الكنفدرالية النقابية للقوى المنتجة
Confédération Syndicale Des Forces Productives

COSYFOP

Women's Committee

WOMEN IN ALGERIA 2026

Violence, Discrimination and the Repression of Trade Union and Civil Liberties

Annual Report on Monitoring, Documentation and Trade Union Advocacy

COSYFOP Women's Committee Annual Report 2026

COSYFOP Women's Committee
Trade Union Confederation of Productive Forces (COSYFOP)

25 November 2026

International Day for the Elimination of Violence against Women
and launch of the 16 Days of Activism against Gender-Based Violence

About this report

This report is published by the Women's Committee of the Trade Union Confederation of Productive Forces (COSYFOP). It was prepared for presentation to, and adoption by, the participants in the Committee's meeting of 25 November 2026. It is intended as a reference document, to be published in the reports and studies section of the Confederation's website and used in advocacy with the International Labour Organization and United Nations bodies.

The data are current as of 23 November 2026. Every factual statement is referenced in a footnote, following the Chicago Manual of Style (notes and bibliography), and the bibliography groups the sources by type. The report respects the privacy of victims and witnesses and the presumption of innocence, and it discloses neither the venue of the meeting of 25 November nor the identity of the participants.

Suggested citation

COSYFOP Women's Committee, Trade Union Confederation of Productive Forces (COSYFOP). *Women in Algeria 2026. Violence, Discrimination and the Repression of Trade Union and Civil Liberties*. Annual Report on Monitoring, Documentation and Trade Union Advocacy. 25 November 2026.

Reproduction rights

This report, which is also published in Arabic and French, may be quoted, translated and reproduced in whole or in part for non-commercial purposes, provided that the source is acknowledged. The Confederation would appreciate being informed of any use of the report in international advocacy.

Contents

Introduction and Executive Summary....4
A Confidential Meeting on 25 November 2026....4
Monitoring and Documentation by the Women's Committee....5
Methodology and Limitations....5
Executive Summary....6
Chapter 1. The Economic and Social Situation of Women Workers....8
1.1 Low Labour Force Participation and High Unemployment....8
1.2 Discrimination in Recruitment, Pay and Promotion....9
1.3 Economic Insecurity and Financial Dependence....10
1.4 Women's Underrepresentation....11
1.5 Economic Insecurity as a Barrier to Escaping Violence....12
Chapter 2. Violence and Harassment in the World of Work....14
2.1 Forms of Violence and Harassment at Work....14
2.2 Abuse of Authority, Workplace Retaliation and Gaps in Protection....15
2.3 Cases Documented by the Women's Committee....16
2.4 Reports Shared on Social Media....17
2.5 Women's Testimonies on Television....18
Chapter 3. Judicial Harassment of Women Trade Unionists and Women Detained for Expressing Their Views....21
3.1 Yamina Maghraoui: A Key Case Study....21
3.2 Other Cases of Women Trade Unionists Documented by the Committee....23
3.3 Saïda Neghza: Imprisonment and a Dispute over the Leadership of an Employers' Organisation....24
3.4 Emblematic Cases of Women Detained for Expressing Their Views....26
3.5 Judicial Harassment and Its Chilling Effect....28
Chapter 4. Restrictions on Autonomous Trade Unions and Their Impact on Women....31
4.1 Sealed Premises and Obstructed Meetings....31
4.2 Limited Resources and Criminalised Funding....32
4.3 Prosecution of Women Union Leaders....32
4.4 Exclusion from Social Dialogue and Representation....33
Chapter 5. The Proposed Women's Trade Union Support Centre....35
5.1 Documented Needs and Objectives....35
5.2 Commitment to the Project and Persistent Obstacles....36
5.3 Practical Steps for 2027....37
Chapter 6. International Standards and Recommendations....38
6.1 Algeria and the Violence and Harassment Convention and Recommendation....38
6.2 Main Gaps in National Legislation....39
6.3 Conclusions....41
6.4 Recommendations....41
Bibliography....44

Introduction and Executive Summary

A Confidential Meeting on 25 November 2026

The Women's Committee of the Trade Union Confederation of Productive Forces (COSYFOP) holds its annual meeting on 25 November 2026, the International Day for the Elimination of Violence against Women and the launch of the 16 Days of Activism against Gender-Based Violence. To protect the participants, the arrangements for the meeting have not been made public, and this report therefore contains no information about its venue or about the identity or number of those attending. The report was prepared for presentation to, and adoption by, the meeting, with a view to its becoming the Committee's annual report for 2026 and the reference document for its advocacy with the International Labour Organization (ILO) and United Nations bodies.

Beyond logistical considerations, this precaution reflects a climate in which trade unionists take a risk simply by meeting to discuss their safety at work. COSYFOP has had no premises in which to meet since its national headquarters was sealed on 21 February 2020 without a court decision, and the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) continues to urge the Government to reverse this measure without delay[1]. In his 2024 report, the United Nations Secretary-General referred to allegations of arbitrary detention, intimidation and surveillance targeting people who had met the Special Rapporteur on the rights to freedom of peaceful assembly and of association during his visit to Algeria in September 2023[2]. The Special Rapporteur on the situation of human rights defenders also reported that she had been unable to meet some defenders because they feared reprisals[3].

The fact that women must meet in secret to discuss their rights and safety at work illustrates the gap, which this report documents, between the official recognition of trade union rights and freedom of expression and their exercise in practice. The meeting's agenda covers workplace violence and harassment, together with the Violence and Harassment Convention, 2019 (No. 190), the Violence and Harassment Recommendation, 2019 (No. 206), and the prevention and risk-assessment measures for which they provide. It also covers the call for Algeria to ratify the Convention, trade union monitoring and follow-up of cases, the proposed Women's Trade Union Support Centre

[1] Trade Union Confederation of Productive Forces (COSYFOP), complaint to the Committee on Freedom of Association of the International Labour Organization concerning violations of freedom of association in Algeria, 15 August 2022, COSYFOP archives, registered as Case No. 3434. International Labour Organization, Committee of Experts on the Application of Conventions and Recommendations, observation concerning the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), Algeria, adopted 2024, published at the 113th Session of the International Labour Conference (2025), accessed 22 November 2026, https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID,P13100_COUNTRY_ID:4415817,102908.

[2] United Nations Secretary-General, *Cooperation with the United Nations, its representatives and mechanisms in the field of human rights*, UN document A/HRC/57/60, 20 August 2024, paras. 13-21, accessed 23 November 2026, https://docs.un.org/en/A/HRC/57/60.

[3] Human Rights Council, *Visit to Algeria. Report of the Special Rapporteur on the situation of human rights defenders, Mary Lawlor*, UN document A/HRC/58/53/Add.1, 14 January 2025, para. 3, accessed 24 November 2026, https://docs.un.org/en/A/HRC/58/53/Add.1.

(Maison des femmes syndicalistes) and the Committee's programme of action for 2027, and the 16 Days of Activism campaign.

Monitoring and Documentation by the Women's Committee

This report draws on the work of the COSYFOP Women's Committee in monitoring and document ing violations affecting women workers and women trade unionists in Algeria. The information gathered and the case files compiled by the Committee have provided the basis for several com plaints and communications submitted by COSYFOP to the ILO supervisory bodies, in particular the Committee on Freedom of Association (CFA)[4].

The report places this information in a broader context covering violence and harassment in the world of work, discrimination, legal proceedings and restrictions on trade union and civil liberties, drawing on national legislation, international standards and relevant statistical and human rights sources. It aims to shed light, through the Committee's experience in documenting violations, on the realities faced by women workers in Algeria, and to identify priorities for intervention, protec tion and trade union advocacy.

Each chapter reflects the division of roles that underpins this work. The Women's Committee monitors events, gathers information and documents violations; COSYFOP validates the case files and uses them in its complaints and communications to international bodies; and the supervisory bodies examine these submissions and issue their own observations, conclusions and recommen dations. The report accordingly attributes each element to the body that produced it.

Methodology and Limitations

The report combines the Committee's case files with desk research in Arabic, French and English, with data current as of 23 November 2026. The research covered texts published in the Official Journal, data from the National Office of Statistics (Office national des statistiques, ONS) as reported in the national press, and documents of the CEACR and the CFA available in the NORMLEX database. It also drew on United Nations documents, World Bank and ILO data, reports by human rights organisations, the national press, and the archives of COSYFOP and of the National Autono mous Union of Public Administration Staff (SNAPAP). The Committee also monitored the official accounts of three private television channels.

In its monitoring work, the Committee obtains the informed consent of the person concerned before any documentation or publication, keeps her identity and any details that could identify her confidential, and records each case in a standard form specifying the nature of the act, the power relationship between the parties, the sector, the date and the source. This method draws on the practical guide developed by Public Services International (PSI) for implementing Conven-

[4] International Labour Organization, Committee on Freedom of Association, Case No. 3434 (Algeria), complaint by the Trade Union Confederation of Productive Forces (COSYFOP), Public Services International (PSI) and the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF), complaint dated 15 August 2022, accessed 22 November 2026, https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:50001:0::NO:50001:P50001_COMPLAINT_FILE_ID:4299321.

tion No. 190 in the public sector[5]. The report names a woman only when her name appears in published institutional documents or in public cases examined by international bodies or human rights organisations, and it refers to each woman who appeared in television programmes by an initial only. In keeping with the presumption of innocence, it attributes no act to anyone unless that act has been established by a court decision or an institutional document, and it reports the official response where one exists. Finally, its wording and references distinguish between documented facts; the Committee's analysis, for which it takes responsibility; testimonies, which remain the accounts of the women who gave them; and allegations as set out in the reports of the supervisory bodies, which have not ruled on their merits.

This work faces structural gaps in official data that are themselves among the report's findings, since the State publishes no official statistics on femicide, on complaints of workplace harassment, or on wages or trade union membership disaggregated by sex. The Committee conducted no field surveys or interviews for this report, because the climate of fear described in the following chapters makes this impossible without exposing the people concerned. Case files whose con tent has not been confirmed are therefore presented as cases requiring investigation, and the documented cases are not used to produce national statistics.

Executive Summary

The report sets out six main findings, which the following chapters develop and the recommenda tions in Chapter 6 bring together.

1. **Women's economic dependence is a structural factor that perpetuates violence.** In 2025, women's labour force participation rate was just 14.1 per cent, compared with 66.4 per cent for men. Women's unemployment rate reached 25.4 per cent in October 2024, compared with 9 per cent for men, and in 2024 only 18.1 per cent of women held an account at a financial institution. This dependence weakens women's capacity to resist violence, harassment and exploitation, at home and at work (Chapter 1).
2. **Workplace violence and harassment are neither measured nor prevented.** The authorities publish no statistics on harassment complaints, despite a request from the ILO Commit tee of Experts (CEACR). The Labour Relations Law contains no specific provision on harassment, complainants and witnesses have no specific protection against retaliation, and labour inspectors have no enforcement powers in the public sector, which employs 58 per cent of women employees. The Women's Committee has documented dismissals of women union leaders and pressure on them to resign, and it calls for an independent investigation into the harassment complaint reported at the Sidi Bel Abbès branch of the National Pension Fund (Chapter 2).
3. **Women's testimonies on television reach a wide audience, but no protection measures have been made public.** In 2026, seven episodes of the programme "Hayat Jadida" drew

[5] Public Services International (PSI), *Guide for Implementing C190 in Public Sector Workplaces*, 2024, accessed 22 November 2026, https://lrs.org.za/wp-content/uploads/2024/10/PSI-Guide-for-Implementing-C190-in-Public-Sector-Workplaces.pdf.

around 15.9 million views on the channel's official account alone, yet no published information shows that any of the women concerned was referred to protection or support services. Such programmes continue despite repeated warnings from the National Independent Audiovisual Regulatory Authority (ANIRA) against exploiting human suffering to boost audiences, and media exposure without support may leave the women concerned open to lasting stigma (Chapter 2).

4. **Women trade unionists and activists face judicial harassment.** Yamina Maghraoui, Secretary General of COSYFOP, was summoned before an investigating judge a few weeks after meeting the UN Special Rapporteur on the rights to freedom of peaceful assembly and of association, was ordered to stop making television statements and is being prosecuted under article 196 bis of the Penal Code. Rim Kadri, president of the Federation of Education Sector Staff, was released on condition that she resign from COSYFOP, and according to the latest published information at least five women remain in detention because of their publi cations or peaceful activities. These practices have a chilling effect on women workers considering joining an autonomous union, taking on union responsibilities or cooperating with United Nations mechanisms (Chapter 3).
5. **Restrictions on autonomous trade unions deprive the Women's Committee of the means to protect women workers.** The sealing of premises, obstruction of congresses, prior authorisation for donations, the criminalisation of unauthorised funding and exclusion from social dialogue leave the Committee without safe premises, resources or representation, so that it can neither receive victims in a safe space nor fund the legal and psychological support they need. The ILO Committee on Freedom of Association (CFA) has deeply deplored the Government's failure to take any concrete steps to implement its recommendations (Chapter 4).
6. **The proposed Women's Trade Union Support Centre is a strategic initiative for 2027.** The Committee envisages a centre that would provide legal and psychological support, emergency assistance, temporary accommodation and training, together with a solidarity network among women. Women trade unionists and supporters have said they are ready to contribute, but government restrictions on organising, funding and premises remain the main obstacle to its establishment (Chapter 5).

The Committee's priority demands are the submission of Convention No. 190 and Recommendation No. 206 to Parliament with a view to ratifying the Convention; amendment of the Labour Relations Law to require the prevention of harassment and the protection of complainants; implemen tation of the supervisory bodies' recommendations on freedom of association; the release of all persons detained for peacefully expressing their views; and international support for the proposed Women's Trade Union Support Centre (Chapter 6).

Chapter 1. The Economic and Social Situation of Women Workers

Algeria ranks 141st of 145 economies in the World Economic Forum's *Global Gender Gap Report 2026*, among the five lowest-ranked, having closed only 61.8 per cent of its gender gap[6]. This chapter focuses on the indicators that bear directly on women workers' rights (labour force participation, unemployment, discrimination in recruitment, pay and promotion, economic insecurity and underrepresentation) and shows how they weaken women's capacity to resist violence, harassment and exploitation.

1.1 Low Labour Force Participation and High Unemployment

According to ILO modelled estimates, which the World Bank includes in its data series, the labour force participation rate of women aged 15 and over stood at around 14.1 per cent in 2025, compared with 66.4 per cent for men[7]. Over thirty-five years, women's participation rose by only about two and a half percentage points in net terms, climbing from 11.7 per cent in 1990 to a peak of 15.3 per cent in 2015 before declining, while men's participation, although gradually falling, remained more than four times higher.

Data from the National Office of Statistics confirm this imbalance. The national employment survey of October 2024, the first of its kind since 2019, shows that women make up 22.9 per cent of the labour force (3,163,000 economically active women) but only 19.6 per cent of the employed population, and that their unemployment rate reached 25.4 per cent, compared with 9 per cent for men. In the May 2019 survey, the rate stood at 20.4 per cent for women and 9.1 per cent for men[8]. The gap therefore widened by some five percentage points in five years while male unemployment remained stable, and a quarter of women seeking work now cannot find it, in a labour market that already employs only a minority of them.

[6] World Economic Forum, *Global Gender Gap Report 2026*, Benchmarking gender gaps, 16 September 2026, accessed 22 November 2026, https://www.weforum.org/publications/global-gender-gap-report-2026/in-full/benchmarking-gender-gaps-2026/.

[7] World Bank Group, World Development Indicators, Labor force participation rate, female (% of female population ages 15+) (modeled ILO estimate), Algeria, SL.TLF.CACT.FE.ZS, updated 11 November 2026, accessed 23 November 2026, https://api.worldbank.org/v2/country/DZA/indicator/SL.TLF.CACT.FE.ZS?format=json&per_page=100. World Bank Group, World Development Indicators, Labor force participation rate, male (% of male population ages 15+) (modeled ILO estimate), Algeria, SL.TLF.CACT.MA.ZS, updated 11 November 2026, accessed 23 November 2026, https://api.worldbank.org/v2/country/DZA/indicator/SL.TLF.CACT.MA.ZS?format=json&per_page=100.

[8] Algérie Eco, "Emploi et taux de chômage en Algérie, les chiffres de l'ONS" [Employment and unemployment in Algeria. The ONS figures], 28 February 2025, accessed 22 November 2026, https://algerie-eco.com/2025/02/28/emploi-et-taux-de-chomage-en-algerie-les-chiffres-de-lons/. Algérie360, "Légère baisse du chômage en Algérie selon l'ONS" [Slight fall in unemployment in Algeria, according to the ONS], 2019, accessed 22 November 2026, https://www.algerie360.com/legere-baisse-du-chomage-en-algerie-selon-lons/.

Figure 1. Labour force participation rate by sex, 1990-2025

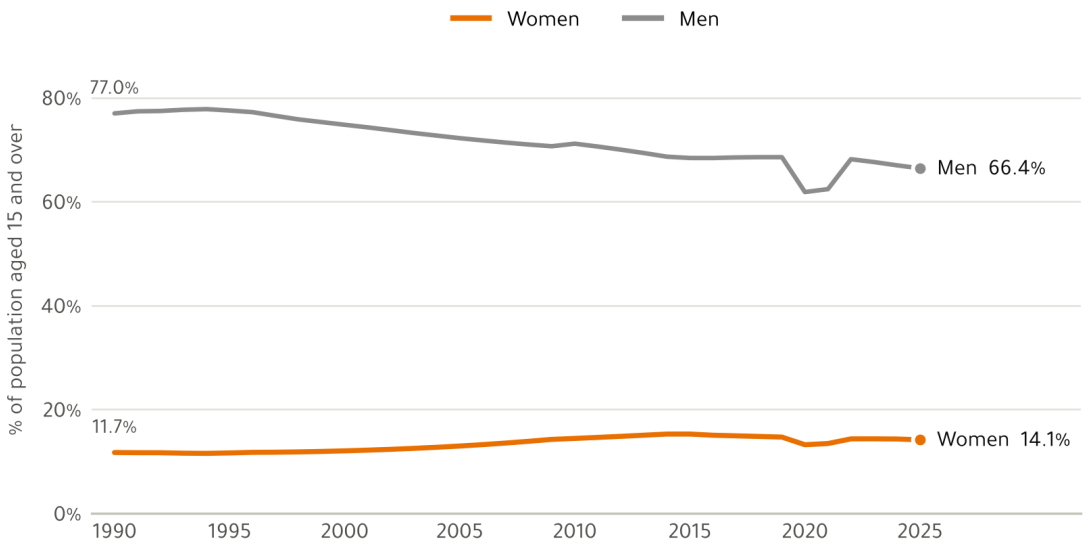


Chart prepared by the Women's Committee from World Bank series SL.TLF.CACT.FE.ZS and SL.TLF.CACT.MA.ZS (modelled ILO estimates, updated 11 November 2026). Rates are calculated for the population aged 15 and over.

Figure 2. Unemployment rate by sex, national surveys of May 2019 and October 2024

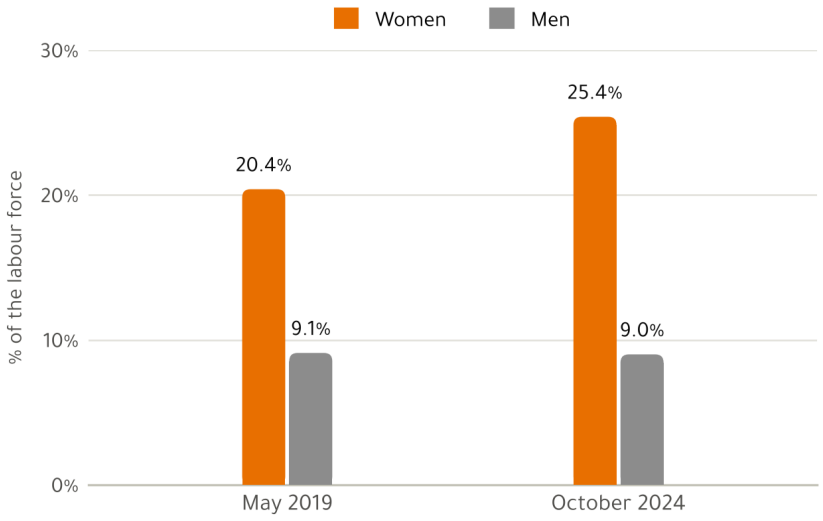


Chart prepared by the Women's Committee from the results of the national employment surveys of the National Office of Statistics as reported in the national press. Both surveys use the same definition of unemployment.

1.2 Discrimination in Recruitment, Pay and Promotion

Women's employment is concentrated in the public sector and in occupations that require formal qualifications. The public sector employs 58 per cent of women employees, whereas the private sector provides 61.2 per cent of all jobs, and women hold 55 per cent of professional occupations[9]. Women also account for 46.57 per cent of members of the judiciary, yet only six women chaired a municipal people's assembly after the 2021 local elections[10]. This contrast shows that women gain access more readily to occupations filled through competitive examinations than to decision-mak

[9] Algérie360, "Marché du travail en Algérie, un taux de chômage en hausse et des inégalités persistantes" [The labour market in Algeria. Rising unemployment and persistent inequalities], 2025, accessed 22 November 2026, https://www.algerie360.com/marche-du-travail-en-algerie-un-taux-de-chomage-en-hausse-et-des-inegalites-persistantes/.

ing posts filled by appointment or election, and that the private sector, despite providing most jobs, remains far less open to them.

