

Employment policy and development of entrepreneurship in Algerian society

سياسة التشغيل وتنمية المقاولاتية بالمجتمع الجزائري

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Abstract:

Humanitarian and social studies continue to raise the issue of unemployment and employment in Algerian society. Despite the various methods of support, employment mechanisms and encouragement of entrepreneurship and its development, there are unemployment rates and difficulties in obtaining decent and permanent jobs for job seekers, and reluctance and fear of working in the field of entrepreneurship among some other groups of unemployed, who are able to work, and therefore we ask ourselves: what are the mechanisms of employment policy and development of entrepreneurial projects to reduce the phenomenon of unemployment in Algerian society? , relying on the qualitative approach to analyze data from a field study of cases of business project leaders in the city of Oran, which we include in this research paper.

Keywords: work, unemployment, employment policy, entrepreneurship, development.

ملخص:

تستمر الدراسات الإنسانية والاجتماعية لمناقشة مسألة البطالة والتشغيل في المجتمع الجزائري رغم مختلف طرق الدعم وآليات التشغيل والتشجيع نحو المقاولاتية وتنميتها ، إلا هناك معدلات للبطالة وصعوبة للحصول على مناصب عمل لائقة ودائمة لطالبي العمل والعزوف والتخوف من العمل في مجال المقاولاتية عند بعض الفئات البطالة الأخرى وهي قادرة على العمل ، وعليه نتساءل فيما تتمثل آليات سياسة التشغيل وتنمية مشاريع المقاولاتية للحد من ظاهرة البطالة بالمجتمع الجزائري ؟ ، بالاعتماد على المنهج الكيفي لتحليل المعطيات من دراسة ميدانية لحالات من أصحاب المشاريع المقاولاتية بمدينة وهران التي ندرجها ضمن هذه الورقة البحثية .

الكلمات المفتاحية: العمل، البطالة، سياسة التشغيل، المقاولاتية، التنمية.

1. Introduction

Algerian society offers several mechanisms for its organization and development, including mechanisms to support employment, reduce unemployment, support entrepreneurship projects and development among young people capable of working to employ them, within a set of government agencies that facilitate the process of their professional integration and encourage them to do so in the face of the worsening unemployment rate and create employment opportunities for them, because work " is considered the voluntary, muscular and mental effort that a person exerts in exchange for a certain salary." (احسان محمد الحسن ، 83 ' 2005)). the person is the one who performs the work tasks, and the material and social benefits of work benefit him. Therefore," work is considered one of the most important elements of production involved in the creation of goods and the organization of production capacity, and work is affected. the labour force, the size of the population, the work of women in society which allows them to perform economic work outside the home, due to social conditions, the equality of women with men, the number of working hours, weekly and annual leave, and other factors which affect work. (83 ، 2005 ، احسان محمد الحسن). Work is divided into two technical parts and Simple work, technical parts is considered to be work that requires a certain degree of education, culture, knowledge, studies and qualification, and is often mental work that requires a sufficient amount of experience and practice. As for simple work, it is muscular work that does not require culture and high learning.

Work is part of the public sector and the private sector, including entrepreneurship, because the trend towards opening up to the market economy and privatization, the latter being considered the economic policy chosen by all societies and developing and developed countries, is a necessity. Especially in Eastern Europe, given the institutions owned by the private sector, and this is what led to the disappearance of general property. Public reform, which is one of the economic and political reforms aimed at facilitating the growth of the private sector, differs from one country to another. "**Adam Smith**" called for it in the 18th century, in his book "The Wealth of Nations", which is a trend towards community development, while it is affected by the phenomenon of unemployment and the instability of the labour market among countries. In terms of supply and demand, it can be said that the phenomenon of unemployment threatens the economic and social stability of society, including Algerian society, and he faced the phenomenon by relying on an employment policy that aims to reduce the severity of

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unemployment and regulate the labour market under the control of all actors" (إحسان (محمد الحسن، 2005، 84). And one of the mechanisms to deal with unemployment in society is The policy of employment of members of society and the employment sector and its management as an indicator of development, with the aim of finding solutions to this dilemma due to its relationship, on the other hand, with the improvement of social, economic and political conditions, because unemployment and non-employment threaten national policy and its stability in all areas. We ask ourselves: **what are the mechanisms and policies for developing employment and entrepreneurship to reduce unemployment and create employment opportunities in Algerian society?**

