



Unemployment and Employment Support Institutions Role in Algeria

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Abstract:

Unemployment remains a pressing challenge in Algeria, affecting the nation's economic growth and social stability. The employment support institutions authorities like ANEM, NESDA, ANGEM and CNAC play a crucial role in addressing this issue, implementing various initiatives to reduce the unemployment rate and foster skills development. These organizations are at the forefront of efforts to enhance job training, create employment opportunities, and promote entrepreneurship across the country.

This article examines the impact of employment support institutions authorities in Algeria's labor market. It explores the current unemployment landscape, key initiatives to combat joblessness, and the effectiveness of vocational training programs. Additionally, it delves into the challenges faced by these institutions and provides insights into the future outlook for employment in Algeria. By analyzing these aspects, we aim to shed light on the ongoing efforts to tackle unemployment and boost economic prosperity in the North African nation.

Key Words: Employment support; Unemployment; Employment Institutions; Job creation; Algeria.

JEL Classification: E24, J23.

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Introduction:

Algeria, a nation rich in natural resources and cultural heritage, has long grappled with the persistent challenge of high unemployment rates. This socioeconomic issue has profound implications for the country's overall development and the well-being of its citizens. To address this pressing concern, the Algerian government has established a network of employment support institutions, each playing a crucial role in promoting job creation, skills development, and entrepreneurship.

Among the key institutions is the National Employment Agency (ANEM), which serves as a central hub for job seekers and employers. ANEM offers a range of services, including job placement, career counseling, and vocational training. By connecting job seekers with potential employers and providing them with the necessary skills, ANEM aims to bridge the gap between labor supply and demand. The National Agency for Self-Employment Support (NESDA) focuses on empowering individuals to start their own businesses. Through financial assistance,



business training, and technical support, NESDA encourages entrepreneurship and fosters economic growth. By supporting small and medium-sized enterprises, NESDA contributes to job creation and economic diversification.

The National Agency for Micro-Enterprise Support (ANGEM) complements the efforts of NESDA by providing targeted support to micro-entrepreneurs. ANGEM offers a range of services, including micro-credit, business incubation, and technical assistance. By enabling micro-enterprises to thrive, ANGEM contributes to poverty reduction and economic development.

While these institutions have made significant strides in addressing unemployment, challenges persist. Factors such as economic fluctuations, structural imbalances, and limited job opportunities continue to hinder progress. To overcome these obstacles, the Algerian government must implement comprehensive strategies that address both the short-term and long-term implications of unemployment. This includes investing in education and training, promoting innovation and technology, and creating a conducive business environment.

By strengthening the capacity of employment support institutions, expanding their reach, and aligning their efforts with national development goals, Algeria can effectively combat unemployment and build a more prosperous future for its people.

The following questions may arise: **What are the Algerian employment support institutions and what do they do to combat Unemployment.**

The research objective:

This study aims to accomplish several objectives, including shedding light on the the Algerian employment support Institutions the role of each One and the challenges it confronts in the context of economic changes. Additionally, it seeks to identify the strategies to address unemployment problems of the Algerian economic system.

Structure and methodology of the study:

This study holds significance in its examination & illustration the Algerian employment support institution and showing their crucial role of these Authorities on the Algerian economy in order to combat and deal with the Unemployment dilemma, as it explains the obstacles facing these institutions (ANEM, ENGM, NESDA, CNAC) to accomplishes their objectives to enhancing the quality of employment specially among youth populations.

The study is divided in 3 parts:

- Overview of Unemployment in Algeria.
- The Algerian Labor Market Landscape
- Employment Support Institutions in Algeria.



I. Overview of Unemployment in Algeria:

The unemployment rate in Algeria refers to the percentage of the economically active population currently without work but actively seeking employment (Statista, 2024). This measure excludes economically inactive individuals such as long-term unemployed, children, and retirees.

According to the International Labour Organisation the Unemployed person is the one who meets the following condition:

-Without work: it means that he was not in paid or work for his own business during a certain period

- Currently available and able to do the work: which means that he is ready for a paid work or freelance work during a certain period

-seeking for a Job: means that the person has made a decision to look for a paid job or to work on his own occupation (lepper, 2004, p. 08).

And also, according to the ONS a person considered Unemployed if he meets the following conditions:

He must be at the age of legal work which is between 16-65.