The ILO Committee of Experts has noted that official wage data are still not disaggregated by sex and that, according to the Global Gender Gap Report 2022, women's estimated annual earned income was only US$3,310, compared with US$18,000 for men. Observing that Ordinance No. 06-03 on the General Statute of the Public Service does not expressly provide for equal remuneration for work of equal value, it has asked the Government to amend this text and to collect sex-disaggregated wage statistics regularly[11]. The Committee of Experts has also deeply regretted that articles 6 and 17 of Law No. 90-11 on labour relations and article 27 of Ordinance No. 06-03 have not been amended, since these provisions do not cover all grounds of discrimination and do not penalise discriminatory conduct by employers in recruitment, promotion and dismissal[12]. The World Bank estimates that the legal framework gives women only 46 per cent of the rights enjoyed by men in the economic sphere[13].

1.3 Economic Insecurity and Financial Dependence

Low-paid women workers are seeing their purchasing power eroded rapidly. According to the National Office of Statistics, year-on-year inflation reached 8.01 per cent nationally in August 2026[14]. The guaranteed national minimum wage (SNMG), set at 20,000 Algerian dinars (DZD) by Presidential Decree No. 21-137 of 7 April 2021, remained frozen until it was raised to DZD 24,000 with effect from 1 January 2026 by Presidential Decree No. 26-01 of 7 January 2026[15]. Published in September 2026 and based on a field survey of prices, the COSYFOP study on the collapse of purchasing power and the real cost of living concludes that 17 of the 18 comparable products are sold above the average administered price. It also concludes that restoring the real value of the 2021

[10] People's Democratic Republic of Algeria, [National report on the thirtieth anniversary of the Beijing Declaration and Platform for Action] (in Arabic), May 2024, published on the UN Women website, accessed 23 November 2026, https://unwomen.org/sites/default/files/2024-09/b30_report_algeria_ar.pdf.

[11] International Labour Organization, Committee of Experts on the Application of Conventions and Recommendations, observation concerning the Equal Remuneration Convention, 1951 (No. 100), Algeria, adopted 2022, published at the 111th Session of the International Labour Conference (2023), accessed 22 November 2026, https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID,P13100_COUNTRY_ID:4308270,102908:NO.

[12] International Labour Organization, Committee of Experts on the Application of Conventions and Recommendations, observation concerning the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), Algeria, adopted 2022, published at the 111th Session of the International Labour Conference (2023), accessed 22 November 2026, https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID,P13100_COUNTRY_ID:4308288,102908.

[13] World Bank Group, *Gender Landscape, Algeria*, data updated 2 April 2026, accessed 22 November 2026, https://documents1.worldbank.org/curated/en/099937206302259005/pdf/IDU-d31ffc34-e63f-4e68-a479-5901a1465378.pdf.

[14] Maghreb Emergent, "Prix en Algérie, les chiffres de l'ONS à l'épreuve du panier quotidien" [Prices in Algeria. ONS figures put to the test of the daily shopping basket], 21 October 2026, accessed 22 November 2026, https://maghrebemergent.news/fr/prix-en-algerie-les-chiffres-de-lons-a-lepreuve-du-panier-quotidien/.

[15] Algérie360, "Salaire minimum, la hausse à 24 000 DA officiellement entrée en vigueur" [Minimum wage. The increase to DZD 24,000 officially in force], 2026, accessed 22 November 2026, https://www.algerie360.com/salaire-minimum-la-hausse-du-a-24-000-da-officiellement-entree-en-vigueur/. Radio Algérie, "Le décret présidentiel fixant le SNMG publié dans le Journal officiel" [Presidential decree setting the SNMG published in the Official Journal], 14 January 2026, accessed 24 November 2026, https://news.radioalgerie.dz/fr/node/77647.

wage would require around DZD 27,000 gross, and that a single worker who pays no rent needs around DZD 35,000 a month[16].

Figure 3. The SNMG compared with COSYFOP estimates of monthly needs

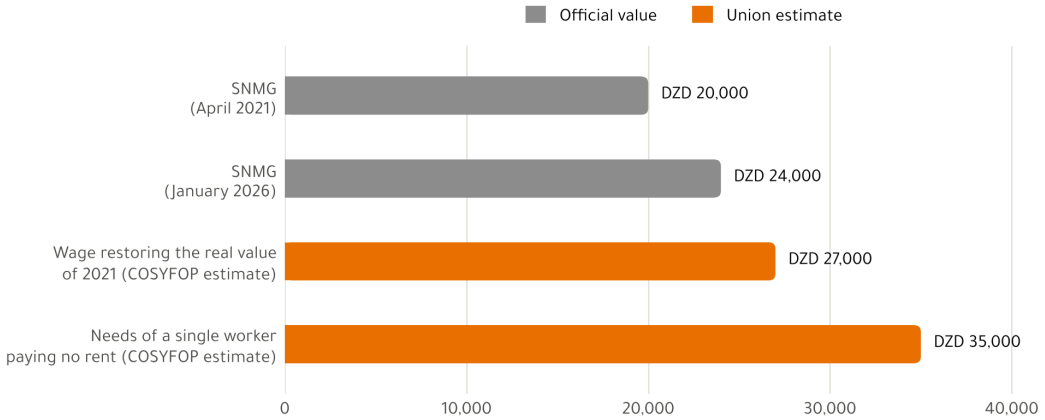


Chart prepared by the Women's Committee from Presidential Decrees Nos 21-137 and 26-01 for the two official values and from the COSYFOP study published in September 2026 for the two union estimates. The official values are statutory gross minimum wages, whereas the union estimates are needs calculated from the price survey.

Combined with women's low level of financial inclusion, this gap between wages and needs results in financial dependence. In 2024, only 18.1 per cent of women held an account at a financial institution, compared with 51.9 per cent of men, and vulnerable employment accounted for 21.2 per cent of women's employment in 2025[17]. The Alimony Fund (Fonds de la pension alimentaire), set up in 2015 for divorced women with custody of their children, benefited only 9,139 women and 16,889 children between 2016 and 2023[18]. Official statistics make it impossible to measure women's informal work or the burden of unpaid care work, since the summary of the October 2024 survey contains no sex-disaggregated indicator of informal work and the last national time-use survey dates from 2012[19].

1.4 Women's Underrepresentation

Women's parliamentary representation has suffered successive setbacks linked to the dismantling of legal safeguards. Organic Law No. 12-03 had raised women's share to around 31 per cent of the seats in the People's National Assembly (Assemblée populaire nationale, APN) in 2012[20], but the replacement of quotas by a parity requirement on open lists reduced their number in 2021 to

[16] Trade Union Confederation of Productive Forces (COSYFOP), [Study on the collapse of purchasing power and the real cost of living in Algeria] (in Arabic), September 2026, accessed 22 November 2026, https://cosyfop.ovh/%d8%a7%d9%84%d9%82%d8%af%d8%b1%d8%a9-%d8%a7%d9%84%d8%b4%d8%b1%d8%a7%d8%a6%d9%8a%d8%a9-%d9%81%d9%8a-%d8%a7%d9%84%d8%ac%d8%b2%d8%a7%d8%a6%d8%b1/.

[17] World Bank, *Gender Landscape*.

[18] National Beijing+30 report.

[19] Algérie360, "Une étude de l'ONS sur l'emploi du temps des Algériens" [An ONS study on how Algerians spend their time], accessed 22 November 2026, https://www.algerie360.com/une-etude-de-lons-sur-lemploi-du-temps-des-algeriens/.

[20] Medfeminiswiya, "From 31% to 8%, women in Algeria's National Assembly, or how half the population is disappearing from political decision-making", 6 May 2026, accessed 22 November 2026, https://medfeminiswiya.net/2026/05/06/from-31-to-8-women-in-algerias-national-assembly-or-how-half-the-population-is-disappearing-from-political-decision-making/?lang=en.

32 of 407 members (7.86 per cent)[21]. Organic Law No. 26-05 of 4 April 2026[22] then replaced the parity requirement with a requirement that women make up one third of the candidates on each list, subject to the possibility of an exceptional exemption[23]. As a result, the legislative elections of 2 July 2026 returned only 25 women to the Assembly out of 407 seats (around 6 per cent), before Khalida Boufedeche was elected on 28 July 2026 as the first woman to preside over it[24].

Figure 4. Share of APN seats held by women after each legislative election, 1997-2026

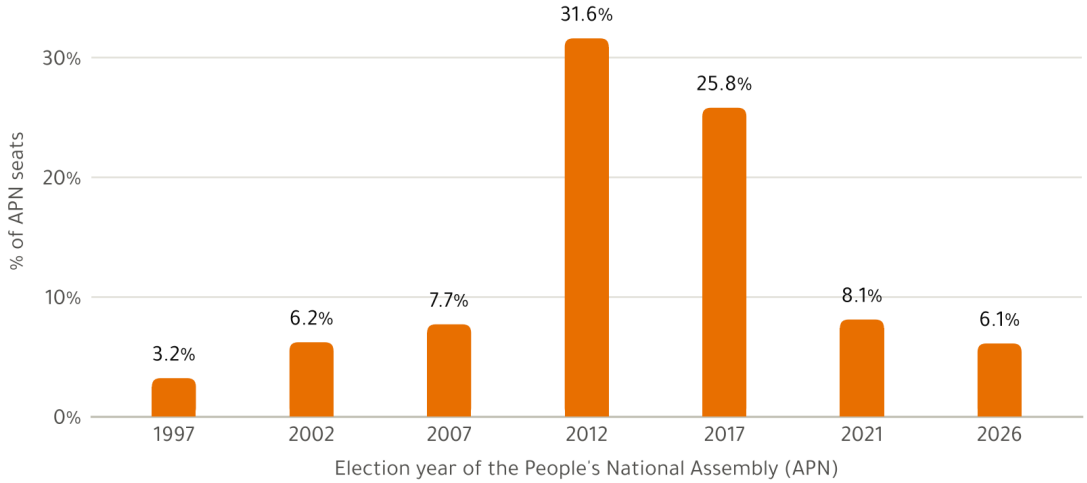


Chart prepared by the Women's Committee from World Bank series SG.GEN.PARL.ZS, based on Inter-Parliamentary Union data, for the assemblies elected between 1997 and 2021, and from the results of the elections of 2 July 2026 (25 women out of 407 members) for 2026.

The election of a woman to preside over the Assembly does not offset this decline in numbers; it highlights instead the coexistence of a symbolic presence at the top of state institutions and growing exclusion from elected office. Underrepresentation also extends to the trade union sphere, where the Ministry of Labour publishes no sex-disaggregated data on trade union membership or on the composition of leadership bodies, and where women who hold leadership positions in autonomous trade unions face the prosecutions documented in Chapter 3.

1.5 Economic Insecurity as a Barrier to Escaping Violence

In the Women's Committee's view, these indicators form a vicious circle. A woman with no income of her own, no account at a financial institution and no guaranteed housing after divorce comes under double pressure to forgive her abuser and to remain under his roof. Likewise, a woman

[21] Inter-Parliamentary Union, Parline, Algeria, National People's Assembly, Data on women, database, accessed 23 November 2026, https://data.ipu.org/parliament/DZ/DZ-LC01/data-on-women.

[22] People's Democratic Republic of Algeria, Loi organique n° 26-05 du 4 avril 2026 modifiant et complétant l'ordonnance n° 21-01 du 10 mars 2021 portant loi organique relative au régime électoral [Organic Law No. 26-05 of 4 April 2026 amending and supplementing Ordinance No. 21-01 of 10 March 2021 enacting the Organic Law on the Electoral System], Official Journal No. 24 of 2026, accessed 24 November 2026, https://www.upgrowth.dz/journal-officiel/archives/2026/24.

[23] National Independent Electoral Authority (ANIE), statement on exemptions from the quota requirement for candidate lists (in French), 19 April 2026, reported by Radio Algérie, accessed 22 November 2026, https://news.radioalgerie.dz/fr/node/84114.

[24] Euronews, Arabic edition, report on the election of Khalida Boufedeche as the first woman to head the Algerian Parliament (in Arabic), 29 July 2026, accessed 22 November 2026, https://arabic.euronews.com/2026/07/29/khalida-boufedeche-becomes-first-woman-to-lead-algerian-parliament.

worker who fears losing her job, in a labour market where a quarter of economically active women are unemployed, tends to keep silent about harassment and abuse by her direct supervisor. The lack of alternatives reinforces this silence. Only three centres of the national network of shelters for women victims of violence, established in 2004, have opened (in Tipaza, Mostaganem and Annaba), with a total capacity of around 220 victims, and their rules do not allow women to bring their children, whereas the Directorate General for National Security (DGSN) recorded 7,500 com plaints of violence against women in 2024[25]. Law No. 15-19 amending the Penal Code adds to the pressure to forgive, since it contains a clause under which the victim's forgiveness ends criminal proceedings[26].

The Committee therefore regards economic autonomy, a decent wage and independent housing as preconditions for any effective policy to combat violence and harassment, rather than as sepa rate social demands. The next chapter examines from this perspective the cases of violence in the world of work that the Committee has documented.

[25] Amnesty International, "Algeria, 22 years after pledge to establish national shelters authorities still failing survivors of gender-based violence", 24 June 2026, accessed 24 November 2026, https://www.amnesty.org/en/latest/news/2026/06/algeria-22-years-after-pledge-to-establish-national-shelters-authorities-still-failing-survivors-of-gender-based-violence/.

[26] UN Women, Global Database on Violence against Women, Algeria, Penal Code provisions on violence against wives and harass-ment in public places, database, accessed 22 November 2026, https://data.unwomen.org/global-database-on-violence-against-women/country-profile/Algeria/measures/Penal%20Code,%202025%20Amendment.

Chapter 2. Violence and Harassment in the World of Work

In Algeria, violence and harassment in the world of work are both widespread and poorly documented. The authorities publish no statistics on complaints filed under article 341 bis of the Penal Code, even though the ILO Committee of Experts has asked the Government for information on their number, nature and outcome and on the penalties imposed. In the same observation, the Committee of Experts recalled that criminal provisions alone are not sufficient, as they do not always provide redress for victims or cover the full range of behaviour that constitutes harassment, and that the Labour Relations Law contains no specific provision on the matter[27]. With the report submitted by the Government on 31 August 2025 still under examination by the Committee of Experts, no published official figures are currently available to measure the scale of the problem[28]. This chapter therefore compares the cases, reports and testimonies documented by the COSYFOP Women's Committee with the available published data in order to describe the forms that workplace violence takes, its links with hierarchical authority and the limitations of complaint and protection mechanisms.

2.1 Forms of Violence and Harassment at Work

In the absence of official statistics, the most extensive field survey remains the one conducted in 2014 by the National Foundation for Health Promotion and Research Development (FOREM). Cov ering 600 women civil servants in the postal, finance and health sectors in four wilayas (provinces), it found that 65 per cent of them reported having experienced verbal or non-verbal harassment at work, that directors were the perpetrators in 30 per cent of cases and office heads in 20 per cent, and that the threat of dismissal recurred frequently in their testimonies[29]. In the Women's Committee's view, these figures show that, in public administration, harassment is most often committed by those who hold the power to evaluate, promote and discipline, making it first and foremost an abuse of authority rather than individual misconduct. A member of the People's National Assembly made the same point in a written question to the Minister of National Solidarity in June 2025, describing harassment as a scourge that forces victims into a cruel choice between submission and leaving their jobs, and that exposes those who refuse to give in to disciplinary sanctions[30].

Women also face third-party violence and psychosocial risks in the sectors where they are concen trated. According to the May 2019 survey data cited by the Committee of Experts, the health and

[27] CEACR, 2022 observation on Convention No. 111.

[28] International Labour Organization, NORMLEX, Comments of the supervisory bodies concerning Algeria, database, accessed 22 November 2026, https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:13201:::::13201:P13201_COUNTRY_ID:102908.

[29] Afrik.com, "Algérie, une femme sur deux victime de harcèlement sexuel" [Algeria. One woman in two a victim of sexual harassment], accessed 22 November 2026, https://www.afrik.com/algerie-une-femme-sur-deux-victime-de-harcelement-sexuel.

[30] TSA, "Harcèlement sexuel des femmes en Algérie, un député brise le silence" [Sexual harassment of women in Algeria. A member of parliament breaks the silence], June 2025, accessed 22 November 2026, https://www.tsa-algerie.com/harcelement-sexuel-des-femmes-en-algerie-un-depute-brise-le-silence/.

social work sector alone employs 45.1 per cent of women workers[31], and women make up 75.62 per cent of the more than 600,000 teachers in public schools[32]. Repeated assaults on health workers by patients' companions, such as the physical and verbal assault on a woman doctor at the Ben Badis University Hospital Centre (CHU) in Constantine by three women accompanying a patient on the evening of 2 July 2020[33], led the authorities to toughen the penalties for such assaults in the summer of 2020[34]. Yet neither sector is subject to a systematic, sex-disaggregated assessment of psychosocial risks, although Convention No. 190 makes risk assessment one of the preventive measures that ratifying States must require of employers.

2.2 Abuse of Authority, Workplace Retaliation and Gaps in Protection

Law No. 04-15 of 10 November 2004 made sexual harassment a criminal offence for the first time, punishable by imprisonment of two months to one year[35]. Law No. 15-19 subsequently increased the penalty to imprisonment of one to three years and a fine of DZD 100,000 to 300,000, and extended the offence to any act, words or innuendo of a sexual nature, as the Committee of Experts has noted[36]. However, this legislation punishes harassment only after the fact, and only if the victim can prove it, while placing no duty on anyone to prevent it. The Labour Relations Law imposes no obligation on employers to prevent harassment or to conduct internal investigations. Because the law is silent on the rules of evidence, the burden of proving acts that usually occur without witnesses falls on the victim alone, and complainants and witnesses have no specific protection against retaliation[37]. Nor does Law No. 88-07 on occupational health, safety and medicine contain any explicit provision on violence, harassment or psychosocial risks[38]. This gap is even more serious in the public sector, which employs 58 per cent of women employees. In public institutions and administrations, the labour inspector can only report violations to the hierarchical authority and record observations in a special register; unlike in the private sector, the inspector

[31] CEACR, 2022 observation on Convention No. 111.

[32] TSA, "L'Algérie compte plus de 600 000 enseignants dont 75 % de femmes" [Algeria has more than 600,000 teachers, 75% of them women], December 2024, accessed 22 November 2026, https://www.tsa-algerie.com/lalgerie-compte-plus-de-600-000-enseignants-dont-75-de-femmes/.

[33] Observ'Algérie, "Algérie, une femme médecin agressée à l'hôpital de Constantine" [Algeria. Woman doctor assaulted at Constantine hospital], 4 July 2020, accessed 22 November 2026, https://observalgerie.com/2020/07/04/faits-divers/algerie-une-femme-medecin-agressee-a-lhopital-de-constantine/.

[34] TSA, article on tougher penalties for assaults on health workers, 2020, accessed 22 November 2026, https://www.tsa-algerie.com/?p=189306.

[35] UN Women, Global Database on Violence against Women, Algeria, Law No. 04-15 Amending the Penal Code, database, accessed 22 November 2026, https://data.unwomen.org/global-database-on-violence-against-women/country-profile/Algeria/measures/Law%20No.%2004-15%20Amending%20the%20Penal%20Code.

[36] CEACR, 2022 observation on Convention No. 111.

[37] Azzeddine Zouba, [On the absence of provisions protecting women workers against sexual harassment in Algerian labour law. A comparative study] (in Arabic), [Journal of Labour and Employment Law], vol. 5, no. 1, 2020, accessed 22 November 2026, https://search.emarefa.net/en/detail/BIM-1019460-%D8%AD%D9%88%D9%84-%D8%A7%D9%86%D8%B9%D8%AF%D8%A7%D9%85-%D8%A3%D8%AD%D9%83%D8%A7%D9%85-%D8%AD%D9%85%D8%A7%D9%8A%D8%A9-%D8%A7%D9%84%D9%85%D8%B1%D8%A3%D8%A9-%D8%A7%D9%84%D8%B9%D8%A7%D9%85%D9%84%D8%A9-%D9%85%D9%86-%D8%A7%D9%84%D8%AA%D8%AD%D8%B1%D8%B4-%D8%A7%D9%84%D8%AC%D9%86%D8%B3%D9%8A-%D9%81%D9%8A-%D9%82%D8%A7.

[38] Ilham Bouhlayes, [Legal mechanisms for the prevention of psychosocial risks at work] (in Arabic), *Revue des sciences humaines*, Frères Mentouri University Constantine 1, vol. 33, no. 2, 2022, accessed 22 November 2026, https://revue.umc.edu.dz/h/article/view/3884.

cannot draw up an official record of the offence or refer the matter to the courts[39]. In practice, a woman who complains about her supervisor is therefore complaining to the very hierarchy to which the person she accuses belongs.

