

Translation of

Law No. 73 of 2021

Concerning the Conditions
for Holding or Continuing
in Employment

ترجمة القانون رقم ٧٣ لسنة ٢٠٢١
بشأن شروط شغل الوظائف
أو الاستمرار فيها

14 September 2026

Law No. 73 of 2021, Concerning the Conditions for Holding or Continuing in Employment

In the name of the people: President of the republic

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

Preamble

The People's Assembly has decided the following law, and we have promulgated it:

Promulgation Provisions

Article (1):

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

- **Narcotic Drugs:** All substances, plants, narcotic substances and synthetic substances having narcotic effects or harmful effects on the mind, body, psychological condition or nervous system, which are classified as such pursuant to Law No. 182 of 1960 concerning the Control of Narcotic Drugs and the Regulation of Their Use and Trafficking.
- **Drug Use:** The consumption of the narcotic drugs referred to in Item (1) of this Article without medical necessity.
- **Competent Authorities:** The specialized governmental authorities entrusted with conducting the relevant tests, as determined by the Executive Regulations of this Law.
- **Screening Test:** The testing of a submitted sample for the detection of narcotic drugs by means of a rapid preliminary drug-detection test, conducted by one of the Competent Authorities.



- **Confirmatory Test:** A second test conducted by one of the Competent Authorities on the same sample that was previously subjected to a Screening Test.

Article (2):

The provisions of this Law shall apply to employees of the units of the State Administrative Apparatus, including ministries, departments, governmental agencies and local administration units; public authorities; entities having independent budgets; public-sector companies; public business-sector companies; companies responsible for managing public utilities in the State; other companies owned by the State or in which the State participates in any manner whatsoever; care homes and accommodation facilities; shelters; placement and rehabilitation institutions; nurseries; private schools; and private hospitals.

Article (3):

In addition to the other conditions prescribed by the applicable laws and regulations, holding a position in any of the entities referred to in Article (2) of this Law, whether by appointment, contract, engagement, promotion, secondment, transfer or assignment, or continuing to hold such position, shall be conditional upon establishing that the person does not use narcotic drugs, through an unannounced test conducted by the employing entity through the Competent Authorities.

Article (4):

Unannounced testing shall be conducted for all employees of the entities referred to in Article (2) of this Law by the Competent Authorities pursuant to an annual plan prepared by such authorities in coordination with the employing entities.

In such case, the test shall be a Screening Test, whereby a sample shall be obtained from the employee and tested in his presence. Before undergoing the test, the employee shall disclose all medications he is taking.



If the sample tests positive, it shall be secured and preserved, and the employee shall be suspended from work by operation of law for a period not exceeding three months or until the result of the Confirmatory Test is received, whichever occurs earlier. During the suspension period, payment of half of the employee's wage shall be withheld.

The Confirmatory Test shall be conducted on the same sample by the Competent Authorities. In such case, the employee may, at his own expense, request referral to the Forensic Medicine Authority either to examine the said sample within twenty-four hours from the time the test result becomes available, or to conduct a medical examination of the employee on the same day on which the test was conducted.

If the result is negative, the employing entity shall reimburse the employee for the actual expenses paid by him to the Forensic Medicine Authority.

The Competent Authorities or the Forensic Medicine Authority, as the case may be, shall notify the employing entity of the final test result within ten working days from the date on which the sample is received.

If the positive result of the sample is confirmed, the employee's service shall be terminated by operation of law, and his entitlements following termination shall be determined in accordance with the laws, regulations or rules governing his relationship with the employing entity.

All of the foregoing shall be in accordance with the rules and procedures prescribed by the Executive Regulations of this Law.

Article (5):

A deliberate refusal to undergo testing during employment, or deliberate evasion of such testing without an acceptable excuse, where established, shall constitute grounds for termination of service.

The Executive Regulations of this Law shall prescribe the rules and controls necessary for implementing the provisions of this Article.



Article (6):

Without prejudice to any more severe penalty prescribed under any other law, any person who intentionally permits a person who has been proven to use narcotic drugs to hold or continue to hold any position within the entities referred to in Article (2) of this Law shall be punished by imprisonment and a fine of not less than EGP 100,000 and not exceeding EGP 200,000, or by either of these two penalties.

Article (7):

Without prejudice to any more severe penalty prescribed under any other law, any person who deliberately commits fraud in the conduct of the tests regulated by this Law, or provides a result contrary to the truth, shall be punished by imprisonment.

Article (8):

The Prime Minister shall, following the approval of the Council of Ministers, issue the Executive Regulations of this Law within two months from the date of its promulgation, based on a joint submission by the Minister concerned with Social Solidarity Affairs and the Minister concerned with Health and Population Affairs.

Article (9):

This Law shall be published in the Official Gazette and shall enter into force six months after the date of its publication.

