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The problem of unemployment and employment mechanisms in Algeria

اشكالية البطالة وآليات التشغيل في الجزائر

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ملخص:

تصب هذه الورقة البحثية في إطار مناقشة ظاهرة البطالة بكل إقرارها وواقعها، إبراز ما تكبدته حكومات الجزائر المتعاقبة من عناء البحث عن ميكانيزمات وآليات للحد منها وذلك في ظل استراتيجية تشغيل أقل ما يقال عنها أنها طموحة ولكن التزايد الهائل لطالبي العمل خاصة خريجي الجامعات يضع هذه البرامج والآليات مجرد حلول مؤقتة وظرفية وفي هذا الرؤية التحليلة والتقييمية لاستراتيجيات التشغيل، والمعتمدة للفضاء على البطالة تبقى المعادلة الصعبة قائمة والمتمثلة في ضمان منصب عمل لكل راغب وطالب وباحث عنه.

الكلمات المفتاحية: البطالة، سياسة التوظيف، آليات التوظيف سوق العمل، .

Abstract

This research paper falls within the framework of discussing the phenomenon of unemployment with all its recognition and reality, highlighting the trouble that successive Algerian governments have endured in searching for mechanisms and mechanisms to reduce it, in light of an employment strategy that is, to say the least, ambitious, but the huge increase in job seekers, especially university graduates, makes these programs and mechanisms merely temporary and circumstantial solutions. In this analytical and evaluative vision of employment strategies, based on the space of unemployment, the difficult equation remains in place, which is to guarantee a job for every person who desires, seeks, and searches for it.

Key words: Unemployment, employment policy, employment mechanisms, labor market.

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Introduction:

Issues of employment and unemployment have now become the forefront of discussions on development issues in the Arab world, due to the deterioration of the situation on the social level, and the repercussions that accompanied it, especially in recent times, where the phenomenon of unemployment has cast its shadow over Arab societies, and has frustrated the development efforts of their governments. Despite the multiplicity of policies and the increase in government agreement amounts, the phenomenon of unemployment in Arab countries is still witnessing high levels, and is even tending to rise from year to year, which increases its challenge, as it constitutes a real threat to the stability and security of Arab society.

Not far from the Arab scene, the issue of employment and unemployment in Algeria is considered one of the most important pending issues, after the phenomenon of unemployment became a specter looming over a large segment of society. Unemployment is the primary cause of the spread of the phenomenon of poverty and the resulting serious social ills that threaten the security of society. A joint study between the National Bureau of Statistics and the World Bank confirmed that the issue of poverty in Algeria is linked first to the ability to obtain a job before focusing on the deterioration of purchasing power, especially since the unemployed in Algeria does not benefit from any compensation or social protection as is the case in some countries.

Despite the employment mechanisms adopted by the government to address the unemployment problem in Algeria, this phenomenon has continued to worsen. Therefore, the question raised is: How successful has the Algerian experience been in the field of employment and combating the phenomenon of unemployment?

First: What is unemployment ?

The Algerian economy has suffered from several problems since independence until today, the most important of which are high unemployment rates and low standard of living

1 The concept of unemployment:

Unemployment can be defined as the forced disruption of a part of the economically productive workforce despite the ability and desire to work and produce. (Yahya et al., 2016, p. 66)

As for the definition of unemployment according to the standards set by the International Labor Organization, it includes people who are of working age and are able to work, willing and looking for it, but do not find a job opportunity. It is noted from the definition that in order to consider a person unemployed, the following conditions must be met: (Taher & Khaled, 2009, pp. 297–298)

1 - To be of working age, which is usually determined between 18-60 years. Age 18 represents the minimum age for entering the labor market after secondary education, which in turn is considered the minimum necessary level of preparation, qualification

and training. Age 60 represents the upper limit or retirement age for a working person.

2 - The unemployed person must have the desire and serious readiness to work, whether for a wage or for his own account. Accordingly, a student who does not have wealth and lives from it, does not want to practice any work or economic activity, is not considered unemployed.

