



# COUNTRY GUIDE: ALGERIA

[global@zapeo.net](mailto:global@zapeo.net)

<https://zapeo.net/algeria/>

# TABLE OF CONTENTS

● About us	Page 1
● Work Permits/VISA	Page 2
● Employment contracts	Page 3
● Paid time off	Page 4
● Employee benefits	Page 5
● Tax	Page 6
● Payroll	Page 7
● Legislation and statutory bodies	Page 8

# ABOUT US

ZAPEO is an International PEO co-employer providing Employer of Record ( EOR ) Services in more than 113 countries around the world.

As an EOR, we provide employment contracts, payroll employees, pay over any taxes and statutory contributions and provide sponsorship for visa applications in order to comply with specific laws and regulations in the country.

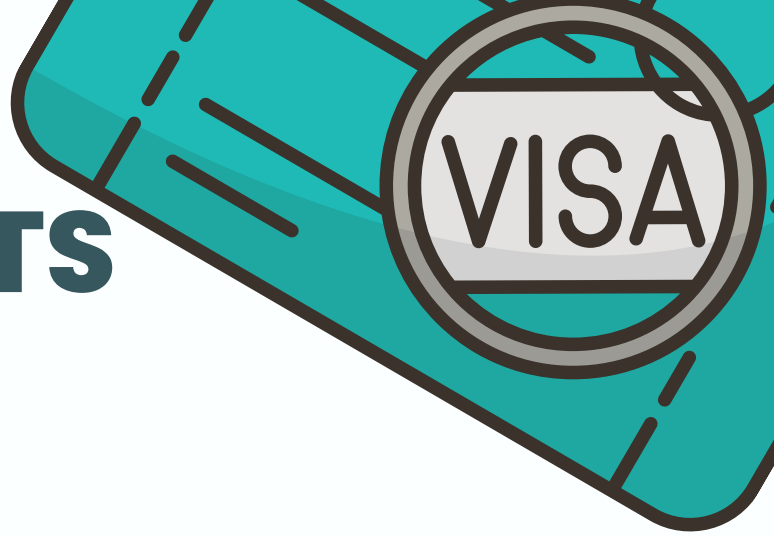
We also assist with onboarding and termination of both local or expatriate employees.

## BENEFITS

- Legal compliance
- Time and cost savings
- Access to global talent
- Flexibility
- Reduced liability
- Expertise



# WORK PERMITS AND VISAS



Foreign nationals from Libya, Mali, Morocco, Tunisia, Seychelles, and Malaysia do not need a visa to visit Algeria for tourist or business purposes for up to 90 days.

Most common forms of work visas are:

- **Business visas**

Granted to foreign citizens visiting Algeria for business purposes. This visa does not allow foreign citizens to work in Algeria and be paid by an Algerian employer.

- **Diplomatic Visa:**

This visa is provided to government officials or diplomats who have diplomatic service or UN laissez-passer passports and are traveling for official purposes.

- **Work Visa:**

The Algeria work visa is provided to foreign nationals who are authorized to work in the country for an extended period of time.



# EMPLOYMENT CONTRACTS



## **Probation period**

No more than 6 months or 12 months for senior positions.

## **Notice period**

Workers who have been dismissed but have not engaged in significant misbehavior are entitled to a leave of absence.

The employee is entitled to two hours of cumulative paid leave each day during the leave period, or the employer can grant the leave period by giving the dismissed employee an amount equivalent to the entire compensation he would have earned during that time.

## **Minimum wage**

18,000 Algerian dinars (170 dollars) per month for all workers.

## **Working hours and overtime**

Standard workweek is 40 hours. Overtime shall not exceed 20% of the regular hours. Compensation for overtime is at least 50% of the employee's hourly wage.

## **Termination**

Employers may terminate employment on the basis of redundancy if economic considerations justify it. Employment termination for reasons other than those listed above, or termination without following the proper procedures must be compensated for no less than six months' salary.

## **Severance**

Severance compensation is calculated at 1 month's wage for the first five years, decreasing to half the monthly income for each year.

