

# Snapshot Comparison between “Old Labour Law” and “New Labour Law”

Topic	Old Law (12/2003)	New Law (4/2025)
Employment Contract Copies	3 copies – one for each party and one for the social insurance office	4 copies – fourth to be submitted to administrative authority
Foreign Employment Contracts	Silent on language	Dual-language contracts allowed; Arabic prevails in case of conflict
Foreign Employees Absence & Repatriation	Not regulated	Employer must notify authorities if foreign worker is absent for 15 days without excuse; must cover cost of repatriation unless contract states otherwise
Proof of Employment Relationship	Only employee can prove employment without written contract	Both employer and employee can prove employment relationship by any form of evidence
Overtime	Approval required	Notification only
Maternity Leave	90 days; employee must have worked 10+ months to qualify	4 months; prior work requirement removed
Childcare Leave	Entitlement without minimum service; no spacing requirement, max 2 times during service	Entitlement after 1 year of service; 2-year gap required between first and second leave; max 3 times during service
Nursery Benefit	Employer must establish a nursery if conditions are met	Employer may opt to cover childcare cost through a nursery instead, subject to ministerial decree
Female Work Regulations	Requirement to hang a copy only if five or more female employees were hired	Requirement to hang a copy even if only one female employee is hired. This should include regulations for flexible working hours and remote work—particularly for women caring for children with disabilities or dwarfism
Electronic Records	Not addressed	Employee files and registers may be held electronically
Retention Period for Employee Files	1 year post-termination	5 years post-termination
Annual Leave	21 days	15 days in the first year, then 21 days afterward
	30 days for employees over 50 or 10 years of service with any employer	30 days for employees over 50 or 10 years of service with any employer
Leave for People with Disabilities	Not regulated	45 days

Topic	Old Law (12/2003)	New Law (4/2025)
Casual Leave	6 days	7 days
Parental Leave	Not provided	1 paid day off per child (up to 3 times) on the day of birth
Study Leave	Not regulated	Paid leave for actual exam days with notice and proof of attending exams
Sick Leave Payments	Covered via health/social insurance authority	Employer must pay after deducting the social insurance authority's share
Notice Period	Two months if length of service is ten years or less and three months if length of service is more than ten years	Three months regardless of the length of service
Drug Testing	Not regulated	Mandatory, if requested by the employer- conducted by the General Authority for Health Insurance or the Central Laboratories of the Ministry of Health
Employee Investigations	Employer may conduct or delegate under certain conditions	Legal department is competent body; delegation only if no legal department exists
Investigation Timeline	No maximum period	Max 3 months (extendable to 6 if new facts arise)
Penalty Aggravation Window	6 months	1 year
Gratuity for Fixed-Term Contracts	Not provided	1 month's salary per year of service if employer terminates the contract
Unjustified Absence	Grounds for termination	Considered presumed resignation
Resignation Procedure	Direct submission, revocation within 7 days	Requires administrative authentication; revocation allowed within 10 days and must be authenticated as well
New Work Patterns	Not explicitly regulated	Recognized formally; subject to same rules
Workplace Harassment	Not directly regulated	Employers obligated to provide harassment-free environment; decree to define scope
Vocational Training Fund Payment	1% of net profits (for employers with 10+ employees)	For employers with 30+ employees: 0.25% of total minimum monthly wages on which social insurance is based; capped at EGP 10–30 per employee, paid monthly
Social, Health & Cultural Fund Payment	Min EGP 5/employee annually	EGP 8–16/employee annually; employer may deduct up to 70% if services are provided or the actual service cost whichever is less
Penalties	Lower fines; no penalty for some violations	Substantially higher fines; new penalties for harassment, discrimination, etc.