

## Legal Protection for Labours with Occupational Cancer in the New Iraqis Social Security No (18 ) for 2023 (Comparative Study )

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### Abstract

Acknowledging the rights of labours in all sectors of the state during the period of suspension requires review and follow-up by workers, and during the statute of limitations period for treatment , the worst was financial or non-financial rights, such as treatment, operations, and other industrial ones. It is a duty for workers, free of charge, and it is used to preserve their rights in all circumstances, so how about rights in the malady times.

**Keywords:** occupation , labor , cancer, rights.

## الحماية القانونية للعمال عند الإصابة بالسرطان المهني في اطار قانون التقاعد والضمان الاجتماعي العراقي رقم (١٨) لسنة ٢٠٢٣

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### الملخص:

تعد مسألة حماية العمال من المسائل الهامة في مرحلة إيقاف العامل عن العمل لغرض العلاج من حراء الإصابة بالسرطان المهني وفي مختلف القطاعات والمتمثلة في توفير المزايا العينية والنقدية المدرجة في قانون الضمان خاصة العلاج بمختلف أنواعه ناهيك عن توفير مصدر دخل بديل (راتب) من جراء توقف استحصال الأجر بسبب عدم العمل من حراء الإصابة المهنية وهو حق لا بد من توفيره للعمال في مختلف الظروف و بذلك يكون من باب أولى في حالة المرض.  
**الكلمات المفتاحية:** مهني، عمل، سرطان، حقوق

## Introduction

The risk of occupational cancer is not limited to individuals who deal with cancerous materials, but rather it transcends them and infects their families and individuals residing in places adjacent to workplaces that expose the environment of society as a whole to contamination with carcinogenic substances<sup>1</sup>. It is limited to dependent workers.

**The research problem** lies in a pivotal question: Will Iraqi legislation, its executive systems, and even comparative laws provide adequate protection for workers afflicted with occupational cancer?

**Research methodology:** It will be in the analysis of Iraqi regulations, laws and will be in return to the instrument of comparative legislation. The first branch represents those who are governed by the rules of labor law, as in the three research countries. Then we take the comparison to study this subject because it is so important when we see the legal remedies to the large number of patients with this disease caused by the labor environment.

## Section one - Social and monetary compensation and its extent

The compensation that proves the right socially, which is monetary payments ( In addition to in-kind performances) is determined by the negative material effects of the injury, specifically its negative repercussions on income, where the amount of the worker's income depends on his earning capabilities and the ability to earn is affected by occupational disease, which claims to link the legislator in general to the compensation value and his non-earning status and the degree of severity in application of the principle of social solidarity<sup>2</sup> .

### First: compensation for occupational disease

We will present the occupational disease compensation in the comparative research countries separately Contrary to its predecessor by specifying the conditions for entitlement to injury insurance

compensation in the event of occupational disease, the legislator in the applicable law spoke about the responsibility of the insurance department to compensate the injured worker, as the department remains responsible for occupational diseases according to the following conditions:

- 1- The department's responsibility for ensuring occupational diseases remains for a period of two years from the end of the insured's service.
- 2- The appearance of symptoms of an occupational disease, and the worker was unemployed during their appearance, or was working in a profession or industry that did not cause the disease, or was outside the scope of the insured service<sup>3</sup>: -

#### **A – Iraq:**

Where the labor's contract is suspended from the date of his injury until his recovery or proof of his disability from occupational cancer, that is, the employer does not pay a wage, except on the day of the injury (the suspicion of occupational cancer), which means that he is referred to the specialized medical committee and the employer pays him the full wage and for the days in which the delivery to the approved medical center is delayed<sup>4</sup>. Which entails that the Social Security Institution, in the event it is proven that the worker has cancer and a temporary loss of ability to work, i.e. earn, pay an injury leave compensation for the duration of his treatment equal to the full wage that was paid for the last contribution. (<sup>5</sup>)

#### **B-Lebanon:**

Under Article (34/1) of the Social Security Law, the insured worker who suffers an occupational disease and is temporarily unable to work is entitled to receive compensation for the wages in the amount of three quarters of the average daily wage if he was admitted to the hospital and half of the average wage the daily wage for the last year of work and the worker is entitled to this compensation is from the eleventh day of the date of cessation of work, so the employer is

obligated to pay the full wages during the first ten days, and compensation must be made for the entire procedure if entitlements or accessories such as tips are added to it. <sup>6</sup>

### **C- Italy :**

The compensation in Italian law differs in the case of temporary disability from total disability in the event of an occupational disease, and it includes the injured worker if he did not pay any social security contributions.