On the methodological level, we rely on the qualitative approach to analyse the subject by relying on semi-directive interviews with the research sample composed of four respondents of different ages, ranging from 34 to 43 years old and between 02 for each woman. And 02 male in terms of sex. as for marital status, between 02 single and 02 married people, and the level of education is between university and terminal level, where the first respondent n ° 01 is the owner of a children's daycare project in the ELYASMINE district of. Oran. The second respondent n ° 02 is the owner of a women's clothing store project in the AKID LOTFI district in Oran. And the third person interviewed No. 03 is a cosmetics shop (cosmetics and shaving equipment) in the AKID LOTFI district in Oran. And interviewed No. 04, He is the owner of the women's gym project in the LECASTOUR district in Oran. We arrived at a set of data and results that we analyse as follows:

2. Employment policy mechanisms to deal with unemployment:

Unemployment in societies constitutes "the most important basic vacancy in the national action program, particularly related to the social and economic aspect of society, including its development, because development is related to unemployment" (زكريا سعد الدين الاسدي، 2009، 09) and the provision of employment opportunities for its applicants. Development occupies vast areas of reflection among various disciplines and researchers because it is the key to the progress and advancement of society, including the acquisition of value and importance for the development of Western civilization and the achievement of progress." Unemployment has economic and social effects that cannot be neglected. It is the cause of most social ills and problems such as drugs, crime and violence of all kinds. It also ensures political stability and social cohesion, which leads to the risk of massive unemployment, which creates problems later (زكريا سعد الدين الاسدي، 2009،

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(17. Several statistics from the National Bureau of Statistics “ONS” showed that the unemployment rate and the percentage of unemployed reached around 15.3% in 2022 and reached 16.2% in 2024. These are percentages of the magnitude of unemployment in Algeria that require constant attention to reduce them by the employment policy to provide job opportunities.

The International Labour Organization (ILO) defines unemployment or an unemployed person as "a person who meets the following conditions without work, that he has not engaged in paid work or self-employment for a certain period, that he is open and able to work " (عدالة بن مهدي وآخرون، 2022 ، 168) , and this means the willingness of individuals to work for pay or self-employment for a certain period in case of job search, that is, the ability of the person to seek paid work. As for unemployment, according to the National Bureau of Statistics.”ONS” , "a person is considered unemployed if he meets the following conditions: the age of the job seeker is between 15 and 64 years, and he does not have a job at the time of the census, or he is looking for a job for which" (عدالة بن مهدي وآخرون، 2022 ، 169) ,he is qualified, and he also has the ability and willingness to start working. We found through the statements of the majority of respondents that they have experienced a period of unemployment and search for work and employment before their current job. job search differed, but they were similar in registering by proxy at the National Employment Agency "ANEM" and obtaining the blue card, considered as a link between job seekers and employment opportunities with administrative or economic institutions adjacent to it, so that they can be summoned to undergo a recruitment interview and be appointed in the institution if they are accepted and meet the required conditions in terms of academic level and previous professional experience, if available, during the search. The sample stated that they registered themselves to get a job through the employment agency and were not summoned or contacted according to the statement of **respondent n01: “Female, 43 years old, married, university level, holder of a bachelor's degree in clinical psychology, owner of a nursery school project in the Yasmine district of Oran: “I experienced a period of unemployment after graduating from university, despite my registration with the National Employment Agency “ANEM” “I was not contacted and I not worked with the agency. and before the project, I worked for a short time as a teacher. own job, which is better than unemployment and looking for a permanent job”**. And the statement of interviewee N03 (male, 34 years old, single, university level, major in biological sciences, owner of a cosmetics store project): **“I suffered from unemployment**

Employment policy and development of entrepreneurship in Algerian society and job search despite my degree and university level, then I worked as a salesman for my friend in a store where I worked, and an idea came to me. "Starting my own business and store to work with the help of my family is better than unemployment."

