

## **The Evolution of Women's Work in Algeria: Between Constitutional Development and The Right to Citizenship**

تطور العمل النسوي في الجزائر : بين التطور الدستوري و حق المواطنة

**Benaicha Nabila**<sup>(1)</sup>

**Dehrib Ilhem**<sup>(2)</sup>

(1) University of Medea, (Algeria)  
nabila.benaicha@gmail.com

(2) University of Oran, (Algeria)  
dehrib.ilhem@univ-oran2.dz

**RECEIVED**  
**29 – 04 - 2020**

**ACCEPTED**  
**08 – 09 - 2020**

**PUBLISHED**  
**30 – 09 - 2020**

### **Abstract:**

*Today, women have a prominent place in the international community for storming the world of work to contribute to economic development, as evidenced by international and regional legislations, charters and agreements that seek to provide special protection for them, among them the Algerian legislation that gave women the right to work and grant them rights and freedoms devoted to The constitution, in particular, the 2016 amendment, but there are, however, some issues that the Algerian legislator has overlooked, which must be addressed within the framework of the right to citizenship and the exercise of constitutional rights.*

### **Key words:**

*Women, work, constitutional rights, citizenship, economic development.*

### **المخلص :**

تحظى المرأة اليوم بمكانة مرموقة في المجتمع الدولي و خاصة بعد دخولها عالم الشغل للمساهمة في التنمية الاقتصادية ، والدليل على ذلك التشريعات و المواثيق و الاتفاقيات الدولية و الإقليمية التي تسعى الى توفير حماية خاصة لها، ومن بينها التشريع الجزائري الذي اعطى للمرأة الحق في العمل ومنحها حقوق وحرية مكرسة في الدستور خاصة تعديل 2016 لكن مع ذلك هناك بعض المسائل التي غفل عنها المشرع الجزائري يتوجب الالتفات اليها في اطار حق المواطنة و ممارسة الحقوق الدستورية.

### **الكلمات المفتاحية :**

المرأة، العمل، الحقوق الدستورية، حق المواطنة، التنمية الاقتصادية.

(1) Corresponding author: **Benaicha nabila**, e-mail: [nadia.nobla1984@gmail.com](mailto:nadia.nobla1984@gmail.com)

### **Introduction:**

The latest constitutional amendment of 2016 by law 16-01 it has a great importance in rights and freedoms, the most important of which was the right of Algerian women to work, and we find it through articles 36 and 69 because the subject of women's work and participation in economic development is an important topic that has provoked a lot of controversy, given the composition of Algerian society and the nature of women themselves, but the fact that it cannot be concealed is the proportion of women in society, which is estimated at half the population. This aspect requires consideration in labour legislation by enacting provisions for working women, from running for office and holding positions (responsibilities), promotion and protection at work and after the end of the professional relationship, and the intervention of international organizations and civil society organizations and the development of labour legislation, the concern shifts from the issue of women's involvement in development to the issue of their protection at work by establishing protective measures and measures that prevent their role from being reduced or obstacles that make them discriminate between them and men.

The importance of the article lies in identifying the most important protective aspects established for the benefit of women working in Algerian labour legislation, whether the protection is professional, social or economic.

The purpose of the article is to determine the extent to which the Algerian legislator is committed to putting in place protective measures and whether they are really capable of protecting working women to contribute to national development. The government has also taken measures to protect women's rights. Providing humanitarian working conditions and conditions for working women.

The reasons for the article are that women's work is considered one of the most important rights and the necessary protection is the dedication of the right, which has become an international and domestic concern within the framework of the right to citizenship and the exercise of constitutional rights.

Therefore, the following problem arises: has constitutional and legal dedication achieved the status and protection of women in Algeria and what are their prospects?