As the maximum limit for guarantee compensation is paid, and the labor's right to claim continues for a limitation period not exceeding three years, and compensation for occupational disease is the maximum limit of compensation that can be increased by collective agreements, but cannot be combined with other compensation such as childbirth or ordinary illness except for old-age compensation, noting the continuation of the owner work to pay the worker's wages for three days until the worker is deemed to have an occupational disease. On the fourth day, the worker is entitled to pay security compensation, and it is calculated as follows:-

1-60% of the worker's average wage for the last twelve months as compensation for the first three months.

2-75% of the average wage for the twelve months as compensation for the last three months.

### **Second: The obligations of the added guarantee departments to the workers (patient)**

The period of treatment and hospitalization, which we discussed in reference to the countries of the research, results in either a complete recovery of the patient and his return to his work, or if the worker has suffered a disability or if the treatment did not lead to a correct result, which led to death.

### **A - Iraq**

The Iraqi legislator divided the cases mentioned above into entitlements divided as follows:-

## 1- Impotence

With reference to the specialized medical authorities, which estimate the degree of loss of the worker's ability to work after hospitalization, or the decrease in this ability, the compensation is estimated on the basis of it. The degree of disability is measured between 30%-99%. Therefore, compensation for the disability caused by occupational cancer is of three types<sup>7</sup>.

### **Class I - Compensatory bonus**

In the event that the injury results in a disability of less than 30%, which means that the worker is entitled to a compensating bonus granted in one payment on the basis of the balance resulting from the percentage of his partial over-age affected by a total amount equal to the full injury retirement salary for four years (Article (56) Social Security Retirement Law for labor's No. 39 of 1971). The compensation base for compensatory compensation is:

The average wage of the worker for the year of work, the fixed percentage of compensation 80%, the degree of disability in the last 48 months)

Notes the decision of the second judicial authority in the file numbered 32 Supreme 1973 in the text (If the injury does not cause a defect, the worker is not entitled to the compensatory reward) <sup>8</sup>Noting that the worker is assumed to be equivalent to his work in proportion to the wage that he stopped working on the basis of illness in it, and the injury does not affect his position in the project.

The second category: partial disability pension

If the dispensation resulting from an occupational disease results in a permanent partial disability, which permanently weakens his ability to perform work, ranging from 30 to 99%, then he is entitled to retirement with partial disability, while noting the medical references to report the decrease in the disability and the entitlement to retirement according to the new examination.

It means decreasing a wage that estimates what he is entitled to in terms of social security compensation for partial disability, but the problem is widespread in the application of the Labor and Social Security Law and the harmonization between them. The right to terminate the work contract of the employer in the event that the worker proves to be incapacitated by 75<sup>9</sup>), which follows the inability of the worker to return to work after two years of hospitalization for incurable and malignant diseases and it is proven that his capacity has decreased by more than 75%, which requires removing the conflict between the two texts in force.

The third category : Total Disability Pension

It is a disability that transfers completely and permanently between the worker and his practitioner of any other profession from which he earns his living, and it is estimated at 100<sup>10</sup>In case the successor is not eligible for death pension<sup>11</sup>)

1- Death retirement <sup>12</sup> If the injury to an occupational disease leads to the death of the worker, his family shall receive the full injury pension, which represents 80% of the average wage of the temporary worker in the last year of his work or during his work if it was less than one year.

2- Retirement in case of recurrence of injury In the event that the worker suffers from an occupational disease, whether it is itself (also an occupational cancer) or another occupational disease that prevents him from working, the following rules shall be taken into account:

If the percentage of the first and second injuries are combined, and both of them were less than 30%, a cash reward will be given based on a disability percentage

b- If the new injury is added to the old one and it has reached 30%, then he shall be entitled to a partial disability pension, with no return to the compensation he had previously received.

