



# Employment & Labour Law 2025

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# Egypt

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## 1 Terms and Conditions of Employment

### 1.1 What are the main sources of employment law?

Article 187 of the Egyptian Labor Law No. 120 of 2003 (“ELL”) establishes the hierarchy of employment law sources: first, applicable laws; if none exist, judges refer to customary practices; lacking those, they turn to Islamic Sharia principles; and finally to natural law and justice, considering local economic and social conditions.

The ELL is the primary legislation governing employment relationships in Egypt, detailing workers’ rights and employers’ obligations. Additional significant sources include Articles 12, 13, 14, 17, and 27 of the 2014 Egyptian Constitution, which emphasise workers’ rights and the state’s role in protecting them, and Articles 674 to 698 of the Egyptian Civil Code (“ECC”), which outline the obligations of employees and employers and provide a legal basis for employment contracts and their termination.

### 1.2 What types of worker are protected by employment law? How are different types of worker distinguished?

Certain categories of workers are excluded from the provisions of the ELL, as stated in Article 4:

1. Employees of state agencies, including local administration units and public authorities.
2. Domestic workers, such as domestic helpers and similar roles.
3. Family members of the employer who are financially dependent on them.
4. Employees governed by other laws, including miners and quarry workers, public sector and public business sector workers, maritime workers, workers in private educational institutions, and workers in international organisations.

### 1.3 Do contracts of employment have to be in writing? If not, are employers required to give employees specific information in writing?

Employment contracts in Egypt do not require a specific form for validity (Article 677 of the ECC). However, Article 32 of the ELL mandates three copies of the employment contract in Arabic: one for the employee; one for the employer; and one for the Social Insurance Office. This ensures proof of an employment relationship.

Employees can establish this relationship by any evidence, even without a written contract. If employers fail to provide written evidence, it becomes difficult for them to substantiate employment status. The written contract must include the employer’s and worker’s details, job nature, wage, payment method, and benefits. Article 246 of the ELL imposes fines on employers who fail to meet these requirements, with amounts increasing in case of repeated violations.

### 1.4 Are there any minimum employment terms and conditions that employers have to observe?

ELL has established a comprehensive framework governing the relationship between employees and employers, ensuring that employees’ rights are protected and that employers adhere to specific regulations. Below are key provisions that illustrate this regulatory approach:

- Overtime:
  - Daytime overtime: A compensation of 35% in addition to their original wage.
  - Night overtime: A compensation of 70% in addition to their original wage.
  - Overtime on weekends or rest days: Employees receive double their daily wage for work performed on these days, along with an additional vacation day in the following week.
  - Overtime on public holidays: Employees are entitled to three times their daily wage for work performed on public holidays.
- Minimum wage:
  - The minimum wage in the private sector is determined by the National Council for Wages, which has set the current threshold at EGP 6,000.
- Annual leave:
  - Employees are entitled to a minimum of 21 days of paid annual leave. This entitlement increases for employees who have 10 or more years of service and are over the age of 50 to be 30 days and those who work in remote areas or hazardous jobs to be 28 days.
- Employment of disabled employees:
  - Under Law No. 10 of 2018 regarding the Rights of Persons with Disabilities, employers with 20 or more employees must hire at least 5% of employees who have a disability, as defined by the law.
- Employment of foreign employees:
  - According to Decree No. 305 of 2015, foreign workers cannot exceed 10% of the workforce within an establishment, meaning at least 90% must be Egyptian nationals. This threshold can be exceeded only by submitting a request to the competent committee.

- Termination and severance:
  - In cases of unlawful termination, employees are entitled to a severance package that cannot be less than two months' salary for each year of service. If termination occurs without notice, employees may be entitled to a minimum of two months' salary as compensation for not serving the notice period. If the employee's contract specifies a longer notice period, then the compensation will be equivalent to the length of that notice period.

These provisions are examples of the minimum thresholds established in ELL. While parties may agree to terms that exceed these requirements, any agreement that falls below these standards is considered illegal.

