

THE REALITY OF THE ECONOMIC EMPOWERMENT OF ALGERIAN WOMEN: ACCORDING TO INTERNATIONAL INDICATORS OF EMPOWERMENT

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ABSTRACT:

This research paper aims to determine the level of economic empowerment of Algerian women according to international indicators. The study also seeks to answer the main question of whether Algeria has the potential to enhance the level of economic empowerment of Algerian women and whether there is a real and actual will to achieve economic empowerment. To address the subject of the study on the status of Algerian women and their place in work within Algerian society between what reality imposes and what it faces in terms of challenges, both the case study method and the institutional legal approach were used to identify the indicators of economic empowerment in addition to identifying the most important legislation and legal reforms. The study found that there is a contrast between what the legislation and laws stipulate, and the practice and implementation of plans and programs based on gender in accordance with the principle of equal opportunity. The study concluded that despite the government's efforts to enact laws in accordance with the principle of equal opportunity, the reality proves that the efforts to economically empower Algerian women still have a long way to go to achieve this.

Keywords: Economic empowerment, women, sustainable development, gender gap, labor force.

1- INTRODUCTION:

Empowerment is one of the most important issues of the hour for the Millennium Development Goals, according to the United Nations, and the efforts made to eliminate discrimination on the basis of gender (Fiona Benny Dias, 2020, 2), especially in ways to improve economic empowerment. It is of great importance for human development, in addition to its contribution to the development of human capital, in addition to harnessing all human energies and material capabilities. Women are an essential actor in society alongside men (Sida, 2009, 9), At the same time, the field of economic empowerment for women plays one of the most important basic approaches to establishing gender equality, in accordance with the provisions of the constitutional provisions that have given great importance to empowering women economically, socially, and politically as a fundamental determinant to strengthening the rule of law (H. Alkitkat, 2018, 2). This is what the international community focuses

on in making great efforts on strategies to help lowincome developing peoples participate in the benefits of globalization and reduce poverty in order to improve people's living standards, especially when it comes to increasing women's access to basic resources and providing them with all options in the development field (Dagmara Nikulin, 2017, 17).

However, achieving growth and economic empowerment is not limited to the indicator of increasing women's access to resources (Erin Markel, 2014, 5), but it is necessary to improve women's access to land, jobs, credit, and to a degree of equality with men in accessing markets, wages, and all opportunities related to economic development, with the need to distribute resources in a fair and just manner, Which will ultimately lead to women's meaningful contribution to the labor force and the economy (sida,9). This is based on the encouragement of economic empowerment by the family and society alike (Fiona Benny Dias, p3).

Our attempt to understand these factors affecting women's economic empowerment can lead to the design and implementation of appropriate strategies to bridge the gender gap between the sexes (OCDE, 2020, p18). The agreements issued by the International Labor Organization often aim to bridge the gap and promote gender equality in accordance with the principle of equal opportunities, especially wages (Agnes Quisumbing, and the others,2023, 4), but also include equality in rights, responsibilities and opportunities at all levels and fields, including the political, social and cultural fields (ILO,2012,7). Despite international commitments to the issue of promoting the process of economic empowerment of women in removing all forms of discrimination regarding resources, but in reality it is difficult because of the existence of obstacles to achieving these goals, such as discriminatory legal restrictions against women (Fiona Benny Dias, 3), in addition to traditions and customs that are derived from the social and cultural environment. In this context, the economic conditions in Algeria support the economic participation of women. Algeria, like other countries, has witnessed developments and changes at all levels, such as the political, economic and even social levels, which reflected quickly on the status of women (caderie, 2016, 175). Regarding the legislative and constitutional level in relation to international agreements, Algeria's legal system is in line with the International Labor Organization's standard on the issue of women's empowerment (rashdi & hashem, 2022, 1069).

- **Problem Statement:**

The research seeks to explore ways to enhance women's economic empowerment. This study comes to address the issue of the economic empowerment of Algerian women in accordance with the expected development goals to be achieved within the 2030 agendas. Considering that the issue of women's empowerment and increasing their economic participation and strengthening their capabilities will ultimately lead to economic development and contribute to building a society that achieves the goals of comprehensive development in the participation of all without discrimination. However, in light of the economic changes that the Arab region is witnessing in general, we find that the issue of increasing the participation of Algerian women is considered one of the most important challenges facing the government, despite the enactment of legislation and laws to eliminate discrimination and adopted policies and the formulation of plans based on gender in accordance with the principle of equal opportunities. The annual reports issued by the World Economic Forum on women's economic participation indicate that Algerian women are classified as one of the countries in the world that suffer from gender discrimination. According to the report of this year 2023, Algeria came in 144th place out of 146 countries in the Global Gender Gap, i.e. in the last place with a decline of -4 international points. However, according to the development goals for the 2030 vision, the

gender index classified Algeria in 65th place globally, i.e. with a percentage of 66.9% in the gender gap. From these premises, our research question is limited to: To what extent has Algeria been able to enhance the level of economic empowerment of Algerian women according to international indicators of economic empowerment?

