











Egypt, Arab Rep.

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
37.5	26.7	N/A

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for the Arab Republic of Egypt due to an insufficient number of responses received from this economy during data collection.

For the Arab Republic of Egypt, data refer to the legal frameworks and supportive frameworks that are applicable to the main business city (Cairo). The scores for the Arab Republic of Egypt are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	50.0	25.0	0.0	0.0	25.0	50.0	50.0	25.0	100.0
Supportive frameworks score	25.0	33.3	33.3	0.0	66.7	33.3	25.0	0.0	0.0	50.0
Expert opinions score	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

In summary, the **WBL 2.0 legal frameworks score** for the Arab Republic of Egypt (37.5 out of 100.0) is lower than the global average (64.2) and lower than the Middle East & North Africa regional average (38.6). When it comes to laws affecting the size of a woman’s pension, the Arab Republic of Egypt obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for the Arab Republic of Egypt is on the indicator measuring laws affecting women’s pay. To improve on the Pay indicator, the Arab Republic of Egypt 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 an industrial job in the same way as men and allowing women to work in jobs deemed dangerous in the same way as men.

The **WBL 2.0 supportive frameworks score** for the Arab Republic of Egypt (26.7 out of 100.0) is lower than the global average (39.5) and higher than the Middle East & North Africa regional average (24.9). The Arab Republic of Egypt does not attain a perfect score on any of the WBL 2.0 supportive frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for the Arab Republic of Egypt is on the indicator measuring supportive frameworks affecting women’s pay. To improve on the Pay indicator, the Arab Republic of Egypt may wish to consider putting in place pay transparency measures or enforcement mechanisms to address the gender pay gap and publishing sex-disaggregated data on employment in different industries or sectors at least on an annual basis.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	No	No applicable provisions could be located
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	Yes	Penal Code, Arts. 306 bis(A) and 306 bis(B); Anti-Cyber and Information Technology Crimes Law, Art. 25
Is there legislation on child marriage?	Yes	Child Law, Annex, Art. 31-bis; Penal Code, Art. 227
Mobility		
Can a woman travel internationally in the same way as a man?	Yes	Egypt's Supreme Constitutional Court's Decision No. 243 for Judicial Year No. 21
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 No. 25/1929, as amended by Law No. 100/1985, Art. 1
Do women and men have equal rights to confer citizenship to their spouses and their children?	No	Law No. 154 of 2004, Art. 1; Law No. 26 of 1975, Art. 7
Workplace		
Can a woman get a job in the same way as a man?	No	Personal Status Law No. 25/1929, as amended by Law No. 100/1985, Art. 1
Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code No. 12 of 2003, Arts. 35, 88 and 120
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	No	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 an industrial job in the same way as a man?	No	Labor Code No. 12 of 2003, Art. 90; Decree of Minister of Manpower and Immigration No. 43 of 2021, Art. 1(2); Decree of Minister of Manpower and Immigration No. 44 of 2021, Arts. 3 and 4
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
Marriage		
Can a woman be "head of household" or "head of family" in the same way as a man?	No	Civil Status Law No. 260/1960, Art. 44(3)
Is the law free of legal provisions that require a married woman to obey her husband?	No	Personal Status Law No. 25/1929, as amended by Law No. 100/1985, Art. 11 bis (2)
Can a woman obtain a judgment of divorce in the same way as a man?	No	Personal Status Law No. 25/1929, Arts. 1 to 5; Law No. 1/2000, Arts. 20-21
Does a woman have the same rights to remarry as a man?	No	Preamble of Personal Status Law No. 1/2000, Art. 3; Law No. 1/2000, Arts. 20-21
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	No	Labour Law No. 12 of 2003, Art. 91
Are leave benefits for mothers paid solely by the government?	No	Child Law No. 12/1996, Arts. 70-72; Social Insurance and Pension Law No. 148 of 2019, Art. 77
Is there paid leave available to fathers?	No	No applicable provisions could be located
Is dismissal of pregnant workers prohibited?	Yes	Labor Code No. 12 of 2003, Art. 120
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Law No. 12 of 1996, Arts. 31 and 34; Ministerial Resolution No. 756 of 2022, Arts. 2 and 5
Does the law establish any form of support to families for childcare services?	No	No applicable provisions could be located



Does the law establish any form of support to non-state childcare providers?	Yes	Ministerial Decision No. 2075 of 2010, Art. 82; Official Website of the Ministry of Social Solidarity
Does the law establish quality standards for the provision of childcare services in center-based settings?	No	No applicable provisions could be located
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Civil Code of 1948, Art. 44
Does the law prohibit discrimination in access to credit based on gender?	Yes	The Central Bank of Egypt's Circular of April 22, 2021
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Personal Status Law No. 1/2000, Art. 3; Civil Code of 1948, Art. 44
Do sons and daughters have equal rights to inherit assets from their parents?	No	Inheritance Law No. 77/1943, Arts. 16-19
Do male and female surviving spouses have equal rights to inherit assets?	No	Inheritance Law No. 77/1943, Art. 11
Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Labor Code No. 12 of 2003, Art. 125; Social Insurance and Pension Law No. 148 of 2019, Art. 21(1)
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	Yes	Labor Code No. 12 of 2003, Art. 125
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Child Law No. 12 of 1996, Art. 72

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	The National Council for Women
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for women and men?	No	Passport application form
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located



Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	National Council for Women
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	No	Insufficient evidence located
Marriage		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	Yes	Law No. 10 of 2004, Art. 1
Is legal aid available for family law disputes?	Yes	Egypt's Legal Aid Offices
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Labor Code, Art. 91
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	Official Website of Nasir Social Bank; Official Website of the Ministry of Social Solidarity
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
Entrepreneurship		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are there mechanisms or incentives to encourage women to register immovable property?	No	Insufficient evidence located
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
Pension		
Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Social Insurance Law No. 148 of 2019, Art. 157