was concluded based on considerations related to the employer’s person or their activity that ceases upon their death.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

If a worker dies while in service, the employer must provide the worker's family with an amount equal to two months' wages according to the last wage earned to cover funeral expenses. This amount is paid to the widow; if absent, it is paid to the legal guardian of the children, or to anyone who proves they covered the funeral expenses, with a minimum of 1,000 pounds.

The employer must also provide a grant equal to the worker's wage for the month of their death and the following two months, in addition to the wages due for the days worked during the month of death, in accordance with the provisions of the Social Insurance and Pensions Law.

The employer is obligated to cover the expenses of preparing and transporting the body to the place from which the worker was recruited or to a place requested by the worker's family.

Article 170:

Without prejudice to the provisions of the Social Insurance and Pensions Law, the employment contract ends if the worker is permanently unable to perform their work for any reason.

If the worker suffers from partial disability, the employment relationship does not end unless there is no other work available at the employer that the worker can perform in a satisfactory manner.

If such alternative work is available, the employer is required, upon the worker's written request, to transfer them to that work.

Article 171:

The retirement age cannot be set lower than sixty years.

The employer may terminate the contract if the worker reaches the age of sixty, unless the contract is for a fixed period and its term extends beyond the worker reaching that age. In this case, the contract shall only terminate upon the expiration of its term.

The provisions of the Social Insurance and Pensions Law apply concerning the age for pension entitlement.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 172:

The worker is entitled to a severance payment for their work after the age of sixty, calculated at half a month's wage for each of the first five years of service, and one month's wage for each subsequent year. This applies if the worker does not have rights to this period under the provisions of old-age, disability, and death insurance as specified in the Social Insurance and Pensions Law.

This severance payment is also due for service years before the worker reaches the age of eighteen for apprentices and workers upon reaching this age.

The severance payment is calculated based on the worker's last wage or the apprentice's wage, as applicable.

The severance payment is payable upon the worker's death in accordance with the provisions of the Social Insurance and Pensions Law.

Article 173:

The employer is prohibited from terminating the contract due to the worker's illness unless the worker has exhausted their sick leave and any remaining annual leave. This is without prejudice to the provisions of the Social Insurance and Pensions Law.

The employer must inform the worker of their intention to terminate the contract within fifteen days from the worker exhausting their leave.

If the worker recovers before the notice is issued, the employer cannot terminate the contract due to the worker's illness.

Article 174:

The employer may terminate the contract, even if it is for a fixed term or is concluded to complete a specific task, if the worker is sentenced to a final criminal penalty or to imprisonment for a crime affecting honor or integrity, unless the court orders a suspension of the penalty.

Article 175:

The employer must allow the worker to review their career progression and wage components, and upon request, provide the worker with a certificate detailing their experience and professional competence, during or upon the termination of the contract.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

The employer is also required to provide the worker with a certificate upon the termination of the employment relationship that includes the date of joining, the date of termination, the type of work performed, the benefits received, and, upon request, the wage earned and the reason for the termination of the employment. This must be provided within fifteen days of the request.

The employer is also required to return to the worker any documents, certificates, or tools, and provide a clearance certificate upon request when the employment relationship ends.

Chapter 3: Specialized Labor Courts

Article 176:

A "Labor Court" shall be established within the jurisdiction of each Primary Court. Specialized appellate divisions shall also be established within each Court of Appeal for hearing appeals against judgments issued by the Labor Court.

The location of Labor Courts shall be determined by a decision issued by the Minister of Justice, who, if necessary and based on considerations such as the location or labor density, may, upon request from the head of the relevant Primary Court, designate other locations for hearing labor cases within the jurisdiction of the Primary Court's district courts.

The judges of the Labor Courts shall be selected from the judges of the Primary and Appeal Courts, with their selection being made through a decision by the Supreme Judicial Council.

Article 177:

The Labor Court, as referred to in Article (176) of this law, shall have exclusive jurisdiction to hear disputes arising from the application of laws and regulations governing labor relations, as well as cases related to workers' insurance rights and their beneficiaries, labor unions and their structures, without prejudice to the jurisdiction of the Administrative Judiciary Courts.

Article 178:

Each division of the Labor Court shall be composed of three judges from the Primary Courts, with at least one of them holding the rank of Chief Judge of Category (A).

Each specialized appellate division shall consist of three judges from the Court of Appeal, with at least one of them holding the rank of Chief Judge of the Court of Appeal.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 179:

At the beginning of each judicial year, the General Assembly of the Primary Court shall appoint a judge with the rank of Chief Judge of Category (A) to temporarily rule on urgent matters that require prompt action, without affecting the substantive rights. This includes issuing orders on petitions, temporary orders, and performance orders in such matters, regardless of the value of the right subject to the labor court's jurisdiction.

Article 180:

Appeals against rulings and complaints about orders issued by the judge of urgent matters shall be heard exclusively by the specialized Labor Courts.

Article 181:

The divisions of the Labor Courts are responsible for hearing crimes arising from the application of laws and regulations governing labor relations, workers' insurance rights, and their beneficiaries, labor unions, and their structures. Appeals against these rulings shall be heard by the specialized appellate divisions.

Article 182:

It is prohibited to appeal the rulings issued by the specialized appellate divisions in criminal cases arising from the application of laws and regulations governing labor relations, workers' insurance rights, and their beneficiaries, labor unions, and their structures, except in cases where a ruling involves a sentence of imprisonment.

Article 183:

The Labor Court is responsible for resolving disputes related to the enforcement of judgments and orders issued by it or by its appellate divisions, or those issued in accordance with Article (179) of this law. Appeals against these judgments shall be heard by the specialized appellate divisions.

The heads of the divisions of the Labor Court are responsible for issuing decisions and orders concerning enforcement.

The jurisdiction to hear appeals against these decisions and orders lies with the same court, provided that none of its members issued the decision or order under appeal.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 184:

A special office for the Labor Court shall be established within its jurisdiction, as well as a special administration for executing its judgments and decisions, or those issued by its appellate divisions.

The head of the relevant Primary Court shall issue a decision organizing the operation of these offices.

Article 185:

In the headquarters of each Primary Court, and in any other location where the Labor Court convenes, a Legal Aid Office shall be established to assist litigants in properly filing their labor claims. All services provided by this office to litigants shall be voluntary and without charge.

The Minister of Justice shall issue a decision forming these offices, determining their locations, and outlining the necessary requirements for their proper operation.

Article 186:

The Court of Cassation shall form one or more divisions that have exclusive jurisdiction to rule on appeals in judgments issued by the Labor Courts.

Additionally, the Court of Cassation shall establish one or more divisions to review such appeals. If the division finds the appeal inadmissible or unacceptable for reasons outlined in Article (263) of the Civil and Commercial Procedures Law (Law No. 13 of 1968), it shall issue a decision to reject the appeal. If the appeal is deemed worthy of consideration, it shall be referred to the relevant division.

The divisions mentioned in the second paragraph of this article shall consist of three judges, with at least one of them holding the rank of Deputy Head of the Court. The appeal shall be presented to these divisions immediately after the Public Prosecution Office submits its opinion.
In all cases, the decision issued by the division reviewing the appeal shall not be subject to any further challenge.

