

Gender inequalities and labor market

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Abstract:

Empowering women and fully utilizing their potential in the labor market is important for achieving economic gains. There are gender gaps approaching 27%. *Aguir* and Others study indicates that increasing the female labor force participation rate compared to males can have a positive impact. He also emphasized that a total of 812 million women worldwide have the potential to contribute to the economy, and increasing female participation contributes to increased economic growth. Women's economic contribution receives special attention in achieving the Millennium Development Goals. Algeria has worked to integrate women into the economy and increase their empowerment by enacting laws that limit gender inequality. This study aims to analyze indicators of gender disparities in the labor market and the extent of women's empowerment in Algeria, relying on statistics to demonstrate the transformations that are narrowing the gender gap. The study results showed that education has a positive impact as a key element in empowering women in various fields, and the same applies to fertility rates and wages. However, in the political sphere, despite the space provided for women's participation, women's ambitions have not yet reached the desired level.

Key Words: Gender inequalities, women's empowerment, participation, labor market, economic growth.

JEL Classification : J16, J01, E24, J08

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1. Introduction

Work is considered a necessary necessity for human existence, related to various aspects of human life, personal, economic, social, and developmental. It is an important and fundamental factor in the life of the individual and society. Work is not a source of income and livelihood, but rather a means of satisfying psychological needs and motivations. Work is the qualitative activity that distinguishes the noble human characteristics and is the source of all production, wealth, and civilization. It is the mental or physical effort that an individual performs in exchange for a reward represented by wages. Work has a great value, and its importance is evident in building and developing societies. It has been the focus of attention of ancient and contemporary sociologists. Referring to work, we find ourselves talking about the labor market. The labor market is one of the forms of the market in general. Work is considered a commodity like all other commodities subject to the market mechanism. It is an economic regulatory institution in which labor supply and demand interact. We distinguish two sides in the labor market: one side represents labor supply and the other side represents labor demand. Both sides involve men and women. The latter, who represents half of society and a social burden, remained for a period of time exposed to neglect, oppression and marginalization. Her role was limited to procreation, raising children, and serving the husband and the home. However, things did not remain the same. She transcended this role to other roles and took her opportunity in education. She was able to enter the world of work through its wide doors, becoming a teacher, nurse, engineer, policewoman and other jobs, and participating in several fields like men by demanding her rights, participating in work and eliminating gender differences.

The developments taking place in modern societies have significantly impacted the status and role of women. The interest in women's economic role through their empowerment in various fields is not a coincidence, but rather the result of the dedicated efforts of various parties (public agencies, governments, thousands of women's rights activists, etc.) around the world. By empowering women in various fields, they gain the opportunity to showcase their latent capabilities. They have been able to develop their activities, expand their participation in all areas of life, and achieve a previously elusive dream. The issue of women's empowerment has become a settled issue at both the continental and international levels. Women's empowerment will lead to improved economic performance and higher levels of well-being. The latter, along with poverty alleviation and improved health and education levels, are key tools for women's economic empowerment. In line with the above, the problem of our research is as follows:

To what extent do gender disparities and women's empowerment contribute to the labor market in Algeria?

2. The relationship between gender disparities and the labor market:

Society develops and experiences growth and strength on all political, cultural, economic, and social levels if there is fairness and justice in the participation of both men and women in all fields and areas.

2.1. Gender-Based Work:

There is disparity and inequality between the sexes, and male dominance is rooted in the phenomenon of the sexual division of labor.

