



SOUTH MED SOCIAL DIALOGUE

Charter of SOLiD Algeria

Towards promoting social dialogue in Algeria



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Towards promoting social dialogue in Algeria



SOLiD
SOUTH-LEAST SOCIAL DIALOGUE

SOLID Kick-off seminar
الدورة الافتتاحية لمشروع صوليد

29 & 30 September 2021

BUSINESS



General Introduction:

1. The parties of the social dialogue in Algeria participating in the SOLiD project to promote social dialogue in the southern shore of the Mediterranean extend their thanks to the Arab Trade Union Confederation (ATUC) and all the sponsors of this project for choosing Algeria as part of the SOLiD 2 project, along with Lebanon and Palestine, and declare their involvement in it and their commitment to work for its success. In order to enhance social dialogue in the countries of the southern shore of the Mediterranean in a global, regional and national economic, social and political circumstance that knows profound transformations and poses great challenges that can only be solved by expanding social dialogue for all actors in society and raising its performance through renewal in its contents and institutionalization.

2. It is worth noting that the SOLiD project is part of a pioneering program to promote a supportive, comprehensive and dynamic social dialogue by developing the capabilities of trade unions and their counterparts from employers' unions and civil society organizations and advancing the multilateral dialogue between the social partners in the southern basin of the Mediterranean. The project is supported by the International Trade Union Confederation (ITUC) and the European Union (EU), and is implemented by ATUC and its partners. It aims to support the efforts of the beneficiary parties to build a comprehensive and structured social dialogue. It, also, aims at implementing the outputs of the Charter to Promote Social Dialogue in the southern Mediterranean into tangible national action plans in the beneficiary countries.

3. The charter is the fruit of a work done on four stages of work and serious discussion carried out by the three parties in the form of seminars, workshops and written contributions:

A. It took place in one-on-one meetings that included each of the parties to the social dialogue, namely the General Union of Algerian Workers (UGTA), and three employers' organizations (the Confederation of Algerian Industrialists, and the National Confederation of Algerian Employers (CNPA) and Algerian Confederation of Citizen Employers (CAPC), and civil society organizations selected on the basis of their activity and actual presence in the field in all regions of the national territory and the diversity of their interests related to achieving the goals of sustainable development and the 2030 Agenda (environment, health, youth, women and gender, childcare, education). These meetings took place in plenary sessions, in which lectures were given by experts on the summary of the study that was carried out within the framework of the SOLiD project, entitled "The economic and social situation in Algeria - for a participatory and sustainable development alternative". The lectures also include themes on sustainable development (the concept and its historical development, and a presentation The Sustainable Development Goals-Agenda 2030). Fi-

nally, it addressed social dialogue as a concept and practice and the international laws. The meetings of this stage were also known for organizing workshops that dealt with the study of the 17 goals of sustainable development 2030 and rearranging them in accordance with the Algerian reality and the priorities of each party. All these meetings culminated in recommendations that were included in the general content of this Charter.

B. As for the second phase, it took place in bilateral meetings in plenary sessions, during which interventions were made on the four axes that are considered the primary ones on which social dialogue should focus in the future in Algeria, given the global transformations and their repercussions and the challenges awaiting Algeria, which are the economic axis, the social axis, the environmental axis, and finally the institutional axis. These sessions were followed by the organization of bilateral workshops on the four themes, which were crowned with recommendations on the priority areas that should be addressed in each theme.

C. It culminated in a tripartite meeting that included the three parties, in which the preliminary document of the SOLiD project charter was presented and discussed. It charter was completed after several meetings with each party. In the first period, the presentation, discussion and enrichment of the detailed plan for the content of the document, and then in the second period, the presentation and discussion of the draft document in its details. This stage was marked by the unanimous ratification of the content of the charter by the three parties, while keeping the door open for enrichment until the final formulation.

4. The country's supreme authorities have stressed on several occasions the importance and necessity of social dialogue, the latest of which was the message addressed by the President of the Republic to Algerian workers on the occasion of International Labour Day on May 1, 2022, in which he affirmed that the state "is keen on permanent dialogue with social partners, to ensure transparency and full commitment." The experience of social dialogue in Algeria is very rich, and it has been praised and encouraged by all international, continental and regional organizations, led by the International Labour Organization (ILO), which recommended its adoption. All parties insist on the need to institutionalize this dialogue by establishing permanent bodies representing all parties that follow up on the implementation of decisions and evaluate them on a regular basis, especially with regard to bilateral and tripartite meetings.

5. *The promotion, development and renewal of social dialogue today is more than a necessity in light of global and internal challenges:*

The global challenges are mainly represented in the technological, economic, social and geopolitical transformations that the world knows and their repercussions on Algeria and the Algerian economy. It is also represented in the global problems that are presented today to all humanity, mainly the problem of increasing poverty, marginalization and differences between and within countries, and the problem of environmental transformations and climate

changes and its negative repercussions on environmental diversity and the future of humanity as a whole, in addition to the multiple crises (economic and financial crises, the crisis of low fuel prices, the health crisis, the food crisis). At this level, great challenges await Algeria, starting with strengthening capabilities in order to enter the era of modern technologies, the fourth industrial revolution and the knowledge economy. Algeria needs to achieve the digital shift, ensuring food security and sovereignty, water security, information security, a successful the energy transition and environmental protection in order to achieve the green economy and achieve the goals of sustainable development Agenda 2030.

On the internal level, the Algerian economy, after 60 years of independence, and despite the great successes achieved in many fields, still suffers from the fragility of macroeconomic indicators, and the presence of several structural imbalances that several internal and external factors converged on to perpetuate, nurture and prevent from overcoming. Among the most important of these imbalances is the survival of Algeria's almost total dependence on its revenues from hydrocarbon exports and its excessive dependence on imports from abroad, whether it is related to food or its industrial and agricultural inputs, the weakness of the national productive apparatus mainly in industry and agriculture, the dominance of the unorganized economic sector, and finally the weakness of the results of trade policy Algeria, and in particular the results of the partnership contract with the European Union. At this level, the main challenges remain: ridding the Algerian economy of the logic of rents and building a productive, diversified, competitive and sustainable economy in which the Algerian public and private economic institution plays the driving role. Building this economy also requires accelerating the digital transformation process, entering the knowledge economy, and ensuring the energy transition. Among the challenges is the transition from unorganized to organized economy, as well as a review of the Algerian trade policy in a way that enhances internal productive capacities and serves economic and social development within the framework of equal exchange on

the basis of the “win-win” principle. Finally, strengthening institutional reforms, including reforming and modernizing public administration, consolidating transparency and fighting corruption, and renewing social dialogue in its contents, scope, participating parties, and institutionalization are among the most important challenges that perpetuate not only the success of the above projects, but also ensuring social justice and fairness in the distribution of national goods and wealth between populations and regions, ensuring justice and rights for all, equality, parity, and decent work.