#### 1.5 Are terms and conditions of employment normally agreed through collective bargaining? Does bargaining usually take place at company or industry level?

Collective bargaining under the ELL depends on the number of employees and the presence of a trade union committee. It is more common at the company level than the industry level. Article 147 of the ELL allows collective negotiation at the establishment, branch, profession, industry, regional, or national levels.

## 2 Employee Representation and Industrial Relations

#### 2.1 What are the rules relating to trade union recognition?

Trade unions are governed by the law of Trade Unions Organizations and the Protection of the Right to Organize No. 213 of 2017. Trade unions are governed by Law No. 213 of 2017 promulgating the law of Trade Unions Organizations and the Protection of the Right to Organize. The law explicitly provides for the prohibition of establishing trade unions based on religious or political grounds or incorporating discriminative rules in the Articles of Association ("AoA") of such organisations.

#### 2.2 What rights do trade unions have?

Trade union organisations in Egypt enjoy several rights under Law No. 213 of 2017:

1. **Litigation rights:** Article 9 allows trade unions to litigate to defend their rights and interests, and those of their members, in labour relations and related disputes.
2. **Juristic personality:** Article 10 guarantees the right to establish trade unions on a democratic basis, granting them juristic personality from the date of filing required papers with the competent authority. They can exercise activities freely and must publish their regulations in the official gazette.
3. **Autonomy:** Article 64 allows trade unions to set their own AoA, adopt internal regulations, elect representatives, and organise affairs independently from public authorities.

#### 2.3 Are there any rules governing a trade union's right to take industrial action?

Trade union organisations have the right to assemble industrial strikes as follows:

- Article 14 of the Trade Unions Law:
  - Trade unions can organise peaceful labour or industrial strikes according to their regulations, without contradicting existing laws.
  - They can establish funds to cover financial burdens from strikes.
- Article 192 of the ELL:
  - Employees can stage peaceful strikes through their trade unions, defending industrial, economic, and social interests.
  - Strikes are considered unpaid leave for workers.

#### 2.4 Are employers required to set up works councils? If so, what are the main rights and responsibilities of such bodies and do they have co-determination rights?

Yes. Work councils, as specified by the new Trade Unions Law and its executive regulations, play a crucial role in protecting employees' rights and resolving issues. They oversee employees' rights, ensuring a stable and equitable work environment, defending legitimate rights, improving working conditions, and supporting social, scientific, sporting, and health activities. These councils also provide a platform for employer-employee discussions to address common workplace problems, including privacy concerns.

#### 2.5 Are employees entitled to representation at board level?

Regarding the public sector, Article 4 of Law No. 18 of 2018 mandates that workers' representation on the boards of directors of public sector units must be at least 50% of the elected members. Representation in public business sector units follows the Public Business Sector Companies Law No. 203 of 1991. In contrast, private sector employees do not have board-level representation.

## 3 Discrimination

#### 3.1 Are employees protected against discrimination? What types of discrimination are unlawful and on what grounds?

Discrimination is prohibited under various Egyptian laws and international conventions, including:

1. Egyptian Constitution:
  - Article 11: Prohibits discrimination against women, ensuring their rights and equality in society.
  - Article 53: Prohibits all forms of discrimination among citizens and asserts equality before the law.
2. Law No. 10 of 2018: Prohibits discrimination against people with disabilities, supporting their rights and societal integration.
3. International Conventions:
  - The International Convention on the Elimination of All Forms of Racial Discrimination ("ICERD") (1965): Obliges states to eliminate racial discrimination and promote racial understanding.
  - The Convention on the Elimination of All Forms of Discrimination against Women ("CEDAW") (1979): Eliminates discrimination against women in all forms, promoting gender equality.

**3.2 Are there any special rules relating to sexual harassment (such as mandatory training requirements)?**

The ELL and the ECC do not specifically protect against workplace harassment. However, Egyptian Criminal Law addresses sexual harassment in the workplace under Articles 306 A and 306 B, increasing penalties for harassment occurring at work or committed by someone in authority.

