

GLOBALG.A.P. Risk-Assessment on Social Practice (GRASP)

GRASP Module – Interpretation for Egypt

GRASP Module Version 1.3-1-i June 2020
Valid from: 1 February 2021
Mandatory from: 1 February 2021

English Version

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Control Point	Compliance Criteria	Interpretation for Egypt
EMPLOYEES' REPRESENTATIVE(S)		
1	<p>Is there at least one employee or an employees' council to represent the interests of the staff to the management through regular meetings where labor issues are addressed?</p> <p>Documentation is available which demonstrates that a clearly identified, named employees' representative(s) or an employees' council representing the interests of the employees to the management is elected or in exceptional cases nominated by all employees and recognized by the management.</p> <p>The election or nomination takes place in the ongoing year or production period and is communicated to all employees.</p> <p>The employees' representative(s) shall be aware of his/her/their role and rights and be able to discuss complaints and suggestions with the management.</p> <p>Meetings between employees' representative(s) and the management occur at accurate frequency.</p> <p>The dialogue taking place in such meetings is duly documented.</p>	<p>For GRASP compliance, in addition to the local law, the farm shall have a representative or a form of representation when the farm has more than 1 employee (employee concept is defined in section 9.2 of the GRASP General Rules).</p> <p>Any producer with minimum of one (1) employee shall have a form of employees' representation that can be applied to meet the GRASP requirements as indicated in the different control points with respect to the employees' representative (ER).</p> <p>The ER or in alternative scenarios, the person (people) responsible for the system of representation shall be present during the assessment.</p> <p>This form or representation could take any form (could be a person, group of people, several temporally appointed people, etc.) as long as:</p> <ul style="list-style-type: none"> • It is independent from management • It is decided by the employees • It is communicated to the employees • It is recognized by the employees <p>This requirement of GRASP is stricter than Egyptian laws and regulations, as the Egyptian Labor Law 12/2003 Article # 145-201 requires the employer to designate a qualified person (known by workers and senior staff) with responsibility if the company employs more than 50 workers for communicating, deploying and monitoring freedom of association practices, enable the establishment of a union, association or collective representation of employees, and encourage formal communication between worker representatives and management. The law also</p>

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		<p>requires that working sites communicate their policies and procedures with workers' representatives</p> <p>Egyptian Labor Law 12/2003 Article # 148 states that the workers committee shall negotiate collective bargaining agreements with the general trade union in case there are 50 or more workers. (so far Egypt does not have a trade union for the fresh produce sector).</p> <p>If the company employs less than fifty (50) workers, and there is a dispute between the workers and the management, negotiation shall be held between the representatives of the general trade union (if applicable) and the representatives of the workers' organization or the employer. The representatives of each party are legally required to carry out the negotiations and conclude the agreement resulting from it according to Art 148.</p> <p>If a trade union is formed in Egypt for the Fresh produce sector, it will follow the Trade Union Law Article # 4 which states that "the structure of the labor union is based on the hierarchical organization structure and the unity of labor movement. This structure consists of the following organizations:</p> <ol style="list-style-type: none"> 1- the company's workers committee or a professional labor committee 2- the trade union 3- the trade union federation <p>The trade union federation issues decrees governing the rules and procedures of constructing these organizations.</p> <p>Trade Union Law Article # 12 states that "The union committees shall take charge of exercising the following jurisdictions each within the scope determined for it:</p>

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		<ul style="list-style-type: none"> a) Endeavoring to settle individual and group disputes pertaining to their members and no group agreement may be concluded except with the approval of the general union b) Participating together with the general union in preparing draft collective bargaining agreements c) Participating in discussing projected production plans at the company and co-operating in the execution thereof d) Expressing opinion on the disciplinary regulations and other regulations and schemes pertaining to workers while setting or modifying such regulations. e) Carrying out the service program as allowed by the general union f) Participating in the social activities of the workers g) Preparing reports concerning the activities and proposals and submitting information and explanations required by the general union " <p>Article # 31 of the model statute for the regulations of the labor unions organization states that labor committee council is entitled to do, specially, the following:</p> <ul style="list-style-type: none"> a. Settling personal and collateral disputes pertaining to its members through negotiation and no bargaining agreement shall be concluded without trade union approval. b. Participating in projects of production plans of the company and cooperating on executing those plans. c. Participating in drafting or amending penalties regulations, other regulations and systems related to employees according to the governing /concerned laws.

