

Code of Public Service Conduct and Ethics

According to Article (75) of the 2016 Civil Service Law No. 81

(2019)

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Code of Conduct and Ethics for Public Service 2019

Minister of Planning, Follow-up, and Administrative Reform's Speech

In light of Egypt's Vision 2019 and in accordance with the Civil Service Law

"In light of developments in laws, legislation, and strategies, the Code of Behavior and Ethics of the Public Service has been rewritten to emphasize the values that must be observed in the state's administrative apparatus, as well as the rights and duties of the public employee and the regulatory procedures that must be approved

Code of Conduct and Ethics for Public Service 2019

Paying attention to the codes of conduct and ethics of public office is one of the gateways to the growth of public administration, which directs public workers, resulting in homogeneity, unity, and moral compatibility within the state's administrative apparatus

The true success of the government apparatus is dependent on the public employee and his competency and capacity to carry out his responsibilities in providing services to the public, treating them properly, and facilitating them, regardless of how many demands and needs they have.

The code's reference is represented by the following legal provisions and articles:

-Article (812) of the constitution states that "the values of integrity and transparency must be promoted in order to ensure proper job performance and the preservation of public funds".

- According to Article 8 of the UN Convention Against Corruption, "each state party shall endeavor to apply, within the scope of their institutional and legal systems, codes or standards of behavior in order to perform correct, noble, and proper public functions".

- In the sustainable development strategy, the axis of transparency and efficiency of government institutions states: Egypt 2030 vision, as well as policies for implementing the national strategy for preventing and combating corruption by activating Codes of Conduct for Employees of the State Administrative Apparatus.

Article (57) of Civil Service Law No. 81 of 2016 states that "the employee shall commit to civil service codes of conduct and ethics".

Article (149) of the Civil Service Law's executive regulations stipulates that (the employee) must do the following: Commitment to the Civil Service Ethics and Code of Conduct.

Anti-corruption Strategy for 2019-2022

National Strategy for Women's Empowerment for 2017

The Code's organizational structure is as follows:

Establishment of a "Governance Centre" at the Ministry of Planning, Follow-up, and Administrative Reform's National Institute of Administration, with the following functions:

A comparison of regional and international rules of conduct in the public and private sectors.

Organizing groups of subsequent workshops to engage governance processes in blog drafting and development. The sessions comprised a meeting of the academic community's and civil society organizations' perspectives.

In addition to the community Regulators, there is the media, the business community, the CEO, and the local community.

First: code's vision and goals

Vision: Defining the administrative apparatus of the state in terms of principles and ideals that ensure the moral behavior of public employees, such as Egypt's Vision 2023, which aims to improve the administration of state resources while also responding to citizens' expectations.

1-Creating a shared value framework across all employees in the state's administrative apparatus.

2-Accounting and accountability standards must be standardized.

3-Striking a balance between the rights and responsibilities of both sides in the relationship: the employer and the public employee.

4-Achieving an efficient and effective administrative apparatus that promotes state resource management and increases public satisfaction- Egypt Vision 2030

Second: The code's value framework and key performance indicators

A. value framework

The Public Service Code of Conduct and Ethics is founded on five main values:

Respect for the law: by adhering to the legal rules governing work in accordance with laws, regulations, and instructions, as well as the instructions issued in line with it, and by applying judicial judgments without delay or delay.

Impartiality: It is to operate solely on the basis of what objective aspects demand to the employee, and to provide services and advise citizens alike without regard to political, religious, or ethnic beliefs.

Integrity: is the objectivity and innocence of human behavior in all circumstances, particularly when helping citizens to protect the employer's position and to advance the public interest of the community.

Effectiveness: is the public employee's determination to fulfill his tasks diligently, without procrastination or complication, and to avoid behavior that suggests negligence or indifference to citizens' interests.

Efficiency: The commitment to not waste or misuse public funds, as well as to ensure rationality in the use of all funds forms of the employer's resources, such as public tools, devices, or facilities, in a way that leads to the preservation of property and public revenues without compromising service quality.

