Revue d'Economie et de Statistique Appliquée
Volume 21 number 02, December 2024
ISSN : 1112-234X EISSN : 2600-6642
Pages : 26-40

THE STATUS OF THE ALGERIAN WOMAN IN THE LABOUR MARKET IN LIGHT OF THE NATIONAL SURVEY OF EMPLOYMENT AND UNEMPLOYMENT 2019

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Reçu le: 16/10/2024 **Accepté le :**26/11/2024 **Publication en ligne le**: 05/12/2024

ABSTRACT:
The purpose of this study is to identify the status of the Algerian woman in the labour market in light of the National Employment and Unemployment Survey done in 2019 by studying the development of woman's work under the socio-demographic factors, identifying her different fields of work, and clarifying the motives and reasons that led her out to enter the labour market. Showing the different effects helps us reach solutions to empower workwoman to balance her roles inside and outside the house and prove her career as a valued factor in the development of society at all levels as well.

Keywords: the status of woman – labour market – motives – reasons – women's fields of work

INTRODUCTION

From the temporal aspect, working alongside men is not a new phenomenon for Algerian women as it extends back from the beginnings of the Algerian independence revolution confirming the Algerian woman's struggle and fight to free her country. On the other hand, from the spatial aspect, Algerian woman's work exceeded urban areas to reach rural areas affected by the social, political, and economic changes the Algerian society had undergone. Those changes affected and were reflected as well on all the society institutions, especially on the family, which is the basic constructor of society.

As one of the most important factors of the Algerian society's basic change, the French colonialism placed the Algerian woman in charge of the family playing both roles, a mother at home and a father who fed and protected the family, consequently, after most men left

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their houses determined to achieve freedom or die trying. The harsh conditions pushed women to fetch work on colon farms, factories, and workshops.

Even in the free Algeria, women kept active and widely contributed to the evident development process that the country experienced, where they entered various fields of work, especially after the adoption of the industrialization policy by Algeria. Algerian women's work was not limited to domestic work only, but extended to work in the fields and farms, where rural woman still practiced agricultural work and traditional industries such as pottery and carpet making...etc. On the other side, customs and traditions imprisoned city women in the houses preventing them from going outside only in urgent cases and with a companion, yet, they were able to turn their houses into workshops; knitting, weaving, spinning, styling wool, cotton and silk, and embroidery on wool and cotton. All of these works were done by women inside their houses to receive a wage from which they contributed to the household expenses. The fact that the Algerian woman obtained a level of education gave her an exit into the field of work. The percentage of educated women, 12%, increased up to 20% after independence after it was only 8% in 1944[1]. This was a reason for providing opportunities for external work for females. Based on this, we decided to study the topic of " The status of the Algerian woman in the labour market in light of the National Survey of Employment and Unemployment 2019" focusing on knowing the size of the female workforce in the Algerian labour market in light of the socio-demographic data as well as determining the motives for women to go to work and the resulting effects and the extent to which working women reconcile internal and external work where the following issue was raised:

What is the status of the workwoman in the Algerian labour market?

• What is the weight of female employment in Algeria?

• What is the impact of socio-demographic aspects on the Algerian female employment?

We adopted the descriptive analytical approach by presenting the available statistics and figures, as well as mentioning some previous studies.

To well treat this subject and clarify the actual status of the workwoman, as well as the reasons and motives that led her out to work, we divided the study as follows:

First Theme: Woman's work in Algeria
• First Requirement: The development of woman's work in Algeria.
•Second Requirement: Fields of work for the Algerian woman
Second Theme : Factors leading woman out to work
• First Requirement: Economic factors

[1] مليكة الحاج يوسف، آثار عمل الأم على تربية أطفالها، رسالة ماجستير، جامعة الجزائر،2002-2003، ص63

• **Second Requirement:** Social Factors
• **Third Requirement:** Psychological Factors
• **Conclusion**

First Theme: Woman's work in Algeria

• **First Requirement:** The development of woman's work in Algeria.