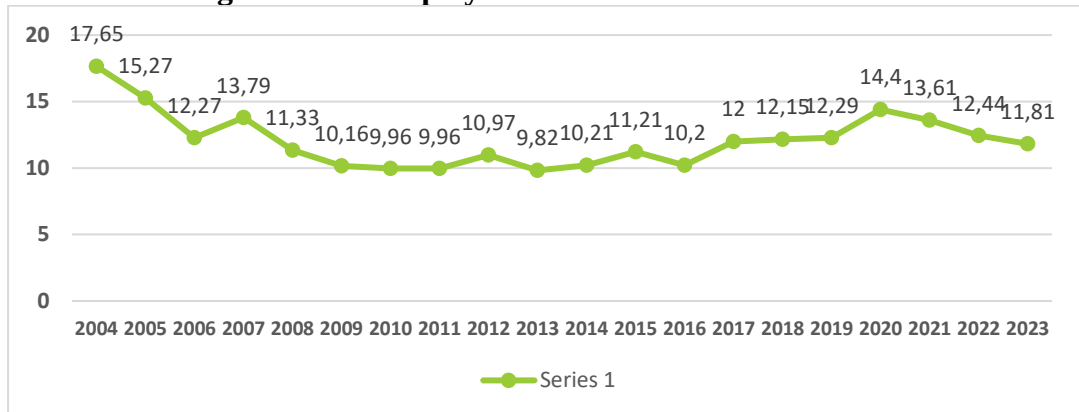
He dose not have any work during the census period.

Currently available and able to do the work. (ONS, 1995)

1. Current unemployment rates:

The following chart illustrate the unemployment situation in Algeria during the period from 2004 to 2023.

Figure.1: "Unemployment Rate from 2004 to 2023"



Source: prepared by Researchers (ONeill, 2024)

Looking at the historical data showed by the chart Algeria has experienced fluctuations in its unemployment rates over the years:

In 2023, the unemployment rate in Algeria decreased by 0.6 percentage points (-4.82 percent) compared to 2022. Nevertheless, the last two years recorded a significantly higher unemployment rate than the preceding years. In 2021, the unemployment rate was 13.61%, a slight decrease of 0.43 % from 2020. The year 2020 saw a significant increase in unemployment, reaching 14.04%, which was a 1.76% rise from 2019. In 2019, the unemployment rate was 12.29%, a marginal increase of 0.13% from 2018. The data also shows that the Algerian unemployment



rate marks its lowest percentage during the period between 2010-2014 the unemployment rate was between 9.96% and 10.21 under this period. The unemployment rate of a country or region refers to the share of the total workforce that is currently without work, but actively searching for employment. It does not include economically inactive persons, such as children, retirees, or the long-term unemployed. (ILO, 2017). These figures demonstrate the volatile nature of unemployment with periods, often influenced by various economic and social factors.

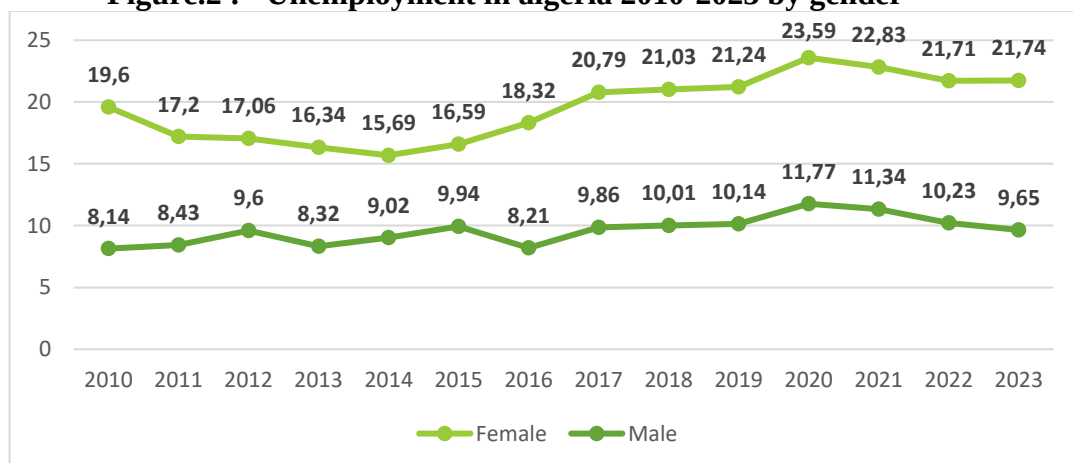
2. Demographic breakdown:

The unemployment situation in Algeria shows significant disparities when broken down by demographic factors, particularly gender and age:

2.1. Gender disparity :

The following charts represent the rate of Unemployment by gendre (male & Female) during the period between 2010 -2023 according to the ILO and World bank organization.