This Law shall bear the Seal of the State and shall be enforced as one of its laws.



Translation of the Executive Regulations of Law No. 73 of 2021 Concerning the Conditions for Holding or Continuing in Employment

ترجمة اللائحة التنفيذية للقانون
رقم ٧٣ لسنة ٢٠٢١ بشأن شروط
شغل الوظائف أو الاستمرار فيها

14 Septemeber 2026

Prime Ministerial Decree No. 1 of 2022

Concerning the Issuance of the Executive Regulations of Law No. 73 of 2021 Regarding the Conditions for Holding or Continuing in Employment.

Preamble

Having reviewed the Constitution;

Law of Criminal Procedures promulgated by Law No. 150 of 1950;

Decree-Law No. 96 of 1952 regulating expert practice before judicial authorities;

Law No. 367 of 1954 concerning the practice of the professions of medical chemistry, bacteriology and pathology, and regulating medical diagnostic laboratories, scientific research laboratories and biological preparations laboratories;

Law No. 182 of 1960 concerning the Control of Narcotic Drugs and the Regulation of Their Use and Trafficking;

The Labour Law promulgated by Law No. 12 of 2003;

Law No. 14 of 2014 regulating the affairs of members of the medical professions working at entities affiliated with the Ministry of Health and Population who are not subject to special laws or regulations;

The Civil Service Law promulgated by Law No. 81 of 2016;

The Comprehensive Health Insurance System Law promulgated by Law No. 2 of 2018;

Law No. 19 of 2018 regulating work in university hospitals;

The Social Insurance and Pensions Law promulgated by Law No. 148 of 2019;

The Personal Data Protection Law promulgated by Law No. 151 of 2020;

Law No. 73 of 2021 concerning the Conditions for Holding or Continuing in Employment;

Presidential Decree No. 46 of 1991 concerning the regulation of the Fund for Combating and Treating Addiction and Drug Abuse;



Based on the joint submission of the Ministers of Social Solidarity and Health and Population;

Based on the opinion of the State Council;

And following the approval of the Cabinet;

It is hereby decreed as follows:

Issuance Article (1):

The provisions of the attached Executive Regulations concerning the aforementioned Law on the Conditions for Holding or Continuing in Employment shall apply.

Issuance Article (2):

This Decree shall be published in the Official Gazette and shall enter into force on the day following the date of its publication.

Executive Regulations of Law No. 73 of 2021 Concerning the Conditions for Holding or Continuing in Employment

Article (1):

For the purposes of applying the provisions of these Regulations, the following words and expressions shall have the meanings assigned to each of them:

The Law: Law No. 73 of 2021 concerning the Conditions for Holding or Continuing in Employment.



Competent Authorities: The specialized governmental authorities entrusted with conducting the tests, namely:

- The Ministry of Health and Population, represented by the General Secretariat of Mental Health and Addiction Treatment and its affiliated hospitals, the Central Administration of Laboratories, and the Medical Committees of the General Authority for Health Insurance;
- The Ministry of Higher Education and Scientific Research, represented by the Supreme Council of University Hospitals;
- The Ministry of Defence, with respect to its employees, represented by the Medical Services Department;
- The Ministry of Interior, with respect to its employees, represented by the Medical Services Sector; and
- The Ministry of Social Solidarity, represented by the Fund for Combating and Treating Addiction and Drug Abuse.

The Fund: The Fund for Combating and Treating Addiction and Drug Abuse.

Technical Committee: The committee formed from the Competent Authorities and entrusted with carrying out the procedures stipulated in these Regulations.

Candidate: A candidate for holding a position in any of the entities subject to the provisions of the Law, whether by appointment, contract, engagement, promotion, secondment, transfer or assignment.

National Security Authorities: The Presidency of the Republic, Ministry of Defence, Ministry of Interior, General Intelligence Service, and Administrative Control Authority.



Article (2):

The following Competent Authorities shall undertake the functions specified opposite each of them:

First – Ministry of Health and Population:

(a) General Secretariat of Mental Health and Addiction Treatment and its affiliated hospitals:

- Technical supervision over the implementation of drug-use detection campaigns at entities subject to the provisions of the Law.
- Providing teams of medical and technical personnel, including clinical pathologists, laboratory technicians, chemists, laboratory specialists and nursing personnel, trained in the mechanisms for conducting Screening Tests and Confirmatory Tests.
- Conducting Confirmatory Tests on samples that have tested positive in the Screening Test.
- Coordinating the preparation of annual plans and schedules for conducting unannounced Screening Tests.

(b) Central Administration of Laboratories:

- Providing technical personnel in governorates where there are no hospitals affiliated with the General Secretariat of Mental Health and Addiction Treatment, or where the number of such personnel is insufficient.
- Conducting Confirmatory Tests on samples that have tested positive in the Screening Test.