**3.3 Are there any defences to a discrimination claim?**

No, this shall be subject to a case-by-case basis as this discrimination may be based on performance or an occupational necessity or otherwise which is compliant with the applicable laws.

**3.4 How do employees enforce their discrimination rights and what remedies are available? Can employers settle claims before or after they are initiated?**

Enforcing discrimination rights in Egypt follows standard procedures for addressing workplace misconduct. Employees typically start by filing an internal complaint. If they wish to escalate the matter, they must file a complaint with the Labor Office or the Labor Circuit within the competent court within 76 days of the incident. Failing to do so forfeits the right to file a complaint.

Both the ELL and ECC treat discrimination similarly to other forms of workplace misconduct or harassment. However, Egyptian Criminal Law, Article 309 B, considers acts exploiting a victim's vulnerability for intimidation or exclusion as bullying. If such acts occur in the workplace, it is considered an aggravated condition, with penalties including imprisonment for at least one year and fines ranging from EGP 20,000 to EGP 100,000.

Claims can be settled before or after initiation, but Article 70 of the ELL requires a peaceful resolution attempt within 10 days of conflict before resorting to other means.

**3.5 Are there any specific rules or requirements in relation to whistleblowing/employees who raise concerns about corporate malpractice?**

The ELL and other relevant laws do not specifically address whistleblowing practices. Such matters are subject to agreements between the parties involved or the employer's internal policies.

Employers can create policies governing workplace behaviour, including discrimination and employee treatment. The effectiveness and enforcement of these policies depend on a mutual agreement between employers and employees and must not diminish any employee rights.

**3.6 Are employers required to publish information about their gender, ethnicity or disability pay gap, or salary or other diversity information?**

Employees are not required to disclose specific personal information. However, Articles 12 and 77 of the ELL require employers to create a file for each employee, including essential details such as name, occupation, skill level upon joining, place of residence, marital status, date of commencement of service,

wage, records of professional developments, sanctions imposed, leave taken, and the date and reasons for the end of service.

This documentation ensures employers maintain comprehensive records, but employees are not obligated to provide additional personal details beyond what is necessary for these records unless required by applicable laws or establishment policies.

**4 Maternity and Family Leave Rights**

**4.1 How long does maternity leave last? Is a woman entitled to return to the same job after maternity leave?**

According to Article 91 of the ELL, female employees with at least 10 months of service are entitled to 90 days of fully paid maternity leave, including the period before and after giving birth. Employment of female workers is prohibited during the 45 days following childbirth. Female employees are entitled to two maternity leaves during her entire service period.

Article 77 of the Egyptian Social Insurance Law ("SIL") provides that pregnant insured women are eligible for a maternity benefit equal to 75% of her daily wage, paid by the designated authority during her maternity leave. The employer pays the remaining 25%, given the woman has been insured for at least 10 months.

Article 92 of the ELL ensures that female employees are entitled to return to their previous position after maternity leave. It prohibits employers from dismissing or terminating the employment of female employees during maternity leave.

**4.2 What rights, including rights to pay and benefits, does a woman have during maternity leave?**

Beyond the fully paid 90-day maternity leave, a female employee is also entitled to additional benefits. According to Article 76 of the SIL, if post-childbirth recovery prevents her from returning to work, she can take up to 180 days of sick leave with medical evidence. The first 90 days are compensated at 75% of her regular wage, and the subsequent 90 days at 85%.

**4.3 Do fathers have the right to take paternity leave?**

The ELL does not explicitly provide for paternity leave, meaning there is no statutory entitlement under the current legal framework. Paternity leave provisions are subject to mutual agreement between the employer and employee, and such arrangements must be defined through mutual consent.

**4.4 Are employees entitled to other types of parental leave or time off for caring responsibilities?**

Article 94 of the ELL states that a female employee in an establishment with 50 or more workers is entitled to unpaid leave for up to two years to care for her child. This leave can be taken twice during her entire service period.