3- The unemployed person is seriously looking for work, which shows the real desire to work; and a person can be considered a job seeker if he searches for work by any of the various means of searching, such as registering or submitting an application to the Civil Service Bureau or employment offices or advertising in newspapers or submitting job applications directly to companies and employers... etc.

This phenomenon has economic, social and political dimensions that can be present in the individual and society and can affect the individual and society, as unemployment appears when there is an imbalance between the forces of supply and demand in the labor market, where unemployment rates are considered the most important indicators and measures of the labor market, and are also considered one of the indicators of the deterioration of overall economic performance.

2 Types of unemployment:

The types of unemployment can be identified as follows:

A- Frictional unemployment:

It is the unemployment that occurs due to the continuous movement of workers between different regions and professions resulting from changes in the national economy.

Qualified unemployed workers enjoy joining available job opportunities. It occurs as a result of the lack of written information for all job seekers and employers, and it is also according to the time spent by job seeker. (Ali, 2002, p. 9)

It arises when a worker moves from one region to another or when a housewife, for example, decides to enter the labor market after she has passed the stage of raising and caring for her children.

This unemployment explains the continued unemployment of some workers despite the availability of job opportunities that suit them, such as: young people and university graduates, etc. (Ibrahim et al., 2004, p. 131)

B- Structural unemployment:

This unemployment is partial, meaning that it is limited to a specific production or industrial sector, and it does not represent a general state of unemployment in the economy. This type of unemployment can spread in large and multiple parts of one country.

This type of unemployment arises as a result of economic transformations that occur from time to time in the structure of the economy, such as the discovery of new resources or more efficient means of production, the emergence of new goods replacing old goods.

Structural unemployment is defined as unemployment that arises due to the difference and discrepancy between the structure of the distribution of the labor force and the structure of demand for it. The emergence of machines is associated with the replacement of the human element, which leads to the dismissal of a large number of workers, and it also occurs due to changes in the labor force, such as the entry of teenagers and young people into the labor market in large numbers.

C- Cyclical or seasonal unemployment:

This type of unemployment arises as a result of stagnation in the labor sector and insufficient aggregate demand for labor. It may also arise as a result of fluctuations in economic cycles. Its emergence is explained by the inability of aggregate demand to absorb or purchase available production, which leads to the emergence of deflationary gaps in the economy concerned by the phenomenon.

Seasonal unemployment is equivalent to the difference between the actual number of workers and their expected number at the level of available production. Therefore, when seasonal unemployment equals zero, this means that the number of vacant jobs during the period is equal to the number of unemployed people. (Ali, 2002, p. 11)

Seasonal unemployment is considered mandatory because the unemployed in this case are willing to work at the prevailing wages until they have not found work.

(Employment increases during the period of expansion and decreases during the period of recession) This is what is meant by cyclical unemployment.

3.Other classifications of unemployment:

In addition to the types of unemployment that have been identified, researchers in the field of macroeconomics add the following classifications of unemployment (Family, 2013, p. 12)

A - Voluntary unemployment and forced unemployment:

Voluntary unemployment is the case in which a person withdraws from his work of his own free will for certain reasons, while forced unemployment corresponds to the case in which the worker is forced to leave his work or against his will, although he is willing and able to work at the prevailing wage level, and forced unemployment may be structural or frictional.

B - Disguised unemployment and open unemployment:

Disguised unemployment arises in cases where the number of employed workers exceeds the actual need for work, which means the presence of surplus labor that produces almost nothing, as if it is withdrawn from its workplaces, the volume of production does not decrease, while open unemployment means the presence of a number of people who are able and willing to work at a certain wage level but do not find it, they are completely unemployed, open unemployment may be frictional or cyclical.

C. Seasonal unemployment and poverty unemployment: Some economic sectors require large numbers of workers in certain seasons, such as: agriculture, tourism, construction, etc. At the end of the season, activity stops, which requires referring workers in these sectors to what is called seasonal unemployment. This type is very similar to cyclical unemployment, and the only difference between them is that seasonal unemployment is in the short term. As for poverty unemployment, it is that which results from a defect in development, and this unemployment is prevalent especially in economically exhausted countries.

