

## **Unit 5: Labor Law in Algeria**

**Labor law** in Algeria governs the relationship between employers and employees. It is primarily based on the **Labor Code** (Law No. 90-11), which outlines the rights and obligations of both parties in the workplace.

**Employment contracts** are formal agreements between an employer and an employee that outline the terms of employment, including job responsibilities, salary, and duration. They can be fixed-term or indefinite.

**Working Hours:** The Labor Code regulates working hours, typically setting the standard workweek at 40. Overtime compensation is required for hours worked beyond this limit.

**Wages:** Algeria has established a minimum wage, which employers must adhere to. The Labor Code also provides guidelines for wage payment, ensuring that employees are paid on time and fairly.

**Employee Rights:** Under Algerian labor law, employees have several rights, including the right to join trade unions, the right to a safe work environment, and the right to fair treatment without discrimination.

**Termination of Employment:** The Labor Code outlines the conditions under which employment can be terminated, including notice periods and severance pay. Employers must provide valid reasons for dismissal.

Labor law in Algeria aims to protect workers' rights, promote fair labor practices, and provide a framework for resolving disputes between employers and employees.

## Legal Terms

- **Labor Law:** قانون العمل
- **Labor Code:** قانون العمل
- **Employment Contract:** عقد العمل
- **Working Hours:** ساعات العمل
- **Wages:** الأجور
- **Employee Rights:** حقوق العمال
- **Termination of Employment:** إنهاء العمل
- **Trade Unions:** النقابات العمالية

## Questions :

1. What is the primary legal framework for labor law in Algeria?
2. What is an employment contract?
3. What are the standard working hours in Algeria?
4. What rights do employees have under Algerian labor law?
5. What must employers provide when terminating employment?

## Multiple Choice Questions (QCM)

1. What is the primary legal framework for labor law in Algeria?
  - A) Civil Code
  - B) Penal Code
  - C) Labor Code
  - D) Family Code

**Answer:**

**2. What type of contract outlines the terms of employment?**

- A) Loan Agreement
- B) Employment Contract
- C) Sale Contract
- D) Lease Agreement

**Answer:**

**3. What is the standard workweek in Algeria according to the Labor Code?**

- A) 35 hours
- B) 40 hours
- C) 45 hours
- D) 50 hours

**Answer:**

**4. Which of the following is a right of employees under Algerian labor law?**

- A) Right to vote
- B) Right to join trade unions
- C) Right to own a business
- D) Right to free education

**Answer:**

**5. What must be provided by employers upon termination of employment?**

- A) A letter of recommendation
- B) Severance pay and notice period

C) A new job

D) A refund of wages

**Answer:**