

Translating legal collocations in the Algerian labour code in light of Functional equivalence

ترجمة المتلازمات اللفظية في قانون العمل الجزائري في ضوء التكافؤ الوظيفي

Lemmouchi Bilal¹, Benslim Amina

¹ University of Algiers 2 (Algeria) , bilal.lemmouchi@univ-alger2.dz

² University of Algiers 2 (Algeria), amina.benslim@univ-alger2.dz

Received: 14/04/2025

Accepted:13/05/2025

Published 01/06/2025

Abstract:

This paper investigates the complex challenges involved in translating legal collocations from Arabic to French in the context of the Algerian Labour Code. It evaluates the accuracy, adequacy, and functional equivalence of different translations. Through a comparative analysis of selected case studies, the study reveals how cultural, legal, and linguistic differences between Arabic and French legal systems affect translation quality. It emphasizes the limitations of literal translation and the importance of achieving functional equivalence by considering contextual and legal factors. The research also highlights the value of using specialized legal dictionaries and explanatory notes. In conclusion, it presents practical suggestions to improve legal translation practices in Algeria.

Keywords: Legal Collocations; Algerian Labour Code; Functional Equivalence; Comparative Analysis.

ملخص:

تتناول هذه الورقة البحثية التحديات المعقدة المتعلقة بترجمة المتلازمات اللفظية القانونية من العربية إلى الفرنسية في قانون العمل الجزائري، وتقيم دقة الترجمة وملاءمتها وتحقيق التكافؤ الوظيفي بين النصوص. ومن خلال

¹ Corresponding author : **Lemmouchi Bilal**

تحليل مقارن لحالات مختارة، تكشف الدراسة كيف تؤثر الفروقات الثقافية والقانونية واللغوية بين النظامين القانونيين العربي والفرنسي على جودة الترجمة، وتبرز محدودية الترجمة الحرفية، مع التأكيد على أهمية تحقيق التكافؤ الوظيفي من خلال مراعاة العوامل السياقية والقانونية. كما تسلط الضوء على أهمية استخدام القواميس القانونية المتخصصة والملاحظات التوضيحية. وفي الختام، تقدم الدراسة اقتراحات عملية لتحسين ممارسات الترجمة القانونية في الجزائر.

كلمات مفتاحية: المتلازمات اللفظية القانونية؛ قانون العمل الجزائري؛ التكافؤ الوظيفي؛ التحليل المقارن.

1. Introduction

Legal collocations are specialized combinations of words that consistently appear together within legal texts to convey precise meanings and ensure clarity, consistency, and accuracy. They play a fundamental role in legal drafting, interpretation, and translation, primarily because legal language aims to maintain uniformity and eliminate ambiguity. As (Bhatia, 1993: p 100) notes, legal discourse is characterized by its formulaic nature, and the frequent use of collocations contributes significantly to preserving this formal structure.

The translation of legal collocations is a demanding and highly specialized endeavor that requires a profound understanding of both linguistic and legal systems. This complexity becomes particularly evident when dealing with Arabic-to-French translations of legal collocations within the Algerian Labour Code. Legal collocations, with their fixed structures and culturally specific meanings, often pose significant challenges to translators due to their reliance on the legal context in which they are used (Bhatia, 1993; p 33).

The Algerian legal landscape, which combines elements of French civil law and Islamic law, presents unique challenges for translators striving to achieve both accuracy and functional equivalence. Algeria's legal texts are predominantly drafted in Arabic and frequently translated into French for practical and legal purposes. This bilingual context often results in translation issues, particularly

when handling legal collocations. Literal translation may fail to convey the intended legal concept accurately, while achieving functional equivalence can be challenging due to differences in legal systems and linguistic conventions.

This study aims to conduct a comprehensive analysis of how legal collocations from the Algerian Labour Code are translated from Arabic to French. The research focuses on evaluating the accuracy, adequacy, and functional equivalence of selected collocations. The analysis draws upon specialized legal dictionaries, glossaries, and relevant academic literature to provide well-founded suggestions for improvement where necessary.

Furthermore, the study emphasizes the importance of considering contextual factors when translating legal collocations. Effective translation of legal texts requires a thorough understanding of the linguistic environment as well as the socio-legal context in which the legal documents operate. Ultimately, this research aims to enhance the understanding of legal collocation translation within the Algerian context and provide practical insights for improving legal translation practices.

While approaching this topic, we came across the following problematic:

To what extent can functional equivalence adequately preserve the legal and contextual integrity of Arabic legal collocations when translated into French within the Algerian Labour Code?