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			<p>d. Practicing the right to sue on behalf of defending trade union committee and collateral and personal interests of its members arising from labor relations.</p> <p>e. Participating in social activity aspects in which employees engaged.</p> <p>Article # 42 of the model statute for the regulations of the labor unions organization states that "the council of trade union is entitled to establish the trade union committees at branches provided with the needed requirements of establishing such committee as it deems to be important according to the rules of this model statute for regulations of labor union organizations".</p> <p>Labor Union Federation decree # 11/1981 requires three conditions for establishing a labor committee:</p> <ol style="list-style-type: none"> 1- The number of the employees is not less than 50 employees on condition of satisfying the requirement of membership according to Art no 19 of labor unions law 2- Independence of the company (or its branch) financially or managerially. 3- An application for establishing such committee.
COMPLAINT PROCEDURE			
2	Is there a complaint and suggestion procedure available and implemented in the company through which employees can make a complaint or suggestion?	A complaint and suggestion procedure appropriate to the size of the company exists. The employees are regularly informed about its existence, complaints and suggestions can be made without being penalized and are discussed in meetings between the employees' representative(s) and the management. The procedure specifies a time frame to answer complaints and suggestions and take corrective actions. Complaints,	<p>Farm management shall clearly indicate the system for complaints according to their needs and the local law.</p> <p>The employees' representative shall inform the auditor about the efficiency of the system and how this is evaluated during meeting with management.</p> <p>The mandate of the labor offices includes a requirement to receive and investigate complaints from workers against their employers. Any employee can submit a complaint to their local labor office who will investigate the complaint and issue a recommendation.</p>

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	<p>suggestions and follow-up solutions from the last 24 months are documented.</p>	<p>Egyptian Labor Law 12/2003 Article # 233-235 states the mandate of the labour officers and Article # 252-253 states the penalties of abstaining from applying the defined provisions of the Labor law.</p> <p>The workers can also submit complaints to their trade union who will submit the complaint on their behalf to the labour office, but they cannot ensure that it is resolved.</p> <p>Egyptian Labor Law 12/2003 Article # 146 describes “collective bargaining” as the dialogue and discussions carried out between the trade unions organizations and the employers or their organizations towards:</p> <ul style="list-style-type: none"> (A) Improving workers terms and conditions and employment provisions. (B) Cooperating between labor parties towards realizing social development for workers in the company. (C) Settling disputes between workers and employers. <p>Trade Union Law Article # 12 states that "The workers committees shall take charge of exercising the following jurisdictions each within their defined scope:</p> <ul style="list-style-type: none"> A) Endeavoring to settle individual and group disputes pertaining to their members and no group agreement may be concluded except with the approval of the general union.
SELF-DECLARATION ON GOOD SOCIAL PRACTICES		
3	<p>Has a self-declaration on good social practice regarding human rights been signed by the management and the employees' representative and has this been communicated to the employees?</p>	<p>The management and the employees' representative(s) have signed, displayed and put in practice a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least commitment to the ILO core labor conventions</p> <p>The self-declaration on good social practice regarding human rights (signed by the management and workers representative) shall be displayed in Arabic.</p> <p>Subcontracted labor shall be included in the scope of GRASP and its obligations. At the time of developing this document, there isn't a national legislation on data</p>

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	<p>(ILO Conventions 111 on discrimination, 138 and 182 on minimum age and child labor, 29 and 105 on forced labor, 87 on freedom of association, 98 on the right to organize and collective bargaining, 100 on equal remuneration . The self-declaration states that the employees´ representative(s) can file complaints without personal sanctions. The employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.</p>	<p>protection that does not allow to share documents, or to visit the premises of subcontractors.</p> <p>The following ILO conventions have been ratified by Egypt:</p> <ol style="list-style-type: none"> 1. ILO Convention 111 on discrimination 2. ILO Convention 138 and 182 on minimum age and child labor 3. ILO Convention 29 and 105 on forced labor 4. ILO Convention 87 on freedom of association 5. ILO Convention 98 on the right to organize and collective bargaining 6. ILO Convention 100 on equal remuneration <p>https://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:102915</p> <p>Egyptian Labor Law 12/2003 Article # 152 states that "The collective labor agreement shall be an agreement regulating labor conditions and terms, and employment provisions. It shall be signed between one or more trade union organizations and the employer or a group of employers, or one or more of their organizations."</p> <p>Egyptian Labor Law 12/2003 Article # 153 states that "The collective agreement shall be drawn up in Arabic, and shall be submitted within fifteen days from the date of signing to the board of the general trade union or the General Federation of Egyptian Trade Unions according to the conditions prescribed in the Trade Unions Law. Its approval by either one shall be with the absolute majority of the board members, and within a period not exceeding thirty days from the date of signing the agreement. The default of any of the foregoing conditions shall result in invalidating the agreement".</p> <p>Egyptian Labor Law 12/2003 Article # 157 states that "The employer shall post the collective agreement in a visible area comprising its texts, those signing it, and the</p>