6. We, the three parties, are convinced that raising these global and internal goals and challenges will only be achieved by involving everyone including the government and a society with its political, economic, trade union organizations, employers’ organizations, civil society and its scientific energies and undergraduates and its media, advisory councils and local groups and professional organisations. Renewed social dialogue is the ideal means that allows building and designing an alternative development model that guarantees sustainable economic and social development, the dedication of social justice and fairness, the achievement of social harmony, security and social stability, and the strengthening of the home front.





The content of this charter is based on:

1. Outputs and summary of the first and second phases and the third from the draft which culminated in a set of recommendations from the three parties of the dialogue which were chosen on the basis of their areas of interest related to the 2030 Sustainable Development Plan, their geographical distribution over all regions of the national territory, and their composition of women and youth.

2. The content of the study that was carried out on the economic and social situation in Algeria, entitled: “The economic and social situation in Algeria: for a participatory and sustainable development alternative,” which was presented in bilateral meetings and was discussed and approved by the three parties.

3. Meethaq outputs SOLiD1 which included Tunisia, Morocco and Jordan, taking into account the reality of Algeria and the experience of social dialogue in it.





The general principles of the charter

1. In essence, this charter is based on the historical statement of the glorious November 1 revolution, which states that the goal of the liberation revolution is to achieve national independence by establishing the sovereign, social democratic Algerian state within the framework of Islamic principles, and respect for all basic freedoms without racial or religious discrimination. It is also based on the traditions of social dialogue rooted in the ancient history of Algeria, its culture and values, which played a decisive role in the popular resistance to the colonizer and all its attempts to disperse the Algerian people and erase their identity, culture and language. We mention among them the traditions of Tagamat and all forms of cooperation and social solidarity such as Touiza.

2. One of the requirements of the Algerian constitution, which stressed in its preamble and articles on strong will to build the State of law, institutions and separation of powers, and guaranteeing the basic rights of citizens and public freedoms, including the right to establish associations, parties, trade unions, and employers' organizations, the right to union work and strike, freedom of the press, expression, and creativity, as well as the right to access information, documents, and statistics, and freedom of intellectual and artistic creativity, academic freedoms, and scientific research and its promotion in sustainable development service. It also confirms Algeria's adherence to the human rights stipulated in the Universal Declaration of Human Rights in 1948, and to the international conventions ratified by Algeria.

The Algerian constitution, in its preamble and articles, also affirms the renunciation of violence, sedition, extremism, hate speech and all forms of discrimination. Its spiritual and civilized values based on dialogue, reconciliation and fraternity, and affirms the Algerian people's adherence to its national sovereignty and independence, and intends to build institutions based on the participation of all citizens, especially youth and women, in the conduct of public affairs, the achievement of social justice and equality, and the guarantee of freedom for every individual within the framework of a republican and demo-

cratic state of law. It also stresses the state's keenness to activate the role of civil society to participate in the conduct of public affairs, encourage the state to participatory democracy at the level of local groups, and ensure the establishment of advisory bodies for dialogue and consultation, headed by the National Economic, Social and Environmental Council, which defines its tasks represented in providing a framework for the participation of civil society in consultation.

National Council on economic, social and environmental development policies within the framework of sustainable development, ensures the continuity of dialogue and consultation between national economic and social partners, as well as evaluating issues of national interest in the economic, social, environmental, educational, training and higher education fields, and finally presenting suggestions and recommendations to the government. Likewise, and within the framework of consolidating the rules of governance and the rule of law, the constitution provides for the establishment of oversight bodies headed by the Constitutional Council, the Accountability Council and the Supreme Authority for Transparency, Prevention and Combating Corruption, in order to protect the national economy from all forms of manipulation, embezzlement, illegal trade, arbitrariness, acquisition or illegal confiscation. legitimate or capital smuggling.







In its preamble and articles, the Algerian constitution declares the encouragement of building a productive and diversified economy that values all the country's natural, human and scientific capabilities within the framework of sustainable development, including the necessity of preserving agricultural lands, ensuring a healthy environment, continuous awareness of the dangers of environmental change, and the rational management of water, fossil energies and natural resources. It also affirms adherence to the promotion of social justice and the guarantee of economic, social and environmental rights for citizens, mainly the provision and preservation of water for future generations, health care, prevention and control of infectious and epidemic diseases, the right to a healthy environment within the framework of sustainable development, as well as guaranteeing the right to education and free public education and vocational training. It also guarantees the right to work, wages, protection, security, cleanliness at work, rest and social security, as well as equality of citizens before taxes, combating fraud and tax evasion, and ensuring the safety and health of consumers.

Finally, the Algerian constitution guarantees the protection of women from all forms of violence in all places and circumstances, in the public space and in the professional and private fields. It also guarantees the rights of the child and the family and prohibits child labour.

3. National laws and legislations conduct labour relations and regulate the labour market, social protection systems and associative life, on the experience of various programs for employment, especially youth employment, the establishment of micro-enterprises and the spirit of entrepreneurship, as well as on the rich experience of social dialogue in Algeria since national independence in its various forms: sectoral and collective agreements, bilateral and tripartite,

the National Economic, Social and Environmental Council, and the national economic and social contract.

4. All legislative and regulatory laws and texts, foremost of which is the constitution, that guarantee the right to establish associations and organizations, whether trade unions, employers' organizations, or civil society associations, and to defend and advance the material and moral rights and economic and social interests of the groups they represent. It also stipulates the legitimacy of collective action to promote societal values, citizenship values and human rights, including economic and social rights, individual and collective freedoms, and the achievement of sustainable development goals in all its aspects. It also included a law implementing the principles of participatory democracy, the right to consultation, tripartite and bilateral social dialogue, collective negotiations, and in various constitutional advisory bodies, among others.

5. This Charter also evokes the system of international and regional charters, agreements and recommendations including:

- The Charter of the United Nations, which stipulates in its article 55 the need to ensure higher standards of living, full employment, all conditions for economic progress and development, and a solution to the social and health problems of the population.
- The Universal Declaration of Human Rights (1948), which focuses, in addition to the need to guarantee individual and collective political and civil rights and freedoms, on economic and social rights, including the right to social security, vacation and rest times, as well as ensuring an adequate standard of living, the right to education and to participate freely in cultural life.

● The International Covenant on Economic, Social and Cultural Rights (1966) and the Universal Declaration of Social Progress and Development (1969), which affirm the dignity and value of the human person and social justice, and work internationally and nationally to adopt it as a common basis for social development policies.

● Special international conventions that guarantee the rights of children, the right to social protection for all, decent work, the rights of women and working women, those that prevent discrimination and violence in all its forms, the right to development and the sovereignty of peoples over their natural wealth.

● For the United Nations General Assembly of the paragraph 5 from the ILO Declaration on “Social Justice for a Fair Globalization” issued on December 19, 2008, pursuant to Resolution No. 63-199, and the decision of the International Human Rights Committee concerned with the follow-up to the International Covenant on Economic, Social and Cultural Rights No. 23/2016 issued on April 27/2016 (especially its seventh article), in its general comment on the importance of social dialogue.



