GrowAxis

DESTINATION GUIDE · EDITION 2026

Outsourcing to Egypt 2026.
The destination guide.

What a team in Egypt costs, the rules that apply, the hours you share and the four ways to build a team. Short pages, plain tables, and a source for every number.

COSTS
by role and by language, against the US and Europe

RULES
the 2025 labour law, payroll, data and GDPR transfers

HOURS
what a Cairo day shares with Europe, the Gulf and North America

CHOICES
own company, employer of record, embedded team or vendor



Hours from UTC in winter. Cairo is on UTC+2, and on UTC+3 from late April to late October.

Published by GrowAxis, November 2026. Figures checked between 27 October and 4 November 2026.

A planning guide, not legal or tax advice. Free to share.

www.growaxis.net · contact@growaxis.net

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Egypt as an outsourcing destination in 2026. *The facts a buyer needs, on one page each.*

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How to read this guide

- Every number has a small reference mark. The foot of the page names the source, and the list at the end (pages 19 and 20) gives each one with its link.
- Costs are GrowAxis's 2026 all-in monthly rates per person: pay, social insurance, equipment and management, from $1,500 a month. The free growth assessment sets the scope, and the proposal after it confirms the price.
- Rates are in US dollars. Pound figures use EGP 55.3 to the dollar, the Central Bank of Egypt rate on 3 November 2026.
- GrowAxis wrote this guide and employs people in Egypt. Read the Egypt lines with that in mind, and check the sources.

01 · SINCE 2019

The last destination guide is from 2019. *Most of its numbers have moved.*

ITIDA and the German Outsourcing Association published Egypt's outsourcing destination guide in 2019[1]. Here is what it said, and where things stand in 2026.

TOPIC	THE 2019 GUIDE	IN 2026
Exports	$3.26 billion in 2017; IDC forecast $4.7 billion for 2020[1]	$5.2 billion of offshoring exports in 2025[2]; a target of $6.4 billion for 2026/27[3]
People	169,000 in 2017 and 189,000 in 2018; IDC forecast 240,000 for 2020[1]	About 195,300 in exporting outsourcing and tech companies, June 2026[3]. Not the same scope as IDC's count.
Graduates	About 500,000 a year, from over 50 universities and 100 institutes[1]	743,100 higher-education graduates in 2024[4]; 129 universities in 2026[5]
Developer pay	Average software developer salary $7,500 a year (Payscale)[1]	Average base pay EGP 115,827 a year (Payscale, September 2026), about $2,095[6,7]. The pound's fall explains much of the drop.
Subsea cables	At the meeting point of 15 cable lines[1]	18 cables in service and 6 planned[8]
Clock	EET, GMT+2[1]	UTC+2, with summer time (UTC+3) since 2023 under Law 24 of 2023[9]
Rankings	4th most favoured offshore location for 2019 (Ryan Strategic Advisory)[1]	7th in the Offshore CX Confidence Index 2025, at 80.9%[10]; 3rd in the Offshore BPO Confidence Index 2023[11]
Labour law	Law 12 of 2003	Law 14 of 2025, in force since 1 September 2025[12]
Data protection	No general data protection law	Law 151 of 2020; licences needed since its one-year compliance period ended, at the start of November 2026[13,14]
Skills training	A plan to train and certify 45,000 people in new technologies before 2022[1]	500,000 trainees in state digital-skills training in the last fiscal year[15]
State support	Tax rebates, lower customs tariffs and simpler customs[1]	A yearly reimbursement per new hire (2022 to 2026), export rebates for tech services, rent support in tech parks, zero VAT on services rendered remotely[16,17,18,19]
Gulf customer service	Not covered	Saudi Arabia reserves remote customer service jobs for Saudi nationals, since 1 August 2021[20]

Payscale's sample leans to local employers and juniors. For GrowAxis's all-in rates, see page 7.

SOURCES 1 ITIDA and GOA, 2019 guide 2 ITIDA, 26 Aug 2026 3 ITIDA, 22 Sep 2026 4 CAPMAS via Al Banker 5 Ministry of Higher Education 6 Payscale, Sep 2026 7 Central Bank of Egypt 8 TeleGeography 9 Egyptian Streets, 19 Oct 2026 10 Zawya (IDSC) 11 Ahram Online, 26 Nov 2023 12 EY, 2025 13 CMS, 13 Jan 2026 14 Baker McKenzie, 7 Oct 2026 15 Ahram Online, 12 Nov 2025 16 ITIDA, 27 Jul 2022 17 Arab Finance, 25 May 2026 18 ITIDA, parks programme 19 PwC Tax Summaries, other taxes 20 HRSD, in force 1 Aug 2021

Egypt in six numbers. *Each one is explained in the pages that follow.*

$5.2B [2]

Offshoring exports in 2025

ITIDA, 26 August 2026. ITIDA's CEO gives the same figure for the 2025/26 fiscal year.