Additionally, Article 93 of the ELL grants a female employee who is breastfeeding her child for up to 24 months after childbirth two paid 30-minute breastfeeding breaks per day, which can be combined into one longer break. These breaks are counted as working hours and do not reduce wages.

#### 4.5 Are employees entitled to work flexibly or remotely, for example if they have responsibility for caring for dependants?

Flexible work arrangements are not directly addressed in the ELL. However, such arrangements may be subject to negotiation and mutual agreement between employer and the employee.

### 5 Business Sales

#### 5.1 On a business sale (either a share sale or asset transfer), do employees automatically transfer to the buyer?

Employees automatically transfer to the buyer, and both the buyer and seller are jointly liable for settling the employees' entitlements. Article 9 of the ELL states that transferring business ownership, whether by sale, merger, or other means, does not terminate employment contracts. The new owner becomes responsible for the former owner's obligations to employees.

#### 5.2 What employee rights transfer on a business sale? How does a business sale affect collective agreements?

Article 9 of the ELL stipulates that when a business transfers ownership through a sale, merger, or acquisition, existing employment contracts and employee rights automatically transfer to the new owner. This includes continuing salaries, benefits, and working conditions. Additionally, any collective bargaining agreements between the former employer and the labour union remain binding on the new owner, ensuring the protection of employee rights and interests.

#### 5.3 Are there any information and consultation rights on a business sale? How long does the process typically take and what are the sanctions for failing to inform and consult?

The ELL does not explicitly provide for information and consultation rights for employees regarding a business sale. Therefore, employers are not legally obligated to inform or consult employees about a potential sale or its impact. However, good faith and provisions in collective bargaining agreements or employment contracts may offer some protection.

While there are no specific sanctions for failing to inform or consult employees, legal consequences could arise if the sale leads to unfair dismissal, discrimination, or other labour law violations. Employees may seek remedies through labour courts for compensation or reinstatement.

#### 5.4 Can employees be dismissed in connection with a business sale?

No, generally a business sale does not automatically lead to employee dismissals. In fact, it typically results in the transfer of employment contracts to the new owner. However, under specific circumstances outlined in Article 196 of the ELL, such as economic necessity or organisational restructuring, dismissals may be justified. Any such dismissals must adhere to legal procedures, including fair notice periods, potential severance pay, and consultation with labour unions where

applicable. Failure to adhere to these legal obligations may result in legal consequences for unfair dismissal.

#### 5.5 Are employers free to change terms and conditions of employment in connection with a business sale?

No, a business sale typically transfers employment contracts to the new owner, maintaining existing terms and conditions. However, mutual agreement or economic necessity may justify changes in terms that must be reasonable, necessary, and compliant with the ELL to avoid legal repercussions. Unless the employment contract explicitly grants the employer the unilateral right to modify terms and conditions, such changes should be negotiated with the affected employees or their representatives.

### 6 Termination of Employment

#### 6.1 Do employees have to be given notice of termination of their employment? How is the notice period determined?

Yes, employees are generally required to provide notice when terminating their employment. It is important to distinguish between two types of employment contracts in this context.

For limited-term employment contracts, the ELL does not mandate specific notice periods; instead, notice periods are governed by the terms agreed upon by the parties and included in the employment contract.

For unlimited-term employment contracts, according to Article 111 of the ELL, a notice period of two months is required if a party wishes to end the contract, with the exception of three months if the employee has been in service for over 10 years.

As stated, the employment contract remains in force for the duration of the notice period and both parties are bound by all obligations arising from it until the contract expires.

#### 6.2 What protection do employees have against dismissal? Do employers have to get consent from a third party before dismissing an employee?

The ELL protected the employees against dismissal as the employees shall not be dismissed unless an employee commits a fundamental breach case as mentioned in Article 69 of the ELL, as follows:

- Fraudulent misrepresentation.
- Gross negligence.
- Repeated breach of safety rules.
- Excessive absenteeism.
- Disclosure of trade.
- Competition with employer.
- Intoxication or drug use.
- Assault and battery.
- Violation and failure to comply with specific provisions stipulated in Articles 192 to 194 which stipulate peaceful strike rules.

In addition to that, the ELL also protected employees against wrongful dismissal. The ELL explicitly sets out the grounds for wrongful dismissal or unlawful termination in Article 120 as follows:

- Discrimination against race, sex, social status, family responsibilities, pregnancy, religion, or political views.
- The employee's affiliation to a union or participation in the union's activity in respect to the framework of the law.

- An employee assuming representation of their fellow work colleagues or having assumed this role in the past or are planning to assume this role.
- Submitting or filing a complaint against the employer or participating collectively in doing so in protest of violation of laws, regulations, or employment contracts.
- Sequestration of an employee's dues by the employer.
- An employee is exercising their right to use leave laid out for them by the law.

However, if such unjustified or wrongful dismissal is by the employer, the employee shall have the right to resort to the Labor Court referred to in Article 71 of the ELL requesting compensation. Such compensation as shall be determined by the Labor Court shall not be less than the wage of two months per year spent in service including the employee's rights stipulated by the ELL which are their annual leave days calculated and financially settled in addition to pay *in lieu* of their notice period. In the case of union affiliation, the unlawfully terminated employee may request from the court to assume their job as they initially were before the unlawful termination.

Lastly, employers are not required to obtain third-party consent to dismiss an employee, except in cases involving economic or financial reasons.

### 6.3 Do any categories of employee enjoy special protection against dismissal?

Yes, there are three categories of employees protected from dismissal:

1. **Female employees:** According to Article 91 of the ELL, employers must provide female employees who have completed 10 months of service with 90 days of fully paid maternity leave, which can be taken before and after childbirth. Female employees must provide a medical certificate to confirm their due date and cannot work for 45 days after giving birth. Maternity leave can only be taken twice during their employment. Additionally, Article 92 prohibits the dismissal of female employees during their maternity leave.
2. **Union members:** The ELL protects workers' rights to unionise and participate in union activities. Multiple articles of the ELL stipulate that participation in a trade union is not a lawful ground for termination.
3. **Obligatory military service:** According to Article 43 of the Military and National Service Law No. 127/1980, men required to serve in the military for one or three years can retain their jobs. Employers, including government agencies, private institutions, and those with 10 or more employees, must reserve the employee's position and temporarily fill it until the employee returns from military service.

### 6.4 When will an employer be entitled to dismiss for: 1) reasons related to the individual employee; or 2) business-related reasons? Are employees entitled to compensation on dismissal and if so, how is compensation calculated?

Employers can dismiss employees for reasons related to the individual employee or for business-related reasons.

- Reasons related to the individual employee: Dismissal may occur due to inefficiency, total incapacity to work, reaching 60 years of age, exhausting sick leaves, or being convicted of a crime involving honesty or morality.

- Business-related reasons: Employers can dismiss employees for economic reasons, following Articles 196 to 202 of the ELL, which regulate closures and workforce downsizing. Employers must follow specific procedures and may need to seek approval from relevant authorities.

### Compensation on dismissal

- Limited-Term Contracts: Employees are entitled to deserved wages until the contract end date, pay *in lieu* of the notice period, and the financial settlement of unused annual leave days.
- Unlimited-Term Contracts: Employees are entitled to two months' wage, pay *in lieu* of the notice period, and the financial settlement of unused annual leave days.

### 6.5 What claims can an employee bring if they are dismissed? What are the remedies for a successful claim and can employers settle claims?

In case of wrongful or unjustified dismissal, as per Article 122 of the ELL, they shall resort to the Labor Court seeking compensation, which shall not be less than two months' wage per year spent in service, including the employee's rights stipulated by the law for their annual leave days to be calculated and financially settled in addition to pay *in lieu* of their notice period. In the case of union affiliation, the unlawfully terminated employee may request from the court to assume their job as they initially were before the unlawful termination.

### 6.6 Does an employer have any additional obligations if it is dismissing several employees at the same time?

In general, employers have no additional obligations when dismissing several employees, except in cases of dismissal for economic or financial reasons, as stipulated in Articles 196 to 201 of the ELL and Prime Minister Decree No. 984 of 2003.

