

Evaluation the Quality of Life at Level of Compliance with Decent Work Standards in Algeria

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Received 21 Jan. 2019, Revised 22 Feb. 2019, Accepted 25 Mar. 2019.

Published 1 May 2019.

Abstracts

In the framework of the continuous development of labor standards in different parts of the world In the framework of the efforts of various international organizations related to the improvement of the working conditions in all parts of the world, The concept emerged "Decent work" As a brief expression to summarize the principles of quality of life to be achieved for all members of humankind, The concept of decent work can be summarized in the words of the short product is that it is the right of any human being in the world to be able to get a job to live with dignity.

This Algeria considers among the member states of the International Labor Organization, The claim maximize their obligations toward the international labor standards, through the work of international standards for full and productive employment and decent work in the heart of the economic and social policies to be implemented to ensure the quality of life comfortable.

Keywords: Decent work, the quality of life, International labor standards, The International Labor Organization, Social well-being.

1 Introduction

We begin our paper this research the following phrase " No life for those not him a job And the quality of life without decent jobs" There is no doubt that the work is an essential part of human life Where the job lead to satisfy their needs and wishes and tying it to the community, It is also the amount of work to serve as a basis in the determination of the standard of living, And work does not value only a function of decisive importance in the psychological happiness of the individual and what it evoked from the feeling of the individual satisfaction with life, Work is not appreciated, but the function of importance were decisive in the happiness of the individual and the psychological feeling satisfied with the life of the individual, Or the so-called concept "Quality of Life" Which is closely

Linked with many of the concepts and variables (The quality of education and the quality of production and the quality of the future...etc.) Among the areas of interest and the quality of life for the job, as it is the widest fields and adapted to the applications of this term, It is an indication of important indicators in the interpretation of the presence of the quality of life of the individual. Millions of people around the world are working and feel downturn and dissatisfaction in their lives, Without labor rights, And social protection, Nor adequate remuneration, It is in this spirit that emerged shouts and calls for defending the rights of workers in various parts of the globe, On the application of the obligation of States, including became known today "The standards of decent work".

It is from this perspective that Algeria is a member of the International Labor Organization, Adopted since independence a set of strategies adopted on the basis of the 60 international conventions (60) Which have been ratified, It is allowed to put into effect the elements of the problem various pretexts of decent work, Like the creation of the posts of the work of ensuring social protection and labor rights, Which is the cornerstone of the new sustainable development program which runs until 2030, This labor market faces today in Algeria three challenges may lead to the possible economic and social tensions, Can be listed as follows: The challenge of the deterioration of the quality of the job, which remains a concern for both developed economies and this is what the world organization of work OIT , The year 2000 to launch an initiative to combat the improper action.

The challenge of large incursion of the informal sector in Algeria despite all attempts to wipe it out, which did not give any concrete result to this day.

In addition to challenging the thousands of unemployed people who have become a global dilemma, all these challenges may affect the quality of life in Algeria, What triggers the low level of satisfaction with life and level of social welfare in Algeria.

1.1 The problem of the Study: In this paper we will try to work on the analysis of the reality of the application of the standards of decent work in Algeria as called for in the International Labor Organization, Two centers in the criteria for Fundamental Principles and Rights at Work (Elimination of forced labor, child labor, women's employment, labor migration, and social...) To ensure the quality of life of distinct and comfortable.

1.2 The Objectives of the Study: the study aimed in essence as follows:

- Stand on the concept of decent work and diagnose the reality in Algeria.
- Diagnosis of the quality of life in Algeria through addressing the satisfaction of life indicators and indicators of social welfare.
- Review of the most important indicators of decent work in Algeria analyzed the available data, the extent of the commitment of the institutions and organizations operating.
- An attempt to bridge the gap between the standards of decent work provided for in fact, violence in Algeria.

1.3 Method Used: The descriptive and analytical approach was used to determine the reality of decent work in Algeria, By using the data provided by the official authorities in Algeria, Drag and drop the local extraction of data and analysis consistent with the standards of decent work.

2 Theoretical Approaches to Decent Work:

2.1 Why there is a need for international labour standards. The theoretical approach?

The International Labor Organization is the United Nations agency concerned in the world of work, Where the Organization develops international labour standards to try to advance the rights of workers in all States and encourages the provision of decent work opportunities, it also seeks to enhance social protection and strengthen dialogue on labour matters.

On the theoretical level treat the traditional economic thought of recruitment or use on the basis that a commodity bought and sold, The labour market is subject to the same principles of the laws of supply and demand that govern other markets, On the other hand, differ from the point of view of contemporary economic thought that employment is not a commodity. And that the labour market is privacy, This is what the text of the Declaration of the International Labor Organization in Philadelphia Years 1944, It is the economic rationale for this trend is that the contract of employment does not provide corresponding guaranteed, Employers when employed workers usually do not know the price of labour services, work is not a product ready but is linked to the robot to the productive capacity of individual and collective needs should be provided to motivate.