The Women's Committee's monitoring shows that workplace retaliation is among the most striking forms of abuse of authority against women who refuse to submit or who hold trade union responsibilities. The Committee has documented three forms of such retaliation, namely dismissal following administrative correspondence targeting autonomous trade unions, pressure on women union leaders to resign, and the break-up of unions through the creation of parallel wings that draw away their members. COSYFOP brought these facts before the ILO on the basis of documentation compiled by the Women's Committee. They are consistent with the findings of the Committee of Experts, which, in its 2025 observation on the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), noted the high number of reported cases of anti-union discrimination and urged the Government to ensure that the labour inspectorate systematically investigates all such complaints, whatever their source[40].

2.3 Cases Documented by the Women's Committee

In November 2026, the Women's Committee was informed of a harassment complaint reported at the Sidi Bel Abbès branch of the National Pension Fund (Caisse nationale des retraites, CNR). Its searches of the national and regional press and of statements by the Fund and the Ministry of Labour, carried out up to 23 November 2026, found no published source confirming or refuting the facts and no official response. Since it cannot establish whether any administrative or judicial proceedings have been initiated, the Committee presents this as a case requiring investigation and follow-up. To respect the presumption of innocence and the privacy of the person concerned, it does not publish the details of the facts or the identity of the parties, and it attributes no unproven act to anyone. It does, however, call on the Fund's Directorate General and the competent regional labour inspectorate to open an urgent and independent investigation. Table 1 brings together this case and the other cases that the Committee has documented in the world of work, not to measure the scale of the problem but to identify the cases that require trade union action.

[39] Ministry of Labour, Employment and Social Security, "L'Inspection générale du travail et ses missions" [The General Labour Inspectorate and its tasks], web page, accessed 22 November 2026, https://www.mtess.gov.dz/?p=72758. International Labour Organization, Structure et organisation du système d'inspection du travail, Algérie [Structure and organisation of the labour inspection system, Algeria], national labour inspection profile, accessed 22 November 2026, https://www.ilo.org/media/39061/download.

[40] International Labour Organization, Committee of Experts on the Application of Conventions and Recommendations, observation concerning the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), Algeria, adopted 2025, published at the 114th Session of the International Labour Conference (2026), accessed 22 November 2026, https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID,P13100_COUNTRY_ID:4467309,102908.

Table 1. Cases of violence and workplace retaliation documented by the Women's Committee

Case	Sector and date	Documentation and known status	Proposed trade union action
Harassment complaint reported at a local branch of the National Pension Fund	Social security, Sidi Bel Abbès, November 2026	Information received directly by the Committee; no published source and no official response as of 23 November 2026	Independent investigation by the Fund's Directorate General and the labour inspectorate, protection of the complainant and witnesses against any retaliation, and legal support with the consent of the person concerned
Dismissal of the leaders of the union at the Higher Institute of Management, beginning with its woman president, following administrative correspondence targeting unions affiliated to COSYFOP	Public higher education, since June 2019	Case documented by the Committee and submitted by COSYFOP in its complaint to the CFA, which set it out in its 405th Report; the Government maintains that the dismissal resulted from breaches of professional obligations[41]	Demand for reinstatement in line with the requests of the supervisory bodies, and follow-up of the Government's reply
Resignation of a woman union president under pressure from company management, and withdrawal of sixty-six workers from the union after the creation of a second wing	Economic sector, 2025	Case documented by the Committee and submitted by COSYFOP to the CFA, which set it out in its 411th Report; no information available on any settlement[42]	Documentation of the pressure with the consent of the person concerned, and updating of the case file before the CFA
Death of a woman resident doctor, attributed by her colleagues to exhaustion and the on-call system	Health, Algiers, July 2026	Case identified by the Committee in the press and on social media; the Ministry of Health denied that the doctor had been on night duty	Assessment of psychosocial risks, publication of the findings of any investigation, and review of the on-call system in consultation with the unions

Table prepared by the Women's Committee. Cases are listed by type rather than by severity, and the table contains no information that could identify the women concerned.

These cases show that an individual complaint is not enough when the person accused holds administrative authority, and that protecting women workers requires a union able to support victims, document the facts and bring cases before the supervisory bodies. This is precisely the role that the measures examined in Chapter 4 obstruct.

2.4 Reports Shared on Social Media

The Women's Committee treats reports shared on social media as leads to be verified, without turning them into statistics or treating them as established facts against the persons accused. Its monitoring in 2026 shows that such reports can bring to light matters that institutions pass over

[41] COSYFOP, complaint of 15 August 2022. International Labour Organization, Committee on Freedom of Association, 405th Report, Case No. 3434 (Algeria), interim report, March 2024, para. 84, accessed 22 November 2026, https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:50002:0::NO:50002:P50002_COMPLAINT_TEXT_ID:4396596. CEACR, 2025 observation on Convention No. 98.

[42] International Labour Organization, Committee on Freedom of Association, 411th Report, Case No. 3434 (Algeria), interim report, June 2025, accessed 22 November 2026, https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:50002:0::NO:50002:P50002_COMPLAINT_TEXT_ID:4437272.

in silence. In July 2026, for instance, a woman resident doctor in anaesthesiology and intensive care at the Lamine Debaghine University Hospital Centre in Bab El Oued died only a few days after her fellow resident Aymen Badis lost his life in Blida at the end of a twenty-four-hour shift. Her death sparked a national debate on the on-call system, during which doctors said they worked up to ten on-call shifts a month but were paid for only six[43].

Speaking out publicly, however, exposes the woman reporting abuse to risks when no framework protects her. In October 2024, a young Tunisian woman was sentenced to one year's imprisonment and a fine of DZD 30,000 for defamation on social media and malicious false accusation against a public official, after posting a video in which she described harassment she had suffered in Annaba and criticised the gendarmerie's handling of her complaint[44]. Social media also prolong the exposure of women who testify on television beyond the broadcast itself. The Women's Committee observed numerous reposts of, and unofficial comments on, the 17 November 2026 episode of the programme "Hayat Jadida", some containing unsubstantiated allegations about the parties, which increase the risks faced by a woman who recounts her experience in public. The Committee therefore makes any trade union follow-up of a published report conditional on the informed consent of the person concerned, since media exposure, far from protecting her, may expose her to retaliatory prosecution or lasting stigma.

2.5 Women's Testimonies on Television

From 1 January to 22 November 2026, the Women's Committee monitored the official YouTube accounts of three private channels (El Hayat TV, Echorouk TV and Ennahar TV) using keywords relating to domestic violence, eviction from the marital home, blackmail, defamation, early marriage, establishment of paternity and workplace harassment, recording only the initial of each woman and reproducing no intimate details. This monitoring identified the nine episodes listed in Table 2, whose testimonies remain the accounts of the women who gave them, as presented on screen.

Table 2. Episodes of testimony programmes posted on the channels' official accounts in 2026

Channel and programme	Date posted	Episode topic according to its official title	Views as of 22 November 2026
El Hayat TV, "Hayat Jadida"	13 January	Domestic violence suffered by a young woman (N.) in her family of origin	1,368,604
El Hayat TV, "Hayat Jadida"	3 February	Khul' divorce (initiated by the wife), then remarriage through the Fatiha ceremony alone, and severe domestic violence (S.)	2,008,868
El Hayat TV, "Hayat Jadida"	24 March	Twenty-three years of violence by the husband and his family (F.)	971,614

[43] Euronews, "Outcry in Algeria after two doctors die after gruelling on-call shifts", 22 July 2026, accessed 22 November 2026, https://www.euronews.com/2026/07/22/outcry-in-algeria-after-two-doctors-die-after-gruelling-on-call-shifts.

[44] Webdo, article on the sentencing in Algeria of a Tunisian woman after she spoke out about harassment, October 2024, accessed 22 November 2026, https://www.webdo.tn/fr/?p=216898.

Channel and programme	Date posted	Episode topic according to its official title	Views as of 22 November 2026
El Hayat TV, "Hayat Jadida"	21 April	Married at seventeen, then abandoned with a young daughter, and reproaches addressed to the husband during the programme (I.)	3,342,064
Ennahar TV, "My Family"	23 April	A wife's suffering and the break-up of her family after a murder committed by the husband in front of the children	75,266
Echorouk TV, "Aacht ou Cheft"	15 May	Women filmed without their knowledge and blackmailed (trailer)	312,367
El Hayat TV, "Hayat Jadida"	19 May	Former husband accused of posting photos of his ex-wife and damaging her reputation, in a face-to-face confrontation between the two parties	1,786,119
El Hayat TV, "Hayat Jadida"	20 October	Confrontation between a daughter (Y.) and her father, presented in the title as having killed his wife and served his sentence	3,462,327
El Hayat TV, "Hayat Jadida"	17 November	A young mother (D.) seeks to establish her son's paternity in a confrontation with her mother-in-law	2,956,958

Table prepared by the Women's Committee from the metadata published on the three channels' official accounts as of 22 November 2026. The figures exclude views recorded on accounts that reposted the episodes[45].

The seven episodes of "Hayat Jadida" drew 15,896,554 views on El Hayat TV's official account alone, including nearly three million in less than five days for the episode of 17 November. Such an audience gives women's testimonies greater visibility in the public debate on family violence than any official awareness campaign. By contrast, the search found no episode devoted to harassment or violence at work, so workplace violence remains absent from programmes that otherwise give wide coverage to family violence.

The audiovisual regulator itself has criticised the commercial logic of these programmes. In March 2024, ANIRA found that the channels had "put their profit motives before the interests of viewers"[46]. On 22 December 2024, it concluded that, in an episode of "Hayat Jadida", El Hayat TV

[45] El Hayat TV, "Hayat Jadida", episode of 13 January 2026, YouTube, official channel account, accessed 22 November 2026, https://www.youtube.com/watch?v=Ee8MMeCEvJ8. El Hayat TV, "Hayat Jadida", episode of 3 February 2026, YouTube, official channel account, accessed 22 November 2026, https://www.youtube.com/watch?v=0DO_C4n3_S0. El Hayat TV, "Hayat Jadida", episode of 24 March 2026, YouTube, official channel account, accessed 22 November 2026, https://www.youtube.com/watch?v=dasFZVXPCHc. El Hayat TV, "Hayat Jadida", episode of 21 April 2026, YouTube, official channel account, accessed 22 November 2026, https://www.youtube.com/watch?v=xEueT-LYyXQ. Ennahar TV, "My Family", episode of 23 April 2026, YouTube, official channel account, accessed 22 November 2026, https://www.youtube.com/watch?v=juRFqjuT7oI. Echorouk TV, "Aacht ou Cheft", trailer posted on 15 May 2026, YouTube, official channel account, accessed 22 November 2026, https://www.youtube.com/watch?v=THKeU1JSpA8. El Hayat TV, "Hayat Jadida", episode of 19 May 2026, YouTube, official channel account, accessed 22 November 2026, https://www.youtube.com/watch?v=e0xa3yqmlD0. El Hayat TV, "Hayat Jadida", episode of 20 October 2026, YouTube, official channel account, accessed 22 November 2026, https://www.youtube.com/watch?v=D06e9lxlRco. El Hayat TV, "Hayat Jadida", episode of 17 November 2026, YouTube, official channel account, accessed 22 November 2026, https://www.youtube.com/watch?v=4fIFqy0TnCs.

[46] Ultra Algérie, [The regulatory authority finds that channels have put their profit motives before the interests of viewers] (in Arabic), 26 March 2024, our translation, accessed 23 November 2026, https://ultraalgeria.ultrasawt.com/%D8%B3%D9%84%D8%B7%D8%A9-%D8%A7%D9%84%D8%B6%D8%A8%D8%B7-%D8%A7%D9%84%D9%82%D9%86%D9%88%D8%A7%D8%AA-%D8%B1%D8%AC%D8%AD%D8%AA-%D8%A3%D8%BA%D8%B1%D8%A7%D8%B6%D9%87%D8%A7-%D8%A7%D9%84%D8%B1%D8%A8%D8%AD%D9%8A%D8%A9-%D8%B9%D9%84%D9%89-%D8%AD%D8%B3%D8%A7%D8%A8-%D9%85%D8%B5%D9%84%D8%AD%D8%A9-%D8%A7%D9%84%D9%85%D8%B4%D8%A7%D9%87%D8%AF/%D8%A7%D9%84%D8%AA%D8%B1%D8%A7-%D8%AC%D8%B2%D8%A7%D8%A6%D8%B1/%D8%A3%D8%AE%D8%A8%D8%A7%D8%B1.

had breached articles 13 and 17 of Executive Decree No. 24-250, which require channels in particular to avoid "exploiting human suffering for promotional or advertising purposes"[47], and in August 2025 it condemned the practices of some channels that "trade on people's pain to boost ratings"[48]. Judging by their titles, four episodes in the sample are built around a face-to-face studio confrontation between the woman and the person she is complaining about, with no announced safeguards for informed consent or psychological support, and two episodes concern digital violence (filming people without their knowledge, blackmail and the dissemination of images). Article 303 bis of the Penal Code punishes such acts with imprisonment of six months to three years when they violate the privacy of others, in particular by taking, recording or transmitting, without consent, the image of a person in a private place[49]. The screen thus becomes the only forum in which such offences, for which no prosecution has been announced, are recounted.

The Women's Committee searched sources published up to 23 November 2026 for any referral, follow-up or assistance resulting from these episodes, and found no evidence that any woman who appeared on screen had been referred to social services, shelters or associations, had filed a complaint or had received legal or psychological support. The only institutional intervention documented in 2026 is the agreement between ANIRA and Echorouk TV not to broadcast an episode concerning a young girl and to withdraw its trailer, with the case referred to the National Delegate for Child Protection[50]. The absence of published information does not mean that no follow-up has taken place, but that neither the channels nor the authorities have announced any. In response, the Committee calls for a binding code of conduct that makes any participation conditional on the written consent of the women concerned, prohibits confronting victims with the persons they accuse, and requires channels to disclose the follow-up provided in each case, whether referral or support.

[47] National Independent Audiovisual Regulatory Authority (ANIRA), statement on the episode of 17 December 2024 of the programme "Hayat Jadida" broadcast by El Hayat TV (in Arabic), 22 December 2024, reported by Radio Algérie from Algérie Presse Service (APS), our translation, accessed 22 November 2026, https://news.radioalgerie.dz/ar/node/57146.

[48] National Independent Audiovisual Regulatory Authority (ANIRA), statement on the coverage of the bus accident in the El Harrach wadi (in Arabic), 16 August 2025, reported by Radio Algérie from APS, our translation, accessed 23 November 2026, https://news.radioalgerie.dz/ar/node/69424.

[49] Mohamah.net, [Algerian law on wiretapping and the interception of correspondence, with the text of article 303 bis of the Penal Code] (in Arabic), legal article, accessed 22 November 2026, https://www.mohamah.net/law/?p=18443.

[50] National Independent Audiovisual Regulatory Authority (ANIRA), [Audiovisual channels urged to adopt responsible and balanced media coverage to protect minors] (in Arabic), 15 June 2026, reported by Radio Algérie from APS, accessed 22 November 2026, https://news.radioalgerie.dz/ar/node/88316.

Chapter 3. Judicial Harassment of Women Trade Unionists and Women Detained for Expressing Their Views

In Algeria, women trade unionists and activists pay a double price for independent trade union and civic engagement. They face the same summonses, prosecutions and pretrial detention as their male colleagues, but also a social stigma that turns legal proceedings into a burden on their fami lies and leaves them with a damaged reputation that follows them far beyond the workplace. This chapter draws on the case files that the COSYFOP Women's Committee monitors and documents step by step, including files on women trade unionists that COSYFOP has used in its communications to international supervisory bodies, and on cases, identified by the Committee in United Nations and human rights sources, of women prosecuted for expressing their views. It focuses first on the case of Yamina Maghraoui, Secretary General of COSYFOP, before presenting the cases of other women trade unionists, the case of Saïda Neghza (which combines imprisonment with a dispute over the leadership of an employers' organisation) and examples of women prosecuted or detained for expressing their views or for their activism.

3.1 Yamina Maghraoui: A Key Case Study

Trade Union Career and Cooperation with UN Mechanisms

Yamina Maghraoui belongs to a generation of women trade unionists who established themselves within the autonomous public service unions. She chaired the women's committee of the National Autonomous Union of Public Administration Staff (SNAPAP) and, on 27 June 2023, was elected vice-president of the national committee preparing the union's sixth congress, before becoming Secretary General of the Trade Union Confederation of Productive Forces[51]. She is known for publicly supporting autonomous trade unions and dismissed union leaders, notably in statements to the Al Magharibia television channel in 2019.

In September 2023, Yamina Maghraoui met the United Nations Special Rapporteur on the rights to freedom of peaceful assembly and of association during his official visit to Algeria from 16 to 26 September 2023. In connection with that visit, the UN Secretary-General reported allegations of reprisals against people who had met the Special Rapporteur, including Ahmed Manseri, a member of the same union. According to the Secretary-General's report, Mr Manseri met the Special Rapporteur on 17 September, was arrested on 8 October 2023 and was then charged with publish ing information harmful to national unity under article 97 of the Penal Code and with membership of a terrorist group under article 87 bis. The Government stated that he had been sentenced to six months' imprisonment, three of them suspended, and released on 14 January 2024[52].

[51] National Autonomous Union of Public Administration Staff (SNAPAP), observations submitted to the Committee of Experts on the Application of Conventions and Recommendations, 26 August 2024, union archives, receipt acknowledged by the Committee of Experts on 27 August 2024. National Autonomous Union of Public Administration Staff (SNAPAP), minutes of the inauguration of the national committee preparing the sixth congress, Algiers, 27 June 2023, union archives.

[52] A/HRC/57/60, paras. 13-21.

Proceedings since November 2023

On 6 November 2023, less than two months after meeting the Special Rapporteur, Yamina Maghraoui received a police summons to appear on 13 November before the investigating judge of the Dar El Beïda court in Algiers. She was questioned there about her 2019 statements to Al Magharibia; the hearing was then postponed on health grounds and she was summoned again for 23 November 2023. The judge ordered her to refrain from making any public statements on televi sion, without giving her any clear information about the outcome of the proceedings. SNAPAP reported these facts to the Committee of Experts in its observations of 26 August 2024, calling for an end to this judicial harassment, and the Committee of Experts acknowledged receipt of these observations[53].

According to the case file monitored by the Women's Committee, Yamina Maghraoui is being prosecuted under article 196 bis of the Penal Code, introduced by Law No. 20-06 of 28 April 2020. This provision makes it an offence, punishable by one to three years' imprisonment and a fine of DZD 100,000 to 300,000, to wilfully disseminate or spread to the public, by any means, false or defamatory news or information likely to undermine public security or public order[54]. The Special Rapporteur on the rights to freedom of peaceful assembly and of association listed this provision among vaguely worded texts that can be used against critical voices, and the Special Rapporteur on the situation of human rights defenders cited it among the provisions used to prosecute defenders[55]. The order to refrain from public statements, documented in the observations of August 2024, is the most recent judicial measure recorded in the written documents on which this report relies, and none of these documents indicates that it has been lifted.

Consequences for Trade Union Activity

The Women's Committee concludes that this case harms trade union activity in three ways. First, the order to refrain from television statements deprives COSYFOP and the Women's Committee of a leading voice in the public sphere and turns any future media appearance into a legal risk. Sec ond, the short interval between the meeting with the Special Rapporteur and the summons sends a deterrent message to any woman trade unionist considering cooperation with United Nations mechanisms, consistent with the pattern of alleged reprisals reported by the Secretary-General. Third, keeping proceedings open under a provision that both Special Rapporteurs consider vague turns the charge into a permanent restriction on her freedom of action and expression, even with out a conviction.

[53] SNAPAP, observations of 26 August 2024. CEACR, 2024 observation on Convention No. 87.

[54] People's Democratic Republic of Algeria, Loi n° 20-06 du 28 avril 2020 modifiant et complétant l'ordonnance n° 66-156 du 8 juin 1966 portant code pénal [Law No. 20-06 of 28 April 2020 amending and supplementing Ordinance No. 66-156 of 8 June 1966 enacting the Penal Code], Official Journal No. 25 of 29 April 2020, version posted online by the International Center for Not-for-Profit Law (ICNL), accessed 23 November 2026, https://www.icnl.org/?p=41242. Legal Doctrine, "Fake news et droit algérien" [Fake news and Algerian law], legal article, accessed 23 November 2026, https://legal-doctrine.com/edition/Fake-news-et-droit-alg%C3%A9rien.

[55] Human Rights Council, *Visit to Algeria. Report of the Special Rapporteur on the rights to freedom of peaceful assembly and of association, Clément Nyaletsossi Voule*, UN document A/HRC/56/50/Add.2, 17 May 2024, paras. 65-70, accessed 22 November 2026, https://digitallibrary.un.org/record/4050653. A/HRC/58/53/Add.1, paras. 23, 34 and 54.

3.2 Other Cases of Women Trade Unionists Documented by the Committee

The Women's Committee has documented the case of Rim Kadri, president of the Federation of Education Sector Staff, which is affiliated to COSYFOP. Arrested in Ouargla on 11 October 2019, she was questioned for more than five hours and forced to sign a statement that did not reflect what she had said. Arrested again on 24 November 2019 at a rally calling for the release of detainees, she had her telephone confiscated and was subjected to intense psychological pressure. The investigating judge then placed her under judicial supervision with a travel ban and charged her with five offences, including collecting COSYFOP memberships without authorisation and undermining national security by signing a statement calling for a strike. She was subsequently released on condition that she resign from COSYFOP. The Confederation submitted these facts to the CFA in its complaint of 15 August 2022. In its 405th Report, the CFA set out the complainant organisation's allegations and the Government's reply, according to which she was acquitted on 27 April 2021, the acquittal was upheld on appeal on 12 October 2021, and an appeal on points of law lodged by the public prosecutor was pending[56]. In the Committee's view, the condition attached to her release shows that criminal proceedings were used to dictate trade union membership, which itself became a bargaining chip.