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		<p>date of depositing it with the concerned administrative authority".</p> <p>Egyptian Labor Law 12/2003 Article # 158 states that "The collective bargaining agreement shall be effective and binding to its parties after delivering it to the concerned administrative authority and publishing a summary of its provisions in the Official Journal (AlJareeda AlRasmeya).</p>	
ACCESS TO NATIONAL LABOR REGULATIONS			
4	<p>Do the person responsible for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to recent national labor regulations?</p>	<p>The responsible person for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to national regulations such as gross and minimum wages, working hours, trade union membership, anti-discrimination, child labor, labor contracts, holiday and maternity leave.</p> <p>Both the RGSP and the employees' representative(s) know the essential points of working conditions in agriculture as formulated in the applicable GRASP National Interpretation Guidelines.</p>	<p>A printed Arabic copy of the national labor law and regulations shall be accessible at the farm. The updated Arabic and English electronic copies are available at the Egyptian government webpage:</p> <p>https://www.egypt.gov.eg/arabic/laws/default.aspx</p> <p>https://www.egypt.gov.eg/english/laws/</p> <p>In case the workers do not elect a workers representative, an alternative system shall be in place to provide for the role of the employees' representation in this CP.</p> <p>Egyptian Labor Law 12/2003 Article # 58 requires employers to put in place internal regulations and disciplinary action. The employer can choose to follow the standard work regulations provided by the Ministry of Manpower or instigate their own internal regulations which must be endorsed by the labor office.</p>
WORKING CONTRACTS			
5	<p>Can valid copies of working contracts be shown for the employees? Are the working contracts compliant with applicable legislation and/or collective bargaining agreements and do they indicate at least full names, a job description, date of birth, date of</p>	<p>For every employee, a contract can be shown to the assessor on request (on a sample basis). Both the employees as well as the employer have signed them. Records contain at least full names, nationality, job description, date of birth, the regular working time, wage and the period of employment (e.g.</p>	<p>All employees shall be informed in writing and with comprehensible data about their employment conditions and its compliance with national legal requirements.</p> <p>Egyptian Labor Law 12/2003 Article # 5 states that "All conditions or agreements contradicting to the provisions of the present Law shall be invalid even if it exists prior to enforcing the present law, if it comprises a derogation of</p>

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<p>entry, wage and the period of employment? Have they been signed by both the employee and the employer?</p>	<p>permanent, period or day laborer etc.) and for non-national employees their legal status and working permit. The contract does not show any contradiction to the self-declaration on good social practices. Records of the employees must be accessible for the last 24 months.</p>	<p>the worker's rights prescribed therein. All better benefits or conditions prescribed or to be prescribed in the individual or collective labor contracts, the articles of association, or other regulations of the establishment, or ruling by virtue of usage and practice shall remain valid. All composition comprising a derogation or discharge of the worker's rights derived from the labor contract during its validity period, or within three months from the date of its expiry, shall be null and void once it violates the provisions of the present law.</p> <p>Egyptian Labor Law 12/2003 Article # 76 states that "The employer shall not deviate from the conditions agreed upon in the individual labor contract or the collective bargaining agreement; nor shall he charge the worker with performing other than the work agreed upon, unless it is necessary to do that to prevent the occurrence of an accident or to repair its consequences, or in the case of a force majeure, providing this shall be a temporary procedure. The employer may also charge the worker with performing other than the work agreed upon if it does not substantially differ from it, providing the worker's rights shall not be prejudiced."</p> <p>Egyptian Labor Law 12/2003 Article # 32 states that employment contracts must be issued in triplicate with an original copy being kept with each of the employer, employee and social insurance office. The contract shall be implemented based on the interpretation of the Arabic text (in case it is issued in a different language). The employment contract must include the following specific information;</p> <ul style="list-style-type: none"> • Name and address of employer and working site. • Name and address of employee, as well as their qualifications, and profession or craft, National ID number and home address, and all that is necessary for his identification.

