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Minister of Manpower and Migration Decree  
No 118, of 2003, Organising Child Labour,  
Terms and Conditions for their Employment,  
and Types of Work, Occupations and Industries  
where their Employment is Prohibited by Age

1. Group.

The Minister of Manpower and Migration,

- \* Having considered Article 100, of the Labour Code, passed by Law No 12 of 2003,
- \* and Social Insurance Law No 79, of 1975 & its amendments,
- \* and International & Arab Conventions on the subject ratified by Egypt;

DECIDES

ARTICLE ONE

Children under the age of 18 years shall not be employed in the following types of work, occupations and industries:

1. Work underground, in mines, quarries and all types of work in the extraction of minerals and stones.
2. Work in furnaces for ore smelting, with hazardous substances, their refining or production.
3. Types of work or occupations where mercury or its compounds are used.
4. Explosives manufacture and work connected to it.
5. Glass melting and forming.
6. All types of soldering.

7. Manufacture of alcoholic drinks, alcohol and assimilated substances.
8. Paints manufactured with organic solvents and hazardous substances.
9. Processing, preparing or storing of ashes containing lead and the extraction of silver from lead,
10. Zinc manufacture, or manufacture of any other compound containing lead.
11. Manufacture of lead oxide, yellow lead oxide, lead dioxide, lead carbonates, orange lead oxide & lead sulphates and chromates as well as lead bars.
12. Mixing and turning in the manufacture & repair of electrical batteries.
13. Cleaning of workshops of 9 to 12 above.
14. Operating or supervising machines of substantial power.
15. Maintenance, cleaning and repair of machines while in operation.
16. Manufacture of asphalt & its derivatives.
17. Exposure to petroleum or petroleum containing products.
18. Work in tanneries.
19. Work in warehouses for fertilizers produced from faecal matter, cattle dung, bones, blood, and chicken residue or in depots and warehouses for dangerous refuse.
20. Animal (carcase) skinning, quartering, scalding and fat melting.
21. Rubber manufactures.
22. Passenger transport, by land, rail or inland waterways.
23. Loading and unloading of freight in docks, piers, ports and depots.
24. Cotton seed storing in ship holds.
25. Use of adhesives in tanneries.
26. Charcoal production from animal bones including sorting of bones prior to burning.
27. Work as hosts in fairs.
28. Work in places where alcoholic drinks are sold or consumed (bars).
29. Work in front of ovens in stores (bakeries?)
30. Petroleum & petrochemical refineries.
31. Cement and fuel production.
32. Refrigeration and freezing work.
33. Mechanical oil presses.
34. Cotton baling.
35. Butane gas canister filling shops.
36. Textile bleaching and dyeing.
37. Lifting or pushing of heavy goods, if weight exceeds limits in table below;

Type	Weights allowed	Weights lifted with bars	Weights pushed on one or two wheeled barrows
Males	10kg	300kg	Not for young persons
Females	7kg	150kg	" " " " "

38. Work in high pressure towers or presences with their range.

39. Processing and preparation, sowing or spraying of agricultural pesticides.

40. Plastic manufacture from plastic residues and their incineration.

41. Glue manufacture.

42. Manufacture of tobacco, water-pipe tobacco, cigarettes or product testing.

43. Diving work.

44. Work performed at hazardous heights.

#### ARTICLE TWO

Children who have not completed 16 years of age may not be employed in the following types of work, occupations:

1. Types of work listed in Article One.
2. Types of work where children are physically, psychologically, or sexually exploited or their use in illegal activities.
3. Types of work where they are exposed to physical, chemical, biological, mechanical hazards or all of them.

#### ARTICLE THREE

Any employer employing children shall have a preliminary medical examination made of the child prior to their commencing work to ensure that they are healthy and physically fit for the job assigned to them. Such an examination shall be undertaken at the expense of the employer by the Health Insurance General Authority.

Any employer who employs a child shall take the necessary measures to submit him to a periodic, at least once a year, medical examination by the Health Insurance General Authority, to ensure that he is free of any occupational diseases or injuries and to constantly maintain his physical fitness. In all cases, the result of the medical examination shall be noted in the child's health card.

#### ARTICLE FOUR

The employer shall undertake to provide medical care, according to health insurance rules, for the child employed by him required as a result of occupational injury or disease.

#### ARTICLE FIVE

Any enterprise employing children shall have available on the premises those first aid and health requirements determined by law, especially for ventilation, lighting, drinking water, toilets and personal hygiene implements.

#### ARTICLE SIX

An employer shall beforehand inform any child employed by him of the occupational hazards and the need to abide by the established protective measures for the occupation; he shall provide the personal protection equipment suited to the nature of the child's job and age. The child shall be trained in the use of this equipment and shall be supervised to ensure their use and the implementation of the instructions for the protection of his health and from occupational accidents. Children shall not be allowed to have their meals on the shop floor.

#### ARTICLE SEVEN

Any employer who employs children shall maintain an up-to-date record with the names of the children, their age & date of entry into service. A copy shall be posted in a prominent place of the establishment.

#### ARTICLE EIGHT

An employer who employs one or more children shall provide each child with a balanced & wholesome meal according to the attached table.

#### ARTICLE NINE

This decree shall be published in the Official Gazette

30/6/2003

Minister for manpower & Migration

Ahmed Ahmed El Amawy