

**Book - 3**  
**Vocational Guidance and Training**

**Article : 131**

In applying the provisions of this book the following terms shall denote the meanings indicated next to each of them:

**Vocational guidance:**

Helping the individual in choosing the vocation or the vocational course that suits mostly his abilities, aptitudes, and likings in light of the continuous studies of the labour market, the required vocations, and their constituents.

**Vocational training:**

The means that are apt to enable the individual to acquire and develop the knowledge, skills, and abilities necessary to prepare him for the suitable job.

## **Part - I**

### **Vocational Training Organizations**

#### **Article : 132**

A decree of the President of the Republic shall be issued forming the Higher Council for Development of Human Resources and determining its powers and the system of work in it. The council shall undertake drawing up the national policy for human development planning and setting a national program for its development and optimal use in coordination with the concerned ministries and authorities.

#### **Article : 133**

A Fund with public juridical personality shall be established for finance of training and habilitation. It shall be attached to the concerned minister and provide the finance for establishing, developing and updating the training centers and programs which aim at harmonizing the needs of the local and private labour market.

The Fund shall be concerned with setting the conditions and rules to be followed for the vocational training educational and theoretical programs and periods, and the tests and certificates to be issued in this respect.

The prime minister shall issue a decree forming the board of the Fund under the chairmanship of the concerned minister and determining the system of work in it and in its branches in the governorates, its executive regulations, the system of collecting its resources, the accounting system to be followed, and the system of control on its moneys and property.

### **Article : 134**

The resources of the Fund referred to in the previous article shall be made up of:

- 1- 1% of the net profits of the establishments that are subject to the provisions of the present Law, and the number of workers therein are more than ten workers.
- 2- The resources to be appropriated for it by the State.
- 3- The aid, donations, and gifts the board of the Fund will accept according to the rules to be set in the executive regulations of the Fund.
- 4- The yield of investing the Fund's property and moneys, according to the rules to be set in the executive regulations of the Fund.

The Fund shall have a special account with one of the commercial banks accredited with the Central Bank of Egypt. Its moneys and property shall be forwarded from one financial year to another.

The Fund shall prepare annually the financial statements indicating the financial position, and its moneys and property shall be subject to control by the Central Audit Agency.

## **Part – II**

### **Licensing The Exercise Of Vocational Training Operations**

#### **Article : 135**

No quarter shall exercise the vocational training operations unless it assumes the form of a joint stock company, a partnership limited by shares or a limited liability company. The Higher Council for Development of Human Resources, as prescribed in article (132) of the present Law shall determine the minimum capital of each of these companies according to the kind of activity in which the training operation is exercised.

*The following shall be excepted from the provisions of the previous clause:*

- 1- The trade union quarters and organizations and the non-governmental associations and institutions established according to Law No. 84 of the year 2002 which exercise the vocational training operations at the time of promulgating the present Law.
- 2- Quarters to be established by the units of the administrative machinery of the state, the public authorities, and the local government units.
- 3- Quarters exercising vocational habilitation and training operations for the handicapped.
- 4- Quarters undertaking the training of their workers.

#### **Article : 136**

Exercising the vocational training operations shall be conditional upon obtaining a license therefor from the concerned ministry, with the exception of the quarters prescribed in items (2), (3), and (4) of the second clause of the previous article.

The concerned minister shall issue a decree determining the conditions, rules and procedures of granting the license and recording it in the special register.

A register shall be prepared in the said ministry for recording the quarters to be licensed for exercising the vocational training operations.

Quarters exercising the vocational training operations at the time of promulgating the present law shall obtain the said license within one year from the date the present law comes into effect.

The license shall be abrogated in case of breaching any of its conditions.

## **Part – III**

### **Exercising Vocational Training Operations**

#### **Article : 137**

Quarters authorized to exercise vocational training shall submit the training programs to be set by the concerned agencies at the competent ministry for their approval, along with observing the following:

- 1- The conditions to be fulfilled by the trainees to join the programs, and the training expenses.
- 2- Degree of adequacy of the training operations, in terms of the training subjects and fields, and the number of hours appropriated therefor.
- 3- Levels and types of trainers.
- 4- Level of the skill the trainee acquires following completion of the program.
- 5- Any other conditions to be set by the concerned ministry.

The submitted programs shall be approved within sixty days from the date of their submission. The lapse of this period without notification shall be considered an approval of these programs.

#### **Article : 138**

Trainers exercising vocational training works shall be required to have been licensed for that by the concerned ministry.

The concerned minister shall issue a decree determining the conditions, rules and procedures of granting the license and the cases of its abrogation.

A register shall be provided at the concerned ministry for recording the licensed trainers, and for marking in it the license abrogation cases.

## **P**art - IV

### **Measuring The Skill Level And Licensing The Exercise Of Crafts**

#### **Article : 139**

The quarter exercising vocational training operations shall grant the trainee a certificate indicating that he passed successfully the training program held by it, and indicating the level he has reached.

A decree of the concerned minister shall be issued determining the other data to be indicated in this certificate as well as the provisions on measuring the skill level, the quarters concerned with determining that level, the crafts that are subject to such measuring, the method it is carried out, the requirements to sit for it, the place where it is held in respect of each craft, the certificates granted by the quarters undertaking that procedure, the degrees given for the skill as rated by it, and all data to be recorded in these certificates, along with indicating the fees prescribed for them, such that they shall not exceed forty pounds, and the cases of exemption from that fee.

#### **Article : 140**

Any person desiring to exercise any of the crafts prescribed by a decree of the concerned minister, as referred to in the previous article, shall apply to the concerned administrative quarter for a license qualifying him to exercise the craft.

The employer shall not hire a worker for any of the crafts indicated in the ministerial decree referred to in the previous article, unless the worker has obtained the said license.

A decree to be issued by the concerned minister after consulting the view of the trade union organization, shall determine the conditions, rules, and procedures of granting the said license, the fee determined for it, which shall not exceed forty pounds, and the cases of exemption therefrom.

## **Part – V**

### **Apprenticeship**

#### **Article : 141**

A person joining service with an employer with the aim of learning a vocation or trade shall be considered an apprentice.

The concerned minister shall issue a decree concerning the rules and procedures regulating vocational apprenticeship.

#### **Article : 142**

The agreement for apprenticeship shall be made in writing. It shall determine the period for learning the vocation or trade, its successive stages and the remuneration in each stage, estimated progressively, providing that in the final stage it shall not be less than the minimum wage determined for the category of workers in the vocation or trade of his apprenticeship.

#### **Article : 143**

The employer may terminate the apprenticeship agreement if it is established to him that the apprentice is unfit, or lacks the aptitude for learning the vocation or trade satisfactorily. The apprentice may also terminate the agreement.

As a condition, the party willing to terminate the agreement shall notify his wish to the other party at least three days before terminating it.

#### **Article : 144**

The provisions concerning the leaves, the working hours, and the break periods, as prescribed in articles (47) to (55), and (80) to (87) of the present Law, shall apply to the apprentices.