In these cases, the Women's Committee gathers the facts, their dates and the related administrative and judicial documents, updates them at each new procedural step and makes them available to COSYFOP, which uses them in its complaints and subsequent communications to the CFA. The report consequently distinguishes between the facts documented by the Women's Committee, the complainant organisation's allegations and the Government's replies as set out by the CFA, and the CFA's own conclusions and recommendations, since its reports do not rule on all the facts submitted to it.

The Women's Committee has also identified the case of Fadhila Hammas, an activist and trade unionist in Azazga. Arrested on 21 February 2025, she was questioned about her opinions and posts and accused of spreading false information likely to undermine security or public order. She was released four days later pending trial on 11 May 2025, and no available source reports the outcome[57]. Together with the cases of the two women union presidents discussed in Chapter 2, these cases show how women trade unionists are targeted, depending on their position, by dismissal, by pressure to resign or by criminal prosecution.

[56] COSYFOP, complaint of 15 August 2022. IndustriALL Global Union, "Global unions call for urgent ILO intervention in Algeria", 11 February 2020, accessed 23 November 2026, https://www.industriall-union.org/global-unions-call-for-urgent-ilo-intervention-in-algeria. CFA, 405th Report, paras. 99 and 143.

[57] Amnesty International, "Algeria, Authorities step up crackdown on peaceful dissent in the face of new expressions of discontent", 24 April 2025, accessed 24 November 2026, https://www.amnesty.org/en/latest/news/2025/04/algeria-authorities-step-up-crackdown-on-peaceful-dissent-in-the-face-of-new-expressions-of-discontent/.

3.3 Saïda Neghza: Imprisonment and a Dispute over the Leadership of an Employers' Organisation

The case of Saïda Neghza differs from the previous ones because it concerns the president not of a workers' union but of an employers' organisation, the General Confederation of Algerian Enterprises (CGEA), which she had led since 2006 under a term due to end in February 2026. On 5 September 2023, she sent an open letter to the President of the Republic conveying business leaders' complaints about pressure from state officials, and the official news agency, Algérie Presse Service (APS), responded with a statement asserting that she had "proclaimed herself president" of the organisation[58].

After her application to stand in the 2024 presidential election was rejected, she was placed under judicial supervision in August 2024 as part of the investigation into the alleged purchase of sponsorship signatures, charges that she denies. On 2 October 2024, members of the organisation's national council announced that they were withdrawing their confidence in her, accusing her of taking decisions alone and of drawing the organisation into politics, a measure whose validity the organisation, under her leadership, challenged before the administrative courts. On 11 November 2024, the urgent applications division (section des référés) of the Chéraga court ordered her to vacate the headquarters in favour of an interim body, and on 25 November 2024 a general assembly authorised by the wilaya of Algiers elected Nacer Berkani as president, despite Ms Neghza's objection to that authorisation[59].

[58] Maghreb Emergent, "Saïda Neghza, entre gloire personnelle et naufrage public (portrait)" [Saïda Neghza, between personal glory and public downfall (profile)], 13 July 2025, accessed 24 November 2026, https://maghrebemergent.news/fr/saida-neghza-entre-gloire-personnelle-et-naufrage-public-portrait/. La Patrie News, "CGEA, Saida Neghza écourte son mandat" [CGEA. Saida Neghza cuts short her term], 30 September 2024, accessed 24 November 2026, https://lapatrienews.dz/cgea-saida-neghza-ecourte-son-mandat/. Algérie Eco, "Situation socioéconomique, Saïda Neghza écrit au Président Tebboune" [Socio-economic situation. Saïda Neghza writes to President Tebboune], 8 September 2023, accessed 24 November 2026, https://algerie-eco.com/2023/09/08/situation-socioeconomique-saida-neghza-ecrit-au-president-tebboune/. Observ'Algérie, "Situation économique en Algérie, la CGEA de Saïda Neghza tire la sonnette d'alarme" [Economic situation in Algeria. Saïda Neghza's CGEA sounds the alarm], 9 September 2023, accessed 24 November 2026, https://observalgerie.com/2023/09/09/economie/algerie-cgea-saida-neghza/. Ennahar Online, [The news agency and Saïda Neghza's letter, when folklore invades the economic sphere] (in Arabic, statement by Algérie Presse Service), September 2023, our translation, accessed 24 November 2026, https://www.ennaharonline.com/%D9%88%D9%83%D8%A7%D9%84%D8%A9-%D8%A7%D9%84%D8%A3%D9%86%D8%A8%D8%A7%D8%A1-%D8%B1%D8%B3%D8%A7%D9%84%D8%A9-%D8%B3%D8%B9%D9%8A%D8%AF%D8%A9-%D9%86%D8%BA%D8%B2%D8%A9-%D8%B9%D9%86%D8%AF%D9%85%D8%A7/.

[59] Maghreb Emergent, "Saïda Neghza, entre gloire personnelle et naufrage public". Maghreb Emergent, "La CGEA élit son nouveau président, la rupture avec Saïda Naghza" [The CGEA elects its new president. The break with Saïda Naghza], November 2024, accessed 24 November 2026, https://maghrebemergent.news/fr/la-cgea-elit-son-nouveau-president-la-rupture-avec-saida-naghza/. Horizons, "Retrait de confiance à Saïda Neghza" [Confidence withdrawn from Saïda Neghza], 2 October 2024, accessed 24 November 2026, https://www.horizons.dz/2024/10/retrait-de-confiance-a-saida-neghza/. Ultra Algérie, [Neghza announces that the attempt to oust her has failed] (in Arabic), 3 October 2024, accessed 24 November 2026, https://ultraalgeria.ultrasawt.com/%D9%86%D8%BA%D8%B2%D8%A9-%D8%AA%D8%B9%D9%84%D9%86-%D8%A3%D9%86-%D9%85%D8%AD%D8%A7%D9%88%D9%84%D8%A9-%D8%A7%D9%84%D8%A5%D8%B7%D8%A7%D8%AD%D8%A9-%D8%A8%D9%87%D8%A7-%D8%A8%D8%A7%D8%A1%D8%AA-%D8%A8%D8%A7%D9%84%D9%81%D8%B4%D9%84/%D8%A7%D9%84%D8%AA%D8%B1%D8%A7-%D8%AC%D8%B2%D8%A7%D8%A6%D8%B1/%D8%A3%D8%AE%D8%A8%D8%A7%D8%B1. Ultra Algérie, [After the withdrawal of confidence from Neghza, a general assembly is held to elect a new president] (in Arabic), 24 November 2024, accessed 24 November 2026, https://ultraalgeria.ultrasawt.com/%D8%A8%D8%B9%D8%AF-%D8%B3%D8%AD%D8%A8-%D8%A7%D9%84%D8%AB%D9%82%D8%A9-%D9%85%D9%86-%D9%86%D8%BA%D8%B2%D8%A9-%D8%B9%D9%82%D8%AF-%D8%AC%D9%85%D8%B9%D9%8A%D8%A9-%D8%B9%D8%A7%D9%85%D8%A9-%D9%84%D8%A7%D9%86%D8%AA%D8%AE%D8%A7%D8%A8-%D8%B1%D8%A6%D9%8A%D8%B3-%D8%AC%D8%AF%D9%8A%D8%AF/%D8%A7%D9%84%D8%AA%D8%B1%D8%A7-%D8%AC%D8%B2%D8%A7%D8%A6%D8%B1/%D8%A3%D8%AE%D8%A8%D8%A7%D8%B1. Radio Algérie, "Nacer Berkani plébiscité à la tête de la CGEA" [Nacer Berkani elected by acclamation to head the CGEA], 26 November 2024, from APS, accessed 24 November 2026, https://news.radioalgerie.dz/fr/node/55735. Inter-lignes, "CGEA, Nacer Berkani plébiscité président à

In the criminal proceedings, the Sidi M'hamed court of first instance sentenced her on 26 May 2025 to ten years' imprisonment. On 9 July 2025, the Cour d'Alger (the appellate court for the Algiers judicial district) reduced the sentence to four years' imprisonment and ordered her imme diate committal to prison at the hearing. According to the latest information, published in Febru ary 2026, this judgment had been appealed on points of law to the Supreme Court. Ms Neghza, who is held at Koléa prison, applied for release on health grounds; the Cour d'Alger rejected her application on 6 January 2026, and her defence appealed against that decision. She is also being prosecuted in a second case, concerning hazardous waste and the operation of a classified instal-lation without authorisation, in which she has been placed in pretrial detention[60].

On the question of the organisation's leadership, Le Matin d'Algérie and Jeune Afrique reported the content of a court decision of 4 January 2026 without publishing its full text. According to these reports, the operative part of the decision annuls the general assembly held on 2 October 2024 for non-compliance with the organisation's statutes, declares the resulting decisions, includ ing the withdrawal of confidence, null and void because those who initiated them lacked standing, and recognises Ms Neghza as president[61]. These reports say nothing about the status of the gen-eral assembly of 25 November 2024, the remedies available against the decision or its enforce-ment, so this report does not infer from the published operative part that Ms Neghza has in fact resumed the leadership of the organisation.

The Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and Convention No. 98 protect employers' organisations and their confederations as well as work-ers' organisations. Article 3 of Convention No. 87 recognises their right to elect their representa-tives in full freedom and requires the public authorities to refrain from any interference that would restrict this right, while Article 2 of Convention No. 98 protects them against any acts of interference by each other. In June 2024, during its examination of the application of Convention

la place de Saida Neghza qui conteste" [CGEA. Nacer Berkani elected president in place of Saida Neghza, who contests the deci-sion], November 2024, accessed 24 November 2026, https://inter-lignes.com/cgea-nacer-berkani-plebiscite-president-a-la-place-de-saida-neghza-qui-conteste/.

[60] TSA, "Algérie, trois prétendants à la présidentielle de 2024 lourdement condamnés" [Algeria. Three would-be candidates in the 2024 presidential election given heavy sentences], 26 May 2025, accessed 24 November 2026, https://www.tsa-algerie.com/algerie-trois-pretendants-a-la-presidentielle-de-2024-lourdement-condamnes/. El Khabar, "Neghza, Sahli et Ben Hamadi placés sous man-dat de dépôt" [Neghza, Sahli and Ben Hamadi remanded in custody], 9 July 2025, accessed 24 November 2026, https://www.elkhabar.com/fr/nation/neghza-sahli-et-ben-hamadi-places-sous-mandat-de-depot-260432. Algérie360, "Détenue depuis sept mois, Saïda Neghza sollicite sa libération pour cette raison" [Detained for seven months, Saïda Neghza seeks release on these grounds], 5 January 2026, accessed 24 November 2026, https://www.algerie360.com/detenue-depuis-sept-mois-saida-neghza-sollicite-sa-liberation-pour-cette-raison/. Echorouk Online, [The courts refuse to release Saïda Neghza] (in Arabic), 6 Janu-ary 2026, accessed 24 November 2026, https://www.echoroukonline.com/%D8%A7%D9%84%D9%82%D8%B6%D8%A7%D8%A1-%D9%8A%D8%B1%D9%81%D8%B6-%D8%A7%D9%84%D8%A5%D9%81%D8%B1%D8%A7%D8%AC-%D8%B9%D9%86-%D8%B3%D8%B9%D9%8A%D8%AF%D8%A9-%D9%86%D8%BA%D8%B2%D8%A9. Jeune Afrique, "En Algérie, la justice refuse la libé-ration de Saida Neghza" [In Algeria, the courts refuse to release Saida Neghza], January 2026, accessed 24 November 2026, https://www.jeuneafrique.com/1754458/politique/en-algerie-la-justice-refuse-la-liberation-de-saida-neghza/. Echorouk Online, [Neghza appeals against the decision refusing her release in the presidential election case] (in Arabic), 7 February 2026, accessed 24 November 2026, https://www.echoroukonline.com/%D9%86%D8%BA%D8%B2%D8%A9-%D8%AA%D8%B7%D8%B9%D9%86-%D8%B6%D8%AF-%D9%82%D8%B1%D8%A7%D8%B1-%D8%B1%D9%81%D8%B6-%D8%A7%D9%84%D8%A5%D9%81%D8%B1%D8%A7%D8%AC-%D8%B9%D9%86%D9%87%D8%A7-%D9%81%D9%8A-%D9%85%D9%84.

[61] Le Matin d'Algérie, "La Cour d'Alger rétablit Saïda Neghza à la tête de la CGEA" [The Cour d'Alger reinstates Saïda Neghza as head of the CGEA], 6 January 2026, which attributes the decision to the Cour d'Alger, accessed 24 November 2026, https://lematindalgerie.com/la-cour-dalger-retablit-saida-neghza-a-la-tete-de-la-cgea/. Jeune Afrique, "la justice refuse la libération de Saida Neghza", which describes it as an administrative decision.

No. 98, the Conference Committee on the Application of Standards (CAS) of the International Labour Conference asked the Government to refrain from any act of interference in the function ing of workers' and employers' organisations, including the CGEA, so as to fully preserve their autonomy and independence[62].

In a statement issued on 13 July 2025, COSYFOP, although not traditionally close to employers' organisations, took the view that Ms Neghza's imprisonment coincided with her "forced removal" from the presidency of the organisation, expressed its "full solidarity" with her and called for her immediate release[63]. The Women's Committee distinguishes between the official measures that have been established, the internal dispute (which no published source shows to have been instigated by the authorities) and the position of solidarity taken by COSYFOP. It considers that the combination of prosecution and removal from the leadership, in the case of a woman who had publicly criticised economic policies, makes the principle of non-interference the standard against which any official measure taken in this dispute should be assessed.

3.4 Emblematic Cases of Women Detained for Expressing Their Views

Prosecutions for expression rely on a small number of Penal Code provisions. Foremost among them is article 87 bis, whose definition of terrorism the Special Rapporteur on the rights to freedom of peaceful assembly and of association found excessively broad and vague, together with article 96, on displaying in public publications likely to harm the national interest, articles 144 and 146, on insulting officials and public bodies, and article 196 bis, on false news. The Special Rapporteur on the situation of human rights defenders recommended amending, among other provisions, articles 87 bis, 96, 144 and 146[64]. Law No. 24-06 of 28 April 2024 instead increased the penalties. Article 96 now provides for one to five years' imprisonment and a fine of DZD 100,000 to 500,000, doubled when the publication is of foreign origin, and the penalty for insulting public officials has been raised to three years' imprisonment[65]. In a report published on 8 August 2026, Shoaa for Human Rights documented how social media posts become the basis for terrorism

[62] International Labour Organization, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), International Labour Conference, 31st Session, San Francisco, 9 July 1948, arts. 2, 3 and 6, accessed 24 November 2026, https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C087. International Labour Organization, Right to Organise and Collective Bargaining Convention, 1949 (No. 98), International Labour Conference, 32nd Session, Geneva, 1 July 1949, art. 2, accessed 24 November 2026, https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C098. International Labour Organization, Conference Committee on the Application of Standards, discussion of the individual case of Algeria concerning Convention No. 98 and conclusions of the Committee (ILC.112/CAN/PV.11), 112th Session of the International Labour Conference, Geneva, 13 June 2024, accessed 24 November 2026, https://www.ilo.org/sites/default/files/2024-06/ILC112-CAN-PV11-Patchwork-with%20D%20Document-%5BNORMES-240520-010%20%5D-EFS.pdf.

[63] Trade Union Confederation of Productive Forces (COSYFOP), [The repression of trade union action spares no one. On the imprisonment of Saïda Neghza] (in Arabic), statement of 13 July 2025, accessed 24 November 2026, https://cosyfop.ovh/%d9%82%d9%85%d8%b9-%d8%a7%d9%84%d8%b9%d9%85%d9%84-%d8%a7%d9%84%d9%86%d9%82%d8%a7%d8%a8%d9%8a-%d9%84%d8%a7-%d9%8a%d8%b3%d8%aa%d8%ab%d9%86%d9%8a-%d8%a3%d8%ad%d8%af%d9%8b%d8%a7-%d9%81%d9%8a-%d9%82%d8%b6/.

[64] A/HRC/56/50/Add.2, paras. 65-70. A/HRC/58/53/Add.1, para. 100.

[65] Algérie Eco, "Code pénal, les nouvelles dispositions publiées au journal officiel" [Penal Code. The new provisions published in the Official Journal], 2024, accessed 24 November 2026, https://algerie-eco.com/?p=191769. Article 19, "Algeria, New penal code amendments escalate attack on freedom of expression", 2024, accessed 24 November 2026, https://www.article19.org/resources/algeria-new-penal-code-amendments-escalate-attack-on-freedom-of-expression/.

charges under article 87 bis[66], a pattern repeated in the most recent cases. On 16 February 2025, for example, the activist Derama Kemari, known as Abla Kemari, was sentenced in Ouargla to three years' imprisonment, one of them suspended, and a fine of DZD 300,000 for Facebook posts criticising repression and the social situation in the south of the country[67].

Drawing on sources published by the United Nations and human rights organisations, the Women's Committee has identified women prosecuted or detained for expressing their views or for their peaceful activities. Table 3 presents the cases that most clearly illustrate the link between these prosecutions and the exercise of freedom of expression and freedom of association.

Table 3. Women prosecuted or detained for expressing their views or for peaceful activities, status as of November 2026

Name and position	Alleged acts and announced charges	Known judicial status according to the latest published information
Latifa Dib, former lawyer and president of the National Organisation of Algerian Women's Skills and Elites	Placed in pretrial detention in June 2026 and tried on 8 June for displaying publications likely to harm the national interest (article 96)	Detained; sentenced to four years' imprisonment (15 June 2026), reduced on appeal to a two-year custodial sentence (15 September 2026)[68]
Wafia Tedjani, activist involved in social and environmental initiatives in Tizi Ouzou	Placed in pretrial detention on 4 March 2025 over Facebook posts, on charges of membership of a terrorist organisation and glorifying terrorist acts (article 87 bis)	Detained; sentenced to five years' imprisonment (21 April 2026)[69]
Radia Boukhedimi, participant in the "Manich Radi" campaign	Placed in pretrial detention on 18 May 2025 for glorifying a terrorist organisation, inciting hate speech, inciting an unarmed gathering and insulting a constituted body	Detained; sentenced to three years' imprisonment (21 May 2026); appeal hearing set for 25 November 2026[70]
Asia Khaldi, sister of human rights defender Yacine Khaldi	Tried for glorifying terrorist acts (article 87 bis) after some three and a half years under judicial supervision	Detained; sentenced to three years' imprisonment with immediate committal ordered at the hearing (3 November 2026)[71]

[66] Shoaa for Human Rights, "From a Social Media Post to Terrorism Charges, Article 87 bis and the Erosion of Civic Space in Algeria", 8 August 2026, accessed 23 November 2026, https://shoaa.org/from-a-social-media-post-to-terrorism-charges-article-87-bis-and-the-erosion-of-civic-space-in-algeria/.

[67] Amnesty International, statement of 24 April 2025. Human Rights Watch, *World Report 2026*, Algeria, 2026, accessed 24 November 2026, https://www.hrw.org/world-report/2026/country-chapters/algeria.

[68] Shoaa for Human Rights, "Latifa Dib Sentenced to Four Years in Prison Over a Facebook Post", June 2026, accessed 23 November 2026, https://shoaa.org/latifa-dib-sentenced-to-four-years-in-prison-over-a-facebook-post/. TSA, "Alger, l'ex-avocate Latifa Dib condamnée à 4 ans de prison ferme" [Algiers. Former lawyer Latifa Dib given a four-year prison sentence], June 2026, accessed 22 November 2026, https://www.tsa-algerie.com/alger-lex-avocate-latifa-dib-condamnee-a-4-ans-de-prison-ferme/. Algérie360, "Affaire Latifa Dib, l'ex-avocate voit sa peine réduite en appel" [Latifa Dib case. The former lawyer's sentence reduced on appeal], September 2026, accessed 22 November 2026, https://www.algerie360.com/affaire-latifa-dib-lex-avocate-voit-sa-peine-reduite-en-appel/. EU SEE, civic space observatory, alert on the Latifa Dib case, 2026, accessed 22 November 2026, https://eusee.hivos.org/?p=5635.

[69] Shoaa for Human Rights, "Five-Year Prison Sentence for Activist Wafia Tedjani", 2026, accessed 23 November 2026, https://shoaa.org/five-year-prison-sentence-for-activist-wafia-tedjani/. Article 19, "Algeria, Political and judicial constraints put fundamental freedoms at risk", 2026, accessed 23 November 2026, https://www.article19.org/resources/algeria-political-and-judicial-constraints-put-fundamental-freedoms-at-risk/.

[70] Shoaa for Human Rights, "Prisoner of Conscience Radia Boukhedimi Sentenced to Three Years in Prison", 18 November 2026, accessed 23 November 2026, https://shoaa.org/prisoner-of-conscience-radia-boukhedimi-sentenced-to-three-years-in-prison/.