Accordingly, the study will focus on two main points:

**The first axis:** the legislative protection of women's work in Algeria

**The second axis:** assessment the development of women's work in Algeria.

We will address the analysis of the topic:

### **Section I: the legislative protection of women's work in Algeria:**

The Algerian legislator tried to enshrine legislative protection for women working in various activities and in all circumstances, and this was enshrined

both in the name of the two laws in the country, which is the Constitution and both in the various laws, and accordingly:

**A) Constitutional protection for working women:**

Algeria has passed several different constitutions, and in all of them was keen to enshrine protection for women working, starting with the Constitution of 1963<sup>1</sup> in the chapter on fundamental rights, especially article 12 of it, which reads: "All individuals of both sexes have the same rights and duties," then the Constitution of 1976<sup>2</sup> came to embody the same constitutional idea as the previous and this in Article 39 of chapter 4 special "Fundamental freedoms, human rights and citizen rights are guaranteed, and all citizens have equal rights and duties, and all discrimination based on prejudices relating to sex, race or trade is eliminated," article 40 of the same Constitution states. "In addition to Article 41, the state guarantees equality for all citizens by removing obstacles of an economic, social and cultural nature that in fact limit the equality of citizens, hinder human prosperity, and prevent the active participation of all citizens in political, economic, social and cultural organization." Without forgetting article 81 of chapter 5 on the duties of the citizen of the same constitution to activate and emphasize in a direct way the contribution of women to economic growth and national development, so that it made it a duty to them, this article stipulated: "Women must participate fully in socialist construction and national development."

Then came the constitution of 1989<sup>3</sup>, which radically changed the various circumstances, whether social, economic or political. For society, especially after political pluralism and the adoption of the capitalist system, the same was the case with the Constitution of 1996<sup>4</sup>, and they have dedicated the provisions of article 29 of the Constitution of 1996<sup>5</sup> amended in 2008 by Law 08/19 and amended by Law 16-01<sup>6</sup>, which confirmed that all citizens are equal before the law.

Article 31 of the same Constitution stipulates that state institutions aims to ensure equal rights and duties between citizens and citizens, by removing obstacles to the participation of all in political, economic, social and cultural life. Article 51 enshrined the right of all citizens to hold functions and functions in the state.

Article 55 was explicit by enshrining the right to work to all citizens while ensuring the necessary protection at work by law.

In terms of maintaining the role of women in the family, article 58 of the Constitution states: "The family is protected by the state and society", algerianlabour legislation and since independence has not been on this path or orientation, giving women the same opportunities to participate in economic life and the construction process while preserving their privacy<sup>7</sup>.

The emphasis on the principle of equality in the gender society and the elimination of backgrounds based on misconceptions about the role of women in society, it was stated in the first part of the general principles governing Algerian

*Between Constitutional Development and The Right to Citizenship*

---

society chapter 4 and article 29 of which: "All citizens are equal before the law, and no discrimination can be invoked due to birth, race, gender, opinion or any other personal condition or circumstance. The legislator also stressed the need to respect the principle of equality between citizens through article 31, which stipulates that "institutions should ensure the equality of all citizens and citizens in the rights and duties of removing obstacles to the opening of the human personality, and preventing the actual participation of all in political, economic, social and cultural life."

Article 51 of the Constitution also came to confirm unequivocally the equality of all citizens in the holding of functions and functions in the state and without any conditions other than the conditions set by the law, and article 55 of the Constitution stated that all citizens have the right to work<sup>8</sup>.

**B) Legal protection for working women:**

The laws governing the right of work of women and their specialties varied through the various legislative developments that Algeria has undergone, and all the laws governing the work that have been successively in the country included the employment of women, and began with the order 75/31, which includes the general conditions of labor relations in the private sector<sup>9</sup>, and ending with law 90/11, which includes relationsThe work in force<sup>10</sup>, in relation to the General Basic Law of Worker No. 78/12<sup>11</sup>, provided general provisions in this area, providing for the principle of equal rights and freedoms, as well as guaranteeing women's special rights, but did not expressly prohibit discrimination during employment against women.

As for Law 82/06, which includes individual labour relations<sup>12</sup>, which came in accordance with the general basic law of the worker, it was more clear and precise, stating the principle of constitutionally established equality in Article 8: "Workers benefit from the same rights and are subject to the same duties, regardless of their gender of age as long as their positions are equal."

With regard to the prevention of discrimination at employment, article 25 states that:" It is forbidden for any used institution to make any direct or indirect restriction of rights and all grants of direct or indirect privileges when employed by virtue of gender, kinship, regionalities or trade union affiliation."