- **Study Hypotheses:**

HO1. The increase in the level of economic empowerment of Algerian women will enhance their participation in the labor force and the labor market.

HO2. There is a direct relationship between economic empowerment indicators, as the higher the number of students and graduates, the higher the unemployment rate among women, and therefore the contribution of women to the labor force is small.

- **Objectives of the study:**

The research study aims to identify the following:

- To know the percentage of economic empowerment of Algerian women and their ranking at the international level.
- To reveal the most significant laws and legislative changes those have made Algerian women's economic emancipation a permanent reality.
- To identify the dimensions and extent of the most significant economic strategies for increasing the participation of women in Algeria's labor market.
- To know the percentage of economic empowerment of Algerian women and their ranking at the international level.
- To identify the most significant difficulties and barriers that Algerian women must overcome to achieve economic emancipation.

- **Methodological approach:**

The study addressed the indicators of economic empowerment of Algerian women according to international indicators. The study also extends over the period (2013-2023), which is a sufficient period to resolve the general trend of economic empowerment of Algerian women.

- To address the topic of the study, the case study method was used as it aims to identify the status of economic empowerment of Algerian women in a precise and detailed manner.
- Descriptive analytical approach: This approach is appropriate for studying the reality of economic empowerment for Algerian women, as well as the other factors associated with this economic empowerment. It aims to identify the most important indicators of this empowerment through analytical and descriptive methods.
- Legal-institutional approach: This approach is suitable for interpreting different legal regulations according to the legislation and texts that encourage the reality of economic empowerment for Algerian women.

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2- The international and national legal framework on women's economic empowerment.

Since economic rights are a crucial component of sustainable development plans, we will attempt to analyze the most significant international laws as well as national legislations of the nations under study in this section in order to learn about the situation of women in Algeria with regard to their economic empowerment.

2.1. The international environment of Women's Economic Empowerment in the World:

Given the focus on women's economic empowerment and the growing interest from around the world—particularly from United Nations institutions and organizations—this is a result of effective international development initiatives urging various societies to recognize and value the diverse roles that women play, particularly in the economy. As a result, we will make an effort.

The United Nations held four global conferences on women between 1975 and 1995, demonstrating the importance of women's empowerment to all nations (H. Alkitkat, 2018, 2).

The world environment is aware of developments that have been documented in UN documents. These include the Mexico Conference in the 1970s, the Women's Conference in Nairobi in 1975, the World Social Summit, the Cairo Conference on Population and Development in 1995, the Beijing Women's Conference in 1995, and, lastly, the Millennium Development Goals, which included the world's commitment to empowering women by 2010. Given the significance attached to it by the Convention on the Elimination of All Forms of Discrimination Against Women and women's human rights treaties (Arab Women's Organization, 2004, 10). The majority of studies have demonstrated that women's economic empowerment is one of the most crucial components that must be available in order to achieve the goals of sustainable economic growth. If gender parity in labor market participation is attained, economic growth will increase (Boujehfa, Guidari, 2022, 495).

As many studies have shown, women's economic empowerment and their equality with men economically is an important factor in increasing productivity, a factor that helps to reduce income disparities, and the most important factor in reducing poverty in developing countries (Arab Monetary Fund, 2022, 5). As a result, numerous organizations—including the United Nations, the International Labor Organization, the OECD, the ESCWA, and other international organizations— have begun to draft international conventions, laws, and covenants to encourage nations to commit to promoting gender equality and equality in the workplace. These organizations also aim to overcome the gender dimension in all fields, including programs and policies.

Through its Sustainable Development Goals, such as Goal 5, which calls for equal rights for women to economic resources as well as full and productive employment, decent work, and equal compensation for work of equal value, the United Nations 2030 Agenda for Sustainable Development offers a road map for the economic empowerment of women (OECD, 2018, 56). In considering this, the International labor Organization has proposed several conventions aimed at advancing gender parity in the workplace. Of these, the four most important ones are:

- The Equal Remuneration Convention, 1951 (No. 100);
- The Discrimination (Employment and Occupation) Convention, 1957 (No. 111);
- The Workers with Family Responsibilities Convention, 1971 (No. 156);
- The Maternity Protection Convention, 2000 (No. 173) (ILO, 2014, 2).