Quality: Commitment to high performance standards, whether in the kind of service offered, the manner in which citizens are dealt with, or the manner in which superiors and colleagues at work are dealt with, and commitment to complete transparency in sharing information, whether inside work or in guiding citizens.

Professionalism: Performing work diligently and truly in such a way that it elevates the value of self-monitoring over performance without external control.

B- Key Performance Indicators (KPS):

- 1- Percentage of complaints reported by citizens/workers.
- 2- Percentage of deviations in functional behavior.
- 3- The average number of legal investigations that the public employee underwent.
- 4- Percentage of worker productivity.
- 5- Percentage of waste in the employer's resources.
- 6- The average number of hours required to complete the provision of services.
- 7- The average number of services provided to the citizen for the first time.

Third: The scope of application of the code

The rules of the functional code of conduct apply to: the administrative apparatus of the state, local administration units, and authorities General, as well as the heads of these units and their employees, and this code is considered the general law of codes of conduct Job titles are issued by ministries, local administration units, public authorities, and trade unions, based on the nature of each profession alone.

Fourth: The code's thematic framework

The code's thematic framework is divided into four major portions, which are as follows:

Section One: general commitments from the administrative apparatus of the state

- 1- Respect for the law and human rights.
- 2- Access to public services in accordance with the equality and impartiality principle.

3-Informational accessibility - whether in terms of techniques and procedures for getting services or decisions related to service users and the arguments for the decision and that this be accomplished through continuous communication channels marked by smoothness and ease of use.

4- Efficiency and quality of services- in a way that is subject to continual evaluation and modification to citizens' requirements.

5-Continuous development involves using both technological and non-technological ways to ensure citizen convenience.

6- Professionalism - in a way that guarantees excellence and creativity and activate self-monitoring in performance.

Section Two: Obligations of the employer towards the employee

The employer is committed to the following:

1-Familiarize employees with the rules of professional conduct stipulated of the code.

2-Creating secure, equitable, and wholesome working environments for employees that fulfill their fundamental requirements and needs.

3-Encouraging employees to communicate and share their opinions in order to effectively address any difficulties or issues encountered during work tasks.

4-Evaluating, transferring, assigning, or seconding them, or any of the matters related to their work, with transparency, integrity, and free from any considerations related to kinship, friendship, or utilitarian concepts, and without any discrimination based on gender, race, age, or religion, and by following the principles of entitlement, merit, and competitiveness, and by fully adhering to the approved powers and work procedures.

5-Determine the employee's duties and responsibilities, what is expected of them, and gives them all the information to enable them to perform those tasks.

6-Provide appropriate and continuous training opportunities to increase career advancement opportunities in line with the civil service system.

7-Ensure freedom of speech and expression within the legal text in accordance with the provisions of this code.

8- Ensure the employee's right to grievance or complain about any wrong decision taken against him in accordance with the provisions of the Civil Service Law.

9-All employees that have similar jobs must be treated fairly from an administrative point of view and the same wages and salaries apply to equivalent duties.

10-The employee has the right to obtain the wage determined for his job.

11-Employees are entitled to reasonable compensation for inventions and works created in the course of performing their jobs.

12-The employee has the right to complain about the annual performance evaluation report.

13-Avoid abusive treatment of employees and ensure that employees do not interfere with personal preferences or coercion of loyalty for personal or political gain.

14-Protect employees through legal disclosure of information that violates the law, rules, and institutions.

15-Providing all occupational safety rules, which are as follows: –

- The employee has the right to be clearly informed of all the risks that he may be exposed to because of the work.

-Employees are entitled to a range of protective personal equipment and aids, in addition to health and preventive services, and requirements related to risk exposure and protection are free financially.

-The employee's right to inform the higher authorities if he notices deficiencies in health and safety procedures and professional practice in his workplace.

Section Three: Obligations of the Public Employee

Loyalty and devotion to the Arab Republic of Egypt and its leadership, and respect for the Constitution, laws, and applicable regulations:

All government officials shall strive to be loyal to their country, the Arab Republic of Egypt, and its leaders, to abide by the rules and principles of the constitution, and to respect and apply the laws, statutes, and regulations in force within the country.