Figure.2 : "Unemployment in algeria 2010-2023 by gender"



Source: prepared by Researchers (statista, 2024)

From the curve, it is noted that the unemployment rate among female is always lower than the unemployment rate among male throughout the time series. In 2023, the female unemployment rate in Algeria was approximately 21.74%, while the male unemployment rate was about 9.65% (statista, 2024).

This substantial gender gap has been a persistent feature of the Algerian labor market, with the share of unemployed women consistently higher than that of men since 2010 (ILO, 2024). The female unemployment rate peaked at 23.6% in 2020, underscoring the challenges faced by women in the job market (statista, 2024).

3-Youth Unemployment:

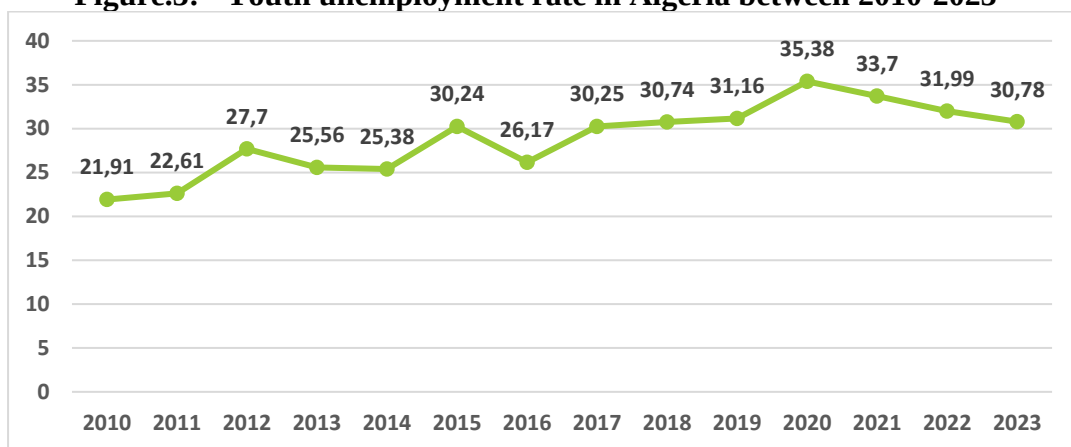
The International Labor Organization (ILO) provides estimates for youth unemployment in Algeria, focusing on the percentage of the total labor force ages 15-24 (Worldbank, 2024) .

These demographic faces particularly high rates of unemployment, contributing significantly to the overall unemployment figures in the country.



The following figure illustrate the rate of unemployment among young people in algeria during the period 2010-2023.

Figure.3: "Youth unemployment rate in Algeria between 2010-2023"



Source: prepared by researchers (policy, 2024)