The results of the national survey of economic activity, employment, and unemployment done during May 2019 showed that the percentage of women's employment for women having a university degree was 34.6% followed by 15.3%[2] for women with a high school degree.

Table 01: Relative Distribution of Economic Activity and Employment according to gender and educational level variables

Educational Level	Economic Activity Rate			Employment Rate		
	Males	Females	Total	Males	Females	Total
No Educational Level	37.3	4.1	15.3	36.3	3.8	14.8
Primary school level	96.8	8	41.1	65.3	7.1	38.3
Middle school level	76.1	1.3	51.6	67.7	9.0	45.6
Secondary school level	65.5	18.8	42.9	60.0	15.3	38.3
University level	64.4	54.4	53.1	57.5	34.6	43.9

Source: Done by researchers in accordance to the acquired data from the National Survey of Employment and Unemployment, May 2019.

Currently, the participation of Algerian women in external work has become an urgent necessity. With the development of various levels of societies and the increase in the requirements of life, women have had a role in the development process on the economic, social, and cultural levels that has gradually developed. This indicates a change in the mentality of the family from first school grades until reaching the university stage. While most Algerians do not prevent their daughters from entering the working life and prefer to have them join the education and health sectors, as sectors of women's activity, the percentage of female labour in Algerian society after independence is constantly increasing. After the percentage of workwomen was 18% in 1966[3], it rose to 33.31% in 1989 to exceed 54% in 1996. In the early nineties, with the social and economic conditions that Algerian society experienced and the decline in the purchasing power of the Algerian family, and in light of

[2] Office National des Statistique, Activité, Emploi et Chômage en Mai 20192019.
[3] Philippe fargues, Algérie, Maroc, Tunisie, vers la famille restreint, Population société, bulletin mensuel d'information démographiques, économiques, sociales, Paris, N°248, juillet- aout 1990

the rise in the educational level and the percentage of girls who obtained certificates and scientific qualifications, Algerian society's view of women's work changed, which encouraged and pushed women to go out to the fields of work and impose themselves in the labour market at varying rates.

The latest available statistics on economic activity in Algeria confirmed that the number of active Algerian women was estimated at 865221 in September 2001[4] ,while it reached 2288000 in April 2014[5] and 2524000 in 2017 to become 2591000 in May 2019 with 17.3% of the total number of activists[6]. Active women are constantly increasing due to the political measures taken by the state positively enabling women to participate in practical life, and it is also due primarily to the social status that Algerian women have reached thanks to their education and increased awareness of their issues and their ability to prove themselves and impose their capabilities.

Table 02: Distribution of active population and economic activity rate by gender variable

	Active population in thousands			Economic activity rate (%)		
	males	females	Total	males	females	Total
Total	10140	2591	12730	66.8	17.3	42.2
Percentage	81.38	8.62	100			

Source: Done by researchers in accordance to the acquired data from the National Survey of Employment and Unemployment, May 2019.

As for the distribution of working women in Algeria according to the age variable, we find that most of them are between the ages of 25 and 39 years old with a percentage of 57.6% divided as follows: (25 to 29) 21.7% , (30 to 34) 1.9% ,and finally 16% for (35 to 39)[7].

Table 03: Distribution of active population and activity rate by gender and age variables

Age categories	Active population in thousands			Economic activity rate (%)		
	males	females	Total	males	females	Total
15-19	331	28	359	20.2	1.8	11.2
20-24	1058	223	1281	62.1	13.6	38.4
25-29	1603	561	2164	85.7	33.9	61.4
30-34	1583	516	2099	92.8	30.5	61.7
35-39	1461	414	1875	92.8	25.5	58.6

[4] Office National des Statistique, Donnée Statistique 2001N° 343
[5] - Office National des Statistique, Donnée Statistique 2019 N° 671
[6] - Office National des Statistique, Donnée Statistique 2019 N° 879..
[7] - Office National des Statistique, Activité, Emploi et Chômage en Avril 2019.

