



From Disability to Special Needs: A Legal Analysis of the Dimensions of Protection under Algerian Law No. 25-01

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Keywords

Persons with special needs; persons with disabilities; legal protection; Law No. 25-01; empowerment; participatory governance; criminal protection; Algeria; disability rights; social inclusion.

Abstract

The legal protection of persons with disabilities has undergone significant transformation at both the international and national levels, reflecting a gradual shift from a welfare-oriented approach toward a rights-based model grounded in equality, participation, and human dignity. In Algeria, this transformation culminated in the adoption of Law No. 25-01, which replaced the earlier legal framework established under Law No. 02-09. Beyond introducing a new legal terminology by referring to "persons with special needs," the new legislation seeks to strengthen social inclusion through empowerment, participatory governance, enhanced institutional support, and reinforced criminal protection against discrimination and abuse. This study critically examines the legal innovations introduced by Law No. 25-01 and evaluates their capacity to improve the protection framework afforded to persons with special needs. Employing descriptive and analytical legal methods, the research explores the philosophical foundations, substantive guarantees, and practical implications of the new legislative provisions while comparing them with the previous legal regime. The study argues that Law No. 25-01 represents an important legislative advancement by aligning Algerian disability policy more closely with contemporary international human rights standards. Nevertheless, the effectiveness of these reforms ultimately depends on consistent implementation, institutional coordination, adequate financial resources, and continuous monitoring to ensure that legal guarantees translate into genuine social inclusion and equal opportunities.

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Introduction

The recognition of the rights of persons with disabilities has evolved considerably over recent decades, driven by the emergence of international human rights standards that emphasize equality, dignity, and full participation in society. A milestone in this development was the adoption of the United Nations Convention on the Rights of Persons with Disabilities (CRPD) in 2006, which redefined disability from a purely medical concern into a multidimensional human rights issue requiring states to eliminate legal, social, and institutional barriers that hinder inclusion. Since ratifying the Convention, Algeria has undertaken a series of legislative reforms aimed at harmonizing its domestic legal system with these international obligations.

The first comprehensive legislative response was Law No. 02-09 on the Protection and Promotion of Persons with Disabilities, which established a legal framework guaranteeing access to education, healthcare, employment, social protection, and rehabilitation services. Although this law represented an important milestone, its practical implementation revealed several

structural shortcomings, including limited institutional coordination, insufficient mechanisms for effective participation, and the absence of comprehensive legal safeguards capable of ensuring the full realization of disability rights.

Recognizing these limitations and responding to evolving international standards as well as domestic social demands, the Algerian legislature enacted Law No. 25-01, introducing a more comprehensive legal framework for protecting persons with disabilities. One of its most notable developments is the adoption of the term "persons with special needs," reflecting an attempt to promote a more inclusive legal discourse while reinforcing the principles of empowerment, participation, accessibility, equality, and social integration. The law also expands criminal protection against violations of disability rights and strengthens the responsibilities of public institutions in ensuring effective inclusion across various sectors of society.

These legislative developments raise important legal questions concerning the actual effectiveness of the new framework. While Law No. 25-01 introduces broader guarantees than its predecessor, the extent to which these guarantees can produce tangible improvements in the daily lives of persons with special needs remains open to scholarly examination. The transition from formal legal recognition to substantive equality depends not only on legislative reform but also on the existence of effective implementation mechanisms capable of transforming statutory rights into practical realities.

Against this background, this study aims to critically examine the legal dimensions of protection established under Law No. 25-01 and to assess whether the new legislative framework adequately addresses the deficiencies identified in the previous law. Particular attention is devoted to evaluating the legal innovations relating to empowerment, participatory governance, institutional responsibility, and criminal protection, as well as their contribution to strengthening the social, economic, and legal inclusion of persons with special needs.

The significance of this research lies in its attempt to provide a comprehensive legal assessment of one of the most recent legislative reforms in Algerian disability law. By examining both the normative foundations and the practical implications of Law No. 25-01, the study contributes to ongoing discussions regarding the implementation of disability rights and the role of law in promoting inclusive and sustainable development.

