

THE IMPLEMENTATION OF A REDUCED WORKING HOURS SYSTEM AS A MEANS OF PROTECTING WORKERS' SAFETY



Ghania KRIM ^{1*}

Faculty of Law and Political Science Department of Law
University of Tizi Ouzou (Algeria)¹

Submission date: 06/04/2026 Acceptance date: 28/05/2026 Publication date: 30/06/2026



Abstract:

The determination of legal duration of work plays an essential role in maintaining stability in labour relations. For this reason, labour law allows collective agreements and conventions to introduce arrangements that organize the duration of work differently from the rules normally applied under ordinary circumstances. In some situations, reducing working hours becomes necessary in order to protect the worker's physical and mental well-being.

This study adopts an analytical approach based on the examination of legislative texts. Its main objective is to explore ways of creating a balance between productivity and the protection of workers' interests. In this context, the issue is approached through two main directions. The first concerns full-time work, particularly through the reduction of the maximum weekly working hours. The second relates to part-time work as a protective and flexible mechanism.

The study concludes that reduced working hours constitute a preventive legal obligation that falls upon both the legislator and the employer in order to protect the human element as well as the stability of the enterprise itself.

Key Words: legal duration of work, full-time work, part-time work, voluntary reduction, involuntary reduction, workers' interests.

تطبيق نظام مخفض لساعات العمل لحماية سلامة العامل

المخلص: تحديد مدة العمل ضروري من أجل الاستقرار في علاقات العمل. لهذا يسمح قانون العمل للاتفاقيات والاتفاقات الجماعية بالموافقة على أحكام لتغيير وقت العمل لمدد أخرى غير التي تطبق في الظروف العادية، ذلك أن التخفيض قد تفرضه الضرورة لحماية السلامة الجسدية والنفسية للعامل، متبعة في ذلك المنهج التحليلي من خلال فحص النصوص التشريعية. تهدف الدراسة إلى إيجاد حلول للتوازن بين الإنتاجية ومصلحة العامل. وينعكس ذلك في مسارين: الأول التوقيت الكلي عبر تقليص الحد الأقصى للساعات الأسبوعية، والثاني يرتبط بالتوقيت الجزئي كخيار حمائي. وتخلص الدراسة إلى أن نظام الساعات

المخفضة يعد التزام قانوني وقائي يقع على عاتق المشرع وصاحب العمل لحماية العنصر البشري والمؤسساتي معا.

الكلمات المفتاحية : المدة القانونية، التوقيت الكلي، التوقيت الجزئي، التخفيض الإرادي، التقليل اللاإرادي، مصلحة العامل.

La mise en œuvre d'un système de réduction des heures de travail comme moyen de protection de la sécurité des travailleurs

Résumé:

La détermination de la durée légale du travail joue un rôle essentiel dans la stabilité des relations de travail. Pour cette raison, le droit du travail permet aux conventions et accords collectifs de prévoir des aménagements organisant la durée du travail de manière différente de celle appliquée dans les conditions ordinaires. Dans certaines situations, la réduction des heures de travail devient nécessaire afin de protéger la santé physique et psychologique du travailleur.

Cette étude adopte une approche analytique fondée sur l'examen des textes législatifs. Elle a principalement pour objectif de rechercher un équilibre entre les exigences de productivité et la protection des intérêts du travailleur. Dans ce cadre, la question est abordée à travers deux axes principaux. Le premier concerne le travail à temps complet, notamment par la réduction de la durée maximale hebdomadaire du travail. Le second porte sur le travail à temps partiel en tant que mécanisme de protection et de flexibilité.

L'étude conclut que la réduction des heures de travail constitue une obligation juridique à caractère préventif qui incombe aussi bien au législateur qu'à l'employeur, afin de protéger à la fois l'élément humain et la stabilité de l'entreprise.

Mots Clés: durée légale du travail, travail à temps complet, travail à temps partiel, réduction volontaire, réduction involontaire.

Introduction:

Labour law is part of the social public order. Its primary purpose is to protect the worker, who is generally considered the weaker party in the employment relationship between employer and employee. In this sense, it seeks to ensure a fair balance between the interests of both parties, in accordance with the fundamental principles governing labour relations¹.

