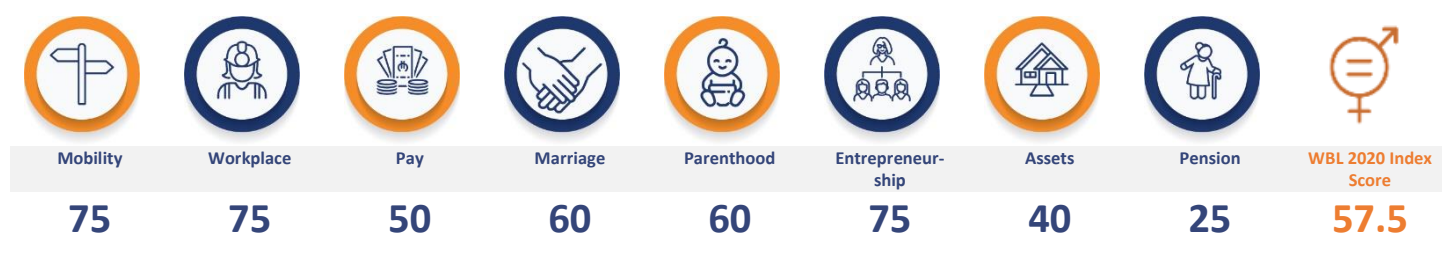


Algeria

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Algiers). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Algeria scores 57.5 out of 100**. The overall score for Algeria is higher than the regional average observed across the Middle East & North Africa (49.6).

Algeria - Scores for Women, Business and the Law 2020



Relative Strengths

Algeria does not attain a perfect score on any of the WBL2020 indicators. There is room for improvement across all eight indicators.

Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women's pension, Algeria could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Algeria is on the indicator related to laws affecting the size of a women's pension (the WBL2020 Pension Indicator). To improve on the Pension Indicator, Algeria may wish to consider equalizing the ages at which men and women can retire with full pension benefits, equalizing the ages at which men and women can retire with partial pension benefits, and equalizing the mandatory retirement age for men and women.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.

| | QUESTION | ANSWER | LEGAL BASIS |
|------------|--|--------|--|
| Mobility | Can a woman choose where to live in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman travel outside her home in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman apply for a passport in the same way as a man? | No | Loi No. 14-03 Relative aux Titres et Documents de Voyage, Art. 6; Passport application form |
| | Can a woman travel outside the country in the same way as a man? | Yes | No restrictions could be located |
| Workplace | Can a woman get a job in the same way as a man? | Yes | No restrictions could be located |
| | Does the law prohibit discrimination in employment based on gender? | No | No applicable provisions could be located |
| | Is there legislation on sexual harassment in employment? | Yes | Loi n° 15-19 du 30 décembre 2015, Art. 6(341. Bis) |
| | Are there criminal penalties or civil remedies for sexual harassment in employment? | Yes | <i>Criminal:</i> Loi n° 15-19 du 30 décembre 2015, Art. 6(341. Bis) <i>Civil:</i> No applicable provisions could be located |
| Pay | Does the law mandate equal remuneration for work of equal value? | Yes | Loi No. 90-11, Art. 84 |
| | Can women work the same night hours as men? | No | Loi No. 90-11, Art. 29 |
| | Can women work in jobs dangerous in the same way as men? | No | Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: Loi No. 88-07, Art. 11 Jobs deemed morally inappropriate: No restrictions could be located |
| | Are women able to work in the same industries as men? | Yes | Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located |
| Marriage | Is there no legal provision that requires a married woman to obey her husband? | Yes | No applicable provisions could be located |
| | Can a woman be head of household in the same way as a man? | Yes | No restrictions could be located |
| | Is there legislation specifically addressing domestic violence? | Yes | Loi n° 15-19 du 30 décembre 2015, Arts. 2(266. Bis- 266. bis 1) et 4(330. Bis) |
| | Can a woman obtain a judgment of divorce in the same way as a man? | No | Code de la Famille, Arts. 48-49 and 53-56 |
| | Does a woman have the same rights to remarry as a man? | No | Code de la Famille, Art. 58 |
| Parenthood | Is paid leave of at least 14 weeks available to mothers? | Yes | Loi No. 83-11, Arts. 28 et 29 |
| | Does the government pay 100% of maternity leave benefits? | Yes | Loi No. 83-11, Art. 72 |
| | Is there paid paternity leave? | Yes | Loi No. 9-11, Art. 54 |
| | Is there paid parental leave? | No | No applicable provisions could be located |
| | Is dismissal of pregnant workers prohibited? | No | No applicable provisions could be located |
| Entrepren. | Does the law prohibit discrimination in access to credit based on gender? | No | No applicable provisions could be located |
| | Can a woman sign a contract in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman register a business in the same way as a man? | Yes | Code de Commerce, Art. 7 |
| | Can a woman open a bank account in the same way as man? | Yes | No restrictions could be located |
| Assets | Do men and women have equal ownership rights to immovable property? | Yes | Code de la Famille, Art. 37 |
| | Do sons and daughters have equal rights to inherit assets from their parents? | No | Code de la Famille, Arts. 141-142, 144-148 et 153 |
| | Do female and male surviving spouses have equal rights to inherit assets? | No | Code de la Famille, Arts. 144 et 145 |
| | Does the law grant spouses equal administrative authority over assets during marriage? | Yes | Code de la Famille, Art. 37 |
| | Does the law provide for the valuation of nonmonetary contributions? | No | Code de la Famille, Art. 37 |
| Pension | Are the ages at which men and women can retire with full pension benefits equal? | No | Women: Loi No. 83-11, Art. 6 Men: Loi No. 83-11, Art. 6 |
| | Are the ages at which men and women can retire with partial pension benefits equal? | No | Women: Loi No. 83-11, Art. 6 bis; Ordonnance No. 97-13, Art. 2 Men: Loi No. 83-11, Art. 6 bis; Ordonnance No. 97-13, Art. 2 |
| | Are the mandatory retirement ages for men and women equal? | No | Women: Labor Code, Art. 66; Loi No. 83-12, Art. 10 Men: Labor Code, Art. 66; Loi No. 83-12, Art. 10 |
| | Are periods of absence due to child care accounted for in pension benefits? | Yes | Loi n° 83-12, Art. 11 |