40-44	1224	335	1559	90.4	23.7	56.4
45-49	1098	260	1358	90.2	19.9	53.9
50-54	863	150	1013	78.6	13.7	46.1
55-59	591	75	66	60.8	8.5	35.9
More than 60	327	28	355	15.9	1.4	8.6
Total	10140	2591	12730	66.8	17.3	42.2

Source: Done by researchers in accordance to the acquired data from the National Survey of Employment and Unemployment, May 2019

Second Requirement: Fields of work for the Algerian woman

The Algerian woman usually chooses professions that do not contradict with her home obligations such as education, medicine, nursing, administrative and office work. Most Algerian workwomen avoid management, authority, and leadership jobs holding back with fear and lack of confidence due the society that previously and unfairly decided which jobs they could do in advance. However, they have better chances with the difficult social conditions the society is facing and the unstable economic conditions that gradually changed the Algerian family standards. Traditional fields such as education and health became unable to absorb more graduates of institutes, universities and training centers, and the existence of a large surplus of female labour with the increase of unemployment rate up to 20.4% in 2019[8]. As for the distribution of workers according to the type of sector, public or private, we find that most workwomen tend to work in the public sector according to the percentages of 61.1% for females compared to 32.6% for males, while men prefer the private and mixed sectors at a rate of 67.4% compared to 38.9% for women[9].

Table 04: Distribution of employed population by gender and type of activity sector

Legal status of activity	Males		Females		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
Public sector	3007	32.6	1260	61.1	4267	37.8
Private and mixed sectors	6212	67.4	802	38.9	7014	62.2
Total	9219	100	2062	100	11281	100

Source: Done by researchers in accordance to the acquired data from the National Survey of Employment and Unemployment, May 2019

[8] Office National des Statistique, Activité, Emploi et Chômage en Mai 2019

[9] - Office National des Statistique, Activité, Emploi et Chômage en Mai 2019.

As for the fields of work of Algerian women, they appear in both the trade and services sector with 75.4% followed by the industry sector with 21.5% and the agriculture sector with 3.7%, while the construction and public works sector absorbs a very small percentage of women's activity estimated in 2019 at 1.4% only.

Table 05: Distribution of workers by gender and nature of profession

Economic Sector Activity	Males		Females		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
Agriculture	1006	10.9	77	3.7	1083	9.6
Industry	1049	11.4	402	19.5	1450	12.9
Construction and Public Works	1862	20.2	28	1.4	1890	16.8
Trade and Services	5303	57.5	1555	75.4	6857	60.9
Total	9219	100	2062	100	11281	100

Source: Prepared by researchers based on data from the National Survey of Employment and Unemployment, May 2019.

The table above shows that most women prefer trade and services sector to other sectors because it demands little physical efforts with more money alongside with education and health sectors that are compatible with their household chores.

Second Theme: Factors leading woman out to work

There are several factors that have made women go to various fields of work, some jobs were voluntary and some others were inevitable and necessary. We can limit these factors to the following:

•First requirement: Economic factors

The economic factor is a convincing reason for a woman to leave home to support her family and live a decent life. There are many reasons such as:

• The high cost of living and changing patterns of consumer behaviour:

The nature of society, whether it is agricultural or industrial, capitalist or socialist, affects the consumer behaviour of the individual. In the midst of technological development and the innovation of diverse technologies and service means, luxuries have turned into necessities in the eyes of the majority of members of society. This has raised consumer expenses and made life expensive, and revealed the insufficiency of the individual income of the head of the family or the husband, especially in developing countries. In light of these circumstances,

women are forced to search for a means to cover the deficit of their husband or the breadwinner and their family, so they turn to paid external work to help covering various expenses and meet needs and satisfy desires in a new modern life full of luxuries[10].