Notwithstanding the provisions of paragraph two of Article (269) of the Civil and Commercial Procedures Law, if the Court of Cassation decides to overturn the judgment in the appeal, it may rule on the substance of the case, even if the appeal is heard for the first time.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 187:

The rules for appealing judgments of the Labor Courts shall follow the provisions set forth in the Penal Procedures Law, the cases and procedures for appeals before the Court of Cassation, the Civil and Commercial Procedures Law, and the Evidence Law in Civil and Commercial Matters, as applicable, unless specific provisions on the matter are included in this law.

Chapter 3: Labor Relations

Section 1: Social Dialogue

Article 188:

A council called the "Supreme Council for Social Consultation" shall be established within the competent ministry. It shall have legal personality and aims to promote cooperation, consultation, and dialogue between the three parties to labor relations on all labor issues, thereby achieving balance and stability in both individual and collective labor relations.

Article 189:

The Supreme Council for Social Consultation shall be responsible for the following:

- Setting national policies for tripartite consultation and social dialogue, creating a work environment that encourages consultation, cooperation, and information exchange between the three parties to labor relations, in line with the country's general policies.
- Providing opinions on labor law drafts, social protection laws, labor union regulations, industrial relations, and related laws.
- Offering opinions on international and Arab labor agreements before ratification, and preparing studies on legislative and executive gaps related to them.
- Proposing appropriate solutions to avoid collective labor disputes at the national level, especially during economic crises that lead to partial or total cessation of operations in some projects.
- Taking measures to enhance trust and understanding between the two parties to labor relations at all levels.
- Proposing methods and measures to support national and economic projects aimed at creating job opportunities.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

- Preparing studies and research on labor economics, including industrial and professional relations, vocational training, and supporting the competitiveness of the national economy.

- Reviewing proposals or topics discussed at the International Labor Conference, the Board of Directors of the International Labour Organization (ILO), or the supervisory bodies of the ILO, as well as topics presented in reports to the International Labour Office or issues discussed at other regional or international tripartite conferences.

- Consulting on draft reports of the government regarding international labor agreements.

- Providing opinions on topics presented by the competent ministry.

Article 190:

The council shall be formed by a decision from the Prime Minister and shall be headed by the relevant minister. It will include representatives from the relevant ministries, employers' organizations, and labor unions, with equal representation from each side. When selecting members, it shall be ensured that all levels of trade unions are represented and that women are represented by no less than one-third of each side, unless this is not feasible.

Representatives from the National Council for Women, the National Council for Persons with Disabilities, the National Council for Motherhood and Childhood, and the National Council for Human Rights shall attend the council's meetings, but without voting rights.

The council may invite experts or specialists to attend its sessions based on the topics discussed, but they shall not have voting rights.

A decision shall be issued to regulate the council’s work and define its other responsibilities.

Article 191:

The council shall serve for a term of four years, beginning the day after the Prime Minister’s decision to form it. It shall be reformed at least 60 days before the end of its term.

If a position becomes vacant during the term, the relevant organization shall nominate a new representative to fill the vacancy for the remainder of the term.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 192:

The council may establish branches in the governorates to carry out its functions at the local level, headed by the director of the Labor Directorate, with equal representation from both labor unions and employers' organizations.

The council may also create specialized committees from its members or others to carry out assigned tasks, ensuring equal representation for all three parties.

It may also create specialized units to conduct research and studies related to its work, either independently or in cooperation with accredited research centers and universities.

The council shall issue necessary administrative and financial regulations to organize the work of its branches, specialized committees, and research units.

Article 193:

The council may accept donations, grants, and contributions, subject to approval by its board of directors and the consent of at least two-thirds of its members, and in accordance with legal procedures.

The council shall maintain a special account within the unified treasury account at the Central Bank. It may open an account at a bank registered with the Central Bank, with the approval of the Minister of Finance. The surplus funds may be carried over from one financial year to the next, and the council may invest its funds safely. The council's account is subject to oversight by the Central Auditing Organization.

Chapter 3: Labor Relations
Section 2: Collective Bargaining

Article 194:

Collective bargaining shall be conducted freely and voluntarily within a framework of balance between the interests of both parties to ensure:

- Improvement of working conditions and terms of employment.
- Cooperation between the parties to labor relations to achieve social development for workers in the establishment.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

- Settlement of collective labor disputes between workers and employers.

Article 195:

Collective bargaining may be conducted at the level of the establishment or its branches, the profession, the industry, the regional level, or the national level.

Article 196:

In the event of a collective labor dispute, both parties must engage in collective bargaining to resolve the issue amicably.

The parties to the collective bargaining must provide any data, information, and documents requested related to the subject of the dispute and proceed with the negotiation procedures.

If either party refuses to begin the collective bargaining process, the other party may request the relevant administrative authority to initiate negotiations by inviting the employers' organization or the relevant labor union organization or labor representative to intervene and convince the refusing party to reconsider its position.

Article 197:

If collective bargaining results in an agreement between the parties, the agreement shall be documented in a collective labor agreement according to the terms and rules set out in this law.

Article 198:

It is prohibited for either party to labor relations during collective bargaining to take actions or issue decisions related to the subject of the negotiations, except in cases of necessity and urgency. In such cases, the action or decision must be temporary.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 199:

Without prejudice to the provisions of the Law on Trade Union Organizations and the Protection of the Right to Organize, a collective agreement shall be concluded for a period not exceeding three years, or for the duration necessary to complete a specific project. If the period exceeds three years in the case of a specific project, the parties to the agreement must engage in negotiations to renew it or amend its terms in light of new economic or social circumstances. The provisions of Article 202 of this Law shall apply regarding renewal.

Article 200:

Any provision included in a collective labor agreement that violates the provisions of this Law or relevant legislation shall be considered null and void.

In case of a conflict between a provision in an individual employment contract and a provision in the collective agreement, the provision more favorable to the worker shall prevail.

Article 201:

A collective labor agreement must be written in Arabic. A version in a foreign language may also be prepared. However, if there is a conflict or discrepancy between the two versions, the Arabic version shall prevail.

Article 202:

The parties to a collective labor agreement must engage in collective bargaining for its renewal no less than three months prior to its expiration. If no agreement is reached by the expiration date, the agreement will remain in force for an additional three months during which negotiations for its renewal shall continue.

If no agreement is reached within two months after the extension, either party may refer the matter to the competent administrative authority to initiate mediation procedures in accordance with this Law.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 203:

A collective labor agreement becomes effective and binding once signed. It must be submitted to the competent administrative authority for registration within thirty days of signing, either in a paper or electronic register designated for this purpose.

The competent administrative authority may object to the agreement if it violates any provision outlined in Article 200 of this Law, notifying both parties by registered mail with acknowledgment of receipt.

If no objection is made within the given period, the registration will proceed as per the law.

Article 204:

If the competent administrative authority refuses to register the agreement under Article 203, either party may refer the matter to the summary proceedings judge at the relevant labor court, within thirty days of notification of the refusal.

If the court rules in favor of the registration, the administrative authority must proceed with the registration in the designated register.