The Sexual Division of Labor: The division of labor between individuals contributes to the dynamics of society, as "social power is in fact derived from the solidarity and unity of individuals, their participation in work, and the distribution of tasks among them," according to August Comte. Perhaps the most prominent focus of discussion about the division of labor in our contemporary world is the sexual division of labor. This topic has emerged strongly in recent times, especially with the diversity and diversity of activities and the large and intensive entry of women into the field of work. They have emerged in certain fields and professions at the expense of others. In other words, the sexual division of labor refers to the process by which skills, competencies, values, or responsibilities are assigned to an individual based on their biological characteristics associated with this or the opposite sex. This translates into a division of the basic tasks of social organization, according to what is appropriate for a person because they are men or what is appropriate for them because they are women. Studies on the sexual division of labor have provided an analysis of why women are traditionally associated with the domestic sphere and why men are more associated with the public sphere, which in turn shapes a feminine identity. Regarding the values of care (seeking the well-being of others), and the masculine identity related to the values of provision (providing the resources necessary for living), some researchers consider this division to be natural, as it stems from the physical differences that stem from the biological differences that constitute each gender, determining each individual's ability to perform one task over another. Others view the division of labor between the sexes as unnatural, as **Durkheim, É. (1984)** saw it, because it is based on an unfair and unjust division between individuals and jobs. In practical terms, economists view it as a waste of skills and potential. Women represent half of society's active workforce. This workforce must be utilized to advance the economic development of societies through gender equality in rights and duties, and through the opportunities available in the labor market and employment. The inactivity of women is considered a burden on society, and they will be a consuming force for production, without tangible productivity. **Durkheim, É. (1984)**

2.2. There are different interpretations regarding the motives for the sexual division of labor:

Each according to the trend he tends toward and according to the pioneers who adopt the same trend, differing in the type of variables that they see as more controlling and important in studying the subject. As for the economic view of the subject, classical economists assume the prevalence of competition in the labor market, and thus wages are equal to the marginal productivity of workers. The necessity of fair competition is considered a principle agreed upon by all economic trends, so that the job opportunity is available to everyone, and everyone receives his wage according to his productivity regardless of his gender, whether male or female. Economic trends differ in explaining the reasons for the sexual division of labor, each according to the characteristics and factors that it highlights and makes the basis for its explanation.

2.3. Types of sexual division of labour:

2.3.1. Horizontal Division of Labor:

This type refers to the **distribution of men and women across different sectors or occupational fields**. In this framework, men and women do not occupy the same jobs. Men are often concentrated in technical or industrial professions, such as engineering, construction, and transportation, whereas women tend to work in service or caregiving professions, such as education, nursing, and social

services. This form of division reflects **occupational segregation by gender**, without necessarily indicating differences in status within the same occupation.

2.3.2. Vertical Division of Labor / Vertical Segregation:

This type relates to **differences in status or authority within the same occupation or sector**. In many fields, men occupy higher-level and managerial positions, while women are concentrated in lower-level positions or jobs with limited responsibilities. Men also dominate major and profitable industries, such as petroleum and electricity, whereas women are more represented in lower-status sectors or services. Consequently, certain jobs dominated by women are often referred to as **“female occupations.”**

2.3.3. Wage-Based Division:

This type refers to **the wage gap between men and women**, even when performing the same work or work of equivalent value. This disparity is often attributed to the economic undervaluation of women's work, as well as the unequal distribution of positions and occupations resulting from both horizontal and vertical segregation. **Ransmayr, J., & Weichselbaumer, D. (2023)**

2.4. Gender Relationship:

Empowering women and fully utilizing their potential in the labor market leads to economic gains. There are gender gaps of approximately 27%. A study by (Aguirre, Hoteit, Rupp, & Sabbagh, 2012, p. 22) indicates that increasing the rate of female participation in the labor force compared to male participation can have a positive impact.

According to data from the International Labor Organization 2012, the gross domestic product increased in the United States by 9%, Egypt by 34%, and the United Arab Emirates by 12%.

of the 812 million women worldwide, they have the capacity and potential to contribute fully to their national economies. Increasing female participation can provide a powerful boost to economic growth by mitigating the impact of a shrinking labor force. For example, in Japan, the annual potential growth rate could rise by 25 percentage points if the female labor force participation rate reached the average for the G7 group of countries, resulting in a permanent increase of 4% of per capita GDP. Increasing the female participation rate leads to increased labor force skills, given the higher level of educational attainment among women compared to the level of educational attainment among men. In addition, improving women's participation opportunities contributes to income generation and economic development in developing countries by increasing and raising the rate of women's education. According to the International Labour Organization, women's paid and unpaid work is one of the factors that can reduce poverty in developing economies Heintz, J. (2006, March)The higher female labor force participation rate and greater income allow women to spend on the education of their children, including girls, and thus increase the level of enrollment in education. Educated women serve as role models for women. The lack of opportunities for women in developing countries leads to a halt in economic growth, but the improvement in the status of women in terms of reducing deprivation is a result of economic growth.

