

Strategy for Youth Employment Creation
In Algeria
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ملخص:

تهدف هذه الورقة إلى توضيح السيرورة الاجتماعية الاقتصادية لتشغيل الشباب، في الجزائر، على ضوء الألفات الممالة (E) الأربع: القابلية للتشغيل، إيجاد فرص العمل، العدل (تساوي الفرص)، والمقاوئية. تستند منهجيتها إلى البحث الوثائقي والأداة التاريخية.

Abstract:

This paper aims to clarify the socio-economic process of youth employment, in Algeria, under the spotlight of 4 E's: employability, employment creation, equity (equal opportunity), and entrepreneurship. Its methodology is based on the documental research, and the historical instrument.

Introduction: Many of the measures adopted during the 2000-2007 period to liberalize the economy proved helpful, resulting in 5% annual growth in recent years.

However, unemployment rates have remained high, especially for those under thirty, causing many Algerians to blame their continuing struggles on foreign profiteering and capital flight¹.

This sentiment was echoed by President Bouteflika, who, in a summer 2008 speech given to municipal leaders, "accused certain investors of making gains at the expense of the Algerian people, incurring meager costs on projects in Algeria, then transferring huge amounts of money overseas."²

These concerns have resulted in readjustments of some of the favorable investment laws of the 2000 to 2007 period in an effort by the government, particularly the President, to redirect investment³.

¹ Stanley Reed, Algeria Is Open-Sort Of, BUS. WEEK, Mar. 5, 2009, http://www.businessweek.com/magazine/content/09_11/b4123040670690.htm.

² Said Jameh, Algeria to Review Investment Policy, MAGHAREBIA, July 30, 2008, available at http://www.magharebia.com/cocoon/awi/xhtml1/en_GB/features/awi/features/2008/07/30/feature-01.

³ Omar T. Mohammedi, 'International Trade And Investment In Algeria: An Overview', Michigan State, *Journal of International Law*, Vol. 18:3, 2010, p. 376.

Recent changes in the Algerian economy (privatization, structural adjustment program, and orientation towards liberalization and deregulation), have accelerated the unemployment rate, mostly for young working population. The rulers' efforts to diversify the economy by attracting foreign and domestic investment outside the energy sector have done little to reduce high youth unemployment rates⁴.

Chronic socioeconomic problems include high unemployment, particularly among college graduates; inadequate housing, health services, and infrastructure; inequality; and corruption. These conditions have sparked protests and labor unrest, and motivate a continuing tide of illegal Algerian immigrants to Europe⁵.

Employment remains the main concern of youth in Algeria.

Table No. 01 Some key indicators of the labor market (In %)

	Male	Female	Total
Participation rate in the labor force (activity rate)			
15 years and over	69.5	16.6	43.2
15-24	45.3	10.0	27.9
25-54	92.0	23.4	57.7
25-34	91.8	28.9	61.3
Employment population ratio			
15 +	63.7	13.9	39.0
15-24 years	35.5	6.0	21.0
25 years and over	73.8	16.6	45.4
Unemployment rate			
All	8.3	16.3	9.8
Youth (16-24 years)	21.6	39.7	24.8
Adults (25 + years)	5.5	6.8	12.0
Relationship between youth unemployment rates and adult unemployment rates	3.9	3.3	3.7
Proportion of unemployed youth in the total unemployed	44.9	38.2	42.7
Proportion of unemployed youth in the total Youth (15-24 years)	9.8	4.0	6.9
Long-Term Unemployment rate	5.2	9.3	6.0
Impact of long-term unemployment	62.6	56.7	60.7
% Of young people aged 15-24 not in the labor force or school	8.8	34.6	21.5

Source: National Bureau of Statistics, 2013

http://www.ons.dz/IMG/pdf/Donnees_Stat_Emploi_2013.pdf

⁴ Retrieved from: Algerian Mission to the UN: <http://www.algeria-un.org/> Algerian Red Crescent: <http://www.cra-dz.org> International Monetary Fund: <http://www.imf.org/external/country/DZA/index.htm> Bank of Algeria: <http://www.bank-of-algeria.dz/>

⁵ Ghazi Ben Jaballah, "Graduate Unemployment in the Maghreb," German Marshall Fund, November 2011.

1-Employability:

Employability is based on four pillars: (training and retraining), (apprenticeships and internships), (competency based education) and (problem solving skills).