-Commitment to the quality of service provision:

1- Officials must perform the duties listed on their job description cards with integrity and diligence, treat the public well, and realize the interests of the people in a timely manner.

- 2- Persons with special needs, the elderly, the sick, and pregnant women must be taken into account when providing services to them.
- 3- Commitment to serve the public with transparency, fairness, speed and tact in order to gain their satisfaction with the level of services provided to them.
- 4- In providing services to clients, there shall be no discrimination, maintaining the highest standards of professionalism and fairness, and no abusing or exploiting clients for personal gain based on the services provided, and prevent all forms of discrimination, especially on the basis of place of origin, gender, religion, etc.
- 5- Adhere to the official working hours, and follow the procedures specified by the internal regulations of the unit in the event of absence from work or delay in work, devoting the official working hours to carry out the tasks and duties of his job, and not to perform any activity that is not related to his official duties.
- 6- Providing the required information to citizens requesting services accurately and quickly without deception or misleading in accordance with the applicable legislation, without delaying the completion of the required service for any reason, as long as it is available.
- 7- Dealing with documents, data and personal information related to individuals and citizens in strict confidentiality and in accordance with applicable laws and regulations, and not to exploit this information for personal purposes.

Not to participate in political activity:

1. It's not allowed to represent or express political opinions in a public capacity, inside or outside the workplace.
2. No political activities may be undertaken that could undermine the citizen's confidence in the employee's ability to perform duties official in an appropriate manner.
3. It is not permissible to practice any partisan or political work within the workplace, and it is not permissible to mention, confirm or not confirm, directly or indirectly, membership in a particular political party, whether in relation to citizens, co-workers or legal entities.
4. Don't donate or solicit donations or work to promote for the benefit of any political party.

Behavior in private life:

1. Avoid actions or activities that are contrary to legal or ethical rules and that could be a reason for personal blackmail related to the performance of official duties.
2. Avoid actions that represent offense to, defamation or disclosure of the secrets of the employer; which may reduce citizen confidence in state agencies.
3. Avoid words or actions that demean national symbols or their leaders, or political party symbols or leaders.

Conflict of Interest Law 601 on Conflict of Interest of 2013

- 1- Employees shall not engage in any business that creates an actual, apparent, or potential conflict between their personal interests and their professional obligations or those related to their work.
- 2-Activities that are inconsistent with the objective and impartial performance of duties, or that may result in the privileged treatment of individuals or entities in dealings with the government, or that damage the government's reputation or endanger its relations with its citizens.
- 3- Inform directly and immediately the manager in writing in the case of a conflict of interest with any person in his dealings with the employer, or if a conflict arises between personal interest and the public interest, or if the employee is exposed to pressures that conflict with his official duties or raise doubts about the objectivity with which he must deal with clarification the nature of the relationship and conflict.
- 4- Not to use the position, directly or indirectly, to obtain financial gains or anything of value for the benefit of himself or his family.
- 5- Not to exploit or use the information obtained during the performance of his official duties after the termination of his work in the administration as a means to achieve personal benefits for himself or others, directly or indirectly, or to harm others.
- 6- The necessary approvals must be obtained in accordance with the laws in the event of a desire to participate in a collection process donations, prizes, or in-kind contributions to charitable organizations.

- 7- Avoid establishing close relationships with individuals or institutions whose interests mainly depend on his decisions or decisions of his administration.
- 8- Emphasis on not using military titles in civilian jobs, which leads to duplication of titles functional.
- 9- The employee is prohibited from using the official information he obtained by virtue of his job or government currency to achieve a private benefit.
- 10- The employee must acknowledge the state's ownership of the inventions and works that he creates as a result of official experiments, or if the invention or work falls within the scope of his job duties, so that it is not permissible to use them for self-interest.
- 11- An employee may not perform work for others, with or without pay, during his leave without a license from employer.
- 12- It is prohibited for an employee to work under the direct supervision of one of his relatives of the first degree in the same unit in order to prevent conflicts of interest and any conflicts of interest that may arise within the organizational unit. In the event that this happens, the employee must disclose and inform the higher management.