The change in consumer behaviour patterns is one of the main reasons leading women to leave the house for work. The study of the researcher "Tamadhar Hassoun," who conducted a study in the Kingdom of Saudi Arabia, showed that 38% of the families of the female respondents need their income, and answered that 23% of them work to raise their families income while (12%) of them work to buy luxuries and achieve well-being[11].

It is hard to achieve happiness without enough money to meet the family's needs[12]. Unfortunately, this fact forced women to work in mines and factories as unskilled labour wounding their soft skins to improve their income[13].

Women's work was not limited to urban areas only, but this phenomenon even affected rural areas, where big families are widespread and fertility rates among women are high. Consequently, the increase in the number of individuals requires an increase in spending, and to cover this, it was necessary for rural women to go out to work as well in order to confront life's affairs and requirements and manage the family's economic needs. Never the less, in light of globalization, the change in consumer behaviour patterns has affected all segments of society regardless of the environment in which they live.

• Economic independence of women:

Some women believe that the purpose of work is to free themselves from dependence on men, and this is implicit in economic independence and the ability to deal freely and equally with others, satisfy desires, and meet various needs. On the other hand, the economic status of the individual or family is not only a matter of quantity. The income may be sufficient to satisfy a person's desires and meet his basic and luxury needs alike, and sometimes even exceed them, however, it does not achieve a state of feeling absolute security or psychological satisfaction, nor does it achieve the social status that they aspire to. Although the husband's income is high, some women work because of the desire to work and achieve self-satisfaction. In addition to the impact of wage and salary policy on women's morale at work,

[10] جهاد ذياب الناقوال، اآلثار االسرية الناجمة عن خروج الم أرة السورية للعمل، الهيئة العامة السورية للكتاب، سوريا،2009، ص 72.

[11] يسرى زريقة، غزوان صديق جحجاح، الدوافع االجتماعية واالقتصادية لخروج الم أرة إلى العمل ونتائجها، سلسلة اآلداب والعلوم اإلنسانية، المجلد 39

[12] العدد)01(2017، جامعة تشرين، اللاذقية، سوريا، دار الشروق للنشر والتوزيع، بيروت، ، ص 383. [3] - عمر معن خليل، علم اجتماع الأسرة، الطبعة 11997، ص 154

[13] تماضر زهري حسون، عمل الم أرة وأمن االسرة في الوطن العربي، المجلة العربية للد ارسات االمنية، الرياض، السعودية، 1999، ص 26.

as well as working conditions and hours, and opportunities for promotion, which give women what is called job satisfaction; a feeling the individual obtains when he realizes that the job he performs achieves the values that are important to him[14].

Women's economic independence also contributes to improving of their position within the family and makes family members, especially those they support, treat them well as a reward for their contribution to the family's income. Unlike men, women tend to invest a large share of their household income in their children's education. The International Labor Organization suggests that women's paid and unpaid work can be the single most important factor in reducing poverty in developing economies[15]. Increasing female labour force participation and income can therefore lead to increased spending on education for children, including girls, creating a virtuous cycle, with educated women becoming role models for females[16].

Technological and industrial development:

The manufacturing process attracted women to enter the field of work for many reasons such as [17]:

- Producing various types of widely consumed materials such as preserved and frozen foods, ready-made clothes, etc., after the production processes of a group of these materials were carried out by women at home, such as preparing food for their husbands and children, knitting and sewing clothes, and contributing to farming and raising animals.

- Availability of electrical services and equipment at home: The availability of household electrical appliances, such as the vacuum cleaner, automatic washing machine, and microwave, helps working women shorten their time at home. These means have been available at reasonable prices for decades in developed countries, in addition to providing transportation back and forth, and providing health services and social insurance.