6. This charter is also based on the Constitution of the ILO and the Declaration of Philadelphia (1944) based on the consecration of the principle of tripartism and social dialogue, and the basic international labour standards contained in the conventions of this organization, including agreement No98 relating to the application of the principles of the right to organize and collective bargaining. Convention No. 87 is on to the right to organize, all agreements, recommendations. It includes decisions issued by the ILO related to social dialogue, collective bargaining and professional relations, especially recommendation issued in its report for the year 2015 concerning “a just transition towards environmental and sustainable economies for all”, and provision mechanisms in which “social dialogue is an integral part of the institutional framework of public policies at all levels.” It includes the structuring issues of public policies, including “macroeconomic programmes, growth, industrial and sectoral policies, policies related to entrepreneurship and competency development, occupational and health safety, social protection, policies for active management of the labour market, and labour rights...”. It includes the decisions approved in the 90th session of 2002 related to social dialogue, tripartite consultation, decent work, and the informal economy. Also, it contains the ILO Declaration on Social Justice for a Fair Globalization (2008), and the decision of the Global Employment Pact, ratified at the 98th session of 2009, Recommendation No. 202, that confirms the need to promote social dialogue in the design, management and implementation of social security systems, including social protection floors. Finally, effective national social dialogue must be mainstreamed in the development and evaluation of social protection policies. Dialogue must also include the issue of expanding social security When adopting social security reforms and financial adjustments to ensure adequacy of benefits and the maintenance of fair social protection systems.

7. This charter is also based on ILO Centenary Declaration for the Future of Work adopted in the International Labour Conference at its Hundred and Eighth Session, Geneva, 21 June 2019, which declares “The ILO is celebrating its centenary at a time of transformative change in the world of work, spurred by technological innovations, demographic shifts and changing environment, climate and globalization, and at a







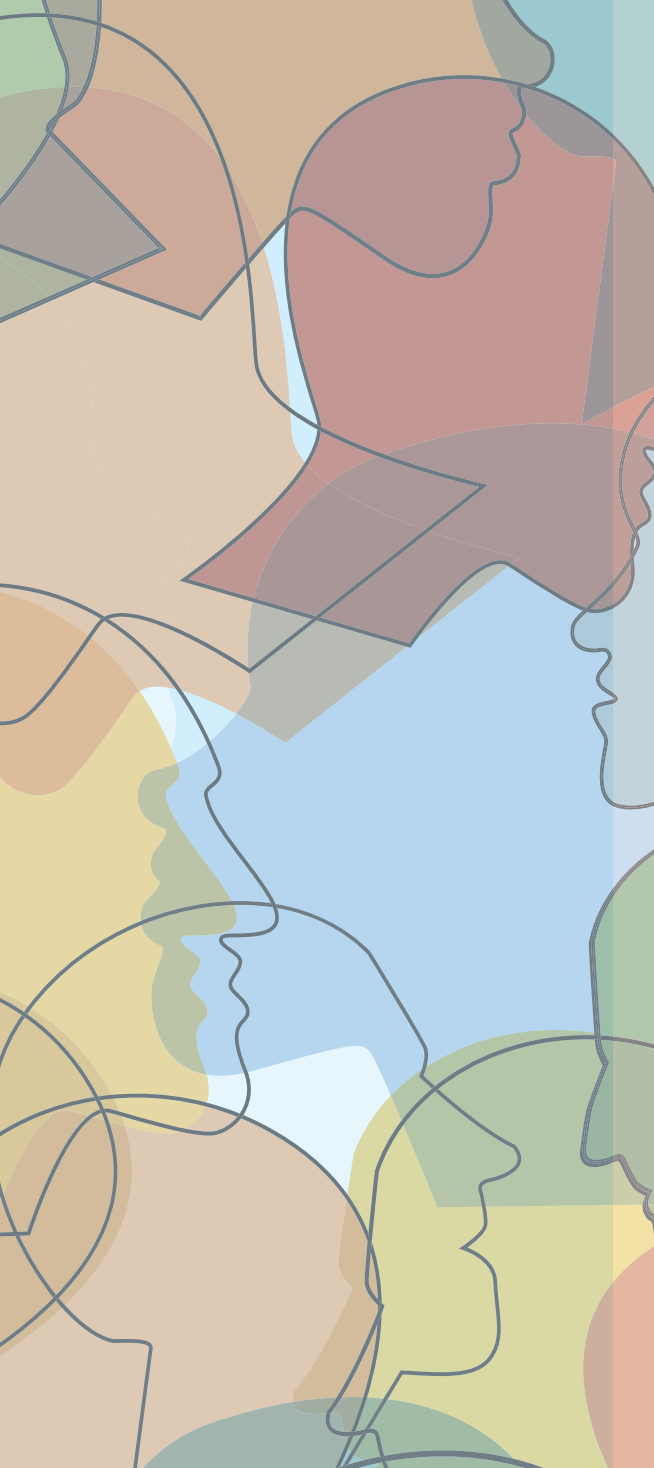
time when inequalities persist that have profound implications for the nature and future of work and the place and dignity of people in it.” It also declares that “it is necessary to move quickly to seize opportunities and face challenges in order to chart the contours of a fair, inclusive and secure work future accompanied by full, productive and freely chosen employment and decent work opportunities for all.” The declaration also affirms that social dialogue contributes to the cohesion of societies as a whole and that it is essential to a productive and productive economy.

8. This charter was based on the 2030 Sustainable Development Plan and its 17 goals, which we consider to be interrelated and interacting with each other, bearing in mind that the work outputs of the workshops that were organized in implementation of the first and second phases of the project, have placed in the priorities of arranging these goals each of the eighth strategic goal related to the promotion of sustained, inclusive and sustainable economic growth, full and productive employment, and the provision of decent work for all, and the ninth goal, which includes building resilient infrastructure, stimulating inclusive industrialization for all, and encouraging innovation. The second goal includes eliminating hunger, providing food security and improved nutrition, and promoting Sustainable agriculture. The third goal is on ensuring healthy lifestyles and well-being for all at all ages. The fifth goal relates to achieving gender equality and empowering all women and girls. The thirteenth goal includes taking urgent action to address climate change and its effects.

9. This charter is also based on the voluntary reports prepared by Algeria on the 2030 Sustainable Development Goals, especially the 2019 report, which reflects the progress made by Algeria in the field of adopting sustainable development goals and integrating them

into national and sectoral development programs and setting up institutional mechanisms and tools for their implementation.