D - Natural unemployment:

Natural unemployment includes both structural unemployment and frictional unemployment. At the level of full employment, the demand for labor is equal to its supply, meaning that the number of job seekers is equal to the number of vacant or available jobs. As for those who are in a state of structural or frictional unemployment, they need time until suitable work is found. Accordingly, the natural level of unemployment prevails only when there is full employment. - Reasons for the spread of unemployment in Algeria:

The causes of unemployment are attributed to several factors, including social, economic, political, professional and technical factors:

- The rapid increase in population growth rates.

Population growth may turn into a real burden on development when available resources, including the workforce, are not exploited correctly and logically, as its impact is reflected in the labor market through an increase in the workforce, which leads to an increase in unemployment rates.

The population of Algeria reached 93.5 million people, 70% of whom are young people, on January 1, 2015, an increase of 2.15% compared to 2013, equivalent to one million new births, according to the National Statistics Office in its annual report on demographic growth. This increase is mainly due to the significant increase in the number of new births, estimated at 27,000 births between 2015 and 2016. The crude birth rate also increased to 26.11% in 2017, while the number of deaths witnessed a significant decline, as the crude death rate moved from 9.44% in the 1980s to 4.41%, or 184,000 deaths in 2017. (Farhati, 2018, p. 48)

- Socialization methods in which the guardian does not seek to develop in the child the value of diligence and work, which in turn causes the child to lack a good role model and example, in addition to the prevailing social culture that criticizes the individual for working in difficult or socially unacceptable jobs even if they are not low wages, which creates a large number of unemployed.

- Education and its levels, as the latter affects the labor market when education levels do not match the needs of the labor market within the country or when they are not conducive to technological development compared to advanced countries.

- Low economic growth rates resulting from the failure of economic policies.
- Replacing expatriate labor with local labor, especially Chinese labor, which has become a reality today in the Algerian labor market.
- Increasing reliance on the capital-intensive method at the expense of labor.
- The failure of investment incentive laws to generate sufficient job opportunities, in addition to some investors being satisfied with employing only their family members.
- Following an austerity policy as a result of the decline in oil revenues in recent years.
- The market's inability to absorb the increasing demand due to machines replacing human workers or the applicants' qualifications not matching the requirements of the labor market.

The general trend of unemployment in Algeria during the period (1970-2017) Unemployment rates witnessed a clear increase during the sixties and seventies of the last century as a result of the remnants of colonialism and the collapse of the national economy. Despite the successive Algerian government adopting a package of economic and political reforms. During the past two decades to enhance economic stability, especially the programs to deepen economic reforms extending throughout the period 20000-2018, which have not yet succeeded in raising economic and institutional performance to contain the phenomenon of unemployment. The reforms made it possible to raise real growth rates to reach 5.92 on average during the period 2000-2018, and on the other hand, the average unemployment rate for the same period reached 10.33, and the only way to know the reasons is to research the content of these programs and their effects on achieving the major goals of economic policy and the extent to which their achieved results are consistent with the institutional dimensions in alleviating the severity of the phenomenon of unemployment through a set of targeted measures, the most important of which are the institutional bodies responsible for organizing and managing the labor market in Algeria, as well as government employment policies and programs.

Second : The evolution of unemployment in Algeria

Unemployment rates in Algeria have witnessed changes over different stages. In recent years, the rates have witnessed a kind of stability, reaching 11.7% in 2017, after recording the lowest rate of 9.8 in 2013, thus differing from previous years, where it reached 13.8 in 2007, and if compared to previous years, it recorded high rates, reaching 29.5 in 1999.

Four major stages can be identified that the national economy went through during the period 1962 to 2018, through which it is possible to determine the general trends of unemployment.