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			<ul style="list-style-type: none"> • Job description. • Wage and method/ time of payment, as well as a clear description of other cash/in-kind benefits. • Start date of employment and duration of employment contract. (An employment contract may be drawn up for a definite or indefinite term) • Regular working days/hours. • Entitlement of annual/sick leaves • Notice period for termination of contract by either the employer or employee. • Probation period; based on Article 33 of the Labor Law: If an employee is hired on probation, the employment contract should expressly indicate the probationary period, provided it shall not exceed six months.
PAYSLIPS			
6	Is there documented evidence indicating regular payment of salaries corresponding to the contract clause?	The employer shows adequate documentation of the salary transfer (e.g. employee's signature on pay slip, bank transfer). Employees sign or receive copies of pay slips / pay register that make the payment transparent and comprehensible for them. Regular payment of all employees during the last 24 months is documented.	<p>Pay slips shall consider language or education barrier to the potential understanding of evidence of payment.</p> <p>Ensure that all the information requested by the local laws is transparent and comprehensible for workers in the pay slips.</p> <p>Egyptian Labor Law 12/2003 Article # 45 describes the employer's obligation for paying wages shall not end except after the workers sign and receives a document confirming that they received their due payment and the signed document explains the details of their payment. The worker must receive a copy of this document (pay slip/register), which must indicate details and method of payment (gross salary, net salary, deductions, etc).</p>
WAGES			

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7	Do pay slips / pay registers indicate the conformity of payment with at least legal regulations and/or collective bargaining agreements?	Wages and overtime payment documented on the pay slips / pay registers indicate compliance with legal regulations (minimum wages) and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline. If payment is calculated per unit, employees shall be able to gain at least the legal minimum wage (on average) within regular working hours.	<ol style="list-style-type: none"> 1. The Social Insurance law # 148/2019 states that all employers must register all permanent workers at the Ministry of Social Insurance. The monthly subscription is calculated based on a minimum/maximum wage of EGP1,000-EGP7,000). The subscription will increase annually by 15% for 7 years on condition that it does not exceed the maximum limit of subscription for a wage of EGP7,000. 2. The Minister of labor issued decree # 162/2019 that requires all employers to register their seasonal workers with the Ministry of Labor and pay 3% of net wages as an insurance fee so that the workers can benefit from the services presented by the government to seasonal workers.
NON-EMPLOYMENT OF MINORS			
8	Do records indicate that no minors are employed at the company?	Records indicate compliance with national legislation regarding minimum age of employment. If not covered by national legislation, children below the age of 15 are not employed. If children -as core family members- are working at the company, they are not engaged in work that is dangerous to their health and safety, jeopardizes their development or prevents them from finishing their compulsory school education.	<p>Children or young workers shall be included in the GRASP assessment. For GRASP compliance, no young worker (between 15 and 18) shall work in any activity that is dangerous to their health and safety, jeopardizes their development or prevents them from finishing their compulsory school education.</p> <p>Child Law 126/2008 Article # 2 states that the term “child” within the context of care and welfare, shall mean all individuals who have not reached the age of eighteen (18) complete calendar years.</p> <p>Child Law 126/2008 Article # 64 states that children shall not be employed for work before reaching the age of (15) years nor shall they be provided with training before they reach the age of (13) years, Children of (12) to (14) years of age may, by a decree from the concerned Governor and subject to the approval of the Minister of Education, be licensed for seasonal employment which has no harmful</p>

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		<p>consequence to their health or growth, nor interferes with their school attendance</p> <p>Child Law 126/2008 Article # 65 states that the employment of children in any type of work that, by its nature or circumstances in which it is carried out, is likely to harm the health, safety, or morals of children shall be prohibited, in particular any type of work mentioned in the ILO Convention No. 182 of 1999 on the Worst Forms of Child Labor. The internal regulations of the employer shall determine the system for child employment, the cases in which employment is permitted, and the types of work, crafts, and trades in which children may work, per their different ages.</p> <p>Child Law 126/2008 Article # 65-bis states that a medical examination shall be performed on the child prior to his employment, to ensure that s/he is fit to perform the assigned work. Such examinations shall be conducted periodically, at least once a year, as set forth by the internal regulations of the employer. In all cases, the work shall not cause any physical or mental pain or harm to the child. or prevent the children from attending school and enjoy recreational and developmental activities appropriate to his capabilities and talents. The employer shall insure the child and protect him from work hazards while at work. The child shall have seven (7) days of annual leave in addition to that of an adult's annual leave, and it shall not be postponed or withheld from him whatever the reason.</p> <p>Child Law 126/2008 Article # 66 states that a child shall not work for more than six (6) hours a day, the working hours shall include one or more period for meals and rest totaling not less than one hour. This/these period/s shall be determined so that the child shall not work for more than four (4) continuous hours. Children shall not work overtime, or work during the weekends or official holidays. In all</p>