2.5. Gender-Based Labor Market Characteristics:

Women are less likely than men to participate in the labor market because they spend more time on unpaid work (childrearing and housework), which is not accounted for in GDP. Women spend more time than men on unpaid work, leaving more room for male participation in the labor force Heintz, J. (2006, March)suggests that the gender distribution of market and household work, coupled with women's lower earning potential, often reinforces existing gender disparities at the household level. In OECD countries, gender disparities remain large in terms

of paid work hours and participation in part-time work. Part-time work remains a predominantly female area of work, and given the persistence of gender roles, it is often the only solution to balancing work and family responsibilities.

In addition to the large gender pay gap, wages are also associated with gender, even for the same jobs and even when controlling for individual characteristics, such as education. Across all OECD countries, the gender pay gap, defined as the difference between the median wages earned by men and women divided by the median wages earned by men, is estimated at 16%. The gender income gap is also larger in self-employment than in wage employment, a factor that explains women's dedication to their businesses. On average, female-owned businesses report lower levels of profitability and productivity than male-owned businesses, which is also explained by the size of the business, its capital intensity, and greater limited access to external financing and productive resources Heintz, J. (2006, March)

2.6. Female Labor Force Participation:

Average female labor force participation remains relatively low worldwide, standing at approximately **48.7%** in 2023 for prime-age workers (ages 25–54), compared with **73.0%** for men, resulting in a gender gap exceeding 24 percentage points (International Labour Organization [ILO], 2024). Women represent roughly **41.2%** of the global labor force (World Bank, 2024). Over the past two decades, participation rates have shown only modest increases globally, masking significant regional differences. For instance, female labor force participation in the Middle East and North Africa remains among the lowest globally at about **21–25%**, whereas participation in East Asia, the Pacific, and Sub-Saharan Africa exceeds **60%** (ILO, 2024). Latin America and the Caribbean have experienced gains of around 12–15 percentage points over the last twenty years, while South Asia has seen little improvement, with rates remaining below **35%** (Businessstoday.in, 2024). In OECD countries, the gender gap averages around 10–12 percentage points, although it remains substantial in specific countries, such as Japan, where it reaches **25%**, compared to only **6%** in Sweden (ILO, 2024). Women are disproportionately represented in the services sector, particularly in health, education, and community services, where they account for approximately **80%** of employment, compared with **60%** of men. Globally, women are overrepresented in lower-status and lower-wage occupations, and gender disparities in leadership positions persist, with women holding only about **30%** of managerial roles (ILO, 2024).

3. the literature review

-Researcher Rasha Ahmed Awad Al-Naimat (2021) conducted a study that demonstrated the reality of women's political participation in Jordan from 1954 to 2020. It was hypothesized that there are obstacles that inhibit women's participation in political life, relying on the remote interview method on a sample of 20 male and female researchers who had completed their postgraduate studies. The study concluded that the impact of legal obstacles in preventing women from participating politically is less than the impact of the social and cultural heritage and the impact of educational curricula that ignore women because they are in decision-making positions and reflect their image as subordinate to men. In addition, the impact of the selective religious heritage passed down from one generation to the next with interpretations that are not scrutinized for their validity and in line with the social view of women as inferior is one of the

most important obstacles to women's political participation and their presence in decision-making positions.

- **Summra Khalid and Al's (2021)** study evaluated a women's business and leadership training program at a higher institutional level to examine how the program impacted women's empowerment. The study also aimed to explore the impact of leadership training on women. Additionally, the study examined women's self-perceptions, not just through empowering them with leadership skills and capabilities to change rigid gender stereotypes in society. The study was conducted on a sample of female students enrolled in the training program in Pakistan (Punjab).

The study found that the training program positively impacted women's learning, knowledge, and behavior. The training program encouraged women to change their self-perception. In other words, the training program demonstrated the effectiveness of women's education and skills in improving self-perception.

Furthermore, studies demonstrate that the burden of unpaid domestic work disproportionately affects women globally **Gimenez-Nadal, (2022)**. Research conducted across different countries and contexts consistently reveals that women tend to spend more time than men on both domestic and economic activities, resulting in an unequal distribution of time that hinders women's job prospects, earnings, and labor market participation **Ferrant et al., (2014)**. A growing body of literature has focused on exploring the relationship between time use and health, revealing a negative association between unequal time allocation and women's mental well-being **Ametaj, A. A., Denckla, C. A., Stevenson, A., Stroud, R. E., Hall, J., Onger, L., ... & Gelaye, B. (2024)**, while less pronounced effects are observed among men **Ervin et al., (2022, 2023)**; **Seedat & Rondon, (2021)**.

