12. Recruitment of Manpower to work Domestically and Abroad:

Treatment Granted to Foreign Investment	Legislative Basis	Text of the Governing Provision	Competent Authority
Restricted access is granted to manpower recruitment and placement activities domestically and abroad. Such activity may only be carried on through the entities specified by the Labor Law, including private employment agencies licensed by the competent ministry. The Law imposes specific ownership and management restrictions on licensed companies. A company engaged in domestic recruitment and placement operations must have its capital wholly owned by Egyptians, and its board members and managers responsible for placement operations must be Egyptians. As regards the recruitment and placement of Egyptians abroad and/or domestically, the foreign participation must not exceed 49%; the absolute majority of the founders and members of the board of directors must be Egyptians, and the Egyptians must collectively own not less than 51% of the company's capital. The company must also satisfy the requirements related to licensing, capital structure, and guarantee.	**Articles (40) and (41) Labor Law No. 14 of 2025**	**Article (40):** "Without prejudice to the international agreements related to recruitment, the business of recruiting Egyptians to work domestically or abroad may only be carried on by Competent Ministry or the following entities: 1. The ministries and the public authorities, provided this be limited to recruiting their own staff; 2. Public sector companies, public business sector companies, and private sector companies provided this be limited to recruiting their own staff under contracts concluded with foreign entities, within the scope of such companies' business activities; and 3. Private Recruitment Agencies incorporated as joint stock companies, partnerships limited by shares, limited	**Ministry of Manpower**

Treatment Granted to Foreign Investment	Legislative Basis	Text of the Governing Provision	Competent Authority
Domestic Recruitment Activity: • The capital must be wholly owned by Egyptian nationals, and the members of the board of directors and managers responsible for operations must be Egyptians. **Overseas Recruitment Activity:** • The shares of the foreign nationals must not exceed 49%.		liability companies, or single member companies, provided they be duly licensed to do so by Competent Ministry." **Article (41):** Without prejudice to the conditions set forth under the Law on Joint Stock Companies, Partnerships Limited by Shares, Limited Liability Companies, and Single Member Companies enacted by Law No. 159 of 1981, obtaining the license mentioned in Item (3) of Article (40) requires meeting the following requirements: 1. The founders, the members of the board of directors, and the managers involved in the recruitment operations must not have been convicted of a felony or sentenced to imprisonment for a dishonorable, trust-breaching, or public morality misdemeanor, unless rehabilitated.	

Treatment Granted to Foreign Investment	Legislative Basis	Text of the Governing Provision	Competent Authority
		2. The company's issued or paid-up capital must not be less than two hundred and fifty thousand Egyptian pounds (EGP 250,000) and must be entirely owned by Egyptians if the company operates domestically, and not less than five hundred thousand Egyptian pounds (EGP 500,000) if the company operates abroad and/or domestically. The absolute majority of the founders and the members of the board of directors in the latter case must be Egyptians owning at least 51% of the company's capital. 3. The company must provide a security deposit of not less than one million Egyptian pounds (EGP 1,000,000) either in cash or through an unconditional, irrevocable letter of guarantee issued by a bank registered with the Central Bank of Egypt in favor of Competent Ministry. This security deposit must remain valid	

Treatment Granted to Foreign Investment	Legislative Basis	Text of the Governing Provision	Competent Authority
		throughout the license term to ensure the licensed company's compliance with the requirements. Any fines or damages ruled against the licensed company, or any amounts unlawfully collected by the licensed company, must, under this Law, be deducted from the security deposit. The licensed company must replenish the security deposit within fifteen (15) days as of receiving a registered letter with acknowledgment of receipt notifying it of the need to do so. The license shall be valid for one (1) year and may be renewed in accordance with such rules and procedures as decreed by Competent Minister. A fee, not exceeding ten thousand Egyptian pounds (EGP 10,000) shall be charged for issuing or renewing the license. Competent Minister may impose additional conditions for obtaining the license and may	

Treatment Granted to Foreign Investment	Legislative Basis	Text of the Governing Provision	Competent Authority
		suspend the issuance of new licenses, if the public best interests so necessitate due to real changes in the labor market dynamics.	