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		<p>cases, children shall not work between 0700pm and 0700am</p> <p>Child Law 126/2008 Article # 67 states that any employer who employs a child under the age of sixteen (16) years shall issue a work ID card stating that s/he is working for them. The picture of the child shall be affixed on this ID card, and the labor office shall review/approve and stamp.</p> <p>Child Law 126/2008 Article # 68 states that an employer who employs one child or more shall take the following into consideration:</p> <ol style="list-style-type: none"> 1. To post in a visible spot, at the workplace, a copy of the provisions prescribed in this chapter. 2. To maintain an updated record of the basic data of the children working for him including, inter alia, the child's name his date of birth, the nature of his work, the number of his working hours and rest periods, and the content of the certificate proving his ability to work. Such record shall, when requested, be presented to the competent authorities. 3. To notify the appropriate administrative body of the names of currently employed children, and the names of persons in charge of supervising their work. 4. To provide working children with sleeping quarters separate from that of adult workers, in cases where working conditions require their overnight stay. 5. To keep at the employer's headquarters all official documents regarding the age of all working children and their health status, to be presented when requested. The employer must ensure the real age of the children working for him. 6. To provide the workplace with all necessary health and safety devices and train the children on how to use them.

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			Child Law 126/2008 Article # 69 states that the employer shall hand over to the child personally, or to one of his parents, his/her wage or bonus and other dues payable. Making this payment shall clear the employer's obligations.
ACCESS TO COMPULSORY SCHOOL EDUCATION			
9	Do the children of employees living on the company's production/ handling sites have access to compulsory school education?	There is documented evidence that children of employees at compulsory schooling age (according to national legislation) living on the company's production/ handling sites have access to compulsory school education, either through provided transport to a public school or through on-site schooling.	<p>It is a GRASP requirement, that when there are minors living in the farm premises, the administration shall:</p> <ol style="list-style-type: none"> 1) Keep a list with the location, name, age, parents' information of the minors 2) Provide evidence that the families have been notified of the necessity that their children go to school. <p>This control point only can be marked as non-applicable when there are no minors living on the premises.</p> <p>Child Law 126/2008 Article # 54 states that free education in public schools is a right for all children. The educational responsibility of the child shall rest with the parent having custody.</p>
TIME RECORDING SYSTEM			
10	Is there a time recording system that shows working time and overtime on a daily basis for the employees?	There is a time recording system implemented appropriate to the size of the company that makes working hours and overtime transparent for both employees and employer on a daily basis. Working times of the employees during the last 24 months are documented. Records are regularly approved by the employees and accessible for the employees' representative(s).	<p>Records are regularly revised by the employees and accessible for the employees' representative(s).</p> <p>Farm management shall look for an alternative means of employees' representation to avoid non-compliance in those CPCCs. The alternative means shall keep the objectivity, be decided, appointed or elected by the workers and keep the separation from management.</p> <p>If a daily time recording system is not implemented (e.g. fixed contracts, fixed working hours, fixed monthly salary), alternative way(s) of recording working hours shall be available. Evidence and explanation shall be provided.</p>

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		<p>The working hours and break periods shall be organized so that the period between the start and the end of working hours shall not be more than ten hours a day. The break period shall be counted as attendance hours, if the worker stays at the place of work.</p> <p>Workers hired in works intermittent by nature, as determined by a decree of the concerned minister, shall be exempted from that provision, such that the period of their stay at the place of work shall not exceed (12) hours/day according to Article 82</p> <p>Egyptian Labor Law 12/2003 Article # 77 states that "the employer shall maintain a file for each worker to include the workers name, profession, skill level on joining the work, home address, social status, start date, wage, promotions, sanctions, leaves, and end of service date and reasons.</p> <p>Egyptian Labor Law 12/2003 Article # 80 working hours shall not exceed (8) hours/day, or (48) hours/week, not including rest hours. The maximum working hours may be reduced by a decree of the concerned minister for certain categories, or in certain industries.</p> <p>Egyptian Labor Law 12/2003 Article # 81 states that the working hours shall include one or more breaks that will not be in total less than one hour. Working hours before the first break shall not exceed five continuous hours.</p> <p>The concerned minister may issue a decree determining the cases or works in which the work shall - for technical reasons or operating conditions - unavoidably continue without a break. He may also determine the type of work which can allow breaks that are counted as actual working hours.</p> <p>Egyptian Labor Law 12/2003 Article # 86 states that "The employer shall post on the entry gates used by the workers, and also in other visual areas an updated schedule for the working hours, breaks and rest days as</p>