Article 205:

The employer must display the collective labor agreement in a prominent place at the workplace, including the full text of the agreement, the names of the signatories, and the date it was filed with the competent administrative authority.

Article 206:

After the collective agreement has been registered with the competent administrative authority, workers and their trade union organizations, as well as employers and their organizations who were not parties to the original agreement, may accede to the agreement based on mutual consent.

Accession does not require the consent of the original parties, and the request must be jointly submitted by both acceding parties to the competent administrative authority.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 207:

The competent administrative authority must make a marginal annotation in the register mentioned in Article 203, reflecting any renewals, accessions, or amendments to the collective labor agreement within fifteen days from the date of such occurrence.

Article 208:

The parties to a collective labor agreement must implement it in good faith and refrain from taking any actions that could hinder the enforcement of its provisions.

Article 209:

If exceptional unforeseen circumstances arise, making the implementation of the agreement or any of its provisions burdensome, both parties must engage in collective bargaining to address the circumstances and reach an agreement that balances their interests.

If no agreement is reached, the matter must be referred to the competent administrative authority to initiate reconciliation, mediation, or arbitration procedures in accordance with this Law.

Article 210:

Each party to the collective labor agreement, as well as any interested party among the workers or employers, has the right to request a ruling for the enforcement of any of its provisions or seek compensation for non-compliance or violation of the agreement.

Compensation shall not be awarded against the relevant trade union or employers' organization unless the act causing the harm was carried out by the board of directors or the legal representative of the organization.

Article 211:

The trade union organization and the employers' organization, as parties to the collective agreement, may file lawsuits on behalf of their members arising from a breach of the agreement.

The member, on whose behalf the lawsuit is filed, has the right to intervene in the case and may also file the lawsuit independently.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 212:

Without prejudice to the right of litigation, disputes arising from the collective agreement shall follow the procedures agreed upon by both parties, in accordance with the provisions outlined in Chapter Three of this book.

Chapter Three- Collective Labor Relations
Section Four- Collective Labor Disputes
Subsection One- General Provisions

Article 213:

Without prejudice to the right of litigation, the provisions of this chapter apply to any dispute related to the terms or conditions of work, or operational provisions, that arise between an employer or a group of employers, or their organizations, and workers, or a group of them, or their organizations.

Article 214:

If one month passes from the start of negotiations without reaching an agreement, either party or both may refer the matter to the competent administrative authority to initiate reconciliation procedures.

Chapter Three- Collective Labor Relations
Section Four- Collective Labor Disputes
Subsection Two – Conciliation

Article 215:

The competent administrative authority must set a session for reconciliation no later than five days from the date the request is submitted. Both parties must be notified at least three days prior to the scheduled date.

The relevant minister shall issue a decision outlining the procedures and rules for reconciliation.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 216:

If the parties agree to settle the dispute amicably in accordance with this chapter, the agreement must be drafted and signed by both parties as a collective labor agreement. The procedures outlined in this Law shall be followed, and the agreement will be binding on both parties.

Article 217:

Subject to the provisions of the Arbitration Law for Civil and Commercial Matters (Law No. 27 of 1994), if the dispute is not resolved within twenty-one days from the start of reconciliation, both parties may refer the matter to the competent administrative authority to initiate mediation and arbitration procedures in accordance with the provisions of this Law.

Chapter Three- Collective Labor Relations
Section Four- Collective Labor Disputes
Subsection Three- The Mediation and Arbitration Center

Article 218:

A "Mediation and Arbitration Center" shall be established within the competent ministry, with legal personality. It will be under the authority of the relevant minister and consist of two departments: the Mediation Department and the Arbitration Department.

The Center will have an Executive Director, appointed by the Prime Minister based on the nomination of the relevant minister, with a three-year renewable term.

The Prime Minister shall issue a decision determining the administrative and financial structure of the Center, its working system, and the fees for its services, which shall not exceed fifty thousand Egyptian pounds, with exemptions as applicable.

The Center shall comply with the provisions of this Law, decisions, and regulations for its implementation, and the basic principles of litigation in the Civil and Commercial Procedure Law. If this Law or the Center's regulations do not contain specific provisions, the provisions of the Arbitration Law for Civil and Commercial Matters shall apply.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 219:

The Mediation and Arbitration Center shall maintain a list of mediators and arbitrators who meet the conditions set by this Law. Each mediator and arbitrator must take the following oath before the Head of the Center:

"I swear by Almighty God that I will perform my duties with integrity, honesty, and truthfulness, and will not disclose any confidential information obtained during my duties."

Article 220:

Notwithstanding the provisions of Articles (221 and 226) of this Law, the Mediation and Arbitration Center may seek the assistance of members from judicial bodies and authorities, subject to the approval of their respective councils.

Article 221:

The following conditions must be met for inclusion in the list of mediators:

- The individual must hold a higher education qualification.
- The individual must have a good reputation and be of good character.
- The individual must not have been previously convicted of a felony or misdemeanor that impairs honor or integrity, unless their reputation has been restored.
- The individual must not be employed within the administrative apparatus of the state.
- The individual must not have been previously dismissed through disciplinary action.
- Completion of the initial training period on mediation and its areas at the center.
- Passing the examination conducted by the Mediation and Arbitration Center with a grade not lower than seventy percent.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 222:

The parties to the dispute have the right to choose one of the mediators listed in the register within a period not exceeding seven days from the date of submitting the mediation request.

If the specified period expires without the parties agreeing on a mediator, the Center shall select the mediator within three days from the expiration of that period.

Article 223:

The mediator's task begins from the date the dispute is referred to them, and they are required to complete their task within one month.

The mediator has full authority to examine the dispute and understand its elements. Specifically, they have the right to hear both parties to the dispute, review any necessary documents, and request data and information that will assist them in performing their duties.

Article 224:

Without prejudice to the provisions of Article (223) of this Law, either party to the dispute or both may, within fifteen days, request the Mediation and Arbitration Center to replace the mediator once. If the other party refuses the replacement, the Mediation and Arbitration Center must decide on this request within two days. If a new mediator is selected, their term shall begin from the date they assume their duties.

Article 225:

The mediator shall make efforts to bring the views of both parties to the dispute closer. If they are unable to achieve this, they must provide both parties with written recommendations for resolving the dispute.

If both parties accept the recommendations provided by the mediator, this shall be recorded in an agreement signed by both parties and the mediator, and the agreement becomes binding on both parties to the extent agreed upon. This shall be recorded in the designated paper or electronic register.

If the parties do not accept all or part of these recommendations, the mediator shall propose resorting to arbitration. If both parties agree, the dispute shall be referred to the arbitration department of the Center.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

In all cases, the mediator must submit a report to the Mediation Department within five days from the end of their task. This report must include a summary of the dispute, the documents and evidence submitted by both parties, the recommendations, what was accepted by both parties, what was rejected, and the reasons for the rejection.