To address this problematic, three hypotheses arised:

Hypothesis 1:

Functional equivalence serves as the optimal strategy for translating Arabic legal collocations into French within the Algerian Labour Code context. By prioritizing the *intended legal function* (functional equivalence) over rigid literalness, this approach ensures both the preservation of juridical meaning and alignment with contextual requirements.

Hypothesis 2:

Contrary to functional methods, literal translation may hold greater efficacy in this domain. By adhering strictly to source-text terminology, it fosters

terminological consistency—a critical factor for legal professionals relying on cross-referencing between Arabic and French versions of the Code.

Hypothesis 3:

A hybrid methodology, integrating functional equivalence and literal translation, is necessary to address the limitations of either strategy in isolation. Such an approach balances terminological fidelity with adaptive rephrasing, thereby reconciling precision and contextual appropriateness in legal translation.

2. Historical Overview of the Algerian Labour Code

The Algerian Labour Code has undergone substantial transformations since the country's independence in 1962, reflecting various economic, social, and political changes aimed at adapting labor regulations to the evolving needs of the workforce and the national economy.

During the post-independence era, the Algerian government focused on establishing a socialist-oriented economy. The Labour Code of 1966 (Ordinance n° 66-156) was heavily influenced by socialist principles, prioritizing state control over labor relations and promoting workers' rights within a centrally planned economic framework (Benachenhou, 1997; p .90).

2.1 The Economic Liberalization Phase (1980–1990)

In the 1980s, Algeria began transitioning toward a market-oriented economy, introducing economic reforms aimed at liberalizing the economic structure. Ordinance n° 90-11 of April 21st, 1990, commonly known as the Labour Code of 1990, represented a turning point in labor regulation by promoting greater flexibility and decentralization of labor relations (Ghozali, 1992; p. 22).

2.2 The Modern Era (1990–Present)

Subsequent amendments to the Labour Code aimed at improving workers' rights while maintaining a balance between economic growth and social protection. The Labour Code of 1997 introduced provisions related to collective bargaining, dispute resolution, and worker representation (Benrabah, 2004; p.8).

More recently, Algeria has continued to revise its labor laws to address emerging issues such as social protection, contractual flexibility, and employment stability.

3. Understanding legal collocations

Legal collocations are specialized combinations of words that frequently appear together within legal texts to convey precise meanings, ensure clarity, and maintain consistency. Their role in legal drafting, interpretation, and translation is crucial, as legal language strives to be unambiguous and standardized. As Bhatia (1993, p. 77) explains, legal discourse is highly formulaic, and the recurrent use of collocations plays a vital role in preserving this formal structure.

According to Firth (1957, p. 181), collocations are defined as “the habitual co-occurrence of words”. In legal language, they form units of meaning that are not easily altered without compromising accuracy or sounding unnatural. Typical examples include “breach of contract,” “notary public,” and “null and void.” Crystal and Davy (1969, p. 111) further emphasize that legal collocations are often rigid and conventionalized, meaning that replacing one of the words with a synonym usually results in a phrase that is either incorrect or awkward.

Translating legal collocations from Arabic to French within the context of the Algerian Labour Code presents unique challenges due to the interplay of different legal systems. Algeria’s legal framework combines elements of French civil law and Islamic law, creating specific difficulties for translators striving to achieve both accuracy and functional equivalence. Literal translation may fail to convey the intended legal concept accurately, while functional equivalence can be challenging to achieve due to differences in legal systems and linguistic conventions (Cao, 2007, p. 121).

3.1 Characteristics of Legal Collocations

Legal collocations exhibit several distinctive characteristics that contribute to their complexity in translation:

- **Formalized Structure:** Legal collocations often follow rigid and highly standardized patterns. For example, the phrase “terms and conditions” is a

fixed collocation where altering the order of words would be considered unusual and may compromise clarity (Crystal & Davy, 1969, p. 213).

- **Precision and Clarity:** Collocations are essential for ensuring legal precision. They provide standard expressions that reduce ambiguity and enhance clarity, particularly in legal drafting and interpretation (Cao, 2007, p. 28).
- **Institutionalization:** Many legal collocations have been established through long-standing usage in legal documents, judicial decisions, and statutory instruments, making them part of the institutionalized legal lexicon (Bhatia, 1993, p. 104).
- **Cultural and Jurisdictional Specificity:** Legal collocations often differ significantly between legal systems. For instance, the phrase “writ of habeas corpus” is specific to common law systems, whereas civil law systems may employ different terminologies to express similar concepts (Mattila, 2006, p. 138).

