

Egypt, Arab Rep.

Women, Business and the Law 2021 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 (51.5). Within the Middle East & North Africa region, the maximum score observed is 88.8 (Malta).

Egypt, Arab Rep. - Scores for Women, Business and the Law 2021



Relative Strengths

When it comes to laws affecting the size of a woman'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 WBL2021 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 at night in the same way as men, allowing women to work in jobs deemed dangerous in the same way as men, and allowing women to work in an industrial job in the same way as men.

Recent Reforms

No reforms were observed during the past year.



Further data details for Egypt, Arab Rep. are available at:
<https://wbl.worldbank.org/en/data/exploreeconomies/egypt-arab-rep/2021>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	Can a woman travel outside her home in the same way as a man?	No	Personal Status Law as amended by Law No. 100 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	Egypt Constitutional Court, Decision No. 243 of 21
Workplace	Can a woman get a job in the same way as a man?	No	Personal Status Law as amended by Law No. 100 of 1985, Art. 1
	Does the law prohibit discrimination in employment based on gender?	Yes	Labour Law No. 12 of 2003, Arts. 35, 88 and 120
	Is there legislation on sexual harassment in employment?	Yes	Penal Code, Arts. 306 bis (A) and 306 bis (B)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Penal Code, Arts. 306 bis (A) and 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 a woman work at night in the same way as a man?	No	Labour Law No. 12 of 2003, Art. 89
	Can a woman work in a job deemed dangerous in the same way as a man?	No	Labour Law No. 12 of 2003, Art. 90
	Can a woman work in an industrial job in the same way as a man?	No	Decree of Minister of Manpower and Immigration No. 183 of 2003, Arts. 1, 1(3), 2(A), 2(B); Decree of Minister of Manpower and Immigration No. 155 of 2003, Arts. 1; Labour Law No. 12 of 2003, Art. 90
Marriage	Is there no legal provision that requires a married woman to obey her husband?	No	Personal Status Law as Amended by Law No. 100 of 1985, Art. 11 bis 2
	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
Parenthood	Does a woman have the same rights to remarry as a man?	No	Law No. 1 of 2000 on Personal Status Procedures, Arts. 20-21
	Is paid leave of at least 14 weeks available to mothers?	No	Labour 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 and Pension Law No. 148 of 2019, Art. 77
	Is paid leave available to fathers?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepren.	Is dismissal of pregnant workers prohibited?	Yes	Labour Law No. 12 of 2003, Art. 120
	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
Assets	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	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
Pension	Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: Labour Law No. 12 of 2003, Art. 125; Social Insurance and Pension Law No. 148 of 2019, Art. 21(1) Men: Labour Law No. 12 of 2003, Art. 125; Social Insurance and Pension Law No. 148 of 2019, Art. 21(1)
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Women: Labour Law No. 12 of 2003, Art. 125 Men: Labour 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