2.2. The legal and legislative framework for empowering women in Algeria:

In general, economic empowerment of women is a means of advancing national development and boosting economic growth, particularly when aiming to empower women via the enshrined ideal

of gender equality in constitutional documents. We shall track whether or if laws and legal reforms have contributed to greater economic participation as well as the facilitation, encouragement, and support of women's roles in the process of comprehensive social development.

Legislative reform for the economic empowerment of women is frequently a complex process that includes parliaments, governments, civil society organizations, the media, and national human rights institutes. Parliaments have created programs to help with the formulation, introduction, and passage of gender-responsive laws, and they oversee their implementation. These reform initiatives have frequently been undertaken in a difficult political environment that occasionally clashes with the reform objective aimed at promoting women's economic empowerment (OCDE, 2020, 19).

After the issue of gender equality in the Arab region in general suffered from shortcomings in the legal and legislative system, as the Arab woman is still an untapped element in achieving development goals, which led Algeria to accelerate and initiate the reform of its laws on gender equality and labor law in addition to other laws that all fall under the category of promoting women and empowering them at various levels.

Through the four constitutions that Algeria has witnessed, the Algerian Constitution has granted since independence the work to achieve gender equality and non-discrimination in rights and duties. It came within its articles to confirm that all citizens are equal before the law in terms of work and have the same rights and duties without discrimination, that is, equality in work, education, and even assuming tasks, positions, and jobs, even with regard to property and inheritance and in terms of assuming tasks in the state, which is what Article 52 of the 1996 Constitution stipulated that "private property is guaranteed, the right of inheritance is guaranteed" (Constitution, 1996, 66-67).

Upon examining and comprehending the stipulations of the four constitutions, we discover that while they uphold the notion of citizen equality, the status of a citizen was not classified as male or female. The first constitutional amendment of 2016 focused on women and came from the same article 34, which governs rights. It said that "institutions aim to guarantee equality between all citizens and citizens in rights and duties by removing the obstacles that hinder the unfolding of the human personality, and prevent everyone from effectively participating in political, economic, social, and cultural life." This amendment was made in the context of efforts to achieve gender equality. The legislator from Algeria strove to replace Article 31 with a new one, which reads as follows: "The state works to promote parity between men and women in the labor market, the state encourages the promotion of women in positions of responsibility in public bodies and administrations and at the level of institutions"(Constitution, 2016, 107).

It's also critical to underline once more how Algeria has worked to ratify numerous agreements pertaining to women's labor rights at the legislative and legal levels, particularly with regard to international conventions that support women's empowerment. Two of these accords are the Equal Remuneration Convention No. 100 and the Maternity Protection Convention, both of which have been in effect since October 1962. Along with the Night Work (Women) Convention No. 89, other conventions that have been in effect since 1969 include the Employment Policy Convention and the Discrimination (Employment and Occupation) Convention No. 111

(People's Democratic Republic of Algeria). Algeria's maternity leave regulations comply with the International Labor Organization's guidelines. Algeria's legislation regarding maternity leave is

compliant with the International Labor Organization's criteria (Rashidi, Hashem, 2022, 1069). Algerian legislation forbids women from performing hazardous or damaging work. Furthermore, working women are given a five-year edge under the statute. It allows women to retire before the age of 55, whilst men retire at the age of 60. This advantage does not deprive women of the right to benefit from the grant at the same rate as males, which is 80%. As a result, Algeria's good economic conditions encourage women's engagement in economic life while providing comprehensive social security (Kadri, 2016, 175). The Algeria's labor laws are in line with the standards of the International Labor Organization (Rashidi, Hashem, 1069).

In addition to forbidding women from engaging in hazardous or hazardous job, Algerian law grants working women a five-year advantage by allowing them to retire before the age of 55, while males are required to retire at 60. The lady still has the same 80% chance to gain from the gift as the guy does not result from this advantage. As a result, Algeria's advantageous economic circumstances encourage women to participate in the workforce while receiving complete social protection (Kadri, 175).

However, when we examine the recent constitutional modifications relating labor regulations, we discover that they are quite limited and restrictive, and no revisions have been made since the new constitutions were adopted. Even in terms of entrepreneurship, it has not implemented important legal reforms pertaining to the establishment, management, or development of projects, but it has a positive indicator in that these laws are no longer gender-neutral in general (OECD, 202, 18).