Article 21 also states: "When employed, workers benefit from equal opportunity for vacant positions in the institutions employed, and this equality is guaranteed in accordance with the legislation in force."<sup>13</sup>

Taking into account the psychological, physiological and family considerations of women, Algerian legislation, similar to comparative legislation, has established special provisions to regulate the employment of women, in the form of protective measures, so that they are prevented from working at night except with a permit issued by the labour inspector,

This is what required her to be taken care of and protected, either professional or professional protection or social (related to the social aspect of the

public or the employee, his family and those with rights) or health (to take care of the health and security of the worker (or economic) by paying attention to the material situation of the working woman, according to the following detail:

### **1- Professional protection:**

The provisions of the Algerian labor legislation have devoted special provisions to protecting women during the implementation of the professional relationship from all forms of violence, humiliation or harassment in the way that affect sexist dignity, as well as the same rights of other paid workers in promotion and training and improvement of their level, the protection of women working at work is very important, because giving women a chance to participate seriously in development must not affect and violate their basic function in society, and is responsible or defending it before the judicial authorities, and this is expressly enshrined in the public service sector, in the previous texts as well as in the last text, which is the order 06/03.

As for the issue of harassment, which was absent in previous labor laws, the draft law introduced a special focus on protecting working women from all forms of harassment and gave him a legislative definition, so that article 56 of the draft was known on sexual harassment at work, as well as assigned to him an independent branch entitled Provisions on Sexual Harassment in the Workplace and this in section 7 of chapter 3 of the first title first articles of Right to promotion a woman working like all workers is entitled to promotion if she proves her worth, and this is on two conditions:

#### **1.1 - Professional merit:**

Promotion takes two forms, either a promotion in the degree within the professional ladder or an promotion in the position according to the code of positions determined by the user, or of the department in which the woman works, and the promotion in the degree is acquired only by the time of work for a period of time determined by collective agreements and on the basis of the law of public service in the administrative sector, and cash calculated entitled compensation of professional experience in A separate box in the pay voucher, which is an element of the pay deduction in the sense of Executive Decree 96/208 of 5/6/1996, sets out how to apply the provisions of Article 1 of Order 95/01, which determines the basis for social security contributions and performances, particularly article II of it.

#### **1.2- The right to form and improve the level:**

The right to form and improve the level after it was difficult to embody during the period from 1994 to 2005 due to the financial and economic problems experienced by public institutions, it is now one of the rights of working women, both under the amended and complementary law 90/11 and in the provisions contained in the draft preliminary law for employment, which is allocated to this aspect in a separate book entitled Training and Information.

### **1.3- The right to protection:**

when performing tasks (employment, timing, position, pay or salary, comfort, at the end of the relationship, relationship with the user, relationship with other workers, relationship with the users of the facility or its customers...)

The most important manifestation of this protection is the measures that the legislator singled out the category of women working in terms of the time and nature of the positions held by women while prohibiting the use of heavy and hard work, so that in line with the provisions of the International Convention No. 89 concerning night work for women ratified by Algeria on October 19, 1962, the text of Law 9 0/11 Article 29 that prohibits the employment of female workers in night work, while the draft preliminary law is broken so that this prohibition is provided for, punishing any employer who violates the provisions relating to women's work, while prohibiting employment in hard work, with the referral of the matter to regulation to determine the list of positions that constitute hard work.

Protective measures in international labour standards now include two sets of provisions, the first concerning the prohibition of women in hard and dangerous work, the second prohibiting women from working at night, hard work, the use of women in mines and harmful work, and for night work and the prevention of the employment of women, the international initiative goes back a year. 1919 Under convention No. 4 on women's night work, which was revised in 1948 under Declaration No. 89 to give flexibility to the international standards adopted in this regard, although the area of application is for the industrial sector, but most of the legislation has expanded the scope for other economic sectors.

With regard to night work, there has been a serious controversy and controversy in a number of countries, based on the principle of equal treatment in employment between men and women, until the conflict between equality and protection has become a dispute between equality and protection and in other countries the primacy of protection over equality, between two trends in favour of restricting women's work at night and the second is considered to be contrary to the principle of equality.

