

Youth and Women's Employment in Algeria:

Barriers and Opportunities

Report Overview

Youth and Women's Employment in Algeria: Barriers and Opportunities advances knowledge of youth and women's employment in Algeria, told through the perspectives of youth themselves and private sector employers. The report also documents results and key learnings from the Increasing Employment in the MENA Region – Algeria Project implemented by Education For Employment (EFE) and funded by the Middle East Partnership Initiative (MEPI).

Topics covered



- Barriers and supportive factors for youth and women's employment in Algeria
- The role of family in youth's professional decisions
- Youth opinions regarding jobs in the digital economy
- Youth attitudes toward the potential to build careers for themselves in Algeria

Key Study Findings

Youth face barriers when attempting to enter the Algerian workforce for the first time, including:



- 1 Mismatches between skills taught in the educational system and those needed in the private sector
- 2 Insufficient soft skills and work experience to secure a job and succeed in the workplace
- 3 Lack of understanding of job search approaches
- 4 Low availability of jobs for youth living outside of large cities

The youth unemployment challenge in Algeria can be addressed through:



- 1 Increased coordination among the private sector, government, and the educational system
- 2 Increased connection of youth to the workforce through internships or professional practicums
- 3 Improvements to the business climate to support youth entrepreneurship

The Algerian economy stands to benefit from increasing currently low levels of women's employment and economic participation. This can be addressed through:



- 1 Private sector efforts to hire and promote women and to create environments within which they can succeed
- 2 Efforts to change restrictive attitudes around what women's workforce participation should look like

The digital economy has significant potential to contribute to economic growth and help Algeria diversify its revenues if:



- 1 Broadband quality and coverage are increased and digital payment systems are expanded
- 2 Youth awareness around opportunities in the sector is increased
- 3 Youth secure access to training to prepare them for digital careers

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Select Recommendations from the Report



1

The Algerian government may wish to consider **incorporating job search and soft skills modules within standard educational curricula** at both secondary and tertiary levels, possibly managed by career centers.

2

The Algerian government may wish to continue **relaxing regulations on the private sector**, including simplifying business registration processes, in order to stimulate private sector job growth and enable youth entrepreneurship.

3

As part of the onboarding process for new employees, **private sector companies should outline the career trajectory** that young entry-level employees can expect to take if they remain with the company.

4

Private sector companies should prioritize efforts to **increase the share of female employees at different levels within their companies, including leadership**.

5

Implementers should encourage youth to pursue **online or distance learning to develop technical skills and foreign language abilities** through platforms that provide certificates upon course completion.

6

Implementers should orient youth toward professional opportunities in the **digital economy** by connecting them with existing start-ups and incubators, and by providing trainings to familiarize youth with digital competencies.

7

Funders should consider directing resources toward efforts to **integrate a private sector orientation into higher education institutions** in Algeria.

8

Funders should consider directing resources toward **promoting women's economic engagement and leadership** by supporting rising female leaders in Algeria.

EFE's mission is to create economic opportunities for unemployed youth so they can create a brighter future for themselves, their families, and their communities.

To learn more, please visit www.efe.org.

