

Abbas Lagrour Khenchela University



06-05

01-06-05

Yes, Abbes Laghrour University – Khenchela adopts a non-discrimination policy that ensures gender equality across all its academic and administrative domains. The university is committed to providing equal opportunities in admission, employment, promotion, and decision-making participation.

It also strives to maintain a safe and respectful campus environment, while actively encouraging the participation of female faculty members and researchers in conferences and scientific initiatives that foster equality and empowerment within the academic community.

Furthermore, female students regularly take part in international competitions, proudly representing the university in technical and scientific fields, demonstrating the institution's commitment to women's inclusion and excellence at the global level.



<https://www.facebook.com/share/1DptHvoQL2/>

addressing women's issues, gender studies, and the advancement of women in academia and society.

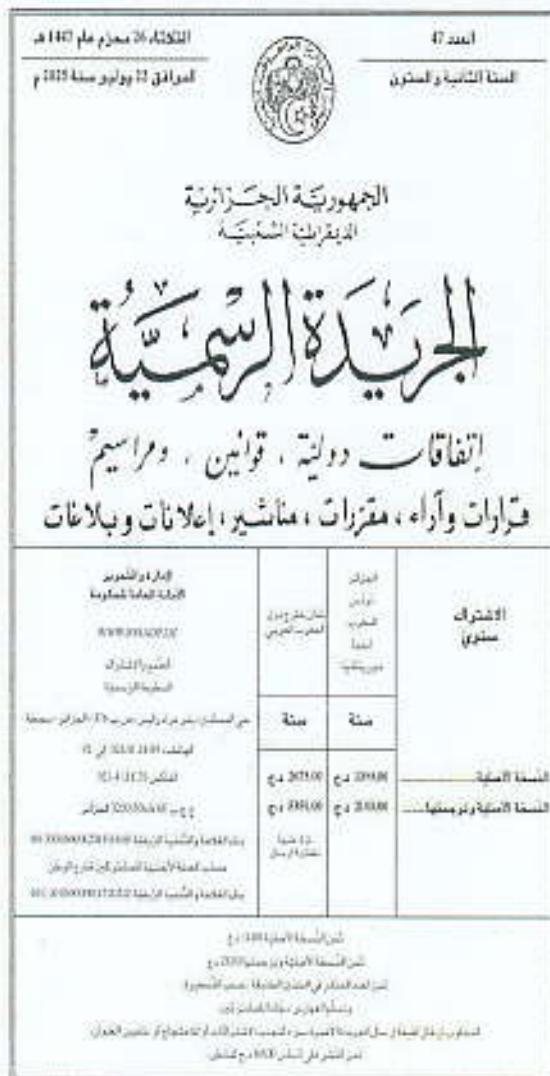
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03-06-05

Yes. Khenchela University is committed to applying the provisions of Algerian legislation related to maternity leave, which was recently extended to five months (150 days) following the amendment approved by the Council of Ministers and the Ministry of Labor, Employment, and Social Security.

This leave is granted to female faculty members and staff while maintaining full professional rights and 100% of their salary, ensuring a balance between family and professional life. The university also provides additional flexibility upon return from leave, through adaptable schedules and teaching duties, in support of women's participation in academic life.

Law No. 25-08 amending Law No. 83-11 on Social Security in Algeria.



In line with its commitment to supporting motherhood and achieving work-life balance, *Abbas Laghrour University – Khencela* ensures the implementation of Article 214 of Executive Decree No. 06-03 of 15 July 2006, related to the General Statute of the Civil Service. This provision grants breastfeeding employees the right to benefit from two paid hours per day during the first six months following the end of maternity leave, and one paid hour per day during the subsequent six months, for a total period of one year.

This measure forms part of national policies supporting the rights of working women and fostering a work environment that accommodates motherhood requirements, in alignment with the Sustainable Development Goals (SDGs) related to gender equality and social well-being.

In addition, the university provides a newborn allowance as a social measure that reinforces the human and solidarity-based dimension within the university community.

04-06-05

No



05-06-05

No

06-06-05

Yes. *Abbas Laghrour University – Khencela* implements mentorship and guidance programs specifically designed for women, involving at least 10% of female students. These programs aim to promote health, professional, and environmental awareness.

They include awareness days organized during “Pink October” for breast cancer prevention, as well as scientific field trips involving female students—such as visits to apple farms in Bouhmama, Taghrist Dam in Yabous, and the Technical Institute for Field Crops in El Khroub – Constantine.

These activities align with the university’s vision to support practical training, foster initiative and community engagement among female students, and enhance their participation in academic and professional life.

Awareness campaign organized on the occasion of Pink October.





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Scientific field trip to the forests of Ain Mimoun and Chelia, apple farms in Bouhmama, and Taghrist Dam in Yabous.



<https://www.univ-khenchela.dz/%d8%ae%d8%b1%d8%ac%d8%a9-%d8%b9%d9%84%d9%85%d9%8a%d8%a9-%d8%a5%d9%84%d9%89-%d8%ba%d8%a7%d8%a8%d8%a7%d8%aa-%d8%b9%d9%8a%d9%86-%d9%85%d9%8a%d9%85%d9%88%d9%86-%d9%88-%d8%b4%d9%84%d9%8a%d8%a9%d8%8c-%d9%85/>

07-06-05

Yes. *Abbas Laghrour University – Khencela* has established a mechanism to measure and monitor female graduation rates in comparison to male students, through its regular statistical reports on enrollment and graduation. These statistics indicate that the proportion of female students enrolled is nearly identical to their proportion at graduation, reflecting the stability of women's participation in higher education and the effectiveness of the university's academic support and mentoring policies aimed at ensuring gender equality in educational outcomes.

08-06-05

Yes. *Abbas Laghrour University – Khencela* has a clear policy to protect individuals who report cases of discrimination, as outlined in its Professional Ethics Charter, which upholds the principles of justice, equality, and transparency within the university environment. This charter guarantees protection for whistleblowers from any form of academic or professional retaliation and reaffirms the university's commitment to maintaining a safe, respectful, and trustworthy environment that fosters integrity and accountability across all administrative and academic levels.





۱۴۳۶۱-۱۴۳۶۲

وزارة التعليم العالي والبحث العلمي

- التحليل باللغة الفرنسية وفهم التأثير على التأثير المعنوي والتأثير المعنوي على ملائمة
- تقييم 150 المطالب بشكل موفد من وخارج
- الشهر على اختبار سوريا مصادر المذاق والتذوقات التي تساعد في البوتاسي

الامتناع عن استخدام تكنولوجيا الاتصال الحديثة والتحول إلى جامعة المعرفة من اجل اقرار امن تكنولوجيا وحدة

اوایل نشانه هایی از خود

الدورات والبعثات
- احتواء على جميع المقررات الدراسية المقدمة في الموسما إلى مدارسها انتظاماً

٣٦٦٣: علی المکنی: بیکر: عالیه المکنی: ویکی‌داد: بیکر: سنتور: او: مهندس

الحلقة 122

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https://services.mesrs.dz/cned/download/Charte_du_Conseil-02-08-2023-ar.pdf

09-06-05

Yes. *Abbas Laghrouj University – Khenchela* upholds this principle by implementing a flexible parenthood policy that enables working mothers and fathers within the university to balance their professional and family responsibilities.

The university encourages an equitable distribution of caregiving roles between parents by providing administrative accommodations, such as the possibility of adjusting work schedules or granting short-term exceptional leave when necessary.

These measures ensure the continuity of academic and administrative performance without compromising family obligations, thereby enhancing women's participation and career stability within the university.

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