3.2 Types of Legal Collocations

Legal collocations can be classified into various categories based on their structural patterns:

- **Verb + Noun:** Examples include “file a lawsuit,” “grant permission” (Cao, 2007, p. 52).
- **Adjective + Noun:** Examples include “legal proceedings,” “binding agreement” (Crystal & Davy, 1969, p. 214).
- **Noun + Noun:** Examples include “court order,” “fiduciary duty” (Bhatia, 1993, p. 110).
- **Prepositional Phrases:** Examples include “in accordance with,” “by virtue of” (Mattila, 2006, p. 142).

3.3 Importance of Legal collocations translation

Accurate translation of legal collocations is essential for preserving the original meaning of legal texts and maintaining legal consistency. As noted by

Cao (2007, p. 132), legal translation requires a high level of precision, which can only be achieved if the translator is familiar with both the linguistic and cultural aspects of legal collocations. Translators must carefully consider how legal terms are structured, institutionalized, and interpreted within their respective legal systems to ensure that their translations are both accurate and functionally equivalent.

4. Collocation Translation Strategies

Translating legal collocations requires a delicate balance between preserving the original meaning and adapting the expression to meet the conventions of the target language. Two main strategies are commonly employed:

- **Literal Translation (Formal Equivalence):** This approach involves translating legal collocations word-for-word, preserving the structure and vocabulary of the source language. It is commonly used when dealing with well-established legal terms or when precision is prioritized over naturalness. However, this approach may produce awkward or unnatural expressions if the collocation lacks a direct equivalent in the target language (Newmark, 1988; p .57).
- **Functional Equivalence (Dynamic Equivalence):** This strategy aims to convey the intended legal meaning by adapting the collocation to fit the linguistic and cultural norms of the target language. It prioritizes naturalness and comprehensibility while maintaining legal accuracy. According to Baker (1992, p. 152), functional equivalence is particularly effective when translating idiomatic expressions or culturally bound legal terms.

4.1 Literal Translation vs. Functional Equivalence

The choice between literal translation and functional equivalence in legal translation often depends on various factors, including the purpose of the translation, the intended audience, and the specific legal system involved. Literal translation, also referred to as formal equivalence, is generally preferred for legal documents intended for official or academic purposes where preserving the original terminology is essential. By contrast, functional

equivalence, or dynamic equivalence, is more suitable for legal interpretation and communication aimed at non-specialist audiences, where comprehensibility and naturalness take precedence over formal precision (Cao, 2007; p .62).

Literal translation involves rendering legal collocations word-for-word, preserving the original structure and vocabulary of the source language. This approach is particularly effective when dealing with well-established legal terms or when exact terminology is crucial for maintaining legal precision. However, this method may result in awkward or unnatural expressions when the collocation lacks a direct equivalent in the target language. For instance, the collocation “breach of contract” is often translated literally as “خرق العقد” in Arabic. While technically accurate, a more suitable functional equivalent in certain contexts could be “إخلال بالعقد” when the focus is on non-compliance rather than a mere violation (Al-Qinai, 2005; p .10).

On the other hand, functional equivalence prioritizes conveying the intended legal meaning by adapting the collocation to fit the linguistic and cultural norms of the target language. According to Baker (1992, p. 87), functional equivalence is particularly effective when translating idiomatic expressions or culturally bound legal terms. The challenge, however, lies in ensuring that the adaptation does not compromise the legal accuracy or integrity of the original text.

The decision between these two strategies should be guided by a thorough understanding of the legal context, the purpose of the translation, and the expectations of the target audience. In many cases, a hybrid approach that combines elements of both strategies may be necessary to achieve optimal results.

5. Comparative Analysis of Legal Collocations in Arabic and French

Translating legal collocations from Arabic to French presents unique challenges due to linguistic, cultural, and legal system differences. Algeria’s legal language, heavily influenced by French during the colonial period, provides a particularly relevant context for examining these differences.

Legal collocations in Arabic are often more syntactically flexible than their French counterparts, which tend to adhere strictly to established legal expressions. For instance, the Arabic collocation “فسخ العقد” is frequently translated as “résiliation du contrat” in French. While both expressions refer to the termination of a contract, “résiliation” in French law often implies mutual consent or termination under specific conditions, whereas “فسخ العقد” can imply unilateral termination for just cause .