Accordingly, the study seeks to answer the following principal research question:

To what extent does the protection framework established by Algerian Law No. 25-01 provide effective legal guarantees capable of empowering persons with special needs and strengthening their role as active participants in national development?

This principal question is supported by the following subsidiary questions:

- What are the principal legal innovations introduced by Law No. 25-01 concerning the protection of persons with special needs?
- To what extent do the legal guarantees established by the new legislation enhance empowerment, equality, and effective participation?
- Has Law No. 25-01 successfully addressed the legal and institutional shortcomings identified in Law No. 02-09?
- What challenges continue to hinder the effective implementation of the rights guaranteed under the new legal framework?

To answer these questions, the study adopts a combination of descriptive and analytical legal methodologies. The descriptive approach is employed to identify and explain the legislative provisions governing the protection of persons with special needs under Law No. 25-01, whereas the analytical approach evaluates the legal philosophy, coherence, and practical effectiveness of these provisions in light of contemporary international disability rights standards.

The research is organized into two chapters. The first examines the principal legal developments introduced by Law No. 25-01 regarding the protection of persons with special needs. The second analyzes the effectiveness of these reforms in overcoming previous legislative shortcomings and strengthening the legal and institutional mechanisms necessary to achieve comprehensive protection and meaningful social inclusion in Algeria.

Literature Review

The legal protection of persons with disabilities has undergone a profound conceptual transformation over the past two decades, evolving from a welfare-oriented approach toward a human rights paradigm based on equality, dignity, non-discrimination, and full participation in society. This transition has been driven primarily by the adoption of the United Nations Convention on the Rights of Persons with Disabilities (CRPD) (United Nations, 2006), which recognizes disability as the result of the interaction between individuals and social, institutional, and environmental barriers rather than as a purely medical condition. Consequently, contemporary disability law increasingly emphasizes inclusion, accessibility, empowerment, and equal opportunities as fundamental legal principles.

International legal scholarship has extensively examined this paradigm shift. Kayess and French (2008) argue that the CRPD represents a fundamental departure from traditional disability legislation by placing autonomy and equal participation at the center of disability policy. Likewise, Mégret (2008) emphasizes that the Convention introduced a holistic understanding of disability rights that integrates civil, political, economic, social, and cultural rights into a unified framework of human dignity. Lawson (2008) further demonstrates that disability legislation should not merely prohibit discrimination but must also impose positive obligations upon governments to eliminate structural barriers and provide reasonable accommodation. More recently, Shakespeare (2018) has argued that disability should be understood through a multidimensional lens that combines legal, social, economic, and cultural perspectives, thereby reinforcing the need for integrated public policies.

International organizations have also contributed significantly to the development of disability rights. The Committee on the Rights of Persons with Disabilities (2018), through General Comment No. 6, clarified that equality and non-discrimination require substantive rather than merely formal equality, obliging states to adopt proactive legislative and institutional measures that guarantee equal participation for persons with disabilities. Similarly, the United Nations Department of Economic and Social Affairs (2019) stresses that achieving the Sustainable Development Goals depends on ensuring the meaningful inclusion of persons with disabilities across all sectors of development. Complementing this perspective, the World Health Organization and the World Bank (2011), as well as the World Health Organization (2022), emphasize that disability rights are closely linked to social justice, health equity, accessibility, and inclusive governance, requiring coordinated action across multiple public institutions.

Within Algeria, disability rights have attracted increasing scholarly attention following the enactment of Law No. 02-09 and, more recently, Law No. 25-01. Existing studies have examined different dimensions of legal protection, generally focusing on specific rights or institutional mechanisms. Saadi (2020) analyzes the legal guarantees afforded to persons with disabilities within Algerian legislation, concluding that although the legal framework establishes important rights, practical implementation remains uneven. Rahmani and Oussama (2019) specifically examine the right to employment, highlighting the persistent gap between legislative guarantees and labour market realities. Their findings suggest that effective inclusion requires stronger enforcement mechanisms and institutional accountability.

