

Translation of

Minister of Labour Decree No. 75 of
2026 Concerning the Types of Work
and Circumstances in Which
Women May Not Be Employed
for the Protection of Maternity and
to Address Occupational Safety
and Health Risks

ترجمة قرار وزير العمل رقم ٧٥ لسنة ٢٠٢٦
بشأن أنواع الأعمال والأحوال التي لا يجوز
تشغيل النساء فيها لحماية الأمومة ومواجهة
مخاطر السلامة والصحة المهنية

24 September 2026


ANDERSEN

Minister of Labour Decree No. 75 of 2026, Concerning the Determination of the Types of Work and Circumstances in Which Women May Not Be Employed, for the Protection of Maternity or for Addressing Occupational Safety and Health Risks

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 Minister of Labour,

Having reviewed the Constitution;

Law No. 14 of 2025 promulgating the Labour Law;

The international labour conventions ratified by the Arab Republic of Egypt;

Having obtained the opinion of the National Council for Women and the National Council for Childhood and Motherhood;

And following submission to the Supreme Council for Social Dialogue;

Hereby Decrees:

Article (1):

All provisions governing the employment of workers shall apply to female workers without discrimination.

All male and female workers shall be entitled to equal remuneration for work of equal value. Such remuneration shall include all forms and components of remuneration, including cash or in-kind benefits, increments, incentives, allowances, or otherwise.



Article (2):

This Decree aims to provide the necessary measures for the protection of maternity and childhood and for addressing occupational safety and health risks to female workers.

Article (3):

The employment of women, during the legally prescribed periods of pregnancy and breastfeeding, shall be prohibited in work and circumstances involving risks that may adversely affect their reproductive health, their fetuses, or the health of their children, as follows:

First – Chemical Risks:

These include risks arising from exposure to or handling solid, liquid, and gaseous chemicals, particularly risks arising from the following industries:

- Industries involving lead and mercury in their composition, and the regulation of the premises designated therefor.
- The manufacture of asphalt and its derivatives.
- The rubber industry.
- The manufacture of insecticides.
- The manufacture of fertilizers.
- The vinyl chloride industry.
- The manufacture of fertilizing agents and hormones.
- Exposure to benzene or products containing benzene.

Second – Physical Risks:

These are risks arising from exposure to heat stress, cold, harmful and hazardous radiation, and other similar risks, particularly those arising from the following work:

- Work in furnaces used for melting, refining, or processing metallic materials.
- Melting or processing glass.



- Exposure to radioactive materials.

Third – Biological Risks:

These are risks arising from infection with viruses, bacteria, fungi, parasites, and others, particularly risks arising from the following work:

- Work in leather tanning.
- Work in warehouses containing fertilizers derived from fecal matter, animal manure, bones, or blood.
- Skinning, cutting, scalding, and rendering the fat of animals.
- The manufacture of charcoal from animal bones, except for the sorting of bones prior to burning.

Fourth – Engineering Risks:

These are risks arising from lifting equipment and tools and manual pulling or hauling, and shall include, in particular, risks arising from the following work:

- Manual loading and carrying work.
- The transportation of goods using handcarts.

Article (4):

Without prejudice to the maternity rights legally prescribed for female workers, women may be employed during periods of pregnancy and breastfeeding in administrative and supervisory work in which they are not exposed to the risks referred to in the preceding Article.

Article (5):

Women may be employed, outside periods of pregnancy and breastfeeding, in the occupations referred to in Article (3) of this Decree, provided that all occupational safety and health requirements and workplace safety requirements are satisfied, and that the prescribed procedures concerning permissible safety limits, as well as the requirements and precautions necessary to prevent physical, mechanical, biological, chemical, and negative risks, are observed.



Failure by an establishment and its branches to take the prescribed precautions and comply with the requirements established for the prevention of risks arising from work shall be deemed to constitute an imminent danger to the health of male and female workers. In such case, the competent administrative authority may close the establishment, wholly or partially, or suspend the operation of machinery until the cause of the danger has ceased to exist.

Article (6):

Women may, at their request, work during night periods in any establishment, irrespective of its type, provided that the necessary measures are taken to protect their health, assist them in fulfilling their family responsibilities, and ensure that they receive the necessary healthcare to avoid health problems associated with work.

Article (7):

The employer shall provide female workers with alternative daytime work in lieu of night work in the following cases:

- For a period of at least sixteen weeks before and after childbirth, including at least eight weeks before the expected date of childbirth.
 - For an additional period beyond the period referred to above, on the basis of a medical certificate confirming that such additional period is necessary to safeguard the health of the mother or the child, whether during pregnancy or for an additional period following childbirth.
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Article (8):

Without prejudice to the provisions of the preceding Article, the employment of women at night in any industrial establishment or any branch thereof, during the period from 10:00 p.m. until 7:00 a.m., shall be subject to the rules and safeguards stipulated in this Decree.



Article (9):

For the purposes of this Decree, an industrial establishment means any undertaking or facility owned or managed by a person governed by public or private law for the purpose of producing, transforming, or processing raw or primary materials. It shall include, in particular, the following establishments:

- Mines, quarries, and other works related to the extraction of minerals from beneath the surface of the earth.
- Establishments in which materials are manufactured, modified, cleaned, repaired, decorated, prepared for sale, dismantled or destroyed, or in which their materials are transformed, including establishments engaged in shipbuilding or in the generation, transformation, or transmission of electricity or motive power of any kind.
- Establishments engaged in construction and civil engineering projects, including construction, building, restoration, maintenance, alteration, and demolition works.

Article (10):

The following work and circumstances shall be exempt from the provisions of the preceding two Articles:

- Cases of force majeure in which work is interrupted for reasons beyond the employer's control, which the employer could not have foreseen and which, by their nature, are not recurrent.
- Work in establishments in which only members of the family are employed.
- Where the work relates to raw materials or materials under preparation that are liable to deteriorate rapidly, and night work is necessary to avoid a certain loss.
- Cases in which women occupy positions of responsibility of an administrative or technical nature.
- Cases in which women work in healthcare or social care departments and are not engaged in manual work.



Article (11):

The employer shall provide means of transportation for workers during night periods, ensure safe transportation for female workers, provide first aid services, including transporting them, where necessary, to places where the required medical treatment is provided, and ensure appropriate safeguards for the protection, care, transportation, and security of female workers.

Article (12):

The employer shall submit an application to the competent Labour Directorate to obtain written approval for the employment of women at night in cases where such employment is permitted.

The application shall specify the reasons justifying night work, the work in which women are to be employed, and the safeguards that have been put in place.

The Directorate shall establish a database of establishments employing women at night, conduct night inspections thereof, and provide the competent departments of the Ministry with periodic reports on the results of its activities.

Article (13):

The provisions of this Decree shall not prejudice any more favorable benefits or conditions prescribed, or that may be prescribed, for female workers under individual or collective employment contracts, the establishment's articles or internal regulations, any other regulations thereof, or pursuant to custom.

Article (14):

The Gender Equality and Women's Economic Empowerment Unit established at the Ministry's General Office shall, in coordination with the competent departments of the Ministry, the National Council for Women, the National Council for Childhood and Motherhood, employers' organizations, and workers' trade union organizations, prepare the necessary impact assessment studies to monitor the implementation of the provisions of this Decree.



Article (15):

This Decree shall be published in the Egyptian Gazette (Al-Waqa'i Al-Misriyya) and shall enter into force on the day following the date of its publication.

Any previous provision or decree that conflicts with the provisions of this Decree shall be repealed.

