



Child Law

As Enacted By Law No. 12/1996

L.E. 50

October 2008

قانون الطفل



مكتبة الشرق الأوسط للخدمات الاقتصادية



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Law No. 12 Of The Year 1996
Promulgating
The Child Law

In the name of the People;

The President of the Republic;

The People's Assembly passed the following Law and it is hereby promulgated:

Article : 1

The provisions of the attached child Law shall be enforced and all provisions contradicting the provisions of this Law shall be superseded.

Article : 2

The prime minister shall issue the executive regulations necessary for implementing the provisions of this Law.

Article : 3

This Law shall be published in the Official Journal and shall come into force effective from the day following the date of its publication.

This Law shall be stamped with the seal of the state enforced as one of the Laws of the state.

Issued at the Presidency of the Republic on 6 Zul Qe'ada 1416 (Islamic Calendar), corresponding to 25 March 1996 (Gregorian Calendar).

Hosni Mobarak

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Working Child And Working Mother Care

Chapter - 1 Working child care

Article : 64

Subject to the provision of clause (2) article (18) of the Law on Education promulgated by Law No. 139 for the year 1981, children shall not be employed for work before attaining fourteen complete calendar years of age, nor shall they be provided with training before they attain twelve calendar years of age.

Children of 12 to 14 years of age may, by decree of the concerned governor, after obtaining the approval of the Minister of Education, be employed for season at work which should cause no harm to their health or growth nor disturb their punctual studies.

Article : 65

The executive regulations shall indicate the system of employing the children and the conditions, circumstances and cases in which they are employed, as well as the works, craft, and trades in which they shall be engaged, according to the different stages of the age.

Article : 66

A child may not be employed to work for more than six hours a day, and the working hours shall comprise a meal and a rest interval or more than one interval amounting to a total of not less than one hour. This/these period(s) shall be determined so the child shall not be made to work more than four continuous hours.

Children shall not be employed to work overtime, or work during the weekly rest days or official holidays.

In all cases, children shall not be made to work between 8 pm and 7 am.

Article : 67

Every employer who engages a child under the age of sixteen years shall grant him a work ID card establishing that he is working for that employer. On this card, the picture of the child shall be affixed, and the card shall also be approved by and sealed with the stamp of the manpower office.

Article : 68

An employer who engages one or more children shall :

- 1) Put up at a prominent place, at the location of work, a copy comprising the provisions prescribed in this chapter.
- 2) Draw up regularly a statement indicating the duty hours and the intervals for rest.
- 3) Notify to the appropriate administrative authority the name of children employed thereby, and the persons assigned to supervise their work.

Article : 69

The employer shall deliver to child personally, or to one of his parent, the wage he earns or the remuneration and other dues payable thereto. The delivery of this payment shall clear the employer's obligation.

Chapter - 2
Working mother care

Article : 70

A female official and civil servant of the state, the public sector, the public enterprise sector and female worker of the private sector shall be entitled to a delivery leave for three months after delivery with full pay. In all cases, a female worker shall not be entitled to this leave for more than

three times throughout her service period.

Article : 71

A female worker breast-feeding her child shall have during the two years following delivery, in addition to the prescribed rest period, the right to get another two periods for this purpose, of not less than a half hour each. The female worker shall have the right to join and add the two periods together and they shall be considered and counted as duty hours without any deduction from the wage.

Article : 72

A female worker and civil servant of the state, the public sector and the public enterprise sector shall have the right to get an unpaid leave for a period of two years in order to take care of and look after her child. She will be entitled to this leave three times during the whole period of her service.

In exception to the provisions of the Social Insurance Law, the department/ authority to which the female worker is attached shall bear the social insurance contributions payable thereby in addition to the female worker's contribution share, according to the provisions of this Law, or it shall grant the female worker a wage compensation equivalent to 25% of the wage she is entitled to receive at the date the leave period begins depending on her choice.

In the private sector, a female worker of an establishment employing fifty or more workers shall have the right to obtain an unpaid leave for a period not exceeding two years, in order to take care and watch over her child. This leave shall not be due for more than three times during the whole service period of the female worker.

Article : 73

The work owner who employs one hundred or more female workers in the same place shall establish a nursery or entrust to a nursery the task of caring for the children of female workers, according to the conditions and terms to be determined in the executive regulations.

Establishments located in the same area and employing less than

a hundred female workers each shall participate together in implementing the obligations prescribed in the previous clause, according to the conditions and terms to be prescribed in the executive regulations.

Article : 74

Whoever violates the provisions of part (5) of this Law shall be liable to a fine of not less than one hundred Egyptian pounds and not more than five hundred Egyptian pounds.

The fine shall be repeated according to the number of workers towards whom the violation is committed. In case of recurrence, the penalty shall be increased to twice its amount, and its execution shall not be stayed.