Other researchers have explored more specialized aspects of disability law. Toumi (2022) investigates the criminal protection afforded to persons with special needs, emphasizing the importance of substantive penal provisions in safeguarding vulnerable individuals against abuse and discrimination. Fellak and Bechka (2021) examine the relationship between legal protection and media awareness, arguing that effective implementation of disability rights requires greater public understanding and social acceptance. Bezat (2022) focuses on institutional empowerment, demonstrating that the effectiveness of disability policies depends on participatory governance and the active involvement of persons with disabilities in public decision-making. Meanwhile, Shahrzad and Ali (2023) assess the constitutional and policy developments following Algeria's 2020 constitutional amendments, concluding that the evolving constitutional framework provides stronger legal recognition of disability rights but still faces implementation challenges.

Despite these valuable contributions, several important research gaps remain. First, most Algerian studies analyze individual legal rights, such as employment, criminal protection, or institutional participation, without providing a comprehensive assessment of the legislative transformation introduced by Law No. 25-01. Second, existing research predominantly evaluates the earlier legal framework established under Law No. 02-09, while relatively little attention has been devoted to examining the broader legal philosophy and practical implications of the newly enacted legislation. Third, previous studies rarely evaluate the interaction between empowerment, participatory governance, criminal protection, and institutional responsibility as integrated components of a comprehensive disability protection system. Finally, few studies explicitly assess the extent to which the new legislation aligns Algerian disability law with the principles established by the CRPD and contemporary international human rights standards.

This study seeks to address these gaps by providing a comprehensive legal analysis of Law No. 25-01. Unlike previous research that examines isolated aspects of disability protection, the present study evaluates the new legislative framework as an integrated legal system designed to promote empowerment, participation, equality, accessibility, and criminal protection. By combining descriptive and analytical legal methodologies, the research assesses both the normative innovations introduced by the Algerian legislature and their potential contribution to strengthening the legal status of persons with special needs as active participants in national development. In doing so, the study contributes to the growing body of comparative disability law scholarship while providing an updated assessment of one of the most significant legislative reforms in contemporary Algerian social policy.

Methodology

This study adopts a qualitative doctrinal legal research design, which is the most appropriate methodological approach for examining legislative developments and evaluating the effectiveness of legal norms governing the protection of persons with special needs in Algeria. Doctrinal legal research focuses on the systematic interpretation, analysis, and critical evaluation of legal rules, principles, and institutional mechanisms within their constitutional and international contexts. Accordingly, the study

investigates the legal dimensions of protection introduced by Law No. 25-01 and assesses the extent to which the new legislative framework strengthens the rights and empowerment of persons with special needs.

The research relies primarily on descriptive and analytical legal methods. The descriptive method is employed to identify, organize, and explain the principal provisions contained in Law No. 25-01, including the legislative innovations concerning legal terminology, institutional protection, participatory governance, criminal safeguards, accessibility, and social inclusion. This approach provides a comprehensive overview of the legal guarantees established by the Algerian legislature and clarifies their relationship with the broader national legal framework governing disability rights.

The analytical method is used to critically evaluate the legal significance and practical implications of these legislative reforms. Particular attention is devoted to examining whether the new legal provisions adequately address the shortcomings identified in the previous legislative framework under Law No. 02-09. The analysis also considers the coherence of the new legislation with constitutional principles, public policy objectives, and contemporary international human rights standards relating to disability protection.

To strengthen the legal analysis, the study incorporates a comparative normative perspective by examining the consistency of Algerian legislation with the United Nations Convention on the Rights of Persons with Disabilities (CRPD) and other internationally recognized legal instruments and interpretative documents, including General Comment No. 6 of the Committee on the Rights of Persons with Disabilities. This comparative approach enables the assessment of the degree to which Law No. 25-01 reflects internationally accepted principles of equality, non-discrimination, accessibility, participation, and human dignity.

