

Egypt, Arab Rep.

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Cairo). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Egypt, Arab Rep. scores 45 out of 100**. The overall score for Egypt, Arab Rep. is lower than the regional average observed across the Middle East & North Africa (49.6).

Egypt, Arab Rep. - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to laws affecting the size of a women’s pension, Egypt, Arab Rep. gets a perfect score.

Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, and gender differences in property and inheritance, Egypt, Arab Rep. could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Egypt, Arab Rep. is on the indicator related to laws affecting women’s pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Egypt, Arab Rep. may wish to consider mandating equal remuneration for work of equal value, allowing women to work the same night hours as men, allowing women to work in jobs deemed dangerous in the same way as men, and allowing women to work in all the same industries as men.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.

| | QUESTION | ANSWER | LEGAL BASIS |
|--------------|--|--------|---|
| Mobility | Can a woman choose where to live in the same way as a man? | Yes | Personal Status Law as amended by Law No. 1 of 1985, Art. 1 |
| | Can a woman travel outside her home in the same way as a man? | No | Personal Status Law as amended by Law No. 1 of 1985, Art. 1 |
| | Can a woman apply for a passport in the same way as a man? | No | Passport application form |
| | Can a woman travel outside the country in the same way as a man? | Yes | No restrictions could be located |
| Workplace | Can a woman get a job in the same way as a man? | No | Personal Status Law as amended by Law No. 1 of 1985, Art. 1 |
| | Does the law prohibit discrimination in employment based on gender? | Yes | Labor Law No. 12 of 2003, Art. 88 |
| | Is there legislation on sexual harassment in employment? | Yes | Law No. 50 of 2014 Amending Penal Code, Arts. 1(306 bis a) and 2(306 bis b) |
| | Are there criminal penalties or civil remedies for sexual harassment in employment? | Yes | <i>Criminal:</i> Law No. 50 of 2014 Amending Criminal Law, Arts. 1(306 bis a) and 2(306 bis b) <i>Civil:</i> No applicable provisions could be located |
| Pay | Does the law mandate equal remuneration for work of equal value? | No | No applicable provisions could be located |
| | Can women work the same night hours as men? | No | Labour Law No. 12 of 2003, Art. 89 |
| | Can women work in jobs dangerous in the same way as men? | No | Jobs deemed hazardous: Labor Law No. 12 of 2003, Art. 90 Jobs deemed arduous: Labor Law No. 12 of 2003, Art. 90 Jobs deemed morally inappropriate: Labor Law No. 12 of 2003, Art. 90 |
| | Are women able to work in the same industries as men? | No | Mining: Decree of Minister of Manpower and Immigration No. 155 of 2003, Art. 1(3) Construction: Labor Law of 2003, Art. 90; Decree of Minister of Manpower and Immigration No. 183 of 2003, Art. 2 (B) Factories: Decree of Minister of Manpower and Immigration No. 155 of 2003, Art. 1 Agriculture: Decree of Minister of Manpower and Immigration No. 155 of 2003, Art.1 Energy: Decree of Minister of Manpower and Immigration No. 155 of 2003, Art. 1 Water: No restrictions could be located Transportation: No restrictions could be located Other: Labor Law No. 12 of 2003, Art. 90 |
| | Is there no legal provision that requires a married woman to obey her husband? | No | Personal Status Law as Amended by Law No. 1 of 1985, Art. 11 bis 2 |
| Marriage | Can a woman be head of household in the same way as a man? | No | Law No. 260 of 1960 regarding civil status, Art. 44(3) |
| | Is there legislation specifically addressing domestic violence? | No | No applicable provisions could be located |
| | Can a woman obtain a judgment of divorce in the same way as a man? | No | Law No. 1 of 2000 on Personal Status Procedures, Arts. 20-21 |
| | Does a woman have the same rights to remarry as a man? | No | Law No. 1 of 2000 on Personal Status Procedures, Art. 20-21 |
| Parenthood | Is paid leave of at least 14 weeks available to mothers? | No | Labor Law No. 12 of 2003, Art. 91 |
| | Does the government pay 100% of maternity leave benefits? | No | Child Law No. 12/1996, Arts. 7-72; Social Insurance Law No. 79 of 1975, Art. 79 |
| | Is there paid paternity leave? | No | No applicable provisions could be located |
| | Is there paid parental leave? | No | No applicable provisions could be located |
| | Is dismissal of pregnant workers prohibited? | Yes | Labor Law No. 12 of 2003, Arts. 92 and 120 |
| Entrepre. n. | Does the law prohibit discrimination in access to credit based on gender? | No | No applicable provisions could be located |
| | Can a woman sign a contract in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman register a business in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman open a bank account in the same way as man? | Yes | No restrictions could be located |
| Assets | Do men and women have equal ownership rights to immovable property? | Yes | Civil Code No. 131 of 1948, Art. 44 |
| | Do sons and daughters have equal rights to inherit assets from their parents? | No | Inheritance Law No. 77 of 1943, Art. 19 |
| | Do female and male surviving spouses have equal rights to inherit assets? | No | Inheritance Law No. 77 of 1943, Art. 11 |
| | Does the law grant spouses equal administrative authority over assets during marriage? | Yes | Law No. 1 of 2000 on Personal Status Procedures, Art. 3 |
| | Does the law provide for the valuation of nonmonetary contributions? | No | Law No. 1 of 2000 on Personal Status Procedures, Art. 3 |
| Pension | Are the ages at which men and women can retire with full pension benefits equal? | Yes | Women: Labor Law No. 12 of 2003, Art. 125; Art. 125, Social Insurance Law No. 79 of 1975, Art. 18(1) Men: Labor Law No. 12 of 2003, Art. 125; Social Insurance Law No. 79 of 1975, Art. 18(1) |
| | Are the ages at which men and women can retire with partial pension benefits equal? | Yes | Women: No applicable provisions could be located Men: No applicable provisions could be located |
| | Are the mandatory retirement ages for men and women equal? | Yes | Women: Labor Law No. 12 of 2003, Art. 125 Men: Labor Law No. 12 of 2003, Art. 125 |
| | Are periods of absence due to child care accounted for in pension benefits? | Yes | Child Law No. 12 of 1996, Art. 72 |