Article 226:

The following conditions must be met for inclusion in the list of arbitrators:

- The individual must hold a law degree from one of the Egyptian universities or an equivalent institution.
- The individual must have a good reputation and be of good character.
- The individual must not have been previously convicted of a felony or misdemeanor that impairs honor or integrity, unless their reputation has been restored.
- The individual must not be employed within the administrative apparatus of the state.
- The individual must not have been previously dismissed through disciplinary action.
- The individual must complete the initial training period at the Mediation and Arbitration Center in arbitration and its areas.
- The individual must pass the examination conducted by the Mediation and Arbitration Center with a grade of no less than seventy-five percent.

Article 227:

The arbitration panel shall be formed by mutual agreement of the parties, consisting of one or more arbitrators, provided that the number is odd, to consider the existing dispute. The panel must be formed within a period not exceeding fifteen days from the date the dispute is referred to the Arbitration Department.

If the parties fail to agree on the selection of the arbitrators within the period specified in the first paragraph of this article, the Center shall select the arbitrators in accordance with the regulations governing the work of the Center.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 228:

The parties to the dispute shall sign the arbitration agreement, which includes the subject of the dispute, the terms, and the procedures for the arbitration. In cases where the arbitration agreement does not cover specific matters, the provisions of the Arbitration Law for Civil and Commercial Matters, as referred to, shall apply.

Article 229:

The arbitrator or arbitrators, when ruling on the dispute presented, must consider the applicable laws within the country, ratified international agreements, principles of natural law, custom, and social justice, in accordance with the prevailing economic and social conditions in the area of the establishment. The ruling shall be issued by a majority of votes in the case of multiple arbitrators.

The arbitrator or arbitrators must resolve the dispute within thirty days from the date the dispute is referred.

The arbitration ruling shall be final and can be enforced after obtaining the enforcement formula from the competent labor court.

Article 230:

In the Arbitration Department, one or more higher chambers shall be formed to reconsider arbitration rulings, consisting of five arbitrators listed in its registry, for appeals against the rulings referred to in Article (229) of this Law.

If the arbitration agreement or clause stipulates that the ruling should be subject to two levels of review, the dispute shall be referred to that chamber within fifteen days from the date of the first-instance ruling. The chamber must resolve the dispute within forty-five days from the date of referral.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 231:

Workers have the right to strike in order to demand what they consider to be in the best interest of their professional, economic, and social rights, after exhausting the amicable dispute resolution methods stipulated in this Law. The declaration and organization of the strike shall be carried out through the relevant trade union organization or the labor delegate, within the limits of the rules and procedures set forth in this Law.

Article 232:

The strike announcement must include notification to both the employer and the competent administrative authority at least ten days before the specified date of the strike. This notification shall be sent via registered mail with acknowledgment of receipt, and must include the reasons for the strike and its scheduled dates.

Article 233:

It is prohibited for workers to call for or announce a strike with the aim of modifying a collective labor agreement during its validity period.

Article 234:

Strikes, calling for strikes, or announcing a strike is prohibited in vital establishments that provide essential services to citizens, where a work stoppage would disrupt national security.

It is also prohibited to call for or announce a strike during exceptional circumstances. The Prime Minister shall issue a decision determining the vital establishments and the essential services they provide.

Article 235:

The strike shall result in the suspension of the obligations arising from the employment contract during the duration of the strike.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 236:

The employer has the right, for economic necessities, to fully or partially close the establishment, or to reduce its size or activity, which may affect the workforce temporarily or permanently, in accordance with the conditions, procedures, and circumstances stipulated in this Law.

Article 237:

In applying the provisions of Article (236) of this Law, the employer must submit a request to close the establishment, or to reduce its size or activity, to a committee formed for this purpose. The request must include the reasons, circumstances, conditions, and procedures the employer relies on, as well as the number and categories of workers who will be laid off.

The committee must issue its reasoned decision within a maximum of forty-five days from the date the request is submitted to it. If the decision is to approve the request, it must specify the implementation date.

If the committee does not issue its decision within the mentioned period, it is considered implicit approval of the closure under the conditions and procedures submitted by the employer.
The concerned party has the right to appeal the committee's decision before another committee formed for this purpose, and the acceptance of the appeal will suspend the implementation of the committee's decision.

The Prime Minister shall issue a decision to form both committees mentioned in this article, determine their competencies, the entities they represent, the procedures to be followed before them, and the appeal procedures and deadlines. The formation of the committees must include a representative from the concerned trade union organization and a representative from the concerned employers' organization, nominated by each.

Article 238:

The employer must notify the workers and the concerned trade union organization of the request submitted, as well as the decision issued regarding the full or partial closure of the establishment, or the reduction of its size or activity. The implementation of this decision shall take place from the date specified by the committee that considered the request or the appeal, as the case may be.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 239:

In the case of partial closure or reduction in the size or activity of the establishment, if the applicable collective agreement in the establishment does not include objective criteria for selecting the workers to be laid off, the employer must consult with the concerned trade union organization on this matter, after the decision is issued and before its implementation.

Seniority, family responsibilities, age, and workers' professional abilities and skills are among the criteria that can be used as guidance in this regard.

The competent minister shall issue a decision specifying the objective criteria for selecting the workers to be laid off, in consultation with the labor and employers' organizations.

Article 240:

It is prohibited for the employer to submit a request for the full or partial closure of the establishment, or to reduce its size or activity during the stages of resolving collective labor disputes. It is also prohibited for the employer to submit such a request due to or during a workers' strike.

Article 241:

Without prejudice to the provisions of Article (238) of this law, in cases where the employer has the right to terminate the employment contract for economic reasons, he may, instead of exercising this right, temporarily amend the terms of the contract. Specifically, the employer may assign the worker to tasks that were not agreed upon, even if they differ from his original duties, and may reduce the worker's salary, provided that it does not fall below the minimum wage.

If the employer modifies the terms of the contract in accordance with the first paragraph of this article, the worker may terminate the contract without being obligated to provide notice. In this case, the termination is considered justified by both the employer and the worker.

In all cases, the worker is entitled to a severance payment equal to one month's wage for each of the first five years of service, and one and a half month's wage for each year beyond that.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 242:

This chapter regulates the provisions and standards for the prevention of accidents and health damages resulting from work or related to it, or those occurring during work or as a result of it, in order to minimize the risks and causes inherent in the work environment.

Article 243:

For the purposes of applying the provisions of this chapter, the term "establishment" refers to any project or facility owned or managed by an individual or entity, whether public or private.

Article 244:

The provisions of this chapter apply to all workplaces, establishments, and their branches, regardless of their type or affiliation, whether they are land-based, maritime, or aerial. It also applies to all types of water surfaces and various means of transportation.

Article 245:

Without prejudice to the provisions of inspection and judicial control in this law, the competent minister may, by a decision, authorize the establishment of compliance offices aimed at verifying the fulfillment of occupational safety and health requirements and ensuring a safe work environment in the establishments covered by the provisions of this chapter, as well as providing the necessary technical support and advice.

The decision shall define the legal form of the compliance offices, the conditions and regulations for conducting their activities, the qualifications of their employees, the licensing conditions and rules, its duration, and the prescribed fees, which shall not exceed one hundred thousand Egyptian pounds.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 246:

The establishment and its branches are required to provide occupational safety and health measures and ensure a safe work environment in the workplace, in accordance with exposure standards and threshold limits, to prevent physical hazards resulting from the following:

- Thermal and cold stress.
- Noise and vibrations.
- Intensity of lighting.
- Harmful and hazardous radiation (ionizing- non-ionizing).
- Changes in atmospheric pressure.
- Explosion hazards.