The comparison between Arabic and French legal collocations requires awareness of the structural differences between the two languages, their distinct legal systems, and the sociocultural context in which the legal documents are used. Consequently, achieving a successful translation of legal collocations should prioritize conveying the intended legal meaning rather than merely reproducing the lexical structure of the original text.

6. The Role of Context in Translating Legal Collocations

Context plays a fundamental role in accurately translating legal collocations. In legal translation, context encompasses both the linguistic environment (surrounding words and phrases) and the extralinguistic environment (legal system, cultural norms, and the purpose of the text). As Baker (1992, p. 108) notes, sensitivity to context is essential for achieving equivalence in translation, particularly when dealing with fixed expressions like legal collocations.

The importance of context becomes especially apparent when translating legal collocations within the Algerian Labour Code. Understanding the legal context is critical for producing accurate translations, as legal collocations often have specific meanings within their original jurisdiction. For example, the term “عقد العمل” may simply mean “employment contract” in general contexts. However, when used within the Labour Code, it refers to a specific contractual relationship governed by particular legal provisions, which necessitates rendering it as “contrat de travail” in French to ensure precision and legal adequacy (Cao, 2007; p. 99).

Furthermore, the influence of Islamic law on certain legal concepts in Arabic-speaking countries like Algeria adds another layer of complexity to the translation process. Translators must be aware of how legal terms are framed within the broader legal context to achieve functional equivalence. Failure to consider context may result in translations that are technically accurate but legally inappropriate.

According to Šarčević (1997, p. 145), legal translators must be aware of the “pragmatic forces” associated with legal texts, including their binding nature, intended audience, and purpose. This implies that translating legal collocations cannot rely solely on lexical equivalence but must consider how legal concepts are framed within the broader legal context.

7. The Impact of Legal System Differences on Collocation Translation

The disparities between legal systems significantly affect the translation of legal collocations. Algeria’s legal system is a hybrid, combining elements of French civil law and Islamic law. This complex legal landscape presents numerous challenges for translators who must navigate between two distinct legal traditions when dealing with legal collocations.

French legal collocations are often developed within the civil law framework, which is characterized by codified laws and well-defined terminologies. For example, the term “responsabilité civile” is a precise legal concept under the French Civil Code, referring to non-contractual liability resulting from harm caused to others. Its Arabic counterpart, “مسؤولية مدنية,” may have a broader or slightly different application when interpreted under Islamic principles or Algerian-specific legal frameworks.

Additionally, procedural collocations such as “إجراءات قانونية” (legal procedures) and “تحرير العقد” (contract drafting) may convey different connotations depending on whether they are used within the framework of French civil law or Islamic legal principles. Translators must therefore be mindful of these distinctions to achieve functional equivalence while preserving the original meaning.

Šarčević (1997, p. 165) argues that legal translators must possess not only linguistic competence but also a profound knowledge of the legal systems involved. The task of the translator is not merely to find equivalent words but to convey the underlying legal concepts accurately and effectively. This requires a nuanced understanding of how legal concepts are constructed and applied within their respective legal systems.

8. Case Studies of Collocation Translation from the Algerian Labour Code

This section presents a detailed comparative analysis of legal collocations extracted from the Arabic text of the Algerian Labour Code and their French translations. Each case study assesses the accuracy, adequacy, and functional equivalence of the translation, with references to specialized dictionaries, legal glossaries, and relevant literature.

Example 1: “عقد العمل” vs. “Contrat de travail”

- **Analysis:** The Arabic term “عقد العمل” is a general term for employment contracts. The French equivalent “contrat de travail” is a well-established legal term in French labor law, defined as a legally binding agreement between an employer and an employee (TAHRI, Legal Dictionary, 2014, p. 24). However, the Arabic term may have a broader meaning encompassing various types of labor agreements not strictly governed by statutory regulations. Furthermore, according to Cornu (2014, p. 119), “contrat de travail” implies a formal relationship where subordination is a key element, which may not always be explicitly present in the Arabic equivalent.
- **Suggested Improvement:** While the translation is generally appropriate, it may benefit from specifying the nature of the employment contract in cases where ambiguity exists. Using annotations or explanatory notes when translating legal documents would enhance precision and avoid potential misinterpretations.

Example 2: “مدة العمل القانونية” vs. “Durée légale du travail”

- **Analysis:** The Arabic collocation “مدة العمل القانونية” refers to the legally prescribed duration of work. Its French equivalent, “durée légale du travail,” accurately conveys the concept of statutory working hours as established by labor regulations (Dictionnaire LexisNexis, 2019, p. 120). However, discrepancies may arise when the term is used in contexts where local labor practices differ from French standards.
- **Suggested Improvement:** Including a reference to the specific legal framework governing the term in the Algerian context could be useful. For instance, mentioning the relevant provisions of the Algerian Labour Code would improve clarity.

