

## Egypt

### Fixed Term Contracts

Fixed term contracts are permissible in Egypt with a maximum duration of five years, at which time the contract automatically becomes indefinite. If a fixed term contract will not be renewed, notification must be provided to the worker within 3 months of the contract expiry date.

### Probationary Periods

A probationary period can last up to three months and is not extendable. During this time either party may terminate the relationship without liability or compensation.

### Holidays

Workers recognize 10 paid public holidays, some of which are multiple days long.

### Vacation

After the completion of the Worker's probationary period, Workers are generally entitled to 21 working days of leave per year, six of which must be taken consecutively. Vacation can be rolled over for a maximum of three years.

### Sick Leave

Workers are entitled to one month of paid sick leave for every three years of service.

### Working Hours

A standard workweek is 48 hours per week exclusive of breaks, which must not be less than one hour per day.

### Overtime

A Worker may be asked to work in excess of a standard workweek only with approval from a competent administration and must in no case exceed 10 hours per day. Unless contractually waived, daytime overtime hours are payable 135%, nighttime overtime hours are payable at 170%, and an extra day's salary is due for working on a day off.

### Termination

Except in cases of "grave fault" (e.g. falsifying identification, excessive absences from work, etc.), Workers must be given at least a two month notice of termination (three months for lengths of service exceeding 10 years) or provided payment in lieu.