3- If the new injury is added to a disability of more than 99%, and then the worker is completely disabled, which means that he is entitled

to a full retirement pension, We could see that the amended Article 35 of the Lebanese Insurance Law lists three cases of permanent disability, and the cases are as follows:

### **1- total disability**

Where the insured who suffers an occupational disease and results in a permanent total disability are entitled to receive compensation for life, the value of which is equal to two-thirds of his annual earnings<sup>13</sup>

### **2- Partial disability**

If it is proven that the worker has an occupational disability after medical supervision in the retirement fund by at least 30%, he is entitled to retirement for life.<sup>14</sup>

### **3- Partial disability less than 30%**

A one-time partial disability compensation of less than 30% of the total disability shall be paid, and it shall be equivalent to the value of three annual installments of the partial disability compensation to which he is entitled, if such compensation was required for the degree of disability.

### **4- Additional compensation**

The Lebanese legislator came with a humanitarian ruling, where he added an additional compensation, the amount of which is determined in the internal system of the guarantee fund, if the permanently disabled person, after recovering from illness, needs attention and assistance from another person, which is what we did not find in the other comparisons of laws.

It is noted that the Lebanese legislator has come up with the provisions related to the limits for the payment of compensation in the following cases:-

#### **1- One-time compensation amount**

If the worker's disability rate was estimated by the medical authorities at less than 16% .

#### **2- Monthly expense compensation**



If the worker's different disability calculation is 16% or more, while estimating the difficulty of redeveloping the worker's abilities again, therefore, it is preferable to preserve his previous work, to reduce his wages by the amount of compensation and to be reviewed annually.

It is noted that the amount of compensation for occupational diseases is reconsidered after no less than fifteen years, in order to re-estimate the weakness if the worker's ability to perform the work is calculated and the compensation is adapted on its basis.

3- move retirement, including:

A - retirement living

It is noted that in the event of total disability, he pays the worker a compensation of the full amount of his wages in order to continue a normal life.

b- Unemployment of occupational disease

If the worker is forced to leave his work for a reason related to the occupational disease of less than 80%, he will be paid a compensation to help him live until he gets a job.

4- The deceased's heirs shall be compensated the amount of the value of his full wage for his average annual wage if they were male and female children, but if they are entitled to other than those such as fathers, brothers and sisters, he shall pay them at the rate of 60% of the value of the deceased's annual wages.

### **Second: Determining the worker's responsibility for occupational cancer caused by his occupational fault**

Most of the legislation defines almost specific obligations<sup>15</sup>, by means of specialized texts that are determined within the framework of the worker's experience and competence where the degree of technical knowledge plays an important role in assessing his behavior because the degree of specialization would affect the extent of the technical level achieved by the specialized worker. The specialization obliges him to exert care and foresight in the implementation of his

commitment to the extent that corresponds to his technical level <sup>16</sup>so that his conduct is measured in the same manner as those who are in the same work at the same technical level, not to mention what is included in the professional customs and norms, which are often known to the employer on the basis of his money from the ability to test the worker before employing him, and since we have presented the worker's rights resulting from his occupational cancer, the extent of these rights remains with the labor's occupational fault.

### **1- Investigation to determine responsibility**

The procedure that is taken is to report the possibility of the worker suffering from symptoms of disease and determines if the project has medical services to determine it, such as the presence of a doctor or inform the specialized social security institution of the worker's illness for the purpose of presenting it to the medical authorities for identification, while the employer bears responsibility for the delay in reporting the injury in the two laws The Iraqi and Lebanese legislators have obliged the Italian legislator to inform about the injury, whether from the worker personally or his representative, within a period not exceeding fifteen days. <sup>17</sup> To initiate contacts between the National Industrial Social Security Corporation and the employer in order to verify the knowledge of the reasons leading to that on the one hand and to determine the level of Injury and loss of ability and its amount to perform work. <sup>18</sup>

The national industrial social network and the employer in order to verify the knowledge of the reasons leading to this on the one hand and to determine the level of injury and loss of ability and its amount to perform the work. <sup>19</sup>

According to the investigations conducted by the competent committees in the social security institutions, the responsibility is transferred to a specific party for the injury of the worker with a specific occupational disease, and where the injured worker's right is

subject to loss, it is necessary to examine the type of right that still remains the degree of the error committed.

