المدرسة العليا للاقتصاد وهران
ORAN GRADUATE SCHOOL OF ECONOMICS

الجمهورية الجزائرية الديمقراطية الشعبية
People's Democratic Republic of Algeria
وزارة التعليم العالي والبحث العلمي
Ministry of Higher Education and Scientific Research
المدرسة العليا للاقتصاد وهـــران
Oran Graduate School of Economics

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MATERNITY POLICY

Institutional Policy

Article 1: Purpose

The purpose of this Policy is to protect female employees and students during pregnancy, childbirth and breastfeeding, to support the continuation of their participation in academic and professional life, and to prevent any form of discrimination on the grounds of pregnancy or maternity, in alignment with **Sustainable Development Goal 5 (SDG 5)**.

Article 2: Scope of Application

This Policy applies to all female teaching and research staff, female students, and female administrative and technical staff at the Oran Graduate School of Economics. It also applies to female contractors and visitors, in so far as their relationship with the Oran Graduate School of Economics is concerned.

Article 3: Non-Discrimination

Any form of discrimination or adverse action against a woman on the grounds of pregnancy, childbirth or breastfeeding is prohibited. This includes discrimination in recruitment, promotion, assignment of duties, assessment, or access to academic services and opportunities.

Article 4: Rights of Female Employees

Female employees shall be entitled to maternity leave in accordance with the duration and conditions stipulated under the applicable Algerian legislation, while retaining their positions and professional rights.

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They shall also be entitled to breastfeeding facilities and arrangements in accordance with the university's internal regulations.

Article 5: Rights of Student Mothers

Pregnant students and student mothers shall be entitled to academic arrangements, including the postponement or rescheduling of examinations when necessary, while maintaining their academic status and being protected against any form of discrimination.

APPROVAL AND SIGNATURE

Approved by: The Director of the Oran Graduate School of Economics

Director's Name: Pr.SEMAOUNE Khalissa

Date of Approval: Tuesday, November 3, 2026.

Signature: .....

السيدة: سمعون خليصة
مديرة المدرسة العليا
للاقتصاد بوهران

Official Stamp: