## I. Introduction

The second quarter of 2026 has witnessed continued implementation of Egypt's labour law no. 14 of 2025 (the "**Labour Law**") through a series of ministerial and executive decrees that further define employers' obligations and the practical application of the new legislative framework. These developments demonstrate the authorities' continued focus on translating the Labour Law's principles into detailed and enforceable regulatory requirements.

This edition examines the implementing decrees issued during Q2 2026, including the introduction and subsequent extension of mandatory remote working arrangements for certain private-sector employers, the establishment of Labour Market Observatories to support employment policy and workforce planning, and the new regulatory framework governing the employment of women.

The following sections provide an overview of these key developments together with an analysis of their practical implications for employers operating in Egypt.

## II. Remote Work

The Egyptian Council of Ministers issued Decree No. 982 of 2026, introducing a mandatory remote work requirement on every Sunday throughout April 2026 for certain private-sector employees (the "**RE Decree**"). The RE Decree entered into force on 3 April 2026.

The remote work requirement was subsequently extended through May 2026 under Decree No. 1305 of 2026, through June 2026 under Decree No. 1572 of 2026, and through July 2026 under Decree No. 2033 of 2026, issued on 30 June 2026.

**Key Requirement:** The requirement applies to establishments and entities subject to the Labour Law that fall within the specified sectors and functions. Employers operating in the specified sectors must implement remote work on Sundays for applicable employees, provided that business operations are not disrupted.

**Sectors Covered:** The requirement primarily applies to establishments operating in:

- communications and information technology, subject to certain operational exceptions, including activities requiring physical presence, such as infrastructure management and data centre operations;
- financial and accounting services;
- marketing, media, and digital services;
- real estate services;
- remote training services;
- non-profit organisations and associations; and
- professional and business unions and associations.

The obligation also extends to administrative roles across other sectors, including HR, accounting, legal affairs, and office or administrative services, where remote work does not affect operational continuity.

**Key Exemptions:** Employees working in the following sectors are exempt and may continue working as required:

- service-sector establishments;
- healthcare establishments;
- transportation establishments;
- infrastructure sectors, including utilities;
- industrial and production sectors and supporting services; and
- educational institutions, including universities and non-governmental schools.

**Compliance and Enforcement:** While the aforementioned decrees do not expressly prescribe penalties for non-compliance, employers remain subject to the general enforcement framework under the Labour Law. Any non-compliance may therefore be addressed by the competent labour authorities under that framework.

Businesses falling within the covered sectors, or having administrative functions subject to the requirement, are advised to review their current work arrangements and ensure that remote work is implemented for applicable employees on Sundays throughout July 2026. Employers are also advised to monitor closely any further extensions, which are widely anticipated.

**For further detailes about the RE Decree click here.**

## III. Labour Market Observatories

The Ministry of Labour issued Decree No. 74 of 2026 on 17 May 2026 (the "**LMO Decree**"), establishing a Central Coordinating Labour Market Observatory (the "**Central Observatory**") within the Ministry, together with regional Labour Market Observatories. The new framework is intended to support employment policies through the collection and analysis of labour market data, improve coordination between relevant stakeholders, and help align education and training outcomes with actual workforce needs.

The Central Observatory will oversee and coordinate the work of the regional Labour Market Observatories, monitor labour market developments, including changes in the skills and qualifications required across different sectors, and issue periodic labour market reports at the sectoral, regional, and national levels. Each regional observatory will operate through a steering committee comprising representatives from relevant public, private, industrial, and academic entities.

**Governmental Stakeholders:** The LMO Decree requires the Ministry of Labour, other ministries, and relevant governmental authorities to participate in regional observatory meetings, assign staff to support their activities, provide and facilitate the collection of labour market data, contribute to relevant conferences, publish observatory reports and recommendations, coordinate among all relevant entities, including Investors' Associations, Businessmen's Associations, and labour unions, and participate in meetings of the central governing board.

**Investors' and Businessmen's Associations:** The LMO Decree separately requires Investors' Associations and Businessmen's Associations to participate in regional observatory meetings, coordinate with relevant sectoral committees representing different sub-sectors of the regional economy when needed, contribute to conferences on labour market studies, and support the implementation of the observatories' policy recommendations.

**Funding and Expenditure:** The central and regional observatories will be financed mainly through the Training and Qualification Financing Fund, subject to the approval of the Fund's Board of Directors, as well as approved allocations, research fees, grants, donations, publication revenues, and other approved funding sources. These funds may be used for office supplies and operational requirements, field visits, including transportation, accommodation, and subsistence costs, and communication expenses, including telephone and internet costs.