Dealing with the media, publishing, press and social media:

First / Dealing with the media, publishing and press

1- Preserving work secrets, and not publishing or making statements or information related to his job or work policies and strategies of his employer to the media, press and publishing houses, or any other party under a permit from the competent authority to deal with these devices.

Second/, dealing with the Internet and social media:

1-Employees are not permitted to express opinions about these websites as part of their professional activities. Please exercise caution when posting on her website for individuals who do not represent or claim to represent the position of their employer. If you express any particular opinion or direction, you expressly disclaim that the activities and comments you submit on this website reflect your personal opinions and are in no way associated with any governmental authority is needed.

2-Employees are prohibited from expressing negative opinions or making complaints about their employers in their personal accounts. There are legal avenues for complaints to follow within the organization.

3- Taking into account the employee's right to enjoy freedom of speech and to express opinion and objective complaints regarding matters that are not related to his affairs in the workplace, with the necessity of commitment and preserving public morals, public order and laws applicable in this regard.

4- The employee must deal with social media tactfully and objectively, and not write letters or publish anonymous or anonymous articles that offend his workplace or its officials or the government in general, or any other private entity. In all cases, the government employee is responsible for ensuring that social networking sites do not harm the reputation of the government agency to which he belongs, defamation, slander, or insult to the reputation of other government agencies or their personalities.

5- Not to upload texts and images that contain immoral or racist materials, or incite violence and hatred, and not to use the device and the Internet to try to enter and infiltrate other devices or networks, and not to use the Internet to send confidential materials or that are not allowed to be published or that contain threats and harassment to others, or any illegal activities.

6- The employee shall not publish in his personal profiles his position, job title or data his official communication at work for correspondence purposes, in the event that the employee is a personal figure generally associated with the public with his government position.

7- It is prohibited for the employee not to use the information obtained during the performance of job duties and to publish it in any way.

8- The government agency, on its own initiative or based on the stakeholders or the Civil Service Bureau, has the right to take appropriate action, including legal or disciplinary action, against any misuse of the means social networking or the Internet.

9- Communication sites should not be used during work time.

Commitment to good appearance and behavior.

1- The employee must take into account the appropriate appearance, whether in his appearance or dress, in a manner that does not violate morals or the reputation of the employer.

2- Adhere to the official uniform for those whose authorities require them to wear it during working hours, maintain it and keep it clean at all times, and not use it outside official working hours.

Keeping public and private money, property, and public and private resources in place:

1- The employee is accountable for all government property and resources dispensed to him, in his custody or under his control, and is not permitted to use them for personal gain.

2-Taking care of the property and funds of the unit in which he works.

3- Rationalizing the use of energy, water, and all of the employer's equipment and tools, as well as the necessity to record any malfunctions or losses.

4-Prohibition on violating laws relating to control over general budget implementation.

5-Prohibition of violating the regulations and laws related to tenders, auctions, warehouses, purchases, and all financial rules.

6-Avoid neglect or failure that results in the loss of one of the state's or people's financial rights.

7-The need to respond to the contradictions of bodies, and the delay in responding to them is considered a response and its purpose is procrastination.

8-Use resources for authorized public purposes while assuring correct and effective use of public finances, and examine public issues and affairs with integrity, efficiency, speed, and effectiveness.

Respect and tact in the workplace:

1- Dealing with coworkers with respect and sensitivity, keeping healthy and cordial relationships with them without discrimination, being mindful of their privacy, and refraining from using information about their private life to cause harm.