(c) Medical Committees of the General Authority for Health Insurance:

- Providing technical personnel in governorates where there are no hospitals affiliated with the General Secretariat of Mental Health and Addiction Treatment, or where the number of such personnel is insufficient.



Second – Ministry of Higher Education and Scientific Research:

Supreme Council of University Hospitals:

- Providing teams of medical and technical personnel, including clinical pathologists, laboratory technicians, chemists, laboratory specialists and nursing personnel, trained in the mechanisms for conducting Screening Tests and Confirmatory Tests.
- Conducting Confirmatory Tests on samples that have tested positive in the Screening Test.

Third – Ministry of Social Solidarity:

Fund for Combating and Treating Addiction and Drug Abuse:

- Bearing the financial costs of Screening Tests and Confirmatory Tests conducted as part of unannounced testing campaigns.
- Receiving employee data from entities subject to the provisions of the Law.
- Coordinating between the Competent Authorities and the employing entities at which testing is conducted.
- Providing the Screening Test kits required for unannounced testing.
- Providing logistical support to the Technical Committees and coordinating all administrative matters associated with their work.
- Establishing and maintaining a complete database of persons subject to testing and detected positive cases.
- Following up on the issuance of Confirmatory Test results, receiving such results, and forwarding them to the entities to which persons whose samples tested positive are affiliated.



Article (3):

Without prejudice to the provisions of Article (6) of these Regulations, holding a position in any of the entities subject to the provisions of the Law, whether by appointment, contract, engagement, promotion, secondment, transfer or assignment, or continuing in such position, shall, in addition to the other conditions prescribed by laws and regulations, be conditional upon establishing the absence of drug use through an unannounced Screening Test conducted by the employing entity through any of the entities affiliated with the Ministry of Health and Population or the Ministry of Higher Education and Scientific Research referred to in Article (2) of these Regulations.

If the sample tests positive, the procedures and rules stipulated in Articles (12) through (15) of these Regulations shall be followed.

Article (4):

Entities subject to the provisions of the Law shall notify the Competent Authorities of the number of their employees.

The Competent Authorities shall prepare an annual plan, in coordination with the entities subject to the provisions of the Law, ensuring that Screening Tests are conducted for their employees.

Article (5):

Screening Tests shall be conducted by Technical Committees formed for this purpose. Their members shall be selected from among the names included in lists prepared by the competent authority, or its delegate, at the Ministry of Health and Population, Ministry of Higher Education and Scientific Research, Ministry of Social Solidarity and Ministry of Justice, as applicable.

Each Committee shall comprise:

- A physician, chemist, laboratory specialist or laboratory technician, together with a member of the nursing staff, selected from the list of the Ministry of Health and Population or the list of the Ministry of Higher Education and Scientific Research, as applicable;
- A representative of the Fund selected from the list of the Ministry of Social Solidarity;



- A representative of the Forensic Medicine Authority selected from the list of the Ministry of Justice.

The Committee may seek the assistance of a representative of the employing entity at which the test is conducted for the purpose of coordination and facilitating the performance of its duties.

Article (6):

The National Security Authorities shall, each within its respective jurisdiction, conduct Screening Tests and Confirmatory Tests for their employees and the employees of their affiliated entities through committees whose composition and formation shall be determined by a decision of the competent authority of each such entity.

Article (7):

The Technical Committee shall proceed to the employing entity at which the testing is to be conducted during official working hours and in complete confidentiality. The head of the entity, or his representative, shall be notified immediately upon the Committee's arrival.

The Committee shall prepare minutes recording its procedures, signed by all its members, stating the place and time of its convening, the names and capacities of its members, and the number of employees present at the entity at that time, as evidenced by the documents recording attendance and departure. A copy of such documents shall be attached to the minutes.

The Committee shall determine the names of the employees selected to undergo the Screening Test. No employee so selected may leave the premises of the employing entity except pursuant to prior written and reasoned approval from his immediate supervisor.

In all cases, an employee may leave the employing entity only in cases of necessity, and this shall be recorded in the minutes of the Committee's procedures.



Article (8):

The Technical Committee shall take all necessary measures to explain the procedures relating to the test, inform the employee undergoing the test of his rights, and clarify the responsibilities arising therefrom.

Article (9):

The employee shall disclose any medicines or pharmaceutical drugs used by him on a continuous basis through a medical certificate approved by the Higher Medical Committee or the Central Administration of Medical Committees, both affiliated with the General Authority for Health Insurance, or by the medical committees of the Supreme Council of University Hospitals.

The certificate shall be placed in the employee's service file, and the employee shall notify the employing entity of any change in such use within fifteen days from the date of such change.

In all cases, the employee or candidate shall, prior to undergoing the test and in accordance with the provisions of the Law, disclose all medicines and pharmaceutical drugs being used by him. In the case of an employee, such disclosure shall be recorded in the minutes of the Technical Committee's procedures. In the case of a candidate, it shall be recorded by the entity conducting the test at the time the test is carried out.