Name and position	Alleged acts and announced charges	Known judicial status according to the latest published information
Mira Moknache, university lecturer from El Kseur (Béjaïa)	Detained since July 2024 on terrorism-related charges; appearing in three related trials	Detained according to the latest published case file (June 2026)[72]
Kamira Nait Sid, co-president of the World Amazigh Congress	Abducted from her home on 24 August 2021, held in an unknown location and prosecuted, notably for membership of a terrorist organisation	Sentenced to three years' imprisonment; released on 1 September 2024; her detention was found arbitrary by the Working Group on Arbitrary Detention[73]
Djamila Bentouis, singer	Arrested on 3 March 2024 over a song about the Hirak and prosecuted under article 87 bis, a charge later dropped in favour of prosecution under article 196 bis	Eighteen months' imprisonment on appeal, then released by presidential pardon on 26 December 2024[74]

Table prepared by the Women's Committee from the sources indicated. It is not a census of women prosecuted in Algeria, as the authorities publish no sex-disaggregated statistics on persons prosecuted under these provisions.

These examples show that critical expression itself, rather than political affiliation, is being criminalised, since the same provisions have been used even against people known for publicly defending state institutions, such as Latifa Dib. The case of Djamila Bentouis further shows that article 196 bis, under which the Secretary General of COSYFOP is being prosecuted, serves as a fallback when terrorism charges are dropped.

3.5 Judicial Harassment and Its Chilling Effect

Several practices that undermine fair trial guarantees recur in these cases. The first is prolonged pretrial detention. Wafia Tedjani spent more than thirteen months in pretrial detention before her trial and Radia Boukhedimi a full year, and the International Federation for Human Rights (FIDH) has counted at least forty-four people held in pretrial detention for an indefinite period[75]. The second is the speed of trials, with barely two weeks separating Latifa Dib's placement in detention from her conviction. The third is release through presidential pardon rather than acquittal, as in the case of Djamila Bentouis and, before her, of Dalila Touat, a teacher and spokesperson for the unemployed in Mostaganem, who was remanded in custody on 3 January 2021, sentenced to eighteen months' imprisonment and then released by presidential pardon on

[71] Shoaa for Human Rights, "Asia Khaldi.. Three Years of Imprisonment as an Extension of Retaliation Against Her Brother Yacine Khaldi", 10 November 2026, accessed 23 November 2026, https://shoaa.org/asia-khaldi-three-years-of-imprisonment-as-an-extension-of-retaliation-against-her-brother-yacine-khaldi/.

[72] HuMENA for Human Rights and Civic Engagement, Mira Moknache, Case file HM-DZ-2024-002, 6 June 2026, accessed 23 November 2026, https://dev.humena.org/defenders/mira-moknache/dossier/.

[73] Working Group on Arbitrary Detention, Opinion No. 15/2022 concerning Kamira Nait Sid (Algeria), 2022, accessed 22 November 2026, https://digitallibrary.un.org/record/4004271. Front Line Defenders, "Unlawful arrest and detention of woman human rights defender Kamira Nait Sid", case page, accessed 22 November 2026, https://frontlinedefenders.org/en/case/unlawful-arrest-and-detention-woman-human-rights-defender-kamira-nait-sid.

[74] Shoaa for Human Rights, "Sentence of Hirak Poet Djamila Bentouis Reduced to 18 Months in Prison", October 2024, accessed 23 November 2026, https://shoaa.org/sentence-of-hirak-poet-djamila-bentouis-reduced-to-18-months-in-prison/. PEN America, profile of the singer Djamila Bentouis, web page, accessed 22 November 2026, https://pen.org/?p=73326. Human Rights Watch, *World Report 2025*, Algeria, 2025, accessed 24 November 2026, https://www.hrw.org/world-report/2025/country-chapters/algeria.

[75] International Federation for Human Rights (FIDH), "Algeria, Escalating repression threatens the survival of independent civil society", report, accessed 22 November 2026, https://www.fidh.org/en/region/north-africa-middle-east/algeria/algeria-escalating-repression-threatens-the-survival-of-independent.

19 February 2021[76]. The conviction therefore stands, and the threat of a heavier penalty for any repeat offence continues to hang over the women concerned. The fourth is detention outside any legal framework. The Working Group on Arbitrary Detention found that the abduction and detention of Kamira Nait Sid by state agents constituted a serious form of arbitrary detention[77], and United Nations experts expressed grave concern on 13 May 2026 about the incommunicado detention, without a judicial warrant, of relatives of disappeared persons[78]. The fifth is the trial of women who need ongoing medical care. According to Shoaa for Human Rights, Asia Khaldi suffers from psychological and neurological disorders that require medical follow-up, and the organisation has asked that she be allowed to receive it[79].

These practices also affect the families of those concerned, a form of harm that the Women's Committee describes as institutional violence. Shoaa for Human Rights describes Asia Khaldi's imprisonment as a form of indirect reprisal against her brother, a human rights defender. In March 2026, the authorities also closed the headquarters of the association SOS Disparus, which grew out of a collective founded by mothers searching for their disappeared children[80], and Nassera Dutour, president of the Collective of Families of the Disappeared in Algeria (CFDA), was refused entry to her own country on 30 July 2025 and turned back the same day[81]. The Special Rapporteur on the situation of human rights defenders explicitly highlighted the gender dimension of this context, noting that women defenders may face additional risks compared with their male counterparts, including gender-based violence, harassment, insults and attacks on their reputation online and offline[82]. She also noted that wives of human rights defenders had been verbally threatened and physically assaulted, leading some defenders to cease their activities[83].

The authorities maintain that these prosecutions fall under ordinary criminal law, and the President of the Republic has stated that there are no prisoners of opinion in Algeria, calling claims to the contrary "the lie of the century"[84]. The Women's Committee therefore reports the judicial sta-

[76] TSA, article on the Dalila Touat case, January 2021, accessed 22 November 2026, https://www.tsa-algerie.com/?p=201452. TSA, "Dalila Touat et Rachid Nekkaz libérés" [Dalila Touat and Rachid Nekkaz released], February 2021, accessed 22 November 2026, https://www.tsa-algerie.com/dalila-touat-et-rachid-nekkaz-liberes/.

[77] Working Group on Arbitrary Detention, Opinion No. 15/2022.

[78] United Nations experts, "Algeria, UN experts alarmed by crackdown on families of disappeared persons and civil society", 13 May 2026, accessed 22 November 2026, https://srdefenders.org/algeria-un-experts-alarmed-by-crackdown-on-families-of-disappeared-persons-and-civil-society/.

[79] Shoaa, "Asia Khaldi".

[80] EU SEE, civic space observatory, alert on the closure of the headquarters of the association SOS Disparus, 2026, accessed 22 November 2026, https://eusee.hivos.org/?p=4799. Amnesty International, French section, "Algérie, les autorités doivent immédiatement annuler la fermeture de SOS Disparus et respecter les demandes de la société civile en faveur de la vérité et la justice" [Algeria. The authorities must immediately reverse the closure of SOS Disparus and respect civil society's demands for truth and justice], 2026, accessed 22 November 2026, https://www.amnesty.fr/communiques/algerie-les-autorites-doivent-immediatement-annuler-la-fermeture-de-sos-disparus-et-respecter-les-demandes-de-la-societe-civile-en-faveur-de-la-verite-et-la-justice/.

[81] Human Rights Watch, *World Report 2026*.

[82] A/HRC/58/53/Add.1, para. 41.

[83] Ibid., para. 74.

[84] Observ'Algérie, article on prisoners of opinion, the Algerian League for the Defence of Human Rights and President Tebboune, 9 August 2021, accessed 22 November 2026, https://observalgerie.com/2021/08/09/politique/detenus-opinion-algerie-laddh-abdelmadjid-tebboune/. Algérie Eco, "Détenus d'opinion en Algérie, Emmanuel Macron s'exprime" [Prisoners of opinion in Algeria. Emmanuel Macron speaks out], 27 August 2022, accessed 22 November 2026, https://algerie-eco.com/2022/08/27/detenus-dopinion-en-algerie-emmanuel-macron-sexprime/.

tus of each case as determined by the courts, together with any findings of arbitrary detention by United Nations mechanisms and the legislative amendments they have requested, since a court decision does not remove the need to assess whether the law on which it is based complies with Algeria's international obligations.

The Women's Committee concludes that these practices have a chilling effect that extends well beyond the individuals targeted, since each documented case sends a message to women workers considering joining an autonomous union or taking on responsibilities within one. The heavy sentences imposed on COSYFOP trade unionists, starting with the ten-year prison sentence handed down on appeal against trade unionist Ali Mammeri, which Amnesty International described as unjust[85], raise the foreseeable cost of trade union involvement to a level that many women workers who support their families cannot bear. The stigma attached to summonses and trials weighs particularly heavily on women, for whom a summons from the security services becomes a family matter that pushes them to give up trade union activity. For these reasons, the Committee regards the protection of women trade unionists as a condition for maintaining women's presence in the autonomous trade union movement, rather than as a matter of solidarity with particu lar individuals.

[85] Amnesty International, "Algeria, Trade unionist Ali Mammeri faces 10 years in prison after court upholds his unjust conviction", 3 February 2026, accessed 23 November 2026, https://www.amnesty.org/en/latest/news/2026/02/algeria-trade-unionist-ali-mammeri-faces-10-years-in-prison-after-court-upholds-his-unjust-conviction/.

Chapter 4. Restrictions on Autonomous Trade Unions and Their Impact on Women

Rather than covering freedom of association in Algeria as a whole, this chapter examines the restrictions documented in the cases that COSYFOP has submitted to the International Labour Organization and shows how they deprive the Women's Committee of what it needs to protect women workers and follow up their complaints, namely safe premises, resources, the ability to meet and representation.

4.1 Sealed Premises and Obstructed Meetings

In its complaint to the CFA, COSYFOP states that it had opened a bank account in its own name and rented premises under a notarised lease, that the premises were surrounded on 31 October 2019, when thirty-two of its members were arrested, and that they were sealed on 21 February 2020 without any court decision. It also refers to correspondence sent by the Ministries of Labour, Energy and the Interior to state services to obstruct all activities of the Confederation and its members[86]. In its 405th Report, the CFA requested the Government to indicate whether the closure was based on legal authorisation and, if not, to allow free access to the premises and the holding of meetings. In its 415th Report, it again requested the Government to guarantee the right of COSYFOP to free access to its premises and to hold meetings there[87]. The Committee of Experts urged the Government to reverse without delay the administration's decisions to close trade union premises without judicial authorisation[88].

Obstruction also extends to congresses. COSYFOP had to hold its congress remotely on 4 March 2023, as the CFA noted, and SNAPAP announced on 26 April 2026 that it had been unable to hold its national congress, scheduled for early April, for lack of administrative authorisation[89]. This obstruction is all the more serious because article 56 of Law No. 23-02 on the exercise of trade union rights imposes compulsory rotation in trade union office, which the Committee of Experts considered to constitute interference in the internal affairs of trade unions. Unions are thus required to renew their governing bodies while being prevented, in practice, from holding the congress needed to do so[90]. The resulting non-compliance can then serve as a pretext for dissolution, as in the case of the teachers' union CNAPESTE, dissolved in 2026 on the grounds that its statutes and representativeness did not comply with the law.

[86] COSYFOP, complaint of 15 August 2022.

[87] CFA, 405th Report, para. 188. International Labour Organization, Committee on Freedom of Association, 415th Report, Case No. 3434 (Algeria), interim report, June 2026, para. 77, accessed 22 November 2026, https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:50002:0::NO:50002:P50002_COMPLAINT_TEXT_ID:4495737.

[88] CEACR, 2024 observation on Convention No. 87.

[89] CFA, 405th Report, para. 74. EU SEE, civic space observatory, alert on SNAPAP's inability to hold its national congress, 2026, accessed 22 November 2026, https://eusee.hivos.org/?p=5194.

[90] CEACR, 2024 observation on Convention No. 87.

For the Women's Committee, these restrictions have concrete consequences. The lack of premises forces it to hold its meetings in undisclosed locations, prevents it from receiving women workers who are victims of violence and discrimination in a safe space that protects the confiden tiality of their complaints, and leaves trade unionists personally responsible for keeping victims' files and correspondence in their own homes.

4.2 Limited Resources and Criminalised Funding

The Committee of Experts has asked the Government to amend article 49 of Law No. 23-02 in order to remove the prior authorisation required for donations and bequests from national trade union organisations or foreign bodies, and to amend article 61, under which unions must respond to any request from the administration or face removal from the register[91]. Article 95 bis of the Penal Code makes it an offence, punishable by five to seven years' imprisonment, to receive funds or a donation from a body inside or outside the country in order to commit acts likely to under-mine state security or the stability of its institutions, and both Special Rapporteurs have listed this provision among the vaguely worded texts that should be amended[92]. In its reply to the CFA, the Government itself cited the collection of donations without authorisation among the charges brought against Rim Kadri[93], which shows how a union's ordinary financial management becomes grounds for criminal prosecution.

The Women's Committee has not included any specific case of frozen union bank accounts in this report, since it presents such cases only on the basis of a supporting bank or administrative docu ment. However, the lack of premises, the prior authorisation required for donations and the crimi nalisation of unauthorised funding make any solidarity transfer to an autonomous union a crimi-nal risk, and leave the Women's Committee without any stable resources other than membership dues. In practice, the Committee cannot pay for lawyers' fees, psychological support sessions or emergency assistance for the women workers who turn to it, the very services that the proposed Women's Trade Union Support Centre would provide.

4.3 Prosecution of Women Union Leaders

Legal proceedings add to these obstacles, as Chapter 3 showed in the cases of the Secretary Gen eral of COSYFOP, the president of the Federation of Education Sector Staff and other women trade unionists. In its 405th Report, the CFA asked the Government to ensure that article 87 bis is not applied to normal trade union activities, and in its 415th Report it examined the court deci-sions handed down against COSYFOP trade unionists, the travel ban imposed on two of them and the situation of trade union leaders living in exile[94]. These prosecutions affect the Women's Com-

[91] Ibid.

[92] MENA Rights Group, "Algeria, Penal code amendments restrict freedoms of expression and association", 2020, accessed 23 November 2026, https://menarights.org/en/articles/algeria-penal-code-amendments-restrict-freedoms-expression-and-association. A/HRC/56/50/Add.2, paras. 65-70. A/HRC/58/53/Add.1, para. 100.

[93] CFA, 405th Report, para. 143.

[94] CFA, 415th Report, para. 77. CFA, 405th Report, para. 188.

mittee's work in two ways. They restrict the freedom of movement and public expression of its women leaders, and they make women workers more reluctant to report harassment through a union whose own leaders are being prosecuted.

4.4 Exclusion from Social Dialogue and Representation

The laws adopted since 2023 set representativeness criteria that keep autonomous trade unions out of social dialogue, since representativeness is acquired only above a threshold of 25 per cent of the workers in the sector concerned[95]. The Committee of Experts requested information on the application of article 69 of Law No. 23-02 on representativeness criteria, in particular the requirement of financial transparency and the means of proving membership numbers[96]. In the education sector, the Ministry of National Education announced on 6 April 2026 that it would no longer deal with the national coordinator of CNAPESTE and demanded his replacement[97], having already instructed union representatives on secondment, in its correspondence No. 393, to return to their original posts[98]. On 28 July 2026, at the request of the Ministry of Labour, the Bir Mourad Raïs Administrative Court ordered the dissolution of the union in a sector where women make up three quarters of teachers[99], depriving the women teachers who belonged to it of the organisation they had chosen to defend their rights.

Exclusion extends to international representation and official reporting. According to SNAPAP's observations, the government delegation to the June 2024 session of the International Labour Conference included, as SNAPAP's Secretary General, a person whose authority to represent the union is disputed by SNAPAP. During the CAS discussion of the case of Algeria that same month, however, the representative of Public Services International stated that SNAPAP was affiliated to PSI and that PSI did not recognise the person designated by the Government[100]. The national Beijing+30 report mentions no association or trade union as having taken part in its preparation, and Algeria's fifth periodic report to the Committee on the Elimination of Discrimination against Women has been overdue since 2016[101]. The National Human Rights Council (Conseil national des droits de l'homme, CNDH), which is meant to receive and forward complaints from women and

[95] Maghreb Emergent, [Labour Day. Trade union activity in Algeria is a right guaranteed by the Constitution, provided it is not exercised independently] (in Arabic), May 2026, accessed 23 November 2026, https://maghrebemergent.news/ar/%D8%B9%D9%8A%D8%AF-%D8%A7%D9%84%D8%B9%D9%85%D8%A7%D9%84-%D8%A7%D9%84%D9%86%D8%B4%D8%A7%D8%B7-%D8%A7%D9%84%D9%86%D9%82%D8%A7%D8%A8%D9%8A-%D9%81%D9%8A-%D8%A7%D9%84%D8%AC%D8%B2%D8%A7%D8%A6%D8%B1-%D8%AD/.

[96] CEACR, 2025 observation on Convention No. 98.

[97] International Federation for Human Rights (FIDH), "Algérie, harcèlement judiciaire et administratif contre le syndicat du secteur éducatif Cnapeste" [Algeria. Judicial and administrative harassment of the education sector union Cnapeste], 22 May 2026, accessed 22 November 2026, https://www.fidh.org/fr/regions/maghreb-moyen-orient/algerie/algerie-harcelement-judiciaire-et-administratif-contre-le-syndicat-du.

[98] Awras, article on correspondence No. 393 of the Ministry of National Education regularising the status of union representatives (in Arabic), January 2026, accessed 23 November 2026, https://www.awras.com/?p=476971.

[99] EU SEE, civic space observatory, "Judicial dissolution of CNAPESTE and an attack on trade union pluralism in Algeria", 2026, accessed 22 November 2026, https://eusee.hivos.org/?p=5911. Amnesty International, "Algeria, Authorities must immediately rescind ruling to dissolve independent teachers' union", 28 July 2026, accessed 24 November 2026, https://www.amnesty.org/en/latest/news/2026/07/algeria-authorities-must-immediately-rescind-ruling-to-dissolve-independent-teachers-union/. TSA, "600 000 enseignants".

[100] SNAPAP, observations of 26 August 2024.

trade unionists, has held B status since 2018, the category for institutions not fully compliant with the Paris Principles[102]. In its 415th Report, the CFA expressed its profound regret, urged the Government to engage in dialogue and deeply deplored the absence of any concrete measures to implement its recommendations[103]. Meanwhile, COSYFOP is not invited to any national social dialogue forum, nor is the Women's Committee consulted on Convention No. 190.

Table 4. Requests by the supervisory bodies in the COSYFOP cases, implementation and impact on the Women's Committee

Request	Body and reference	Status in November 2026	Impact on the Women's Committee's work
Reverse the closure of trade union premises ordered without judicial authorisation	CEACR (Convention No. 87); CFA (405th and 415th Reports)	Seals placed on the COSYFOP headquarters on 21 February 2020 not lifted	Meetings in undisclosed locations and no safe space to receive victims
Remove the prior authorisation required for donations and bequests (article 49 of Law No. 23-02)	CEACR (Convention No. 87)	Law not amended	No resources for legal and psychological support or emergency assistance
Review compulsory rotation in office (article 56) and notification of dissolution applications (article 65)	CEACR (Convention No. 87)	Law not amended; a union congress blocked in April 2026 and CNAPESTE dissolved in July 2026	Permanent legal insecurity for any trade union structure in which the Committee is active
Do not apply article 87 bis to normal trade union activities	CFA (405th Report)	Convictions of COSYFOP trade unionists on terrorism-related charges	Women workers reluctant to report abuse through a union whose leaders face prosecution
Ensure systematic labour inspection investigations into complaints of anti-union discrimination	CEACR (Convention No. 98)	No published data on such investigations	Cases of dismissed women trade unionists still pending
Take concrete steps to implement the recommendations and hold a dialogue with COSYFOP	CFA (415th Report)	The CFA deeply deplored the absence of any concrete measures	Women's Committee excluded from any consultation on Convention No. 190

Table prepared by the Women's Committee from the ILO documents cited in this chapter and the case files submitted by COSYFOP.

The Women's Committee concludes that these restrictions, taken together, are the main obstacle to its ability to protect women workers, since they affect at once the place where victims are received, the resources that fund their support, the women leaders who take up their cases and the channels through which their demands reach the institutions. The proposed Women's Trade Union Support Centre is intended to loosen this grip.

[101] National Beijing+30 report, pp. 3-4. Human Rights Council, Working Group on the Universal Periodic Review, Tables for UN Compilation on Algeria (A/HRC/WG.6/41/DZA/2, annex), 41st session, 2022, accessed 23 November 2026, https://upr-info.org/sites/default/files/country-document/2022-10/A_HRC_WG.6_DZA_2_E-Annex.pdf.

[102] Global Alliance of National Human Rights Institutions (GANHRI), Sub-Committee on Accreditation, SCA recommendation for Algeria, National Human Rights Council of Algeria (CNDH), May 2018, 2018, accessed 23 November 2026, https://ganhri.org/snippets/sca-recommendation-for-algeria-the-national-human-rights-council-of-algeria-cndh-may-2018-copy-copy/.

[103] CFA, 415th Report, para. 77.