- The study by **Coulibaly and Dembele (2023)** indicates that remittances, whether from internal or international migrants, affect poverty and inequality in Mali, though their impact varies by region and type. Although the study does not directly address gender disparities, its findings suggest that the uneven distribution of income and remittances between urban and rural areas may reinforce social and economic inequalities, including those between men and women. Traditional roles in rural communities often determine access to economic resources, meaning that increases in remittances may benefit men and women differently, particularly in areas where women face limited economic opportunities. Moreover, the higher involvement of men in migration and employment outside their communities, accompanied by sending remittances to rural households, may strengthen women's economic dependence on men, thereby perpetuating certain forms of gender inequality in access to resources and essential services.

- **Daflo Esther's study (2012)**: This study aimed to verify and confirm the relationship between economic development and women's empowerment. This is because development contributes to women's empowerment, which contributes to changes in the decision-making process that directly impact development. Most previous studies and research in this field have focused on the role of men in achieving economic development, which has led to inequality and injustice in rights and opportunities between men and women. The study concluded that the relationship between women's empowerment and economic development is too weak to be self-sustaining. Poverty and the lack of job opportunities exacerbate inequality between men and women. According to the researcher, policies that favor women over men must be adopted, and this may be necessary over a long period of time.

- The study by **OztuncVildanSerin-HakanZehra (2015)** aimed to demonstrate the impact of women's education on long-term economic growth in Asia-Pacific countries. Eleven countries were selected: Bangladesh, Cambodia, China, India, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Thailand, and Vietnam, over the period from 1990 to 2010.

The study concluded that there are key factors affecting annual GDP, namely the rate of women's participation in the labor market, the rate of female primary education, and the fertility rate. Women's education is, in turn, an important factor in increasing and improving women's participation in the labor force, as improving women's educational levels positively impacts their participation in the labor market.

The study also found that poverty and traditional beliefs that women should stay at home prevent women from continuing their education at higher levels, as female labor is often employed in unskilled jobs.

- **Bhoganadam Devi Syamala (2014)** also attempted to highlight the relationship between women's empowerment and economic development. The researcher hypothesized a strong relationship between the two variables and focused on the effectiveness of women's role in improving economic development. He also emphasized the need for equal opportunities and equality between men and women through policies that prioritize women over men.

The study concluded that women's empowerment has an impact on economic development, as there is a direct relationship between the two in developing countries such as India. Education is also a contributing factor in women's empowerment and their participation in economic development. Women's education is an investment in itself. The better a woman's education, the more empowered she becomes, accompanied by progress in economic development.

-**Erin Murphy-Graham and Cynthia Lloyd (2015)** highlighted the necessity and importance of educating adolescent girls in developing countries, given its role in empowering them and the role of the health sector in their development. They also emphasized the importance of education at the primary level, as it is the foundation for higher levels of education. The study concluded that promoting education among adolescent girls helps empower women, which in turn reduces the gender gap. It also demonstrated that attention to curriculum development and its quality contributes to empowerment. The more appropriate the methods and curricula used, the more effective this contributes to women's empowerment.

-**Yasin Ghulam's (2012)** study aimed to highlight gender disparities in job openings and wages, as well as the factors or determinants of gender pay discrimination in Pakistan.

The study concluded that poverty, illiteracy, and low levels of education, along with the lack of competency and qualifications, are all factors that hinder participation in the labor market. This is in addition to the phenomenon of job discrimination between men and women.

The study confirmed that there is no difference between men and women in productivity, with women earning better than men in some cases. Social, economic, and cultural constraints also hinder women's participation in Pakistan. The study also demonstrated the impact of educational level, professional experience, geographical location, and marital status on gender pay discrimination in Pakistan.