Employability means that young people with access to education and training such that they acquire the skills needed to find productive employment or work towards self-employment.

Employability works are: (providing skills for lifelong learning and training), (developing an education system that integrates academics and ‘on the job’ training, such as apprenticeships and internships, in addition to traditional education), (creating an education system that provides problem-solving skills as part of the curriculum), (creating ‘competency-based’ education, where appropriate, in rural communities) and (offering incentives for employers to provide opportunities for upgrading workers skills).

Algeria introduced a national policy on employment, which is supported by a national strategy for combating poverty and exclusion.

Alternative employment options, run essentially by a network of specialized agencies, were set up for the youth. Through innovative schemes like microcredit, entrepreneurship, labour-intensive public works, pre-employment contracts (CPEs), local-initiative salaried employment and allowances for activities of general interest, the level of unemployment dropped. Many young people were able to acquire the professional experience and know-how to guarantee their employability.

The Algerian educational system produces a high level of failures with a very small proportion of drop-outs being ‘absorbed’ by vocational training. An assessment of the estimated 3,478,000 youth aged 15-19 (i.e 11% of the total population) in 2000 indicates that:

25% of them are in basic or secondary school.

9% in vocational training.

5% are employed.

13% unemployed.

48% have no formal status.

These represent the ‘high risk’ youths since they are exposed to informal activities, including drugs, violence and other deviances⁶.

⁶ United Nations, *Youth & Employment In Post-Conflict Arab Countries*, Beirut, 28–30 January 2004, Report of the Meeting, United Nations Department of Economic and Social Affairs, Division for Social Policy and Development, Hosted by ESCWA, under the

Youth Employment Creation:

Employment creation is based on four pillars: (standards for skills), (rural jobs), (training programs) and (small scale projects).

Employment creation means adopting policies that encourage a vibrant private sector and public-private partnerships to provide an enabling environment for investing in technology, education, infrastructure development, trade and on-farm/off-farm employment opportunities. It includes a focus of employment led economic growth.

Employment creation are: Adopting nationally recognized, industry-wide skills standards (using infrastructure maintenance and small scale local community projects to provide job opportunities for youth and train them on the job), (investing in joint public-private training programs to support employers in upgrading the skills of their workforce), and (matching natural resources base with appropriate skill-sets and opportunities for sustainable livelihoods to foster self-reliance and stem urban migration).

The Algerian strategy in this regard has centered on three areas: education, an active employment policy, and the establishment of a database for young people.

First, education was made a particular focus of attention. Education is compulsory for young persons and free for everyone at all levels, regardless of the type of public establishment.

This strategy is also based on existing national initiatives for employment creation. There is an overall survey of such initiatives which target all categories of unemployed people including:

- a) Graduates
- b) workers who lost their jobs
- c) youths with and without qualification (75% of unemployed persons are less than 30%)
- d) agricultural workers
- e) experienced workers aged 35-50.

Such initiatives have produced some results even if a systematic evaluation⁷ is yet to be made available.

The strategy highlights:

- (a) the partnership between Algerian banks and technical Ministries;

Patronage of H.E. Dr Assad Diab, Lebanese Minister of Social Affairs and the support of the Lebanese Family Planning, p. 7

⁷ Ruppert E., "The Algerian Retrenchment System: a financial and economic evaluation", **The World Bank Economic Review**, vol 13, n 1, (1999), pp 155-183.

(b) involvement of international donors in these programmes including the World Bank (for Highly labour-intensive work of public interest (TUP-HIMO), and the European Union for vocational training⁸.

The strategy recommended the strengthening of such initiatives through the public as well as private sector⁹.

Although they represent three-quarters of the population, the young people in Algeria are not involved in the legislative or budget process and there is no government mechanism for systematic consultation of the youth on matters that affect them.

Moreover, the Ministry of Youth and Sports, which coordinates government actions targeted at young people, experiences serious human, technical and material constraints that prevent it from playing its role effectively.

Equity and Youth Employment Programs:

Equity is based on four pillars: (Microcredit), (Programs for disabled youth), (rural Technology centers) and (women's empowerment).

Equity means; equal opportunities for all youth to bridge the following gaps: Gender, Disadvantaged youth, Digital Divide, Social Inequity, and Health.

Equity works are: (working with local and underprivileged communities to provide relevant education and training), (giving employers financial incentives to hire young women and disabled youth), (working with local communities to identify needs and collaboratively set up technology centers) and (providing training and micro-credit to youth).

