

Egyptian Wakayeh / Government Bulletin - Issue No. 220
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Ministry Of Manpower And Emigration
Decree No. 183 Of The Year 2003
Organizing
The Employment Of Women
At Night Work Shifts

The Minister Of Manpower And Emigration,

After thoroughly reviewing Article (89) of Labour Law No. 12 of the year 2003;

And the International Conventions subscribed to by the Arab Republic of Egypt in this respect,

DECREES THE FOLLOWING

Article : 1

Subject to the provisions of the international conventions subscribed to, women may not be employed at night work shifts at any industrial establishment or any of its branches during the period between 7 p.m. and 7 a.m.

Article : 2

The expression 'industrial establishment' shall mean the following:

- A) Establishments where substances are manufactured, modified, cleaned, repaired, decorated, prepared for sale, dismantled, destroyed or transformed, including the establishments operating in the field of shipbuilding, or power generating, transforming or connecting, or the motive power of any kind.
- B) Establishments operating in building and civil engineering projects, including works of installations, construction, restoration, maintenance, modification, and demolition.
- C) Establishments in respect of which a decree of the Minister of Manpower is issued, upon the recommendation of the concerned quarter, for adding or excepting certain activities.

Article : 3

The employer, in the cases where women are employed at night work shifts, shall provide all guarantees of protection, care, transportation, and security for the female workers, providing this license for employing them at night shifts shall be issued from the Manpower and Emigration Directorate, after ascertaining that all the aforementioned guarantees and conditions are properly provided.

Article : 4

The provisions of the previous Articles shall not apply in force majeure cases if work in a certain institution is discontinued for an unforeseeable reason that by nature does not recur, or whenever the work is necessary for maintaining primary materials, or substances in preparation, from realized damage.

Article : 5

The provisions of the present decree shall not apply to female workers that occupy administrative supervisory or technical positions.

Article : 6

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 6 September 2003.

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