282 [2]

Delivery centres, run by 252 companies

177 of the companies in the sector are multinationals.

195,300 [3]

People in exporting outsourcing and tech companies, June 2026

The trained workforce already doing this work.

750,000 [2]

University graduates a year

About 750,000, ITIDA says. CAPMAS counted 743,100 higher-education graduates in 2024[4].

+1 hour [21]

Ahead of Berlin, Paris and Amsterdam for most of the year

A normal Cairo day covers the European working day.

$2,500 [22]

A month, all in, for a mid-level software engineer

GrowAxis's 2026 all-in rate: pay, social insurance, equipment and management.

FOR CONTEXT

109.5 million

residents, September 2026[23]

5.1%

real GDP growth in the 2025/26 fiscal year[24]

13.9%

annual urban inflation, September 2026[25]

SOURCES 2 ITIDA, 26 Aug 2026 3 ITIDA, 22 Sep 2026 4 CAPMAS via Al Banker 21 timeanddate 22 GrowAxis 2026 rates 23 CAPMAS via Egypt Telegraph 24 Ahram Online, 3 Sep 2026 25 Daily News Egypt, 10 Oct 2026

A $5.2 billion export industry. *Still adding centres and jobs.*

Egypt's offshoring sector exports IT, engineering and business services to clients in more than 100 countries[26]. ITIDA, the state's IT industry development agency, sets the targets and signs the new centres.

$5.2B
offshoring exports in 2025[2]

$6.4B
ITIDA's target for 2026/27; more than $8B by 2027/28[3]

24.3%
ICT sector growth in the last quarter of 2025/26, the minister said[27]

THE SECTOR IN NUMBERS

Growth since 2022	Digital offshoring exports rose from $2.4 billion in 2022 to $4.8 billion in 2025, and offshoring companies from 90 to over 240, the ICT ministry said in November 2025[15].
Growth rate	14% to 16% a year for the past eight years[26].
Share of the economy	ICT is around 6% of GDP; the government targets 8% by 2030[28].
New centres	At the Global Offshoring Summit in November 2025, ITIDA signed 55 agreements: 39 companies expanding and 16 entering Egypt. They are expected to create more than 75,000 jobs over three years[26].
Jobs delivered	Agreements with 29 global companies in 2022 committed to 34,000 new jobs; 60,000 had been delivered by the end of 2024[26].
What the state targets	Contact centres, application development and maintenance, embedded software, corporate services, testing, banking and insurance, and high-tech[29].

How Egypt ranks

INDEX	EGYPT
Offshore CX Confidence Index 2025	7th, at 80.9%; India first at 93.9%. Highest sub-scores: security and safety 90.2%, infrastructure 86.9%[10]
Offshore BPO Confidence Index 2023	3rd, at 83.8%, up from 11th in 2022[11]
Kearney Global Services Location Index	15th in 2021, first in the Middle East and Africa[30]
ITU Global Cybersecurity Index 2024	Tier 1, the top tier: one of 46 countries[31]
WIPO Global Innovation Index 2025	86th[32]

Figures differ by source: the $4.8 billion for 2025 is the ministry's count of digital offshoring exports; the $5.2 billion is ITIDA's, from its August 2026 release. Targets are targets, not results.

SOURCES 2 ITIDA, 26 Aug 2026 3 ITIDA, 22 Sep 2026 10 Zawya (IDSC) 11 Ahram Online, 26 Nov 2023 15 Ahram Online, 12 Nov 2025 26 ITIDA, Sector Outlook 27 State Information Service 28 Ahram Online, 21 Jul 2026 29 ITIDA, offshoring strategy 30 ITIDA, 27 May 2021 31 Ecofin Agency, 17 Sep 2024 32 WIPO, GII 2025

Large graduate classes, and software skills in demand. *English first, then German, French and Italian.*

743,100
higher-education graduates in 2024[4]

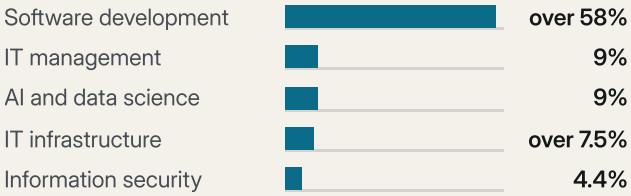
50,000
ICT graduates a year, the ICT ministry says[15]

37%
of graduates hold STEM degrees, ITIDA says[33]

129
universities in 2026, up from 56 in 2013[5]

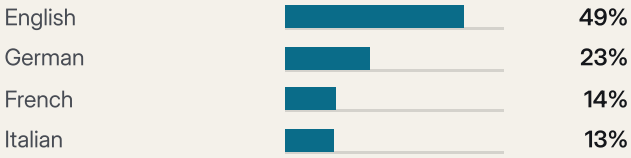
IT openings by field

Share of 3,200 IT openings at ITIDA's job fairs, October 2023 to March 2024[34]