The research is based exclusively on secondary legal sources. Primary legal materials include the Constitution of the People's Democratic Republic of Algeria, Law No. 25-01, Law No. 02-09, the relevant executive decrees governing the National Council for Persons with Disabilities, amendments to the Algerian Penal Code, and applicable international legal instruments. Secondary sources consist of peer-reviewed journal articles, scholarly books, official reports published by the United Nations and the World Health Organization, and contemporary academic literature addressing disability law, human rights, and social inclusion.

The collected legal materials were analyzed using thematic legal analysis, whereby legislative provisions were systematically categorized according to their substantive objectives, including legal recognition, empowerment, institutional participation, accessibility, criminal protection, and implementation mechanisms. This thematic framework facilitated a coherent evaluation of the strengths and remaining challenges of the new legislative model.

Because the research is based entirely on publicly available legal documents and published academic literature, it does not involve human participants, personal data, or empirical data collection. Consequently, ethical approval and informed consent were not required.

While doctrinal legal research enables a comprehensive evaluation of legislative provisions and legal principles, the study acknowledges that it does not empirically measure the practical implementation or social impact of Law No. 25-01. Future research employing qualitative interviews, judicial case analysis, or quantitative policy evaluation would provide valuable evidence regarding the effectiveness of the legislative reforms in practice.

Overall, the adopted methodology provides a rigorous legal framework for evaluating the normative evolution of disability protection in Algeria and for assessing the extent to which Law No. 25-01 advances a rights-based, inclusive, and participatory model consistent with contemporary international human rights standards.

Chapter One. Legislative Innovations in the Protection of Persons with Special Needs under Algerian Law No. 25-01

The enactment of Law No. 25-01 on the Protection and Promotion of Persons with Disabilities represents a significant milestone in the evolution of Algerian disability legislation. Rather than merely replacing the provisions of Law No. 02-09, the new legislative framework reflects a broader transformation in the legal philosophy governing disability rights. This transformation is closely associated with Algeria's commitment to implementing the principles established by the United Nations Convention on the Rights of Persons with Disabilities (CRPD), which promotes a rights-based approach founded on equality, dignity, participation, accessibility, and social inclusion (United Nations, 2006).

Unlike the previous legislative model, which primarily emphasized social assistance and welfare, Law No. 25-01 introduces a more comprehensive legal framework that seeks to recognize persons with disabilities as active rights holders and contributors to national development. The law incorporates several important legislative innovations, including the adoption of a more inclusive legal terminology, the strengthening of participatory governance, the expansion of empowerment mechanisms, and the reinforcement of criminal protection against discrimination and abuse. Collectively, these reforms illustrate the legislature's intention to move beyond a protective approach based solely on care and assistance toward one that promotes equal opportunities, independent living, and effective participation in all spheres of public life.

1.1 From a Welfare-Oriented Approach to Participatory Governance

One of the most significant innovations introduced by Law No. 25-01 is the shift in legislative philosophy from a welfare-oriented model to a participatory rights-based approach. Law No. 02-09 largely reflected a traditional understanding of disability, emphasizing protection, rehabilitation, and social assistance. Although these objectives were important, they often portrayed persons with disabilities primarily as beneficiaries of public support rather than as autonomous individuals capable of contributing to social and economic development.

Law No. 25-01 seeks to overcome this limitation by embracing the contemporary principles embodied in the Convention on the Rights of Persons with Disabilities, which recognizes participation as a fundamental component of equality and human dignity (United Nations, 2006). The new legislation therefore reframes disability policy around inclusion rather than dependency, acknowledging that the removal of legal and institutional barriers is essential for enabling persons with disabilities to participate fully in society.