- 2- Refrain from participating in any immoral action that breaches public morality, laws, or conventions.
- 3-Avoid all types of sexual harassment, whether publicly or surreptitiously, including words, actions, or indecent gestures.
- 4- To respect and carry out superiors' directions according to the employment hierarchy, and for the public employee to carry out orders granted to him within the limitations of the applicable laws, regulations, and systems.
- 5- Avoid withholding any work-related information with the intent of influencing decisions or impeding work progress.
- 6- Cooperating with colleagues in performing the urgent duties necessary to ensure the progress of work and the implementation of public service, transferring the knowledge and experience acquired by the chief to his subordinates, and encouraging them to increase the exchange of information and the transfer of knowledge among them.
- 7- Focusing on increasing subordinates' efficiency and developing their capabilities, motivating them to improve their performance, respecting their subordinates' rights and cooperating with them in a highly professional manner without favoritism or discrimination, and adhering to the laws and regulations in force.

Section Four: Code Violation Complaints and Reporting

The achievement of the Code is dependent on its objectives, and achieving the genuine objectives of it in the development and enhancement of job behavior to apply what is mentioned in it is the responsibility of administrative officials and specialists and the various oversight authorities with numerous obligations and repercussions. Any breach of the requirements of this Code necessitates accountability, as well as the imposition of disciplinary procedures and sanctions in accordance with the rules of Civil Service Law No. 81 of 2016 and its executive regulations.

The following are the methods and phone numbers for reporting Code infractions to the various oversight authorities.

1- Administrative Control Authority:

First: Through the Citizens Service Office:

At the Authority's headquarters in Nasr City, near the intersection of Al-Nozha and Asmaa Fahmy Streets, or at its regional offices around the governorates.

Second: Through regular mail:

Complaints shall be sent to the Administrative Control Authority at its address indicated above at P.O. Box No. 111, Heliopolis

Third: Through the Authority's electronic portal:

By entering the electronic portal of the Administrative Control Authority www.aca.gov.eg, then entering the “complaints” section in the main menu, then selecting “send a complaint”, filling out the complaint form and pressing the enter button.

Fourth: By fax No. 66987411 or the Authority's phone number 66916561 or the short number 82811 related to the method of submitting complaints.

2- The Administrative Prosecution Authority:

- Hotline for receiving citizen complaints: 16117

- shakwa@ap.gov.eg: e-mail

- Address: 6th of October City, Al-Najda Square, Administrative Prosecution Authority Building, Complaints Unit, Floor ground.

3- Inform the Citizens Service Unit, the administrative authority: in the event that there is a violation of what was stated in the Code.

4 -Reporting Safeguards :

In 2014, the Council of Ministers passed a draft law on the protection of witnesses, whistleblowers, and experts, including a number of safeguards to ensure their safety and encourage people with case-related information to give it. The following were included in this draft:

a. The state guarantees the necessary protection for witnesses, whistleblowers and experts who are at risk in the lawsuits that are being filed testimony or report each of them to disclose a crime.

B. The person covered by the protection shall abide by the system specified for him for protection in case he is subjected to assault when he adheres to its system, and he shall also be obligated to compensate his heirs in the event of death.

c. A department shall be established at the Ministry of the Interior called the “Protection Department” concerned with the protection of witnesses, whistleblowers and experts covered by this protection.

D. The data of the protected person is considered confidential and may not be disclosed except in the cases indicated by law.

H. The witness, whistleblower, expert, or any relevant body shall request the Public Prosecution or the investigating judge, as the case may be, to place him under the protection system, and the investigation body shall issue a decision to that effect. The Public Prosecution shall prepare a record in which the names and data of those covered by protection and the actions taken in this regard shall be recorded, and the protection department shall be notified of the name and data.

Protection includes one or more of the following:

- Concealing real personal data in whole or in part and keeping them in the aforementioned record.
- Determine a phone number for communication between the person under protection, the Protection Department and the Public Prosecution.
- Show testimony or sayings by electronic means with the ability to change the voice or hide the facial features.
- Putting guards on the person and the dwelling.
- Recommendation to the employer for transfer or delegation.

Any other procedure estimated by the Public Prosecution.