Among the key mechanisms established by labour law, the regulation of working hours plays a central role. It is not merely a technical matter, but an essential tool for safeguarding workers' health, well-being, and safety. This importance becomes even more evident in exceptional circumstances, such as major health crises, states of emergency, natural disasters, or other unusual working conditions. The COVID-19 pandemic clearly highlighted how such situations can generate serious health, social, and economic challenges, calling for flexible legal responses that both protect workers and ensure the continuity of economic activity².

Under normal conditions, labour law provides a structured legal framework governing working hours and the rights attached to them. However, exceptional situations require a more flexible interpretation and application of these rules, while still preserving fundamental rights. Indeed, in working environments marked by long or uninterrupted hours without sufficient rest, the risks of fatigue, chronic stress, workplace accidents, and work-related illnesses tend to increase, particularly in abnormal contexts.

In this perspective, the adoption of a reduced working hours system appears as a preventive and protective measure. Its objective is to safeguard workers' health and safety, especially in demanding or hazardous occupations³. This approach was notably illustrated during the COVID-19 pandemic, when partial lockdown measures led to the temporary closure of certain institutions and prompted employers to adjust working hours accordingly.

Historically, the Labour Relations Act of 1990 set out several provisions⁴ defining the legal duration of work. These were later repealed in 1997 by Order No. 97-03⁵, which

¹ Law No. 90-11 of April 21st, 1990 on labour relations, Official Gazette No. 17 of 1990, as amended and supplemented.

² Ibid.

³ Press release of May 17, 2021, Geneva, in which the World Health Organization (WHO) and the International Labour Organization (ILO) confirm that the increase in deaths from heart disease and stroke is linked to long working hours. Consulted on November 20, 2025 at 10:00 p.m.
https://www.who.int/ar/news/item/05-10-1442-long-working-hours-increasing-deaths-from-heart-disease-and-stroke-who-ilo?utm_source=chatgpt.com

⁴ Articles 22 to 26 of Law No. 90-11 on labour relations, op. cit.

⁵ Ordinance No. 97-03 of January 11th, 1997 determining the legal duration of work, Official Gazette No. 3 of 1997.

established a new legal framework applicable to working hours across employing entities, whether governed by labour law or applicable to public institutions and administrations.

As a general rule, Algerian legislation sets the legal working hours at 40 hours per week, distributed over at least five working days, in accordance with Article 2 of the aforementioned Order.

Comparative labour laws allow collective agreements and conventions to adopt provisions that depart from the rules laid down by legislation and establish a different duration of work from that normally applied under ordinary circumstances.¹

Within this framework, the reduction of the duration of work allows the parties, through negotiation, to agree on a duration lower than the statutory weekly limit. Such reductions may be justified either by working conditions or by the worker's personal situation.

This leads to a key question: is it possible to reduce and reorganize working hours without negatively affecting the worker?

In practice, weekly working hours may indeed be reduced, either by operation of law or if justified by particular circumstances.

Against this background, this study is structured in two main parts. The first examines the reduction of working hours within the framework of full-time work (I), while the second considers reduced working hours under part-time agreements (II).

¹ M. Halhal, "Legislative guarantees of work under the COVID-19 pandemic", Vol. 5, No. 2, Special issue: "The impact of the Coronavirus on labour relations", *Journal of Labour Law and Employment*, Faculty of Law and Political Science, Abdelhamid Ben Badis University, Mostaganem, 2020, p. 93.

THE FIRST TOPIC: REDUCTION OF WORKING HOURS UNDER THE FULL-TIME WORK SYSTEM

The approach adopted in the context of full-time work differs depending on the circumstances. Working hours may be reduced either through involuntary reduction, where the nature of the work or working conditions so require (First requirement), or through voluntary reduction, based on the agreement of the parties or the unilateral decision of the employer (Second requirement).

First requirement: Involuntary Reduction of Working Hours

Involuntary, or automatic, reduction refers to a decrease in working hours imposed by law. It usually applies where there is a clear imbalance between relatively simple tasks and others that are, by their very nature, more demanding, risky, or harmful to health.