An important symbolic expression of this legislative evolution is the modification of the terminology used throughout the law. While Law No. 02-09 referred to "persons with disabilities" using terminology that traditionally emphasized functional limitations, Law No. 25-01 adopts language intended to reflect greater respect for individual dignity and social inclusion. Although terminology alone cannot transform legal realities, legislative language plays an important normative role because it shapes public perceptions and influences the interpretation and implementation of legal rights. Consequently, the adoption of more inclusive terminology reflects the legislature's intention to reduce stigmatization and promote a rights-based understanding of disability.

The participatory philosophy is particularly evident in Article 26 of Law No. 25-01, which recognizes the right of persons with disabilities to engage in professional activities, establish economic projects, and participate independently in economic, cultural, and social life. Rather than viewing employment merely as a source of income, the provision recognizes work as an essential mechanism for achieving independence, social inclusion, and personal dignity. This legislative approach is consistent with Article 27 of the Convention on the Rights of Persons with Disabilities, which requires States Parties to safeguard the right of persons with disabilities to work on an equal basis with others (United Nations, 2006).

The importance of employment as a legal guarantee has been emphasized by Rahmani and Oussama (2019), who argue that access to decent work constitutes one of the most effective instruments for combating discrimination and facilitating the full integration of persons with disabilities into society. According to these authors, employment should not be regarded merely as an economic entitlement but rather as a fundamental human right that reinforces equality, social participation, and personal autonomy.

To strengthen these guarantees, Article 27 of Law No. 25-01 prohibits discrimination against candidates on the basis of disability during recruitment procedures, public competitions, and professional examinations. This provision reflects the constitutional principle of equality and seeks to eliminate discriminatory employment practices that have historically limited opportunities for persons with disabilities. By explicitly prohibiting exclusion based solely on disability, the legislature reinforces the principle that merit and competence, rather than physical or sensory characteristics, should determine access to employment.

The participatory dimension of the legislation is further strengthened through the introduction of mandatory employment quotas. Article 35 of Law No. 25-01 requires employers to reserve a proportion of employment opportunities for persons with disabilities. Although the statutory quota remains relatively modest, it represents an important legal instrument for promoting labour market inclusion and reducing structural discrimination. Similar quota systems have been adopted in numerous jurisdictions as temporary affirmative measures designed to address historical inequalities. Qayesh (2015) observes that employment quotas should not be viewed as preferential treatment but rather as corrective legal mechanisms intended to ensure substantive equality by expanding access to professional opportunities for marginalized groups.

The participatory approach extends beyond employment. Article 36 of Law No. 25-01 encourages the development of creative capacities, professional skills, innovation, and talent among persons with disabilities. This provision reflects a broader legislative understanding that inclusion requires more than legal recognition; it also demands investment in human capital through education, vocational training, entrepreneurship, and lifelong learning. By emphasizing capacity development, the law acknowledges that persons with disabilities possess valuable social and economic potential capable of contributing to sustainable national development.

Taken together, these legislative innovations demonstrate that Law No. 25-01 marks a substantial departure from the predominantly welfare-oriented framework established under Law No. 02-09. The law promotes participation as a fundamental legal principle and recognizes persons with disabilities as active participants in public life rather than passive recipients of social assistance. This transformation aligns Algerian disability legislation more closely with contemporary international human rights standards and represents an important step toward building a more inclusive legal order based on equality, dignity, and social justice.

1.2 Strengthening the Empowerment Framework as a Cornerstone of Disability Protection

One of the defining characteristics of Law No. 25-01 is its explicit adoption of empowerment as a guiding legal principle governing the protection and promotion of persons with special needs. Unlike the previous legislative framework, which primarily emphasized welfare and social assistance, the new law recognizes empowerment as an essential mechanism through which individuals with disabilities can exercise their rights independently, participate actively in society, and contribute to national development. This legislative shift reflects the growing influence of the human rights model of disability, which places individual autonomy, equality, and participation at the centre of public policy.