### 6.7 How do employees enforce their rights in relation to mass dismissals and what are the consequences if an employer breaches its obligations?

Please refer to our answer to question 6.6.

## 7 Protecting Business Interests Following Termination

### 7.1 What types of restrictive covenants are recognised?

The Egyptian legal system has recognised several restrictive covenants distributed on various aspects: ones regulated by the provisions of ELL; others regulated by the ECC; and others subject to parties' agreement:

- Non-compete clause: A clause that prohibits employees from competing, for a certain period and within a defined area, in business with another party or on their own business.
- Non-solicitation clause: A clause that does not allow employees to solicit the employer's clients or employees.
- Non-disclosure/confidentiality agreement: An agreement that prohibits employees from disclosing confidential information of the employer's business during and after their contractual relationship.

- Inventions clause: A clause that defines proprietary rights to inventions or intellectual property created in the course of employment or collaboration.

#### 7.2 When are restrictive covenants enforceable and for what period?

The enforceability of covenants depends on the agreement between the parties involved. Certain covenants, such as non-competition and confidentiality clauses, are regulated by applicable laws and are enforceable during the contract's duration. To extend these obligations beyond the initial period, a separate agreement must be established.

Key requirements for such agreements include:

- The employee must have full legal capacity when signing the agreement.
- The agreement must be limited in geographical scope, duration, and type of work.

While an employee can be prohibited from working for direct competitors, they cannot be entirely barred from all employment. The employee's role must provide access to industrial secrets for the agreement to be enforceable, so not all employees are eligible for such covenants.

The duration of these covenants is subject to mutual agreement and must be reasonable to ensure enforceability.

#### 7.3 Do employees have to be provided with financial compensation in return for covenants?

Nothing in the Egyptian legal system obliges employers to provide additional compensation for covenants beyond what is stipulated in the employment contract. Such agreements are subject to the mutual consent of the parties involved, meaning any additional compensation or benefits must be explicitly agreed upon by both the employer and the employee.

#### 7.4 How are restrictive covenants enforced?

The law does not differentiate between the enforcement methods for covenants and other provisions of the ELL. For example, in non-competition agreements, if a penalty clause is included, a judge has the discretionary power to reduce the penalty if it is found to be unreasonable. This provides additional protection for employees, ensuring that penalties for breaching non-competition agreements are fair and not excessively punitive while maintaining the same enforceability methods. Judges' ability to adjust penalties strikes a balance between upholding contractual obligations and safeguarding employees from harsh consequences.

### 8 Data Protection and Employee Privacy

#### 8.1 How do employee data protection rights affect the employment relationship? Can an employer transfer employee data freely to other countries?

Upon employment, the employee must provide the following documents: national ID; work permit (for foreign employers); proof of educational qualifications; social insurance number (if applicable); previous employment references; medical certificate; bank account information; criminal record certificate; and syndicate card (if applicable). The employer shall maintain a file for each employee to keep the aforementioned documents.

As per Article 2 of the Egyptian Personal Data Protection Law ("DPL"), such data may be considered personal data and, therefore, shall not be transferred freely to other countries except upon obtaining the employee's explicit consent or if it is deemed necessary for the performance of the employment contract. However, it should be noted that the enforcement of the DPL is pending on the issuance of its executive regulations, the date of which remains unknown.

#### 8.2 Are employers entitled to carry out pre-employment checks on prospective employees (such as criminal record checks)?

Employers are permitted to conduct pre-employment checks on prospective employees, including verifying academic qualifications, contacting previous employers for reference checks, conducting criminal background checks, and medical examinations.

#### 8.3 Are there any restrictions on how employers use AI in the employment relationship (such as during recruitment or for monitoring an employee's performance or productivity)?

No, there are currently no explicit legal restrictions specifically governing the use of AI in recruitment or employee monitoring in Egypt. However, the use of AI in these areas must comply with the applicable personal data protection laws as in the DPL.