- The study by **Summra Khalid and Al (2021)** aimed to evaluate a women's business and leadership training program at a higher institutional level to examine how the program impacts

women's empowerment. The study also aimed to explore the impact of training on women's leadership. Additionally, the study examined women's self-perceptions, not just through empowering them with leadership skills and capabilities, to change rigid gender stereotypes in society. The study was conducted on a sample of female students enrolled in the training program in Pakistan (Punjab). The study concluded that the training program positively impacts women's learning, knowledge, and behavior. The training program encouraged women to change their self-perception. In other words, the training program demonstrated the effectiveness of women's education and skills in improving self-perception.

4. Algerian Women's Participation in the Labor Market:

Women's participation in the labor market is critically important. However, in Algeria, women make up only about 20% of the workforce on average, despite various government incentives and support programs aimed at encouraging greater female employment. These efforts are intended to improve living standards and reduce poverty among Algerian families.

In recent years, there has been a noticeable rise in the number of households headed by women, reaching approximately 11%. Legislation has played a key role in shaping women's perspectives, recognizing their contributions to society, safeguarding their rights, and promoting gender equality. National Office of Statistics & United Nations Women. (2024)

4.1. Women's Participation in the Labor Force

Statistics on economic activity in Algeria show a consistent rise in the number of active Algerian women. In September 2000, female participation in the labor market was estimated at 1,288,088, increasing to 2,317,000 by September 2015. This growth is largely attributed to government policies and initiatives aimed at empowering women and promoting their involvement in public life.

Moreover, it reflects the improved social status of women, achieved through education, heightened awareness of their rights and issues, and their growing ability to assert themselves and demonstrate their capabilities. Additionally, rising poverty levels in society may have played a role, as has the expansion of the informal sector, which has created more opportunities for women—particularly in domestic work. The increasing level of education has also contributed by delaying the average age of marriage.

While the overall economic activity rate in Algeria has remained relatively stable over the past decade, the size of the labor force has been gradually increasing each year. In 2014, the labor force was estimated at around 9.5 million people. By 2023, this number had risen to over 12 million. This trend will be discussed in more detail below.

International Labour Organization
Table 2. Labor force participation rate (labor force%)

Years	Females of working age (15–64) years	Males (15–64) years
2006	14,12	75,59
2007	14,47	75,13
2008	14,87	74,68
2009	15,31	74,24
2010	15,49	74,60
2011	16,45	74,18

2012	17,48	73,75
2013	18,29	75,11
2014	16,68	72,37
2015	17,50	72,64
2016	18,33	72,90
2017	19,19	73,12
2018	18,95	73,40
2019	18,70	73,59
2020	19.02	72.53
2021	21.23	73.01
2022	21	74.54
2023	24.85	75.23
2024	25.3	76.87

Source: Prepared by the researchers based on World Bank data from 2006-2024

The table shows the participation rate of both sexes between the ages of 15 and 64 for both sexes. What is noticeable is that the rate of women's participation in the labor force increased between 2006 and 2013, and will continue to rise until 2022-2023 and 2024, although 2017 witnessed the highest rate of female participation. The main reasons for the increased participation of women in the labor market compared to men in recent years are the growing cultural awareness of women's work, the problem of inflation, and the need to supplement family income, leading more women to engage in work-related activities. However, these are not necessarily formal or paid jobs; a significant portion of this increase is due to unpaid work or self-employment.

Table 3. Distribution of the active population and activity rate by sex and age group

Economic activity rate(%)			Active population (thousands)			
Total	females	Males	Total	females	Males	
11,2	1,8	20,2	359	28	331	15-19
38,4	13,6	62,1	1281	223	1058	20-24
61,4	33,9	85,7	2164	561	1603	25-29
61,7	30,5	92,8	2099	516	1583	30-34
58,6	25,5	92,8	1875	414	1461	35-39
56,4	23,7	90,4	1559	335	1224	40-44
53,9	19,9	78,6	1358	260	1098	45-49
46,1	13,7	60,8	1013	150	863	50-54
35,9	8,5	15,9	666	75	591	55-59
8,6	1,4	66,8	355	28	327	60 فأكثر
42,2	17,3	66,8	12730	2591	10140	المجموع

Source: Prepared by the researchers based on data from the National Bureau of Statistics, 2023, No. 879.