In order to achieve these requirements, international standards are designed to serve the following functions:

2.1.1 Participation: The standards provide the worker's freedom of association and participation in decision-making and the right to collective bargaining, Participation and cooperation at the project level.

2.1.2 Protection: The international labor standards to protect workers from employers or the State abuse of power and influence (Forced labor and forced marriage, discrimination in employment and occupation, the employment of children...), It also protects them from destructive competition from other workers (Exceeding the maximum hours of work, and a minimum of comfort, satisfaction with low wages...) In fact constitute the international labor standards of the International Labor Organization in all areas unique force, especially in the area of employment policies, It has formulated through tripartite discussions, Reflecting higher where consensus was reached sometimes despite the concerns and perspectives of different priorities, Expressed by Governments, workers and employers (Employment Policies for Social Justice and a Fair Globalization, 2010: 52).

3 The Concept of Decent Work: use the term "Decent work" For the first time by the Director-general of the International Labor Organization in the year 1999- Juan Somavia.(Saber Barakat Lawyer,2017:81) And had been adopted by the United Nations in the millennium development goals measured since the year 2005 as an indicator or the goal of development goals, The International Labor Organization is responsible for all the necessary reports to measure the achievement of this goal.

- Decent work that position or situation to be achieved when it is possible for anyone to find a job, All rights reserved in this function, Such as: social insurance, the right of representation, the right to association and assembly, and the prevention of child labor and

unacceptable acts (ironic), The achievement of equality and non-discrimination between men and women (Every woman and every man can each access to decent and productive work in conditions of freedom, equity, security and dignity)(ILO, 2013, p: 16)

- The concept of decent work also includes providing work that respects the fundamental rights of the individual as a human being, and respects the rights of workers in the framework of a set of safety rules and standards to determine the remuneration, Taking into account the physical and mental integrity of the worker in performing its function.

- Decent work has defined the work product, which generates sufficient income and social protection and preserving human dignity for all, Necessary and sufficient response to the challenges of globalization, this definition has been developed by the International Labor Organization universal support in the United Nations World Summit in the year 2005.(Juan Somavia,2012:36).

3.1 Decent Work Indicators:

In Mai 2012 first published the first version of the guide to the International Labor Organization entitled "Indicators of decent work:

3.1.1 The Concepts and Definitions", Outlining the basic elements to understand how to identify and interpret the statistical indicators and the legal framework of decent work, This Guide has been prepared to support users of information relating to indicators of decent work, As well as the bodies of the Organization and the general public(Juan Somavia,2009:31) And the impact of this release was to draw the decent work indicators derived from the reality of labor markets in developing countries that suffer from persecution and excesses in the area of occupancy rights, Given the large number of decent work indicators provided in this guide, we find that the majority of the publications and reports which means the standards of decent work were limited to the seven key indicators are the most acceptable to non-State actors, Governments and the general public, These indicators have proved effective in many countries to ensure a good quality of life(Juan Somavia,2009:33), social justice objectives They are:

1) The Position and Ability to Create Jobs: To create and encourage ignition is the main focus of the cause of ignition in the Decent Work Agenda(Sheikhi Mariam,2014:88) ,On the individual level, , Ensuring sustainable economic and institutional environment, I mean, to provide an opportunity for people to develop their knowledge and skills, And making them preoccupied about a product and give them the opportunity to achieve personal goals, It is possible to make a more sustainable public and private institutions, leading to growth and generate employment opportunities and income for all . As for the United promoting the ignition help communities to achieve the goals of economic development and the improvement of living standards and contribute to social progress.

2) The Social Protection: Social protection is based on the priorities of their generated for the dignity of all and the quality of life of ideal for:

The first priority of the International Labor Organization recommends providing social security for all, And this includes measures to regulate the protection of the basic income. The second priority, The protection of workers and require the presence of healthy and safe

working conditions in addition to the protection of wages and hours of decent work (Arab Human Development Report 2016).

, Several indicators are used to judge the adequacy of social protection, As the public spending on social security, The percentage of the population over the age of mandatory retirement beneficiary of the pension, the proportion of the workforce to contribute to the Pension Plan remuneration.