Article 247:

The establishment and its branches are required to take the necessary precautions and measures to provide occupational safety and health means and ensure a safe work environment, ensuring the prevention of engineering hazards (mechanical- electrical- construction and building- ergonomics), particularly the following:

- Any hazard arising from lifting and hauling equipment, means of transportation, handling, and motion transfer.
- Any hazard arising from construction, building works, excavation, risks of collapse, and falling.
- Any hazard arising from electricity (both dynamic and static).

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

- Any hazard arising from failure to consider the compatibility between the worker's physical structure, equipment, machinery, and the workplace environment.

Article 248:

The establishment and its branches are required to take the necessary means and methods to protect workers from the risk of exposure to bacteria, viruses, fungi, parasites, and other biological hazards when the nature of the work exposes workers to the conditions that lead to such infections. Specifically, the following should be considered:

- Contact with sick humans, and providing services such as care, medical analyses, laboratory tests, and surgical operations.
- Handling animals, their products, and their waste.
- Units for handling, transporting, storing, and processing hazardous medical and veterinary waste.
- Units for receiving, storing, and processing various types of waste disposal.

Article 249:

The establishment and its branches are required to provide occupational safety and health measures and ensure a safe working environment in the workplace to prevent chemical hazards resulting from handling solid, liquid, and gaseous chemicals, with attention to the following:

- Not exceeding the maximum permissible concentration for handling chemicals and carcinogenic materials to which workers are exposed.
- Ensuring that the stock of hazardous chemicals does not exceed the threshold quantities for each substance.
- Providing the necessary precautions to protect the establishment and workers when handling, transporting, storing, using hazardous chemicals, and disposing of their waste.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

- Keeping a paper or electronic record of hazardous chemicals in circulation, including all data related to each substance, to monitor workplace environmental pollutants to which workers are exposed, and to record hazardous materials and waste in accordance with the Waste Management Law (Law No. 202 of 2020).

- Labeling all chemicals in use with information on their scientific and trade names, chemical composition, hazard levels, safety precautions, and emergency procedures. The establishment must obtain this information from the manufacturer or supplier when the chemicals are supplied.

- Training workers on how to handle hazardous chemicals, carcinogenic materials, and informing them of the associated risks, safety measures, and preventive methods.

- Adhering to exposure standards and threshold limits.

Article 250:

The establishment and its branches are required to provide occupational safety and health measures and ensure a safe working environment in the workplace, ensuring the availability of means to prevent indirect hazards, which arise or worsen due to their absence. This includes rescue and first aid means, cleanliness, order, and organization in the workplace, as well as ensuring that workers in food preparation, handling, and consumption areas hold health certificates indicating they are free from epidemic and infectious diseases.

Article 251:

The establishment and its branches are required to take the necessary precautions and conditions to prevent fire hazards, according to what is determined by the competent authority in the Ministry of Interior.

Article 252:

The establishment and its branches are required to provide occupational safety and health measures, ensuring a safe working environment that protects against any hazards arising from work within confined and enclosed spaces.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 253:

The establishment and its branches shall be obligated to conduct risk assessments and analyses of potential industrial and natural disasters, as well as disasters resulting from operations. They must also prepare emergency plans to protect the establishment, workers, and visitors in the event of accidents and disasters. These plans must be tested for effectiveness through practical drills to ensure their efficiency, with workers trained accordingly and necessary corrections made if required.

The establishment may seek guidance from a consulting expert or advisory centers specializing in occupational safety and health and securing the work environment when preparing emergency plans.

Additionally, the establishment must notify the competent administrative authority of its emergency plans, any amendments made to them, and in cases where hazardous materials are stored or used.

If a potential incident or hazard is anticipated in the workplace that may pose an imminent and serious threat to the health or lives of workers, the worker may leave the workplace for a safe location within or outside the establishment or worksite if necessary, without prior permission.

Workers must inform their direct supervisor of any hazards they are exposed to. No disciplinary consequences or liabilities shall arise from such withdrawal.

The establishment is obligated to ensure that workers do not return to an unsafe working environment until the hazard has been removed.

If the establishment fails to implement the obligations stipulated in this article and its implementing decisions within the deadlines set by the competent administrative authority, and this results in an imminent danger to the health or safety of workers or visitors, the competent administrative authority shall order the full or partial closure of the establishment or the suspension of one or more machines or equipment until the hazard is removed. The closure or suspension decision shall be enforced administratively without prejudice to the workers' right to receive their wages during the period of full or partial closure or suspension.

The competent administrative authority may remove the cause of the hazard by direct enforcement at the expense of the establishment, in coordination with the concerned entities.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 254:

Establishments and their branches shall be obligated to provide a safe and non-hostile work environment, free from harassment, bullying, and violence, and to ensure the availability of effective means for prevention against such behaviors.

The competent Minister shall issue a decision specifying models for the Code of Professional Conduct, as well as the rules and procedures for submitting complaints, the means of resolving them, and the necessary actions to be taken in this regard.

Article 255:

The competent Minister shall issue a decision outlining the rules, standards, and safety limits in workplaces, as well as the necessary requirements and precautions to prevent the risks specified in this chapter, in coordination with the relevant authorities.

Book Four- Occupational Safety, Health, and Workplace Environment Protection
Chapter Two- Inspection in the Field of Occupational Safety, Health, and Workplace Environment Protection

---

Article 256:

Subject to the provisions set forth in Book Five of this Law, the competent administrative authority shall be responsible for the following:

- Establishing a specialized body called the Occupational Safety and Health Inspection and Work Environment Protection Authority, composed of members possessing the necessary academic and practical qualifications in the fields of human medicine, veterinary medicine, pharmacy, engineering, science, environment, and waste management, to inspect establishments and monitor the implementation of occupational safety and health regulations and work environment protection. Inspections shall be carried out at appropriate regular intervals.

- Organizing specialized and targeted training programs to enhance the efficiency and performance of the inspection authority members mentioned in Item (1) of this Article, and equipping them with technical expertise and up-to-date developments to ensure the highest standards of occupational safety and health and work environment protection.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

- Providing the inspection authority with measuring devices, equipment, and all necessary resources to perform its duties.

- Inspections of establishments related to national security, as determined by a decision from the Prime Minister, shall be conducted by the authority specified in that decision.

Article 257:

Members of the Occupational Safety and Health Inspection and Work Environment Protection Authority shall, in the course of performing their duties, have the authority to:

- Conduct the necessary medical and laboratory examinations on workers within establishments to ensure the suitability of working conditions.

- Take samples of materials used or handled in industrial processes and various work activities that may adversely affect the safety and health of workers or the work environment, for the purpose of analysis and identifying the effects resulting from their use and handling, and notify the establishment to take the necessary measures accordingly.

- Use equipment, devices, cameras, and other tools during inspections to analyze the causes of accidents.

- Review emergency plans and the establishment's risk analysis.