From the data in the table, we find that the number of active females in the age group of 25-29 reached 561,000, at a rate of 33.9%, followed by the age group of 30-34 years, estimated at 516,000, at a rate of 30.5%. This reflects the nature of Algerian society, which is dominated by the youth category, and then decreases significantly with the age of reaching a relatively low level of retirement age (60 years and above) at a rate of 1.4%. We note that the percentage of males is higher compared to females, and this indicates the gender gap in employment.

4.2. Women's work areas:

Table 4. Distribution of female workers by sector and environment 2023

Sector	Place	
	Rural	urbain
Agriculture	8.8	0,6
Industry	29	19.3
Construction and Public Works	1.2	1.7
Trade and Services	61	78.5
Total	100	100

Source : Lakrouf Ali, Gaza Adl, A statistical evaluation reading of the evolution of the participation of Algerian women in the labor market.

The table indicates that the rate of women's participation in the labor force is significantly higher in urban areas compared to rural areas. It also shows that women in rural areas are more engaged in agriculture and industry than their urban counterparts. The data reveals the following distribution: 8.8%, 29%, 0.6%, and 19.3%. In contrast, urban women are predominantly employed in the trade and services sectors, accounting for 78.5%, compared to 61% among rural women.

Table 4. Distribution of the employed population by gender and type of activity sector (in thousands)

	Total		Females		Males	
	%	number	%	Number	%	number
Agriculture	9,6	1083	3,7	77	10,9	1006
extractive industry	1,4	153	0,6	13	1,5	141
manufacturing industry	11,5	1297	18,9	389	9,9	908
Construction	16,8	1890	1,4	28	20,2	1862
Commerce	15,7	1775	4,4	91	18,3	1684
Transportation	6,5	729	1,9	39	7,5	690
Public Administration	16,1	1812	13,9	287	16,5	1525
Health and Social Work	14,9	1676	45,1	931	8,1	746
Other services	7,7	865	10,1	207	7,1	685
Total	100,0	11281	100,0	2062	100,0	9219

Source: Prepared by the researchers based on data from the National Bureau of Statistics, 2023, No. 726.

According to the table's results, 16.8% of the total workforce works in the construction sector, 16.1% in public administration (excluding the health sector), 15.7% in trade, 14.9% in the health and social work sector, 11.5% in the manufacturing sector, and 9.6% in agriculture. Significant gender disparities are observed, with women's employment concentrated in health and social work, accounting for 45% of all jobs, in public administration at 14%, and in manufacturing at 19%. The preference of women for the health, social work, and public administration sectors is explained by the nature of these sectors and their lack of physical effort, unlike the construction and public works sector, which requires significant physical effort. Furthermore, the services sector provides women with jobs that are appropriate for their roles and roles at home.

Table 4. Distribution of the employed population by gender and legal sector of activity (in thousands)2023

	Females		Males	
	%	Number	%	Number
Public sector				
Private sector	61,1	1260	32,6	3007
Total	38,9	802	67,4	6212

Source: Prepared by the researchers based on data from the National Bureau of Statistics, 2023, No. 879.

The table shows that women constitute 61.1% of the workforce in the public sector, compared to 38.9% in the private sector. Men, on the other hand, prefer the private sector (67.4%) and the public sector (32.6%). This is because the public sector is perceived by women as safer and less exploitative, while it protects their rights and provides them with a more favorable environment for balancing their work and domestic work.

4.3. Women's Participation in the Political Field in Algeria

Women's political empowerment is defined as empowering women with the power, potential, and ability to be an effective element in expressing their power and potential. It is linked to the extent of self-realization and women's presence on the ground, by enhancing their capabilities for political participation through their serious and effective presence in all political and popular activities, such as professional unions and their administrative positions.

As for political participation, it is "the activity undertaken by ordinary citizens with the aim of influencing the government decision-making process." Women's political participation is the culmination of a long-standing struggle, since political participation was limited to a specific class or stratum of the population in the management of government, while the poor and those with weak influence were marginalized and excluded, including women, who constitute half of society **ESCWA. (2023)..** For women, political participation makes them more aware of their problems, which opens the door for positive cooperation between them and all official and civil institutions to solve these problems and address their issues in a positive manner. This, in turn, strengthens the role of these institutions in society and bridges the gap between these institutions and the popular base, enabling them to achieve development plans. Algeria has adopted several legislative reforms to improve and empower Algerian women and enhance their political role. Algeria amended the

constitution in November 2008, aiming to expand women's participation in elected councils, through Article 31 bis, "The state works to promote women's political rights by expanding their opportunities for representation in elected councils." In implementation of the provisions of this article, Organic Law No. 12-03 of January 12, 2012, was issued, defining the methods for expanding women's opportunities for representation in elected councils, which enabled women to participate in political life and enter parliament with force, as their presence exceeded 31%. **International Parliamentary Union (IPU). (2012).**