-Availability of nurseries and kindergarten: In addition to the previous cheap services , the availability of nurseries and kindergartens close to the workplace has alleviated the suffering

[14] حيدر خضـــر ســـليمان، دوافع عمل الم أرة العاملة) د ارســـة ميدانية في جامعة الموصـــل(، مجلة جامعة تكريت للعلوم االنســـانية، الع ارق، العدد 4، 2007، ص 55

[15] James Heints, 2006, « Globalization, Economic Policy and Employement: Poverty and Gender implications », International Labor Oraganisation, Geneva, 2006.

[16] - Grant Miller, « Women's Suffrage, Political Resposiveness, and Child Survival in American History », juin 2007.

[17] تماضـــــر زهري حســـــون، تأثير عمل الم أرة على تماســـــك االســـــرة في المجتمع العربي، دار النشـــــر بالمركز العربي للد ارســـــات االمنية والتدريب بالرياض، السعودية، 1993، ص 27.

of working mothers in particular and families in general, which creates more job opportunities for women who wish to work.

Women allocate less time to their household chores via advanced technology, and thus a kind of harmony occurs between external and internal works. As a result, they become less attached to domestic work freely devoting themselves to work outside the home to rise their social status. The field of manufacturing and technology also requires an increase in employment, so employing women on an equal footing with men would allow companies to benefit more from the available talent pool. There is evidence of a positive impact on companies' performance as a result of the presence of women on their boards of directors and senior management positions. Companies that employ women in management positions can be better prepared to serve consumer markets dominated by women. Greater gender diversity on boards of directors can enhance corporate governance, and increasing the number of women in decision-making centers has led to a reduction in the proportion of financial transactions involving high risks, usually carried out by male traders[18].

"Wilensky-Kalin" also believes that manufacturing has attracted women to work in order to secure consumer goods services such as preserved and frozen foods and ready-made clothes. The introduction of time-saving household appliances (such as washing machines, dishwashers and vacuum cleaners) has left a lot of free time that could be used to work outside the home, especially since manufacturing operations require a huge human workforce, which has provided job opportunities for women, especially those who are professionally qualified[19].

The development of technology has also pushed women to work in new service jobs that are compatible with their biological nature, such as computer and Internet work, which has become an essential part of daily work in all advanced and developing societies as well.

• **Second Requirement:** Social Factors

Social motives play an important role in motivating women and pushing them towards work, including their belief in the importance of work in human life, or their feeling that they should feel their free time with useful work, in addition to a group of factors that could be summarized as follows:

• High educational level:

[18] كاترين إيلبورغ وآخرين، الم أرة والعمل واالقتصـاد: مكاسـب االقتصـاد الكلي من المسـاواة بين الجنسـين، مذكرة مناقشـات خب ارء صـندوق النقد الدولي، سـبتمبر 05. ص ،2012

[19] حسون، تأثير عمل الم أرة على تماسك ألسرة في المجتمع العربي، المصدر المذكور سابقا، ص 28.

Freeing women from illiteracy via education is a factor that helps them increase their employment qualifications and chances to support the family. On the other hand, education and work are linked to women's desire to secure the requirements of their children and secure their educational level. Experimental evidence indicates a positive correlation between the educational level and female participation in the workforce. In Turkey, for example, the percentage of illiterate women participation in the workforce is limited to 17% whereas the participation of university graduates is 80%. A study conducted in France by "Ellia Perroy" claims that among the motivations for women to work is helping their children to continue and providing them with better educational opportunities[20].

The connection between women's education and job opportunities lies in the fact that the higher the level of education of women is, the more they contribute to work. Education plays an important role in increasing the percentage of women's contribution to economic activity. As for the relationship between the educational level and women's attitudes towards work, it is a direct relationship, meaning that the positive trend of women's attitudes towards work depends on the increase in the educational level, and it is difficult for uneducated women to find a job, especially in urban areas.