1. **The first stage:**

Algeria witnessed a different labor market after independence, as "nearly 900 thousand French left Algeria, leaving behind vacant jobs, while Algeria had only 300 thousand qualified employees and workers, in addition to 222,631 workers leaving Algeria for France. In contrast, the unskilled labor force was largely concentrated in rural areas, so the unemployment rate reached record levels in the first years of independence45, i.e. about 2 million unemployed in 1963, and to about 33% in 1966. A year later, Algeria adopted the central planning phase and began with the experimental three-year plan (1967) (1969) as an experiment under independent Algeria. Given the recentness of its independence, it was unable to establish an investment policy to absorb the very high unemployment rates, and these characteristics affected the labor market and employment policies for a long time. (Sahrawi, 2019, p. 157)

2. **The second stage:**

This stage extended from 1970 to 1984 and was entirely linked to investments allocated within development plans directed towards ambitious operational goals, in light of the industrialization strategy followed by Algeria, and the appropriateness of the conditions that characterized the possibilities of financing economic activities that allowed achieving unemployment rates to the lowest value of 8.7% in 1984, but this development declined rapidly at the beginning of the eighties, especially after the second half of this decade.

3. **The third stage:**

This is the period between 1985 and 2000. This stage is associated with the oil crisis in Algeria, as starting from 1985, a global decline in oil prices was recorded, and this trend of decline continued until it reached its peak in 1986, and this had a strong negative impact on the economic climate in general, and on the conditions of employment and operating conditions in particular.

During these years, unemployment rates have witnessed a significant increase. These negative data witnessed by the Algerian economy did not allow the government to outline any programs or policies to alleviate the severity of the unemployment crisis.

These circumstances led the government to stop and move the economic policy from an administratively directed economy and development plans to a market economy, through reforms or structural adjustments that the government followed at the end of the eighties.

Since the implementation of these programs, their results have been reflected, especially in the unemployment rate, which has not witnessed a decline as a result of the working classes during the period.

Unemployment rates rose from 19 in 1990 to 24.36 in 1994, and then reached record levels in 1999 at around 29.5%. (National Office of Statistics, 2017)

4. The fourth stage:

the period extending from 2001 to the present day, and in view of the financial abundance achieved at the beginning of 2001 due to the rise in oil prices, the national authorities began to adopt programs to deepen economic reforms in order to make up for the delay in development and revive the investment and growth movement again. The features of these programs became clear through the start of implementing a new economic policy (the economic recovery policy).

The features of these programs in Algeria came to push economic activities across the national territory, especially in the most deprived areas.

These activities also aim to create jobs and improve purchasing power. Through the growth support programs (2005-2009), whose policy emerged as a complementary mechanism to the economic recovery policy, this program coincided with good conditions for the Algerian economy and the exploitation of the financial easing that allowed for improving labor market indicators, especially unemployment rates, which declined from 29.5% to 100% in 2010.

The economic growth consolidation program (2010-2014) also knew an integrated strategy with the programs The previous and through these programs allowed for an increase in the number of positions provided, as approximately 1,198,088 jobs were provided in 2014. This allowed for the stability of unemployment rates, which ranged from 10.00 to 9.8. The five-year program (2015-2019) is considered complementary to the previous programs. It began to be implemented starting from 2015.

However, it became clear that economic performance was declining before the start of the programs, as Algeria witnessed a sharp and sudden decline in oil prices since mid-2014. This was reflected in employment due to the measures taken within the framework of the policy of rationalizing expenditures and freezing most projects in the infrastructure and public works sector, as it is a sector that generates employment. Despite this, unemployment rates recorded a slight change, as they reached 11.2% in 2015, 10.5% in 2016, and 11.7% in 2017.

This is due to tax and administrative incentives for the establishment of small businesses by financing mechanisms and youth employment.