Call-centre openings by language

Share of language openings at the same fairs[34]

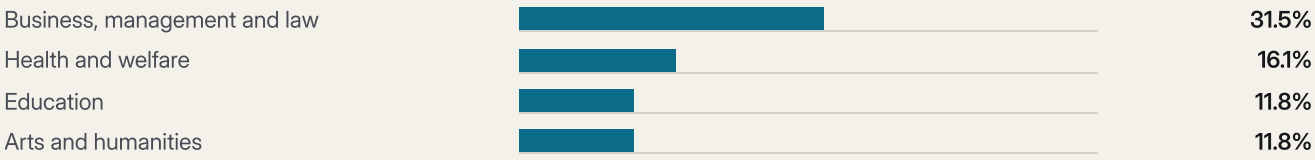


English, measured independently

EF ENGLISH PROFICIENCY INDEX 2025	EGYPT	WHAT IT MEANS
Rank among 123 countries; score	89th; 458[35]	Below the global average of 488
IT staff; customer service staff	492; 483[35]	Above the national score: compare by job, not by country
Reading; speaking; listening; writing	469; 453; 451; 403[35]	Writing is the weakest skill: test it in hiring
Alexandria; Cairo; Giza	480; 478; 465[35]	

Graduates by field of study, 2024

Share of 743,100 higher-education graduates; the bulletin gives no count for ICT or engineering[4]



The ICT ministry describes a workforce trained in more than 20 languages[15]. About 3.2 million people in Egypt speak French[36]. In customer service job posts, English made up 92% to 98% in recent years[37]. The 50,000 ICT graduates is the figure the 2019 guide also used[1].

SOURCES 1 ITIDA and GOA, 2019 guide 4 CAPMAS via Al Banker 5 Ministry of Higher Education 15 Ahram Online, 12 Nov 2025
33 ITIDA, talent page 34 ITIDA, 17 Apr 2024 35 EF EPI 2025, Egypt 36 OIF estimate, 2022 37 Wuzzuf, Apr 2026

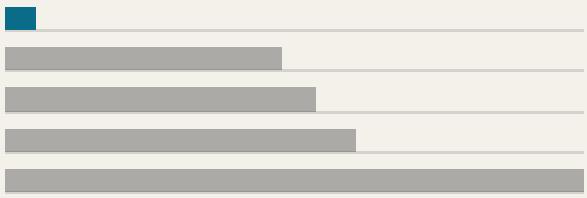
A mid-level software engineer costs about $2,500 a month, all in. *No role is below $1,500.*

ROLE	JUNIOR	MID-LEVEL	SENIOR	MID-LEVEL, A YEAR
Software engineer	$1,500	**$2,500**	$6,940	$30,000
Backend developer	$1,500	**$2,720**	$6,940	$32,640
Frontend developer	$1,500	**$2,050**	$7,150	$24,600
Full-stack developer	$1,500	**$2,300**	$6,810	$27,600
Mobile developer	$1,500	**$2,680**	$6,270	$32,160
QA engineer	$1,500	**$2,100**	$4,240	$25,200
DevOps and cloud engineer	$1,500	**$2,720**	$5,690	$32,640
Data analyst or scientist	$1,500	**$2,340**	$5,690	$28,080
UI/UX designer	$1,500	**$2,100**	$4,800	$25,200
Product manager	Not offered	**$3,140**	$7,830	$37,680

GrowAxis's 2026 all-in monthly rates[22], in US dollars: pay, Egypt's social insurance and salary tax handled through payroll, equipment and management. Senior rates are for people at the level of top companies and multinationals.

A software engineer, a year: pay elsewhere, and the GrowAxis rate

Median total pay reported to Levels.fyi, in US dollars



A mid-level engineer from Egypt with GrowAxis, all in



Levels.fyi medians, updated 3 and 4 November 2026: Egypt about EGP 554,000 (427 salaries), Germany €84,884, the Netherlands €95,206, the United Kingdom £89,832, the United States $200,000. Its users lean to larger tech employers, so typical pay is lower: Payscale's average base pay in Egypt is EGP 115,827[6]. In the US, the BLS median for software developers was $135,980 in May 2025[44].