4.4. Algerian Women in Parliament:

Parliament is considered the legislative authority. It expresses the method of citizen participation in the political life of the state through representatives or deputies, whom citizens have granted their confidence. Parliament, or the House of Representatives, has full authority to carry out legislative duties in accordance with the principle of separation of powers. As is well known, the Algerian Parliament, based on the 1996 Constitution, consists of two chambers: the National People's Assembly and the Council of the Nation. We will therefore discuss the presence of Algerian women in the first chamber, represented by the National Legislative Assembly, and their presence in the second chamber, represented by the Council of the Nation, which was established in recent years. **CAWTAR. (2019).**

Parliament is considered the legislative authority. It represents the means through which citizens participate in the political life of the state via representatives or deputies entrusted with their confidence. Parliament, or the House of Representatives, holds full authority to carry out legislative functions in accordance with the principle of separation of powers. As is well known, the Algerian Parliament, based on the 1996 Constitution, consists of two chambers: the National People's Assembly and the Council of the Nation. Therefore, we will discuss the presence of Algerian women in the first chamber, represented by the National People's Assembly, and their presence in the second chamber, represented by the Council of the Nation, which was established in recent years.

Initially, women were absent from the first Algerian governments, being almost completely excluded. The first woman was appointed to a ministerial position in 1984, 22 years after independence. In 2002, five women were included in the government—one as a minister and the others as delegated ministers—but their number decreased in 2007. Overall, women's presence in government fluctuated and remained limited in number during the subsequent years. In recent governments, women have been more present; however, they often do not occupy ministerial positions with major responsibilities or technical portfolios, nor are they appointed to strategic or sovereign ministries such as defense, justice, or foreign affairs. Nevertheless, from 2011 onwards and up to 2021, 2022, and 2023, women obtained seats in political institutions, reaching the highest percentage of **15% in 2022. Inter-Parliamentary Union. (2022). CEIC / World Bank. (2024), United Nations. (2023).**

***Algerian Women in the National People's Assembly:**

The National People's Assembly represents the lower house of parliament, whose membership is linked to the country's population. Its members are elected by direct, secret ballot on a list. Algerian women became directly involved in politics after independence, joining the Algerian Constituent Assembly of 1962. Women comprised an estimated 11

women out of 194 deputies, representing 5% of the total number of deputies. This percentage is considered acceptable. The table below shows the evolution of women's representation in this assembly over several years, up to 2021. **Medkour, N. (2021).**

Table 5. The development of women's representation in the National People's Assembly in Algeria

2021	2017	2012	2007	2002	1997	Periods
32	119	143	30	27	13	Number of teams
407	462	474	389	389	389	Total seats

Source: Information Center on the Rights of Children and Women(C I D E EF)

From the data shown in the table, we can see that women's representation has evolved over time, particularly between 2012 and 2019, with women representing a third of parliament, ranking first in the Arab world in terms of women's representation in elected councils.

Algerian Women's Representation (2023–2024)

***Women in the Council of the Nation (Upper House)**

The **Council of the Nation**, Algeria's upper chamber, currently comprises 163 members, of whom only **4 are women**, representing just **2.5%** of the seats. **IPU Parline** This low percentage underscores persistent gender imbalance in the upper legislative body despite legal provisions: Algeria's Organization Act No. 12-03 (2012) demands a certain share of female candidates in local and communal assembly lists, which indirectly affect the composition of the Council of the Nation. **IPU Parline**

***Women in the National People's Assembly (Lower House)**

In the National People's Assembly, there are **407 seats**, with **32 held by women**, bringing the female representation to **7.9%**.