Article (10):

The employee's identity shall be verified by the Technical Committee by examining his identification card or any other document proving his identity and bearing his national identification number.

The employee's name and serial number shall be written in permanent ink on the sample collection cup.

The sample shall be collected at the designated location under the direct supervision of a Committee member specialized in laboratory testing, in a manner that does not infringe upon the employee's privacy or offend his modesty.

The employee shall hand the sample to the Committee, and this shall be recorded in separate minutes prepared for each sample.



Article (11):

The sample shall be visually examined by the Technical Committee to ensure that it has not been tampered with, and the employee's name appearing on the sample shall be verified in his presence.

The sample shall then be tested using drug Screening Test devices or kits, including urine test strips.

Article (12):

The results of the Screening Test conducted for the employee or candidate shall be recorded electronically or in paper form.

If the sample is found to be positive, without there being a medical necessity in accordance with the provisions of Article (9) of these Regulations, the sample shall be secured and preserved; the employee or candidate shall be informed of the sample result and of his rights; his signature acknowledging such notification shall be obtained; and the employing entity shall be notified.

With respect to the candidate, the procedures for holding the position shall be suspended. With respect to the employee, a decision shall be issued suspending him from work for a period not exceeding three months, or until receipt of the result of the Confirmatory Test or the report of the Forensic Medicine Authority, as the case may be, whichever occurs earlier.

Article (13):

The Confirmatory Test shall be conducted immediately upon establishing that the sample has tested positive, at one of the laboratories affiliated with the Competent Authorities, using the same sample that was secured and preserved, in accordance with the following rules and procedures:

- If the sample was collected by the Technical Committee, the Committee shall send the positive sample to the Competent Authorities for the Confirmatory Test, unless the employee requests referral to the Forensic Medicine Authority in accordance with the provisions of Article (14) of these Regulations. Immediately upon receipt of the sample, the Competent Authority shall sort and review all samples together with their accompanying documents to verify their validity and integrity, in accordance with the rules applicable thereto.



- The Confirmatory Test shall be conducted using gas chromatography-mass spectrometry devices or equivalent equipment, following an initial examination of the sample using enzyme immunoassay devices.
- The sample result shall be recorded electronically or in paper form and, immediately upon becoming available, shall be sent to the Fund, which shall notify the employing entity of the result in order to take the procedures prescribed under the provisions of the Law, without prejudice to the provisions of the laws regulating the confidentiality of data and information.

Article (14):

Both the employee and the candidate shall have the right to request referral to the Forensic Medicine Authority, within twenty-four (24) hours from the time the Screening Test result becomes available, either for examination of the same sample or for a medical examination to establish his medical condition and determine whether such condition requires the use of a medication listed in the narcotic drug schedules that may affect the test result.

The examination or medical assessment by the Forensic Medicine Authority shall be at the candidate's expense or deducted from the employee's entitlements with the employing entity, as the case may be.

If the final result is found to be negative, the employing entity shall reimburse the employee or candidate for the costs incurred in connection with the examination or medical assessment and shall reimburse the employee for the half of his wage that had been withheld.

Article (15):

The Competent Authority or the Forensic Medicine Authority, as the case may be, shall notify the Fund of the final test result within ten working days from the date on which the sample is received.

If the positive result of the sample is confirmed, the employee's service shall be terminated by operation of law, and his entitlements following termination shall be determined in accordance with the aforementioned Social Insurance and Pensions Law or the laws, regulations and rules governing his relationship with the employing entity.



As for a candidate who does not hold a position at any of the entities subject to the provisions of the Law, he shall be excluded from candidacy.

Article (16):

If the employee fails to submit to the test on the date specified for him, notwithstanding that his attendance has been established from the attendance and departure records in accordance with Article (7) of these Regulations, or if he leaves the premises of the employing entity without providing an excuse accepted by the Technical Committee, or if it is established that he deliberately attempted to falsify or tamper with the sample, this shall be recorded in the minutes of the Committee's procedures.

His deliberate evasion of or refusal to undergo the test shall be deemed grounds requiring the termination of his service.

With respect to the candidate, he shall be notified of the date specified for conducting the test, and his signature acknowledging such notification shall be obtained. If he fails to undergo the test on the specified date without providing an excuse accepted by the employing entity, or if it is established that he deliberately attempted to falsify or tamper with the sample, this shall constitute grounds for exclusion from candidacy or termination of service, as the case may be.

Article (17):

If it is established that any member of the Technical Committee or any person conducting the tests deliberately tampered with or falsified the employee's sample, or reported a result contrary to the truth, minutes shall be prepared recording such incident, and the Competent Authority shall notify the Public Prosecution to take the legal measures prescribed in accordance with the provisions of the Law.