Example 3: “إجراءات قانونية” vs. “Procédures légales”

- **Analysis:** The Arabic expression “إجراءات قانونية” encompasses a wide range of legal procedures, including administrative, judicial, and contractual actions. The French equivalent “procédures légales” is somewhat restrictive, typically referring to formal legal processes sanctioned by statute (Cornu, 2014 ; p. 47). Furthermore, the French term may fail to encompass certain procedural aspects unique to the Algerian legal system.
- **Suggested Improvement:** A more precise translation could involve specifying the type of procedures being referenced, such as “procédures judiciaires” (judicial procedures) or “procédures administratives” (administrative procedures). In cases where broader procedural mechanisms are intended, a parenthetical explanation could be provided.

Example 4: “تحرير العقد” vs. “Rédaction du contrat”

- **Analysis:** The Arabic term “تحرير العقد” refers to the process of drafting or preparing a contract. The French equivalent “rédaction du contrat” is accurate in most contexts. However, in legal Arabic, “تحرير” can also imply formalizing, authenticating, or even notarizing the contract, depending on the context. This subtlety is often lost in translation if the context is not adequately considered.
- **Suggested Improvement:** When the context suggests a more formal or

authenticated process, it may be necessary to use expressions like “authentification du contrat” or “formalisation du contrat” to convey the intended meaning accurately.

These case studies demonstrate that while many legal collocations can be effectively translated from Arabic to French, nuances often require additional clarification to achieve functional equivalence. Consulting bilingual legal dictionaries and glossaries, as well as providing annotations when necessary, can enhance the quality of translation.

Example 5: “عقوبة تأديبية” vs. “Sanction disciplinaire”

- **Analysis:** The Arabic term “عقوبة تأديبية” refers to disciplinary measures imposed for misconduct. The French equivalent “sanction disciplinaire” is accurate within the context of labor law. However, the Arabic term may also encompass broader punitive actions beyond the workplace context. According to TAHRI (Legal Dictionary, 2014, p.98) “عقوبة تأديبية” can include penalties administered under Islamic law for ethical breaches.
- **Suggested Improvement:** When translating for a legal context involving Islamic law, it may be helpful to specify whether the disciplinary measure is purely administrative or has religious implications. Annotations or explanations may enhance accuracy.

Example 6: “نظام العمل” vs. “Régime de travail”

- **Analysis:** The Arabic term “نظام العمل” can be interpreted broadly as “work system” or “employment system.” Its French equivalent “régime de travail” refers specifically to a structured legal framework governing working conditions, rights, and obligations. According to *Dictionnaire de Droit du Travail* (Baviera, 2010, p.144), the term is closely associated with statutory and regulatory frameworks, which may not always align with the broader meaning of the Arabic term.
- **Suggested Improvement:** The translation should consider the broader context of labor regulations and specify whether the term refers to statutory frameworks, internal policies, or general work systems.

Example 7: “عقد محدد المدة” vs. “Contrat à durée déterminée” (CDD)

- **Analysis:** The Arabic collocation “عقد محدد المدة” directly translates to “fixed-term contract.” The French equivalent “contrat à durée déterminée (CDD)” is a precise legal term with established legal implications under French labor law. According to *Dictionnaire Terminologique du Droit Français* (Gérard, 2007; p. 15), this type of contract is subject to specific regulations governing duration, renewal, and termination. However, the Arabic term may sometimes be used more loosely to describe any non-permanent contract.
- **Suggested Improvement:** Adding an explanation that differentiates between strict legal definitions and general usage can improve translation accuracy.

9. Conclusion

The comparative analysis of legal collocations in the Algerian Labour Code has highlighted the intricacies and challenges associated with translating legal terms from Arabic to French. The analysis demonstrated that while many collocations can be accurately translated, others require deeper contextual understanding and careful selection of equivalents to achieve functional equivalence. Issues such as cultural differences, legal system discrepancies, and semantic nuances play a critical role in determining the adequacy of translations.

The study underscores the importance of consulting specialized legal dictionaries, glossaries, and reference works in Arabic, French, and English to ensure the most precise translations. Additionally, the research emphasizes the need for translators to be aware of the legal systems in both source and target languages, particularly when dealing with terms that may have broader meanings under Islamic jurisprudence.

