



People's Democratic Republic of Algeria  
Ministry of Higher Education and Scientific Research  
University of Khenchela



General Secretariat

Khenchela: .....

Sub Direction of Budgeting and Accountancy

01-02-08

The University of Khenchela is always committed to secure the Interprofessional guaranteed minimum wage - SMIG - to its workers (145,43 USD = 20.000,00 DZD after all legal deductions, according to the last workers' wages shift up by the presidential decree N° 21-137 dated the 7<sup>th</sup> of April 2021, with a back effecting from 1<sup>st</sup> June 2020).

Sub Director of Budgeting and Accountancy

غراب سميحة  
مدير فرعي  
المالية والمصارف  
والتأمينات  
بجامعة خنشلة



People's Democratic Republic of Algeria  
Ministry of Higher Education and Scientific Research  
University of Khenchela



General Secretariat

Khenchela: .....

Sub Direction of Budgeting and Accountancy

06-02-08

The University of Khenchela is fulfilled and complying with not only the Algerian legislation but also with the international legislations regarding the equality between the two genders, and assure that there is not any kind of wages gap among the both genders.

Sub Director of Budgeting and Accountancy

Handwritten signature in blue ink over a red circular stamp. The stamp contains Arabic text: "الجامعة الجزائرية الديمقراطية الشعبية" (People's Democratic Republic of Algeria) and "الجامعة الوطنية للعلوم والتكنولوجيا" (National University of Science and Technology). Below the stamp, there is a red stamp with the text "مدير الفرع" (Director of the Branch) and "الفرع" (Branch).



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General Secretariat

Khenchela: .....

Sub Direction of Budgeting and Accountancy

07-02-08

The University of Khenchela as an entity keeps measuring and monitoring employees' salary indexes and rations leaving no doubt to achieve an ideal equivalence between both gender, via submitting precise quarterly besides semi-annual reports and tables to the Ministry of Higher Education and Scientific Research though its financial and accounting sub direction.

Sub Director of Budgeting and Accountancy





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Sub Direction of Budgeting and Accountancy

The Ministry of Higher Education and Scientific Research has been allocated an amount of 4.039.000,00 DZD for the university of khenchela budget This dotation split as following :

The first term is for the employees' wages and salaries including all sorts of compositions and promotions an amount of 3.600.140.000,00 DZD.

The second term is considering the expenditures and expenses regarding the equipment and the university's purchases and ordinary necessities an amount of 438.860.000,00 DZD.

Sub Director of Budgeting and Accountancy

غراب سميحة  
مستشار مالي  
للمالية والمالية بالنيابة





## 8. Decent work and economic growth

### 8.2. Employment

#### 8.2.2. Does your university as an institution recognize unions for everyone?

Under Law No. 90-14 dated 9 Dhu al-Qidah 1410, corresponding to 2 June 1990, regarding the modalities of exercising the right to union representation, as amended and supplemented by Ordinance No. 06-03 dated 19 Jumada al-Thani 1427, corresponding to 15 July 2006, which includes the General Public Service Law, the University of Abbas Laghrour Khenchela has recognized four unions, which are as follows:

- The branch of the National Federation of Higher Education and Scientific Research,
- The branch of the National Council of University Professors,
- The branch of the Independent Union of Public Administration Employees,
- The branch of the Independent Union of Higher Education Employees.

#### 8.2.3. Does your university have a policy on eliminating workplace discrimination?

Yes, the university has a clear policy to eliminate discrimination in the workplace, according to Article 27 of the rights and obligations of employees in Ordinance No. 06-03 dated 19 Jumada al-Thani 1427, corresponding to 15 July 2006, which includes the General Public Service Law. This article states: "Employees shall not be discriminated against due to their opinions, gender, origin, or any personal or social circumstances."

#### 8.2.4. Does your university have a commitment against forced labor, modern slavery, and human trafficking?

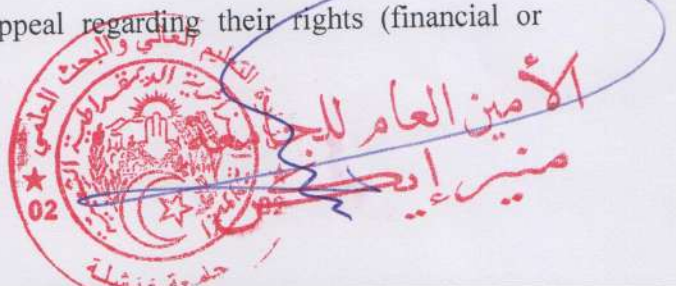
Yes, the university has a political commitment against forced labor and modern slavery, according to Article 78 regarding career management in Ordinance No. 06-03 dated 19 Jumada al-Thani 1427, corresponding to 15 July 2006, which includes the General Public Service Law. This article states: 'The minimum age for joining a public position is set at eighteen (18) full years.'

#### 8.2.8. Does your university have a process that enables employees to appeal regarding employee rights and wages?

According to the participation and appeal bodies in Ordinance No. 06-03 dated 19 Jumada al-Thani 1427, corresponding to 15 July 2006, which includes the General Public Service Law, the following bodies are established:

- Equal membership administrative committees,
- Appeal committees,
- Technical committees.

University employees have the right to appeal regarding their rights (financial or administrative).





الجمهورية الجزائرية الديمقراطية الشعبية

وزارة التعليم العالي والبحث العلمي

Ministry of Higher Education and Scientific Research

جامعة عباس لغرور - خنشلة -

Abbés Laghrour University Khenchela



### 8.3. Expenditure per employee

#### 1. Number of Faculty Members

Abbas Laghrour University in Khenchela has a faculty consisting of 763 professors in the following ranks:

- Professor: 114
- Senior Lecturer "A": 280
- Senior Lecturer "B": 140
- Assistant Professor "A": 144
- Assistant Professor "B": 85

They are distributed across six faculties: Faculty of Science and Technology, Faculty of Humanities and Social Sciences, Faculty of Natural and Life Sciences, Faculty of Economic, Commercial and Management Sciences, Faculty of Arts and Languages, and Faculty of Law and Political Sciences

#### 2. Number of Employees and Number of employees with contracts longer than 24 months

Abbas Laghrour University in Khenchela has 390 employees working on secure contracts, with 53 in specific ranks, and 179 employees working on contracts longer than 24 months. They are distributed across six faculties: Faculty of Science and Technology, Faculty of Humanities and Social Sciences, Faculty of Natural and Life Sciences, Faculty of Economic, Commercial and Management Sciences, Faculty of Arts and Languages, and Faculty of Law and Political Sciences.