Due to the unique characteristics of certain work types, Algerian labour laws have embraced this strategy. In these situations, the work hours are decreased because of the hazardous, harmful, or physically and psychologically challenging nature of the tasks at hand¹. Consequently, the parties involved in the employment relationship are not allowed to freely alter the legal duration of working hours, except via collective agreements and conventions to guarantee appropriate protection for employees.

At first, the law governing the general conditions of employment relationships in the private sector granted only mine workers a reduction in the legal weekly duration of work, which could not exceed 39 hours, in view of the effort required underground. This represented a difference of five hours compared to the ordinary legal duration of work. Accordingly, the duration applicable to mine workers was determined directly by law².

However, laws governing legal working hours broadened this perspective to cover all employment that is considered as dangerous or harmful to workers' physical or mental well-being. In these situations, the involved parties might decide to either limit working hours to a minimum of 38 hours a week, or provide rest periods not exceeding six hours weekly, in line with the relevant sector's model regulations³.

¹ Article 4 of Ordinance No. 97-03, op. cit.

² Ordinance No. 75-31 of April 29th, 1975 on general working conditions in the private sector, Official Gazette No. 39 of 1975, repealed.

³ Article 5 of Law No. 81-03 of February 21st, 1981 on the legal duration of work, Official Gazette No. 8 of 1981, repealed.

Over time, labour relations law gave this approach a more contractual dimension, with the possibility of reducing working hours, provided that the work was tiring and arduous whilst being carried out or after its completion¹.

Furthermore, in late 2019, the legislator introduced a change to working hours following the COVID-19 pandemic, which compelled several entities to adopt working hours deviating from the statutory weekly limit. The lockdown led to a reduction in working hours due to the downturn in most economic sectors, with workers finding themselves unable to work despite holding employment positions. The aim of determining the duration of work is to ensure balance and stability in employment relationships and to maintain productivity levels. However, there are exceptional and unforeseen circumstances that require the employer to reconsider this right².

Second requirement: Voluntary Reduction of Working Hours

Working hours can also be voluntarily reduced. Sometimes the decision comes either through a unilateral decision by the employer, or as a result of an agreement. Notably, it is not always tied to the worker's personal situation or to the nature of the job itself.

As for reduction by unilateral decision, Algerian law does not recognize a purely voluntary reduction based solely on internal considerations.³ Instead, any reduction in working hours initiated by the employer is often driven by economic necessity. Employers turn to it mainly to preserve jobs and avoid collective layoffs. This logic clearly appears in Article 70 paragraphs 1 and 2, which allows such reductions only after all other solutions have been exhausted.

The COVID-19 crisis offers a very concrete illustration. Faced with an exceptional situation, Algeria encouraged employers to reduce working hours. The idea was simple: maintain employment relationships, protect workers, and at the same time ensure that economic activity does not come to a complete halt. Naturally, these measures do not fit neatly within the traditional framework of labour law. Still, they fall within the employer's power to organize work and serve, in many ways, as a protective tool, even if imperfect⁴.

¹ Article 4 of Ordinance No. 97-03, op. cit.

² N. Hassan, "Exceptional public policy to address the effects of COVID-19 in the world of work", *Critical Review of Law and Political Science*, Vol. 16, No. 2, Faculty of Law and Political Sciences, Mouloud Mammeri University, Tizi Ouzou, 2021, p. 44.

³ M. Bekheda, *The legal regulation of working time in Algerian legislation*, Dar El Djamiâa El Jadida, Alexandria, 2013, p. 193.

⁴ L. Ouramdini, "On the protection of workers under COVID-19 in Algerian law", *Critical Review of Law and Political Science*, Vol. 16, Special Issue No. 1, Faculty of Law and Political Sciences, Mouloud Mammeri University, Tizi Ouzou, 2021, p. 176.

By contrast, other labour law systems¹ allow the employer to reduce the duration of work without obtaining the worker's consent, on the basis of the employer's managerial authority, which gives them the power to introduce such a reduction unilaterally in order to organize the duration of work within the enterprise².

That said, employees may also refuse a unilateral reduction in working hours on the grounds that such a measure would alter the terms of the contract³.

In practice, though, the situation may prove more complex. Refusing a reduction can place the employee in a difficult position. It may ultimately lead to dismissal for economic reasons, since the measure is not aimed at the individual⁴.

