

New Work Patterns under the New Labor Law

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Introduction

The Egyptian Labor Law No. 14 of 2025 introduces a regulatory framework for new work patterns that depart from traditional employment arrangements. The framework reflects the changing nature of the labor market and the increasing use of flexible and technology-enabled methods of performing work.

Articles 96 to 100 of the Law establish the principal rules governing these work patterns, addressing their forms, the rights and obligations applicable to workers, multiple employment, contractual requirements, and the regulatory framework to be issued by the competent minister.

Definition of New Work Patterns

Article 96 defines a new work pattern as work performed by a worker in a non-traditional manner, regardless of its form or method of performance, for the benefit of an employer and under the employer's management or supervision, in return for remuneration.

The Law identifies the following forms in particular:

Remote Work

Remote work refers to work performed at a location different from the employer's traditional premises through technological means.

Part-Time Work

Part-time work refers to work performed for fewer hours than the full working hours applicable to comparable employment.

Flexible Work

Flexible work allows the required working hours to be performed during non-continuous periods agreed upon by the parties, or through changes to the timing, number, or location of working hours.

Job Sharing

Job sharing involves work performed by more than one person who share roles or working hours and, by agreement, the remuneration associated with the work.

Other Forms of Work

Article 96 also allows other forms of new work patterns to be identified by a decision of the competent minister, allowing the regulatory framework to accommodate further developments in employment practices.

Rights and Obligations under New Work Patterns

Article 97 establishes that the rules applicable to traditional employment relationships also apply to new work patterns, taking into account the nature of each type of work and the manner in which it is performed.

Workers engaged in new work patterns are therefore entitled to the same rights and subject to the same obligations applicable to workers in traditional employment arrangements, including, in particular:

- Social protection and social security
- The statutory minimum wage and the applicable method of calculating and ensuring payment of such wage
- Vocational training and skills development programs
- Collective bargaining
- Freedom of association in accordance with the applicable trade union legislation

Multiple Employment

Article 98 permits, by agreement between the parties, a worker engaged in a new work pattern to work for more than one employer. The worker may also work on a self-employed basis alongside employment with another party.

This flexibility is subject to the worker's obligation not to disclose work-related secrets.

Written Employment Contract

Article 99 requires the employment relationship under a new work pattern to be clear and defined in a written employment contract, whether in paper or electronic form.

The provision further allows the worker to establish the existence of the employment relationship through all available means of evidence.

This requirement provides a contractual basis for defining the parties' respective rights and obligations while preserving the worker's ability to prove the employment relationship where necessary.

Regulatory Framework

Article 100 delegates the detailed regulation of new work patterns to the competent minister, following consultation with labor unions and employers' organizations.

The regulations are required to address:

- The forms of new work patterns
- Model employment contracts and workplace regulations
- Methods of proving the employment relationship
- Mechanisms through which both parties may obtain their respective rights

The Law requires these regulatory decisions to be issued no later than six months from the date of issuance of the Law.

Conclusion

The introduction of new work patterns under Law No. 14 of 2025 establishes a statutory framework for employment arrangements that differ from traditional working models while maintaining the core legal protections applicable to workers.

By expressly regulating remote work, part-time work, flexible work, and job sharing, while allowing additional forms to be introduced through ministerial regulation, the Law provides a framework capable of accommodating evolving employment practices.

The practical implementation of these provisions will depend significantly on the regulations contemplated under Article 100, particularly with respect to model contracts, methods of proving employment relationships, and mechanisms for enforcing the rights of both employers and workers.