- Review technical and administrative reports received by the establishment regarding the types and causes of major accidents.

- Review the quantities of hazardous materials in storage that may pose a threat to the establishment.

Based on the report of the Occupational Safety and Health Inspection Authority, the competent administrative authority shall order the full or partial closure of the establishment, or the suspension of one or more machines, in the event of an imminent danger threatening the safety of the establishment, the health of workers and visitors, or the safety of the work environment—until the danger is removed, without prejudice to the workers' right to receive their wages.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

The competent administrative authority may, based on the closure order, directly remove the sources of danger at the expense of the establishment.

Closure or suspension orders shall be enforced through administrative means.
The competent administrative authority shall issue an order to lift the closure or suspension as soon as the danger has been eliminated.

Article 258:

Without prejudice to the provisions of Article (242) of this Law, occupational safety and health inspectors, as well as work environment protection inspectors, shall have the right to inspect establishments in order to verify compliance with the occupational safety and health requirements and the protection of the work environment, in accordance with the provisions of this Law and the regulations issued in implementation thereof.

Book Four- Occupational Safety, Health, and Workplace Environment Protection
Chapter Three- Organization of Occupational Safety, Health, and Workplace Environment Protection Systems in Establishments and Training

---

Article 259:

The competent minister shall issue the necessary decisions specifying the establishments and their branches that are required to establish functional units for occupational safety and health and work environment protection, as well as the relevant committees.

The committees referred to in the first paragraph of this Article shall be responsible for examining working conditions, causes of work accidents and injuries, and other related issues, as well as for setting the rules and precautions necessary to prevent them. The decisions of these committees shall be binding on the establishment and its branches.

Training must include the personnel of the occupational safety and health functional units, members of the relevant committees, and all levels of management and production staff, in accordance with their responsibilities and the nature of their work.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 260:

Every establishment employing thirty workers or more shall be required to provide the competent administrative authority with a semi-annual statistical report containing accurate data on common and chronic diseases, major accidents, and injuries. This report must be submitted during the first half of the months of July and January at the latest.

Establishments subject to the provisions of this Book are also required to notify the competent administrative authority of any major accident occurring in the workplace or upon the emergence of symptoms of an occupational disease, within twenty-four hours of its occurrence.

The competent minister shall issue a decision specifying the forms to be used for this purpose.
All establishments subject to the provisions of this Book must also submit electronically to the competent ministry—via the designated electronic platform—all necessary data, reports, and statistics, as determined by a decision issued by the competent minister, which shall specify the required basic data.

Article 261:

The competent ministry, the National Center for Occupational Safety and Health Studies and Work Environment Protection referred to in Article (263) of this Law, and licensed entities shall be responsible for providing basic, advanced, specialized, and sector-specific training for specialists, technicians, and committee members in the field of occupational safety and health.

Article 262:

To practice expertise and consultancy in the field of occupational safety and health and work environment protection, it is required to obtain the necessary license from the competent ministry.

The competent minister shall issue a decision determining the conditions, rules, and procedures for granting the license, its duration, its registration in the designated paper or electronic register, and the applicable fees, which shall not exceed fifty thousand Egyptian pounds, as well as cases eligible for exemption from these fees.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

The competent minister shall issue a decision specifying the rules for granting licenses and the training systems in the aforementioned cases, including basic training, occupational safety and health training, and specialized training, for colleges, institutes, civil society organizations, companies, and specialized institutions. The decision shall include the conditions, procedures, duration of the license, and the applicable fee, which shall not exceed fifty thousand Egyptian pounds, as well as cases eligible for exemption from the fee.

Book Four- Occupational Safety, Health, and Workplace Environment Protection
Chapter Four- Research and Study Systems

Article 263:

The National Center for Occupational Safety, Health, and Work Environment Protection, restructured by Presidential Decree No. 333 of 2003, in cooperation with the competent ministry, is responsible for preparing central plans for research and studies in the fields of occupational safety, health, and work environment protection, based on the results of statistical analysis of work injuries in establishments. It follows up on the implementation of these plans in coordination with the relevant authorities in the competent ministry, in accordance with the rules and procedures to be issued by a decision from the competent minister.

Article 264:

A council called the "Supreme Council for Occupational Safety, Health, and Work Environment Protection" shall be established, chaired by the competent minister, and composed of representatives from the relevant ministries and authorities, an equal number of representatives from the most representative business organizations nominated by their respective organizations, and representatives from the most representative labor unions nominated by their respective organizations. The nomination should ensure the representation of all levels of the concerned labor unions, unless this is not feasible, along with a number of experts in the field.

The council shall define the general policy in these areas and propose necessary measures for its implementation in line with the state's overall policy.

A decision from the Prime Minister shall be issued regarding the formation, competencies, and working system of the council.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 265:

A sub-committee of the Supreme Council for Occupational Safety, Health, and Work Environment Protection shall be formed in each governorate, chaired by the competent governor, and shall include representatives from the relevant ministries and authorities, representatives from the concerned labor unions nominated by their organizations (unless this is not feasible), business organizations in equal numbers, and a number of experts in the field.

A decision from the competent minister shall be issued to define the formation, competencies, and working system of the committee.

Book Four- Occupational Safety, Health, and Workplace Environment Protection
Chapter Five- Social and Health Services

Article 266:

Without prejudice to the provisions of the Social Insurance and Pensions Law mentioned, the establishment and its branches are obligated to do the following:

- Conduct an initial medical examination on the worker before joining the job to ensure their health and fitness in accordance with the type and requirements of the job assigned to them.

- Conduct a fitness assessment to ensure the worker's physical, mental, and psychological capabilities are suitable for the job's needs.

- These examinations shall be conducted in accordance with the provisions governing health insurance. The competent minister, in coordination with the minister responsible for health affairs, shall issue a decision to determine the levels of fitness, health safety, and mental and psychological capabilities upon which these examinations are based.

Article 267:

The establishment and its branches are obligated to do the following:

- Train the worker on the correct principles for performing their job.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

- Inform the worker about the risks of their profession before starting the job, and require them to use the prescribed protective measures, while providing appropriate personal protective equipment and training them on how to use it.

The establishment shall not charge the worker any costs or deduct any amounts from their wages for providing the necessary protective measures.

Article 268:

The worker is obligated to use the protective measures and commit to taking care of any protective equipment in their possession. They must also follow the instructions issued to preserve their health and protect themselves from work-related accidents. The worker must not engage in any action intended to prevent the implementation of these instructions, misuse the protective measures provided for their safety or for the safety of other workers, alter them, or cause damage or harm to them. This is without prejudice to any other legal provisions that may apply in this regard.

Article 269:

The establishment and its branches are required to do the following:

- Conduct daily periodic inspections during each work shift of the workplace, especially the hazardous areas, to detect occupational hazards, work to prevent them, and maintain a paper or electronic record for this purpose.

- Examine the worker's health complaints and determine their relation to the type of work by the establishment's doctor, if available.

- Coordinate with the General Authority for Health Insurance to conduct regular medical examinations for all the establishment's workers to maintain their physical, mental, and psychological fitness and safety continuously, detect any occupational diseases in their early stages, and perform medical exams upon termination of service, all in accordance with the established health insurance systems.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 270:

The establishment is required to provide first aid equipment for its workers.