Some believe that the protection granted to women faces several problems because they limit the principle of equality that women themselves seek, while others see the opposite as serving and supporting equality.

Therefore, if labour laws enshrined protective rules on the prohibition of hard work as well as night work, this aspect must be controlled by identifying activities and hard work, and allocating positions where women are prohibited at night.

### **2- Social protection:**

The social protection of working women is to pay attention to their family status and social role, and to take into account their family status and social status, by extending the legal protection of the working woman's family (her

husband, children and those with rights upon her death) through the manifestations of this protection, which is essentially:

### **2.1-Social insurance:**

The right of working women to be protected by the social security system and social security means to cover them in the event of emergency or unforeseen health and natural conditions that working women go through, so that the social security systems ensure that they are able to receive monetary and in-kind compensation depending on the nature of the emergency / maternity illness, accident work, retirement, disability or Death, based on the International Convention No. 102 of 1952 ratified by Algeria, this agreement established the minimum social guarantees, so that social security covers eight social risks, including those specific to working women, the Algerian legislator and the limit of the insurance system under law 83/11 Dated 02/07/1983 on social insurance, amended and completed as well as the enactment of a law on work accidents and occupational diseases, law 83/13 of 02/07/1983, amended and complementary and specialised retirement and pensions by law 83/12 Dated 02/07/1983, the rate and complementarity of working women, regardless of the sector of activity to which they belong, is right to cover social security if it is exposed to any emergency that prevents it from engaging in its activity and deprives it of wages or income, through the following insurances. :

- 1- Insurance for the disease
2. Maternity or maternity insurance
3. Disability insurance
4. Death insurance
5. Insurance for work accidents and occupational diseases
6. Retirement Insurance
7. Unemployment insurance <sup>14</sup>

### **2.2- Social Services:**

As is the case for women working in the public service sector, in an effort to facilitate the daily life of working women and their families, the institution employed provides social services in a number of areas: health, housing, culture, entertainment and entertainment... The management of social services funds is assigned to a committee formed by workers' representatives or through the participation committee or sponsored by the employee under an agreement between them.

### **3. Health protection:**

Based on the new trends in the professional field, all countries are giving importance to the health status of workers by taking care of them and putting at their disposal individual and collective protections, including work medicine in the national health system, and imposing it on institutions in order to achieve the physical and health safety of workers and avoid ingesting health problems that affect the productive process (loss of time and waste of money and imbalance in

*Between Constitutional Development and The Right to Citizenship*

---

the system of functioning), and paying more attention to the health situation of working women and this through the following measures. :

**3.1- Work Medicine:**

Work medicine aims to prevent the exposure of working women to any physical or mental impairment, and to protect them from occupational diseases and work accidents, through:

Health prevention through periodic examinations carried out by the labour medicine services

- By monitoring the working places in terms of the availability of conditions of cleanliness, security and ambulances

Improving working conditions with a positive impact on the health of working women

Protecting the environment and the natural environment in which women work.

**3.2- Rests and Holidays:**

Most modern labor legislation, like Algerian legislation, recognizes the right to rest as a fixed right, which entails the enjoyment of working women in addition to sick holidays, especially at birth or on the occasion of the lactation period ,and on holidays, its comfort weekly and annual necessary for her in terms of renewing her physical strength, and the Constitution may enter by expressly stating in article 39 of it that the right of the worker to rest is dedicated, to establish the basic rules in this area, in terms of the duration of the holiday or the extent of its mandatorily, so that it is not permissible to waive the holiday nor It may be compensated by wages and may not be postponed except in exceptional cases and within one time limits, so that the right to vacation and rest is considered not only a right of the working woman but also an obligation of the employee in accordance with the provisions of articles 5 and 144 of the aforementioned Law 90/11.

On the other hand, it should be recalled that article 55 of Law 90/11 states: "Women working during prenatal and post-natal periods benefit from maternity leave in accordance with the applicable legislation.

They can benefit from facilities according to the conditions specified in the rules of procedure of the authority used."

This confirms that Algerian labour legislation, despite a change in economic policy, has not reduced the rights of working women to facilitate their task in the family.