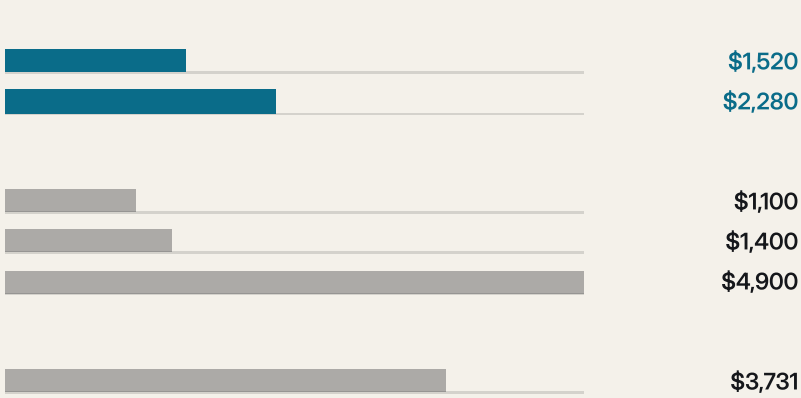
SOURCES 6 Payscale, Sep 2026 7 Central Bank of Egypt 22 GrowAxis 2026 rates 38 Levels.fyi, Egypt 39 Levels.fyi, Germany 40 ECB, 4 Nov 2026 41 Levels.fyi, Netherlands 42 Levels.fyi, UK 43 Levels.fyi, US 44 US BLS, May 2025

A support specialist costs $1,520 to $2,280 a month, all in. *The language sets the price.*

LANGUAGE	A MONTH, ALL IN	AN HOUR
English, fluent (C1)	**$1,520**	$8.79
German	**$1,910**	$11.04
Spanish	**$2,000**	$11.56
French	**$2,280**	$13.18

GrowAxis's 2026 all-in rates[22]: pay, social insurance, equipment and management. Hourly figures divide the monthly rate by 173 hours, a 40-hour week. Dutch, Italian and Portuguese are priced per role.

Against what support costs elsewhere, a month



Provider prices and the GrowAxis rate include management; the US figure is pay alone, before employer costs. Compare what each one includes.

One seat, or every hour

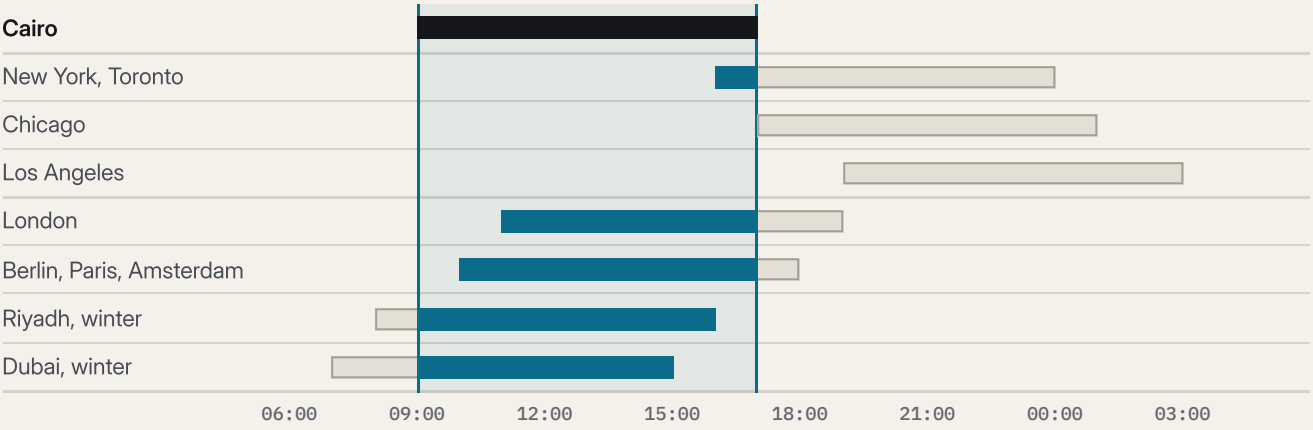
One full-time person covers about 40 of the 168 hours in a week. Every hour of the week takes 4.2 people before breaks, leave and sickness: about five. Most small teams start with one seat for the busiest hours.

Saudi Arabia. Remote customer service jobs at companies operating in the Kingdom are reserved for Saudi nationals, outsourced ones included[20]. Support for Saudi customers cannot be run from Egypt. See page 11.

SOURCES 20 HRSD, in force 1 Aug 2021 22 GrowAxis 2026 rates 45 Providers' published prices 46 US BLS, 2025

A Cairo day covers most of the European and Gulf working day. *For North America, add a later shift.*

Each bar is that city's 9:00 to 17:00, drawn in Cairo time for most of 2026[21]. The shaded column is a 9:00 to 17:00 day in Cairo; the darker part of each bar is the time you share.