As for "employment policy, the word "policy" refers to the set of administrative procedures and organizational measures, while "employment" refers to the set of intellectual or physical efforts made by a person in exchange for a certain salary" (10 ، 2017 ، فاطمة بوسالم ، OECD). defines "employment policy" as "the set of means adopted to ensure "the right to work of every human being and to adapt the workforce to human needs" is defined by the "International Labor Office" (BIT) . " and constitutes an agreed and harmonious vision and framework that links all interventions in the field of employment with all stakeholders. " ، فاطمة بوسالم ،

(11 ، 2017) , It is defined by the "International Labor Organization" (OIT) in which a person is employable when he can get it. a job, keep it, evolve in his work, adapt to change, then get another position he wants or be fired. As for the employment policy, it is a set of measures taken by the public authorities after analyzing the labor market and unemployment. the causes of unemployment and aimed at "creating new positions where the government intervenes after a quantitative or qualitative deterioration of the labor market in order to regulate and mitigate the high unemployment rate and the imbalances associated with it" (عدالة بن مهدي) (169 ، 2022 ، وآخرون ،

Employment policy is characterized by the dimensions and effects represented by the economic dimension, which is based on the need for qualified human capacities to create economic wealth by employing them in various fields and sectors in a way that allows sustainable economic and social development of the country. , then the social dimension, which focuses on the need to eliminate unemployment, social ills, combat immigration and work to improve the standard of living of individuals. As for the political dimension: it focuses on achieving political and security stability in the country. Public employment policy and its mechanisms seek to find solutions to the unemployment of job seekers, whether young people or graduates of various universities and training institutes, as one of the factors of community development on the one hand and on the other hand. , the relationship of this group of unemployed and job seekers with the search for opportunities and positions for them. Public policy encourages two forms of employment, the first of which is self-employment by creating small and medium-sized enterprises, encouraging the private sector . and offering various professional

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integration contracts to obtain a job that guarantees all other social rights . in addition to the relationship between training and work, employment policy and job seekers' strategy, vocational training and university education providing opportunities for entry into the world of work to work in public institutions or create a private institution, on the one hand, and on the other hand. on the other hand, the employment policy for the development of small businesses provides financial and technical assistance and another interest in the marketing of small and medium-sized industrial products, and it is considered one of the mechanisms that contribute greatly to job creation. It allows it to absorb unemployment, and the employment policy is also linked to the creation of programs and mechanisms to support entrepreneurial projects and the creation of employment opportunities in various activities and fields that Algerian society needs in order, on the one hand, to reduce unemployment and create jobs, opportunities on the other hand.

3. Forms of institutions to create job and support employment mechanisms:

Institutions have undergone several forms of development since their inception through the change and development of societies, and they differ in size, forms and purpose. At first, they relied on simple family production according to primitive and simple societies, relying on the environment. the sufficiency of agriculture and the use of simple tools by people to meet the needs of the family, then the domestic system of crafts and manufacturing to automated industrial enterprises after the Industrial Revolution and the Enlightenment, to institutions, conglomerates, multinational partnerships and economic and monopolistic blocs of small, medium and emerging enterprises, free enterprise, formal and informal, which have contributed to supporting the employment policy and the trend towards entrepreneurship to create the various employment and employment opportunities needed. Members of society, including small, medium and emerging enterprises who are interested in government support within the framework of employment policy and job creation in Algerian society.

3.1 Definition of small and medium enterprises:

The definition and concept of these institutions differ from country to country depending on their economic and social capabilities and conditions such as industrialization, industrial production factors, quality of crafts and traditional industries, population density, labor force and other economic and social aspects of the society. Economic institutions are classified in terms of size into small and medium institutions on the one hand and large institutions on the other hand, they

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are useful in several fields by relying on a set of standards that help to find a common concept. institutions between quantitative and qualitative standards.

Quantitative standards aim to classify institutions based on a set of quantitative characteristics that highlight the differences between different sizes of projects, such as employment size, capital value, turnover and total annual budget, while qualitative standards aim to classify institutions objectively based on key operating elements such as management style, ownership and technology. It is used to define the concepts of small and medium-sized enterprises, and some define them based on the number of workers, capital or sales volume. , and we define them based on these elements.