Empowering women to receive education is one of the basic pillars and foundations for enabling them to work and participate with men in economic and social development, not to forget that most jobs require a high level of education. In an Arab study, the results concluded that the biggest motivation for women to go to work is their desire to invest their academic qualifications and achieve social benefit[21]. The academic qualification is considered as a weapon in the woman's hand that can be used at any time and whenever necessary. Even more, the time and money spent to obtain the certificate or the needed qualification is considered as a primary motive to get a job after graduation[22].

• Divorce or death of the husband:

Social ordeals are what pushes wives out to work. In a study conducted by the Labor Office in the United States of America, it was shown that most female workers are widows or women who have previously left their husbands or married to men who are unable to work. In addition, some of the women's husbands were temporarily disabled due to work or injury, and some female workers married unqualified workers who were receiving low wages in irregular jobs[23].

[20] سون، تأثير عمل الم أرة على تماسك ألسرة في المجتمع العربي، المصدر المذكور سابقا، ص ص، 60،61.
[21] الناقوال، آلثار الناجمة عن خروج الم أرة السورية للعمل، المصدر المذكور سابقا، ص 76.
[22] الناقوال، آلثار الناجمة عن خروج الم أرة السورية للعمل، المصدر نفسه، ص78.
[23] الناقوال، آلثار الناجمة عن خروج الم أرة السورية للعمل، المصدر نفسه، ص78.

Although the working conditions of women differ from one country to another and from one job to another, the reasons are the same. The absence of the husband is considered a fundamental factor causing woman to work, especially if the deceased husband belonged to a lower class and did not leave anything behind. Therefore, widows and divorcees are forced to obtain an income that secures the family's livelihood and survival, since most women who support their families are widows in the first place or divorcees[24]. However, in light of social change and the overlapping of roles, women's view of outside work has changed after it was the preserve of men and they have begun to demand it as a legitimate right or an insurance policy against any harsh times in the future.[25]

Work gives women and their children economic security against any threats in the future. It also reduces their economic dependence on men and makes them feel their status valued[26], especially in light of the lack of interest of Arab and Developing countries in the widows, unlike developed countries, which attach great importance to caring for widows to preserve their dignity where they have care networks that care for vulnerable groups and widows.

The size of the family also affects the working conditions of women before and after marriage. The size of the family may be a reason for a girl to work outside the home due to the large size of her family, and to work to help her family and meet their needs. She may leave education to work permanently or temporarily. Never the less, having a large number of children prevents her from entering the world of work even with qualifications because the possibility of a woman working rises the fewer her children are[27]. The factor of not having children for health reasons or infertility also affects a woman's work. Having no children means a lot of free time that causes undesirable anxiety that pushes women out to work.

• Social status:

Societies are currently undergoing economic and social changes, despite the fact that women's primary work is limited to housework and caring for the family in order to preserve it and raise it in a manner that is suitable for serving society, the different new circumstances require women to work outside the home in addition to domestic or internal work[28]. One of the factors that have made women accompany men in various fields of work is the society's inferior view of women. This negative stereotype of limiting women's role to cleaning,

[24] الساعاتي حسن، علم اجتماع الم أرة: رؤية معاصرة ألهم القضايا، دار وائل للنشر والتوزيع، عمان، ألردن، 2014، ص 349.
[25] حسون، تأثير عمل الم أرة على تماسك ألسرة في المجتمع العربي، المصدر المذكور سابقا، ص131.
[26] إحسان محمد الحسن، علم اجتماع الم أرة، الطبعة 2، دار وائل للنشر والتوزيع، عمان، ألردن، 2014، ص 60.
[27] الناقوال، آلثار الناجمة عن خروج الم أرة السورية للعمل، المصدر نفسه، ص79.
[28] مروج مظهر عباس، عالقة عمل الم أرة بالت اربط ألسري، مجلة كلية التربية للبنات، المجلد 22، العدد 4، جامعة بغداد، الع ارق، 2011، ص 789.

cooking and washing has also deprived them from practicing their rights and personal hobbies inside and outside the home, the fact that their only concern became to break these social restrictions and fill their free time. For this reason, women took refuge in work as a solution to some of their problems.