Chapter 5. The Proposed Women's Trade Union Support Centre

The previous chapters reveal the lack of a safe space where women workers who are victims of violence and discrimination can be received and given legal, psychological and social support, in a country where only three public shelters operate and the premises of autonomous trade unions have been closed. The proposed Women's Trade Union Support Centre (Maison des femmes syndicalistes) is the Women's Committee's own initiative to fill this gap. The Committee presents it not as an existing or funded structure but as a strategic initiative for 2027, which is on the agenda of the meeting of 25 November 2026 as part of the Committee's programme of action.

5.1 Documented Needs and Objectives

The project responds to three needs documented by the Women's Committee. The first concerns shelter and support for victims of violence, since only three centres of the national network, with a capacity of around 220 victims, have opened. To make up for this shortfall, feminist organisations have set up at least five shelters since 2010, while the Ministry of National Solidarity refused Amnesty International permission to visit the Bou Ismaïl centre, on the grounds that non-governmental organisations are not allowed access to these facilities[104]. The second need, highlighted in Chapter 2, is that of victims of workplace harassment, who must be able to turn to someone inde pendent of the hierarchy to which the accused person belongs. The third, examined in Chapter 3, concerns women trade unionists who have been prosecuted or dismissed and who need legal and social support so as not to be left isolated, since isolation makes withdrawal from trade union activity the easiest option.

The seven components that the Committee has defined for the project are presented in Table 5, together with the conditions for their implementation. They share a single objective, which is to ensure that every woman worker who suffers violence, discrimination or reprisals because of her trade union activities can find a women's structure she trusts, one that supports her from the first conversation until her case is resolved.

These components reflect measures set out in international standards. Paragraph 17 of Recommendation No. 206 provides that support, services and remedies for victims of gender-based violence and harassment should include support to help victims re-enter the labour market, counselling and information services, a 24-hour hotline, emergency services, medical care and psychological support, and crisis centres, including shelters. Paragraph 18 lists measures that could miti gate the impact of domestic violence in the world of work, including leave, flexible work arrange-

[104] Amnesty International, "22 years after pledge to establish national shelters".

ments and temporary protection against dismissal[105]. The project is thus a trade union contribution to filling a gap for which the State bears primary responsibility.

Table 5. Components of the proposed Women's Trade Union Support Centre and conditions for their implementation

Component	Function	Conditions for implementation
Legal and judicial support	Guiding victims and supporting them in administrative and judicial procedures and before the labour inspectorate	Network of women and men lawyers working pro bono or for nominal fees
Psychological and social support	Individual and group support sessions for victims and for prosecuted women trade unionists	Psychologists and social workers
Emergency financial assistance	Immediate assistance for victims who have lost their livelihoods because of violence or reprisals	Solidarity fund with lawful and stable resources
Safe temporary accommodation	Temporary accommodation in extreme cases, or referral to existing shelters	Legal authorisation and partnership with associations that run shelters
Trade union follow-up of victims	Documentation of each case using the standard form and follow-up until it is resolved, with referral to the supervisory bodies where necessary	Secure database and communications
Training for trade unionists	Training on Convention No. 190, listening, documentation and advocacy	Trainers and teaching materials, including Public Services International tools
Women's solidarity network	Linking the women's structures of autonomous trade unions with women lawyers, specialists and associations in a referral and solidarity network	National coordination and secure communications

Table prepared by the Women's Committee.

5.2 Commitment to the Project and Persistent Obstacles

According to information provided by the Committee, women trade unionists and supporters have said that they are ready to contribute to the project, each according to her means and her professional and trade union position. The Committee regards this commitment as the project's main asset, since its components will initially rely on skills that trade unionists contribute voluntar ily until funding is secured, but it is careful to ensure that such participation does not expose con tributors to legal risks.

The project nevertheless faces legal, administrative and financial obstacles. Legally, the establishment of associations is governed by Law No. 12-06, which is based on a system of prior authorisation and makes foreign funding and partnerships subject to the administration's approval. The Special Rapporteur on the rights to freedom of peaceful assembly and of association noted in this respect that registration applications most often go unanswered or are rejected without reasons being given, and that associations have been dissolved for minor infringements, such as meeting

[105] International Labour Organization, Violence and Harassment Recommendation, 2019 (No. 206), International Labour Conference, 108th Session, Geneva, 21 June 2019, paras. 17 and 18, accessed 22 November 2026, https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:R206.

foreign partners without authorisation[106]. Administratively, COSYFOP has had no premises in which to receive anyone since February 2020, while admission to public shelters is decided by the wali (provincial governor) and non-governmental organisations have no access to these centres. Financially, the prior authorisation required for donations and the criminalisation of receiving funds, examined in Chapter 4, leave no room for any solidarity funding that would not expose those responsible to prosecution. These obstacles run counter to the very logic of Convention No. 190, under which ratifying States must respect freedom of association and the effective recognition of the right to collective bargaining as part of their efforts to prevent and eliminate violence and harassment[107]. The Government cannot, therefore, claim to combat violence in the world of work while preventing trade unionists from organising support for its victims.

5.3 Practical Steps for 2027

The Committee proposes to implement the project in stages, the first of which can begin without waiting for the obstacles to be removed, whereas the last depends on their removal.

1. Train a core group of trade unionists in listening, documentation and Convention No. 190, and adopt the standard documentation form, together with a secure database and secure communications.
2. Draw up a list of women lawyers and specialists willing to provide support, and conclude referral agreements with associations that run shelters.
3. Provide support remotely and through partner organisations, referring victims, with their consent, to the network's lawyers and specialists.
4. Set up a solidarity fund financed from lawful resources to cover emergency assistance and support costs, within the limits permitted by law.
5. Open a physical drop-in space once the seals on the COSYFOP headquarters have been lifted or the Confederation has been authorised to use other premises.

These steps are linked to specific demands, which Chapter 6 includes among the report's recommendations. They begin with the lifting of the seals on the COSYFOP headquarters in accordance with the recommendations of the supervisory bodies and also include the amendment of article 49 of Law No. 23-02 as requested by the Committee of Experts, the replacement of Law No. 12-06 with a genuine declaration-based system, and the opening of public shelters to cooperation with associations and autonomous trade unions.

[106] A/HRC/56/50/Add.2, paras. 15-19.

[107] International Labour Organization, Violence and Harassment Convention, 2019 (No. 190), International Labour Conference, 108th Session, Geneva, 21 June 2019, art. 5, accessed 22 November 2026, https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190.

Chapter 6. International Standards and Recommendations

This chapter sets out the normative framework against which the Women's Committee assesses the facts documented in the previous chapters. It first examines the ILO Violence and Harassment Convention and Recommendation, the instruments most directly relevant to the subject of this report, then identifies the main gaps in national legislation, without revisiting texts already analysed, before presenting the report's conclusions and recommendations.

6.1 Algeria and the Violence and Harassment Convention and Recommendation

On 21 June 2019, the International Labour Conference adopted the Violence and Harassment Convention, 2019 (No. 190), and the Violence and Harassment Recommendation, 2019 (No. 206), concerning the elimination of violence and harassment in the world of work. The Convention entered into force on 25 June 2021[108], but Algeria has not ratified it[109]. Recommendation No. 206, which supplements the Convention, is a non-binding instrument that provides guidance on its application. In its 2025 observation on the obligation to submit instruments to the competent authorities, the Committee of Experts noted with concern that the Government had once again failed to reply to the comments it had been making since 2018, and reiterated its request for information on the submission of Convention No. 190 and Recommendation No. 206 to Parliament[110].

Two obligations of a different nature must be distinguished here. The first, which applies to every member State whether or not it intends to ratify, arises under article 19 of the ILO Constitution. Each member State must submit the Conventions and Recommendations adopted by the Conference to the competent authority, usually Parliament, within twelve months of the closing of the session of the Conference[111], or exceptionally within eighteen months[112], which meant no later than December 2020 for Convention No. 190, so that the competent authority takes a public decision on them. The second set of obligations arises only from ratification, which is a sovereign decision. The obligations laid down in a Convention bind a State only once it has ratified the Convention and the Convention has entered into force for that State, following registration of the ratification by

[108] Convention No. 190. Recommendation No. 206.

[109] International Labour Organization, NORMLEX, Ratifications for Algeria, database, accessed 22 November 2026, https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:11200:0::NO::P11200_COUNTRY_ID:102908.

[110] International Labour Organization, Committee of Experts on the Application of Conventions and Recommendations, observation concerning the obligation to submit instruments adopted by the Conference to the competent authorities, Algeria, adopted 2025, published at the 114th Session of the International Labour Conference (2026), accessed 22 November 2026, https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID,P13100_COUNTRY_ID:4457323,102908.

[111] International Labour Organization, Conventions and Recommendations, web page, accessed 22 November 2026, https://www.ilo.org/international-labour-organization/labour-standards/introduction-international-labour-standards/conventions-and-recommendations.

[112] International Labour Organization, Member States are obliged to consider implementation of ILS within 12 or exceptionally 18 months of their adoption by the International Labour Conference, guide to the regular supervisory system, accessed 22 November 2026, https://guide-supervision.ilo.org/reporting/member-states-are-obliged-to-consider-implementation-of-ils-within-12-or-exceptionally-18-months-of-their-adoption-by-the-international-labour-conference/.

the Director-General of the International Labour Office[113]. Since Algeria has ratified the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), it is nevertheless required to hold effective consultations on the proposals made when instruments are submitted[114], which gives workers' organisations a direct right to know what has become of Convention No. 190 and to take part in the consultations concerning it.

Convention No. 190 links the prevention of violence to respect for fundamental principles and rights at work. It requires ratifying States to respect, promote and realise the fundamental principles and rights at work, including freedom of association, the effective recognition of the right to collective bargaining and the elimination of discrimination in respect of employment and occupation, and to adopt laws and policies ensuring the right to equality and non-discrimination, including for women workers and for the groups most exposed to violence and harassment[115]. The restrictions documented in Chapter 4 therefore undermine not only freedom of association itself but also the condition that the Convention places at the foundation of any effective policy to combat violence.

Pending ratification, the Conventions that Algeria has already ratified provide a direct means of bringing violence and harassment before the supervisory bodies. They include Conventions Nos 87 and 98, ratified in 1962, the Equal Remuneration Convention, 1951 (No. 100), ratified the same year, and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), ratified in 1969, under which the previous chapters have set out the requests made by the Committee of Experts. Under the regular supervisory system, trade unions can submit observations on the application of these Conventions before 1 September each year[116]. In 2025, Algeria also withdrew its reservation to article 15, paragraph 4, of the Convention on the Elimination of All Forms of Discrimination against Women, while maintaining its reservations to articles 2, 16 and 29[117].

6.2 Main Gaps in National Legislation

The Constitution enshrines equality and non-discrimination on grounds of sex, and it requires the State to protect women against all forms of violence in public spaces, in the workplace and in the

[113] International Labour Organization, Constitutional reporting and other standards-related obligations, resources, web page, accessed 22 November 2026, https://www.ilo.org/international-labour-standards/applying-and-promoting-international-labour-standards-overview-ilo/constitutional-reporting-and-other-standards-related-obligations-resources.

[114] International Labour Organization, Governments submit newly adopted ILS to the competent authorities, guide to the regular supervisory system, accessed 22 November 2026, https://guide-supervision.ilo.org/reporting/governments-submit-newly-adopted-ils-to-the-competent-authorities/.

[115] Convention No. 190, arts. 5 and 6.

[116] International Training Centre of the International Labour Organization, Managing ILS reporting, observations of employers' and workers' organizations, online guide, accessed 22 November 2026, https://managing-ils-reporting.itcilo.org/en/?p=133.

[117] United Nations, Treaty Collection, notification by Algeria withdrawing its reservation to article 15, paragraph 4, of the Convention on the Elimination of All Forms of Discrimination against Women, 4 November 2025, accessed 22 November 2026, https://treaties.un.org/doc/Publication/UNTS/No%20Volume/20378/A-20378-Algeria-080000028068f0c7.pdf. Committee on the Elimination of Discrimination against Women, Combined third and fourth periodic reports of States parties, Algeria, UN document CEDAW/C/DZA/3-4, 24 March 2010, accessed 23 November 2026, https://nwm.unescwa.org/sites/default/files/2023-04/Combined%20third%20and%20fourth%20periodic%20reports%20of%20Algeria-CEDAW-EN.pdf.

private sphere, and to guarantee victims access to shelters and legal assistance[118]. Implementing legislation, however, falls short of these commitments. Table 6 compares the standards that Con vention No. 190 and Recommendation No. 206 set for each actor with the situation in Algeria. As Algeria has not ratified the Convention and the Recommendation is not binding, these standards serve here as a benchmark for assessing national law rather than as obligations currently binding on Algeria.

Table 6. Standards established by Convention No. 190 and Recommendation No. 206, and gaps in Algerian law

Actor	Relevant international standards	Situation in Algeria
State	A definition of violence and harassment covering physical, psychological, sexual or economic harm and including gender-based violence and harassment (Article 1), a scope covering persons in training, jobseekers and the informal economy (Article 2), and an inclusive, integrated and gender-responsive approach developed in consultation with representative organisations (Article 4)	Partial criminalisation in the Penal Code with no definition in labour law, no comprehensive law on violence against women, and exclusion of autonomous unions from consultation
Employers	A workplace policy developed in consultation with workers, consideration of violence and psychosocial risks in occupational safety and health management, and assessment of these risks with the participation of workers (Article 9), taking into account power relations and gender norms (Paragraph 8 of the Recommendation)	Law No. 90-11 requires neither a prevention policy nor internal investigations, and Law No. 88-07 contains no explicit provision on violence or psychosocial risks
Labour inspection	Power to order measures with immediate executory force and to stop work in cases of danger (Article 10), and an explicit mandate on violence and harassment with sex-disaggregated statistics (Paragraphs 20 to 22 of the Recommendation)	No enforcement powers in the public sector and no published statistics on workplace harassment
Victims	Ability to file complaints safely, protection against retaliation and the right to remove themselves from a dangerous work situation (Article 10), and measures to mitigate the impacts of domestic violence in the world of work, including leave and temporary protection against dismissal (Paragraph 18 of the Recommendation)	No workplace-specific complaint mechanism, no explicit protection for complainants and witnesses, and retention of the forgiveness clause, which ends prosecution in cases of domestic violence

Table prepared by the Women's Committee from the official text of Convention No. 190 and Recommendation No. 206 and the national legislation analysed in the previous chapters[119].

This comparison shows that the legislature has relied solely on criminal law to protect women, without establishing prevention mechanisms in the workplace or an integrated protection system in the family sphere, while extending the reach of the laws that restrict trade union and associational activity and freedom of expression, namely Laws Nos 23-02, 12-06 and 24-06. As a result, the women whom this protection concerns are also deprived of the collective structures that would enable them to claim it. Trade unions can nevertheless put the Convention's standards into prac-

[118] UN Women, Global Gender Equality Constitutional Database, Algeria, database, accessed 22 November 2026, https://constitutions.unwomen.org/en/countries/africa/algeria.

[119] Convention No. 190. Recommendation No. 206.

tice without waiting for ratification, drawing on the practical guide developed by Public Services International and the training-of-trainers toolkit produced by the Global Unions, which provide tools for assessing risks and integrating the Convention into collective agreements and occupational safety and health policies[120].

6.3 Conclusions

Women's economic exclusion is one of the structural factors that perpetuate violence against women. In a labour market where a quarter of economically active women are unemployed, a woman worker who fears losing her job is in no real position to report harassment, particularly when the harasser holds hierarchical authority and the labour inspector cannot require the administration to take any action. The protection system, moreover, remains confined to criminal law, intervenes only after the fact and operates in a statistical vacuum, while women's suffering, once broadcast, becomes content that attracts millions of views without any announced referral of the women concerned to support services.

Finally, restrictions on expression and organisation break the chain of protection at its source, because autonomous trade unions and their women's structures are the ones that document violations, support victims and bring their cases before the supervisory bodies. The experience of the Women's Committee bears this out, since it produced the documentation on which COSYFOP relied before the ILO while working without premises, without resources and under the pressure of prosecutions. The Committee therefore considers that ratification and implementation of Convention No. 190 depend on three inseparable conditions, namely recognition of autonomous trade unions as partners in consultation, the lifting of restrictions on associations, expression and funding, and the establishment of a public system of sex-disaggregated statistics.

6.4 Recommendations

Algeria's international accountability derives from instruments that it has itself ratified and from recommendations of the supervisory bodies that it has not implemented. The documented restrictions deprive autonomous trade unions and their women's structures of any national channel for bringing women workers' demands to the institutions. Their main source of protection and advocacy support thus lies with the international supervisory bodies and partner organisations, foremost among them Public Services International and the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF), the partners of COSYFOP in Case No. 3434[121]. The Women's Committee accordingly addresses its recommendations to the Government of Algeria, to international institutions and organisations, and to Algerian women trade unionists.

[120] PSI, *Guide for Implementing C190*. Global Unions, *ILO Violence and Harassment Convention No. 190, Training of trainers toolkit*, 2021, published on the Education International website, accessed 22 November 2026, https://www.ei-ie.org/file/62.

[121] CFA, Case No. 3434.

To the Government of Algeria

1. Submit Convention No. 190 and Recommendation No. 206 to Parliament without delay and, with the participation of autonomous trade unions, hold the tripartite consultations required by Convention No. 144, with a view to ratifying Convention No. 190.
2. Amend Law No. 90-11 to define violence and harassment, to require employers to prevent them and to conduct internal investigations, and to protect complainants and witnesses against retaliation; grant labour inspectors enforcement powers in the public sector; and adopt a comprehensive law on violence against women that repeals the forgiveness clause.
3. Publish annual sex-disaggregated statistics on complaints of harassment and violence, on wages and on trade union membership, and open an independent investigation into the case at the Sidi Bel Abbès branch of the National Pension Fund and into the cases of work-place retaliation documented by the Women's Committee.
4. Guarantee freedom of association by implementing the recommendations of the Committee on Freedom of Association and the Committee of Experts, in particular by lifting the seals on the COSYFOP headquarters, reversing the dissolution of CNAPESTE, authorising trade union congresses and amending articles 2, 12 to 15, 49, 56 and 61 of Law No. 23-02, as requested by the Committee of Experts.
5. Release all persons detained for peacefully expressing their views, end the prosecution of the Secretary General of COSYFOP and other trade unionists for their trade union activities and their cooperation with international mechanisms, and amend the Penal Code provisions on expression in line with the recommendations of the Special Rapporteurs.
6. Remove the legal, administrative and financial obstacles that hinder women's autonomous initiatives, including the proposed Women's Trade Union Support Centre, replace Law No. 12-06 with a genuine declaration-based system, and open public shelters to cooperation with associations and autonomous trade unions.
7. Adopt a binding code of conduct for television testimony programmes that guarantees women's informed consent and the protection of their identity, and requires channels to disclose the referrals made for the women concerned.

To International Institutions and Organisations

1. The Women's Committee calls on the International Labour Organization to monitor compliance with the obligation to submit Convention No. 190 and to follow up the implementation of the recommendations made in Case No. 3434, in particular as regards the situation of dismissed and prosecuted women trade unionists, and calls on the Committee on Freedom of Association to examine Case No. 3545 at its next session. It also calls on the ILO to make any technical assistance relating to Convention No. 190 conditional on consultation that includes autonomous trade unions, and to propose a direct contacts mission that would meet women trade unionists in conditions that guarantee their safety.

2. It calls on Public Services International, the global union federations and human rights organisations to provide protection and technical and financial support to the Women's Committee, in particular through training in documentation and secure communications and through legal expertise before the supervisory bodies.
3. It calls on international partners to contribute to the first stages of the proposed Women's Trade Union Support Centre, within the limits permitted by law, and to raise the obstacles that prevent its establishment in their dialogue with the Government of Algeria.
4. It calls on the Committee on the Elimination of Discrimination against Women, the relevant Special Rapporteurs and the Working Group on Arbitrary Detention to follow up the cases documented in this report, and to ensure that any reprisals against women who have cooperated with the United Nations are included in the reports of the Secretary-General.
5. It calls on donors and specialised organisations to strengthen programmes to monitor and prevent violence and harassment in the world of work, in partnership with the women's structures of autonomous trade unions.

To Algerian Women Trade Unionists

1. Strengthen solidarity among the women's structures of autonomous trade unions and leave no woman trade unionist alone in the face of a summons, a dismissal or a prosecution.
2. Document cases using the Women's Committee's standard form, ensuring the consent of the persons concerned and the confidentiality of their identity, and send the Committee any document attesting to forms of obstruction, especially those concerning bank accounts.
3. Build a legal support network with women lawyers, specialists and feminist associations; whenever possible, integrate the provisions of Convention No. 190 and Recommendation No. 206 into collective bargaining, in particular leave and temporary protection against dismissal for victims of domestic violence; and involve women workers in the informal economy and domestic workers in trade union action.
4. Adopt secure reporting mechanisms and self-protection rules covering, in particular, digital security and the confidentiality of meetings, and make regular use of international supervisory mechanisms.

Bibliography

The references below are grouped by type and follow the Chicago Manual of Style (notes and bibliography). They include only the documents cited in the notes to this report, and their online versions were accessed on the dates indicated.

I. Algerian legislation, regulations and official statements

Ministry of Labour, Employment and Social Security. "L'Inspection générale du travail et ses missions" [The General Labour Inspectorate and its tasks]. Web page. Accessed 22 November 2026. https://www.mtess.gov.dz/?p=72758.