International organizations are interested in small and medium-sized enterprises because they are organizations open to all countries in the world. On the one hand, they have a global character and on the other hand, they are distinguished by the mastery of their concept. According to each country and the international organization. It is defined by the "United Nations" to bring its meaning and concept closer together, based on the definition of "small and medium-sized enterprises" based on the criterion of employment and size, which are an important factor in determining the economy, The commercial and social nature of the company is taken into account. Small companies that employ between 10 and 50 workers are taken into account, while medium-sized companies employ 51 and 250 workers and operate in several locations " (297 ، 2018 ، بلعميري عسري).

The European Union defines small enterprises as "those that employ fewer than 50 employees, their turnover is less than 7 million euros and their total assets, i.e. their capital, are less than 5 million euros. As for medium enterprises, they employ between 50 and 250 employees, their turnover is less than 40 million euros and their total assets are less than 05 million euros, which was adopted by all European Union countries until 2003"(240، 2018 ، بلعميري عسري) . As for the Arab Industrial Development Organization, it relied on the term industries instead of institutions. Small industries are considered to be those that employ 15 workers and less than \$1,500 in assets, while medium industries employ 15 to 50 workers and assets of \$15 to \$50. 1,500 to \$2,500" (240، 2018 ، بلعميري عسري).

As for the Algerian legislator, “ it addressed the definition of small and medium-sized enterprises, which it considers not new, but the decision to determine its content goes through Law No. 01-18 of December 12, 2001, which includes the directive law for the promotion of small and medium-sized enterprises, Official Journal No. 77, and this law was repealed in 2017. Taking into account the

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economic and social developments underway under No. 17-02 of January 10, 2017, which includes the directive law for the development of small and medium-sized enterprises, Law No. 01-18 was defined in Articles 04 to 10 on the basis of the criterion of counting workers, the number of annual turnovers, the total annual turnover and the criterion of the independence of small and medium-sized enterprises. are all institutions that produce goods and services that employ 1 to 250 people, which is a general definition and does not separate them. This is detailed in Articles 5 and 6 of the same law. Medium-sized enterprises that employ between 50 and 250 workers. and is considered the small enterprise that employs 10 to 49 people. As for its definition in accordance with Law No. 17-02 in force, it is based on the same standard as the previous law for the number of workers, except for the revision. the turnover of medium and small enterprises" (بلعميري عسري، 2018، 312). It represents "the turnover of a medium-sized enterprise within the meaning of the law whose turnover does not exceed 200 million according to Article 6 thereof, for a small enterprise, its annual turnover is less than 20 million , in accordance with Article No.02 of the law" (عثمان خلف ، 2004 ، 137). She uses this type of projects and in turn contributes to creating job opportunities for other workers depending on the number she needs, according to the statement of respondent no. 01: "Thanks to this project I have created a job for myself. and I have contributed to hiring other workers, a number of nannies for the children depending on the needs of the institution to teach and care for them.

3.2 - The concept of emerging companies (startups):

"According to the Algerian legislator, it has not set a clear definition, but the Minister of Commerce, through Memorandum No. 708 of October 24, 2019, considered as a start-up institution any institution that works in one of the following areas: areas of network installation and data processing, operation of Internet services, that is, everything related to the Internet and automated media. According to the number and code of the activity in the trade register" (بن لخضر السعيد، وآخرون، (28، 2020), it was limited to the aspect of technological innovation.

A startup "is a temporary institution designed to grow rapidly, offering a new and innovative product or service, targeting a large market to bring about change in the world to build a better future under conditions of global risk and uncertainty, with the potential to achieve huge revenues if successful, regardless of its size or industry" (بن لخضر السعيد، وآخرون ، 2020، 29).