The incorporation of empowerment into Algerian disability legislation is not merely a domestic policy choice but also the fulfilment of Algeria's international obligations under the Convention on the Rights of Persons with Disabilities (CRPD). In particular, Article 27 of the Convention recognizes the right of persons with disabilities to work on an equal basis with others, while the Convention as a whole requires States Parties to adopt appropriate legislative and administrative measures that eliminate discrimination and promote equal participation in every aspect of social life (United Nations, 2006). Law No. 25-01 reflects these principles by moving beyond the traditional concept of legal protection toward a framework that seeks to remove institutional, economic, and environmental barriers limiting the exercise of individual rights.

Within this legislative context, empowerment may be understood as the process through which persons with special needs acquire the legal, social, and institutional conditions necessary to make independent decisions, exercise their freedoms, and participate fully in public life. Consequently, empowerment under Law No. 25-01 extends beyond financial assistance and encompasses equal access to healthcare, education, housing, employment, vocational training, mobility, and public services.

The legislature establishes this orientation at the very beginning of the law. Article 4 imposes a positive obligation upon both the State and civil society to guarantee the effective enjoyment of the rights and freedoms of persons with disabilities. Rather than limiting public authorities to a passive role, the provision requires proactive intervention aimed at ensuring that legal rights become practical realities. This approach reflects the modern understanding of substantive equality, whereby governments must actively remove barriers preventing disadvantaged groups from exercising their rights on an equal basis with others.

An important manifestation of this empowerment strategy appears in Article 8 of Law No. 25-01, which guarantees equal access to healthcare, rehabilitation services, psychological support, and social protection without discrimination. Access to these services constitutes one of the essential foundations of effective empowerment because individuals cannot meaningfully participate in education, employment, or community life without adequate physical and psychological support. As Saadi (2020) argues, the effectiveness of disability legislation depends not merely upon the formal recognition of rights but upon the availability of institutional mechanisms capable of ensuring their practical implementation. Equal access to healthcare therefore represents a prerequisite for achieving broader social inclusion rather than an isolated social benefit.

The law further strengthens economic empowerment through innovative housing policies. Article 15 grants persons with total disabilities preferential treatment in the allocation, acquisition, or rental of social housing. Housing security is widely recognized as one of the fundamental determinants of social inclusion because it enables individuals to live independently and participate more effectively in community life. By introducing preferential access to social housing, the Algerian legislature acknowledges that socio-economic inequality frequently constitutes one of the principal barriers confronting persons with disabilities. Accordingly, the housing provisions of Law No. 25-01 represent an important instrument for promoting independent living and reducing social exclusion.

Empowerment is also reinforced through the recognition of social security rights. The law provides for the issuance of an official disability card enabling beneficiaries to access the legal advantages established by national legislation, including priority treatment in healthcare institutions and access to other public services. Such administrative measures strengthen legal certainty by providing a standardized mechanism through which individuals may exercise their statutory rights without unnecessary procedural obstacles. In addition, Law No. 25-01 increases the proportion of parking spaces reserved for persons with disabilities from four percent under the previous legislation to five percent, thereby improving accessibility within public infrastructure and facilitating independent mobility.

Education constitutes another central pillar of the empowerment strategy established by Law No. 25-01. The legislature recognizes that sustainable inclusion cannot be achieved without guaranteeing equal educational opportunities from an early age. Article 4 therefore emphasizes the importance of early intervention and compulsory education for children with disabilities, while Article 23 establishes a comprehensive framework for inclusive education and vocational training. Educational institutions are required to provide specialized classrooms where appropriate, adapt pedagogical materials, supply assistive technologies, and ensure that educational resources correspond to the individual needs of learners with disabilities.

The educational provisions introduced by the law demonstrate a significant departure from earlier legislative approaches that frequently viewed disability education as a specialized or segregated service. Instead, Law No. 25-01 promotes educational inclusion as a fundamental legal right closely linked to equality of opportunity and lifelong participation. The availability of

assistive technologies, accessible educational materials, and individualized pedagogical support enables students with disabilities to compete under equitable conditions while developing the knowledge and professional skills necessary for future employment.

