

# MELES Bulletin

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## Labour Law

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**Law No. 12 Of The Year 2003**

**Promulgating**

**Labour Law**

In the name of the people,  
The President of the Republic,  
The People's assembly has passed the following bill, and we hereby  
promulgated it into Law;

**Article : 1**

The provisions of the attached Labour Law shall come into force.

**Article : 2**

The provisions prescribed in the legislations enacted concerning certain labour categories shall remain valid pending conclusion and enforcement of the collective agreements reached in respect thereof according to the provisions of the attached Law.

The benefits prescribed in these legislations shall represent the minimum limit on the basis of which negotiations shall take place.

**Article : 3**

The workers in whose respect the provisions of the attached Law are applicable shall be entitled to a periodical annual increment of not less than (7%), on its due date, of the basic salary on the basis of which the social insurance contributions are reckoned, until the National Council For Wages issues the decisions regulating the payment of that increment.

**Article : 4**

The provisions of the attached Law shall not violate the workers' rights they had previously obtained comprising wages and benefits as derived from the provisions of laws, statutes, articles of associations,



agreements, and internal decisions that existed before its provisions came into force.

#### **Article : 5**

All amounts ruled on violating the provisions of the attached Law shall devolve to the Ministry of Manpower and Emigration and shall be disposed of as follows:

- (A) Two thirds shall be allocated to spending in the aspects and according to the conditions and terms to be issued by a decree of the Minister of Manpower and Emigration on social purposes and motivating the workers and those participating in applying the present law.
- (B) One third to be allocated to the cultural labour and social labour institutions affiliated to the General Federation of Egyptian Trade Unions, and shall be distributed among them by virtue of a decree to be issued by the Minister of Manpower and Emigration in agreement with the General Federation of Egyptian Trade Unions.

#### **Article : 6**

The executive decrees of the Labour Law as promulgated by Law No. 137 of the year 1981 shall remain valid where they shall not contradict the provisions of the attached law, until the Minister of Manpower and Emigration issues the relevant enforcing decrees within a period not exceeding ninety days from the effective date of the law.

#### **Article : 7**

Subject to the provision of article two of the present law, the Labour Law promulgated by Law No. 137 of the year 1981 as well as all provision contradicting the provisions of the attached Law shall be superseded.

The term "the attached law" shall replace the expression "the Labour Law promulgated by Law No. 137 of the year 1981" wherever mentioned in the Laws and decrees in force.

### **Article : 8**

The present Law shall be published in the Official Journal, and shall come into force after ninety days from the day following the date of its publication.

The present Law shall be stamped with the seal of the state, and be enforced as one of its laws.

Issued at the Presidency of the Republic on 5 Safar 1424 (Hejira Year), corresponding to 7 April 2003 (Calendar Year).

**Hosni Mubarak**

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