If the number of workers in a single location or country, or within a 15-kilometer radius, exceeds fifty workers, the establishment must employ one or more qualified nurses to perform nursing or first aid duties during each work shift. Additionally, the establishment must assign a doctor to treat workers at a designated clinic within the premises and provide necessary medicines free of charge.

If a worker is treated in a government or charitable hospital as mentioned in the first and second paragraphs of this article, the establishment is obliged to cover the costs of treatment, medication, and accommodation at the hospital.

The procedures for determining the costs of treatment, medication, and accommodation mentioned in the previous paragraphs will be determined by a decision issued by the competent minister in coordination with the minister responsible for health matters.

Article 271:

Anyone who employs workers in areas that are not accessible by regular transportation must provide appropriate means of transport at their own expense.

Additionally, anyone who employs workers in areas far from urban centers must provide suitable food and adequate housing, taking into account the allocation of some housing for married workers, all at their own expense.

The competent minister, in coordination with the relevant ministers, and with input from employers' and workers' organizations, will issue the necessary decisions to define areas far from urban centers, the conditions and specifications for housing, the types and quantities of food to be provided to each worker, and the employer's obligations regarding these provisions.

Regarding the food provisions mentioned in the third paragraph of this article, a system may be adopted if agreed upon by the establishment's management and the workers' union or a worker's representative in the absence of one, provided that it is approved by the relevant administrative authority. It is prohibited to replace the provision of these meals, wholly or partially, with a monetary compensation.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 272:

Any establishment with fifty or more workers is required to provide the necessary social and cultural services to its workers, in collaboration with the workers' union, without imposing any obligations on the workers. The competent minister, in consultation with employers' and workers' organizations, will issue decisions to define the minimum standards for these services.

Article 273:

The Social, Health, and Cultural Services Fund has legal personality and aims to provide services necessary to improve the social, health, and cultural levels of workers in public sector, public business sector, and private sector establishments.

The Prime Minister issues a decision to form the Board of Directors of the Fund, chaired by the competent minister, with equal membership representation from workers' unions, employers' organizations (nominated by their respective organizations), and representatives from the relevant ministries and authorities. The decision will define the Board's responsibilities, the Fund's statutes, the financial treatment of the Board's Chairman and members, to be financed from its own resources, and the accounting system to be followed.

The Fund shall have a special account with one of the commercial banks registered with the Central Bank of Egypt, an independent budget, and shall prepare annual financial statements according to the financial accounting system. The Fund's financial year begins and ends with the state's financial year, and its funds are subject to the Central Auditing Organization's supervision. Any surplus funds will be carried over from one year to the next.

The establishments referred to in the first paragraph of this article, with 20 or more workers, are required to pay an annual subscription fee of no less than 8 EGP and no more than 16 EGP per worker per year to finance the Fund. The competent minister, after presenting the proposal to the Fund's Board of Directors, issues a decision to determine the value of the annual subscription. If an establishment provides the services mentioned in Article 274 of this law, or offers a better benefit to its workers, it may deduct the cost of such services or benefits, or 70% of the amount due to the Fund annually, whichever is less.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 274:

The fund referred to in Article (273) of this law shall be committed to providing the following services:

- Supporting medical expenses in accordance with the financial and administrative regulations of the fund, which define the types of medical services, the beneficiaries, the committees responsible for determining treatment, and the entities responsible for delivering health services.
- Supporting the libraries of establishments with books.
- Organizing or funding cultural seminars.
- Supporting the costs of organizing trade union elections.
- Preparing literacy programs in collaboration with the relevant authorities.
- Supporting sports activities within the establishment.
- Organizing competitions aimed at developing workers' technical, cultural, and sporting skills.
- Organizing recreational trips and resorts, according to the workers' capabilities.
- Supporting trade union activities.
- Engaging workers and employers in ensuring a safe work environment free from violence, harassment, and bullying through the organization of awareness seminars and funding developmental projects aimed at achieving this, whenever resources are available.

The competent minister, in coordination with the Board of Trustees of the Fund, may add other services, provided they are within the scope of the Fund's objectives.
The Prime Minister shall issue a decision regarding the financial and administrative regulations of the Fund, detailing the powers, controls for expenditure, and oversight mechanisms.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 275:

The employees responsible for implementing the provisions of this law and the decisions issued in its execution, who are designated by a decision from the Minister of Justice in agreement with the competent minister, shall have the status of judicial officers for crimes that occur within their areas of jurisdiction and are related to the duties of their positions.

Each of them shall take the following oath before the competent minister before commencing their duties:

"I swear by Almighty God that I will carry out my duties with integrity, honesty, and truthfulness, and I will not disclose any secrets related to the work that I have come to know by virtue of my position."

Article 276:

Anyone vested with the status of judicial officer shall carry an identification card proving this status. They shall have the right to enter all places of work and inspect them to ensure the application of the provisions of this law and the decisions issued in its execution. They may also examine the books and documents related to this and request the necessary documents and data from employers or their representatives.

The competent minister shall issue a decision specifying the rules and procedures for assigning inspections of workplaces at night and outside official working hours, as well as the rewards that the inspectors are entitled to.

Article 277:

Employers or their representatives shall facilitate the task of those entrusted with monitoring the implementation of the provisions of this law and the decisions issued in its execution. They shall also provide them with the necessary documents and data required to perform their duties.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 278:

Employers or their representatives shall respond to attendance requests directed to them by the personnel referred to in Article (275) of this law, within the timeframes specified by them.

Article 279:

The relevant authorities, ministries, entities, and bodies shall assist the personnel assigned to monitor the implementation of the provisions of this law and the decisions issued for its implementation when requested to do so while performing their duties.

Article 280:

Without prejudice to any more severe penalties stipulated by the Penal Code or any other law, the penalties specified in the following articles shall apply to the offenses referred to therein.

Article 281:

Anyone who violates the provisions of Articles (4 and 5) of this law shall be penalized with a fine not less than five thousand Egyptian pounds and not exceeding fifty thousand Egyptian pounds.

The fine shall be multiplied for each worker involved in the offense, and the fine shall be doubled in case of recidivism.

Article 282:

Anyone who violates the provisions of Articles (82/paragraphs 1 and 2), (273/fourth paragraph) of this law, and the ministerial decisions implementing them, shall be penalized with a fine not less than one thousand Egyptian pounds and not exceeding ten thousand Egyptian pounds. The fine shall be multiplied for each worker involved in the offense, and the fine shall be doubled in case of recidivism.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

The same penalty mentioned in the first paragraph of this article shall apply to anyone who violates the provisions of Article (21/paragraph 1) of this law.

Article 283:

Anyone who violates the provisions of Articles (37/first paragraph), (48/first paragraph), (153) of this law and the ministerial decisions implementing them, shall be penalized with a fine not less than two thousand Egyptian pounds and not exceeding ten thousand Egyptian pounds. The fine shall be doubled in case of recidivism.

The same penalty mentioned in the first paragraph of this article shall apply to anyone who violates the provisions of Article 137 of this law.