In this regard, the three parties value all the steps adopted by Algeria in the field of implementing the goals of sustainable development. Since the ratification of the goals of sustainable development 2030, Algeria has taken all measures to adopt these goals as a government and by all concerned parties, through Algeria's declaration of voluntary engagement in these goals and work to implement them. In concrete terms, which appears clearly in the preamble to the Constitution of 2020 and a number of its articles, as the constitution explicitly referred to the principles and objectives of sustainable development (social and regional equality, environmental protection, workers and women's rights, health protection, social protection, rational use and preservation of natural resources, community contribution Civilians and citizens, especially women and youth, in the national development effort...). it also includes these goals in the various government programs and financial laws. Since 2016, Algeria has set in place institutional mechanisms for follow-up and evaluation and tools for implementing the 2030 Agenda, and the inclusion of these goals in its development programs, public policy and implementation. Among them, we mention Algeria's signature of all international agreements related to sustainable development, and the issuance of several laws related to the implementation of the 2030 Sustainable Development Goals and their inclusion in the plans. National and sectoral (environmental protection, urbanization, promotion of renewable energies, prevention of major risks and disaster management), developed a strategy for the environment and sustainable development (2019-2035), which are considered as a national, consensual, participatory and comprehensive vision for Algeria to embody the goals of sustainable devel-



opment. It has established institutions and bodies directly related to these goals, and has put in place a financial mechanism in order to support and facilitate the application of sustainable development, such as the National Fund for the Environment and Coasts, the Special Fund for the Development of the Southern Regions, the Special Fund for the Economic Development of the Highlands, the National Fund for Energy Control and for Renewable Energies and Cogeneration, National Fund for Rural Development, National Fund for Agricultural Development, National Water Fund.

The three parties also value the results achieved in achieving the sustainable development goals, which made the United Nations rank them first in the Arab world and Africa for the fourth time in a row since 2019, especially with regard to Goal 4 on education, Goal 12 on sustainable consumption and production patterns, and Goal 17 on international partnership in the realization of sustainable development goals. According to the same body, Algeria has also witnessed tangible development in some other goals, such as Goal 9 on industry, innovation and infrastructure, Goal 13 on climate, Goal 15 on life on land, and finally Goal 16 on peace, justice and strong institutions.







General obligations of social actors and civil society

We, the General Union of Algerian Workers and Employers organizations, Confederation of Algerian industrialists and producers (CIPA), the National Confederation of Algerian Employers (CNPA) and Algerian Confederation of Citizen Employers CAPC) and civil society in Algeria, we pledge our collective will to adopt dialogue in general, the values of tolerance and respect for all opinions, and to tripartite and bilateral social dialogue, collective negotiations and in other institutions of social dialogue, as an inevitable tool in order to lift the internal and external challenges facing Algeria, which is not an option but a necessity.

We declare our commitment to:

- 1.** The principles contained in international covenants, conventions, and recommendations related to human rights, economic, social, and cultural rights, and those that guarantee the rights of children, people with special needs, and the elderly, and that prevent violence against women and discrimination in all its forms, and that guarantee peoples' right to development, decent living, and sovereignty over their national wealth.
- 2.** To respect legislation, laws and standards related to basic rights of work and workers, to work to ensure their implementation, to work jointly to accelerate the pace of ratification of agreements issued by ILO, and to contribute to the compatibility and conformity of national legislation with international labour standards, and to respect the legislative hierarchy and sequence in building contracts and designing agreements between the social parties. We consider the initiatives and proposals submitted by any social party to develop or amend national labour relations to be the subject of tripartite and bilateral social dialogue, in accordance with the provisions of International Labour Convention No. 144.
- 3.** By respecting national laws and legislation, foremost of which is the constitution with its rights and duties, and contributing to their implementation in order to serve the interest of the Algerian people and Algeria, as well as contributing to enriching and amending them if necessary. At the same time, we emphasize working to embody our representative legitimacy, our organizational independence, the exercise of all our rights and freedoms guaranteed to us by law, and the development of our capabilities in formation, analysis, studies, negotiation and contracting in order to become a positive evaluation and suggestion force.
- 4.** Contribute to the establishment of the new Algeria and the building of a democratic society and sustainable development, based on the interaction of the economic community (employers' organizations and economic institutions), the social community (trade union organizations), and civil society (associations, cooperatives, and cooperatives). As they are the living forces and active and influential media in society, whose roles and tasks intersect and interact in their various fields of specialization to become a power of analysis, evaluation, suggestion and recruitment of energies.
- 5.** By renewing commitment to the principle of building a social state by putting the economy and the fruits of growth at the service of society and considering justice, equality and reducing disparities as the most important value and principle to ensure social harmony and strengthen the home front and social stability. This is achieved through policies to ensure a fair and equitable distribution of national wealth and national income, embodying the principle of social justice, guaranteeing the economic and social rights of the population, adopting as a priority the achievement of decent work, strengthening purchasing power, ensuring public service of quality and accessible to all, and generalizing social protection.
- 6.** Work on the embodiment of a gender approach based on equality and parity at the vertical, horizontal and spatial levels, to en-

able young people and women to access the labour market according to decent work standards, and to facilitate enabling them to establish their own economic projects, as well as enabling them to be represented in national and local elected councils, and to assume positions of responsibility at the level of public administration and institutions, and to assume national and sectoral leadership responsibilities at the level of trade unions, employers' organizations and civil society organizations.

7. Contribute to strengthening the construction of international trade and economic cooperation for Algeria on the basis of parity, strengthening national production capacities and the Algerian enterprise, strengthening relations with African, Maghreb and Arab countries, and positive positioning in the global economy in line with transformations and new balances of power.

8. By contributing to the achievement of the goals of sustainable development, the 2030 plan as a solid ground for building the desired development model, with the need to rearrange the goals and adapt them according to the Algerian reality, its historical and cultural balance, and its development experience after independence until today. In this regard, it is necessary to emphasize the three traditional dimensions of this development, namely the social dimension that includes the principle of equity and social justice, the economic

dimension that includes the principle of economic efficiency and effectiveness, and the environmental dimension that includes the principle of sustainability, preserving resources. It addresses the cognitive and cultural dimension that includes the principle of non-commodification of intangible heritage and spreading the values of cooperation, solidarity, tolerance, non-discrimination and human rights, and finally the institutional dimension that includes the principle of empowerment, participation and accountability.

9. With the principle that only the national consensus resulting from the effective and broad participation of all parties is the guarantor of building a development model that guarantees the building of a productive, diversified, competitive and sustainable economy based on encouraging public and private productive investments that generate wealth and create decent jobs, on stimulating entry into the knowledge economy and digitization, and raising the challenges of food security and sovereignty, the energy and environmental transition, the transfer of the unregulated economy to the organized economy, as well as achieving social harmony and strengthening the home front and national unity.

10. By enlisting in order to strengthen, develop and renew social dialogue in its contents, scope, composition and institutionalization, in view of the transformations that the

global economy is experiencing and their repercussions on the Algerian economy and the labour market in particular and the challenges they pose, as well as in view of the internal challenges, on top of which is the challenge of national development and building a productive, diversified, competitive and sustainable economy.

In this regard, the three parties are keen on the necessity:

1. Adoption of the principle of objective, scientific and periodic assessment of the performance of the Algerian economy and the social and environmental situation of the country, and the consolidation of this as a culture and practice at all levels, the institutionalization of social dialogue in all its forms and at all levels through the establishment of permanent bodies for periodic and regular follow-up and evaluation and the provision of all data and information to ensure its effectiveness and the embodiment of its outputs.

2. Developing the national statistical system, providing quality and credible data and statistics, and making them accessible to all parties, as well as raising planning and foresight capabilities. This would enable decision-makers at the central and local levels to take appropriate economic, social and other decisions at the right time and place and evaluate them. It also allows local and foreign investors to improve their ability to pre-

dict and make the optimal investment decision to maximize results. It also supports the capabilities of social parties to studies, analyse, evaluate and determine their positions. according to the interests of the groups it represents.