CITY	CAIRO IS	WHEN IT CHANGES IN 2026	SHARED WITH A CAIRO DAY	WITH A 13:00 TO 21:00 SHIFT
New York, Toronto	7 hours ahead	6 hours from 8 March to 23 April, and on 30 and 31 October	1 hour	5 hours
Chicago	8 hours ahead	7 hours in the same periods	none	4 hours
Los Angeles	10 hours ahead	9 hours in the same periods	none	2 hours
London	2 hours ahead	1 hour from 29 March to 23 April; 3 hours from 25 to 29 October	6 hours	6 hours
Berlin, Paris, Amsterdam	1 hour ahead	Same time from 29 March to 23 April; 2 hours from 25 to 29 October	7 hours	5 hours
Riyadh	1 hour behind	Same time from 24 April to 29 October	7 hours; 8 in summer	3 hours; 4 in summer
Dubai	2 hours behind	1 hour behind from 24 April to 29 October	6 hours; 7 in summer	2 hours; 3 in summer

- Egypt is on UTC+2, and on UTC+3 from the last Friday of April to the last Thursday of October, under Law 24 of 2023[9]: in 2026, from 24 April to 29 October[21].
- The law allows up to 8 hours a day and 48 a week; many companies agree a 40-hour, five-day week[47]. Set the working days and hours in the contract.
- For Riyadh and Dubai the shared hours suit IT, software, data and back-office work. Customer service for Saudi companies is the exception: see page 11.

SOURCES **9** Egyptian Streets, 19 Oct 2026 **21** timeanddate **47** ZenHR

One labour law since September 2025. *Plan for a yearly raise and three months' notice.*

Labour Law 14 of 2025 replaced the 2003 law on 1 September 2025[12,48]. It applies to every employee in Egypt, whoever the employer is.

TOPIC	THE RULE
Contract	In Arabic, in four copies: for the employer, the employee, the social insurance office and the labour office. Presumed permanent unless there is a reason to fix its term[48].
Probation	Up to three months, and only once with the same employer[48].
Hours	Up to 8 a day and 48 a week. Overtime is paid at least 35% extra by day and 70% by night[48].
Leave	15 days in the first year (after six months), 21 from the second, 30 after ten years or from age 50; 45 days with a disability. 13 paid public holidays; work on one is paid double or with a day off[47].
Maternity	Four months, paid; the old law allowed three[12].
Yearly raise	At least 3% of the insurable wage[48].
Notice	Three months' notice for a resignation, up from two[12]. It cannot be shortened[48].
Ending a contract	Without misconduct, two months' wages for each year of service[48].
Remote work	Remote, part-time and flexible work and job sharing are covered by the law[12,49].
Foreign staff	A non-national needs a work licence before starting[12].
Minimum wage	EGP 7,000 a month in the private sector since 1 March 2025, now reviewed at least once a year[50].

The payroll, worked through for one example salary

A MONTH, IN EGYPTIAN POUNDS	EGP	WHO PAYS
Gross salary	107,486	Employer
Employee social insurance: 11% of the insurable wage, capped at EGP 16,700[51,52]	−1,837	Employee
Salary tax: 0% to 27.5% after an EGP 20,000 yearly exemption[53]	−26,095	Employee
Martyrs' fund: 0.05% of gross[54]	−54	Employee
Take-home pay	**79,500**	
Employer social insurance: 18.75% of the insurable wage[51,52]	+3,131	Employer
Cost to employ	**110,617**	**$2,000**

The salary is an example. Social insurance is capped, so the employer's share adds 2.9% to this gross salary and 1% to a gross of EGP 304,173. Most of the gap between take-home pay and cost is the employee's own insurance and tax. GrowAxis's all-in rates cover all of it, with equipment and management.

SOURCES 12 EY, 2025 47 ZenHR 48 Labour Law 14 of 2025 (Andersen) 49 Clyde & Co, Sep 2026 50 The Rio Times, 26 Oct 2026 51 NOSI, 30 Nov 2025 52 Andersen Egypt 53 PwC Tax Summaries 54 Tawzef

Personal data needs a transfer basis and, in Egypt, a licence. *Saudi customer service stays in Saudi Arabia.*

EGYPT'S DATA PROTECTION LAW

- Law 151 of 2020 protects personal data[55]. Its executive regulations, Ministerial Decision 816 of 2025, were issued on 1 November 2025 with a year to comply. Baker McKenzie reads the deadline as 31 October 2026[14]; CMS advises planning for enforcement from 1 November 2026[13].
- Controllers and processors need a general licence, usually valid for three years; the regulator has 90 working days to review a complete application. Companies appoint a data protection officer[13].
- Transfers out of Egypt, cloud included, need a licence or authorisation, and the recipient must protect the data at least as well as Egypt does[13].
- The licensing portal opened in October 2026. Sign-in needs an Egyptian national ID, so a foreign company needs a local representative[14].

DATA FROM THE EU: GDPR TRANSFERS

- Egypt is not among the countries with an EU adequacy decision, the decisions that let personal data flow from the EU without further safeguards[56].
- So a team in Egypt that handles EU personal data needs a transfer tool in the contract, such as the Commission's standard contractual clauses, modernised on 4 June 2021[57].
- In practice: keep the data in your own systems, give access through your own accounts, and set in the contract which data the team may reach.

THE SAUDI CUSTOMER SERVICE RULE

Since 1 August 2021, remote customer service jobs at companies operating in Saudi Arabia are reserved for Saudi nationals.