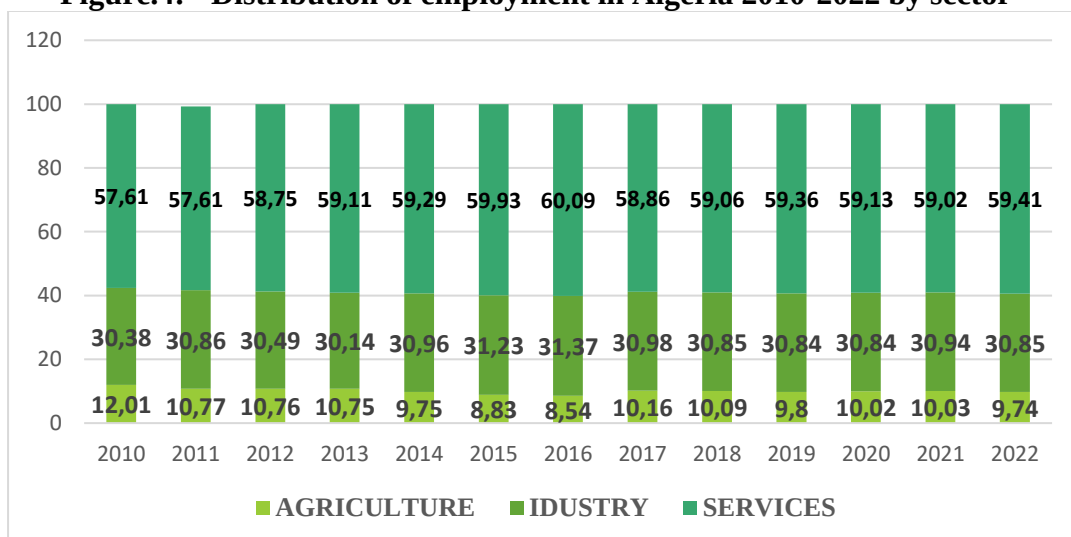
We notice that unemployment rate among young people has increased during the past years of the study, as it recorded a rate of 21.91% in 2010. The rate keeps rising to record 30.24% in 2015, then reaching its highest rate in 2020 35.38%, the rate decreases in 2023 to record 30.78%.

These demographic breakdowns reveal that certain segments of the population, particularly women and youth, face greater challenges in securing employment in Algeria. Addressing these disparities & problems remains a key focus for employment support institutions and policymakers in the country.

4-Distribution of employment in Algeria from 2010 to 2022 by sector:

The following chart represent the distribution of employment in Algeria by sector and from 2010 to 2020.

Figure.4: "Distribution of employment in Algeria 2010-2022 by sector"



Source: prepared by researchers (statista e. i., 2024)