**4-Economic protection:**

It is not enough to provide professional, social and health protection for working women, but it is necessary to consider and pay attention to their material situation, by enabling them to pay appropriately for their efforts and equally with men, by making the wage policy based on objective principles and criteria take into account several data, including the duration of the work, the quality and



quantity of the product, and to motivate working women to be active and diligent through the system of incentives and compensation sought by them in accordance with the applicable legislation and collective agreements of work (labour regulations), through:

#### **4.1-Wage policy:**

Working women receives the same wage as men and without discrimination, and wage is one of the basic rights enshrined in the labour legislation, and wage sought here is pay in all its fixed and variable elements and on the basis of either the salary scale (in the administrative sector) or what is included in the provisions of the collective agreement in the public or private economic sector, and it should be recalled in this place the text of Article 84 of Law 90/11, which states:

"Every employee must ensure equal pay for each equal worker without any discrimination."

In terms of specificity, the legislator took the idea of a minimum wage, as a guaranteed minimum national wage.

In terms of protection, the labor legislation extended its protection to the wages of working women by having to pay it in cash and when the maturities of its due periods and the wages are given preference over the rest of the debt, with the prohibition of withholding it except within the limits and for reasons decided by law, with Extending protection for all elements of the wage with the obligation to hand over a salary slip showing the elements formed for the wage and commitment to deductions, especially the deduction of social security

#### **4.2- Incentive and compensation policy:**

In addition to the basic or basic wage based on the professional classification, working women benefit from various compensations and allowances related to productivity and work results in order to motivate all workers to give more, and to increase the cause of this from the family-type grants provided for in the applicable regulation.

Incentives and compensation are protected with the same protection as wages.

The government's decision to suspend the work of the Ministry of The Environment and the Ministry of Health has been a major step in the development of the health sector<sup>15</sup>.

## **Section II: Assessment the development of women's work in Algeria**

To evaluate the work of women in Algeria, we need to study through the statistics provided and the prospects for the work of women in Algeria

### **A) Statistics of women working in Algeria:**

From some reports and statistics provided on women's work in various fields, it appears that the administration employed 54% of women in 1977 and more than 70% in 1989, representing only 48.4% in 2003. It means that women

*Between Constitutional Development and The Right to Citizenship*

---

work in other sectors and this is explained by the shrinking employment of public employment, and shows that the industry was the second operator until 1989 and due to technical limitations and membership, especially in the public sector, it is employing fewer women. Women in this sector have declined significantly and represent only 7.4 per cent in 1996, accounting for half of the average relative number of years. In 2003, there was a reversal in this trend.

Industry workers only create new jobs in the formal and informal private sector, such as electronic, electric, household, agricultural and food units, or have been completed in partnership with foreign investors.

As for agriculture, the weakest quotas for women's work were recorded, particularly from 1984 and 1996.

The third grade was occupied by 11% in 2003, due to the results of the National Agricultural Development Plan and the Economic Recovery Support Program, leaving the construction, public works and trade sectors with the lowest number of women.

From it shows that the share of women's work in public employment is not significant compared to other sectors, and this is why we are examining in numbers the reality of women's work in public employment according to the National Economic and Social Council, the number of employees and public officials in 2002 reached 1,505,845 employees. A public worker with a 14.99% increase for 1995, or 26,400 additional employees per year, is estimated at 44.9% per 100 inhabitants and according to the legal nature of the employment relationship, the distribution of public employment censuses is as follows: : Confirmed employees 1,279,138: 85%) Contract workers: 130,612 (8.6%) temporary assistants: 96,097 (6.4%) Going back to our subject and its share of public employment, we find the management sector one of the largest sectors providing employment for women only the same source always the same source, the number of women in the public employment has been characterized by a rise in the ability of 17.34+ from 343,031 in 1995 to 402,515 in 2002<sup>16</sup>.

The latest available statistics on economic activity in Algeria have confirmed that the number of Algerian women active, It is on the rise, with an estimated 1,288,088 in September 2000, while in April 2014 it was estimated at 2,288,000, due to the state's actions and policies in support of women's empowerment to participate in Public life, primarily due to the social status it has attained through learning and increasing awareness of its issues, enabling it to prove itself and impose its capabilities<sup>17</sup>.