3. Developing the capabilities of the three parties in formation, studies and analysis using modern technological means, whether in other economic and social fields related to global transformations and their repercussions. To better understand the complexities and changes existing and expected in the labour market, and the challenges of economic and social competition, technological and professional transformations, and new production and management patterns associated with the fourth industrial revolution, and those associated with the development of the national economic, social and environmental situation, or in the field of strengthening the capabilities of the three parties to civil and social dialogue and collective negotiation.

II. The state, as an operator and as a public authority, has the responsibility to promote social dialogue and to provide all the means mentioned above for the three parties to develop and renew it and its institutionalization. In a consultative manner with trade union organizations, employers' organizations and civil society associations in order to raise their capabilities and devise new methods and models for social dialogue that enable them to raise the global and internal challenges facing them today.






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Presentation of the pillars on which the Charter is based:

Building on these strategic commitments, the parties of the dialogue seek to work on four axes, the economic, the social, the environmental, and the institutional axis, which includes, in addition to the rules for strengthening the state of institutions, democracy and participation, the principle of gender equality, non-discrimination, empowerment of women and combating all forms of violence against them.

Noting that these axes integrate all the 17 goals of sustainable development 2030 with a rearrangement of priorities according to the Algerian reality, according to the outputs of the first and second phase workshops of the SOLiD Algeria project. It is also subject to enrichment and development in order to reach its final form.



The economic hub:



1. It is more than necessary today to highlight the basic structural imbalances that must be overcome in order to build an alternative development model, which are four basic structural imbalances that all studies and research consider as basic barriers that impede the development of the Algerian economy today and prevent it from being transformed into a productive and diversified economy that creates wealth and decent work. Ensuring that the basic needs of the population, especially food, are met, and that it respects the environment in accordance with the 2030 Sustainable Development Goals and the principles and foundations of governance.

2. These structural imbalances are represented first in the dependence of the Algerian economy abroad through its reliance on hydrocarbons for its revenues, at a rate of more than 91% of total exports, and in its imports on food (23.45% of total imports) and industrial and agricultural inputs (26.55% and 23.27%, respectively, of total imports). As for the second structural imbalance, it lies in the weakness of the national production apparatus in industry and agriculture and its lack of diversification, which is mainly reflected in the weak contribution of industry to the gross domestic product, the decline in its employment rate, weak productivity, and the concentration of economic activity mainly in the services and trade sector, and is also reflected in the poor coverage of agricultural production for domestic demand. Increasingly due to demographic growth, which raises the issue of achieving food security and food sovereignty vitally in the context of an international market very turbulent due to the Russian-Ukrainian conflict.

3. The three parties participating in this project agree that it is not possible to build a participatory and sustainable development alternative without overcoming these structural imbalances, and that this overcoming requires policies and structural solutions according to a medium and long-term development policy that is the result of collective participation and constructive and effective social dialogue.

The most important items on which this development policy should be based, the three parties agree on:

- The need to establish a diversified, competitive and sustainable productive economy that is based on the public and private economic establishment, and on knowledge and the consolidation of scientific research and technological progress, which requires the formulation of a strong voluntary policy to raise productive investments and return to industrialization. High added value, which finds its place in global value chains, which are the driving sectors of the Fourth Industrial Revolution today, and also requires strengthening the institutional framework, governance, and the effectiveness of services that support productive investments.

In this regard, all parties, especially employers' organizations and the General Confederation of Algerian Workers, value their participation in the consultations on the new investment law, and consider that the legal and regulatory measures contained in it will contribute significantly to lifting all bureaucratic and other restrictions that prevent the encouragement and diversification of productive investments. And get rid of dependence on revenue from fuel.

It also expresses its willingness to support all initiatives towards embodying public policies for investment with the aim of ensuring strong and sustainable growth and building a productive and diversified economy. A long-term view of developing productive sectors in industry and agriculture, achieving digital transformation and energy transition, including sustainable development goals, and adopting governance principles is also addressed.

- The need to work to expedite the digital transformation and building a knowledge economy and its requirements: There are positive effects on value creation and achieving high growth rates, and effects on other economic sectors, and accordingly on job cre-



ation, in four basic sectors today that are all linked to this economy, which are artificial intelligence and robotics, ecological urbanization, ecological cities, green spaces, biological agriculture, e-commerce, and finally Information protection and electronic security sector and the ethics of modern technologies.

Achieving the digital economy requires setting urgent and medium-term policies to prepare the human resource by developing education, training, scientific research, research and development towards acquiring modern technologies and raising its development capabilities, and providing the institutional, legislative and legal framework for institutions operating in this economy, as well as to ensure digital security and combat cybercrime, and finally develop Digitization at all levels.

- The necessity of accelerating the achievement of the energy transition, including the rationalization of demand and consumption, and the adoption of renewable energies. It is the goal that falls directly within the achievement of the sustainable development goals. The three parties appreciate the measures adopt-

ed by the government to reduce greenhouse gas emissions and encourage the production of renewable energies, especially solar energy. However, they consider that Algeria is lagging behind in the field of energy transition. Therefore, it proposes in this regard:

- Accelerate the achievement of energy efficiency in all fields and economic sectors, and develop a smart and sustainable energy system (families, buildings and housing, smart cities, industry, agriculture, etc.),
- Encouraging the development of the production of clean and sustainable renewable energies, especially solar, given the capabilities that Algeria possesses, and the development of green hydrogen production in order to increase electricity storage capacities,
- Encouraging active institutions in this field, especially emerging ones, and accompanying them, by providing them with the appropriate institutional, legal and regulatory environment and infrastructure.

- Encouraging scientific research, education and training in the fields of renewable energies and the energy transition in general, knowing that they are fields that generate new professions and a strong reservoir of employment.

- A vital necessity to develop the agricultural sector and ensure security and food sovereignty. This goal is considered by the three parties to be strategic and vital and a major challenge that must be raised in view of the increasing demand for food due to the increasing demographic growth and the weak rate of growth of the agricultural gross domestic product (2.5%) and a deficit industrial-food trade balance (-8.2%), in addition to the natural restrictions in the sector represented by the lack of agricultural land and water scarcity, taking into account the fluctuations of the global market due to the Corona crisis and the Russian-Ukrainian conflict.

The three parties consider that developing the agricultural sector in Algeria and raising the challenge of security and food sovereignty requires abandoning the short-term logic that characterizes and normalizes government decisions in this sector and building a comprehensive and long-term strategy for the agricultural sector that is the result of a national discussion that includes all actors in and around the agricultural sector (the government, loyalists and their representatives, researchers in the field, merchants, industrialists, local groups, departments in charge of the environment, water resources and urban planning, civil society associations active in all these fields and consumer associations.)

The three parties consider that this strategy must take into account:

- The priority of the goal of achieving security and food sovereignty in a way that guarantees the population's regular and continuous access to healthy food by developing local production first, including agricultural inputs, equipment and equipment, and importing what cannot be produced, taking into account

the food priorities of Algerians, their identity and their food culture.