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While the life cycle of a small and medium-sized enterprise begins with its launch, goes through survival and stability, and ends with maturity according to a direct relationship between growth (the size of the enterprise) and the life of the enterprise, which is interspersed with crises that separate each stage from the other, while the growth of a nascent enterprise in a series of unpredictable declines and progress between the two stages of establishment until it is found, the business model then enters a stage of rapid growth and transformation from an emerging institution to a large enterprise, and obtaining other elements such as the financing it needs and preferring to share risks with investors instead of paying interest on loans means resorting to investment instead of borrowing from banks because they lack long-term liquidity. Unlike small and medium-sized enterprises, banks are the first destination for financing because this type of business depends on a clear business model and other elements. As for the overlapping aspects, it is in terms of the criterion of the number of workers according to the previous definition. "The emerging enterprise depends on the number of workers between 10 and 249 workers. A number of emerging enterprises are small and medium-sized enterprises based on the criterion of the number of employees, and vice versa, small and medium-sized enterprises are not small and medium-sized enterprises. emerging enterprise based on a number of characteristics that distinguish them from them (بن لخصر السعيد وآخرون، 2020، 33)"

Small, medium and emerging enterprises contribute to creating employment opportunities by reducing unemployment rates and paving the way for job seekers from the private sector to provide the services and products needed by the members of the organization and by reviving the national economy and social life in light of the developments and transformations of Algerian society.

4. Support mechanisms for entrepreneurial development and job creation:

Among the mechanisms and programs to combat unemployment and employment policy are the national programs and agencies provided by the State, represented by the Social Development Agency (ADS), which is a public institution with financial independence, and the Professional Integration Assistance (DAIP). schemes, especially for university degree holders through fixed-term employment contracts It is renewable . And The (CTA) is based on subsidized employment contracts . As well as on agencies and mechanisms approved for the promotion of entrepreneurial initiatives, including the National Agency for Youth Employment Support (ANSEJ), which has become the National Agency for Entrepreneurship

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Support and Development (ANAD and NESDA) since 2020, and the National Unemployment Insurance Fund (CNAC), the National Investment Development Agency (ANDI) and the National Agency for Microcredit Management (ANGEM). Several groups in society have used it, including respondent N 01. **She used “ "ADS" (the program and the Social Development Agency (ADS)) By submitting my application and file to establish a nursery school, which was accepted after a period of studying the files and was accepted because it met the conditions, and I was able to do so by establishing my own business project”** . It is one of the organizations that facilitate entry into the world of work, on which Algeria relies to encourage young people and graduates of universities and institutes to seek and embody. Employment opportunities and provide them with the means to take steps to obtain financing, support and support for their activity in Algerian society, which we discuss respectively:

4.1 National Agency for Youth Employment Support ENSEJ:

The National Agency for Youth Employment Assistance, created by Executive Decree No. 96-296 of September 8, 1996. " It is a public institution responsible for encouraging and strengthening support for young unemployed people who have an idea for a project to create an institution. The young project leader benefits from free assistance in the form of reception, advertising and training, and tax advantages such as exemption from... "Value added tax, reduction of customs duties in the completion phase and exemption from taxes in the completion phase. operating phase. It also benefits from financial subsidies in the form of an interest-free loan with a reduction in the bank interest rate. The agency has been placed under the supervision of the Ministry of Labour and Employment, responsible for communication with the Ministry. institutions and organizations concerned " (149 ، 2017 ، *سعدية زايدي*). Accomplish the tasks assigned to them. Many project leaders have trusted this agency, according to the testimony of **interviewee N 04: "For the implementation of two gym projects, I relied on the "Lonsage" agency to obtain sports equipment and machines after studying the project, supervising and monitoring its implementation with appropriate capital, and all financial contributions were returned within the specified deadlines, which are This is an addition that society needs, especially the category of women and patients, the search for physical fitness, the creation of job opportunities for coaches and specialists in this field. field, and find a better job than unemployment and inappropriate and non-permanent work,"** while there are

Employment policy and development of entrepreneurship in Algerian society fears among others about loans and debts, so they resort to other sources, such as family, to provide support, according to the statement of **interviewee N02**: **“Before this project, I worked for a relative of mine who owned a pharmacy, and I was a saleswoman and manager “in charge of management” there for seven years. I learned a lot there. and I thought of my own business project, which is a store project that sells women's clothing. With the help of the family, I received a debt from them and now I have paid all the debts. on support agencies, especially “LENSEJ”, but I was afraid of debts or failure of the project with little capital, so I changed my mind and relied on family and my own money and relied on myself for my own work”.**

