Algeria

*Women, Business and the Law* 2023 (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 and North Africa (53.2). Within the Middle East and North Africa region, the maximum score observed is 91.3 (Malta).

**Algeria - Scores for Women, Business and the Law 2023**

<table>
<thead>
<tr>
<th>Mobility</th>
<th>Workplace</th>
<th>Pay</th>
<th>Marriage</th>
<th>Parenthood</th>
<th>Entrepreneurship</th>
<th>Assets</th>
<th>Pension</th>
<th>WBL 2023 Index Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>75</td>
<td>75</td>
<td>50</td>
<td>60</td>
<td>60</td>
<td>75</td>
<td>40</td>
<td>25</td>
<td>57.5</td>
</tr>
</tbody>
</table>

**Relative Strengths**

Algeria does not attain a perfect score on any of the WBL2023 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 starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman'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 measuring laws affecting the size of a woman’s pension (the WBL2023 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**

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).

Further data details for Algeria are available at:  
<table>
<thead>
<tr>
<th>QUESTION</th>
<th>ANSWER</th>
<th>LEGAL BASIS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Can a woman choose where to live in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Can a woman travel outside her home in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Can a woman apply for a passport in the same way as a man?</td>
<td>No</td>
<td>Loi no. 14-03 relative aux titres et documents de voyage, Art. 7; Formulaire de demande de passeport</td>
</tr>
<tr>
<td>Can a woman travel outside the country in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Can a woman get a job in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Does the law prohibit discrimination in employment based on gender?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td>Is there legislation on sexual harassment in employment?</td>
<td>Yes</td>
<td>Loi No. 15-19 du 30 décembre 2015, Art. 6(Art. 341, Bis)</td>
</tr>
<tr>
<td>Are there criminal penalties or civil remedies for sexual harassment in employment?</td>
<td>Yes</td>
<td>Criminal: Loi No. 15-19 du 30 décembre 2015, Art. 6(Art. 341, Bis) Civil: No applicable provisions could be located</td>
</tr>
<tr>
<td>Can a woman work at night in the same way as a man?</td>
<td>No</td>
<td>Loi No. 90-11, Art. 29</td>
</tr>
<tr>
<td>Can a woman work in a job deemed dangerous in the same way as a man?</td>
<td>No</td>
<td>Loi No. 88-07, Art. 11</td>
</tr>
<tr>
<td>Can a woman work in an industrial job in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Is the law free of legal provisions that require a married woman to obey her husband?</td>
<td>Yes</td>
<td>Code de la famille, Art. 36(4)</td>
</tr>
<tr>
<td>Can a woman be head of household in the same way as a man?</td>
<td>Yes</td>
<td>No restrictions could be located</td>
</tr>
<tr>
<td>Is there legislation specifically addressing domestic violence?</td>
<td>Yes</td>
<td>Loi No. 15-19 du 30 décembre 2015, Arts. 2(266, Bis- 266, bis 1) et 4(330, Bis)</td>
</tr>
<tr>
<td>Can a woman obtain a judgment of divorce in the same way as a man?</td>
<td>No</td>
<td>Code de la famille, Arts. 48-49 et 53-56</td>
</tr>
<tr>
<td>Does a woman have the same rights to remarry as a man?</td>
<td>No</td>
<td>Code de la famille, Art. 58</td>
</tr>
<tr>
<td>Is paid leave of at least 14 weeks available to mothers?</td>
<td>Yes</td>
<td>Loi No. 83-11, Arts. 28 et 29</td>
</tr>
<tr>
<td>Does the government pay 100% of maternity leave benefits?</td>
<td>Yes</td>
<td>Loi No. 83-11, Art. 72</td>
</tr>
<tr>
<td>Is paid leave available to fathers?</td>
<td>Yes</td>
<td>Loi No. 9-11, Art. 54</td>
</tr>
<tr>
<td>Is there paid parental leave?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td>Is dismissal of pregnant workers prohibited?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
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<tr>
<td>Is the age at which men and women can retire with full pension benefits the same?</td>
<td>No</td>
<td>Loi No. 16-15, Art. 6</td>
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<td>Is the age at which men and women can retire with partial pension benefits the same?</td>
<td>No</td>
<td>Ordonnance No. 97-13; Art. 2; Loi No. 83-11, Art. 6 bis</td>
</tr>
<tr>
<td>Are periods of absence due to childcare accounted for in pension benefits?</td>
<td>No</td>
<td>Code du Travail, Art. 66; Loi No. 83-12, Art. 10</td>
</tr>
<tr>
<td>Do men and women have equal ownership rights to immovable property?</td>
<td>Yes</td>
<td>Code de la famille, Art. 37</td>
</tr>
<tr>
<td>Do sons and daughters have equal rights to inherit assets from their parents?</td>
<td>No</td>
<td>Code de la famille, Arts. 141-142, 144-148 et 153</td>
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<tr>
<td>Do female and male surviving spouses have equal rights to inherit assets?</td>
<td>No</td>
<td>Code de la famille, Arts. 144 et 145</td>
</tr>
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<td>Does the law grant spouses equal administrative authority over assets during marriage?</td>
<td>Yes</td>
<td>Code de la Famille, Art. 37</td>
</tr>
<tr>
<td>Does the law provide for the valuation of nonmonetary contributions?</td>
<td>No</td>
<td>No applicable provisions could be located</td>
</tr>
<tr>
<td>Is the mandatory retirement age for men and women the same?</td>
<td>No</td>
<td>Code du Travail, Art. 66; Loi No. 83-12, Art. 10</td>
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