**Monitoring and Supervision:** The General Administration for Labour Market Information will monitor staff performance, identify training needs, and propose capacity-building programmes. Administrative or technical committees may also be formed, where necessary, to support the Central Observatory's Board, follow up on its decisions, and coordinate among the partner entities.

**For further detailes about the LMO Decree click here.**

## IV. Women's Employment

The Ministry of Labour issued Decree No. 75 of 2026 on 17 May 2026 (the "**WE Decree**"), setting out detailed rules on equal treatment, work during pregnancy and breastfeeding, and the employment of women during night shifts.

**Equal Treatment and Pay:** The WE Decree confirms that the Labour Law provisions relating to working conditions apply equally to female employees without discrimination. It also requires equal pay for work of equal value, including all components of remuneration, such as cash and in-kind benefits, bonuses, incentives, and allowances.

**Pregnancy and Breastfeeding:** Employers may not assign pregnant or breastfeeding employees to work involving chemical, physical, biological, or engineering risks that may affect their reproductive health or the health of the foetus or child. However, such employees may be assigned to administrative or supervisory work that does not involve exposure to such risks, without prejudice to their statutory maternity rights.

Female employees who are not pregnant or breastfeeding may perform such work, provided that all occupational health and safety requirements are satisfied. Failure to implement the required safety measures may result in the full or partial closure of the establishment or suspension of machinery until the relevant risk is removed.

**Night Shift Regulations:**

- **Requests:** Female employees, upon their request, may work during night shifts, subject to safeguards protecting their health, safety, transportation, and family responsibilities.

- **Approvals:**

    - prior to engaging female employees in night shifts, employers must submit an application to the competent Labour Directorate requesting written approval for such engagement; and

    - for industrial establishments, the night shift for female employees shall be the period between 10:00 p.m. and 7:00 a.m. in accordance with the WE Decree.

- **Exceptions:** Night shift restrictions in industrial establishments do not apply in the following cases:

    - force majeure and unforeseeable events;

    - establishments employing only family members;

    - work involving easily spoiled materials; and

    - situations where female employees:

        i. hold administrative or technical positions; or

        ii. work in healthcare or social welfare departments without performing manual work.

**Required Safeguards:**

Employers engaging female employees in night shifts must, among others, provide safe transportation for female employees, safe travel to and from the workplace, and first aid services.

**Alternative Daytime Shift:**

Employers are required to provide an alternative daytime shift arrangement in lieu of night shift for female employees in the following cases:

- during a period of at least sixteen (16) weeks before and after delivery, of which at least eight (8) weeks must fall before the expected delivery date; and

- during any additional period, upon submission of a medical certificate confirming that this is necessary for the health of the mother or child, whether during pregnancy or in the post-delivery period.

**For further detailes about the WE Decree click here.**

## V. Key Themes and Practical Implications

The implementing decrees issued during Q2 2026 provide further clarity on the practical application of the Labour Law by introducing more detailed requirements in specific areas of employment regulation. While the measures addressed in this edition concern different aspects of the employment relationship, they collectively illustrate the continued implementation of the Labour Law through targeted executive and ministerial regulation.

The recent developments reinforce the importance of maintaining effective compliance processes. The introduction of mandatory remote working arrangements for certain employers, the establishment of Labour Market Observatories requiring participation from various stakeholders, and the new requirements governing the employment of women each impose distinct operational and compliance considerations that employers should assess in light of their business activities.

With respect to the RE Decree, employers should assess whether their activities and administrative functions fall within the covered sectors, identify the employees to whom the requirement applies, and implement appropriate remote working arrangements.

With respect to the WE Decree, employers, particularly those operating in sectors involving hazardous work or night shifts, should review their occupational health and safety measures, pregnancy and maternity policies, shift scheduling practices, transportation arrangements for female employees, and preparedness for labour inspections.

The LMO Decree, also introduces practical considerations for Investors' Associations and Businessmen's Associations by requiring their participation in labour market data sharing, consultations, research activities, and the implementation of policy recommendations. The new framework is also expected to improve access to labour market information and support better alignment between workforce needs, education, and skills development.

## VI. Outlook for Q3 2026

Further implementing decrees are expected during Q3 2026 as the Labour Law continues to be operationalised across additional areas of employment regulation. In parallel, employers should remain attentive to the evolving regulatory framework and anticipate increased scrutiny and enforcement as the competent authorities continue to monitor compliance with the Labour Law and its implementing decrees.

## VII. Conclusion

The developments introduced during Q2 2026 reflect Egypt's continued move towards a more structured labour regulatory framework. While these developments provide greater clarity, they also introduce additional compliance requirements for employers.

Employers should therefore review their internal processes and documentation to ensure alignment with the evolving regulatory framework.