Numerous employment programs have been designed and implemented; a large number of them have been aiming specifically at the young unemployed.

The main measures taken to reduce unemployment and accelerate economic and social development, include investments carried out within the framework of the National Agency for Investment Development, the National Program for Agricultural Development, the Support Program for Economic Revival, the Micro-Enterprise Program of the National Fund for Youth Employment and the micro-credit managed by the National Agency for the Management of Micro-Credit.

⁸ Available on 15/6/2013, in the website : http://www.ons.dz/IMG/pdf/Donnees_Stat_Emploi_2013.pdf.

⁹ United Nations, *Youth & Employment In Post-Conflict Arab Countries*, p.11-12

1.1-CPE: (Contrat Pré-Emploi) (The Pre-Employment Contract).

Description: Firms may hire the unemployed at no cost for one year; the salary is paid by the government. Target: Skilled young workers. The pre-employment contract scheme (CPE) targets people affected by poverty, unemployment and exclusion.

Unemployment is also high among the most educated young people. To remedy this situation, the authorities created a specific schema in 1998 named "Contrats Pré-Emploi" (CPEs). In this scheme, firms may hire unemployed skilled youth at no cost for one year; these workers will indeed receive a monthly allowance from the government amounting to the minimum wage. (CPE) takes a number of forms including; (ESIL), (TUPHIMO), (IAIG)...

Figure for 2004: pre-employment contracts (CPE-56,056).

Managed by the ANEM, this measure is addressed to young first-time job seekers among graduates from colleges and higher technical schools. It gives access to public and private sector jobs.

To be eligible for this program, you have to be an Algerian national aged between 19 and 35 and a first-time job seeker. You have to sign up at the ANEM. The condition for men of being exempt from military service (was dropped in 2004).

The pre-employment contract is valid for 12 months and can be renewed only once in the case of a civil servant job.

The executive decree 4-102 of April 1, 2004 fixes the CPE salary paid by the State during the first year at DZD 8,000 per month for college graduates and DZD 6,000 for skilled technicians. If the contract for a job in the civil service is renewed for another year, the salary remains unchanged in both cases. In the economic sector, a six-month renewal will fetch a college graduate DZD 6,000 and a skilled technician DZD 4,500. This lower salary in the economic sector is offset by the employer and has to amount to at least 80% of the standard salary for a similar job in the company concerned.

If the pre-employment contract ends and the employer does not wish to hire the employee on a permanent basis, he must issue a work certificate indicating the entire period of employment.

Note that the Pre-Employment Contract is a three-sided agreement involving the selected candidate, the employer and the person responsible for employment in the Wilayah. The young employee must respect all clauses of the contract binding him with his future employer while the employer is expected to respect the applicant's education profile, report any

prolonged absence to the Wilayah authorities, and apply the same compensation rules as for all his other employees with a similar job.

Regardless of the different organizations promoting employment, the “politician” in his obligation of dealing with youth unemployment which cripples the society often mentions exaggerated figures in employment creation taking into account the economic realities. Therefore, Prime Minister Mr. Belkhadem claimed in April 2008¹⁰ that an employment creation program for 400.000 jobs in one year was feasible while his employment ministers and the one for solidarity do not see the possibility of creating more than 170.000 jobs a year under the most favorable situation.

Finally, in order to help the youth find employment, the daily press¹⁰ of 15.05.08, announces the repeal of the circular no 2 from 25.01.97, lifting the military card obligation (having accomplished or not having to accomplish the national military service) to access a job, in the public as well as the private sector¹¹.

1.2-ESIL:

(Emplois Salariés d’Initiative Locale) (Local Initiative Paid Job/ The program for local employment/ Work on Local Initiatives).

Description: Subsidies are granted to firms as incentives to hire the unemployed.

Target: Low-skilled young workers. The ESILs (emplois salariés d’initiative local) aims to provide low-skilled youth with minimum qualification and experience to enhance their employability.

Created in 1990, managed from the outset by the ADS in 1997, and managed totally by it since 2002.

This measure essentially aims to create massive amounts of standby jobs in order to realize public utility projects chiefly concerning the maintenance of socioeconomic infrastructure (roads, forests, urban real estate heritage) by jobbers. The net salary is DZD 10,000 and all workers have Social Security.