The national education sector ranks first with 192,894 helpers, representing 18.9%, and therefore 80% of female employees are concentrated at the level of these sectors, with 38.9% in the national education sector and in the health sector, 14%, and we can explain this important position by allowing women to reconcile their professional duties with their family responsibilities and the rest of the employees are women as follows. :

The ministry has also developed a national strategy to improve the quality of education and to provide a comprehensive and comprehensive framework for the development of the health sector. Layoffs (6.4%) Insulation (17.3%) Deaths ( 5,3) according to our analysis, the reasons for resignations from public employment may be due to employment in the economic sector that provides better wages as well as family reasons such as marriage, change of residence and child care, and the procedures for isolation of women are generally due to the abandonment of the post for family reasons.

### **B) The prospects for women working in Algeria:**

In the latter, however, despite the relative promotion of women, particularly thanks to the improvement of their level of education and the principle of equal access to the labour market enshrined in the texts and laws, the volume of women's registered work remains insufficient for what has been expected and despite what has been seen as improving, the level of women's activity remains low due to the lack of taking into account the work of the informal sector and agriculture, which confirms that the field of studies has not received much attention from public authorities and researchers. On the other hand, the liberal policy is aimed at reducing the productive capacity of the public sector, which is the primary user of women, in addition to the characteristics of Algerian society that are different from other societies. We note that working women are low if we are to compare with the various Arab societies, which are also not comparable to Western societies, which are not very high in terms of women's work, but Arab women in general and Algerian women in particular remain challenging all obstacles and always aspire to the so-called liberalization process and their exit to work is part-time.

The success of this process is great, and in this regard, the emancipation of women in our society is an integral part of the process of emancipation of men and the liberation of society as a whole.

On the other hand, studies have shown that women's employment has not affected men's leadership of the family and has not freed them from traditional constraints, but has added to them other burdens and new responsibilities. Household work and participated in the resistance of the colonists since its occupation of Algeria, and proved its capabilities in the struggle, especially during the liberation war, and after independence broke into various fields of work and its work became an urgent necessity for the development of society in various fields, and this is in order to cover and rebuild what was destroyed by the French colonizer, and was able to do this since then, since it has not stopped contributing to the development of society either directly or indirectly, and this by breaking into various fields of work and despite some obstacles, but she was able to be professor. The doctor, the lawyer, the engineer. To the policewoman, she proved that there is no difference between her and her brother, the man, in various economic activities.

This is illustrated by the fact that women are present in almost all professional sectors practiced by men, and that working women enjoy the same privileges as men in public employment, which are enshrined in labour legislation, but despite all these data, the question remains about the limitations of women's work in Algeria<sup>18</sup>.

### **Conclusion:**

Finally, we refer to recent decades, as a result of developments that have seen high increases in the rate of women in society as well as increased influence of women in public life, strongly entering the labour market, and considering participation in employment as the most important manifestation of economic participation, which is the most important indicator of economic development.

From participation in various social areas, social studies have begun to raise issues related to women's issues.

However, although Algerian law is distinguished in this regard from some labour laws and even the public function of some countries, we call for attention to several issues, which we have reached through the following recommendations:

1. It is necessary to identify positions that constitute difficult and cumbersome work and prevent the user from employing women.

2- Review the duration of maternity and the license of absenteeism for breastfeeding and pre- and post-natal leave in a manner that does not hinder the family and social role of women, with the need to pay attention to the period of preparation in our legislation in accordance with Islamic law.

3. Consider an appropriate measure for working hours (start and end) for working women, especially married women and a housewife.

4. Reducing the retirement age for working women (age and years of service) in order to open up jobs and motivate working women to play their role in family, education and child care.

5. Women's participation in economic and social life (and the same for political life) should not be restricted by a legally decided proportion and that this aspect is linked to merit and merit.

6. Expand the prevention and control of gender discrimination not only in the area of employment but also in other areas such as retirement, pension transfer, compensation and grants.

7. Pay more attention to the social and health protection of working women and take into account their family and social status by allocating their own provisions.