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		determined for each worker, and all changes to be introduced in that schedule
WORKING HOURS AND BREAKS		
11	Do working hours and breaks documented in the time records comply with applicant legislation and/or collective bargaining agreements? Documented working hours, breaks and rest days are in line with applicant legislation and/or collective bargaining agreements. If not regulated more strictly by legislation, records indicate that regular weekly working hours do not exceed a maximum of 48 hours, during peak season (harvest), weekly working time does not exceed a maximum of 60 hours. Rest breaks/days are also guaranteed during peak season.	<p>For GRASP compliance, even when permitted by national law, the total number of hours, including overtime and ordinary, SHALL NOT exceed 60 hours per week in any week of the year. This shall be checked by auditor.</p> <p>Egyptian Labor Law 12/2003 Article # 80-82 states that normal working hours may not exceed (8) hours/day or (48) hours/ week (excluding one-hour break/ day).</p> <p>Working hours and breaks must be organized so that the total working hours do not exceed (10) hours/ day - including the break if it is taken at the workplace. Workers hired in intermittent work by nature - as determined by a decree of the concerned minister - shall be exempted from that provision, such that the period of their stay at the place of work shall not exceed (12) hours/day.</p> <p>Child Law 126/2008 Article # 66 states that a child (less than 18 years old) shall not work for more than six (6) hours a day, the working hours shall include one or more period for meals and rest totaling not less than one hour. This/these period/s shall be determined so that the child shall not work for more than four (4) continuous hours. Children shall not work overtime, or work during the weekends or official holidays. In all cases, children shall not work between 0700pm and 0700am</p> <p>Child Law 126/2008 Article # 70 states that a female employee shall be entitled a maternity leave with full salary for (3) months after delivery. The daily working hours for a pregnant woman shall be reduced by at least (1) hour as of the sixth month of pregnancy and it is prohibited to employ her for any overtime work during pregnancy and until the</p>

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		<p>end of the first (6) months following the child's birth. and the</p> <p>Child Law 126/2008 Article # 71 states that a female employee breastfeeding her child shall have during the (2) years following delivery in addition to the prescribed rest period the right to another (2) rest periods of not less than a half hour each and she shall have the right to combine the two periods and they shall be considered part of her working hours without any deduction from her wages.</p> <p>Child Law 126/2008 Article # 72 states that a female employee shall have the right to an unpaid leave for a period of (2) years to care for her child (3) times during her entire service period.</p> <p>Egyptian Labor Law 12/2003 Article # 85 states that if the worker must work more than (8) hours/day on an exceptional basis, the employer will notify the labor office and request their written approval for the duration of overtime needed to complete the work. The worker is entitled to receive the equivalent of 35% of his/her salary for overtime worked during daylight hours and 70% for overtime worked at <u>night</u> which is defined under Article 1(g) of the Labor Law as being the "<u>period between dusk and dawn</u>".</p> <p>Egyptian Labor Law 12/2003 Article # 52, employees required to work on weekends are entitled to double their salary and another day in lieu of their rest day during the following week and those working on their holiday then will also be entitled to receive double salary for the day(s) worked over and above their salary.</p>

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<p>ONLY APPLICABLE FOR PRODUCER GROUPS</p> <p>INTEGRATION INTO QMS</p>			
QMS	<p>Does the assessment of the Quality Management System (QMS) of the producer group show evidence of the correct implementation of GRASP for all participating producer group members?</p>	<p>The assessment of the Quality Management System of the producer group demonstrates that GRASP is correctly implemented and internally assessed. Non-compliances are identified, and corrective actions are taken to enable compliance of all participating producer group members.</p>	
<p>ADDITIONAL SOCIAL BENEFITS</p>			
R 1	<p>What other forms of social benefit does the company offer to employees, their families and/or the community?</p> <p>Please specify incentives for good and safe working performance, bonus payment, support of professional development, social benefits, child care, improvement of social surroundings etc.</p>		<p>Social benefits mentioned under this control point shall surpass the national legal requirements.</p>