

International Labour Office
Geneva, Switzerland

Legislative Series
1933 — Egypt 2

EGYPT 2

Act: Employment of Women in Industry and Commerce

قانون رقم ٨٠ لسنة ١٩٣٣ بوضع نظام لتشغيل النساء في الصناعة
والتجارة * ١٧ ربيع الأول سنة ١٣٥٢ - ١٠ يوليه سنة ١٩٣٣
* (الوقائع المصرية - العدد ٦٥ في ١٧ يوليه سنة ١٩٣٣)

Loi no. 80 du 10 juillet 1933 (17 Rabi Awal 1352) réglementant l'emploi des femmes dans l'industrie et le commerce. (Journal officiel égyptien du 17 juillet 1933, no. 65, p. 3.)

Act no. 80, to issue regulations for the employment of women in industry and commerce. Dated 10th July, 1933 (17th Rabi El-Awwal 1352).

1. This Act shall apply to the employment of women in industry and also in commercial establishments and dependencies thereof.

The term "industry" (industrie) shall include in particular:—

- (1) mines, quarries and other works for the extraction of minerals from the earth;
- (2) industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed; including shipbuilding, and the generation, transformation and transmission of electricity or motive power of any kind;
- (3) construction, reconstruction, maintenance, repair, alteration or demolition of any building, railway, tramway, vessel, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gas work, water work, or other work of construction, as well as the preparation for or laying the foundations of any such work or structure;
- (4) transport of passengers or goods by road, rail or river including the handling of goods at docks, quays, wharves and warehouses, but excluding transport by hand;
- (5) archaeological excavations.

The term "commercial establishments" (établissements commerciaux) shall include in particular:—

- (a) any place in which goods are sold or any other commercial operation is carried on;
- (b) services in which the persons employed are mainly engaged in office work in any establishment, industry or service of public utility;
- (c) hotels, restaurants, boarding-houses, cafés, refreshment rooms, theatres, cinemas, music-halls and all other establishments of the same kind.

2. This Act shall not apply to work and undertakings in agriculture, nor to home workshops in which only members of the same family are

Price 1½d. (3 cents)

Pamphlet

349.
620
414
026
32
EGY

employed under the control of the father, mother, grandfather, brother, uncle or husband.

3. Women shall not be employed for more than nine hours a day, exclusive of the breaks specified in section 4.

Nevertheless, in case of a collective stoppage of work due to an accidental cause or to *force majeure* the daily hours of work may be prolonged in order to make up for the time lost, subject to the following conditions:—

- (1) that the hours of work shall not exceed eleven hours in the day;
- (2) that the hours of work shall not be so prolonged on more than thirty days in the year, irrespective of the number of days on which work has been interrupted;
- (3) that the Labour Office shall be notified on the day on which work is resumed of the cause and date of the stoppage, the total number of hours of work lost and the alteration in the timetable.

4. The daily hours of work shall be interrupted by a break or breaks amounting in all to not less than one hour. These breaks shall be fixed in such a manner that the women concerned do not work continuously for more than five hours.

5. Women shall not be employed on night work, except in the following cases:—

- (1) women employed in the establishments specified under (c) of section 1 and in the transport of passengers by river;
- (2) women employed in seasonal industries for the working up of perishable materials; these industries shall be specified by an Order of the Minister of the Interior issued after consultation with the Labour Office.

For the purposes of this Act the term "night" (nuit) shall mean a period of eleven consecutive hours including the interval between 9 p. m. and 5 a. m.

6. The following women shall also be excepted from the prohibition laid down in sections 3, 4 and 5 above:—

- (1) women holding positions of management or employed in a confidential capacity;
- (2) women commercial travellers and representatives in so far as they carry on their work outside the establishment.

7. In case of accident, actual or threatened, or in order to prevent the certain loss of perishable materials, work may be done contrary to the provisions of sections 3, 4 and 5 by way of temporary exception, provided that the Labour Office shall be informed thereof within twenty-four hours.

8. The prohibition of night work may be suspended temporarily by the governor or mudir on the occasion of national or religious festivals, *mulids*, fairs or exhibitions, provided that the Labour Office gives its consent in advance.

9. Every woman employee shall be granted a weekly rest period of not less than twenty-four consecutive hours.

A notice showing the weekly rest day granted to each woman employee shall be displayed in establishments which have not a fixed day for suspension of work.