While the agency is mainly used by the self-employed and the service sector that society needs, since it has 53 branches nationwide and is aimed at young unemployed people aged 19 to 35 who want to start their own small business. This is an important mechanism, especially since 70 percent of the unemployed are under 30. According to the following table:

A table 1: showing the agency's support for various entrepreneurial projects, particularly those in the service sector and the liberal professions:

	Liberal professions	%	Services	%	Total
2011	569	1%	29 228	68%	42 832
2012	826	1%	45 167	69%	65 812
2013	1 042	2%	21 192	49%	43 039
2014	1 450	4%	12 944	32%	40 856
2015	1 205	5%	4 688	20%	23 676
2016	716	6%	2 355	21%	11 262

Source: Statistical table based on data from the National Agency for the Support and Development of Entrepreneurship (ONDA) (adapted according to the researcher's concerns: liberal professions and service sector)

The table shows that in 2016, 6% of the projects were set up in the liberal professions category, and in 2012, 69% of the projects were set up in the service sector. This thus contributes to paving the way for young people to implement their entrepreneurial projects in various fields, including the service sector and the liberal professions.

4.2 National Agency for Support and Development of Entrepreneurship (ANAD and NESDA):

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This agency "ANAD and NESDA" was created by executive decree No. 20,329 of November 22, 2020, as an extension, modification and complement to the National Agency for Support and Employment of Youth (ENSEJ), which has a special role. nature (Official Journal, Algeria, executive decree No. 20, 392, p. 08) by which the orientation has moved from the social aspect to the economic orientation, with the inclusion of new tasks compatible with this change, such as the dispensation with the condition of unemployment which was fundamental at ENSEJ, and opening the field to the unemployed, provided that they are between 19 and 40 years old, and that they hold a certificate of " (بودة فاطمة ، 2022 ، 118), Recognized professional qualification and assistance to institutions in difficulty", which is included in the limits. the first framework of the ENSEJ agency before the amendment to ANAD and NESDA.

4.3 The National Agency for Microcredit Management "ANGEM"

Created by Executive Decree No. 04/14 of 29 Dhul-Qi'dah 1424, corresponding to January 22, 2004, "of a special nature, whose activities are controlled by the Minister of Employment and National Solidarity. It began in 1999 and its mission is to implement the State's policy on employment and national solidarity. the field of the fight against unemployment and poverty by supporting individual entrepreneurs in order to help them create activities. " The role of the agency consists in particular in providing support, advice and assistance to initiators and in monitoring the success of projects. considered as a measure of small loans of up to 500,000 DZD intended for the unemployed and needy who have reached the age of 18 and over and who have qualifications or knowledge in a specific activity" (بودة فاطمة ، 2022 ، 128). This agency came to promote the establishment of projects in urban and rural areas, fight against unemployment and poverty, promote the emergence of economic and cultural activities that generate income in areas desired for development, and encourage the spirit of entrepreneurship. is aimed at people with qualifications and knowledge in a specific field and activity, and the agency supervises the management of microcredit in two formats from 100,000 DZD to 250,000 DZD with one of the banks. The following:

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Table2: shows us the result of financial services until the end of March 2023:

Financial services results as of March 31, 2023					
1- Distribution of loans granted according to the type of financing			2- Distribution of loans granted by gender		
type of financing	Number of loans granted	Percentage %	The gender of the beneficiary	number	Percentage %
Number of advances to purchase raw materials	836996	91,46%	Women	578711	63,25%
The number of advances with benefits for the implementation of the project	79055	8,54 %	Men	336340	36,75%
total	915051	100 %	Total	915051	100
3-Distribution of loans granted by sector of activity			4- Distribution of loans by age group		
Agriculture	123715	13,52%	Age group	number	Percentage %
small industry	361171	39,47%	18-29 years	325392	35,56%
construction and public works	81531	8,91 %	30-39 years	285862	31,24%
services / traditional	180997	19,78 %	40-49 years	170199	18,60%
industry	161140	17,61 %	50-59 years	95989	10,49%
trade	5582	0,61 %	Over 60 years old	37609	4,11%
fishing	915	0,10 %	total	915051	100%

Source: Financial Services Results March 2023, ANGEM.