Section Five: Updating the Code

your opinion matters

Codes of conduct and ethics for the public office are developed periodically -every four years -with the participation of the administrative apparatus units of the state and its employees. The state's administrative apparatus and its personnel communicate via the National Institute of Administration's website to display proposals in accordance with legal and regulatory developments.

The National Institute of Administration's website:

www.nmi.gov.eg

Section Six: Appendices

Penalties	Articles
Bribery penalties in Egyptian Law	<p>Chapter Sixteen of the second section of the book deals with the part related to bribery penalties in Egyptian law, as it states:</p> <p>Article 103:</p> <p>Every public employee who asks for himself or for others, or accepts or takes a promise or donation to perform the duties of his position is considered a bribe taker and shall be punished with life hard labor and a fine of not less than one thousand pounds and not exceeding what he was given or promised.</p> <p>Article 103 Bis:</p> <p>Every public official who asks for himself or others, or accepts or takes a promise or gift to perform an act that he mistakenly believes, or claims is from the hopes of his position, shall be considered a bribe-taker and shall be punished with the same penalty stipulated in the preceding article.</p> <p>Article 104 :</p> <p>If a public official asks for himself others, or accepts a promise or or gift to refrain from performing a work of his position or to breach his duties, he will be punished with life hard labor and double the fine specified in Article 103 of this law.</p>

Article 104 Bis:

Every public employee who asks for himself or others, or accepts a promise or donation to perform one of his position's duties, or falsely believes or claims that it is one of his position's duties, or abstains or breaches the duties of his position, shall be punished by the bribery penalty stipulated in the preceding articles, regardless of whether he intended to do so. By doing so, you are not abstaining from it or violating your employment duties.

Article 105:

Every public employee who accepts as a gift or donation from a person who performs for him an act of his position, refrains from performing an act of his position, or breaches his duties after completing that work or refrains from it, or breaches the duties of his position with the intention of rewarding him for that and without prior agreement is punished with imprisonment and a fine of not less than one hundred EGP and not more than five hundred EGP.

Article 105 Bis:

Every public employee who performs an act of his position, or refrains from performing an act of his position, or breaches its duties as a result of a plea, recommendation, or mediation, shall be punished with imprisonment and a fine of not less than two hundred pounds and not exceeding five hundred pounds.

Article 106:

Every employee who requests or accepts a promise or present for himself or others without the knowledge of a servant and his approval to perform or refrain from performing one of the tasks given to him is a bribe-taker , and he shall be punished by imprisonment for not more than two years and a fine of not less than two hundred pounds and not more than five hundred pounds, or by either of these two punishments.

Article 106 Bis:

Anyone who requests for himself or others, or receives or accepts a promise or gift, to use real or alleged influence to get or seek to obtain actions, orders, judgments, decisions, medals, commitment,

license, supply agreement, contracting, a job, or service from any public authority. If he is a public official, he will face the penalty stipulated in Article 124 of this law, as well as imprisonment and a fine of not less than two hundred pounds and not more than five hundred pounds, or only one of these two penalties in other cases. Each party is overseen by the other.

Article 107:

A promise or gift is any benefit obtained by the bribe-taker or the person who appointed him for that, or who is aware of it and approved of it, whatever its name or type, and whether this benefit is material or non-material.

Article 107Bis:

The briber and the mediator shall be punished with the penalty prescribed for the bribe-taker. Nevertheless, the briber or the mediator shall be exempted from the penalty if he informs the authorities of the crime or confesses to it.

Article 108:

If the purpose of the bribe is to commit an act that is punishable by law with a penalty more severe than the penalty prescribed for bribery, then the bribe-taker, and the mediator shall be punished with the penalty prescribed for that act along with the fine prescribed for the bribery.

Article 108 Bis:

Every person who is appointed to take the gift or interest, or who is aware of it and approved by the bribe-taker, or who takes or accepts something of that along with what he did because of it, shall be punished with imprisonment for a period of no less than one year and a fine equal to the value of what was given or promised, if he did not mediate in the bribe.

