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A portal for providing legal knowledge and offering solutions managed by a team of specialized lawyers and supervised by Ms. Nehad Abulkomsan, senior lawyer

Legal articles ... Issue Article

YOUR RIGHTS IN THE WORKPLACE: WHEN IS DISMISSAL CONSIDERED UNFAIR, AND WHAT COMPENSATION ARE YOU ENTITLED TO?!

A stable working environment is a fundamental pillar of productivity and creativity. However, circumstances may sometimes arise in which you suddenly find yourself facing a decision by your employer to terminate your employment. This raises an important legal question: When does such dismissal constitute unfair dismissal, and what financial and legal rights are you entitled to?

1. When Is Dismissal Considered Unfair?

- When your employment is terminated without a legitimate legal justification or in retaliation for asserting your legal rights.
- When the decision is made without following the legally prescribed procedures and official settlement committee processes.

2. What Compensation Are You Entitled To?

- Financial compensation: No less than two months' salary for each year of service.
- End-of-service benefits and payment for any unused annual leave balance.
- Three months' salary in lieu of the notice period, along with the official issuance of your employment certificate and relevant documents.

Your Lawyer's Advice

Do not sign any final settlement or release agreement waiving your rights before seeking legal advice. Make sure to properly document and retain copies of all your employment contracts and correspondence.

YOUR LAWYER'S LEGAL SERVICES IN THE FIELD OF FREE CONSULTATIONS:

YOUR LAWYER PLATFORM IS A PORTAL FOR LEGAL KNOWLEDGE AND PROVIDING SOLUTIONS. THIS IS MANAGED BY A TEAM OF SPECIALIZED LAWYERS UNDER THE SUPERVISION OF MS. NEHAD ABUELKOMSAN, SENIOR LAWYER.

Ask Your Lawyer

A question:
Gross Misconduct at Work: When Can Your Employer Legally Dismiss You Without Notice?



The Answer

Gross misconduct under labour law refers to serious violations committed by an employee that may give the employer the legal right to terminate their employment (dismissal) without prior notice and without being liable for unfair dismissal compensation.

However, such cases must be properly established through evidence and investigated in accordance with the applicable official legal procedures.

LEGAL INFORMATION

Under Egyptian Labour Law No. 12 of 2003, Article 69 sets out an exhaustive list of gross misconduct cases. These are the specific circumstances in which an employer may legally dismiss an employee or terminate their employment without prior notice or dismissal compensation, provided that the misconduct is duly established through a formal legal investigation.

Legal Concepts

The International Labour Organization (ILO), under Convention No. 158 of 1982, established a fundamental principle: an employee's employment must not be terminated unless there is a valid reason related to the employee's capacity or conduct, or to the operational requirements of the business (such as economic restructuring).

This principle also contributes to the achievement of the United Nations Sustainable Development Goals (SDGs), particularly:

1. Goal 1: No Poverty
2. Goal 5: Gender Equality
3. Goal 10: Reduced Inequalities

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Legal Updates

Under the New Egyptian Labour Law No. 14 of 2025, Article 148 addresses cases of gross misconduct and the rules governing termination of employment and dismissal. It sets out an exhaustive list of circumstances in which an employee may be deemed to have committed gross misconduct, thereby justifying the initiation of judicial dismissal proceedings.

OUR CLIENTS



This month, , a total 393 of consultations were received by "Mohamek" across its 2 different communications means, including Facebook pages, and telephone, , as follows:

- Phone
- Facebook

Phone: : 361 consultations were received on mobile and landlines, making up 100 % of the complaints

Facebook: - consultations were received on Facebook, making up 0%

Your Legal Advisor in Family Matters. ..Can a Husband's Multiple Marriages Be Grounds for Divorce?!



AA housewife filed a lawsuit before the Family Court against her husband, seeking a divorce on grounds of harm. She argued that the harm she had suffered stemmed from her husband's multiple marriages.

The Family Dispute Settlement Office, through its social and psychological specialists, notified both the claimant and the defendant of the scheduled reconciliation session in an attempt to resolve the dispute amicably. Both parties attended the session.The wife stated that continuing their marital relationship had become impossible, describing her husband as dishonest and deceptive.

She explained that he had married her three years earlier and that they had a one-and-a-half-year-old child together. However, she accidentally discovered that he had been married multiple times. When she confronted him, he failed to provide a convincing explanation.

She further alleged that her husband had forced her, under pressure and coercion, to sign promissory notes and cheques, which he subsequently used to initiate imprisonment proceedings against her. This resulted in the loss of her rights and dragged her into a series of legal and personal crises. She also claimed that he repeatedly threatened to deprive her of custody of her child.

The husband, meanwhile, stated that he opposed the divorce. He explained that he had concealed his previous marriages because he feared she would refuse to marry him if she knew the truth. He added that each of his previous marriages had ended due to a lack of mutual understanding, and that his current wife was the only woman with whom he had a child.

The reconciliation efforts ultimately failed due to the wife's firm insistence that continuing the marriage was no longer possible.

She reiterated that throughout the three years of their marriage, she had repeatedly felt that her husband's behaviour was questionable. She also referred to late-night phone calls and described lying as his only means of evading the truth. She stressed that she refused to build her life on a foundation of dishonesty.

Following the failure of reconciliation efforts, the case was referred to the court, leaving the wife with an important legal question:

Is a wife legally entitled to seek a divorce on grounds of harm because of her husband's multiple marriages?

Your Legal Advisor in Family Matters answers as follows:

Article 11 bis of Decree-Law No. 25 of 1929, as amended by Law No. 100 of 1985, grants a wife the right to seek a divorce if her husband marries another woman and she suffers material or moral harm that makes the continuation of married life impossible, even if she had not stipulated that he refrain from marrying another woman.

The same article requires the husband to declare his marital status and provides for notification of his existing wife upon entering into a new marriage. It also grants the wife the right to seek a divorce on grounds of material or moral harm that makes continued married life untenable, provided that she files her claim within one year from the date she becomes aware of the new marriage.

According to principles established by the Egyptian Court of Cassation, a husband's marriage to another woman does not, in itself, constitute presumed harm that automatically entitles the first wife to a divorce. Rather, the wife must prove before the Family Court that she has suffered actual harm, such as a failure to maintain equality between wives, neglect of financial support, or demonstrable psychological harm. She must also file her claim within one year of becoming aware of the subsequent marriage, unless she has expressly or implicitly consented to it.

For a free consultation Please fill out an online form, send us an email, or call us via phone for 30 minutes

working days

Sunday – Thursday from 10:00 am to 04:00 pm

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