The table shows: Loans granted by gender: Women represent a higher percentage than men, more than 63%, which shows the opportunities that allow women entrepreneurs to carry out their own business project, and according to the level of education. , we note a percentage higher than 50% of the average level, which reflects that work in entrepreneurship does not require a specific level of education, but is accessible to all social and educational groups and levels. As for the sector of activity, we note that. loans were granted to entrepreneurs in small industry at a rate of more than 39% and in the service sector at a rate of 19%.

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4.4 The National Unemployment Insurance Fund (CNAC):

"It was created by Executive Decree No. 94-188 of July 1994, in application of Legislative Decree No. 94/01 of May 11, 1994. It works to preserve employment and protect employees by establishing an unemployment insurance system for employees. benefit of workers who involuntarily lose their jobs. For economic reasons, this fund includes three regional directorates, each of which includes a number of state agencies and provides financial assistance to reduce the effects of economic unemployment, i.e. assistance in the creation of institutions. for unemployed people aged 30 to 50, while supporting them in all stages of the Project" (فاطمة بوسالم، 2017، 15).

It is also considered a government agency created to mitigate the social consequences resulting from the mass layoffs of employees working in the economic sector. The Fund strives to accomplish a set of tasks, which include financial and free assistance in order to reduce the risk of unemployment. on the national economy. It also provides financial assistance for the creation of institutions for the unemployed aged 30 to 50, by providing loans and financial assistance to project managers and entrepreneurs in relation to the bank regarding the value of supplies and interest. -free loans ranging from 05 to 500,000 Algerian dinars, depending on the level of investment for the activities proposed by the entrepreneurs. They are studied before approval and the loan is repaid after three years of bank interest. Accordingly, the following:

Table3: shows the cost and subsidy of bank loans for entrepreneurial projects

Project cost	Bank credit %	Personal contribution %	Unpaid loans %
The total investment amount less than or equal to 5 million dinars	70%	01%	29%
The total amount of investment less than or greater than 5 million dinars and less than or equal to 10 million dinars	70%	02%	28%

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Source : Caisse nationale d'assurance chômage (CNAC)

It can be seen from the table that the percentage of bank loan remains constant in both cases, while it can be seen that the percentage of unpaid loans and the percentage of contribution differ depending on the amount of investment and the cost of the project.

4.5 National Agency for the auto-entrepreneur (ANAE):

Algeria recently relied on it after it was announced (2024) by the Ministry of Knowledge Economy, Emerging Enterprises and Micro-Enterprises. It is a national agency allowing self-entrepreneurs and small project leaders to register their activity through the auto-entrepreneur platform to obtain several benefits, including social protection, with the aim of promoting entrepreneurship among young people.

4.6 Creation of business incubators and nurseries to support entrepreneurship:

There are many definitions and concepts regarding institutional nurseries and business incubators intended to encourage small businesses and entrepreneurial companies, as it is an "institution created to provide services and production and material needs to small industries at the beginning of their creation and to advance them to the stage of commercial work for a symbolic remuneration" (لعيجي عبد الكريم (168 ، 2022 ، وآخرين ، according to Executive Decree No. 03-78 of February 25, 2003, which includes the Organic Law of Institutional Nurseries, defines them as "public establishments of an industrial and commercial nature with personality and financial independence. These nurseries are created by executive decree and placed under the supervision of the Minister responsible for small and medium-sized enterprises" (Official Journal No. 13 of 02/26/2003 p. 13-15) " (لعيجي عبد الكريم (168 ، 2022 ، وآخرين ، "Companies" Incubators are considered as one of the mechanisms for supporting entrepreneurship, supporting the implementation of projects, supporting and supporting small and medium-sized enterprises and project leaders. They are known as an integrated framework of space, equipment, services, facilities and support, consultation. , and organizational mechanisms dedicated to helping entrepreneurs.