Table (1)
Data on development programs during the period (2000-2017)

Amount in dollars	Amount in dinars	Amount in dollars	exchange rate
Economic Recovery Support Programs 2001-2004	525	07	75.2
Supplementary Growth Support Programme 2005-2009	14209.9	193.8	73.3
Five-Year Development Program 2010-2014	15059.5	202.41	74.3
Total equipment budgets 2015-2017	6727	64.3	///
Total Programs 2001-2017	36521.4	531.8	///

Source: Sahrawi Jamal Eddine (2018-2019), Institutional Dimensions and the Labor Market in Algeria, University of Mascara, 157

Algeria's strategies to solve the unemployment problem:

The high unemployment rates since the mid-nineties led the state to intervene by establishing bodies to support employment, represented by the following:

1. The National Agency for the Support of Youth Employment(ANSEJ):

A special body whose activity is monitored by the Minister of Employment and National Solidarity, established in 1997, and the Youth Employment Support Agency constitutes one of the appropriate solutions within a series of measures taken to address the unemployment problem in light of the transitional phase of the Algerian economy. The main objectives of this agency are:

- Encouraging the creation of activities by young entrepreneurs.
- Encouraging all forms and procedures aimed at promoting youth employment.
- Providing support and advice to entrepreneurs to establish micro-enterprises in the various stages of the project.

Informing the young investor of the laws related to practicing his activity.

Thanks to all these efforts, the agency has been able to achieve positive results in a relatively short period of time, and the following table represents the development of funded projects and the employment impact of the National Agency for the Support of Youth Employment during the period 1997-2016.

Table (2)
Development of funded projects and employment impact of the National Agency

Title/Year	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Number of funded projects	69	7210	14725	10359	7279	7087	5664	6691	10549	8645
Work effect	386	23735	39260	28735	20152	19631	14771	19077	30376	24500
Title/Year	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Number of funded projects	8102	10634	20848	22641	42832	65812	43039	40856	23676	11262
Work effect	22685	31418	57812	60132	92682	129203	96233	93140	51570	22766

for Youth Support (NAYS) from 1997 to 2016

Source: National Office of Statistics (2017), Algeria in figures Results: 2014-2016, No. 47, quoted from the Ministry of Labor, Employment and Social Security, 14

Note: Project financing is the unification of two types of financing

- Triple: National Agency for Youth Employment Support + Bank + Developer
- Double: National Agency for Youth Employment Support + Developer

The table above shows an increase in the number of funded projects from 69 projects in 1997 to 11,262 projects in 2016.

2. National Agency for Microcredit Management (ANGEM):

Its mission is to implement the state policy in the field of combating unemployment and poverty by supporting individual entrepreneurs in order to help them create activities on their own account. The agency's role includes providing support, advice and accompaniment to entrepreneurs and ensuring follow-up to the success of implemented projects. Microcredit is small loans that may reach 500.00 DZD directed to the unemployed and needy who are 18 years old and above and have qualifications or knowledge in a specific activity. The objectives of microcredit are important and it is an experiment that has achieved great success in many countries in the field of combating unemployment and improving the conditions of citizens, as it is directed to broad social categories (13).

The number of funded files was estimated according to the National Agency for Microcredit Management in Algeria at 3329 files in 2005, rising to 146427 funded files in 2012, then the number began to decline, reaching 21362 funded files in 2016. In contrast, the total number of created positions reached 4994 positions in

2005, and the number continued to rise to reach (176315 created positions) in 2014, then decreased to 32045 positions in 2016.

Table (3)
The total number of positions created according to the sector of activity and according to the National Agency for Microcredit Management (NAM)

Year of activity	Sector of activity							Total positions created	Number of funded files*
	Farming	Very small industry	Construction and public works	Services	Traditional industry	commerce	hunting		
2005	1473	1898	125	300	1198	-	-	4994	3329
2006	9603	16391	1020	2328	3989	-	-	33331	22221
2007	4025	9734	1113	4811	6164	-	-	25847	17231
2008	10781	13785	4158	15931	18493	-	-	63148	42099
2009	18233	13706	6282	21169	31711	-	-	91101	60734
2010	12821	18351	5735	18763	22264	-	-	77934	51956
2011	24338	73022	12539	35656	15862	-	-	161417	107611
2012	33164	88902	24021	43916	29546	92	-	219641	146427
2013	19412	79239	16854	32719	17299	356	174	166053	110702
2014	18804	72608	14079	37416	31083	1664	691	176615	117543
2015	11246	54005	10746	25911	22428	1658	158	126152	84101
2016	3131	12248	3686	7197	5025	688	70	32045	21363