- Promoting sustainable agriculture aimed at preserving natural resources and increasing their capabilities (land, water, covered areas and forests...), reducing the deterioration of the environment and local agricultural systems, soil erosion, land salinity, desertification and urban sprawl, and the protection of environmental diversity and plant and animal generics, especially the protection of local seeds that it is the first link in the chain of ensuring food security and sovereignty. It also takes into account the capabilities and local characteristics of the regions (steppes and higher plateaus, oases, mountains, irrigated areas, plains, etc.).

- Developing modern agricultural scientific and technical capacities (scientific research, education and training...) on the basis of ecological principles and practices, with keenness to capitalize local agricultural knowledge.

- Improving the living conditions of farmers and rural residents, achieving employment and decent work, generalizing social protection, encouraging mutual and cooperative work, and developing family farming and the social solidarity economy, all of which are measures aimed at reducing the informal economy in this sector.

- Achieving food security and sovereignty, mostly water sovereignty and sovereignty over all kinds of seeds, and the promotion of sustainable agriculture. It is related to developing a strategy for integrated economic development, which is mainly related to industrial and energy policies, urban development, environmental protection, water resource management, loan policy, etc.

- The success of the process of securing the transition of the informal economy to the organized economy: In view of the size and weight of this sector and its negative effects



on the economy in general, employment, working conditions and the purchasing power of its workers, the three parties propose designing a national plan in which all concerned parties participate to count and measure the real size of this sector, classify it and estimate its negative repercussions on all economic, social, cultural and political fields. It proposes a program securing its gradual transfer from the economy and informal employment and its integration into the economy and organized employment. What must be emphasized is the need to distinguish between the unregulated “pensionary” economy, which guarantees workers a decent livelihood, and the unregulated “plundering and predatory” economy, which poses a real threat to the Algerian economy and society. Therefore, achieving this transition depends on the type and nature of this economy active in it.

- The importance of reorienting trade policy towards ensuring more equal exchanges. Algeria’s commercial and economic relations with the rest of the world, giving priority to the goal of development and the development of a productive economy, encouraging productive foreign investments, ensuring positive integration into global value chains, strengthening trade relations and cooperation relations with the African continent, the Arab countries, the Maghreb and neighbouring countries. Economic diplomacy must also be developed and made at the service of promoting the Algerian institution and the national product.
- Encouraging the social-solidarity economy, the cooperative system and cooperatives, given the suitability of this economy and systems, the size of Algerian institutions and agricultural ownerships, and its capabilities to embody the circular economy, reduce disparities, and the size of the unorganized economy and transfer it to the organized economy.
- Developing the national statistical apparatus and supporting national capabilities for planning and foresight, and the need to put economic and social information within the reach of all economic and social actors and researchers, given its importance in developing capabilities for analysing and studying the economic and social reality and planning and foreseeing the future. It also raises the quality of social dialogue and the effectiveness of its outputs.



The social hub:



1. With regard to the social axis, the three parties participating in the SOLiD Algeria project are keen to value the social policy adopted by the public authorities in fulfilment of the statement of the first of November, which stipulates the building of a social state, a policy that allowed Algeria to rank first in the Arab world and Africa in indicators of sustainable development.

2. The three parties affirm their adherence to the social character of the Algerian state and declare their willingness to work within a consultative framework and an effective and effective social dialogue to preserve all the social gains of the Algerian people in general and workers and workers in particular. They also confirm seeking to expand and develop them in a manner that preserves the macroeconomic balances of Algeria and the awareness of the importance and role of the social sphere in ensuring stimulating aggregate demand, encouraging the economic cycle, achieving social stability and civil peace, and strengthening the home front and national unity. Among the areas that should receive maximum attention and attention, the three parties focus on:

- The need to develop a comprehensive, active, integrated and far-reaching national policy for employment: On a consultative basis and within the framework of a comprehensive national dialogue that includes all concerned parties, it aims to increase the pace of establishing decent and permanent job sites, especially for youth and women, and reduce unemployment to its minimum limits, given the increasing demand for work in the labour market by virtue of demographic growth and the high percentage of the active population of the total population, and it is necessary that this policy incorporates in its conception:

- The importance of increasing economic growth rates and the pace of establishing start-ups, small and medium enterprises, and ensuring the conditions for their sustainability, and the necessity of investing in labour-intensive sectors, as a prerequisite for responding

to the increasing demand for employment.

- Work to reconcile the needs of the labour market with the outputs of the system of education, vocational training, higher education and specialized higher institutes, taking into consideration the transformations that the global economy is experiencing mainly the technological revolution and its applications, the development of global value chains, the rise of the financial sector in the global economy, and its repercussions on the national economy and the labour market. Address its role in the disappearance of old professions and the emergence of new professions that are generally concentrated in the sectors of modern technologies. We mention, for example, artificial intelligence, robotics, e-commerce of all kinds, and professions that develop around the requirements of environmental transformation, ensuring information security and digitization.

- Developing and developing the culture of entrepreneurship in all fields and generalizing its teaching in various disciplines due to its positive role in establishing individual work and start-up and small enterprises and ensuring the extension of their life span, with the impact of this on the establishment of permanent and decent job sites.

- Develop a national program for mainstreaming decent work: According to the references of ILO and several global, continental and regional reports, and Goal 8 of the Sustainable Development Goals 2030: The three parties consider that putting an end to the growth of poverty and social disparities and the expansion of vulnerability in the labour market due to the generalization of fixed-time work contracts and employment in the informal economy, as well as due to the development of new professions. The institutional and legal framework has not yet been established for its organization, given its specificity (for example, the ambiguity of the worker's legal status, is he an individual worker or a wage-earner?). All of this requires setting decent work as a prior-

ity that must be achieved through a national program to be embodied in all national policies for development and employment.

- The need to adopt a comprehensive approach to preserve the purchasing power of the population, combat the phenomena of poverty, deprivation and fragility, eliminate social and regional disparities, ensure equal opportunities, improve the quality of public service and expand it for all, as well as raise the quality of health services, all in accordance with the 2030 Sustainable Development Goals and embodying the principle of social justice and fairness. In this regard, the three parties call for opening a broad and comprehensive dialogue on social transfers and subsidy policy with a view to reconsidering them in a more rational and efficient manner in spending, with the need to ensure social justice and fairness and adherence to the principle of building a social state.
- The three parties declare their adherence to the social protection system based on distribution and support every measure to-

wards generalizing social protection for all sectors (public and private, organized and unorganized) and expanding its services and strengthening their resilience and coping with crises and improve management and governance of social protection funds and ensuring their financial balance. It also declares its permanent readiness to participate in formulate and implement national social protection policies and strategies through national social dialogue.

- Reviewing tax policy in the direction of achieving tax justice: the embodiment of social justice by correcting the rates of tax contribution on the incomes of waged work and the incomes of institutions, the need to improve collection systems, reduce tax fraud and evasion, and redirect the expenditure of tax resources to public investment and basic services, mainly health and education, and reviewing the wage systems in a way that achieves the interests of the three social parties, provides the ability to live a decent life, stimulates the total demand for goods and services, and revives the economic cycle.