The rule covers phone, email, chat and social media, and outsourced or indirect contracts too. It is a full restriction, not a quota[20]. Support for a Saudi company's customers cannot be run from Egypt.

WORK FOR A COMPANY IN SAUDI ARABIA	FROM EGYPT?
Customer service, any channel	No. Reserved for Saudi nationals[20].
Administrative support roles	Check each role. Since 5 April 2026, 69 administrative support professions are 100% Saudi at private employers in the Kingdom; the decision does not address work done by a provider abroad[58].
IT, software and data	Covered by neither rule[20,58].

A summary for planning, not legal advice. Confirm the details with a lawyer in each country.

SOURCES 13 CMS, 13 Jan 2026 14 Baker McKenzie, 7 Oct 2026 20 HRSD, in force 1 Aug 2021 55 Law 151 of 2020 (Andersen) 56 European Commission 57 European Commission 58 HRSD, 5 Apr 2026

Egypt sits on the cable route between Europe, Asia and Africa. *The tech parks are in Cairo, Giza and beyond.*

18

subsea cables in service, and 6 more planned[8]

12.95M

fixed broadband subscriptions, first quarter of 2026[59]

125.65M

mobile subscriptions, first quarter of 2026[59]

SUBSEA CABLES	
Where they land	Alexandria, Abu Talat and Port Said on the Mediterranean; Suez, Zafarana, Ras Ghareb and Taba on the Red Sea side[8].
Newest in service	Medusa (2026), Coral Bridge (2025), 2Africa (2024) and Red2Med (2023)[8].
Planned	SeaMeWe-6, India Europe Xpress, Africa-1, the Mobily Red Sea Cable and a Sharm El Sheikh to Taba cable for 2027; EAGLE for 2029[8].

Technology parks

PARK	WHERE	WHAT IT IS
Smart Village	Giza, on the Cairo to Alexandria desert road	Egypt's first integrated business park, 25 years old in 2026. ITIDA has its offices there[60].
Maadi Technology Park	Cairo	Egypt's first specialised investment zone: a duty-free zone, tax incentives, export rebates and rents in Egyptian pounds[61].
Silicon Waha parks	New Borg El Arab near Alexandria, New Assiut, New Beni Suef and Sadat City	Four parks; 81% occupied, with 8,121 direct jobs in 2024[62].
Knowledge City	New Administrative Capital, 45 km east of Cairo	Egypt University of Informatics, a Creativa innovation hub and research centres, as reported in 2022[63].

Internet speed figures are left out: the published ones are press reports of Ookla's index that could not be checked against the index itself. Park headcounts are left out too, as sources disagree.

SOURCES **8** TeleGeography **59** Ahram Online, 29 Jun 2026 **60** Smart Villages Company **61** ITIDA, Maadi Technology Park **62** Silicon Waha **63** Egyptian Streets, 2022

Global companies already run delivery centres in Egypt. *14 of them, from public sources.*

177 of the 252 companies in Egypt's offshoring sector are multinationals[2]. These are some of them, with what they do there.

TP (Teleperformance)[2]

Customer experience and contact centres, in 25+ languages

NEW CAIRO, GIZA, ALEXANDRIA, TANTA, EL SADAT

About 26,800 people

Concentrix[2]

Customer experience and technology services, in up to 13 languages

CAIRO, GIZA, ALEXANDRIA, HURGHADA

24,500 people in 13 centres

Vodafone _VOIS[2]

Vodafone's shared services and technology arm

CAIRO, ALEXANDRIA

9,500 people

Sutherland[2]

Business process operations and technical support, in 16 languages

ALEXANDRIA, NEW CAIRO, BORG EL ARAB

Over 6,000 in Alexandria

Valeo[64]

Valeo's largest software development centre worldwide

CAIRO (SMART VILLAGE)

Over 3,000 engineers

Dell Technologies[65]

Centre of Excellence: technical support, sales services and logistics

CAIRO

IBM[66]

Client Innovation Centers: consulting and SAP services

CAIRO, GIZA

Siemens (Siemens EDA)[67]

Siemens EDA: electronic design software R&D

CAIRO

Capgemini[68]

Global delivery centre and an AI Center of Excellence

CAIRO

DXC Technology[69]

Regional delivery centre for IT services

CAIRO

Over 600 IT professionals

TTEC[70]

Customer support and back office, in 11 languages

CAIRO (MAADI TECHNOLOGY PARK)

Over 500 people; 3,500 more planned by 2029

Deloitte[71]

Innovation Hub: AI, data, cloud, cyber and ERP

CAIRO

Over 350 people; aiming for 5,000

EY[72]

Consulting and technology hub for the Middle East and North Africa

EGYPT

Henkel[73]

Global Business Solutions: shared services

CAIRO

Companies with delivery centres in Egypt, each from the public source that states it, listed on pages 19 and 20 and checked on 4 November 2026. They are not GrowAxis clients. The logos remain their owners' trademarks; the other companies are shown by name.