On the other hand, when the reduction is agreed upon, it is done by agreement between the parties to the employment relationship agreeing to set a shorter period than that stipulated by law. This measure is implemented either by agreement with the workers concerned or by collective agreement with workers' representatives, following consultation with the participation committee.⁵

French labour law, for example, adopts an interesting perspective. There, a reduction in working hours is generally not seen as a modification of the employment contract, but rather as a natural consequence of changing working conditions. In such cases, refusal by the employee may even be considered serious misconduct, potentially leading to dismissal, regardless of any economic justification⁶.

In reality, the extent of these reductions is rarely decided in isolation. It is usually shaped in each sector activity through agreements between employers and workers' representatives, who shall specify the posts concerned in accordance with collective agreements and conventions. A similar approach exists in Moroccan law, where reductions may be introduced in response to temporary economic difficulties or exceptional circumstances beyond the employer's control, provided that the statutory conditions are met to respect and preserve the financial situation and economic structure, and to ensure the protection of public order and the protection of the worker's rights. In such circumstances, the employer may resort to imposing a new work schedule that results in a reduction in working hours due to the disruption of the establishment's normal operations.⁷

¹ Article L.212-3, French Labour Law.

² J. Péliissier et al., *Droit du travail*, 20th ed., Dalloz, 2000, p. 936.

³ J. C. Javillier, *Droit du travail*, 5th ed., L.G.D.J., France, 1996, p.336.

⁴ J.-M. Verdier, *Droit du travail*, 5th ed., Dalloz, Paris, 1975, p. 434.

⁵ H. Hassaine, *Amendment of the employment contract between contractual freedom and legal requirements*, PhD thesis in Social Law, Faculty of Law and Political Science, Mouloud Mammeri University, Tizi Ouzou, 2018, p. 126.

⁶ J.-M. Verdier, op. cit., p. 435.

⁷ M. Larassi, "Legal protection of employees in the event of reduced working hours", *El-Malaf Journal*, No. 19, 2010, p. 187.

These measures are however never entirely flexible. They must respect clear legal boundaries. When the reduction remains limited -no more than 60 days per year- consultation with employee and trade union representatives is required, where such representatives exist. Beyond that period, a formal agreement becomes necessary. And if neither condition is met, administrative authorization must be obtained. If the employer acts unilaterally, the employee is free to claim compensation for the resulting damage.¹

THE SECOND TOPIC:

REDUCTION OF WORKING HOURS UNDER THE PART-TIME WORK SYSTEM

The law also makes room for reducing working hours through part-time arrangements (First requirement). This option is actually quite central, especially in Algerian legislation, which takes into account both the volume of work and the realities of working conditions (Second requirement).

First requirement: The Concept of Part-Time Work

Part-time work is clearly framed by Article 2 of Executive Decree No. 97-473². In simple terms, it refers to working hours that fall below the legal weekly limit of 40 hours, but never below half of it, namely 20 hours.

It refers to any work performed in an unusual time frame, where the hours differ from the standard working schedule. It is only recognized when the total working duration is below the legal limit but not less than half. This means that the parties cannot agree to part-time work that goes beyond these legal limits, even if there are justifications or special circumstances³.

For open-ended contracts, part-time work arises in two main situations. The first is linked to the volume of work, where working hours are limited or organized on an hourly basis. The second depends on the worker's personal situation, such as compelling personal reasons or urgent family obligations⁴.

¹ M. Ouaisa, *Reduction of normal working time - guarantees and effects*, doctoral thesis in legal, economic and social sciences, Mohammed I University, Oujda, 2013, p. 251.

² Executive Decree No. 97-473 of December 8th, 1997 on part-time work, Official Gazette No. 82 of 1997.

³ M. Mellouk, "Part-time work through the explanation of Article 13 of Labour Law", Legal Protection Channel, YouTube, October 26, 2023, consulted on November 30, 2025 at 8:00 p.m.

⁴ Article 13-1 of Ordinance No. 96-21 of July 9th, 1996 on labour relations, Official Gazette No. 43 of 1996.

Algerian legislation¹ also allows for fixed-term part-time contracts in certain cases, provided that there is agreement between the parties.