10. Women shall not be employed in the operations enumerated below:—

- (1) underground work in mines and quarries and all work in the extraction of stones;
- (2) work at furnaces for the smelting, refining or roasting of mineral products;
- (3) silvering of mirrors by the mercury process;
- (4) manufacture and handling of explosives;
- (5) melting and annealing of glass;
- (6) autogenous welding;
- (7) manufacture of alcohol, *bouza* and other alcoholic beverages;
- (8) spray painting with "duco";
- (9) handling, treatment or reduction of residues containing lead; desilverising of lead;
- (10) manufacture of solder or alloys containing more than 10 per cent. of lead;
- (11) manufacture of litharge, massicot, red lead, white lead, orange lead or sulphate, chromate or silicate (frit) of lead;
- (12) mixing and pasting processes in the manufacture and repairing of electric accumulators;
- (13) cleaning of workshops where the processes specified under nos. (9), (10), (11) and (12) are carried on;
- (14) running or watching of power machinery;
- (15) repairing or cleaning of power machinery in motion;
- (16) manufacture of asphalt;
- (17) work in tanneries;
- (18) work in depots of fertilisers extracted from human or animal excrement, bones and blood;
- (19) knackers' work;
- (20) manufacture of rubber.

The above list of industries may be altered by an Order of the Minister of the Interior issued on the recommendation of the Labour Office.

11. Women shall not be employed in carrying, drawing or pushing loads the weight of which exceeds the limits specified in a scale drawn up by the Minister of the Interior after consultation with the competent public health authorities.

12. Every pregnant woman shall be entitled to absent herself from her work voluntarily one month before her confinement on production of a medical certificate stating the probable date of her confinement.

13. A woman shall not be employed during a period of a fortnight after her confinement. Further, a woman shall be entitled to remain absent from work for a further fortnight after her confinement.

A woman shall be entitled to half of her wages during the fortnight next following her confinement.

14. An employer shall not dismiss a woman who absents herself from her work during the periods specified in sections 12 and 13. Further, it shall not be lawful to dismiss a woman who prolongs her absence from work on account of an illness medically certified to arise out of pregnancy or confinement and rendering her unfit for work, provided that the period of absence does not exceed three months in all.

15. In order to benefit by the advantages specified in the second paragraph of section 13 and in that of section 14 a woman must have completed seven consecutive months in the service of the same establishment at the date when her work is interrupted.

16. If a woman who has interrupted her work in pursuance of sections 12, 13 and 14 is proved to have been then employed elsewhere, she shall forfeit her right to half her wages as provided in section 13, without prejudice to the right of the first employer to dismiss her.

17. For a period of eighteen months reckoned from the date of her confinement a woman who is nursing her child shall be entitled every day to two breaks of not less than half an hour each for this purpose, in addition to the break specified in section 4. These additional breaks shall be reckoned as hours of work and shall not entail any reduction of wages.

18. The employer shall keep up to date for each establishment a register showing the names of the women employed, the absences due to pregnancy and confinement, and the dates of the confinements, which shall be communicated to him by the women concerned.

The above entries shall not be necessary with respect to women engaged by the day.

19. In order to ensure the enforcement of this Act, every establishment, undertaking or workplace may be visited at any time by inspectors appointed by the Minister of the Interior; for this purposes the said inspectors shall have the status of judicial police officers.

20. Every contravention of the provisions of this Act shall be punished by a fine not exceeding P. T. 100.

The fine shall be imposed as many times as there are women employed contrary to the above provisions.

The fine shall also be imposed as many times as the same contravention is repeated in respect of the same woman.

21. If a person who has already been convicted under this Act is guilty of a fresh contravention within a year, a penalty of imprisonment for a term not exceeding one week may be imposed in addition to the fine.

22. Proceedings shall be taken against the manager of the works, undertaking or establishment, and also against the owner if the circumstances are such that there is reason to suppose that the latter must have been aware of the facts constituting the contravention.

23. Our Minister of the Interior shall be responsible for the administration of this Act, which shall come into operation six months after its publication in the *Journal officiel*.

The Minister shall issue all the Orders requisite for this purpose.

Published in the United Kingdom by
P. S. KING & SON, LTD., 14 Great Smith Street, Westminster.

Distributed in the United States by
THE WORLD PEACE FOUNDATION, 40, Mount Vernon Street, BOSTON, Mass.

E. BIRKHÄUSER & Co., Printers, BASLE.