Moreover, the analysis revealed that annotations, explanatory notes, and contextual clarifications are essential tools for improving translation accuracy. By providing explicit details about the intended meaning of legal collocations, translators can minimize ambiguity and enhance the quality of their work.

Future research could expand on this study by including additional case

studies, examining translations made by official institutions, and exploring the impact of legal translation errors on legal practice and policy-making. Overall, this study contributes to a better understanding of the complex nature of legal translation and offers valuable insights for enhancing translation practices within the Algerian legal context.

Outcome of the Study:

Drawing on a comparative analysis of Arabic–French legal collocation translations in the Algerian Labour Code, this study validates Hypothesis 1. Functional equivalence emerges as the superior strategy, successfully preserving the “legal intent” of Arabic collocations while adapting them to French socio-legal norms.

Case studies underscored the limitations of literal translation. Such approaches frequently distorted the juridical intent of source texts, particularly in scenarios requiring syntactic flexibility or terminological adaptation. Conversely, translations prioritizing functional equivalence achieved greater precision in conveying legal meaning and demonstrated stronger alignment with French terminological conventions.

Hypothesis 2 was empirically unsupported, as rigid literal translation compromised contextual clarity. Similarly, Hypothesis 3 — proposing a hybrid approach— did not receive empirical backing. The findings suggest that functional equivalence, when implemented with careful attention to legal and contextual nuances, suffices to produce accurate, jurisdictionally appropriate translations without requiring supplemental strategies.

10. Bibliography List :

1. Books :

- Baker, M. (1992). *In Other Words: A Coursebook on Translation*. Routledge.

-
- Benachenhou, A. (1997). *Algerian Economy and Development*. Algiers: Office of University Publications.
 - Benrabah, M. (2004). *Language and Politics in Algeria*. Nationalism and Ethnic Politics, 10(1)
 - Bhatia, V. K. (1993). *Analyzing Genre: Language Use in Professional Settings*. London: Longman.
 - Cao, D. (2007). *Translating Law*. Multilingual Matters.
 - Cornu, G. (2014). *Legal Vocabulary* (10th ed.). Paris: Presses Universitaires de France.
 - Crystal, D., & Davy, D. (1969). *Investigating English Style*. London and New York, NY: Routledge.
 - Firth, J. R. (1957). *Papers in Linguistics 1934-1951*. Oxford: Oxford University Press.
 - Ghozali, A. (1992). *Economic Reform in Algeria: Issues and Perspectives*. Algiers: Casbah Editions.
 - Mattila, H. E. S. (2006). *Comparative Legal Linguistics*. Aldershot: Ashgate.
 - Newmark, P. (1988). *A Textbook of Translation*. Prentice-Hall.
 - Šarčević, S. (1997). *New Approach to Legal Translation*. Kluwer Law International.
 - **Journal articles :**
 - Al-Qinai, J. (2005). *Translation and the Language of Law*. Journal of Language and Translation, 6(1).
 - International Labour Organization. (2020). *Report on the Application of Labour Standards in Algeria*. Geneva: ILO.
 - **Dictionaries:**
 - Baviera, P. (2010). *Dictionary of Labour Law*. Paris: Dalloz.
 - Gérard, P. (2007). *Terminological Dictionary of French Law*. Paris: L'Harmattan.
 - TAHRI Hocine, Legal Dictionary, Algeria, Ain M'lila, Dar Al Houda, 2014.
 - Dictionnaire LexisNexis (2019). *Dictionnaire Juridique*. Paris: LexisNexis.
 - **Internet websites:**

-
- Ordonnance n° 66-156 du 8 juin 1966. Available on : chrome-extension://efaidnbmnnnibpcajpcgiclfndmkaj/https://www.joradp.dz/FTP/Jo-Francais/1966/F1966049.pdf .Accessed : March 20th, 2025.
 - Ordonnance n° 90-11 du 21 avril 1990. Available on : chrome-extension://efaidnbmnnnibpcajpcgiclfndmkaj/https://natlex.ilo.org/dyn/natlex2/natlex2/files/download/9557/DZA-9557.pdf .Accessed : March 20th, 2025.
 - Organic Labour Code in Algeria (1980). Ministry of Labour and Social Affairs, Algeria. Available on : chrome-extension ://efaidnbmnnnibpcajpcgiclfndmkaj/https://www.joradp.dz/FTP/jo-francais/1980/F1980009.PDF . Accessed : March 20th, 2025.