From a broader legal perspective, these reforms illustrate the legislature's recognition that empowerment is multidimensional. It cannot be achieved solely through financial assistance or isolated legal guarantees but requires coordinated public policies integrating healthcare, education, employment, housing, transportation, accessibility, and institutional support. The comprehensive nature of Law No. 25-01 therefore reflects an important evolution in Algerian disability policy by recognizing that equal participation depends upon the removal of interconnected barriers affecting multiple aspects of everyday life.

Nevertheless, the practical success of this empowerment framework ultimately depends upon effective implementation. Legislative guarantees alone cannot eliminate structural discrimination unless accompanied by sufficient financial resources, institutional coordination, administrative accountability, and continuous monitoring of compliance. Consequently, while Law No. 25-01 establishes a considerably more advanced legal framework than its predecessor, its long-term effectiveness will depend upon the capacity of public institutions to translate legislative commitments into measurable improvements in the quality of life of persons with special needs.

Overall, the empowerment provisions contained in Law No. 25-01 represent one of the most significant legislative innovations introduced by the Algerian legislature. By strengthening equal access to healthcare, education, housing, employment, and public services while simultaneously emphasizing independent living and social participation, the law moves disability protection beyond the traditional welfare model toward a comprehensive rights-based framework consistent with contemporary international human rights standards.

1.3 Strengthening Financial Support and Expanding Training and Rehabilitation Systems

The effectiveness of any legislative framework protecting persons with special needs ultimately depends upon the availability of adequate financial resources and institutional capacity. While Law No. 25-01 establishes an extensive catalogue of legal rights and guarantees, the realization of these rights requires sustained public investment in rehabilitation services, vocational training, accessible infrastructure, and specialized support programs. Consequently, financial support should not be regarded merely as a social expenditure but rather as a strategic investment in human capital and inclusive national development.

Training and rehabilitation centres constitute one of the principal institutional mechanisms through which persons with special needs acquire the knowledge, professional competencies, and adaptive skills necessary for independent living and labour market participation. The expansion of these centres, together with the modernization of their educational and technical resources, would significantly improve the practical implementation of the rights recognized under Law No. 25-01. Such institutions should provide individualized rehabilitation programmes that correspond to the diverse physical, sensory, intellectual, and psychological needs of beneficiaries while ensuring equal access regardless of geographical location.

Equally important is the development of vocational training programmes that respond to contemporary labour market demands. Professional education should extend beyond traditional occupations and incorporate digital technologies, entrepreneurship, innovation, and emerging economic sectors. Such an approach would enhance the employability of persons with special needs and contribute to reducing structural barriers that continue to limit their participation in economic life. Investment in assistive technologies, adaptive learning environments, and specialized professional counselling would further strengthen the transition from education to employment.

The implementation of these objectives requires stronger cooperation between governmental institutions, local authorities, civil society organizations, employers, educational institutions, and organizations representing persons with disabilities. Effective disability policy cannot rely exclusively on legislative provisions; rather, it requires coordinated institutional action supported by adequate financial allocations and continuous monitoring. In this respect, strengthening the financial and administrative capacity of rehabilitation centres represents an essential prerequisite for transforming the legal guarantees contained in Law No. 25-01 into measurable improvements in social inclusion and quality of life.

Moreover, sustainable financing mechanisms should be integrated into national development strategies to ensure the long-term continuity of rehabilitation programmes and accessibility initiatives. Public investment in disability inclusion should be viewed not as a welfare obligation but as a means of expanding productive human resources, promoting social cohesion, and achieving inclusive economic growth. Accordingly, strengthening financial support and institutional capacity constitutes an indispensable complement to the legal reforms introduced by Law No. 25-01.