Similarly, Algeria has only ratified two ILO treaties (the Equal Pay Convention and the Convention on Discrimination in Employment). It has not ratified (the Convention on Workers with Family Responsibilities, the Part-Time Work Convention, and the Home Work Convention, as well as the Convention on Maternity Protection, which has yet to be ratified (United Nations Esco, 2019,108). Despite the significant role played by regional bodies, particularly the Arab Labor Organization, in dealing with labor issues in the Arab world and consolidating the foundations of dialogue between production parties, as well as developing Arab labor legislation to keep pace with the spirit of the age and social and economic changes, and international labor standards issued by the ILO, as well as the United Nations' efforts in this regard, the scope of the Arab labor legislation remains limited (Taoussi, 2019, 150). The international reports of human rights groups and the United Nations, such as the 1980 Copenhagen Report and the 1985 Nairobi Report on the Reality of Empowerment, have pushed many countries, including Algeria, to aim to empower women in a variety of ways, including economically. This is due to the fact that there is an obvious disparity, and there is no longer any way to ignore responsibilities to women (Kadri, 166).

3- Strategies and Policies for Economic Empowerment of Algerian Women:

After Recognition ourselves with the various economic approaches to the status of women in the development context and their economic empowerment, it is necessary to address some of the forms of plans and policies that the Algerian state has implemented to economically empower Algerian women to become entrepreneurs and employees in this section.

3-1 Government Plans and Programs to Empower Algerian Women:

Starting with the Tripoli Charter in 1962, the Algerian state has encouraged and emphasized the importance of women's participation in economic development and their integration into the workforce through national development plans and programs, pointing to the need to overcome some traditional practices and values that may impede Algerian women's effective participation in the country's progressive path (Issaoua,2013, 7). "In light of this, the Algerian government authorities have adopted several programs and plans to promote the economic and social role of Algerian women. Among the most important of these programs are the following:

The National Strategy for the Integration and Advancement of Women, which was the first program developed by the Ministry of Family and Women's Affairs, in coordination with various stakeholders in women's issues. This strategy covers a period of five years, from 2008 to the end of 2013 (salami, 2016, 191). Adopted in 2010, the Joint Program for Gender Equality and Women's Independence. This initiative aims to promote women's labor-market access and to gain as much as possible from international cooperation programs for training and education (Ben zenin, 2012, 24). In addition, the Algerian government created a National Strategy for Women's Empowerment. A government action plan covering the years 2014-2019 was unveiled. This strategy aims to promote the protection of women's rights while also encouraging women to integrate economically in the domains of employment and business.(Delegate Ministry in charge of Family and Women's). Some programs targeted rural women as well. The percentage of women benefiting from agricultural development initiatives has increased, such as their participation in the land reclamation program, as well as the provision of interest-free loans and the issuance of a farmer card, which entitles them to state loans for farmers (Bouraghda, 2016, 13). Furthermore, the National Agency for the Management of Microcredit (ANGEM) was established in Algeria to finance and assist women's business. Executive Decree 04-14 of 2004 established ANGEM as a special entity with the goal of supporting self-employment (Hadri& the others, 2023,253).

"By following the strategies adopted by the Algerian government to promote and economically empower women, we discover that Algeria has made significant efforts to promote women, particularly working women."

3-1 Algerian women's economic empowerment as measured by international indicators:

In this section, we will attempt to determine the extent of their actual contribution on the ground, in accordance with the provisions of international indicators on the process of economically empowering women. Table (1) depicts the economic empowerment indicators for Algerian women from 2013 to 2023.

Table.1 Indicators of economic empowerment of Algerian women (2013-2023).

Employment to population ratio, female %	Labor force participation rate activity rate %	Female unemployment rate index %	Literacy rate adult female (15 +)	Estimated earned income	Legislators, senior officials and managers	Years
9.31	9131	913.	%16	13..9	5	119.
913.	9631	9531	%16	.3111	5	1196
9.31	9136	91319	16	.3811	99	1195
9.36	9131	983.9	%18	63..8	91	1191
9.35	9835	98361	%..	63116	131	119.
9.31	913.	98351	%5	63181	836	1198
9.38	9.3.	98318	-	-	-	1191
-	9136	11318	.53.	.31	131	1111
-	983.	11368	.53.	.31	836	1119
-	95318	1131.	-	.3.9	83.1	1111
-	9.39.	11366	-	.351	83..	111.

Source: Basic labor market indicators base, International Labor Organization, <https://www.ilo.org> , and O.N.S: Statistical data: <https://www.ons.dz>, and Data base statista: <https://www.statista.com> We can infer from this table that there is a direct correlation between the rise in unemployment rates and educational achievement, or the literacy rate.

The unemployment rate rises as more people gain knowledge. Furthermore, women's employment involvement is still progressing slowly. The representation of women in leadership and administrative roles is similarly low and sluggish in comparison to men. Consequently, the data points to a slow and inadequate pace of government efforts and initiatives in Algeria that will not result in the economic empowerment of Algerian women.