Article 109 Bis:

If a bribe is offered to a public servant and it is not accepted, he will be sentenced to imprisonment and a fine of not less than £500 and not more than £1,000, if the offer was made to a public servant. If the offer was made to a non-public servant, the penalty is imprisonment for no more than two years or a fine of no more than two hundred pounds.

Article 109 Bis Secondly:

Without prejudice to any harsher penalty stipulated by the Penal Code or any other law, anyone who offers or accepts mediation in a bribe and does not exceed the currency of the offer or acceptance shall be punished with imprisonment and a fine of not less than two hundred pounds and not more than five hundred pounds, or both of these penalties. A public official, then the offender shall be punished with the penalty stipulated in Article 104. If he was with the intention of mediating with a public official, he shall be punished with the penalty stipulated in Article 105 bis.

Article 110:

In all situations, what is paid as a bribe by the briber or the mediator is confiscated in accordance with the preceding articles.

Article 58 of Civil Service Law No. 81 of 2016:

Every employee who deviates from the requirements of duty in his position's work or appears in a manner that would undermine the dignity of the place is subject to disciplinary action.

The employee is not exempt from the penalty based on an order issued by his boss unless it is proven that the violation was committed in the execution of a written order to that effect issued by this boss, despite being alerted in writing to the violation. In this case, the responsibility lies solely with the issuer of the order. The employee is not responsible in civil court, except for his own fault.

Article (58) of Civil Service Law No. 81 of 2016:

1. The warning
2. Wage deduction for a period or periods not exceeding sixty days per year.
3. Suspension from a job for a maximum of six months, with half of the full wage paid.
4. Promotion postponement for a period of no more than two years when it is due.
5. Delegate to a job at the next lower level.
6. Drop to a job at the next lower level, with a wage drop to the amount it was before the promotion.
7. Retirement recommendation.

8. Dismissal from service for those in positions of leadership

For people in positions of leadership:

1. Alert
2. Blame
3. Referral to retirement
4. Dismissal from service

The case of an employee who files two consecutive yearly reports with a low rank is referred to the Human Resources Committee for a one-year transfer to another suitable position at the same work level.

If the committee determines that he is not fit to perform satisfactorily after the expiration of the period referred to in the preceding paragraph, it considers deducting 71% of his salary. For six months, take a multivitamin.

If it is later discovered that he is unsuitable for work, the committee suggests terminating his service for being unfit for the job but retaining his insurance rights. In all circumstances, the committee presents its findings for approval to the appropriate authority.

Harassment penalties in Egyptian law

Law No. () 2014

Amending some legal provisions

Amending certain articles of the Penalties Law enacted by Law No. 58 of 1937

Article 306 Bis (a):

Whoever harassment others in a public or private setting, or who is subjected to sexual or pornographic matters, suggestions or insinuations, whether by gesture, word, or pornography, shall be punished by imprisonment for a term of not less than six months and a fine of not less than three thousand pounds and not more than five thousand pounds, or one of these two penalties. using any

means, including communication methods that are wired or wireless.

The punishment is an amount of time served in prison of at least one year and a fine of at least five thousand pounds but no more than ten thousand pounds, or one of these two -

The two punishments if the offender pursues and tracks the victim again and commits the same crime.

If the offence occurs again, the minimum and maximum sentences for jail and fines will be doubled.

(Second Article)

Added to the Penal Code promulgated by Law No. 58 of 1937, a new Article No. 306 bis (b), which reads as follows:

Suppose the offence listed in Article 122 bis (a) of this law is committed with the intent to obtain from the victim a benefit of a sexual nature. In that case, it is considered sexual harassment, and the offender will be punished with a term of imprisonment of at least one year and a fine of at least ten thousand pounds but not more than twenty thousand pounds, or one of these two penalties.

If the offender is one of those listed in Article (267)'s second paragraph, if he has functional, familial, or educational authority over the victim, if he applies any pressure to him that the circumstances permit, if the crime is committed by two or more people, or if at least one of them is carrying a weapon The punishment consists of not less than two years in prison and not more than five years in jail, as well as a fine of not less than 20,000 pounds and not more than 50,000 pounds.