

**Egyptian Wakayeh / Government Bulletin - Issue No. 162**  
**Dated 20<sup>th</sup> July 2003**

**Ministry Of Manpower And Emigration**  
**Decree No. 121 Of The Year 2003**  
**Concerning Nursery Schools**

The Minister of Manpower And Emigration,

After thoroughly reviewing Article (96) of the Labour Law as promulgated by Law No. 12 of the year 2003;

***DECREES THE FOLLOWING***

**Article : 1**

All employer engaging one hundred female workers or more in the same place shall establish a nursery school, or entrust to a nursery school the harboring of the female workers' children.

**Article : 2**

The employer shall determine the place he chooses for establishing the nursery school, which shall be as close as possible to the place of work, but its site shall not be adjacent to any part of the place of work at which air polluting substances are found or generated such as fumes, smoke, dust, and other such liquid or solid wastes, or in which operations generating noise are carried out.

**Article : 3**

The place to be chosen as a center for the nursery school shall fulfill the general specifications of the nursery schools, in terms of the site, building, capacity, utilities, fittings, and health conditions according to the provisions of Law No. 50 for the year 1977 concerning nursery schools, and its enforcing decrees, and the Child Law as promulgated by Law No. 12 of the year 1996.

**Article : 4**

Establishments employing less than one hundred female workers in one area with a radius not exceeding (500) meters, shall participate together in establishing a nursery school for harboring the children of the female

workers in these establishments, or entrust this mission to an already existing nursery school, according to the conditions prescribed in the present decree.

**Article : 5**

Each female worker desiring to benefit from the services of the nursery school shall pay a monthly subscription at the rate of (5%) of her wage for the first child, with a minimum of two pounds, and (4%) for the second child, if any, at the same time with the first child, with a minimum of three and a half pounds monthly for the two children. The employer shall bear the rest of the costs. In case the number of children exceeds two, the female worker shall bear the actual harboring costs for the excess number of children.

**Article : 6**

All previous text contradicting the provisions of the present decree shall be superseded.

**Article : 7**

The present decree shall be published in the Egyptian Wakayeh/ Government Bulletin, and shall come into force effective the day following the date of its publication.

**Issued on 12 July 2003.**

**Minister Of Manpower And Emigration  
Ahmed Ahmed El Amawy**