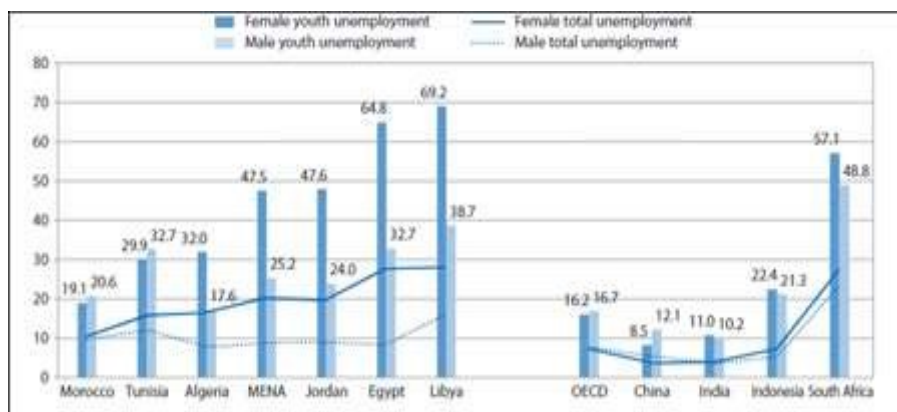
Data reveals a significant, albeit slow, improvement in the female labor force participation rate. This progress is attributed to the economic and social changes Algeria has undergone in recent years.

Enhancing the participation of Algerian women in the labor market and empowering young women facing high unemployment rates is crucial. This will enable women to transition from dependence to economic participation, ultimately leading to improved economic performance and optimal utilization of these human resources.

A. In terms of the unemployment index:

The unemployment rates among women and young women have decreased somewhat, from 29% and 45% in 1999 to 21% and 48% in 2019. Compared to men, they have halved but women have not seen any improvement (Barry, & Dandachli, 2020, 34). In fact, the unemployment rate among them exceeds the corresponding rate of unemployment for men in Algeria. According to the National Statistics Office for the year 2017, the unemployment rate among the population aged 20-60 years shows that women represent the highest levels of unemployment compared to men, with the percentage of unemployed women reaching 26.87% (National Office of Statistics, 2018, 17). According to the United Nations ESCWA statistics in its 2020 report, the unemployment rate among women in Algeria is 18% compared to 8% for men, a substantial disparity. It is worth noting that the Arab region has the highest youth unemployment rate in the world at 23%, which is higher than the global average of 14%. On the one hand, this is evidence of limited job opportunities and weak investment; on the other hand, the high unemployment rate of young women compared to men is the strongest evidence of their low labor market participation, which is due to gender norms that affect women's ability to participate in work (United Nations Escwa, 118-119).

In general, women's participation in the labor market increases with their educational level, which means that increasing women's educational empowerment leads to increased economic participation (Atta Al-Shamlawi & Saqf Al-Hait, 2018, 4). However, we find that the situation of women in Algeria is different, as there is a direct relationship between a high level of education and the unemployment rate, as the unemployment rate increases with the increase in the qualification level of women, reaching 14.8% among the secondary level category and 20.5% among university graduates, which is known as educated unemployment (salami, 195). This suggests that this is due to an important factor, which is the woman's tendency to work in sectors such as education, services, health, etc., given the prevailing values in society (Bouhlal & touati, 2022, 591). The Algerian believes that the education and health sectors are the most appropriate for feminist activity. But women have gone further than that, breaking into a variety of hitherto male-only social, economic, and even political areas (OECD, 34). Although there aren't many women in the workforce, young women experience unemployment rates of 50% (Algerian Radio), Female university graduates experience the highest rate of unemployment at 60%, suggesting that Algerian women are underrepresented in the workforce (despite the country having excellent and equal laws that support women entering the workforce (Barry & Dandachli, 36). **Figure 1:** unemployment rate by gender, 2014.



Source: OCDE (2017), Women's Economic Empowerment in Selected MENA Countries : The Impact of Legal Frameworks in Algeria, Egypt, Jordan, Libya, Morocco and Tunisia, Competitiveness and Private Sector Development, Éditions OCDE, Paris, p.34.

The data indicates that there is a significant gender disparity in unemployment rates among young individuals, as seen in the above chart. These figures are from 2014 forward.

We will compare this figure to see if the difference has shrunk in the last few years or if the issue still exists.