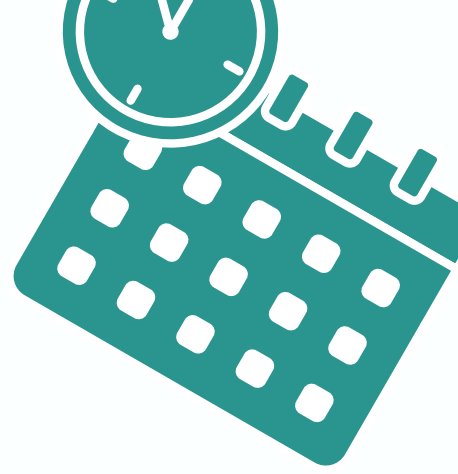
## **Non-compete clause**

Employers may include a non-competition provision.

## **Collective bargaining**

Collective bargaining does exist in Algeria.

# PAID TIME OFF



## **Annual Vacation**

Employees are entitled to 30 days of paid annual leave each year, calculated on a 2.5-day basis. Employees who work on statutory holidays are entitled to an extra day off.

## **Sick**

An employer pays sick leave beginning on the first day of sickness. Employees earn a percentage of their compensation during the first 15 days of sickness absence. This amount rises after 16 days of illness or if the employee is hospitalized.

## **Maternity**

Female employees are eligible for up to 14 weeks of fully compensated maternity leave. Employees must begin taking maternity leave at least one week before they are scheduled to be admitted to the hospital.

## **Paternity**

Male employees have the right to three days of paid paternity leave.

## **Family**

The employee is entitled to three days off without pay for the following reasons: the worker's marriage, the birth of the worker's child, the marriage of one of the worker's descendants, the death of one of the worker's spouse, parents, children, or brother/sister and the circumcision of one of the children.

## **National Holidays**

Algeria has a total of 12 public holidays which are paid.

## **Other Paid Time Off**

N/A

# EMPLOYEE BENEFITS



## Statutory

---

### Unemployment

Covered by Social Security.

### Workers compensation

Covered by Social Security.

### Social Security

Employer - 26% of the employee gross salary .

Employee - 9% of gross salary.

The social security contributions cover retirement, illness, unemployment, and work accidents.

Allowances is not included in equation.

### Retirement

Covered by Social Security.

### Health

Covered by Social Security.

## Private

---

### Workers compensation

N/A

### Retirement

N/A

### Health

Private healthcare is available in Algeria and offers high standards of care and medical services.

### Life

N/A

# TAX



## Personal Income Tax ( PIT )

- **Tax year** : Correlates to the calendar year.
- **Tax rate** : Algeria uses a progressive tax rate up to 35%.
- **Tax method** : The taxation approach is a progressive income tax.
- **Tax residency requirements** : People who own a home/rent and spend more than 183 days in Algeria are considered Algerian tax residents, and their income is subject to taxation.
- **Double taxation agreements ( DTA's )** : Algeria has multiple double taxation agreements.

## Investment Income Tax

Capital gains, dividend earnings and interest earnings are all taxable.

## Taxable Income

Individuals may be taxed in Algeria under the following conditions:

- On their worldwide income, regardless of source or recharge agreements, if they are deemed Algerian tax residents.
- If they are not regarded an Algerian tax resident, they must pay tax on income derived in Algeria (received in consideration of a professional activity done in Algeria).



# PAYROLL



## Payroll Elements

- **Income:** Salary, earnings, bonuses, overtime pay, taxable benefits, allowances, and certain lump sum perks are examples of remuneration (revenue from employment). Profits or losses made by a company or trade. Income or profits derived from an individual's status as a trust beneficiary.
- **Deductions:** Donations, childcare costs, education costs, healthcare costs, premiums for life insurance is not tax deductible. Mortgage interest costs and alimony payments are tax deductible.
- **Benefits in Kind:** N/A
- **Employer contributions:** Unemployment , workers compensation and social security.

## Payroll Taxes

Contributions to social security cover retirement, illness, unemployment, and workplace accidents. Employers contribute 26% and employees 9%.

## Payroll Calendar

Wages are normally paid on the final working day of the month.

# LEGISLATION AND STATUTORY BODIES



## LEGISLATION

- Labor Law of Algeria

## STATUTORY BODIES

Ministry of Labor, Employment, and Social Security

National Social Security Fund (CNAS)

National Employment Agency (ANEM)

National Office of Vocational Training and Promotion (ONFP)

National Organization for the Protection of Unemployed Persons (ONAPE)

Labor Inspectorate



Contact us today for further  
information or a **FREE**  
simulation.



LinkedIn



Simulation request



global@zapeo.net

---