- Reconsider the policy of the education system, higher education and vocational training: In its content and curricula in accordance with Goal 4 of the sustainable development goals related to ensuring quality education and opportunities for continuous training for all, by improving quality by restoring its role and the goal of this system represented in raising the capabilities of pupils, students and trainees to achieve academic achievement and accumulate knowledge and not to distribute certifi-

cates, as well as towards strengthening technical education and technological in line with the technological and economic transformations that the world and the labour market are experiencing. Also, this system must open up to the economic world and the economic institution and build an interactive relationship with it to link the theoretical training with the applied training.



The environ- mental hub



1. The three parties participating in the project value Algeria's adoption, whether in terms of legal or regulatory texts, especially the constitution or the practical measures it has taken, the concept and principle of sustainable development and its voluntary declaration of engagement in the 17 Sustainable Development Goals and commitment to achieve them. It announces its enlistment alongside the government to move further towards the embodiment of these goals, especially those related to the environment and climate changes because it still has not received enough attention in the culture and behaviour of citizens, economic institutions, and central and local administrations.

2. The three parties call for the design of a comprehensive national policy for the environment and sustainable development that is the result of a wide dialogue and consultation for all concerned after a scientific and objective diagnosis of the environmental situation of Algeria in



general, with a focus on natural and other constraints (the increasing needs of the population due to demographic growth, limited agricultural land, water scarcity, semi-arid climate, dependence on fossil fuels and the delay in the field of energy transition) that must be overcome in order to achieve the goals of sustainable development 2030. Among the measures that must be taken are:

- Evaluation of public policies towards the environment and climate change and the involvement of all parties, including local communities and civil society, and the need to establish permanent mechanisms for this.
- Strengthening the national legislative and legal system related to the environment and cli-

mate change to ensure its harmony and avoid overlapping powers between various bodies and institutions, and to include all initiatives related to environmental protection and confronting climate change within national and local development plans.

- Strengthening the capabilities of monitoring, following up and controlling environmental shifts and climate changes at the global and national levels, in order to notify in advance of crises and plan to face their negative repercussions and avoid them if possible.

- Developing a national strategy to sensitize and develop awareness of the importance of environmental responsibility and the dangers of climate change at all levels (audiovi-



sual and written media, educational curricula, mosques, cultural and artistic programmes, etc.).

- Enhancing legislation that binds economic institutions and various bodies to an environmental performance contract and obliges them to apply laws related to preserving the environment.

- Strengthening the judicial system financially and humanly with specializations in the field of the environment to ensure the application of laws and the imposition of penalties on violators.

- Developing international action and environmental diplomacy in a way that enhances Algeria's initiatives related to protecting the environment and confronting climate change.

- Accelerating the embodiment of the energy transition, because of its positive results on the rationalization and rationalization of fossil fuel consumption and the reduction of the emission of warm gases, and the orientation towards renewable energies, especially solar energy, of which Algeria has a significant reservoir that is among the largest in the world.

- Preserving agricultural lands, decreasing forest areas, and reducing their erosion due to various factors, and programs to increase the percentage of their areas through reclamation and afforestation, as well as encouraging oasis agriculture, because all of this is important in raising productive capacities in agriculture, ensuring security and food sovereignty, achieving a circular economy, creating environmental diversity, and consecrating sustainability.

- Rationalizing water consumption and limiting its leakage and loss in various forms in order to ensure water sovereignty, as well as increasing storage capacities, the adoption of an urban policy, and a housing and construction policy that respects the principles of sustainability and the Algerian architectural heritage, which is sustainable in origin (especially in the south), and working to reduce industrial and urban pollution by setting laws to punish polluters. It is also necessary to preserve all national wealth, whether on land or sea, and combat its pollution.

- Developing a comprehensive waste management program based on modern technologies and giving priority to technical sorting and restructuring in a way that supports national production and creates job sites, with the need to strengthen laws to deter violators, including tax ones, as well as linking the waste management process to urban planning and city cleanliness in line with Goal 11 of the development goals sustainable horizons 2030.

- Establishing the organic relationship between climate justice and social justice, to ensure decent work rights, and create new job opportunities, in all areas of the green economy.

- The importance of raising awareness of the goals of sustainable development 2030 and mobilizing all parties to engage in them and adopt them with their “butchery” by rearranging priorities according to the Algerian reality, the need to give a greater role to local groups in embodying the 2030 Sustainable Development Goals, to encourage civil society organizations to adopt the 2030 Sustainable Development Goals and include them in their programs, encouraging green and social entrepreneurship, spreading the concept of sustainability in the business world, encouraging investments, facilities, and clean and environmentally friendly industries, including these goals in school, educational and training curricula at various levels, and promoting scientific research in these areas, and strengthening regional and international cooperation and with international orga-

nizations to embody the goals of sustainable development 2030, and seeking to recognize the ecological debt of the countries of the North on the environmental situation in the countries of the South.

- Designing a national action program to assess the attacks on the environment and nature, the impact of polluting materials and gases and their sources, and estimate the risks of pollution on climate to mitigate its repercussions, and develop capabilities related to the follow-up and implementation of policies and programs related to international agreements, especially the Rio Convention, the United Nations Framework Convention on Climate Change, the Convention to Combat Desertification, and the Convention on Environmental Geological Diversity, and the activation of environmental decisions in Paris, the Marrakesh Conference, and the 2030 Sustainable Development Goals, especially goals 14 and 15, 13, 11, 7, 6.





The Institutional axis:





The three parties appreciate Algeria's commitment, constitutionally and through other national laws, legislation and regulations, to:

1. Building a state of institutions, separation of powers, ensuring the independence of the judiciary, adopting the principles of good governance and transparency in conducting public affairs, fighting corruption and bribery, protecting the national economy from embezzlement and capital smuggling, respecting individual and collective rights and freedoms, including freedom of association and the right to establish professional associations for employers and civil associations. It also appreciates the same commitment to ensuring economic and social rights for all, including the right to work, wages, housing and public service.

2. Ensuring equality between women and men, promoting women's political rights, expanding their chances of representation in elected councils, promoting parity in the labor market, promoting women in positions of responsibility in public bodies, administrations, and institutions, as well as protecting women from all forms of violence everywhere.

3. Adopting the principles of consultation and dialogue among all with regard to all issues related to public policies, and establishing a group of advisory bodies to embody this in a number of areas.

It announces its adoption of these commitments and enlists them alongside the public authorities to embody them and ensure their implementation at the national level and within our organisations. At the same time, it calls for:

4. Optimal investment in advisory institutions and oversight bodies by creating a continuous dynamism, whether at the interactive level, such as the National Observatory for Civil Society, which is a proposing and active force in the progress of building and structuring civil society in line with the goals of achieving citizenship and participatory democracy and activating the oversight role of society, as well as for the Supreme Council for Youth, which is considered A tire nursery that contributes effectively to solving the major problems related to unemployment and raising the various economic and social challenges mentioned above, as well as the National Council for Human Rights, which has the task of defending all rights and freedoms, mainly women and

gender equality and combating violence and discrimination in all its forms, and finally oversight bodies such as the Accountability Council And the supreme authority for transparency and the prevention and combating of corruption, in order to perpetuate the principles of governance.