B. Participation of Algerian women in the labor market and economic activity: The female labor force participation rate is very high in developed countries, somewhat lower in middle-income countries, and very low in poor countries (Dagmara, 2017, 17). In the field of the labor force index among youth (+15), according to the statistics of the International Labor Organization for the year 2012, the participation rates for women were 1502 compared to 7201 for men (ILO, 2014, 14). In 2016, the total labor force was estimated at around 41.8% (National Office of Statistics, 17). Women working in the national labor force from the same year accounted for 32.50%, meaning that their number did not exceed 3552 compared to men at a rate of over 67%, or almost double (Atta Al-Shamlawi & Saqf Al-Hait, 13). By comparing the rates of women's participation in economic life from the total active population, we find that it is equal to 13.6%, which is a small percentage that does not allow for the good exploitation of female human capital, with the knowledge that the total number of women at home is 8,190,000 women, or 61.90% of the total number of women over the age of 15 (salami, 195). According to the reports of the Global Gender Gap between 2006-2015, the percentage of Algerian women's contribution to the labor force during these years was 16.0% (ONS activity), but there has been a significant improvement compared to 2015, when the percentage of women of the working population was 18.3% (Unemployment indicators in Algeria). In 2018, the labor force participation rate reached 41.7%, falling to 40% in 2020 and 2022 (National Office of Statistics, 17). The female labor force participation rate in 2018 improved slightly to 34.34% (OCDE, 29). The disparity in women's labor-force participation between countries is related to a variety of economic variables. The study of the determinants of women's economic engagement is complicated, and numerous scholars have found that women's participation is linked to economic, social, demographic, and cultural aspects. There are numerous elements that influence women's labor-force participation. Another key element influencing women's labor-force involvement that has been explored in the literature is educational attainment (Dagmara, 17). The issue of difficulty for women to get a job is mainly due to access to education. However, when girls are restricted by customs, social and cultural heritage, it will be a major challenge for them to get a job, and it will harm their participation in the workforce (Walter, & the others, 2021, 5). In Algeria, about 57% of women work for wages in the public sector. However, young women, especially graduates of institutes and universities, face other obstacles to employment, including family expectations and beliefs that young women will have children and will not be available to work, and prevailing social beliefs about some industries that will not be suitable for women, such as travel and other legal restrictions (Barry, & Dandachli, 2020, 36). Therefore, the most important challenge that stands in the way of the economic empowerment of Algerian women is the cultural and social environment, which leads to a decrease in their participation rates in the development process and the field of entrepreneurship, which is attributed only to men. Perhaps the most important challenge lies in the family culture to which women who aspire to the field of entrepreneurship belong. Also, because women are not able to move freely, especially in rural areas, which hinder them from starting businesses outside the home and about, the reaching markets far from local areas (Hamo, 2020, 147). On the other side, according to 2016 figures, the empowerment of Algerian women is regarded an underutilized economic resource, as women account for around 49% of the overall population, but their involvement in work is very

low. This is primarily related to women's economic potential, as the majority of women remain unemployed (Boujhfah & Guidari, 2022, 495). Even if the gender gap in labor participation between men and women narrows, economic growth will increase. In general, Arab women have the lowest labor-force participation rate in the world (OECD, 2020, 113). **C. Wage's index and gender gap:** Through this index, we observe that despite the levels of education among Algerian women, gender inequality in wages persists. This gap is particularly evident in male-dominated occupations and industries, such as manufacturing.

Algeria is one of 22 Arab countries with a law guaranteeing equal pay for women and men (Barry & Dandachli, 36). However, female employment in Algeria is characterized by high vulnerability and low wages, reflecting the reality of female employment across the Middle East and North Africa (World Economic Forum, 2022, 21). The World Economic Forum's Global Gender Gap Report 2022 indicates that Algeria, along with other North African countries, experienced a decline in its sub-index scores. However, the report also acknowledges a general improvement in closing the gender gap in the region and an increase in the economic participation index (OECD, 49). Table 2 illustrates the gender gap in Algeria during the period from 2013 to 2023, based on the latest statistics from World Economic Forum reports.

Table.2 the Gender Gap in Algeria (2013-2023).

Economic Gap Index		Educational Attainment		Political Empowerment		The Gender Gap Index		Years
Score	Rank	Score	Rank	Score	Rank	Score	Rank	
13.1	9.	131.8	911	13959	11	1351	916	3103
13.1	9.1	131.1	99.	139.	11	1319	911	3102
13691	9.	13161	991	13115	55	131.	918	3102
136.5	9.6	13111	916	13115	51	1316	911	3102
13661	9.1	1315.	91.	13965	81	1311	91.	3102
13651	9.1	1315.	991	13965	85	1311	918	3102
13651	9.5	13111	991	13965	88	131.	9.6	3102
13619	9.8	13111	911	13965	11	131.	9.1	3131
13651	961	13111	999	13959	911	131.	9.1	3130

13611	9.8	13195	911	131.1	9.6	1311	961	3133
						1		
13.9.	965	13159	991	13115	9.5	135.	966	3133
						.		