This approach was also adopted by the Algerian State during the health crisis in 2019, by using a set of preventive measures to protect jobs and avoid reducing the workforce or closing businesses. One of the measures included the use of part-time work arrangements.

By comparison, French law defines part-time work under Article L.3123-1 of the Labour Code² as work performed for less than the usual weekly, monthly, or yearly duration of work, or less than the weekly duration set by the collective agreement. It does not set a minimum limit, leaving freedom for the parties to decide what suits them.

From these definitions, it is clear that part-time work is primarily determined by time. The hours differ from those of full-time work and cannot equal or exceed full-time hours. Therefore, most legal systems, including Algerian law, rely on comparing the amount of work to full-time. It also depends on both legal rules and agreements, giving the parties freedom to choose the duration while keeping a minimum threshold to preserve the essential elements of employment and its effects.

Second requirement: The Implementation of Part-Time Work

Algerian labour law allows the use of part-time work by taking into account the volume of work and working conditions. In other words, working hours can be reduced below the legal framework when the situation justifies it.

The Executive Decree of 1997 on part-time work gives the employer, as the holder of managerial authority, the possibility to recruit workers on a part-time basis in exceptional cases. This mainly happens when the workload is not sufficient to justify full-time employment³. By contrast, French law gives the employer broader freedom, allowing them to adopt part-time work unilaterally as part of their general power to organize and manage the duration of work⁴.

At the same time, under normal circumstances, workers themselves may request changes to their working arrangements, depending on the nature of the tasks they are expected to perform.

If we look at the Labour Law and the above-mentioned Executive Decree, we find that the legislator gives workers the right to request the employer's approval to carry out their contractual duties within a shorter period than the usual legal duration. This is possible even when the workload does not necessarily require such a reduction. However, the worker must justify this request, in line with Article 13 of Law No. 90-

¹ Article 12 of Law No. 90-11, op. cit.

² Article 3123 of the French Labour Code, op. cit.

³ See also: in cases of intermittent, shift, occasional or non-permanent work, employment is carried out under a fixed-term contract in accordance with the conditions set out in the Labour Law of 1990.

⁴ Jean PELISSIER et al., op.cit, p. 334.

11. The reasons may be personal or family-related, or simply linked to the need for a schedule that better fits their situation.

In addition, Article 4 of Executive Decree No. 97-473 requires that the worker must normally hold a full-time position before requesting such a change. The move to part-time work must also correspond to a position that matches the worker's qualifications, and it remains subject to the employer's approval, depending on the workload.

In practice, the application of part-time work below the legal duration is closely linked to the justifications set out in Article 3 of the 1997 Executive Decree. This mainly concerns situations of reduced workload or the worker's personal circumstances. The law does not clearly address other situations, such as force majeure or unexpected exceptional events. However, during the COVID-19 crisis, employers relied on reduced working hours as part of preventive and precautionary measures¹.

Algerian legislation allows this type of arrangement primarily to protect the worker's interests. However, it is subject to several legal conditions:

- The request must be based on personal reasons, such as family obligations (childcare, illness of children or parents) or the worker's own situation (studies or health issues);
- The worker must initially occupy a full-time position;
- A suitable part-time position must exist or be created, in line with the worker's qualifications;
- The employer must give approval, as part of their managerial authority.

The legislator also provides for another situation related to the employer. In this case, the enterprise may recruit part-time workers under fixed-term contracts when there is a reduction in weekly workload, justified by economic conditions or insufficient activity. This is reflected in Article 13 of the Labour Law (1990) and Article 3 of the 1997 Executive Decree.

As for the formal requirements of such contracts, Article 7 of the same Decree does not require them to be in writing². If there is no written contract, it is presumed to be an open-ended contract with a duration shorter than the legal working hours. However, in the case of fixed-term part-time contracts, the absence of a written form may lead to their reclassification as open-ended contracts³.

¹ L. Ouramdini, op. cit., p. 156.

² Article 8 of Executive Decree No. 97-473, op. cit., specifies the required elements of such contracts.