8- To allocate a professional framework that takes care of the issue of the formation and development of the capacities of women working in the economic field.

9. Promoting and promoting the role of women in investment by establishing small and medium-sized enterprises.

10- Pay attention to the situation of women in the home or who are in the case of having to stop professional activity by finding mechanisms to ensure.

11. Pay attention to the issue of preventing the use of women at night except with a license, by issuing a regulatory text for positions requiring prior authorization or positions requiring notification of the Lab our Inspectorate and non-concerned positions, since working women have become, by virtue of the scientific level and training, occupypsenior positions, sensitive positions and positions of framing and responsibility (medical, public administration, higher education and scientific research, air and sea transport, security...

12. Necessity.

13. Work on the need for clarity of roles in different centres and posts.

14. Maintaining the status of science and scientists and establishing them as established values.

15. Increased attention by officials to provide an enhanced regulatory environment for psychological stability.

16. Study the differences in the meaning of work between different functions.

17. Study differences in the meaning of work by sex.

18. Study the differences in the meaning of work between teachers and students<sup>19</sup>.

## **Bibliography:**

---

<sup>1</sup> - Constitution of 1963 issued on 08/09/1963 Official Gazette dated 10/09/1963 Issue 64

<sup>2</sup> - Order 75-31 of 29/04/1975 concerning the general conditions of private sector labour relations, Official Gazette No. 39.

<sup>3</sup> - Constitution 1989 issued by Presidential Decree 89/18 of 28/02/1989 Official Gazette No. 09.

<sup>4</sup> - Ammar Mania: Women working in the Algerian legislative system, *Journal of Humanities*, 2008, issue 29.

<sup>5</sup> - Constitution 1996 by Presidential Decree 96-438 dated 07/12/1996 Official Gazette No. 76, amended by Law 2008 and Law 16-01 of March 06, 2016, including the Constitutional Amendment, Official Gazette 2016, No. 14.

<sup>6</sup> - Law 16-01 was of great importance in rights and freedoms, the most important of which was the right of Algerian women to work, which we find through articles 36 and 69.

<sup>7</sup> - Legal protection for women working in Algerian labour law, international forum on the legal and political status of women in Maghreb legislation under the new amendments, Faculty of Law, Jejel University, from the website date of 20 October 2019 at 13:00.

<sup>8</sup> - AmmarManaa: Previous reference, p. 147.

<sup>9</sup> - Order 75-31 of 29/04/1975 concerning the general conditions of private sector labour relations, Official Gazette No. 39

<sup>10</sup> - Law 90/11 of 21/04/1990 relating to working relations, Official Gazette No. 17

<sup>11</sup> - Law 78-12 of 05 August 1978, which includes the rights of the worker.

<sup>12</sup> - Law 82/06 of 27/02/1982 on individual working relationships, Official Gazette No. 09.

<sup>13</sup> - Ben CowashSharpa: *Legal protection for women working under the Algerian rent, memorandum for the degree of magister, Faculty of Law, University of Mostaghanem, 2018, p. 06.*

<sup>14</sup> - *Legal protection for women working in Algerian labour law, international forum on the legal and political status of women in Maghreb legislation under the new amendments, Faculty of Law, Jejel University, from the website date of 20 October 2019 at 13:00*

<sup>15</sup> - *Legal protection for women working in Algerian labour law, international forum on the legal and political status of women in Maghreb legislation under the new amendments, Faculty of Law, Jejel University, from the website date of 20 October 2019 at 13:00.*

<sup>16</sup> - Saadawi Zahra: *The reality of the socio-economic development of women in Algerian society, a statistical study.*

<sup>17</sup> - ManadLatifa and SaghiRFawzia: *The Reality of Women's Work in Algeria, Journal of Humanities and Social Sciences, Issue 29, June 2017.*

<sup>18</sup> - Saadawi Zahra: *The reality of the socio-economic development of women in Algerian society, a statistical study.*

<sup>19</sup> - RabiaJafour, Zahra Baomar: *The concept of working for the university professor, journal of the Faculty of Basic Education of Educational and Human Sciences, Babylon University, issue 39,iraq; June 2018.*