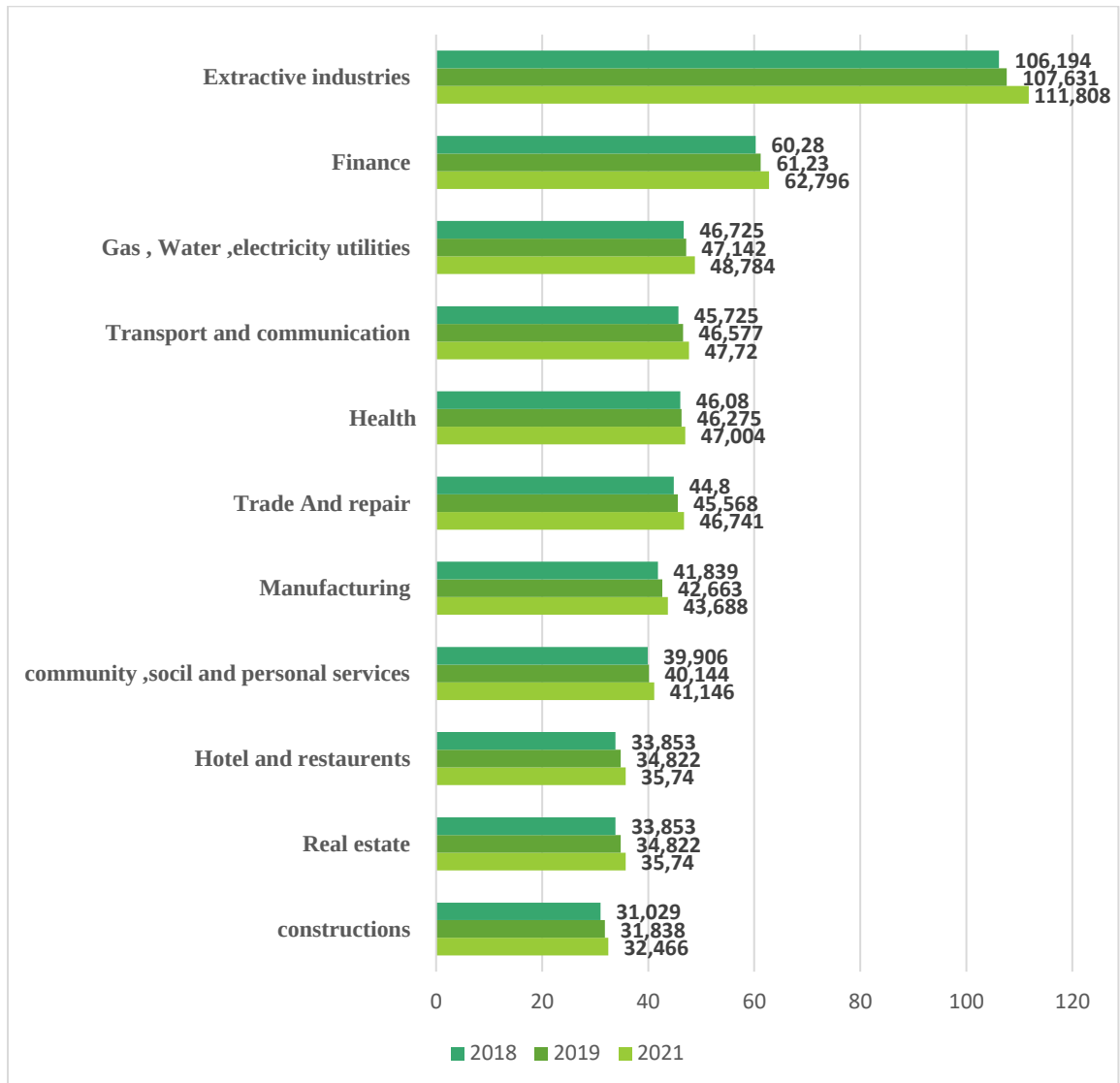


The charts shows that the service sector is leading the list of the distribution of employment from 2010 to 2022 followed by the industrial sector then the agricultural sector. (statista E. &., 2024)

5-Average monthly salary in Algeria 2018 and 2021 by sector (Algerian Dinars):

The following illustration will represent the amount of salary in Algeria by sectors from 2018 to 2021.

Figure.5: “Monthly Avrage salary by sector in Algeria from 2018 to 2021“



Source: prepared by Researchers (policy, 2024)



II. The Algerian Labor Market Landscape:

Algeria's labor market is characterized by a complex interplay of demographic factors, economic structures, and societal challenges. This landscape reflects the country's efforts to diversify its economy and address persistent unemployment issues.

1. Key sectors & Employment distribution

The Algerian economy is heavily reliant on its hydrocarbon sector Gaz and Oil, which accounts a large percentage for GDP. However, the country is striving to diversify its economic base. The key sectors in the Algerian labor market include:

1.1-Oil and Gas:

The oil and gas sector is by far the most significant in Algeria, accounting for about 20% of GDP and over 90% of export revenues. It is the primary source of government income, which in turn has a direct influence on public employment and infrastructure projects. However, despite its economic weight, this sector does not employ a large portion of the workforce, primarily due to its capital-intensive nature. (OPEC, 2022)

1.2-Services:

The services sector is growing rapidly in Algeria, contributing to around 60% of the country's GDP and employing a significant share of the workforce, especially in urban areas. The sector includes retail trade, transportation, tourism, financial services, healthcare, and education.

The public sector is also a major employer, particularly in education and healthcare. Government institutions, including schools, universities, hospitals, and local administrations, employ a large number of Algerians, with public sector employment accounting for nearly 40% of total employment. (IMF, 2022)

1.3-Industry:

The manufacturing sector in Algeria has historically been underdeveloped, contributing only about 6% of GDP. However, the government has made efforts to diversify the economy and reduce its dependence on the hydrocarbon sector by promoting industrialization and local manufacturing.

Industries such as food processing, cement production, textiles, pharmaceuticals, and electronics have seen growth in recent years. The government's industrial parks and special economic zones are part of a long-term strategy to develop the manufacturing sector and attract foreign investment, which could lead to job creation in skilled and unskilled labor. (Organization, 2022)

1.4-Agriculture:

Agriculture is another critical sector for employment, contributing around 12% of GDP and employing over 10% of the Algerian workforce. The agricultural sector includes the production of cereals, vegetables, fruits, olives, and dates, with cereals being the most important crop. Agriculture in Algeria is still largely characterized by small family farms and faces challenges such as water scarcity, reliance on imports, and underutilization of arable land.