1- The right that the worker loses if it is proven that the worker is responsible for an occupational disease in his actions, he loses his right to compensation or reward, and the Social Security Institution may return to him the cash compensation that it paid in advance, if the administration decides to do so ,and thus does not withdraw to health care and treatment, not to mention that it does not extend to retirement.<sup>20</sup>

### **The act leading to the amount of the right to compensation**

The act that leads to the loss of the right to compensation is assumed either if it was (intentionally) i.e. the worker intended to contract this serious disease or that he had contracted occupational cancer as a result of (obscene misconduct), not in the sense that he had committed a serious and provocative act to denounce, normal misconduct is not sufficient to deprive the worker of compensation, but is supposed to justify severe censure of the perpetrator, accordingly, the injured worker loses his right in the comparative laws if the committee proves the existence of an act that is one of the prior to the criminally responsible<sup>21</sup>. As for the Lebanese law, the worker loses his right in the following cases:

a- If he tries to obtain or obtains a right that does not belong to him by cheating.

b- If the act that led to his illness is considered a felony or a misdemeanor if he has committed an intentional mistake to benefit from the offerings.

In Iraq, he loses his right in the following two cases. <sup>22</sup>

1- The laborer deliberately injures himself, usually in order to benefit from compensation and from time to contract.

2- The injury occurred due to obscene misconduct, and provided that this act was intentional on the part of the laborer, here it is not sufficient for the act to be reprehensible on the part of others. It is not

limited, such as the explicit and willful violation of work regulations and instructions, such as the worker refusing to wear protective clothing despite being warned of the danger of the nature of the work or refusing to implement the employer's orders and removing the protective clothing while dealing with materials as an example of obscene misconduct, and that he has been harmed, which is Attempts to acknowledge others without justification.

second branch: Medical care and social compensation

in kind It is not easy to determine the medical care provided by the competent authorities as social compensation in kind for a disease with a serious occupational injury, but it is possible to refer to the stages of commitment of institutions in the countries of comparative research in the cases of occupational disease in general. First: the medical treatment service In the case of occupational cancer, the treatment stages of the affected person begin when the patient is diagnosed throughout the period of temporary incapacity to perform work, which includes the following:

Clinical examination, whether in the hospital or at home<sup>23</sup>, which means that the patient should be referred to specialists in the aforementioned disease.

B - Biological analyzes or presentation to the radiologist<sup>24</sup>, and with the development of science, other types of examination appeared, such as magnetic resonance and computed tomography, we see that this includes compensation in kind.

C- Surgical operations that the patient's condition requires, whether they are for one stage or more, due to the seriousness of the disease and the possibility of it spreading to more than one site in the body prior to its discovery. D- Medication and treatment required by all operations after they are performed, which requires either giving the sick worker dates for review or keeping him in the hospital for the purpose of medication E- Tissue transplantation required for the therapeutic tasks of cancer patients to determine the extent of its type

(benign or malignant tumor) and the degree of its progression in the patient's body (spread), which requires the presence of acquaintance with social security institutions and advanced laboratories in the field of technical analysis.

### **Second: the complementary medical service**

The competent medical authorities advise that there should be a complementary medical service from their support. In general, the research countries are committed to this, and since occupational cancer patients are often treated by eradication (except for leukemia), the following medical service follows:

#### 1- Physiotherapy

It is provided by medical authorities whose mission is to return the affected member to work.

#### 2- Prosthetics and plastic surgery

The patient's condition may require that one of his limbs be replaced with a prosthetic one, or that he assists the worker whose surgery or cancer has led to a deformity in his body, which requires his help to integrate into society and his attempt to return him to work, or it may be one of the requirements for a natural return to life, such as plastic surgeries for the nose or grafting.

#### 3- Complementary therapy

Cancer treatment is often completed by exposure to radiation in order to reduce the tumor or prevent it from appearing, and it is noted that radiotherapy or chemotherapy may be basic and not complementary, meaning that the type of cancer that the worker suffers is surgically removed, but rather uses the method of treatment with sessions that extend between successive periods such as leukemia and lymphatic glands, or if its imposition has reached an advanced stage, noting that the treatment of these requires adding doses of blood.

4- Medicinal medicines, that are required to be available from the medical authorities and which the patient's condition requires to be taken, such as the right antibiotics and so on<sup>25</sup>.

Third: The limits of social compensation in kind

The comparative legislator's adoption of the enumeration method for the obligations of social security institutions to compensation in kind, wanted it to be comprehensive in order to treat the injury of an occupational accident , and we find through the study of the comparative countries that they headed in two directions to the limits of compensation.

