



RECOMMENDATION
BOOKLET (2)



Indispensable Amendments and Demands in the New Labor Law

New Woman Foundation



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NEWWOMANFOUNDATION



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Labor code

A traditional vision
and dedication to
stereotypical roles
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INDISPENSABLE AMENDMENTS AND DEMANDS IN THE NEW LAW

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In 2021, Egypt was ranked 146 out of 156 countries in the Gender Equality Index¹ in terms of women's economic participation. So, it was expected that the government would make more efforts to support the increase in the ratio of women's participation in the labor force, which currently constitutes about 24.2% of Egypt's total workforce, representing approximately 7 million women. One of the most significant efforts is to change the philosophy of law, thus helping to close the qualitative gap by responding to the Women's Empowerment Strategy. The strategy aims to increase women's participation in the labor force to 35% in 2030², in line with the objectives and indicators of the sustainable development agenda. Moreover, responding to the demands of feminist institutions will help in closing the qualitative gap. As they presented several alternative proposals to change these situations, for instance:

¹GI:

² National Council of Women, National Strategy for the Women Empowerment 2030, 2021.





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First:

The amendment of article 56 regarding nurseries to state “an employer who employs 50 or more female workers in one entity must establish a nursery or entrust a nursery to care for female workers' children under the terms and conditions determined by the specialized minister decision”.The purpose of this amendment is to confirm that the responsibility of children is shared by parents, consequently reducing the chances of not committing this obligation by employers.

Second:

The adoption of the global trend to replace childcare leave with parental leave, which is almost always obtained by a parent whose salary is lower. This will confirm a general principle that caring roles are not limited to women only. Also, when women leave their work for long years, it affects their future careers. Hence, the superiority of men over women in certain professions is normal and predictable, as well as women's poor chances of promotion and leadership positions.





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Third:

The removal of article 54 which grants women workers the right to terminate an employment contract on account of her marriage or pregnancy, especially that procedures for contract termination are similar in all cases. However, the existence of this article gives a negative impression of the vulnerability of women's work and the labor turnover that encourages employers to terminate contracts forcibly and arbitrarily once the worker announced the date of marriage.

Fourth:

Add legal provisions regarding the policies and procedures to protect against sexual violence in the workplace according to The Provisions of Convention No.190.

We advocate the government to ratify this convention as soon as possible, so we will not need a new legislative amendment after a few years.





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Fifth:

Devoting greater attention to the law for vocational training and rehabilitation in industrial enterprises in the private sector. Giving priority to women who graduated from technical education as 81% are still outside the labor force³ because of the incompatibility between educational curricula and labor market requirements. In addition, the inability of women who graduated from technical education to be self-employed in the context of community culture and the absence of protection mechanisms against violence.

Sixth:

Prohibiting child labor by law and restricting it to be limited in vocational training only, under the requirements of secondary technical education curricula. Also, to impose penalties on enterprise owners who employ underage children.

³Salma Nasser and Ali Rashed, International Population Council, Depth look at the employment output among graduates of technical secondary education in Egypt, 2018.

