

Temporary Labor in Algeria A Case Study of the Circumstances and Consequences of University Graduates

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Abstract: Unemployment is one of the main problems facing Algeria, due to their negative dimensions and serious consequences on the country's economy and social life. Therefore, Algeria government has developed policies of employment concerning the category of young people; especially university graduates. This is resulting in a new version of labor, temporary labor instead of permanent labor; that represents an essential mechanism for integration and social cohesion. The objective of this paper is to investigate labor representation of the young university graduates category rather than their ambition realized from temporary labor. In this study, a conceptual framework is developed based on extend literature review and examination of data collected from 60 young university graduates working in public sector. Globally, there is a difference between female's and male's labor representation. Female labor is a way to self – realization and appreciation in the first confederation and them a means of financial independence. While for the male labor is festival way to salary then an obligation for society services. As a result of their ambitions, temporary labor may help to absorb unemployment rate especially for university graduate.

Keywords: temporary labor, unemployment, social representation

INTRODUCTION

Employment offers people status a place in the society, and an identity of value, as well as feel recognized in their families, and societies. On the other hand, the lack of employment is associated with negative, depreciative image [1]. This phenomenon of unemployment touches the majority of university graduates in Algeria. One explanation for this phenomenon is that the skills acquired through university education are of little relevance to the needs observed in corporation or public administrations .The educational system and universities are increasingly disconnected from the labor market [2].

This sociological study has show the consequences of the temporary labor among young university's graduates; their representation for labor, than their ambition realized from this type of the labor.

THE DATA OF LABOR MARKET IN ALGERIA

Some data taken from the (ONS) office national des statistiques will help us to highlight certain characteristics of the Algeria labor market. In September 2014 [3]; the labor force stood at 12.092.000 people; of these Figure, more than (2.470.000 people) were women, which comprised 20.4% of the overall labor force. Women access to education and especially to higher education was highly determinative of women's participation in the labor market. the activity rate among the Algerian population aged 15 years or

older , stood at 42.0%. Overall, it was 66.3% for men and 17.3% for women. Today if we take the statistics published by ONS April 2014 the unemployment rate stands at 9.9%, However , the unemployment rate of young university's graduates has continuously dropped, falling from 21.4% in 2010, to 14.3% in 2013, to 13% in April 2014, in April 2016 it has increase to 22.6%; 10.5% was for men and 46.0% was for women.

The vast majority of employees worked in the commerce- service sector (61.7%), followed by construction (16.8%), industry (13.0%) and agriculture (8.7%).

With regard to placement in the labor market , the trend is contrary to what is commonly observed in developed countries.

Young graduates in Algeria are at higher risk of unemployment even thought their diplomas are logically supposed to afford them better protection from that very risk (1) [4], and they face many obstacles. The first of them being of course the labor market ,and for majority of them the transfer from the training to the practice of the profession is a difficult step, in which they are involved in diverse new experiences and new situations to which they have to quickly adapt (2). This transfer is a crucial period in the career of young person which does not represent a serious problem, However, complication can occur when this passage causes

disappointment, lack satisfaction, failures in finding a convenient job misplaced choices.

THE PRINCIPAL POLICES OF EMPLOYMENT OF UNIVERSITY’S GRADUATES IN ALGERIA

The two agencies involved in reducing tensions on the labor market are ANEM and ADS [5].

1- National Employment Agency: with the inclusion of the DAIP in 2008 ANEM has become an important player in easing tensions on the labor market. The component of DAIP (vocational integration assistance mechanism for young people) who concerned the university’s graduates is the programme (CID): graduate integration contract

Nature: intended for first-time jobseekers, graduates of tertiary education or senior technicians who receive support for their sustainable recruitment, priority within public and private economic sector.

Compensation: university graduates: DZD 15 000 per month; senior technicians: DZD 10 000 per month; the employer’s contribution to social security is paid by the state.

2-Social Development Agency (ADS): like ANEM, ADS helps to ease social tensions on the labor market

with several programs grouped under the heading ‘ social inclusion programs (DAIS)’ and ‘ programs for young graduates(PID)’.

Nature of PID: targets young university graduates and technicians without income, in precarious situations or with disabilities. Second criteria: youth age 19-35 with no income.

Compensation: university graduates: DZD 10 000per month, technicians: DZD 8 000 per month +social insurance paid by the state.

THE REPRESENTATION FOR LABOR, AND THE AMBITION REALIZED FROM THE TEMPORARY LABOR OF UNIVERSITY’S GRADUATES

1- The representation of the labor

According the results of the study in Annaba, which showed that 73.67% of university graduates are economically active because of the need for salary whereas 31.57% do it because of the need for respect and appreciation (22.80% for female and 8.77% for men); followed by 40.34% who work for service society; and 29.8 of them work for relationship with others (see table1).

Table 1: The representation for labor

	The need for salary	The need for respect and appreciation	Fill the void	Relation ship with others	pleasure	Services society	obligation
male	29.82%	8.77%	3.5%	8.77%	0%	14.03%	3.5%
femal	43.85%	22.80%	8.77%	21.05%	7.01%	26.31%	1.75%
T	73.67%	31.57%	12.27%	29.82%	7.01%	40.34%	5.25%

2- The sample and unemployment

The study also showed that the majority at 68.41% of the sample are unemployment after graduation (see table2) which results in many problems , mainly financial problems at 71.92% then psychological issues at 38.57% followed by national service problems concerning the males at 22.80% and

other problems, at 7.01% (see table 3) .These situations that the respondents are put in explains the reason as to why they accept the first job opportunity available to them, even if it is temporary and the salary is insignificant and does not meet their needs this that been expressed by 84.21% of respondents.

Table 2: the sample and unemployment (Do you suffered of unemployment of ther graduation?)

	yes	no
male	24.56%	12.28%
famel	43.85%	19.29%
T	68.41%	31.57%

Table 3: the problems face university's graduaties of ther graduation

	Mainly financial	Familes problems	psychological	National service
male	24.56%	5.26%	12.28%	22.80%
famel	47.36%	1.75%	26.31%	0%
T	71.92%	7.01%	38.59%	22.80%

3- The ambition realized from temporary labor of sample

For the question concerning the efficacy of temporary labor to realize university's graduates

ambitions, 75.43% of the samples were not satisfied by their jobs, because it didn't fit their theoretical compositions, which makes it difficult to adapt quickly in the workplace (see table4).

Table 4: Fit to work for the formation theory

	yes	No
Male	7.01%	29.82%
Female	17.54%	45.61%
T	24.55%	75.43%

Because these jobs do not fit well with their theoretical compositions and are limited because of the contracts. This does not allow them to realize their ambitions to fit in the work environment and social environment till they get are permanently employed, though throughout the surveys we found out that even though they earned new knowledge's and they were assigned some important tasks, 72.2% were limited to only executive tasks and they were not informed of confidential information.

CONCLUSIONS

The study show, that the time of entering the labor market with the programs of (DIAP) (PID) is characterized with instability and insecurity, and young university graduates in Algeria, without a doubt suffered for these two phenomena. In other hand, temporary labor may help to absorbed unemployment rate.

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