National Independent Audiovisual Regulatory Authority (ANIRA). [Audiovisual channels urged to adopt responsible and balanced media coverage to protect minors] (in Arabic). 15 June 2026, reported by Radio Algérie from APS. Accessed 22 November 2026. https://news.radioalgerie.dz/ar/node/88316.

National Independent Audiovisual Regulatory Authority (ANIRA). Statement on the coverage of the bus accident in the El Harrach wadi (in Arabic). 16 August 2025, reported by Radio Algérie from APS. Accessed 23 November 2026. https://news.radioalgerie.dz/ar/node/69424.

National Independent Audiovisual Regulatory Authority (ANIRA). Statement on the episode of 17 December 2024 of the programme "Hayat Jadida" broadcast by El Hayat TV (in Arabic). 22 December 2024, reported by Radio Algérie from Algérie Presse Service (APS). Accessed 22 November 2026. https://news.radioalgerie.dz/ar/node/57146.

National Independent Electoral Authority (ANIE). Statement on exemptions from the quota requirement for candidate lists (in French). 19 April 2026, reported by Radio Algérie. Accessed 22 November 2026. https://news.radioalgerie.dz/fr/node/84114.

People's Democratic Republic of Algeria. Loi n° 20-06 du 28 avril 2020 modifiant et complétant l'ordonnance n° 66-156 du 8 juin 1966 portant code pénal [Law No. 20-06 of 28 April 2020 amending and supplementing Ordinance No. 66-156 of 8 June 1966 enacting the Penal Code]. Official Journal No. 25 of 29 April 2020, version posted online by the International Center for Not-for-Profit Law (ICNL). Accessed 23 November 2026. https://www.icnl.org/?p=41242.

People's Democratic Republic of Algeria. Loi organique n° 26-05 du 4 avril 2026 modifiant et complétant l'ordonnance n° 21-01 du 10 mars 2021 portant loi organique relative au régime électoral [Organic Law No. 26-05 of 4 April 2026 amending and supplementing Ordinance No. 21-01 of 10 March 2021 enacting the Organic Law on the Electoral System]. Official Journal No. 24 of 2026. Accessed 24 November 2026. https://www.upgrowth.dz/journal-officiel/archives/2026/24.

People's Democratic Republic of Algeria. [National report on the thirtieth anniversary of the Beijing Declaration and Platform for Action] (in Arabic). May 2024, published on the UN Women website. Accessed 23 November 2026. https://unwomen.org/sites/default/files/2024-09/b30_report_algeria_ar.pdf.

II. International Labour Organization documents

International Labour Organization. Constitutional reporting and other standards-related obligations, resources. Web page. Accessed 22 November 2026. https://www.ilo.org/international-labour-standards/applying-and-promoting-international-labour-standards-overview-ilo/constitutional-reporting-and-other-standards-related-obligations-resources.

International Labour Organization. Conventions and Recommendations. Web page. Accessed 22 November 2026. https://www.ilo.org/international-labour-organization/labour-standards/introduction-international-labour-standards/conventions-and-recommendations.

International Labour Organization. Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87). International Labour Conference, 31st Session, San Francisco, 9 July 1948. Accessed 24 November 2026. https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C087.

International Labour Organization. Governments submit newly adopted ILS to the competent authorities. Guide to the regular supervisory system. Accessed 22 November 2026.

https://guide-supervision.ilo.org/reporting/governments-submit-newly-adopted-ils-to-the-competent-authorities/.

International Labour Organization. Member States are obliged to consider implementation of ILS within 12 or exceptionally 18 months of their adoption by the International Labour Conference. Guide to the regular supervisory system. Accessed 22 November 2026. https://guide-supervision.ilo.org/reporting/member-states-are-obliged-to-consider-implementation-of-ils-within-12-or-exceptionally-18-months-of-their-adoption-by-the-international-labour-conference/.

International Labour Organization. NORMLEX, Comments of the supervisory bodies concerning Algeria. Database. Accessed 22 November 2026. https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:13201:::::13201:P13201_COUNTRY_ID:102908.

International Labour Organization. NORMLEX, Ratifications for Algeria. Database. Accessed 22 November 2026. https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:11200:0::NO::P11200_COUNTRY_ID:102908.

International Labour Organization. Right to Organise and Collective Bargaining Convention, 1949 (No. 98). International Labour Conference, 32nd Session, Geneva, 1 July 1949. Accessed 24 November 2026. https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C098.

International Labour Organization. Structure et organisation du système d'inspection du travail, Algérie [Structure and organisation of the labour inspection system, Algeria]. National labour inspection profile. Accessed 22 November 2026. https://www.ilo.org/media/39061/download.

International Labour Organization. Violence and Harassment Convention, 2019 (No. 190). International Labour Conference, 108th Session, Geneva, 21 June 2019. Accessed 22 November 2026. https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190.

International Labour Organization. Violence and Harassment Recommendation, 2019 (No. 206). International Labour Conference, 108th Session, Geneva, 21 June 2019. Accessed 22 November 2026. https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:R206.

International Labour Organization, Committee of Experts on the Application of Conventions and Recommendations. Observation concerning the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), Algeria. Adopted 2022, published at the 111th Session of the International Labour Conference (2023). Accessed 22 November 2026. https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID,P13100_COUNTRY_ID:4308288,102908.

International Labour Organization, Committee of Experts on the Application of Conventions and Recommendations. Observation concerning the Equal Remuneration Convention, 1951 (No. 100), Algeria. Adopted 2022, published at the 111th Session of the International Labour Conference (2023). Accessed 22 November 2026. https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID,P13100_COUNTRY_ID:4308270,102908:NO.

International Labour Organization, Committee of Experts on the Application of Conventions and Recommendations. Observation concerning the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), Algeria. Adopted 2024, published at the 113th Session of the International Labour Conference (2025). Accessed 22 November 2026. https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID,P13100_COUNTRY_ID:4415817,102908.

International Labour Organization, Committee of Experts on the Application of Conventions and Recommendations. Observation concerning the obligation to submit instruments adopted by the Conference to the competent authorities, Algeria. Adopted 2025, published at the 114th Session of the International Labour Conference (2026). Accessed 22 November 2026. https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID,P13100_COUNTRY_ID:4457323,102908.

International Labour Organization, Committee of Experts on the Application of Conventions and Recommendations. Observation concerning the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), Algeria. Adopted 2025, published at the 114th Session of the International Labour Conference (2026). Accessed 22 November 2026. https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID,P13100_COUNTRY_ID:4467309,102908.

International Labour Organization, Committee on Freedom of Association. 405th Report, Case No. 3434 (Algeria), interim report. March 2024. Accessed 22 November 2026. https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:50002:0::NO:50002:P50002_COMPLAINT_TEXT_ID:4396596.

International Labour Organization, Committee on Freedom of Association. 411th Report, Case No. 3434 (Algeria), interim report. June 2025. Accessed 22 November 2026. https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:50002:0::NO:50002:P50002_COMPLAINT_TEXT_ID:4437272.

International Labour Organization, Committee on Freedom of Association. 415th Report, Case No. 3434 (Algeria), interim report. June 2026. Accessed 22 November 2026. https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:50002:0::NO:50002:P50002_COMPLAINT_TEXT_ID:4495737.

International Labour Organization, Committee on Freedom of Association. Case No. 3434 (Algeria), complaint by the Trade Union Confederation of Productive Forces (COSYFOP), Public Services International (PSI) and the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF). Complaint dated 15 August 2022. Accessed 22 November 2026. https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:50001:0::NO:50001:P50001_COMPLAINT_FILE_ID:4299321.

International Labour Organization, Conference Committee on the Application of Standards. Discussion of the individual case of Algeria concerning Convention No. 98 and conclusions of the Committee (ILC.112/CAN/PV.11). 112th Session of the International Labour Conference, Geneva, 13 June 2024. Accessed 24 November 2026. https://www.ilo.org/sites/default/files/2024-06/ILC112-CAN-PV11-Patchwork-with%20D%20Document-%5BNORMES-240520-010%20%5D-EFS.pdf.

International Training Centre of the International Labour Organization. Managing ILS reporting, observations of employers' and workers' organizations. Online guide. Accessed 22 November 2026. https://managing-ils-reporting.itcilo.org/en/?p=133.

III. United Nations documents

Committee on the Elimination of Discrimination against Women. Combined third and fourth periodic reports of States parties, Algeria. UN document CEDAW/C/DZA/3-4, 24 March 2010. Accessed 23 November 2026. https://nwm.unescwa.org/sites/default/files/2023-04/Combined%20third%20and%20fourth%20periodic%20reports%20of%20Algeria-CEDAW-EN.pdf.

Global Alliance of National Human Rights Institutions (GANHRI), Sub-Committee on Accreditation. SCA recommendation for Algeria, National Human Rights Council of Algeria (CNDH), May 2018. 2018. Accessed 23 November 2026. https://ganhri.org/snippets/sca-recommendation-for-algeria-the-national-human-rights-council-of-algeria-cndh-may-2018-copy-copy/.

Human Rights Council. *Visit to Algeria. Report of the Special Rapporteur on the rights to freedom of peaceful assembly and of association, Clément Nyaletsossi Voule*. UN document A/HRC/56/50/Add.2, 17 May 2024. Accessed 22 November 2026. https://digitallibrary.un.org/record/4050653.

Human Rights Council. *Visit to Algeria. Report of the Special Rapporteur on the situation of human rights defenders, Mary Lawlor*. UN document A/HRC/58/53/Add.1, 14 January 2025. Accessed 24 November 2026. https://docs.un.org/en/A/HRC/58/53/Add.1.

Human Rights Council, Working Group on the Universal Periodic Review. Tables for UN Compilation on Algeria (A/HRC/WG.6/41/DZA/2, annex). 41st session, 2022. Accessed 23 November 2026. https://upr-info.org/sites/default/files/country-document/2022-10/A_HRC_WG.6_DZA_2_E-Annex.pdf.

UN Women. Global Database on Violence against Women, Algeria, Law No. 04-15 Amending the Penal Code. Database. Accessed 22 November 2026. https://data.unwomen.org/global-database-on-violence-against-women/country-profile/Algeria/measures/Law%20No.%2004-15%20Amending%20the%20Penal%20Code.

UN Women. Global Database on Violence against Women, Algeria, Penal Code provisions on violence against wives and harassment in public places. Database. Accessed 22 November 2026. https://data.unwomen.org/global-database-on-violence-against-women/country-profile/Algeria/measures/Penal%20Code,%202025%20Amendment.

UN Women. Global Gender Equality Constitutional Database, Algeria. Database. Accessed 22 November 2026. https://constitutions.unwomen.org/en/countries/africa/algeria.

United Nations experts. "Algeria, UN experts alarmed by crackdown on families of disappeared persons and civil society". 13 May 2026. Accessed 22 November 2026. https://srdefenders.org/algeria-un-experts-alarmed-by-crackdown-on-families-of-disappeared-persons-and-civil-society/.

United Nations Secretary-General. *Cooperation with the United Nations, its representatives and mechanisms in the field of human rights*. UN document A/HRC/57/60, 20 August 2024. Accessed 23 November 2026. https://docs.un.org/en/A/HRC/57/60.

United Nations, Treaty Collection. Notification by Algeria withdrawing its reservation to article 15, paragraph 4, of the Convention on the Elimination of All Forms of Discrimination against Women. 4 November 2025. Accessed 22 November 2026. https://treaties.un.org/doc/Publication/UNTS/No%20Volume/20378/A-20378-Algeria-080000028068f0c7.pdf.

Working Group on Arbitrary Detention. Opinion No. 15/2022 concerning Kamira Nait Sid (Algeria). 2022. Accessed 22 November 2026. https://digitallibrary.un.org/record/4004271.

IV. Studies, data and statistics

Azzeddine Zouba. [On the absence of provisions protecting women workers against sexual harassment in Algerian labour law. A comparative study] (in Arabic). [Journal of Labour and Employment Law], vol. 5, no. 1, 2020. Accessed 22 November 2026. https://search.emarefa.net/en/detail/BIM-1019460-%D8%AD%D9%88%D9%84-%D8%A7%D9%86%D8%B9%D8%AF%D8%A7%D9%85-%D8%A3%D8%AD%D9%83%D8%A7%D9%85-%D8%AD%D9%85%D8%A7%D9%8A%D8%A9-%D8%A7%D9%84%D9%85%D8%B1%D8%A3%D8%A9-%D8%A7%D9%84%D8%B9%D8%A7%D9%85%D9%84%D8%A9-%D9%85%D9%86-%D8%A7%D9%84%D8%AA%D8%AD%D8%B1%D8%B4-%D8%A7%D9%84%D8%AC%D9%86%D8%B3%D9%8A-%D9%81%D9%8A-%D9%82%D8%A7.

Ilham Bouhlayes. [Legal mechanisms for the prevention of psychosocial risks at work] (in Arabic). *Revue des sciences humaines*, Frères Mentouri University Constantine 1, vol. 33, no. 2, 2022. Accessed 22 November 2026. https://revue.umc.edu.dz/h/article/view/3884.

Inter-Parliamentary Union. Parline, Algeria, National People's Assembly, Data on women. Database. Accessed 23 November 2026. https://data.ipu.org/parliament/DZ/DZ-LC01/data-on-women.

Legal Doctrine. "Fake news et droit algérien" [Fake news and Algerian law]. Legal article. Accessed 23 November 2026. https://legal-doctrine.com/edition/Fake-news-et-droit-alg%C3%A9rien.

Mohamah.net. [Algerian law on wiretapping and the interception of correspondence, with the text of article 303 bis of the Penal Code] (in Arabic). Legal article. Accessed 22 November 2026. https://www.mohamah.net/law/?p=18443.

Trade Union Confederation of Productive Forces (COSYFOP). [Study on the collapse of purchasing power and the real cost of living in Algeria] (in Arabic). September 2026. Accessed 22 November 2026. https://cosyfop.ovh/%d8%a7%d9%84%d9%82%d8%af%d8%b1%d8%a9-%d8%a7%d9%84%d8%b4%d8%b1%d8%a7%d8%a6%d9%8a%d8%a9-%d9%81%d9%8a-%d8%a7%d9%84%d8%ac%d8%b2%d8%a7%d8%a6%d8%b1/.

World Bank Group. *Gender Landscape, Algeria*. Data updated 2 April 2026. Accessed 22 November 2026. https://documents1.worldbank.org/curated/en/099937206302259005/pdf/IDU-d31ffc34-e63f-4e68-a479-5901a1465378.pdf.

World Bank Group. World Development Indicators, Labor force participation rate, female (% of female population ages 15+) (modeled ILO estimate), Algeria, SL.TLF.CACT.FE.ZS. Updated 11 November 2026. Accessed 23 November 2026. https://api.worldbank.org/v2/country/DZA/indicator/SL.TLF.CACT.FE.ZS?format=json&per_page=100.

World Bank Group. World Development Indicators, Labor force participation rate, male (% of male population ages 15+) (modeled ILO estimate), Algeria, SL.TLF.CACT.MA.ZS. Updated 11 November 2026. Accessed 23 November 2026. https://api.worldbank.org/v2/country/DZA/indicator/SL.TLF.CACT.MA.ZS?format=json&per_page=100.

World Economic Forum. *Global Gender Gap Report 2026*, Benchmarking gender gaps. 16 September 2026. Accessed 22 November 2026. https://www.weforum.org/publications/global-gender-gap-report-2026/in-full/benchmarking-gender-gaps-2026/.

V. Reports by human rights organisations and trade unions

Amnesty International. "Algeria, 22 years after pledge to establish national shelters authorities still failing survivors of gender-based violence". 24 June 2026. Accessed 24 November 2026. https://www.amnesty.org/en/latest/news/2026/06/algeria-22-years-after-pledge-to-establish-national-shelters-authorities-still-failing-survivors-of-gender-based-violence/.

Amnesty International. "Algeria, Authorities must immediately rescind ruling to dissolve independent teachers' union". 28 July 2026. Accessed 24 November 2026. https://www.amnesty.org/en/latest/news/2026/07/algeria-authorities-must-immediately-rescind-ruling-to-dissolve-independent-teachers-union/.

Amnesty International. "Algeria, Authorities step up crackdown on peaceful dissent in the face of new expressions of discontent". 24 April 2025. Accessed 24 November 2026. https://www.amnesty.org/en/latest/news/2025/04/algeria-authorities-step-up-crackdown-on-peaceful-dissent-in-the-face-of-new-expressions-of-discontent/.

Amnesty International. "Algeria, Trade unionist Ali Mammeri faces 10 years in prison after court upholds his unjust conviction". 3 February 2026. Accessed 23 November 2026. https://www.amnesty.org/en/latest/news/2026/02/algeria-trade-unionist-ali-mammeri-faces-10-years-in-prison-after-court-upholds-his-unjust-conviction/.

Amnesty International, French section. "Algérie, les autorités doivent immédiatement annuler la fermeture de SOS Disparus et respecter les demandes de la société civile en faveur de la vérité et la justice" [Algeria. The authorities must immediately reverse the closure of SOS Disparus and respect civil society's demands for truth and justice]. 2026. Accessed 22 November 2026. https://www.amnesty.fr/communiques/algerie-les-autorites-doivent-immediatement-annuler-la-fermeture-de-sos-disparus-et-respecter-les-demandes-de-la-societe-civile-en-faveur-de-la-verite-et-la-justice/.

Article 19. "Algeria, New penal code amendments escalate attack on freedom of expression". 2024. Accessed 24 November 2026. https://www.article19.org/resources/algeria-new-penal-code-amendments-escalate-attack-on-freedom-of-expression/.

Article 19. "Algeria, Political and judicial constraints put fundamental freedoms at risk". 2026. Accessed 23 November 2026. https://www.article19.org/resources/algeria-political-and-judicial-constraints-put-fundamental-freedoms-at-risk/.

EU SEE, civic space observatory. Alert on SNAPAP's inability to hold its national congress. 2026. Accessed 22 November 2026. https://eusee.hivos.org/?p=5194.

EU SEE, civic space observatory. Alert on the closure of the headquarters of the association SOS Disparus. 2026. Accessed 22 November 2026. https://eusee.hivos.org/?p=4799.

EU SEE, civic space observatory. Alert on the Latifa Dib case. 2026. Accessed 22 November 2026. https://eusee.hivos.org/?p=5635.

EU SEE, civic space observatory. "Judicial dissolution of CNAPESTE and an attack on trade union pluralism in Algeria". 2026. Accessed 22 November 2026. https://eusee.hivos.org/?p=5911.

Front Line Defenders. "Unlawful arrest and detention of woman human rights defender Kamira Nait Sid". Case page. Accessed 22 November 2026. https://frontlinedefenders.org/en/case/unlawful-arrest-and-detention-woman-human-rights-defender-kamira-nait-sid.

Global Unions. *ILO Violence and Harassment Convention No. 190, Training of trainers toolkit*. 2021, published on the Education International website. Accessed 22 November 2026. https://www.ei-ie.org/file/62.

Human Rights Watch. *World Report 2025*, Algeria. 2025. Accessed 24 November 2026. https://www.hrw.org/world-report/2025/country-chapters/algeria.

Human Rights Watch. *World Report 2026*, Algeria. 2026. Accessed 24 November 2026. https://www.hrw.org/world-report/2026/country-chapters/algeria.

HuMENA for Human Rights and Civic Engagement. Mira Moknache, Case file HM-DZ-2024-002. 6 June 2026. Accessed 23 November 2026. https://dev.humena.org/defenders/mira-moknache/dossier/.

IndustriALL Global Union. "Global unions call for urgent ILO intervention in Algeria". 11 February 2020. Accessed 23 November 2026. https://www.industriall-union.org/global-unions-call-for-urgent-ilo-intervention-in-algeria.

International Federation for Human Rights (FIDH). "Algeria, Escalating repression threatens the survival of independent civil society". Report. Accessed 22 November 2026. https://www.fidh.org/en/region/north-africa-middle-east/algeria/algeria-escalating-repression-threatens-the-survival-of-independent.

International Federation for Human Rights (FIDH). "Algérie, harcèlement judiciaire et administratif contre le syndicat du secteur éducatif Cnapeste" [Algeria. Judicial and administrative harassment of the education sector union Cnapeste]. 22 May 2026. Accessed 22 November 2026. https://www.fidh.org/fr/regions/maghreb-moyen-orient/algerie/algerie-harcelement-judiciaire-et-administratif-contre-le-syndicat-du.

MENA Rights Group. "Algeria, Penal code amendments restrict freedoms of expression and association". 2020. Accessed 23 November 2026. https://menarights.org/en/articles/algeria-penal-code-amendments-restrict-freedoms-expression-and-association.

National Autonomous Union of Public Administration Staff (SNAPAP). Minutes of the inauguration of the national committee preparing the sixth congress. Algiers, 27 June 2023, union archives.

National Autonomous Union of Public Administration Staff (SNAPAP). Observations submitted to the Committee of Experts on the Application of Conventions and Recommendations. 26 August 2024, union archives, receipt acknowledged by the Committee of Experts on 27 August 2024.

PEN America. Profile of the singer Djamila Bentouis. Web page. Accessed 22 November 2026. https://pen.org/?p=73326.

