

# Egypt, Arab Rep.

*Women, Business and the Law 2024* (WBL2024) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Cairo). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **the Arab Republic of Egypt scores 50.6 out of 100.0**. The overall score for the Arab Republic of Egypt is lower than the regional average observed across the Middle East and North Africa (54.7). Within the Middle East and North Africa region, the maximum score observed is 91.3 (Malta).

## The Arab Republic of Egypt - Scores for *Women, Business and the Law 2024*



### Relative Strengths

When it comes to constraints on women starting and running a business, and laws affecting the size of a woman's pension, the Arab Republic of Egypt gets a perfect score.

### Areas for Improvement

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, and gender differences in property and inheritance, the Arab Republic of Egypt could consider reforms to improve legal equality for women.

For example, one of the lowest scores for the Arab Republic of Egypt is on the indicator measuring laws affecting women's pay (the WBL2024 Pay indicator). To improve on the Pay indicator, the Arab Republic of Egypt may wish to consider mandating equal remuneration for work of equal value, allowing women to work at night in the same way as men, allowing women to work in jobs deemed dangerous in the same way as men, and allowing women to work in an industrial job in the same way as men.

### Recent Reforms

No reforms were observed during the past year (October 2nd, 2022 – October 1st, 2023).



Further data details for the Arab Republic of Egypt are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/egypt-arab-rep/2024>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	Can a woman travel outside her home in the same way as a man?	No	Personal Status Law No. 25/1929, as amended by Law No. 100/1985, Art. 1
	Can a woman apply for a passport in the same way as a man?	No	Passport application form
	Can a woman travel outside the country in the same way as a man?	Yes	Egypt's Supreme Constitutional Court's Decision No. 243 for Judicial Year No. 21
Workplace	Can a woman get a job in the same way as a man?	No	Personal Status Law No. 25/1929, as amended by Law No. 100/1985, Art. 1
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code No. 12 of 2003, Arts. 35, 88 and 120
	Is there legislation on sexual harassment in employment?	Yes	Penal Code, Arts. 306 bis(A) and 306 bis(B)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Penal Code, Arts. 306 bis(A) and 306 bis(B) <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can a woman work at night in the same way as a man?	No	Labour Law No. 12 of 2003, Art. 89
	Can a woman work in a job deemed dangerous in the same way as a man?	No	Labour Law No. 12 of 2003, Art. 90
	Can a woman work in an industrial job in the same way as a man?	No	Labor Code No. 12 of 2003, Art. 90; Decree of Minister of Manpower and Immigration No. 43 of 2021, Art. 1(2); Decree of Minister of Manpower and Immigration No. 44 of 2021, Arts. 3 and 4
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	No	Personal Status Law No. 25/1929, as amended by Law No. 100/1985, Art. 11 bis (2)
	Can a woman be head of household in the same way as a man?	No	Civil Status Law No. 260/1960, Art. 44(3)
	Is there legislation specifically addressing domestic violence?	Yes	Ministerial Decree No. 827/2021, Art. 1
	Can a woman obtain a judgment of divorce in the same way as a man?	No	Personal Status Law No. 25/1929, Arts. 1 to 5; Law No. 1/2000, Arts. 20-21
Parenthood	Does a woman have the same rights to remarry as a man?	No	Preamble of Personal Status Law No. 1/2000, Art. 3; Law No. 1/2000, Arts. 20-21
	Is paid leave of at least 14 weeks available to mothers?	No	Labor Code No. 12 of 2003, Art. 91
	Does the government pay 100% of maternity leave benefits?	No	Child Law No. 12/1996, Arts. 70-72; Social Insurance and Pension Law No. 148 of 2019, Art. 77
	Is paid leave available to fathers?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Labor Code No. 12 of 2003, Art. 120
	Does the law prohibit discrimination in access to credit based on gender?	Yes	The Central Bank of Egypt's Circular of April 22, 2021
	Can a woman sign a contract in the same way as a man?	Yes	Civil Code of 1948, Art. 44
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code of 1948, Art. 44
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Inheritance Law No. 77/1943, Arts. 16-19
	Do female and male surviving spouses have equal rights to inherit assets?	No	Inheritance Law No. 77/1943, Art. 11
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Personal Status Law No. 1/2000, Art. 3
	Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Labor Code No. 12 of 2003, Art. 125; Social Insurance and Pension Law No. 148 of 2019, Art. 21(1)
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Labor Code No. 12 of 2003, Art. 125
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Child Law No. 12 of 1996, Art. 72