A-Italy and Lebanon's legislations

They specified medical treatment from the beginning of determining his illness and until his recovery, but they stipulated that this should be during the period of temporary disability.

B- Iraqi legislations

Continuing treatment for the injured worker from the date of notifying the insurance institution until his recovery or death. <sup>26</sup> It is noted that the worker is obligated to follow the instructions of the social security institutions and not be subjected to deprivation of their services and compensation, unless he withdraws or complies.

## Conclusion

The importance of protecting workers against work risks arises when those risks threaten their lives with annihilation and that recalling texts aware of the importance of what they may go through in countries that represent relatively high levels of exposure to occupational diseases to compare them by offering legal treatments for the doctrinal contribution to push those confrontations.

There is no doubt that cancer as an occupational disease must result from exposure for long periods of time to work whose nature is dangerous or to the danger of the materials used in it. Therefore, preventive measures such as replacing dangerous materials or closing workplaces are the best way to reduce injury, as the strength of these measures follows the mandatory legal rules that It was necessary to amend the texts of the Iraqi Labor Law in a way that would allow the inspection committees to take stricter measures when making mistakes or refusing to implement obligations related to (occupational health and safety) and to incur a heavier penalty than the fine stipulated in our law in force.

The suffering of Iraqi workers, especially after the events of the changes of 2003 and the weakness of administrative oversight and even the defect of leaving the application of the rules of the Labor and Social Security Law (similar to the rest of the laws) may leave them with no recourse other than to bow to the final authority of the employer in order to gain .

### **Recommendations:**

- 1- Increasing the aid in accordance with the insurance laws paid to workers suffering from occupational cancer because they need longer periods of hospitalization and greater amounts than other incurable diseases.
- 2- Extending protection to include workers in the Health Insurance and Work Guarantee Law, as it is a dangerous disease that requires more care.

- 3-3 - Providing priority for treatment in specialized hospitals for workers suffering from occupational cancer. It is also assumed that priority will be available to send them for treatment abroad if necessary.
- 4-4 - First of all, it is assumed that means of prevention against the causes of occupational cancer are available, and that specialized bodies monitor all work projects, especially those subject to the labor and social security laws, to be tightened.



## Footnots

<sup>1</sup> Jamil , hikmat, Occupational Safety, Technical House for Printing - Baghdad 1985,p202.

<sup>2</sup> Al-Awden, 259)

<sup>3</sup> (Article (59) Retirement and Social Security Law No. 18 of 2023

<sup>4</sup>Article (59) Retirement and Social Security Law No. (18) of 2023 & (Article (54) Social Security Retirement Law for laours No. 39 of 1971)

<sup>5</sup> Article (56) Social Security Retirement Law for labours No. 39 of 1971)

<sup>6</sup> (Article 68 of the Lebanese Security Law, provided that there is a maximum payment of no more than 30,000 thousand pounds annually. )

<sup>7</sup> ) Article (55) Retirement and Social Security Law No. (18) of 2023

<sup>8</sup> Judiciary of the Supreme Labor Court Volume Three Resolutions 1974 World Culture Foundation / Baghdad 179 / p. 219)

<sup>9</sup> % The department is committed to caring for and treating the injured person from the time it is notified of the accident until his complete recovery, disability, or death. The obligations are as follows:

1- Granting the worker vacation compensation throughout the period of his treatment equal to his full wage for which the last contribution was paid to the department according to the contributions payment form contained therein.

2- If the worker's injury results in complete disability or leads to his death, the injury retirement pension shall be allocated to him or to his successor upon his death on the basis of (80%) of the average in his last year of work (or during his work if it is less than a percentage)().

80 x average wage for the last year of work

Full injury pay = 
$$\frac{80 \times \text{average wage for the last year of work}}{100}$$

It is noted that the salary conditions are:

A - The injury retirement salary may not be less than the normal salary to which the injured person is entitled, nor the minimum wage stipulated in his profession.

B - The full injury salary increases by (20%) if the injured person appears before the medical committee for the first time in the event of an injury such that he needs self-help from others and based on the medical committee's report, provided that the injury salary does not exceed (100%) of his monthly wage that was taken. A basis for paying contributions on the date of the injury.

C- The department's responsibility remains for two full years from the end of the insured's service.