Public Services International (PSI). *Guide for Implementing C190 in Public Sector Workplaces*. 2024. Accessed 22 November 2026. https://lrs.org.za/wp-content/uploads/2024/10/PSI-Guide-for-Implementing-C190-in-Publc-Sector-Workplaces.pdf.

Shoaa for Human Rights. "Asia Khaldi.. Three Years of Imprisonment as an Extension of Retaliation Against Her Brother Yacine Khaldi". 10 November 2026. Accessed 23 November 2026. https://shoaa.org/asia-khaldi-three-years-of-imprisonment-as-an-extension-of-retaliation-against-her-brother-yacine-khaldi/.

Shoaa for Human Rights. "Five-Year Prison Sentence for Activist Wafia Tedjani". 2026. Accessed 23 November 2026. https://shoaa.org/five-year-prison-sentence-for-activist-wafia-tedjani/.

Shoaa for Human Rights. "From a Social Media Post to Terrorism Charges, Article 87 bis and the Erosion of Civic Space in Algeria". 8 August 2026. Accessed 23 November 2026. https://shoaa.org/from-a-social-media-post-to-terrorism-charges-article-87-bis-and-the-erosion-of-civic-space-in-algeria/.

Shoaa for Human Rights. "Latifa Dib Sentenced to Four Years in Prison Over a Facebook Post". June 2026. Accessed 23 November 2026. https://shoaa.org/latifa-dib-sentenced-to-four-years-in-prison-over-a-facebook-post/.

Shoaa for Human Rights. "Prisoner of Conscience Radia Boukhedimi Sentenced to Three Years in Prison". 18 November 2026. Accessed 23 November 2026. https://shoaa.org/prisoner-of-conscience-radia-boukhedimi-sentenced-to-three-years-in-prison/.

Shoaa for Human Rights. "Sentence of Hirak Poet Djamila Bentouis Reduced to 18 Months in Prison". October 2024. Accessed 23 November 2026. https://shoaa.org/sentence-of-hirak-poet-djamila-bentouis-reduced-to-18-months-in-prison/.

Trade Union Confederation of Productive Forces (COSYFOP). Complaint to the Committee on Freedom of Association of the International Labour Organization concerning violations of freedom of association in Algeria. 15 August 2022, COSYFOP archives, registered as Case No. 3434.

Trade Union Confederation of Productive Forces (COSYFOP). [The repression of trade union action spares no one. On the imprisonment of Saïda Neghza] (in Arabic). Statement of 13 July 2025. Accessed 24 November 2026. https://cosyfop.ovh/%d9%82%d9%85%d8%b9-%d8%a7%d9%84%d8%b9%d9%85%d9%84-%d8%a7%d9%84%d9%86%d9%82%d8%a7%d8%a8%d9%8a-%d9%84%d8%a7-%d9%8a%d8%b3%d8%aa%d8%ab%d9%86%d9%8a-%d8%a3%d8%ad%d8%af%d9%8b%d8%a7-%d9%81%d9%8a-%d9%82%d8%b6/.

VI. Press

Afrik.com. "Algérie, une femme sur deux victime de harcèlement sexuel" [Algeria. One woman in two a victim of sexual harassment]. Accessed 22 November 2026. https://www.afrik.com/algerie-une-femme-sur-deux-victime-de-harcelement-sexuel.

Algérie Eco. "Code pénal, les nouvelles dispositions publiées au journal officiel" [Penal Code. The new provisions published in the Official Journal]. 2024. Accessed 24 November 2026. https://algerie-eco.com/?p=191769.

Algérie Eco. "Détenus d'opinion en Algérie, Emmanuel Macron s'exprime" [Prisoners of opinion in Algeria. Emmanuel Macron speaks out]. 27 August 2022. Accessed 22 November 2026. https://algerie-eco.com/2022/08/27/detenus-dopinion-en-algerie-emmanuel-macron-sexprime/.

Algérie Eco. "Emploi et taux de chômage en Algérie, les chiffres de l'ONS" [Employment and unemployment in Algeria. The ONS figures]. 28 February 2025. Accessed 22 November 2026. https://algerie-eco.com/2025/02/28/emploi-et-taux-de-chomage-en-algerie-les-chiffres-de-lons/.

Algérie Eco. "Situation socioéconomique, Saïda Neghza écrit au Président Tebboune" [Socio-economic situation. Saïda Neghza writes to President Tebboune]. 8 September 2023. Accessed 24 November 2026. https://algerie-eco.com/2023/09/08/situation-socioeconomique-saida-neghza-ecrit-au-president-tebboune/.

Algérie360. "Affaire Latifa Dib, l'ex-avocate voit sa peine réduite en appel" [Latifa Dib case. The former lawyer's sentence reduced on appeal]. September 2026. Accessed 22 November 2026. https://www.algerie360.com/affaire-latifa-dib-lex-avocate-voit-sa-peine-reduite-en-appel/.

Algérie360. "Détenue depuis sept mois, Saïda Neghza sollicite sa libération pour cette raison" [Detained for seven months, Saïda Neghza seeks release on these grounds]. 5 January 2026. Accessed 24 November 2026. https://www.algerie360.com/detenue-depuis-sept-mois-saida-neghza-sollicite-sa-liberation-pour-cette-raison/.

Algérie360. "Légère baisse du chômage en Algérie selon l'ONS" [Slight fall in unemployment in Algeria, according to the ONS]. 2019. Accessed 22 November 2026. https://www.algerie360.com/legere-baisse-du-chomage-en-algerie-selon-lons/.

Algérie360. "Marché du travail en Algérie, un taux de chômage en hausse et des inégalités persistantes" [The labour market in Algeria. Rising unemployment and persistent inequalities]. 2025. Accessed 22 November 2026. https://www.algerie360.com/marche-du-travail-en-algerie-un-taux-de-chomage-en-hausse-et-des-inegalites-persistantes/.

Algérie360. "Salaire minimum, la hausse à 24 000 DA officiellement entrée en vigueur" [Minimum wage. The increase to DZD 24,000 officially in force]. 2026. Accessed 22 November 2026. https://www.algerie360.com/salaire-minimum-la-hausse-du-a-24-000-da-officiellement-entree-en-vigueur/.

Algérie360. "Une étude de l'ONS sur l'emploi du temps des Algériens" [An ONS study on how Algerians spend their time]. Accessed 22 November 2026. https://www.algerie360.com/une-etude-de-lons-sur-lemploi-du-temps-des-algeriens/.

Awras. Article on correspondence No. 393 of the Ministry of National Education regularising the status of union representatives (in Arabic). January 2026. Accessed 23 November 2026. https://www.awras.com/?p=476971.

Echorouk Online. [Neghza appeals against the decision refusing her release in the presidential election case] (in Arabic). 7 February 2026. Accessed 24 November 2026. https://www.echoroukonline.com/%D9%86%D8%BA%D8%B2%D8%A9-%D8%AA%D8%B7%D8%B9%D9%86-%D8%B6%D8%AF-%D9%82%D8%B1%D8%A7%D8%B1-%D8%B1%D9%81%D8%B6-%D8%A7%D9%84%D8%A5%D9%81%D8%B1%D8%A7%D8%AC-%D8%B9%D9%86%D9%87%D8%A7-%D9%81%D9%8A-%D9%85%D9%84.

Echorouk Online. [The courts refuse to release Saïda Neghza] (in Arabic). 6 January 2026. Accessed 24 November 2026. https://www.echoroukonline.com/%D8%A7%D9%84%D9%82%D8%B6%D8%A7%D8%A1-%D9%8A%D8%B1%D9%81%D8%B6-%D8%A7%D9%84%D8%A5%D9%81%D8%B1%D8%A7%D8%AC-%D8%B9%D9%86-%D8%B3%D8%B9%D9%8A%D8%AF%D8%A9-%D9%86%D8%BA%D8%B2%D8%A9.

El Khabar. "Neghza, Sahli et Ben Hamadi placés sous mandat de dépôt" [Neghza, Sahli and Ben Hamadi remanded in custody]. 9 July 2025. Accessed 24 November 2026. https://www.elkhabar.com/fr/nation/neghza-sahli-et-ben-hamadi-places-sous-mandat-de-depot-260432.

Ennahar Online. [The news agency and Saïda Neghza's letter, when folklore invades the economic sphere] (in Arabic, statement by Algérie Presse Service). September 2023. Accessed 24 November 2026. https://www.ennaharonline.com/%D9%88%D9%83%D8%A7%D9%84%D8%A9-%D8%A7%D9%84%D8%A3%D9%86%D8%A8%D8%A7%D8%A1-%D8%B1%D8%B3%D8%A7%D9%84%D8%A9-%D8%B3%D8%B9%D9%8A%D8%AF%D8%A9-%D9%86%D8%BA%D8%B2%D8%A9-%D8%B9%D9%86%D8%AF%D9%85%D8%A7/.

Euronews. "Outcry in Algeria after two doctors die after gruelling on-call shifts". 22 July 2026. Accessed 22 November 2026. https://www.euronews.com/2026/07/22/outcry-in-algeria-after-two-doctors-die-after-gruelling-on-call-shifts.

Euronews, Arabic edition. Report on the election of Khalida Boufedeche as the first woman to head the Algerian Parliament (in Arabic). 29 July 2026. Accessed 22 November 2026. https://arabic.euronews.com/2026/07/29/khalida-boufedeche-becomes-first-woman-to-lead-algerian-parliament.

Horizons. "Retrait de confiance à Saïda Neghza" [Confidence withdrawn from Saïda Neghza]. 2 October 2024. Accessed 24 November 2026. https://www.horizons.dz/2024/10/retrait-de-confiance-a-saida-neghza/.

Inter-lignes. "CGEA, Nacer Berkani plébiscité président à la place de Saida Neghza qui conteste" [CGEA. Nacer Berkani elected president in place of Saida Neghza, who contests the decision]. November 2024. Accessed 24 November 2026. https://inter-lignes.com/cgea-nacer-berkani-plebiscite-president-a-la-place-de-saida-neghza-qui-conteste/.

Jeune Afrique. "En Algérie, la justice refuse la libération de Saida Neghza" [In Algeria, the courts refuse to release Saida Neghza]. January 2026. Accessed 24 November 2026. https://www.jeuneafrique.com/1754458/politique/en-algerie-la-justice-refuse-la-liberation-de-saida-neghza/.

La Patrie News. "CGEA, Saida Neghza écourte son mandat" [CGEA. Saida Neghza cuts short her term]. 30 September 2024. Accessed 24 November 2026. https://lapatrienews.dz/cgea-saida-neghza-ecourte-son-mandat/.

Le Matin d'Algérie. "La Cour d'Alger rétablit Saïda Neghza à la tête de la CGEA" [The Cour d'Alger reinstates Saïda Neghza as head of the CGEA]. 6 January 2026. Accessed 24 November 2026. https://lematindalgerie.com/la-cour-dalger-retablit-saida-neghza-a-la-tete-de-la-cgea/.

Maghreb Emergent. "La CGEA élit son nouveau président, la rupture avec Saïda Naghza" [The CGEA elects its new president. The break with Saïda Naghza]. November 2024. Accessed 24 November 2026. https://maghrebemergent.news/fr/la-cgea-elit-son-nouveau-president-la-rupture-avec-saida-naghza/.

Maghreb Emergent. [Labour Day. Trade union activity in Algeria is a right guaranteed by the Constitution, provided it is not exercised independently] (in Arabic). May 2026. Accessed 23 November 2026. https://maghrebemergent.news/ar/%D8%B9%D9%8A%D8%AF-%D8%A7%D9%84%D8%B9%D9%85%D8%A7%D9%84-%D8%A7%D9%84%D9%86%D8%B4%D8%A7%D8%B7-%D8%A7%D9%84%D9%86%D9%82%D8%A7%D8%A8%D9%8A-%D9%81%D9%8A-%D8%A7%D9%84%D8%AC%D8%B2%D8%A7%D8%A6%D8%B1-%D8%AD/.

Maghreb Emergent. "Prix en Algérie, les chiffres de l'ONS à l'épreuve du panier quotidien" [Prices in Algeria. ONS figures put to the test of the daily shopping basket]. 21 October 2026. Accessed 22 November 2026. https://maghrebemergent.news/fr/prix-en-algerie-les-chiffres-de-lons-a-lepreuve-du-panier-quotidien/.

Maghreb Emergent. "Saïda Neghza, entre gloire personnelle et naufrage public (portrait)" [Saïda Neghza, between personal glory and public downfall (profile)]. 13 July 2025. Accessed 24 November 2026. https://maghrebemergent.news/fr/saida-neghza-entre-gloire-personnelle-et-naufrage-public-portrait/.

Medfeminiswiya. "From 31% to 8%, women in Algeria's National Assembly, or how half the population is disappearing from political decision-making". 6 May 2026. Accessed 22 November 2026. https://medfeminiswiya.net/2026/05/06/from-31-to-8-women-in-algerias-national-assembly-or-how-half-the-population-is-disappearing-from-political-decision-making/?lang=en.

Observ'Algérie. "Algérie, une femme médecin agressée à l'hôpital de Constantine" [Algeria. Woman doctor assaulted at Constantine hospital]. 4 July 2020. Accessed 22 November 2026. https://observalgerie.com/2020/07/04/faits-divers/algerie-une-femme-medecin-agressee-a-lhopital-de-constantine/.

Observ'Algérie. Article on prisoners of opinion, the Algerian League for the Defence of Human Rights and President Tebboune. 9 August 2021. Accessed 22 November 2026. https://observalgerie.com/2021/08/09/politique/detenus-opinion-algerie-laddh-abdelmadjid-tebboune/.

Observ'Algérie. "Situation économique en Algérie, la CGEA de Saïda Neghza tire la sonnette d'alarme" [Economic situation in Algeria. Saïda Neghza's CGEA sounds the alarm]. 9 September 2023. Accessed 24 November 2026. https://observalgerie.com/2023/09/09/economie/algerie-cgea-saida-neghza/.

Radio Algérie. "Le décret présidentiel fixant le SNMG publié dans le Journal officiel" [Presidential decree setting the SNMG published in the Official Journal]. 14 January 2026. Accessed 24 November 2026. https://news.radioalgerie.dz/fr/node/77647.

Radio Algérie. "Nacer Berkani plébiscité à la tête de la CGEA" [Nacer Berkani elected by acclamation to head the CGEA]. 26 November 2024, from APS. Accessed 24 November 2026. https://news.radioalgerie.dz/fr/node/55735.

TSA. "Alger, l'ex-avocate Latifa Dib condamnée à 4 ans de prison ferme" [Algiers. Former lawyer Latifa Dib given a four-year prison sentence]. June 2026. Accessed 22 November 2026. https://www.tsa-algerie.com/alger-lex-avocate-latifa-dib-condamnee-a-4-ans-de-prison-ferme/.

TSA. "Algérie, trois prétendants à la présidentielle de 2024 lourdement condamnés" [Algeria. Three would-be candidates in the 2024 presidential election given heavy sentences]. 26 May 2025. Accessed 24 November 2026. https://www.tsa-algerie.com/algerie-trois-pretendants-a-la-presidentielle-de-2024-lourdement-condamnes/.

TSA. Article on the Dalila Touat case. January 2021. Accessed 22 November 2026. https://www.tsa-algerie.com/?p=201452.

TSA. Article on tougher penalties for assaults on health workers. 2020. Accessed 22 November 2026. https://www.tsa-algerie.com/?p=189306.

TSA. "Dalila Touat et Rachid Nekkaz libérés" [Dalila Touat and Rachid Nekkaz released]. February 2021. Accessed 22 November 2026. https://www.tsa-algerie.com/dalila-touat-et-rachid-nekkaz-liberes/.

TSA. "Harcèlement sexuel des femmes en Algérie, un député brise le silence" [Sexual harassment of women in Algeria. A member of parliament breaks the silence]. June 2025. Accessed 22 November 2026. https://www.tsa-algerie.com/harcelement-sexuel-des-femmes-en-algerie-un-depute-brise-le-silence/.

TSA. "L'Algérie compte plus de 600 000 enseignants dont 75 % de femmes" [Algeria has more than 600,000 teachers, 75% of them women]. December 2024. Accessed 22 November 2026. https://www.tsa-algerie.com/lalgerie-compte-plus-de-600-000-enseignants-dont-75-de-femmes/.

Ultra Algérie. [After the withdrawal of confidence from Neghza, a general assembly is held to elect a new president] (in Arabic). 24 November 2024. Accessed 24 November 2026. https://ultraalgeria.ultrasawt.com/%D8%A8%D8%B9%D8%AF-%D8%B3%D8%AD%D8%A8-%D8%A7%D9%84%D8%AB%D9%82%D8%A9-%D9%85%D9%86-%D9%86%D8%BA%D8%B2%D8%A9-%D8%B9%D9%82%D8%AF-%D8%AC%D9%85%D8%B9%D9%8A%D8%A9-%D8%B9%D8%A7%D9%85%D8%A9-

%D9%84%D8%A7%D9%86%D8%AA%D8%AE%D8%A7%D8%A8-%D8%B1%D8%A6%D9%8A%D8%B3-%D8%AC%D8%AF%D9%8A%D8%AF/%D8%A7%D9%84%D8%AA%D8%B1%D8%A7-%D8%AC%D8%B2%D8%A7%D8%A6%D8%B1/%D8%A3%D8%AE%D8%A8%D8%A7%D8%B1.

Ultra Algérie. [Neghza announces that the attempt to oust her has failed] (in Arabic). 3 October 2024. Accessed 24 November 2026. https://ultraalgeria.ultrasawt.com/%D9%86%D8%BA%D8%B2%D8%A9-%D8%AA%D8%B9%D9%84%D9%86-%D8%A3%D9%86-%D9%85%D8%AD%D8%A7%D9%88%D9%84%D8%A9-%D8%A7%D9%84%D8%A5%D8%B7%D8%A7%D8%AD%D8%A9-%D8%A8%D9%87%D8%A7-%D8%A8%D8%A7%D8%A1%D8%AA-%D8%A8%D8%A7%D9%84%D9%81%D8%B4%D9%84/%D8%A7%D9%84%D8%AA%D8%B1%D8%A7-%D8%AC%D8%B2%D8%A7%D8%A6%D8%B1/%D8%A3%D8%AE%D8%A8%D8%A7%D8%B1.

Ultra Algérie. [The regulatory authority finds that channels have put their profit motives before the interests of viewers] (in Arabic). 26 March 2024. Accessed 23 November 2026. https://ultraalgeria.ultrasawt.com/%D8%B3%D9%84%D8%B7%D8%A9-%D8%A7%D9%84%D8%B6%D8%A8%D8%B7-%D8%A7%D9%84%D9%82%D9%86%D9%88%D8%A7%D8%AA-%D8%B1%D8%AC%D8%AD%D8%AA-%D8%A3%D8%BA%D8%B1%D8%A7%D8%B6%D9%87%D8%A7-%D8%A7%D9%84%D8%B1%D8%A8%D8%AD%D9%8A%D8%A9-%D8%B9%D9%84%D9%89-%D8%AD%D8%B3%D8%A7%D8%A8-%D9%85%D8%B5%D9%84%D8%AD%D8%A9-%D8%A7%D9%84%D9%85%D8%B4%D8%A7%D9%87%D8%AF/%D8%A7%D9%84%D8%AA%D8%B1%D8%A7-%D8%AC%D8%B2%D8%A7%D8%A6%D8%B1/%D8%A3%D8%AE%D8%A8%D8%A7%D8%B1.

Webdo. Article on the sentencing in Algeria of a Tunisian woman after she spoke out about harassment. October 2024. Accessed 22 November 2026. https://www.webdo.tn/fr/?p=216898.

VII. Audiovisual and online sources

Echorouk TV. "Aacht ou Cheft", trailer posted on 15 May 2026. YouTube, official channel account. Accessed 22 November 2026. https://www.youtube.com/watch?v=THKeU1JSpA8.

El Hayat TV. "Hayat Jadida", episode of 13 January 2026. YouTube, official channel account. Accessed 22 November 2026. https://www.youtube.com/watch?v=Ee8MMeCEvJ8.

El Hayat TV. "Hayat Jadida", episode of 3 February 2026. YouTube, official channel account. Accessed 22 November 2026. https://www.youtube.com/watch?v=0DO_C4n3_S0.

El Hayat TV. "Hayat Jadida", episode of 24 March 2026. YouTube, official channel account. Accessed 22 November 2026. https://www.youtube.com/watch?v=dasFZVXPCHc.

El Hayat TV. "Hayat Jadida", episode of 21 April 2026. YouTube, official channel account. Accessed 22 November 2026. https://www.youtube.com/watch?v=xEueT-LYyXQ.

El Hayat TV. "Hayat Jadida", episode of 19 May 2026. YouTube, official channel account. Accessed 22 November 2026. https://www.youtube.com/watch?v=e0xa3yqmlD0.

El Hayat TV. "Hayat Jadida", episode of 20 October 2026. YouTube, official channel account. Accessed 22 November 2026. https://www.youtube.com/watch?v=D06e9lxlRco.

El Hayat TV. "Hayat Jadida", episode of 17 November 2026. YouTube, official channel account. Accessed 22 November 2026. https://www.youtube.com/watch?v=4fIFqy0TnCs.

Ennahar TV. "My Family", episode of 23 April 2026. YouTube, official channel account. Accessed 22 November 2026. https://www.youtube.com/watch?v=juRFqjuT7oI.