### 9 The Future

#### 9.1 What are the most significant labour market developments on the horizon in the next 12 months?

Egypt is getting closer to implementing a new labour law draft designed to replace the current ELL. This significant legislative reform aims to address regulatory gaps, improve employment conditions, and enhance Egypt's attractiveness as an investment destination.

Key provisions in the draft law include:

- Extended annual leave: Disabled employees and those aged over 50 will have their annual leave increased from 30 to 45 days.
- Maternity leave adjustment: Female employees can now qualify for maternity leave after six months of employment, with fully paid leave extended from 90 to 120 days.
- Limited-term employment contract: The minimum duration for limited-term contracts is set at one year, with the option to renew for up to four years, allowing termination with two months' written notice.
- Unlimited-term employment contract: This includes contracts that are not written, do not stipulate a term, are renewed for over four years, or continue without a written agreement after the initial period.
- Notice period: The notice period for unlimited-term contracts is standardised to three months, with written notification required before termination.
- Child-care leave: The period for child-care leave is increased to three times, with a minimum of one year of employment and a two-year gap between leaves.
- Child labour: The minimum employment age for children is raised from 14 to 15 years, and the eligibility age for training programmes from 12 to 14 years, provided it does not interfere with education.

- Employee file retention: Employers must retain employees' files for five years, up from the current one year.
- Medical privacy measures: The draft law emphasises the confidential handling of employees' medical check-up information, aligning with data privacy regulations.

These proposed reforms highlight Egypt's commitment to modernising employment laws and creating a progressive work environment that supports business growth and economic development. Stay updated for further details on this evolving legislative landscape.



**Ibrahim Shehata** has a decade of experience in the Egyptian market. He started off his career focusing on corporate law, where he successfully advised several multinational companies on doing business in Egypt, and has been involved in the Egyptian renewable energy market since 2014, developing niche expertise that makes him one of the leading lawyers in the field. He is also recognised as one of the key players in the entrepreneurial ecosystem, having worked with more than 60 start-ups. In this regard, Shehata has helped start-ups navigate the legal issues that always arise in this specific realm and guided them to be more investment-ready.

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**Hesham Kamel** is an Of Counsel with over five years of experience in the Corporate Department. He has been an indispensable member of Shehata & Partners Law Firm since the very start. He also has a significant academic leverage, as he holds two Master's degrees from the Sorbonne Law School, both specialised in the international rules governing business and trade. Hesham has closed several investment rounds with multiple start-ups and has also been an integral part of multi-million dollar investment projects in Egypt.

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**Hamza Shehata** joined Shehata & Partners as a Junior Associate. He has a strong academic foundation as a graduate from Cairo University's Faculty of Law English Section, with a Very Good grade. During his internships at top-tier law firms, Hamza gained valuable experience working on corporate, litigation, and arbitration matters, primarily focusing on employment law. Driven by a desire to continue learning and growing as a lawyer, Hamza is dedicated to expanding his expertise and advancing his career as a legal practitioner.

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**Mohamed Abed** recently joined Shehata & Partners as a Junior Associate. He graduated with honors from Tanta University's Faculty of Law (English Department), ranking fourth in his class. He also holds a Public Law Diploma and is currently pursuing a Master's degree in law. Prior to joining S&P, Mohamed gained valuable experience through internships at prestigious law firms and in-house legal departments, exposing him to various legal areas like corporate law, contract negotiation, labour law, and regulatory compliance. At Shehata & Partners, he specialises in corporate law, labour law, and contract drafting, assisting clients with legal documents, regulatory compliance, and employment matters.

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Shehata & Partners was founded in 1996 and has been driven by a vision to provide unique legal services that cater to the business needs of corporate entities doing business in Egypt. Its core mission is to provide the most trusted and effective legal advice on both dispute resolution and corporate law in Egypt. The firm is result-driven and delivers exceptional services to clients across various practice areas and multiple industries. It continues to achieve the highest client satisfaction rates in the region due to the meticulous implementation of its client-centric approach.

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