2- If the injury leaves the worker with a disability of (30%) of the full disability or more, a partial injury retirement salary will be allocated to him on the basis of the result of multiplying his disability percentage by the full injury retirement salary.

Disability salary (30%) or more = percentage of disability x full disability salary according to the medical report

3- If the injury leaves the worker with a disability of less than (30%) of the full disability, he will be granted compensation in one lump sum based on the product of multiplying the percentage of his partial disability by a total amount equal to the full injury retirement salary for two years.

80 x average wage for the last year of work

- Full injury retirement pension =  $\frac{80 \times \text{average wage for the last year of work}}{100}$

- Full injury retirement salary = full injury retirement salary x 2 years  
Wage compensation for the injury = the degree of disability estimated according to the report x the full injury salary for two years for an injury of less than (30%)

And see also (. Article 56 Retirement Law for Social Security for Workers No. 39 of 1971, and the rule in compensation is the average wage for the year of work, except for the fixed percentage 80% of the degree of disability

<sup>10</sup> (Article (57) Retirement and Social Security Law No. 18 of 2023

(. Article (56/1) Social Security Retirement Law for labours No. (39) of 1971).

<sup>11</sup> Adnan Al-Abed and. Youssef Elias, Social Security Law, Ministry of Education 1990, pg. 149

<sup>12</sup> (Article 60 Social Security Retirement Law for labours No. 39 of 1971)

<sup>13</sup> Hamdan, Hussein Abdel Latif, Social Security, its provisions and applications of a comprehensive analytical study, Aleppo Beirut 2009, p 60.

<sup>14</sup>(Article (35-2) Social Work Law)

<sup>15</sup>(The Iraqi Article 35 constitutes prohibitions and in Article 123 and Article 124 allocate a number of obligations related to how work is performed )

<sup>16</sup> (. The Italian law basically stipulates the obligations of the worker with a general text in Article 2104-1 of the Italian Civil Code that the worker performs the work with the care and care required to perform the work. The same principle (legal dependence).)

<sup>17</sup> (. To produce the result of the investigation within a period not exceeding thirty days(... Renga , simonetta .social security law L.L.I , Italy ,2002,97. No152)

(See the Italian decision penal cassation, se2111, march 5th 2004 n 18342)

And who bears criminal responsibility for whoever is responsible for the injury, whoever it is, especially in the field of occupational safety instructions methods,

And see the Iraqi decision of the Second Judicial Committee No. 184 / Supreme Thabet (1973) (Inspection is a procedure carried out by a competent authority in

search of evidence to prove the occurrence of a specific violation or to establish an existing situation that, when proving to them or revealing the violation, is based

on physical evidence and jurisdiction) Judiciary of the Supreme Labor Court, Volume III 1974, Foundation for Culture, International - Baghdad 1979, p. 23 and

beyond )

<sup>18</sup> (Article 54 of the Iraqi Retirement and Social Security Law and Article (34-5) of the Lebanese Social Security Law. See Iraqi Resolution No. 217/

Supreme/1973. The decisions of the medical committees may not be appealed if they were issued unanimously before the Higher Medical Committee by the

Director-General. The person affected by the decision has the right to appeal before the court within 7 days of notification )

<sup>19</sup> (. If the liability of a third party or the employer is established, the insurance department shall return to him all the expenses that it paid for the treatment of the worker, Article 62 Law of Retirement and Social Security for the labour s No. 39 of 1971 amended and Article 62 of the Lebanese Social Security Law )

<sup>20</sup> ( Hamdan , 591 ).

<sup>21</sup> act (Penal cassation, se2, 111, February, 18th 1998, no 4133, whereby various modern technical methods determine the responsibility of any of the parties involved to begin determining the extent of the risk in the project( Renga, , 97. no 153 . )

<sup>22</sup> (. If the injury resulted from an unintended mistake, obligating the offender to pay compensation decided by the court to the institution in light of the established laws of the third judicial body / file 5195 / supreme / 1973 p. 217 )

<sup>23</sup> (Renga.. p 93 )

<sup>24</sup>( Al-Abed & Elias,148 )

<sup>25</sup>. Article (57) Retirement and Social Security Law No. 18 of 2023 (Article (45/7) Retirement and Social Security for labours Law No. 39 of 1971 )

<sup>26</sup> Article (54) Retirement and Social Security Law No. 18 of 2023 (Article (55) Social Retirement Law for labours No. 39 of the year )

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