This measure aims also to improve qualifications of young unemployed people via standby jobs which help them gain experience, improve their employability and ultimately help them find a job.

The ESILs work through subsidies that are given to businesses as incentives to hire the unemployed. There were about 0.15 million beneficiaries in 1998 (about 0.072 million in full equivalent). The efficiency

¹⁰ El Watan, El Moudjahid, Liberté, le Quotidien d’Oran, le Soir d’Algérie.

¹¹ *The Country Sheet: Algeria*, The Country of Return Information Project, MAY 09, 2009, p.37

of this schema has, nevertheless, been debated because of potential windfall effects (firms might use it to hire employees they would have hired regardless of the subsidy). One of the weaknesses of this program is that, for the million jobs that benefited from this scheme, the retention rate at the end of the subsidy period was only 2%.

As a result, in 2004, 70.500 youths per month were integrated as a part of the Local Salaried Employment Initiative (ESIL) and 61.000 graduates received pre-employment contracts¹².

Figure for 2004: ESIL (145,000 jobs¹³).

1.3-ANSEJ:

The (Agence Nationale de Soutien à l'Emploi des Jeunes/ Association Nationale de Soutien a l'Emploi des Jeunes) (the National Agency for Assisting Youth Employment/ National Agency for the Support of Youth Employment).

Description: Interest subsidies, subsidies, and financing are provided to microenterprise projects.

Target: Young people who wish to set up independent activities that fit in with their professional qualifications. Additionally, (ANSEJ) concentrates on young entrepreneurs aged between 19 and 35 in the creation and expansion of production of goods and services.

This scheme aims to help creating and developing production and service activities by young entrepreneurs whose projects are followed and assisted by the ANSEJ.

This National Agency for Supporting the Employment of Young People, enables the financing of micro-enterprises at a cost of less than, or equal to, DA10 million.

This is aimed at young people aged 19 to 35 years who hold a professional qualification and/or possess the necessary know-how. The age limit can be extended up to 40 if the project generates three jobs or more.

The projects put forward by the young promoters may not exceed AD10 million (10% of the project up to 100.000 euros) and are financed according to the following formulae.

The triangular formula consists of:

a) the number of employees of the young promoters, which varies according to the level of investment and the area;

¹² *Country Review Report of the People's Democratic Republic of Algeria*, African Peer Review Mechanism, APRM Country Review Report Nr. 4, July 2007, p.164.

¹³ *The Country Sheet: Algeria*, Ibidem.

- b) the interest-free credit from ANSEJ, which varies according to the level of investment; and
- c) preferential bank credit.

The mixed finance formula consists of:

- a) the number of employees of the young promoters, which varies according to the level of investment;
- b) the interest-free credit from ANSEJ, which varies according to the amount of the investment; and
- c) the National Fund for Supporting the Employment of Young People, established by Executive Decree 96-295 of 8 September 1996, which takes over the financial aid linked to interest-free credit granted by ANSEJ and the reduction of bank credit interest rates.

Fiscal and para-fiscal aid includes:

- a) exemption from value-added tax; and
- b) exemption from customs duties for imported equipment used directly in the realization of the investment.

This approach also combines personal involvement by the candidates, zero-interest loans granted by the State and regular commercial bank loans, albeit with highly subsidized interest, depending on criteria such as profitability.

ANSEJ's mission is to help young people to (re-)enter professional life by creating their own business. This is achieved through low-interest loans, fiscal and para-fiscal advantages, tax breaks and assistance before and during the project (advice and guidance concerning banks and administrations, etc.)

The ANSEJ only helps with projects under EUR 100,000. The entrepreneur has to contribute personally to the investment depending on the level of investment (from 5% - which cannot exceed EUR 20,000 - to 10% of the investment). The entrepreneur must pay contributions to an insurance fund for young entrepreneur loan risks.

The length of the credit varies according to the nature of the projects and may be from 5 to 7 years.

The repayment installments are half-yearly or yearly, depending on the nature of the activity and on the length of the credit.

The total amount of the launch rolling capital is determined by the nature of the activity and is integrated in the investment structure. It is maintained and handled by bank financing. The launch rolling capital must cover a period of 3 months.

The ANSEJ finances all kinds of activities (services, handicrafts, etc., but also liberal professions) except basic trade activities (buying and selling products without transforming them). The real problem is the lack of entrepreneurial spirit among Algerians.