Notably, the electoral law amended on 10 March 2021 enshrined gender quota rules — it mandates parity in candidate lists. However, because the lists are *open and unranked*, achieving equal representation in the *seats won* is not guaranteed. [E](#) In practice, this has contributed to a drop in women's parliamentary representation: following a high of 31.6% in 2012, women's share fell to around **8% in 2021**. These trends are corroborated by OECD's Social Institutions & Gender Index (SIGI), which in 2023 reported that legal discrimination and social norms remain significant barriers — and that only **8% of parliamentary seats** were held by women.

webfs.oecd.org

Moreover, according to the World Bank / World Economic Forum gender-landscape report, by 2023 the proportion of seats held by women in Algeria's national parliament stabilized at **7.86%**.

***Legal and Institutional Context**

Algeria's 2020 constitutional revision guarantees gender equality before the law and promotes women's participation in public life. Yet, as noted, structural limitations remain: despite a quota system, the open-list electoral mechanism constrains the potential for women to convert candidacies into actual seats.

Analysis of Recent Trends

- The current underrepresentation of women (2.5%) in the Council of the Nation suggests that **indirect elections and presidential appointments** have not significantly favored gender parity.

- In the lower house, though a quota system exists, **real gains are limited** by the design of the electoral lists (open, unranked), which dilutes the quota's effect.
- The drop from over 30% women in the lower chamber (in 2012) to under 8% in recent years signals serious **regression**, raising questions about the effectiveness and enforcement of gender-parity measures.
- Social norms — including widespread beliefs about gender roles — remain a critical obstacle: for instance, according to SIGI, a large portion of the population still perceives men as more suited for political leadership.**ocde**
- Legal reforms are in place (e.g., parity quotas, constitutional guarantees), but **political mechanisms and cultural constraints** are preventing women from translating formal opportunities into substantive influence. **African Development Bank. (2023), OECD. (2023), The World Bank. (2024), Inter-Parliamentary Union (IPU), Euromed Rights. (2023).**

4.5. Women in the Justice Sector:

The justice sector has witnessed a qualitative leap and remarkable development in terms of promoting gender equality in the workplace and assuming leadership positions. Between 2014 and 2018, 259 female judges were appointed to judicial bodies as presidents of courts and judicial chambers, public prosecutors, and members of the Council of State and the Supreme Court. In 2018, the number of women in judicial bodies reached 13,728, representing 61.29% of the total number of judicial employees. The number of women in senior positions reached 1,462, representing 59.99% of the total number of positions, estimated at 437.2%. In addition, 15 women were appointed to senior positions. Algeria has been committed to ensuring the representation of Algerian women in the diplomatic corps and United Nations human rights bodies. There are 7 women in the ambassadorial corps, 5 women as consuls, 4 women as consuls general, and 6 women in elected positions within the United Nations system. **People's Democratic Republic of Algeria. (2019).**

5. CONCLUSION

Algeria has made significant efforts to integrate women into the labor market and facilitate their entry into the workforce by enacting laws that support their inclusion. This chapter examines the current state of women's employment in Algeria, highlighting key economic, social, and cultural shifts that have influenced women's participation in the labor market. We analyzed various labor market indicators, including the female labor force participation rate. Education has played a crucial role in increasing women's participation in the workforce, as well as impacting fertility rates. However, women's involvement in the political arena remains limited due to persistent barriers. Specifically in Algeria, women's entry into the labor market has aligned with societal changes and openness similar to those seen in other developing countries. The country has worked to recognize and uphold women's rightful status in employment. Algerian laws strictly prohibit any form of gender-based discrimination in the labor market, such as:

- Reducing discrimination against women in wages. We distinguish between high wage rates, which has narrowed the gap between men and women.
- Also, paying attention to education, through the universalization of democratic and free education for all, males and females, and supporting equality in education between men and women. Education has had a direct impact on increasing their economic participation rates.

- Increasing women's education and awareness, which in turn has improved their participation in the labor market. The highest labor market participation rate was recorded among women with a university education level. In other words, educational attainment and a decrease in women's fertility rates.
- Improving health standards and rising living standards led to an increase in women's life expectancy, which in turn impacted women's employment rates and their contribution to economic development.
- In the political arena, women have secured a notable presence in parliament and elected councils. However, despite these achievements, their overall participation remains limited. Furthermore, their involvement in the economic sector is still relatively low compared to men, even though education has helped narrow the gender gap.

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