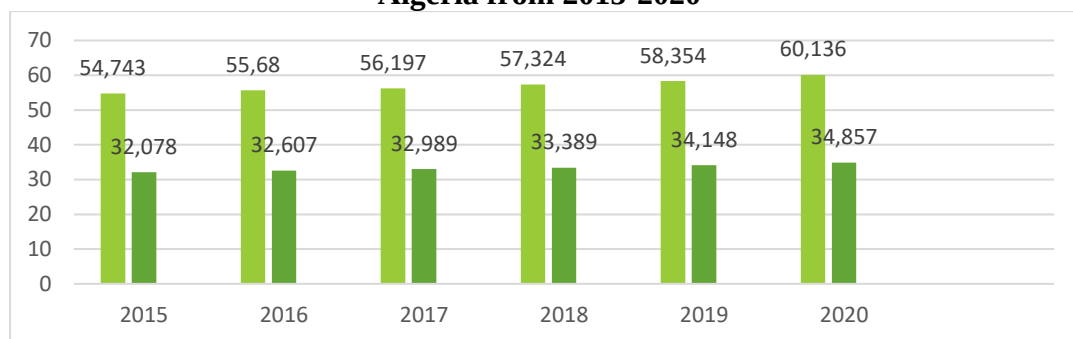
In recent years, the government has pushed for greater agricultural productivity and self-sufficiency through subsidies and development projects, leading to job creation in rural areas (Statista, 2023)

1.5- Construction and Public Works:

The construction and public works sector is one of the largest employers in Algeria, contributing around 10% of GDP. This sector has grown rapidly due to large-scale public investment in infrastructure projects such as housing, roads, railways, ports, and airports. Major infrastructure projects have been central to Algeria's strategy for economic diversification and job creation.

The government has prioritized housing projects to address the growing demand for affordable homes, and this has fueled employment in both urban and rural areas. The sector is labor-intensive, creating jobs for a wide range of workers, including engineers, architects, construction workers, and craftsmen. (ADB, 2022).

Figure.6: “Average monthly net salary in the public and private sector in Algeria from 2015-2020“



Source: prepared by Researchers (statista, statista , 2024)

The chart above represents the average monthly net salary in both private and public sector in the period between 2015 and 2020 the results shows that there is a gap between the private the public sector in giving salary under all the period time .

III. Employment Support Institutions in Algeria:

Algeria has established several key institutions to address unemployment and promote employment opportunities. These organizations play a crucial role in implementing the country's social and economic policies, particularly in the areas of job creation, skills development, and social protection.

1. Types of institutions:

Algeria has developed a comprehensive network of employment support institutions, each with specific mandates and target groups:

1.1-National Employment Agency (ANEM):

This agency serves as a mediator between job seekers and employers, facilitating the matching process in the labor market created on 2006 the ANEM aims to Organizing knowledge of the national labor market also collecting all the job offers and requests and putting them in relation to each other. (ANEM, 2024)



1.2-National Agency for Youth Support and Employment (NESDA):

Established in 1996, NESDA focuses on supporting and promoting small enterprises, particularly those initiated by young entrepreneurs, it aims of accompanying young entrepreneurs to create or expand productive and service activities according to an economic approach aimed at creating wealth and job opportunities, the agencies includes 51 branches covering all the states of the Algerian country. (NSED, 2020)

1.3-National Unemployment Insurance Fund (CNAC):

Created in 1994, CNAC aims to mitigate the social impacts of economic restructuring and privatization ^[11] country, also aims to protect workers laid off because of some economic reasons , the period of the CANC care cannot in any case exceed 36 month , the CNAC also aims to contact the financial authorities and the and the National fund for promotion of employment to developing the creation of jobs for the benefit of the unemployed which take care of ,the national unemployment insurance fund CNAC has been entrusted with a new mission to support and accompany the creation of activity by unemployed and laid off people aged between 35-50 years . (CNAC, 2024).

1.4-National Agency for the Management of Micro-credit (ANGEM):

Founded in 2004, ANGEM supports the establishment of microenterprises by giving loans without interest granted directly by the agency under the title of purchasing raw materials not exceeding 100000DZD they aim to finance people who have small equipment and tools but do not have the money to purchase raw materials to restart or launch an activity, their value may reach 250000DZD at the level of the southern states of the country , while the repayment period of this advance does not exceed 36 month . (ANGEM, 2024)

1.5-Ministry of Labor, Employment and Social Security (MTESS):

This ministry oversees the implementation of social protection policies and serves as a key institutional partner of the International Labor Organization (ILO) (ILO, 2017).