On the other hand, sociologists believe that man always seeks to assert himself. According to the interpretation of the American writer "Daniel Carnegie", man seeks to be something mentioned in his life, i.e., to perform certain tasks that make him feel himself and his existence. Therefore, it is natural for women to rush towards work in order to achieve a social status for themselves too, confirming what some field social studies have reached. A study on women's work found that 35% of workwomen work in order to achieve a social status[29]. Consequently, the social status provided by work is one of the factors leading women to go to work, and this is obvious in the behavior of female workers who retired at the age of fifty-five; They stand every evening at the factory doors waiting for their friends to leave, gladly attend the social events that take place in the factory, and show readiness to do additional work willingly and for free believing that the factory rises their social status[30]. Work gives women the chance to join small groups, form friendships, or establish friendly and loving relationships to fulfill the desire to be with others, which is the need for social belonging. Work also provides a way to communicate with others.

• **Third Requirement:** Psychological Factors

Self-affirmation, the love of appearing, and achieving personal benefit are psychological factors that urge women to go out to the labour market. A study done by "Ferdinand Zweig" showed that women go out to work due to emotional pressure rather than the material need. The act of woman's need for self-affirmation and the need to appear as an active element in society has its rights and duties. External work is a means that earns her an important position in society in general and in the family in particular. Work develops woman's personality and makes her discover herself and feel that she is a productive and useful individual. Thanks to work, she can face life even alone[31].

Various reasons such as personal inclination, the desire to achieve self-actualization, the need to improve family income and help the family, have made women enter the world of external work at an increasing pace. A study conducted by "Lankacher" showed that some mothers work for other reasons such as the desire to go out, feeling satisfied with work, and the compatibility of work with their house duties[32]. Work is not a way to earn and increase the

[29] حسون، تأثير عمل الم أرة على تماسك ألسرة في المجتمع العربي، المصدر المذكور سابقا، ص،131.
الناقوال، آلثار الناجمة عن خروج الم أرة السورية للعمل، المصدر المذكور سابقا، ص 81[30].
[31] محمد صفوح ألخرس، تركيب العائلة العربية ووظائفها، د ارسة ميدانية لواقع العائلة في سوريا، الطبعة 2، منشو ارت و ازرة الثقافة واإلرشاد القومي، دمشق،
[32] كاميليا عبد الفتاح، سيكولوجيا الم أرة العاملة، الطبعة 1، المصدر المذكور سابقا، ص 89.

income but, on the contrary, it is a manifestation of man's activity through which he proves himself and feel his existence and that is what women seek by going to work.

CONCLUSION:

In light of the changes that have affected Algerian society and their direct impacts on the most important component that makes it up, which is the family as a vessel for societal transformations. Women have been able to achieve their independence from men and making their own decisions, which made their going out to work acceptable to society. Never the less, their contributions to the economic development became of a great value.

In conclusion, and by focusing on the development of the size of female employment and the status of Algerian women in the labour market and in light of some socio-demographic variables, as well as the great deal of factors and motives leading women to enter the labour market, we reached the following results:

• The economic factor and the financial independence of women are the main motives for working women to enter the labour market.

• The social factor comes in second place, especially, in relation to the rise in the educational level, whether in terms of social status or increased job opportunities.

• The psychological factor of women also affects their exit to work, but its impact is lesser than the economic and social factors.

RECOMMENDATIONS AND SUGGESTIONS:

Based on the results derived from the study, our recommendations can be as follows:

- Valuing university degrees among women staying at home would surely contribute to their social empowerment.
- Amending the work system in the administrative field in line with the conditions of workwomen.
- Providing childcare services and nurseries to care for the children of working mothers in particular.

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