Article 284:

Anyone who violates the provisions of Article (26) of this law and the ministerial decisions implementing it shall be penalized with a fine not less than one thousand Egyptian pounds and not exceeding ten thousand Egyptian pounds. The fine shall be multiplied according to the number of workers involved in the offense, and the fine shall be doubled in case of recidivism.

Article 285:

Anyone who violates the provisions of Article (23) of this law and the ministerial decisions implementing it shall be penalized with a fine not less than twenty thousand Egyptian pounds and not exceeding one hundred thousand Egyptian pounds. In the event of a conviction, the court may also order the closure of the establishment. The fine shall be doubled in case of recidivism.

Article 286:

Anyone who violates the provisions of Article 7 of the Law's Issuance Materials, and Articles (24, 25, 36, 46, 51, 52, 68) of this law, and the ministerial decisions implementing them, shall be penalized with a fine not less than one thousand Egyptian pounds and not exceeding twenty thousand Egyptian pounds. The fine shall multiply with the number of workers involved in the offense, and shall be doubled in case of recidivism.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

The same penalty mentioned in the first paragraph of this article shall apply to anyone who violates the provisions of Articles (38, 122, 175) of this law.

Article 287:

Anyone who violates the provisions of Articles (45, 104, 108) of this law shall be penalized with a fine not less than two thousand Egyptian pounds and not exceeding twenty thousand Egyptian pounds. The fine shall multiply with the number of workers involved in the offense, and shall be doubled in case of recidivism.

Article 288:

Anyone who violates the provisions of Articles (27, 53, 60, 117, 118, 119, 123, 124, 132, 135/second paragraph, 254/first paragraph) of this law and the ministerial decrees issued to implement them, shall be penalized with a fine not less than five hundred Egyptian pounds and not exceeding five thousand Egyptian pounds. The fine shall multiply with the number of workers involved in the offense, and shall be doubled in case of recidivism.

Similarly, anyone who violates the provisions of Articles (12, 29, 54, 55, 56, 57, 58, 59, 89, 90, 91, 92, 93, 94, 110, 111, 112, 113, 114, 115, 116, 120, 121, 125, 126, 128, 129, 131, 138/second paragraph, 156, 159, 162, 164, 173) of this law shall be subject to the same penalty as mentioned in the first paragraph of this article.

Article 289:

The employer or their representative at the establishment shall be punished with a fine not less than two thousand Egyptian pounds and not exceeding ten thousand Egyptian pounds if they violate any of the provisions of Articles (63, 64, 66) of this Law and the ministerial decrees issued for their implementation. In all cases, the fine shall be multiplied by the number of workers affected by the offense. In the case of recurrence, the fine shall be doubled and the establishment shall be ordered to close for a period not exceeding six months.

The same penalty stated in the first paragraph of this Article shall apply to anyone who violates the provisions of Articles (62, 65) of this Law.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

Article 290:

Any person who violates the provisions of Articles (33, 37) of this Law and the ministerial decrees issued for their implementation shall be punished with a fine of not less than five hundred Egyptian pounds and not more than one thousand Egyptian pounds. The fine shall be multiplied by the number of workers in respect of whom the offense was committed. In the event of recurrence, the fine shall be doubled.

The same penalty stipulated in the first paragraph of this Article shall apply to any person who violates the provisions of Articles (35, 205) of this Law.

Article 291:

Shall be punished by imprisonment and a fine of not less than twenty thousand Egyptian pounds and not exceeding one hundred thousand Egyptian pounds, or by either of these two penalties, any person who commits any of the following offenses:

- Engaging in labor recruitment operations for employment inside or outside the country by entities other than those specified in Article (40) of this Law, without obtaining the license stipulated in Article (41), or based on a license issued using false information.

- Illegally collecting any amount from a worker's wage or entitlements for work performed domestically or abroad.

- Providing false information regarding agreements or recruitment contracts for overseas employment, including wages, terms and conditions of work, or presenting fictitious employment contracts in contradiction to the facts.

In all cases, the amounts unlawfully collected or obtained shall be refunded. The court may, upon conviction, order the closure of the establishment, and such closure shall be mandatory in case of conviction for the offense stipulated under item (1) of this Article.

Article 292:

Any person who violates the provisions of Article (42) of this Law, or the ministerial decisions issued in implementation thereof, shall be punished with a fine of not less than five thousand Egyptian pounds and not exceeding one hundred thousand Egyptian pounds.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

The fine shall be multiplied according to the number of workers in respect of whom the violation occurred, and shall be doubled in the event of recurrence.

Article 293:

Any person who violates the provisions of Articles (70, 71, 72, and 74) of this Law, as well as the ministerial decisions issued in implementation thereof, shall be subject to a fine of not less than twenty thousand Egyptian pounds and not more than one hundred thousand Egyptian pounds.

The fine shall be imposed for each worker affected by the violation, and shall be doubled in the event of repeated offenses.

Article 294:

Any person who violates the provisions of Articles (140, 141, 142, 143, 144, 145, the second paragraph of Article 151, Article 152, and Article 198) of this Law shall be subject to a fine of not less than one thousand Egyptian pounds and not more than twenty thousand Egyptian pounds.

The fine shall be doubled in the event of a repeated offense.

Article 295:

Any person who violates the provisions of Articles (236, 237, and 239) of this Law, and the ministerial decrees issued in execution thereof, shall be subject to a fine of not less than three thousand Egyptian pounds and not more than ten thousand Egyptian pounds. The fine shall be imposed for each worker in respect of whom the violation occurred. In the event of a repeated offense, the fine shall be doubled.

The same penalty referred to in the first paragraph of this Article shall apply to any person who violates the provisions of Articles (169, 170, 172, 238, 242, and the third paragraph of Article 241) of this Law.

Article 296:

Any person who violates the provisions of Articles (245, 254, 255, 259, 260, 261, 262, 266, 270, 271, and 272) of this Law, as well as the ministerial decrees issued in execution thereof, shall be subject to a fine of not less than five thousand Egyptian pounds and not exceeding one hundred thousand Egyptian pounds. In the event of a repeated offense, the fine shall be

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com

doubled.

The same penalty referred to in the first paragraph of this Article shall apply to any person who violates the provisions of Articles (246, 247, 248, 249, 250, 251, 252, 253, 267, 268, and 269) of this Law.

Article 297:

The employer or their representative at the establishment shall be subject to a fine of not less than five thousand Egyptian pounds and not exceeding twenty thousand Egyptian pounds if they violate the provisions of Articles (277 and 278) of this Law. In the event of a repeated offense, the fine shall be doubled.

Article 298:

The person responsible for the actual management of the legal entity shall be subject to the same penalty prescribed for acts committed in violation of the provisions of this Law, if it is proven that they had knowledge of such violations and that their failure to fulfill the duties imposed by their managerial role contributed to the commission of the offense.

The legal entity shall be jointly liable for the payment of any financial penalties and compensation adjudicated.

Maher Milad Iskander & Co.
46 el Thawra Street Heliopolis, Cairo, Egypt | 557-580-579 | t +2(02)22911276 f +2(02)22911349
eg.Andersen.com
email info@eg.Andersen.com