Conclusion

Law No. 25-01 represents one of the most significant legislative developments in the evolution of disability rights in Algeria. Compared with the previous legal framework established under Law No. 02-09, the new legislation demonstrates a clear transition from a predominantly welfare-oriented approach toward a rights-based model founded on equality, participation, empowerment, and social inclusion. By incorporating principles consistent with the United Nations Convention on the Rights of Persons with

Disabilities, the Algerian legislature has sought to recognize persons with special needs as autonomous rights holders and active contributors to national development rather than passive recipients of social assistance.

The analysis undertaken in this study demonstrates that the law introduces several important legislative innovations. First, it strengthens the principle of participatory governance by promoting equal access to employment, education, and public life while prohibiting discriminatory practices in recruitment and professional participation. Second, the law adopts empowerment as a fundamental legal objective by expanding guarantees relating to healthcare, education, vocational training, housing, accessibility, and social protection. Third, it reinforces criminal protection through stronger legal sanctions against conduct that infringes upon the rights and dignity of persons with special needs, thereby enhancing the overall effectiveness of the legislative framework.

Despite these significant achievements, the study also identifies several challenges that continue to affect the practical implementation of the new legislation. The statutory employment quota remains relatively limited and may not adequately achieve substantive labour market inclusion. Furthermore, although the law establishes numerous legal rights, it provides relatively limited enforcement mechanisms capable of ensuring full compliance by employers and public institutions. Effective implementation therefore requires stronger institutional monitoring, increased financial investment, improved administrative coordination, and systematic evaluation of disability policies.

The success of Law No. 25-01 will ultimately depend not only upon the quality of its legislative provisions but also upon the willingness of public authorities to translate statutory guarantees into practical realities. Rights recognized by legislation acquire genuine value only when supported by effective institutions, sufficient financial resources, accessible public services, and inclusive social policies. Consequently, continuous legislative review and administrative reform remain essential to ensuring that persons with special needs enjoy equal opportunities in all aspects of social, educational, cultural, and economic life.

Based on the findings of this research, several policy recommendations are proposed:

- Transition from a predominantly welfare-oriented approach to a comprehensive rights-based policy that promotes autonomy, equality, and full participation in society.
- Increase the statutory employment quota for persons with special needs in both the public and private sectors to strengthen labour market inclusion.
- Introduce effective enforcement mechanisms and legal sanctions against employers or institutions that fail to comply with statutory obligations relating to disability rights.
- Expand public investment in vocational training, rehabilitation centres, assistive technologies, and accessible infrastructure to facilitate independent living and economic participation.
- Strengthen the institutional capacity and operational independence of the National Council for Persons with Disabilities to improve policy coordination, monitoring, and implementation.
- Establish periodic legislative and policy evaluation mechanisms to assess the effectiveness of Law No. 25-01 and ensure its continued alignment with international human rights standards.

In conclusion, Law No. 25-01 constitutes a substantial advancement in Algerian disability legislation and provides a stronger legal foundation for protecting and promoting the rights of persons with special needs. Nevertheless, the full realization of its objectives requires sustained political commitment, adequate institutional capacity, and effective implementation mechanisms capable of transforming legislative aspirations into meaningful social inclusion and equal citizenship.

Declarations

Author Contributions

Dr. Hafida Helloub solely conceived the research, conducted the legal analysis, interpreted the findings, prepared the manuscript, and approved the final version for publication.

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Institutional Review Board Statement

Not applicable. This study is based exclusively on doctrinal legal research and the analysis of publicly available legal instruments, legislation, and scholarly literature. It did not involve human participants, animals, or personal data requiring ethical approval.

Informed Consent Statement

Not applicable.

Data Availability Statement

No new datasets were generated or analyzed during this study. All materials examined are publicly available through official legislative sources, international legal instruments, and published academic literature cited in the references.

Conflicts of Interest

The author declares no conflict of interest.

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Use of Artificial Intelligence

The author declares that no generative artificial intelligence tools were used to generate the research content, legal analysis, interpretation of findings, or conclusions presented in this manuscript. Any language editing performed did not affect the intellectual content, legal reasoning, or originality of the work.

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