Source: World Economic Forum, Global Gender Gap Report.

While the table statistics reveal a significant decline in the economic empowerment indicators for Algerian women, the women's labor force index shows little progress. From 2014 to 2023, it increased from 14.9% to only 17%, indicating a lack of substantial improvement. Global Gender Gap Index 2023 Edition.



Source: World Economic Forum, Global Gender Gap Report 2023, p.85.
<http://reports.weforum.org/globalgender-gap-report-2023>

Comparing the years 2022 and 2023, the data reveals a decrease of (4%) in the overall gender gap. The political gap also narrowed by 1%. Notably, the educational gap improved, showing a (10%) increase, which indicates progress in academic achievement. However, the economic gap unfortunately widened by (-7%).

The main reason for the challenges facing the Algerian woman in the economic environment is the lack of supportive structures for women in adopting and developing a project. Usually, programs and services related to women's economic empowerment focus on meeting their basic needs, training on technical topics, business management, and technology, and neglect the aspect of accompaniment, advice, and guidance that women entrepreneurs need when starting or developing a project. There is a significant lack of opportunities for networking within specialized networks and in policy discussions, and the level of representation of women entrepreneurs in business associations remains low (Hamou, 147).

The main reason for the low rate of female participation in the labor force is the discriminatory legal regulatory frameworks, especially the lack of access to adequate training, in addition to unpaid care work, poor working conditions, and the most important challenge of low wages. Another factor is the weakness of women's political experience within the framework of women's movements, which do not empower women by training them in leadership, and perhaps this is due to the lack of financial resources in these movements, the absence of a comprehensive empowerment strategy, and the existence of laws restricting their activity (Fahmi, 2023).

D. Official financing index:

Algeria is part of the Maghreb area, which has the world's greatest gender disparity in the early phases of entrepreneurial activity, according to the entrepreneurship index for women. According to the Global Entrepreneurship Monitor for 2017, Algeria has a substantial gender disparity, with a female share of 0.35. The primary barrier to women's engagement in entrepreneurship is access to finance to establish a business.

Based on this, we find that female entrepreneurs in Algeria come from families with low income, that is, from families of the simple class in society. In terms of resources, they have weak and fewer resources to establish commercial projects. With less work experience, it leads to a decrease in their level of participation in the labor force, which is likely to be a sufficient reason for the declining rate of participation of Algerian women in entrepreneurship due to the lack of opportunities to acquire skills and work experience. Experience in the field of business is essential for success.

On the other hand, women's expectations differ from men's in entrepreneurship. In Algeria, women's fear of failure increases, and the proportion of entrepreneurial activities tends to be necessary rather than opportunistic (Atta Chemlawi & Saf El-Hayet, 12-13). The closest example of this is through projects funded by the CNAS, the National Unemployment Insurance Fund, which funded projects for women at a rate of 10.20% of the total number of projects, which are 147,500 projects funded from the beginning of its inception to 2019 in many sectors. The share of projects in favor of women in 2019 reached only 13.96%, which reveals.

The enormous size of the gender gap in reality (Alouit & Boulois, 12). It decreased between 2019-2020 in projects funded for women due to the state's imposition of many conditions on project owners and due to the economic situation due to the Corona pandemic (Ayad & Ben Abdelaana, 2022, 237). Algeria, according to this ranking, is one of the countries that still has obstacles and challenges in gaining access to financial services, as fewer women borrow from financial institutions than males. In terms of financial grants, such as a bank account, a debit card, or a credit card, the gender gap index remains low (Atta Al-Shamlawi & Saqf Al-Hait, 13). According to the Global Gender Gap Report between 2006-2015, the percentage of Algerian women with a bank account is 40.0%, while the percentage of women's inheritance rights is 1.0%, women's rights to use land, control, and ownership is 0.5%, women's access to financing services is 0.5%, and women's share in land ownership is 0.5% (Kechroud, 2019, 500). Despite the fact that Algerian law and legal texts give and constitutionally guarantee the right to dispose of property, the right to inheritance is safeguarded, and the constitution guarantees private property for all without exception, as stated in Civil Code Article 674. In the allocation of inheritance, Algerian law adheres to Islamic law norms (Hajimi, 2013, 12). Algerian women now have economic rights and liberties, including complete property and inheritance rights, as a result of changes to the 2020 constitution; nonetheless, these rights are subject to Islamic law standards. They can also trade, invest, and run businesses (Gharbi, 2021, 46). According to what has been stated, the primary problems confronting women entrepreneurs in Algeria include access to capital, a lack of knowledge and business skills, and restricted networking possibilities.