³ W. Fathi, "Part-time employment contract: flexibility or protection?", *Academic Journal of Legal Research*, Vol. 10, No. 3, Faculty of Law and Political Science, Abderrahmane Mira University, Béjaïa, 2019, p. 166.

On the other hand, part-time workers benefit from the same rights granted to full-time workers, as provided in Articles 9 to 14 of the Decree. This applies in particular to:

- Wages, where there is no difference between workers except in relation to qualifications, position, or more favorable agreed terms;
- Allowances and benefits, such as performance bonuses or retirement rights, which are calculated according to actual working duration;
- Seniority and related rights, including bonuses, grading, and promotion, which are calculated on the same basis and are not affected by reduced working hours;
- Probation periods, which remain the same for part-time workers;
- Participation rights, including the right to vote in participation committees, although not all collective rights are necessarily extended.

In principle, the organization of working hours is based on negotiation and collective agreements, depending on the specific nature of each sector. Naturally, such arrangements may raise concerns, especially regarding a possible reduction in wages. But in reality, legislation has consistently protected wages, whether in normal situations or during crises such as the COVID-19 pandemic. These circumstances should not prevent workers from receiving their pay.

Finally, it can be observed that legislation tends to encourage the use of part-time contracts¹. The idea is to create a balance between economic continuity and the worker's interests and autonomy, while still ensuring the protection of their fundamental rights, even when working hours are reduced.

See also: N. Hassan, "Provisions for Part-Time Work, National Seminar on "Economic Conditions of the Enterprise and their Impact on Labour Relations in Algerian Legislation", Faculty of Law, University of Jijel, Algeria, 10-11 March 2010, p.77.

¹ Article 56 bis 1 of Law No. 22-16 of July 20th, 2022, amending Law No. 90-11 on labour relations, Official Gazette No. 49 of 2022.

Conclusion

Labour law provisions are, at their core, designed to protect the worker's health and safety, and to ensure a sound and balanced working environment. In this sense, the implementation of a reduced working hours system, as a preventive measure, is not just an internal administrative arrangement. It is a legal and objective response to the need to protect workers from occupational risks and the fatigue caused by long working hours.

Working hours can be organized within employment relationships in a way that creates a real balance between production requirements and the protection of workers' health and safety. This must be done while respecting the legal limits of daily and weekly working hours. Such an approach helps maintain stability in employment relationships and improves working conditions, without undermining the rights of either party.

From this perspective, the adoption of a reduced working hours system becomes a necessary measure. It is grounded in general legal principles relating to workers' rights and personal safety. It also contributes to broader legislative goals, namely the protection of human resources and the promotion of sustainable development in the workplace. This was clearly illustrated during the measures taken in response to the COVID-19 pandemic. At the same time, giving workers more flexibility in how, how much, and when they work has proven to be beneficial, both for them and for the quality of work overall.

According to a 2023 report¹ by the International Labour Organization, reducing working hours can bring positive outcomes for both the economy and workers, while paving the way for a healthier and more balanced work-life relationship.

That said, this system is not without its potential drawbacks, even if they remain situational:

- A possible reduction in wages, which may affect the worker's standard of living;
- Difficulties in applying it across all sectors, especially those that require long and continuous working hours;
- A possible impact on production levels, which may reduce overall productivity within the enterprise;
- An unequal distribution of work among employees, which can lead to overburdening some workers with additional tasks;
- The risk of overlooking health and safety considerations due to the pressures associated with reducing working hours.

¹ UN Report, "Flexible working hours benefit work-life balance", January 5, 2023, consulted on October 7, 2023 at 2:00 p.m., <http://news.un.org>

In light of all this, it becomes necessary for the Algerian legislator to:

- Review and update labour law so that it better reflects technological developments in the ways employment relationships are organized and carried out;
- Encourage the reduction of working hours as a means of promoting a better work-life balance and improving productivity;
- Reconsider the legal framework governing part-time work;
- Reconsider the rules relating to maximum daily working hours and mandatory rest periods, given their long-term impact on workers' health;
- Draw lessons from the COVID-19 crisis, particularly from the role that reduced working hours played in preserving jobs and mitigating the effects of economic downturns.

Bibliography List :

1. Books

BEKHEDA, Mehdi, *Legal Regulation of Working Time in Algerian Legislation*, Dar Al-Jamia Al-Jadida, Alexandria, 2013.