The age limit is 35 years but may be raised to 40 if the entrepreneur commits him- or herself to employ at least 3 persons (him- or herself included). Algerian citizenship is required.

The ANSEJ decides whether to approve a project within one month. In principle, banks must unblock the funds within 3 months at the latest (to study the business plan and application), but in practice they can refuse. In that case, the ANSEJ will supervise the repayment process instead of the banks¹⁴.

Limitations of the system:

- a) In practice, this system only addresses young people who already have some qualifications. It seems to finance mostly competent people in developing activities in practically virgin sectors (10,000 projects financed for a total of over EUR 90,000,000...)
- b) The paperwork involved in the application is rather hefty.
- c) Moreover, reports abound of red tape and sluggishness within core bank services: a bank can take a year and a half to respond to a credit request, and credits are hard to obtain.
- d) Payments are made exclusively through invoices directly at the supplier's, which hinders the project's development.
- e) However, some people suggest that this is the only measure that has actually worked, mainly thanks to all the precautions taken.

ANSEJ, which has 53 regional branches, falls under the jurisdiction of the Ministry of Employment and National Solidarity. It represents a social, economic and political mechanism that has contributed to the restoration of social peace in Algeria¹⁵.

1.4-DAIP:

This program is bolstered by an aid scheme to promote employability among young people established in 2008.

¹⁴ Virtual simulations can be done online to find out the personal contribution, the NRP and the bank credit on the ANSEJ website: <http://www.ansej.org.dz/simulation.asp>

¹⁵ ANSEJ's special statistics bulletin, Samie; ANSEJ. 2007. *ANSEJ and youth unemployment in Algeria*, January.

A project of order in council regarding the aid operation for integration in employment (DIAP) has been adopted in the Council of Government in the beginning of April 2008.

It supports young people, places them and assists them in getting a job contract. It helped create 169.296 jobs in 2011.

The government wants to elevate the integration of young unemployed under 35 in the work environment to 33% instead of 12% today. This order in council project is established to “encourage all actions and measures to promote employment” of those aged under 35 (85% of the unemployed in Algeria).

The new order opens the door to all youth without any discrimination: university graduates, anyone with professional training certificate, youth without any training or qualifications...

Categories of youth concerned and type of encouragements:

University graduates: Integration contract of graduates (CID: Contrat d’Integration des Diplômés) with a three year duration with a monthly contribution from the state up to 12.300 dinars during the first year. This monthly contribution will decrease progressively to 10.000 during the second year and 7.800 the third year.

Advanced technicians: monthly contribution of 10.200 dinars the first year, 8.200 dinars the second year and 6.100 for the third year.

Youth out of secondary education or centers for professional training: Professional Integration Contract (CIP: Contrat d’Integration Professionnelle) of two years with monthly contribution of 8000 dinars the first year and 6000 dinars the second year.

Young unemployed without diplomas or qualifications: professional integration contract of one year with a monthly contribution of 6000 dinars.

Aside from this cash support, the government will take care of social coverage of young unemployed and also any training for the holder of the integration contract.

The order of council project plans another incentive premium for monthly training of 3000 dinars to those enrolled in a six month training in industries or areas of specialization in deficit on the labour market...

Moreover, fiscal and imposition measures are planned to encourage managers of both public and private companies to recruit a percentage (between 15% and 30%) among young unemployed. Employers will benefit from a tax reduction on the total annual income. The order of council project also plans on an allowance of the employers contribution to social security and other benefits planned by the law no 06-21 regarding

supporting and encouragement measures for the promotion of employment and an exemption of the global contribution during training periods for three months. Monthly grants of 1000 dinars will also be allocated for recruiting young unemployed with open-ended contracts¹⁶.

1.5-PNDA:

Social Development Agency.

1.6-TUP-HIMO:

The National Program for Agricultural Development.

1.7-Youth Employment Support Program (€23.5million):

This program was developed as part of the EU response to regional social and political events. Through it, the EU aims at supporting government and civil society efforts to fight youth unemployment and reinforce the role of young people in society. It will reinforce central and local institutional capacities and will finance NGO projects in support of the professional integration of young people. The program will promote activities in four pilot Wilayas, integrating the efforts locally of institutions and NGOs. It will create local one-stop shops for young job-seekers and will also support projects in the area of Social, Innovative and Solidarity Economy, to be implemented by institutions and civil society, to reinforce local action on social cohesion¹⁷.