Due to a lack of assets that may be used as security for loans, women entrepreneurs have a difficult time acquiring financing, particularly from banks. In fact, the majority of women's projects were funded by bank loans (Kechroud, 500). Especially the absence of women's business networks is another challenge. Algerian women have a limited and narrow network of contacts compared to men. Women entrepreneurs have management difficulties as well. Because of a lack of faith in women's

success, gaining financial aid requires women to provide more assurances than men. Women are also not regarded as entrepreneurs, and their limited network of contacts makes securing external investment difficult (Alouit, 2020, 5). According to the Global Gender Gap Reports from 2006 to 2015, the percentage of women who have the opportunity to advance to a leadership position is only 4.4%. In terms of institutions headed by women, the percentage is 2.0%. The percentage of companies in which women own a stake is 15.0%. The percentage of girls who have inheritance rights is 1.0%. Another important factor is the percentage of women who have the right to use, control, and own land, which is 0.5% (OECD, 51). From the perspective of gender equality, it is necessary to integrate this factor into public financial management systems. These systems should have gender-sensitive outputs so that resources are available according to specific needs, based on the principle of equal opportunity. It is also necessary to regulate revenues and expenditures in a way that benefits women and men equally (OECD, 2011, 14). As for women's competence and ability to invest, despite being more careful in repaying loans, women are more reliable and trustworthy when it comes to investing their profits for the benefit of society (Michaeli, 6).

Conclusion:

The Algerian Constitution, which guarantees women complete rights and equal opportunities with men, especially in terms of eliminating the gender wage gap, supports this.

Therefore, despite the noticeable improvement in the participation of Algerian women in the labor force, this rate is still low and far from international standards, indicating that Algerian women are still far from economic empowerment. This requires the creation of an enabling environment from (frameworks, practices, and the identification of mechanisms to economically empower them).

Results:

Algeria is committed to international standards by adopting policies that commit to supporting the empowerment of women. However, this requires a sound and effective implementation by trying to include real national programs that clearly reflect what the articles stipulate without any legal ambiguity. It is also important to realize that the issue of promoting the status of Algerian women in society and working to empower them economically is the right path that could lead to building more competitive and strong economic systems.

The Algerian government is making efforts to reduce the gender gap and improve women's economic participation. However, the reality proves otherwise, as we find that the percentage of women's participation in the labor market and the percentage of employment are very low compared to men. The indicators indicate that there is a discrepancy between what the laws and government efforts stipulate and what reality dictates. Especially when we find that the unemployment rate is very high among women despite their educational attainment, in addition to the indicator of women holding administrative positions, which indicates that the gaps still exist.

Regarding the indicators of economic empowerment, the literacy rate for women in Algeria has increased from 64% in 2013 to 75% in 2021. As for the economic participation rate, it has seen a slight improvement, rising from 14% in 2014 to 18.5% in 2017 and then falling back to 15.68% in 2022 before rising again this year to 17.13%. The employment index for women, however, has remained stable at 13% throughout these years, reflecting a general increase in the modest and negligible participation of Algerian women in the labor force.

In this sense, we concluded that there is a direct relationship between educational attainment and unemployment, as the unemployment rate has increased from 16.3% in 2013 to 20.44% in 2023 and

is expected to rise further in 2024. Despite the fact that women have achieved high levels of education, they still suffer from high unemployment and modest participation in the labor force.

Regarding the gender gap between 2013-2023 according to the reports issued by the World Economic Forum, which includes four main indicators: (gender gap, economic opportunities, educational attainment, and political empowerment), we can conclude from these annual reports that the percentages of these indicators in Algeria are fluctuating and unstable. This suggests that there is no stability in the indicators, especially in the gender gap index and the economic empowerment index, which was much better than it is now. This may be due to the political and economic conditions that Algeria has experienced, or it may be an indication of the lack of accurate national statistics in this field.

As for women in public positions, it reached 8% in 2023, after it was only 5% in 2013. This explains that progress in this indicator is slow, which explains that the government's outputs regarding the principle of equal opportunities between men and women and assuming important positions are in the hands of decision-makers.

With regard to women in leadership and administrative positions, they are very small compared to men, which requires the government to appoint women in the main leadership and strategic roles so that they are not the exclusive domain of men.

Recommendations:

- It is necessary to ensure equality in obtaining training for women and providing special courses for them.
- Establishing bodies or committees specialized in the issue of the level of gender equality regarding entrepreneurs, such as obtaining financial financing, credit, in accordance with the principle of equal opportunities.
- The Algerian government should work to reduce the unemployment rate and increase the employment rate and promote equality in employment through community initiatives.
- Conducting quantitative research studies to measure the level of reduction of the gender gap and publishing public reports on gender equality.

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