SOURCES 2 ITIDA, 26 Aug 2026 72 ITIDA, 2 Jul 2026 64 to 73 one public source per company, listed on pages 19 and 20

Four ways to build a team. *The difference is who employs and who directs.*

	OWN COMPANY IN EGYPT	EMPLOYER OF RECORD	EMBEDDED TEAM	OUTSOURCING VENDOR
WHO FINDS THE PEOPLE	You	You	The provider, with you	The vendor
WHO EMPLOYS THEM	You	The employer of record	The provider	The vendor
WHO DIRECTS THE WORK	You	You	You	The vendor
WHAT YOU SET UP	A company, a bank account, payroll and an office	A contract	A contract	A contract for a project or a service
WHAT YOU PAY	Pay and insurance, plus office, accounting and legal costs	Pay and insurance, plus a fee per person: published fees $199 to $599 a month[74]	One price per person a month; GrowAxis's all-in rates start at $1,500	A price per project, hour or seat; Egypt providers on Clutch list from under $25 to $50 to $99 an hour[75]
TIME TO START	Several weeks: see page 15	Typically one to two weeks to onboard[76]	The time to find the people	The vendor's ramp-up
BEST FOR	A large, long-term team	One person you already found	Growing teams that want dedicated people	A fixed project or a defined service

A flat fee weighs more in Egypt

An employment cost of $2,000 a month, salary plus social insurance, with a flat monthly fee[74]

FEE A MONTH	TOTAL A MONTH	FEE AS A SHARE OF COST
$199	$2,199	10%
$249	$2,249	12%
$349	$2,349	17%
$399	$2,399	20%
$599	$2,599	30%

How to choose

- You want an outcome and not people: a vendor.
- You found the person and want them in your team: an employer of record.
- You want dedicated people found, employed and managed for you, working under your direction: an embedded team.
- The team is large and long-term enough to carry an office, payroll and local accounting: your own company.

SOURCES **74** EOR price pages, Oct 2026 **75** Clutch, 3 Nov 2026 **76** Skuad

Incorporation takes a day on paper. *Plan for several weeks in practice.*

GAFI, the investment authority, states one business day to incorporate a company and 20 business days to issue permits[77]. Andersen's indicative timeline for a joint-stock company is longer[78]:

2 to 4 weeks	About 2 weeks	About 1 week	1 to 2 weeks	About 1 week
Legalise foreign powers of attorney abroad	**Incorporate the company**	**Commercial and tax registration**	**Open a bank account**	**Register for social insurance**

GAFI runs 15 investor service centres where 67 government bodies are represented[79]. 50,607 companies were incorporated in the 2025/26 fiscal year[77]. Without a company, an employer of record can employ people for you: see page 14.

Tax

TAX	RATE
Corporate income tax	22.5% of net taxable profit[80]
VAT	14%; services rendered remotely can be zero-rated under Instruction 45 of 2025[19]
Employer social insurance	18.75% of the insurable wage, capped (page 10)[51]
Investment incentives	A five-year exemption from stamp tax and contract fees, and a 2% unified customs duty, among GAFI's listed incentives[77]

What the state offers exporters

- A yearly reimbursement of operating costs for each new hire, on the same terms for new and existing investors, on a declining scale from 2022 to 2026. ITIDA does not publish the rates: ask ITIDA[16].
- Export rebates for electronics design, semiconductors, embedded systems and mobile technology services, for seven years from 2025/26, tied to export growth and jobs[17].
- Help with rent in the Silicon Waha parks for three years, and subsidised buildings and land with capped yearly price rises[18].
- In Maadi Technology Park: a duty-free zone, simpler customs, tax incentives and, if eligible, rebates on export earnings[61].

SOURCES **16** ITIDA, 27 Jul 2022 **17** Arab Finance, 25 May 2026 **18** ITIDA, parks programme **19** PwC Tax Summaries, other taxes **51** NOSI, 30 Nov 2025 **61** ITIDA, Maadi Technology Park **77** GAFI **78** Andersen Egypt, Jun 2026 **79** GAFI, investor service centres **80** PwC Tax Summaries, corporate

No country wins on everything. *Match the hours, the languages and the data law to the work.*

COUNTRY	ENGLISH RANK OF 123	IT STAFF ENGLISH SCORE	HOURS FROM BERLIN	HOURS FROM NEW YORK
Egypt	89	492	+1	+7
India	74	487	+4.5	+10.5
Philippines	28	581	+7	+13
Poland	15	621	same	+6
Mexico	103	559	−7	−1
Colombia	76	512	−6	same
Brazil	75	551	−4	+2
Argentina	26	589	−4	+2

English[81]: EF EPI 2025. Hours[21]: in November; clocks change on different dates, so the gaps move by an hour for part of the year.