JAVILLIER, Jean-Claude, *Droit du travail*, 5th ed., LGDJ, France, 1996.

PÉLISSIER, Jean et al., *Droit du travail*, 20th ed., Dalloz, Paris, 2000.

VERDIER, Jean-Maurice, *Droit du travail*, 5th ed., Dalloz, Paris, 1975.

2. Theses and Dissertations

HASSAINE, Hamid, *Amendment of the Employment Contract between Freedom of Contract and Legal Constraints*, PhD thesis in social Law, Faculty of Law and Political Science, Mouloud Mammeri University, Tizi Ouzou, 2018.

OUAISSA, Mohamed, *Reduction of Normal Working Time: Guarantees and Effects*, PhD thesis in Legal, Economic and Social Sciences, University of Oujda, 2013.

3. Journal Articles

EL ARASSI, Malika, “Legal Protection of Employees in Case of Reduced Working Hours”, *Revue El Malaf*, No. 19, 2010, pp. 170–190.

FATHI, Wardia, “Part-Time Employment Contract: Flexibility or Protection?”, *Academic Journal of Legal Research*, Faculty of Law and Political Science, University Abderrahmane Mira, Bejaia, Vol. 10, No. 3, 2019, pp. 159–182.

HALHAL, Mokhtaria, “Legislative Guarantees of Work in the Context of the COVID-19 Pandemic”, *Journal of Labour Law and Employment*, Faculty of Law and Political Science, University Abdelhamid Ben Badis, Mostaganem, Vol. 5, No. 2 (Special Issue: Impact of COVID-19 on Labour Relations), 2020, pp. 91–101.

HASSAN, Nadia, “Exceptional Public Policy to Address the Effects of COVID-19 in the World of Work”, *Critical Review of Law and Political Sciences*, Faculty of Law and Political Science, Mouloud Mammeri University, Tizi Ouzou, Vol. 16, No. 2, 2021, pp. 35–56.

OURAMDINI, Linda, “On Worker Protection during COVID-19 under Algerian Law”, *Critical Review of Law and Political Sciences*, Faculty of Law and Political Science, Mouloud Mammeri University, Tizi Ouzou, Vol. 16, Special Issue No. 1, 2021, pp. 166–179.

4. Seminar Papers

HASSAN, Nadia, “Provisions on Part-Time Work”, National Seminar on “Economic Conditions of the Enterprise and their Impact on Labour Relations in Algerian Legislation”, Faculty of Law, University of Jijel, 10–11 March 2010, Algeria.

5. Internet Websites

MELLOUK, Mahfoud, *Part-Time Work under Article 13 of Labour Law*, YouTube, (consulted on November 30, 2025 at 08:00 p.m.).

United Nations Report, Flexible Working Hours Improve Work-Life Balance, January 05, 2023, (consulted on October 07, 2023 at 02:00 p.m.), available at: <http://news.un.org>

World Health Organization & International Labour Organization, Long Working Hours Increasing Deaths from Heart Disease and Stroke, Geneva, May 17, /2021, (consulted on November 20, 2025 at 10:00 p.m.), available at: <https://www.who.int/ar/news/item/05-10-1442-long-working-hours-increasing-deaths-from-heart-disease-and-stroke-who-ilo>

6. Legal Texts

Ordinance No. 75-31 of April 29, 1975, relating to the general conditions of work in the private sector, JORA No. 39, 1975 (repealed).

Law No. 81-03 of February 21, 1981, relating to the legal duration of work, JORA No. 8, 1981 (repealed).

Law No. 90-11 of April 21, 1990, relating to labour relations, JORA No. 17, 1990 (amended and supplemented).

Ordinance No. 96-21 of July 9, 1996, amending Law No. 90-11 on labour relations, JORA No. 43, 1996.

Ordinance No. 97-03 of January 11, 1997, determining the legal duration of work, JORA No. 3, 1997.

Executive Decree No. 97-473 of December 8, 1997, relating to part-time work, JORA No. 82, 1997.

Law No. 22-16 of July 20, 2022, amending Law No. 90-11 on labour relations, JORA No. 49, 2022.