2. Roles and responsibilities:

Each institution has specific roles and responsibilities to address different aspects of employment and social protection, In response to the unemployment crisis and problems the Algerian government has implemented several programs and established institutions to promote employment. These institutions aim to provide financial support, job placement services, and training opportunities for job seekers. The following sections review the contributions of the key employment support institutions in Algeria.

2.1-ANEM:

Its primary function is to act as an intermediary in the labor market. The agency works to continuously develop knowledge of the labor market and serves as an effective tool for the state in promoting employment and combating unemployment. ANEM also collaborates with various sectors to ensure that job seekers have access to relevant training programs. For example, ANEM offers "Contrat de Travail Aidé"



(CTA), which is a subsidized employment contract that encourages employers to hire young graduates by reducing the cost of hiring through government subsidies (Anem.dz, 2024).

2.2-NESDA:

This agency provides support structures for the establishment and promotion of small enterprises. It offers both financial, technical and moral support to young entrepreneurs and enabling them to start their own businesses, contributing to job creation and economic diversification (NESDA.org, 2024)

NESDAs initiatives focus on encouraging entrepreneurship in various sectors, including agriculture, services, and small manufacturing. The program has had some success, with thousands of micro-enterprises being created as a result. However, many young entrepreneurs face challenges such as limited access to markets, bureaucratic red tape, and difficulties in sustaining their businesses in the long term.

2.3-CNAC: The fund works to alleviate the negative social effects resulting from economic restructuring programs. It provides unemployment insurance and support for those affected by layoffs and closures of public sector institutions . (Musette, 2014)

2.4-ANGEM: This agency focuses on supporting the creation of microenterprises with the aim of:

Combating unemployment and poverty in urban and rural areas.

Encouraging self-employment and work-at-home initiatives.

Promoting crafts and professions, especially among women's groups (Angem.dz, 2024)

2.5-MTESS: The ministry oversees the implementation of social protection policies. It plays a crucial role in developing and managing Algeria's social insurance system, which covers workers and their dependents, as well as specific categories of individuals who do not engage in professional activities (Metess.gov.dz, 2024).

IV. Key Initiatives to Combat Unemployment

1. Job creation programs:

Algeria has implemented several job creations programs to address its high unemployment rate, particularly among young people. The Algeria Entrepreneurship & Employment Program aims to support the start-up of new youth-led enterprises while increasing the market for youth skills and products (Worldbank, 2024).

This program focuses on identifying knowledge- and technology-based business sectors with high potential for growth and creation of employment opportunities for young women and men. To foster innovation and entrepreneurship, the Algerian government has established the Ministry of Economy, Startups, and Micro-enterprises. This ministry plays a crucial role in transforming the country's economy by supporting startups and creating innovative environments within the Algerian economic landscape (thehagueacademy., 2024) .In collaboration with six banks, the



ministry also supports the Algerian Startup Fund (ASF) to bolster up-and-coming ideas.

2. Vocational training schemes

To address the skills mismatch between graduates and labor market needs, Algeria has implemented various vocational training schemes like MFEP which refers to the Ministry of vocational training and education which helps the country working on aligning courses offered with the needs of the economic sector, particularly in energy efficiency and energy management plus other economic worker's needs .

The government considers vocational training as one of its central strategies in combatting youth unemployment , the technical and vocational education and training sector possesses a vast network of facilities and training institutions offering courses that leads to qualification and diplomas covering a wide range of specialized fields , it has different types and levels of qualifications , In this system, close to 50/50 are from public and private sectors which include partnership and associations taking the form of framework agreements and specific local agreements, the sector offered 400,000 posts across 478 specializations in 2018 the MNE has focused on diversifying and expanding its establishments to the extent that the 2018/19 cycle demonstrated an addition of 54 new specializations and 67 new establishments for vocational training. (Algeria, 2020). Also through the vocational training diplomas the graduates can benefit from having a financial support from the government in order to start there work activities if they do have enough money the start on his career .