Source: National Office of Statistics (2017), Algeria in figures Results: 2014-2016, No. 47, quoted from the National Agency for Microcredit Management, 13

• Double financing = National Agency for Microcredit Management + Developer
• Triple financing = National Agency for Microcredit Management + Bank + Developer

3. National Unemployment Insurance Fund (CNAC):

One of the social security funds affiliated with the Ministry of Labor and Social Security, it has been in effect since 2004 and is directed to unemployed persons between the ages of 35 and 50 and has the same technical specifications as the Youth Employment Support Agency in terms of content and steps taken to implement initiatives and with an investment volume exceeding 5 million Algerian dinars. The following table shows the development of the submitted funded projects and the employment impact of the National Unemployment Insurance Fund from 2004 to 2016.

Table (4)
Development of funded projects and employment impact of the National Unemployment Insurance Fund (NUIF) (2004-2016)

Title/Year	2004	2005	2006	2007	2008	2009	2010
Number of funded projects	13	1901	2236	2574	2429	4221	7465
Work effect	34	5159	6078	6949	5781	9574	15804
Title/Year	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**	
Number of funded projects	18490	34801	21412	18823	15449	8902	
Work effect	35953	59125	41786	42707	37921	21850	

Source: National Office of Statistics (2017), Algeria in figures: Results: 2014-2016, No. 47, quoted from the Ministry of Labor, Employment and Social Security, 13

Note: The type of project financing is tripartite financing (National Unemployment Insurance Fund + Bank + Developer)

It is noted from the table that the number of projects financed according to the National Unemployment Insurance Fund has witnessed a significant increase, as the number of financed projects reached 13 projects in 2004 to reach 34,801 projects in 2012, to decrease in 2016 and is estimated at 8,902 projects.

4. National Employment Agency (ANEM):

Followed by the employment directorates of the state through the national program for pre-employment contracts as the most important program established by the state to integrate university graduates, then come the rest of the specialized agencies placed under the supervision of the ministry to introduce them and their programs, which are mainly specialized in receiving and directing initiators and working to implement their projects.

5. National Observatory for Employment and Poverty Fight:

The National Observatory for Employment and Poverty Fight can also play a prominent role in the field of information and evaluation in employment by virtue of its specializations and composition.

6. Social Development Agency (ADS):

A special body whose activities are monitored by the Minister of Employment and National Solidarity, established in 1996 in the context of the implementation of the restructuring plan in Algeria, its goal is to mitigate the effects of this plan on the vulnerable social groups, including measures and programs to combat unemployment, poverty and marginalization, by setting the basic tasks of the agency as follows:

1- Promoting, selecting and financing all operations directed at needy social groups
2- Financing projects that have economic and social benefits and use a large workforce to complete them, i.e. employing the largest possible number of workers in each project.

Despite the efforts made by the state, the unemployment rate in Algeria remains high, especially among young people with university degrees.

The educational level or qualification is considered an indicator that has an important impact in determining the chances of a job seeker to obtain a job position, especially with the developments taking place day after day in the world of the labor market and professions, such as the emergence of new services and technologies that require efficiency and modern professionalization that is in line with them, and in most cases they are low. Algeria, like other countries, still suffers severely from the lack of compatibility between the qualifications of the job offer or the outputs of universities and vocational training institutes and the requirements of the labor market, which has maintained or contributed to the high unemployment rate, especially in the category of university graduates or those with qualifications in the first place, as the unemployment rate in the university category reached 16.9% and 20.3% in 2005 and 2010, respectively, then 17.8% in 2017. (National Office of Statistics, 2017, p. 2)