They represent the business incubators or the incubator system on which Algeria has depended in recent times, in light of the progress of Arab countries in this area and allowing its creation, in the form of incubators, that is to say. institutional nurseries and facilitation centers of an industrial and commercial nature, to support and support the establishment and promotion of small and medium-sized enterprises.

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The employment policy provides several facilities to create employment opportunities that facilitate this, including supporting the private sector of Algerian society, which carries out the development of entrepreneurship, and accompanying and training it in the implementation of various projects that members of society need on the one hand, and on the other hand, reducing the phenomenon of unemployment and creating employment opportunities for different educational and social levels.

It is considered one of the mechanisms for supporting entrepreneurship, supporting the setting up of projects, supporting and sponsoring small and medium-sized enterprises and project leaders. It is known as an integrated framework of space, equipment, services, facilities, support, consultation and organization. mechanisms dedicated to helping entrepreneurs. The system of incubators on which Algeria has recently relied is in line with the progress of Arab countries in this regard and allows their creation. It takes the form of incubators, that is to say institutional nurseries, and industrial and commercial facilitation centers, for support and trade. support the creation and promotion of small and medium-sized enterprises and has contributed to the realization of a large number of them in certain states of the country. Based on the two five-year plans, the first five-year plan from 2005 to 2009 and the second five-year plan from 2010 to 2014, according to the following table:

A table showing the registered projects and the progress of the establishment of facilitation centers and institutional nurseries for the two five-year programs :

Projects	The first five-year program 2005-2009	The second five-year program 2010-2014
	Registered Projects %	Registered Projects %
Facilitation Centers	33%	04%
Institutional Nurseries	17%	10%
Total	50%	14%

Source: Statistical Information Bulletin No. 18 of the Ministry of Industry and Small and Medium Enterprises

We note from the table the establishment of facilitation centers and enterprise nurseries during the two five-year plans. Facilitation centers for registering projects take the largest proportion at 33% in the first five-year plan, while enterprise

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nurseries record the largest proportion in the second five-year plan at 14%, which shows their role in enabling the embodiment of entrepreneurial projects.

Through a general analysis of the motivations of work in entrepreneurship in Algeria through these elements, including the systems and programs that support and accompany work in entrepreneurship, it is clear that work in entrepreneurship in Algeria exists and continues, which is reflected in the increase of private sector institutions over public institutions, and this within the framework of privatization and restructuring, which contributes to all these years of increasing positions and creating institutions and projects in various fields that contribute to the national economy and improving living conditions, while it remains in its weak form to support entrepreneurs and job seekers in the field of entrepreneurship, and the fear of some others to work in this field and their suffering in the face of the problem of unemployment which requires the availability of an entrepreneurial spirit and culture. between members of society to achieve its development.

5. Conclusion:

The employment policy in Algeria has relied on several procedures and measures geared towards unemployed youth and the search for employment opportunities on the one hand, and on the other hand on procedures for financing and supporting commercial and industrial activities and projects. to the problem of unemployment, because despite this and the overall efforts made, funds and subsidies are allocated to the development of entrepreneurship. Employment policy remains circumstantial and has limited effectiveness in controlling the labour market and reducing unemployment, particularly disguised unemployment and informal work, due to the lack of monitoring and clear objectives.

Therefore, to activate the employment policy and promote entrepreneurship through its measures and promote it in the best way to provide employment opportunities to different job seekers, we present the following recommendations:

- Rely on clear and well-thought-out objectives and programs in the short, medium and long term by abandoning disparate and circumstantial solutions to improve the employment policy and develop entrepreneurship in order to eliminate the problem of unemployment and create permanent and stable employment opportunities.

- Motivate and encourage the unemployed, especially those who want to create their own business projects, to promote the private sector in the framework of developing entrepreneurship and its various projects to support and create small and medium-sized enterprises, which in turn contribute to creating employment

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opportunities. Thus, the procedures and support of projects are facilitated, the real estate problem is resolved, interest-free loans are granted and the costs are exempt from taxes for certain years of work, which allows them to survive, be competitive and obtain a permanent position for themselves and their workers to reduce unemployment, which contributes to the development of entrepreneurship and therefore to the development of Algerian society.

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