

Legal Updates

Egypt's Decree No. 75 of 2026 on the Employment of Women: Key Compliance Requirements

Overview

The Ministry of Labor issued Decree No. 75 of 2026 regulating the employment of women within the framework established by Labor Law No. 14 of 2025.

The Decree introduces a structured framework that seeks to balance equal treatment in employment with occupational health and safety considerations, particularly during pregnancy and breastfeeding.

For employers, the Decree establishes a number of practical requirements concerning workplace risks, restricted activities, night work, regulatory approvals, and internal compliance procedures.

Equal Treatment and Equal Pay

The Decree reaffirms the principle that women are subject to the provisions of labor legislation without discrimination.

This includes the principle of equal pay for work of equal value, covering the various components of remuneration.

The principle of equal treatment represents a fundamental aspect of the regulatory framework and ensures that measures intended to protect women in the workplace do not operate as a basis for discriminatory employment practices.

Risk-Based Restrictions During Pregnancy and Breastfeeding

One of the principal features of the Decree is its risk-based approach to restrictions on the employment of women during pregnancy and breastfeeding.

The Decree identifies categories of occupational risks that may restrict employment during the protected periods, including:

- Chemical risks
- Physical risks
- Biological risks
- Mechanical risks

This classification provides employers with a clearer framework for identifying activities that may present particular risks and determining the appropriate measures required to protect female employees.

The approach also emphasizes the importance of assessing the actual risks associated with a particular workplace or activity rather than applying restrictions indiscriminately.

Permitted Employment and Conditional Restrictions

The Decree does not establish a general prohibition on the employment of women in all potentially hazardous environments.

Instead, it adopts a conditional approach based on the relevant circumstances and the applicable protected periods.

Women may therefore continue to work in roles that do not present the prohibited risks during pregnancy and breastfeeding, subject to the applicable occupational health and safety requirements.

Employment in activities involving identified risks may also be permissible outside the protected periods, provided that the employer complies with the applicable occupational safety requirements.

Failure to comply with the applicable requirements may expose the establishment to administrative sanctions, which may include partial or complete closure in accordance with the applicable legal framework.

Regulation of Night Work

The Decree establishes specific rules governing the employment of women during night hours.

Night work may be permitted upon the employee's request, subject to the applicable health and safety safeguards and the regulatory requirements prescribed by the Decree.

During protected periods, employers must provide appropriate alternative daytime work where required.

Night work is also subject to prior approval from the competent authority, together with compliance with the conditions governing the employee's safety and working environment.

Employers are further required to ensure appropriate working conditions and, where applicable, safe transportation arrangements for female employees working at night.

Scope and Exceptions

The Decree applies broadly to establishments and activities falling within its scope, including various industrial activities such as manufacturing, construction, and infrastructure-related operations.

At the same time, the Decree provides for specific exceptions applicable in certain circumstances and activities. These include situations involving:

- Force majeure
- Family-run businesses
- Activities involving perishable goods
- Certain administrative or healthcare functions

The application of these exceptions should be assessed in light of the specific nature of the establishment, the relevant activity, and the conditions prescribed by the Decree.

Compliance and Enforcement

The Decree places greater emphasis on substantive compliance and regulatory oversight.

Employers subject to the night-work requirements must obtain the necessary prior approvals and demonstrate compliance with the applicable health, safety, and operational requirements.

The competent authorities are also assigned regulatory and supervisory functions, including:

- Maintaining relevant databases
- Conducting workplace inspections
- Monitoring compliance with the applicable requirements

Employers should therefore ensure that relevant records, policies, risk assessments, and supporting documentation are maintained and readily available for inspection.

Protection of More Favorable Benefits

The Decree expressly preserves any rights or benefits that are more favorable to female employees where such benefits arise from employment contracts, internal policies, or established workplace practices.

Accordingly, the implementation of the Decree should not be interpreted as reducing any existing contractual or employment benefits that provide greater protection to female employees.

Practical Implications for Employers

The Decree introduces a number of practical compliance considerations for businesses.

Workplace Risk Assessment

Employers should review and reassess workplace risks to identify activities that may fall within the restricted categories during pregnancy and breastfeeding.

Risk assessments should be aligned with the actual nature of the work and the conditions in which it is performed.

Workforce Reallocation

Employers should establish practical mechanisms for temporarily reallocating female employees to suitable and safe positions where their existing duties involve risks covered by the Decree.

Such arrangements should be managed in a manner that preserves the employee's statutory and contractual rights.

Occupational Health and Safety Compliance

Effective implementation of occupational health and safety measures is central to compliance with the Decree.

Employers should ensure that workplace safety procedures, protective measures, and risk-control systems are properly implemented and documented.

Night Work Procedures

Employers intending to employ women during night hours should establish clear procedures addressing employee requests, regulatory approvals, transportation arrangements, health and safety safeguards, and alternative daytime work where required.

Internal HR Policies

Human resources policies and procedures should be reviewed and updated to reflect the requirements introduced by the Decree.

This may include policies concerning pregnancy, breastfeeding, workplace risks, reassignment, night work, transportation, and occupational health and safety.

Inspection Readiness

Given the regulatory and inspection mechanisms established under the Decree, employers should maintain appropriate documentation demonstrating compliance.

A proactive compliance approach can reduce the risk of regulatory violations and facilitate the employer's response to workplace inspections.

Key Takeaways for Employers

Decree No. 75 of 2026 introduces a compliance framework based on several principal concepts:

- Equal treatment in employment and remuneration
- Risk-based protection during pregnancy and breastfeeding
- Conditional permissibility rather than broad prohibitions
- Regulation of night work through specific safeguards and approvals
- Protection of more favorable existing benefits
- Enhanced regulatory oversight and inspection

The practical effect is to make compliance with the rules governing the employment of women an operational responsibility rather than a purely formal HR requirement.

Employers should therefore integrate the Decree into their workplace risk-management systems, HR policies, employment practices, and occupational health and safety procedures.

Conclusion

Minister of Labor Decree No. 75 of 2026 establishes a structured framework for the employment of women under Egypt's Labor Law No. 14 of 2025.

The Decree seeks to reconcile the principle of equal treatment with targeted occupational protections, particularly during pregnancy and breastfeeding. Its risk-based approach, together with specific rules governing night work and regulatory oversight, places greater responsibility on employers to identify workplace risks and implement appropriate safeguards.

For businesses, effective compliance will require more than simply updating internal policies. Employers should review workplace risk assessments, reassignment procedures,

night-work arrangements, occupational safety measures, and supporting documentation to ensure that their employment practices are aligned with the new regulatory framework.

Decree No. 75 of 2026 therefore represents an important development in the implementation of the new Egyptian Labor Law and reinforces the need for employers to adopt a proactive, risk-based approach to labor-law compliance.