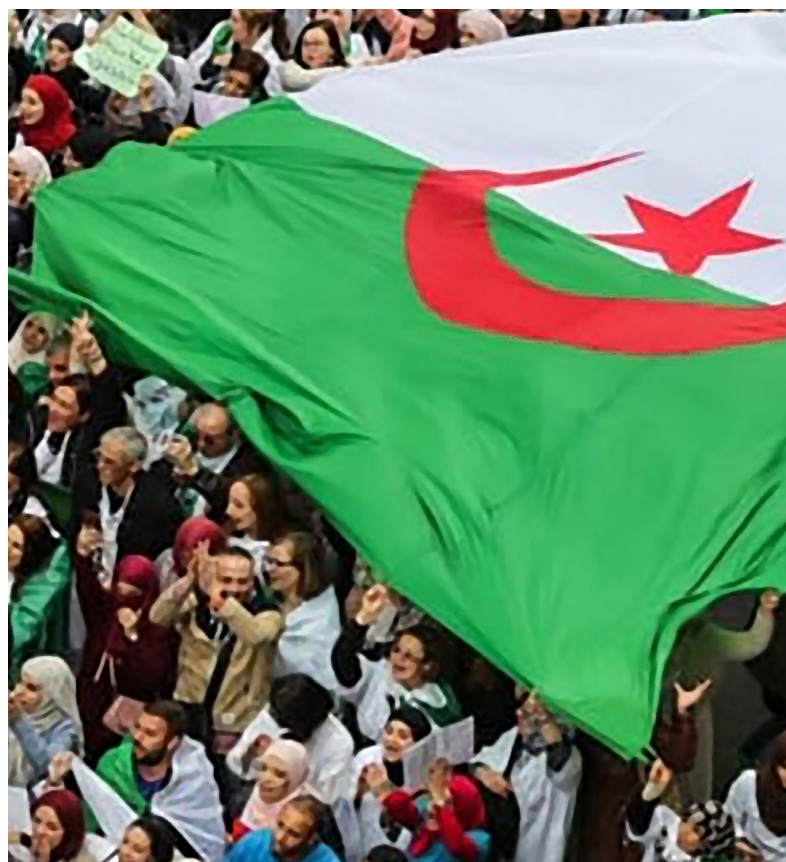
5. The need to activate all advisory and oversight bodies and raise the quality of their representation and commitment by applying the principles of governance, mainly the principle of transparency and accountability, through publishing reports on its activity and making it accessible to all, and subjecting it itself to the principle of evaluation, accountability and reporting of the outcome.

6. The need to strengthen and expand the application of the principles of equality and parity at all associative levels, employers' organizations and trade unions, and to review and develop legislation and make it compatible with all international standards and conventions related to working women's rights, maternity protection, family responsibilities, the decent work agenda, increasing women's participation in economic and social activities, and designing consultative national action programs With all parties to embody the fifth goal of the 2030 Sustainable Development Goals related to gender equality, while combating all forms of violence, discrimination and harassment against women in the workplace. Measures must also be taken to strengthen the involvement of working women in trade unions and participation in collective negotiations and consultations in the bodies of the employing establishment, and to impose a number of women working in the participation boards of establishments and administrative committees of equal membership for public employment.

7. The need to expedite the development of a legislative path in order to strengthen and supplement the legal framework for labour relations with regulatory measures to protect against violence and sexual harassment at work, or to issue a special law in order to ensure protection against violence and sexual harassment at work inspired by Convention

No. 190 and Recommendation No. 206 of the ILO. This should be followed by tangible initiatives such as organizing awareness campaigns through the media and organizing scientific seminars...etc. Also, the fight against violence and harassment, especially sexual harassment, must not depend solely on the law, but rather other approaches that mix the legal and illegal sides, such as education, training, and the media, must be imagined.

8. Encourage trade unions and employers' organizations to include in their statutes and



by-laws the appointment of a reference member within the national executive and grass-roots bodies, exclusively charged with following up on issues of violence and harassment. Finally, the establishment of a permanent tripartite national committee that monitors and follows up data on issues of violence and harassment at work, and is required to publish a periodic report on this.

9. Accelerating the pace of implementation of all measures related to the reform and modernization of central and local public administration, especially the administration of taxes and the budget in the public service, acceler-



ating its digitization and supporting it with modern human and technological resources to make this a success.

10. Strengthening, developing and modernizing the economic and social information system, updating it, and supporting it with material and human means, which stimulates the production of quality information that enables appropriate and timely economic and social decisions to be taken, and information is made accessible to all, and in this field, we particularly mention agricultural information and the informal economy.

Conclusion

To conclude the charter, the three parties stress the vital importance of developing and renewing social dialogue, which is a necessity rather than an option, given the great and diverse challenges, global and internal, which awaits Algeria and submit proposals for its development.

The development and renewal of social dialogue must include its topics to move from a dialogue on issues of labour relations, wages and purchasing power, which are necessary and essential not only to raise the standard of living and well-being of workers, but to improve labour productivity and the profitability of institutions and the economy as a whole, towards a more comprehensive macroeconomic-social-environmental dialogue and institutional. The fate of work is linked to the health of the economic institution, whose existence and permanence is linked to the health of the economy as a whole, the quality of institutions and the extent of their governance, as well as the quality of the environment and the future of future generations. Therefore, the three parties have a deep conviction in the organic link between the economic, social, institutional and environmental fields, and social dialogue must include all these areas in order to develop comprehensive, effective and long-term policies in order to achieve economic and social development and build a sustainable development project by embodying the goals of sustainable development 17 Agenda 2030.

The development and renewal of social dialogue must include its scope and composition, which means the need to expand it to include all local and central levels and economic institutions, including the private sector, and all segments of society (youth, women, people with special needs, the unemployed, civil society associations). It does not entail prejudice to the principle of traditional tripartite negotiation on work relations, whether during collective negotiations or bilateral and tripartite meetings, which has generally shown its effectiveness when it is done in respect of international and national agreements in this field. However, when it comes to debating about the conditions of life and work of special groups, and when it comes to debating general societal, civic, social and environmental issues, it is more effective and useful to expand the discussion for all in order to come up with consensual visions and practical programs that can be implemented. In this regard, the three parties see the need to expand social dialogue to include local groups, professional organizations and all other actors.

The three parties are aware of the difficulty of the task and the effort that must be made to renew, develop and institutionalize social dialogue. They declare their readiness to initiate it and suggest organizing a broad consultation in order to achieve this necessary goal in view of the challenges that await us all. As we indicated in the introduction, the renewed social dialogue is the ideal means that allows building and designing an alternative development model that guarantees sustainable economic and social development, the consecration of social justice and fairness, the achievement of social harmony, security and social stability, and the strengthening of the home front.



**Towards an Inclusive
Social Dialogue in the
Mediterranean**









Charter of SOLiD Algeria
Towards promoting social dialogue in Algeria



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