The unemployment rate in Algeria has witnessed significant variations according to age groups, where the youth group (20-30 years) took the largest percentage by a large margin compared to other groups and the overall average, and represented in most of them more than 50% of the total unemployed, as it recorded a rate of 64% in 1991, then 52.44% and 63.66% in 2000 and 2010, respectively, to remain within these limits until 2017 at a rate of 57.98%. In contrast, the unemployed group under 20 years old recorded a rate of 16.08% in 2001, then 10.7% in 2010 to 9.30% in 2017. This group is characterized by the fact that most of its members are considered newcomers to the world of work and most of them do not have professional experience, which made it difficult for them to enter the job market and seize a job position in it.

On the other hand, we conclude that this is evidence of the inability of the labor market to absorb and create new jobs that suit different age groups.

This also suggests that the population growth rate is increasing at a faster rate than the employment rate in Algeria.

- Challenges facing Algeria

- A shortage of qualified labor, weak development of crafts, and a mismatch between education and training outcomes and employment needs, which means the formation of more executives and workers who will not find jobs that suit their training, which makes them vulnerable to inevitable unemployment upon graduation.

- Weak mediation in the labor market and the existence of imbalances in bringing supply closer to demand in the field of employment.

- The lack of a national network to collect information on employment.

- The lack of flexibility in the administrative and financial environment, which constitutes an obstacle to Algerian foreign investors.

- The weak ability of institutions to adapt to rapid global developments.
- The difficulty of obtaining bank loans, especially for young entrepreneurs.
- Preference for commercial activity (which does not create many jobs) at the expense of productive investment that generates jobs.
- Weakness of the spirit of entrepreneurial principles, especially among young people.
- The social and cultural factor that leads to the preference for paid work because it is believed to be more secure.
- Weak coordination between sectors.
- Weak geographical and professional mobility of the workforce, which resulted in some job offers being met, especially in deprived areas (in the south and the high plateaus).
- Lack of control over the legal, social and economic mechanisms that the state has begun to install in order to address the phenomenon of unemployment. (Algerian Employee Forum, n.d.)
- The continuous rise in the phenomenon of deviation towards criminal acts, drug abuse and violence against society, and illegal immigration to European countries through means and methods with uncertain consequences. (Ahmed, n.d.)

Conclusion:

Unemployment is considered one of the most dangerous problems that resulted from a set of social, economic and political factors, and made it adopt a dangerous path that restricted the energies of young people, this category that is considered the backbone of human resources in any society, and thus unemployment formed a vessel whose sides overflowed, and its negative effects multiplied, despite the reforms adopted by countries, including the Algerian state, which worked to adopt development policies and set employment programs for which huge sums of money were allocated to get out of the unemployment dilemma and limit its spread, but the results remain insufficient and therefore require attention and acceleration in working to find strategies through which this phenomenon can be confronted so that the problems resulting from it do not worsen, especially those that have begun to affect our society in a noticeable and frightening way at the same time, the most important of which is the spread of crime in its various forms.

Recommendations:

- Linking educational and training programs to the needs of the labor market.
- The necessity of following up on the work of the agencies responsible for employment, and the unemployed must be followed up while directing them to certain jobs to determine the extent of compatibility between their qualifications and the position they held, and in the event of a mismatch, they are directed to other more suitable jobs.

- Adopting the idea of small and medium enterprises and handicrafts, which are considered one of the most prominent good mechanisms to confront unemployment problems through the new job opportunities they provide for young people.
- Establishing a data bank that has all the human and technological means that allow for providing effective guidance and advice to small and medium enterprises with the aim of raising their capabilities in controlling the implementation of programs and projects to employ young people seeking work.
- Improving the investment climate and the necessity of focusing on small and medium enterprises that would employ the largest possible number of unemployed people.
- The participation of small and medium enterprises specialized in the field of entrepreneurship, especially for young graduates from universities and higher technological institutes, and making them linked to major industrial institutions.

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