3. Entrepreneurship support:

Algeria has made significant strides in supporting entrepreneurship as a means to combat unemployment. The programs implemented from 2008 to 2020 with support from the focused on promoting entrepreneurship in Algeria

This program worked with local business and to support the startup and the small activity. Several bodies have been approved by the state to support entrepreneurship in Algeria and establish businesses the most important of which are:

3.1-National Agency for Investment Development ANDI:

This government institution was initially entrusted with the task of facilitating, promoting and supporting investment, the Investment Promotion, Support and Monitoring Agency, Receiving, guiding and supporting investors at the level of its central and regional structures, Informing investors through its website, promotional materials and various information points on the occasion of economic events organized in Algeria and abroad. (ANDI, 2024)

3.2-National Agency for Small and Medium Enterprises Development ANDPME:

The National Agency for Small and Medium Enterprises Development is the state's tool in implementing the national policy for small and medium enterprises development, and therefore it works on Implementing the sector's strategy to promote and develop small and medium enterprises, and implementing and following up on the national program for developing small and medium enterprises



,In addition to upgrading expertise and consulting for institutions, demographic follow-up of small and medium-sized enterprises in terms of establishment, suspension, and change of activity, and completing studies on the branches of economic activity sectors and periodic circumstantial notes, Collecting, exploiting and disseminating specific information in the field of activity of small and medium enterprises. (khougile, 2017)

3.3-National Agency for the support of youth employment (NESDA)

Financial assistance through loans granted by accredited local banks, in which the files of young people with qualified projects are placed. A Loan Guarantee Fund was also established in 1998 to provide further facilities for small and medium enterprises to obtain financing .(khougile, Entrepreneurial support policies in Algeria , 2017)

3.4- National Agency for Microcredit Management (ANGEM)

Its primary goal is to promote social growth through economic activity and combat marginalization thanks to a type of support that does not enshrine the idea of pure dependence, but rather is based primarily on “self-reliance,” “self-initiative,” and “the spirit of entrepreneurship.” For this purpose, the microloan provides financial services. In line with the needs of citizens who are not eligible to benefit from a bank loan and who mainly constitute the category of people without income or those with unstable and unemployed incomes who are generally active in the illegal sector. (khougile, Entrepreneurial support policies in Algeria –An analytical study- , 2017)

3.5- startup support:

The incubator takes care of the owners of small and medium-sized enterprises in the service sector. The linking workshop: It is a support structure that takes care of the owners of enterprises in the small industries and crafts sector. The Enterprise Hostel: It takes care of the owners of enterprises belonging to the field of research. (khougil, 2017).

V. Challenges Faced by Employment Support Institutions

Employment support institutions in Algeria face several significant challenges in their efforts to reduce unemployment and promote economic growth. These challenges span across various aspects of their operations and the broader economic landscape.

- **The Incompatibility:** The Algerian labour market suffers from the presence of an incompatibility of labor market needs and the graduate labor force.
- **Inefficiency information collection:** Due to the weakness of the national network, which is collecting the information's on the requirements and needs of the Algerian labor market.
- **The Imbalance of the financial and administrative environment:** The Imbalance of the administrative and financial environment that impede the optimal process of the investment operations.
- **The difficulty to get funds support:** In some situation getting loans from the banks to fund the young people projects and ideas might be difficult in some situations.



- **Lack entrepreneur projects:** This is due to the lack of projects adopted by young people, and the spread of the social and cultural factor that leads generally to preference for the paid work directly.
- **The non-strictness of the laws regulating the labor market:** The short of strictness of these laws in regulating the market and strictly following up on the beneficiaries of the projects in order to ensure the success of their businesses and entrepreneur projects.

Conclusion:

The employment support institutions in Algeria play a crucial role in addressing the nation's unemployment challenges. These organizations have implemented various initiatives to create job opportunities, enhance skills development, and promote entrepreneurship. Their efforts have led to some success stories, particularly in youth employment and entrepreneurship support. However, they continue to face significant challenges, including funding issues, coordination problems, and persistent skill mismatches in the labor market.

Looking ahead, Algeria's employment landscape shows potential for growth in emerging sectors such as manufacturing, renewable energy, and digital transformation. To capitalize on these opportunities, policymakers need to focus on economic diversification, improving the business environment, and aligning education with market demands. By addressing these challenges and implementing targeted policies, Algeria can work towards a more diverse and inclusive job market, ultimately aiming to reduce unemployment and foster economic prosperity.

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