



## New Ministerial Decree regulating Procedural Safeguards for Employee Resignations

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### Introduction

In line with the legislative reforms introduced under the Labor Law No. 14 of 2025 (the “**New Labor Law**”), the Ministry of Labor has issued Ministerial Decree No. 187 of 2025 (the “**Decree**”), on 14 September 2025, regulating the submission of resignations by employees. Recognizing that resignation practices have historically lacked procedural safeguards, often resulting in disputes before labor courts, the Ministry has sought to establish greater clarity and fairness in how resignations are submitted, certified, and enforced.

To strengthen the protection of employees’ rights, the Decree introduces a regulatory framework that formalizes the resignation process. The intent appears to be twofold: (i) preventing abusive practices affecting employees; and (ii) creating a documented process that could reduce labor disputes before the courts and labor offices.

We shall delve into the key highlights of the Decree as follows:

### Formalization of Resignation Procedures

The Decree introduces mandatory formal requirements for the validity of employee resignations to minimize disputes and ensure authenticity. Under the Decree, an employee must:

- i. **Submit a written resignation** personally signed by the employee or by a duly authorized representative pursuant to a valid power of attorney; and
- ii. **Get the resignation certified** by the competent Labor Office, where it must be officially endorsed.

Each resignation is registered with a unique serial number, stamped, and dated by the Labor Office in the relevant registry. Employees may, at their request, obtain certification using the State Emblem Seal for higher official formality. Any resignation that is not validated in this manner is deemed legally ineffective and produces no legal consequences.

### Safeguards against Coercion and Fraud

Labor offices must verify the identity of the resigning employee using their national ID to prevent fraudulent submissions. The Decree prohibits employers from submitting resignations on behalf of employees in any form. Additionally, an employee has the right to withdraw his/her resignation within ten (10) days from notification of acceptance by the employer. In all cases, withdrawal of the resignation must be in writing and must also be certified by the competent Labor Office.

### Employment Continuity and Timing Rules

The resignation does not immediately terminate the employment relationship. Under Article 4, employment continues until the employer accepts the resignation or **10 days** elapse,



whichever occurs first. During this time, the employee must continue performing his/her duties. This aims at striking a balance between employee rights and business continuity.

### Mutual Termination and Employer Obligations

The Decree distinguishes between unilateral resignation and termination by mutual agreement. While resignations must be certified by the labor office, mutual termination agreements are exempt from the certification requirement, provided they are in writing, voluntary, and confirm full settlement of employee entitlements. The Decree also reiterates the employer's obligation to issue a certificate of employment and return all employee documents within 15 days of termination upon request.

### Conclusion

The Decree notably reshapes the resignation landscape in Egypt by introducing government oversight into the process. While the certification requirement is expected to reduce litigation related to contested resignations, it adds a new compliance layer for employers, who must now align internal HR practices with the Decree to avoid invalid resignations.