1.8-ANDT:

The (Development of Tourism). The latter is a government instrument intended to boost and support national and foreign investment in the tourism sector.

Even the tourism sector does no real good for the country, but this sector in Algeria currently provides around 300,000 jobs out of a population of more than 35 million inhabitants. With the development policy launched by the Government, this number should rise significantly, helping to ease unemployment which is particularly acute among the younger generation¹⁸.

¹⁶«L'Etat met le paquet pour les moins de 35 ans» Emploi, Le Quotidien d'Oran, 19 April 2008. http://www.lequotidien-oran.com/index.php?news=5102302&archive_date=2008-04-19

¹⁷ European Union, EU signs financing agreements with Algeria for €58 million of European grants, Brussels, A491/12, 6 November 2012, p. 2. European External Action Service – the EU and Algeria: http://eeas.europa.eu/algeria/index_en.htm

¹⁸ *Algeria Guide Book*, Published by the Embassy of Algeria to the United States of America, Washington, D.C. 2008., p. 123

Table 2. Public Employment Programs in Algeria, 1999

Program	Number Of Jobs Created. Full-time job equivalent	Share of Permanent Jobs (%)	Projected Annual Cost per Job (DA)	Actual Cost per Job (DA)
ESIL	68,300	7	28,571	35,580
AIG	n.a.	n.a.	68,421	37,333
TUP-HIMO	7,174	n.a.	50,000	82,038
CPE	12,191	15	64,800	147,000
ANSEJ	39,260	n.a.	n.a.	1,123,540

Sources: *Conseil National Economique et Social* (www.cnez.dz); Musette, Isli, and Hammouda (2003); and author's calculations: IMF Working Paper (African Department), *Why Has Unemployment in Algeria Been Higher than in MENA and Transition Countries?*, Prepared by Kangni Kpodar, Authorized for distribution by Domenico Fanizza, August 2007.

Since 1996, the Algerian government adopted 3 main mechanisms including (ANSEJ), (PNDA) and (TUP-HIMO) and target graduates, workers who lost their jobs; unqualified youths, agricultural workers and experienced workers aged 35-50.

A combination of the jobs generated by these agencies in the period 1995-2003 indicates an average of 178,978 jobs creation per year. However, most of these jobs are for nonqualified unemployed persons and have a short life span of 3-12 months.

Sustainability has therefore proven to be a major challenge as most of these jobs are temporary in addition to the fact that they are state-sponsored.

Nonetheless and, as an emergency measure, this type of job provides some revenue to the beneficiaries.

In 2001, the public sector employment share was over 50%¹⁹.

All the above mentioned measures serve to mitigate unemployment. The government says that it is committed to reducing unemployment through rapid, investment-driven GDP growth²⁰.

¹⁹ Djavad Salehi-Isfahani, ed. *Labor and Human Capital in the Middle East : Studies of Markets and Household Behavior*. Ed. Salehi-Isfahani, Djavad. Reading: Ithaca Press in association with the Economic Research Forum, Cairo, c2001., 2001. Print.

²⁰ Mankiw, N G., D. Romer, and D.N Weil, "A contribution to the Empirics of Economic Growth", *The Quarterly Journal of Economics*, 407-37 Vol. 107 (2) (1992), pp. 407-37. MIT Press.

Additionally, in response to high unemployment, and against this background, Algeria is seeking to diversify the economy and ensure that the education and research systems correspond more closely to the industrial and technological needs of the nation.

Conclusion:

In conclusion we say that the access to employment is society's major concern.

Algeria conducted a survey that enabled the creation of a database on young men and women based on various professional categories, age groups and level of education, but focusing on themes pertaining to their needs and aspirations, in areas such as family relationships, school and teachers, the streets, youth institutions, health, languages, the status of women, sports, leisure, ICT, their relationship to politics, and the future.

Long-term economic challenges include diversification from hydrocarbons, relaxing state control of the economy, and providing adequate jobs for younger Algerians.

In the medium term, the support mechanisms and interim forms of employment are expected to decrease so as to make way for the benefits inherent in the creation of additional employment opportunities that come in the wake of economic growth.

Many indicators testify to the acute gravity of this issue and its relevance in terms of preserving social cohesion. The issue of employment is at the forefront of the youth's needs and therefore constitutes a priority concern for public authorities. Consolidating economic growth remains the premier means to attaining sustainable employment creation.