



Agreement between employer and National Employment Pact (NEP) office on criteria of a 'Decent Job' in the framework of NEP

Due to the idea of the NEP (National Employment Pact) Strategy the focus is on higher job quality. NEP membership is subject to criteria which shall ensure fair and appropriate employment. Such criteria are with respect to salaries, work conditions, gender and contract.

All the criteria are understood as to reflect the overall concept of 'Decent Work' of the International Labor Organisation (ILO <http://www.ilo.org/global/about-the-ilo/decent-work-agenda/lang--en/index.htm>) and are according to Egyptian Labor Law.

Following are the criteria of a decent job which could be expected by the Job Seekers especially in the Egyptian context and which the employer has to guarantee to receive high quality Job Seekers.

1. Safe working environment.

- A. The company and its branches should provide the means of protection from the negative risks arising from the aggravation of the harm or danger through the failure to provide them, like the means of rescue, first aid, and the cleanup.
- B. The company and its branches should prepare an emergency plan for protection of the establishment and its workers in the event of an occurring disaster, this plan should be tested and train the workers to face its requirements.

2. Employment package includes:

- A. Minimum starting basic salary is **700.00 EGP / month**.
- B. Working hours, vacations, leaves, probation period are in compliance with the Egyptian Labor Law 12/2003 and Social Insurance Law 1975.

- C. Minimum annual salary increase according to the Egyptian Labor Law shall be granted at least.
- D. Clear employment contract to be signed directly after hiring.
- F. Social, medical insurance are afforded directly with the contract.

Please be aware that if any part of this above mentioned package (1. and 2.) is missing on the employer's side NEP office won't be able to offer any kind of customized client service.

NEP Office reserves the right to review decent job offers and to have a follow-up through our Job Scouts to your company.

NEP Office Cairo

Company, Representative

Date, Signature

Date, Signature