COUNTRY	INDUSTRY SIZE, LATEST PUBLISHED	DATA PROTECTION LAW
Egypt	$5.2 billion of offshoring exports; 195,300 people[2]	Law 151 of 2020; licences from 1 November 2026[13]
India	IT industry revenue $297 billion in FY25; 5.82 million people[82]	Digital Personal Data Protection Act 2023; most duties from 13 May 2027[83]
Philippines	IT and business process exports above $40 billion in 2025; 1.9 million people[82]	Data Privacy Act of 2012[83]
Poland	500,500 people in 2,179 business services centres[82]	GDPR, inside the EU[83]
Mexico	No comparable national figure	Federal data protection law in force since 21 March 2025[83]
Colombia	BPO and KPO exports $2.9 billion; about 790,000 direct jobs[82]	Law 1581 of 2012[83]
Brazil	ICT exports R$62.0 billion in 2025; 494,427 IT professionals[82]	LGPD, since 18 September 2020[83]
Argentina	Knowledge-economy exports $9.7 billion, mid-2024 to mid-2025; 283,500 jobs[82]	Law 25,326[83]

Where Egypt fits

The European working day, Arabic, French and German as well as English, and a large export industry, with a mid-level engineer from about $2,500 a month, all in.

Where others fit

India for scale, the Philippines and Poland for English, Latin America for the US working day, Poland for data that stays in the EU.

SOURCES **2** ITIDA, 26 Aug 2026 **13** CMS, 13 Jan 2026 **21** timeanddate **81** EF EPI 2025 **82** Industry bodies via the press **83** DLA Piper; Hogan Lovells

Twelve questions to answer before the first person starts. *Each one points to a page.*

BEFORE YOU CHOOSE

- [ ] Which hours must the team share with you?
  PAGE 9
- [ ] Which languages do your customers, your code and your documents need?
  PAGE 6
- [ ] Will personal data from the EU reach the team? Then which transfer tool?
  PAGE 11
- [ ] Do you serve customers in Saudi Arabia? Their customer service stays in the Kingdom.
  PAGE 11
- [ ] How many people in a year: one, five or fifty?
  PAGE 14
- [ ] Who directs the daily work: you, or a vendor?
  PAGE 14

BEFORE THE FIRST PERSON STARTS

- [ ] Agree the role, the level and the pay in Egyptian pounds.
  PAGE 7
- [ ] Budget the full cost: pay, social insurance, equipment, licences and any fee.
  PAGE 10
- [ ] Plan the yearly raise of at least 3% and the exchange rate.
  PAGE 10
- [ ] Agree the working week and hours in the contract.
  PAGE 9
- [ ] Give access through your own accounts: code, documents, helpdesk.
  PAGE 11
- [ ] Set the goals for the first 30, 60 and 90 days, and how you will measure them.

Each “not sure” is a question to settle before you sign. A lawyer in Egypt should confirm the contract terms: probation of up to three months, three months’ notice and the yearly raise[48].

SOURCES 48 Labour Law 14 of 2025 (Andersen)

Your people in Cairo, employed by GrowAxis. *Directed by you.*

GrowAxis is a Commercial Growth Partner founded in 2023, with its team in Cairo. It works in three ways for companies in Europe, the Gulf and North America.

EMPLOYER OF RECORD

You found the person.

GrowAxis employs them in Egypt: the contract, payroll, social insurance and tax. You direct the work.

EMBEDDED TEAM

GrowAxis finds the people with you.

GrowAxis employs, equips and manages them. They work in your tools, meetings and sprints, under your direction, and GrowAxis reports every week and month.

GROWCX

Customer experience, run end to end.

GrowCX, GrowAxis's customer experience engine, runs the whole support operation: the helpdesk and chatbot it sets up or takes over, the escalation tiers, the multilingual team, and CSAT and NPS reporting, in your brand voice and to your KPIs.

How it starts

01	02	03	04	05
Discovery call	**Roles and goals agreed**	**You meet the people**	**Onboarded into your tools**	**Reviewed every month**

GROWAXIS HANDLES

- Contracts, payroll, social insurance and tax in Egypt
- Laptops, licences and IT support, for an embedded team
- Performance reviews with you, time tracking, and weekly and monthly reports

STAYS WITH YOU

- The direction of the daily work
- Your repositories and documents, your brand voice and your KPIs
- Access through your own accounts, so code and documents stay yours from the first day

Roles

Software development, QA, DevOps and cloud, data and design; SAP and Odoo developers; customer support in English, Arabic, Dutch, French, German, Italian, Spanish and Portuguese; marketing and business development.

THE NEXT STEP

Book the free 30-minute growth assessment.

We look at the roles, the skills and the hours you need, then map the first people to add in Egypt and what they would cost. No pitch.

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Written by the GrowAxis team, which employs people in Egypt. A planning guide, not legal or tax advice: confirm the rules with a lawyer and an accountant in Egypt before you act.