3) The Social Dialog (Social welfare is based on the fact that that society prefers a social situation in which people live and prefer individuals living with them and equal with them and social welfare on a certain basis and are also linked to economic income (Lanson 3/1698, lexicon p. 116, Encyclopedia of economic and statistical terms).): The principle of the presence of social dialog and the achievement of decent work, Includes all types of negotiations, , Consultation or exchange of information between representatives of Governments, employers and workers with each other, Or between the representatives themselves. The objective basis for this dialog is to promote access to and dissemination of collective participation and consensus among key participants in the field of work, It has been proved that a successful dialog ability to solve economic and social issues, Progress and peace and stability, and advancing the economic achievement.

The social dialog process as being either a tripartite or bilateral party between labor and management, (Or the trade unions and employers' organizations), It may be either formal or institutional, and takes its course at the national or regional level or at the level of the enterprise, It can also occur dialog between different sectors or professions, or a combination of both, And used for the purpose of know about the availability of social dialog and the following indicators:

The number of trade unionists, the coverage rate of collective bargaining in wages, the number of companies of the Organization of Employers(Gallup ,2016).

4) The Forced Labor: Forced or Compulsory Labor is any work or service extracted from any person under the threat, Or when the person is ok to work voluntarily, The definition of the International Labor Organization (ILO Forced Labor Convention focuses on two basic elements: All work or service extracted under the menace of any penalty shall not be carried out voluntarily. It was the work of the oversight bodies of the International Labor Organization useful in clarifying those elements, That need not be the punishment in the form of criminal penalties, But it may also take the form of loss of rights or privileges, As well as, And the threat of punishment can take many different forms. It could be argued that the most extreme form involves physical violence or restriction(Percentage of respondents satisfied or yes).

5) Child Labor: The International Labor Organization has put the question of the elimination of child labor as a priority since the year 1919, When adopting the first international convention on child labor, And the Convention on the minimum age it shall not use or operation of the events under the age of 10 in any public or private industrial facility or in any of its branches, Such as work in mines and quarries(Asma Mnour,2009), Then raise the age of children to 15 years.

6) Freedom of Association: Freedom of association means that all workers and employers the right to the freedom to form or join organizations to promote and defend

their interests in the work without the intervention of the other party without state intervention, This right applies to every person and each sector and must be guaranteed by the State. The right to collective bargaining requires the existence of a voluntary process through which employers and trade unions or workers' representatives to negotiate on their relations in the workplace and on the remuneration and the terms and conditions of work, This mechanism helps to reach mutually beneficial solutions during times of disorder the relations between workers and employers(Asma Mnour :2018), It also works to build confidence between them.

7) Discrimination: Discrimination in employment means favoritism in the treatment of some people due to certain characteristics that are not related to the well-deserved person or job requirements. The International Labor Organization at the forefront of efforts to eliminate discrimination based on race, color, sex, political opinion, descent, national or social origin. It also deals with other forms of discrimination related to age, disability, HIV/AIDS infection and, above all, the constant and widespread discrimination against trade unions.

All forms of discrimination in violation of human rights and wasting the talents of humanity, And may carry adverse impact on productivity and economic growth, , In addition to the social and economic inequalities created by discrimination, leading to a problem of social cohesion and solidarity and slowing down the poverty rate. One of the worst forms of gender discrimination is gender discrimination. One of the main forms of the worst discrimination on the basis of sex. The achievement of gender equality initiative under review(Amended Law,1991). the only one in the Decent Work Agenda, As for the relationship of indicators of decent work to achieve the quality of life, It has demonstrated the Global Attitudes Survey conducted by the institution (pew) in the year 2008 to 47 countries, The dissatisfaction with the function play an important role in the interpretation of happiness in general(ONS ,2018 :22), What makes them seek to progress in their lives and build a better future for themselves and for their relatives in an equitable society that allows imposition of all. What makes them seek to progress in their lives and build a better future for themselves and for their relatives in an equitable society that allows imposition of all.

The results of these surveys revealed that the decent and productive jobs priority for people in all parts of the globe, developed and developing alike.

4 An Assessment of the Quality of Life in Algeria: Many studies indicate that the quality of life synonymous with the degree or level or quality, This term is used to express the psychological life, comfortable, And the degree of satisfaction with life by living in happiness and joy, Even though the term life complex in itself, It can be said that the quality of life assessed through three aspects, namely(Recensement Général de la Population et de l'Habitat):

- Self-appreciation of life in general (happiness, self-confidence.....) appreciation for complacency in certain areas: (work, health, relationship with others..) demographic data used in the measurement of quality of life), social indicators).

We will try in this part of the study to assess the quality of life in Algeria using several social indicators are used to measure the level of quality in the human development reports, In particular, the indicators of human development by the United Nations.

4.1 Satisfaction Index of Life: Qualitative index depends on the surveys affecting young people in the first place. A composite index consists of: the amount of Reza people about their lives and the satisfaction of the people of the degree of freedom of choice and control over the course of their lives(The True Wealth of Nations,2010:258).

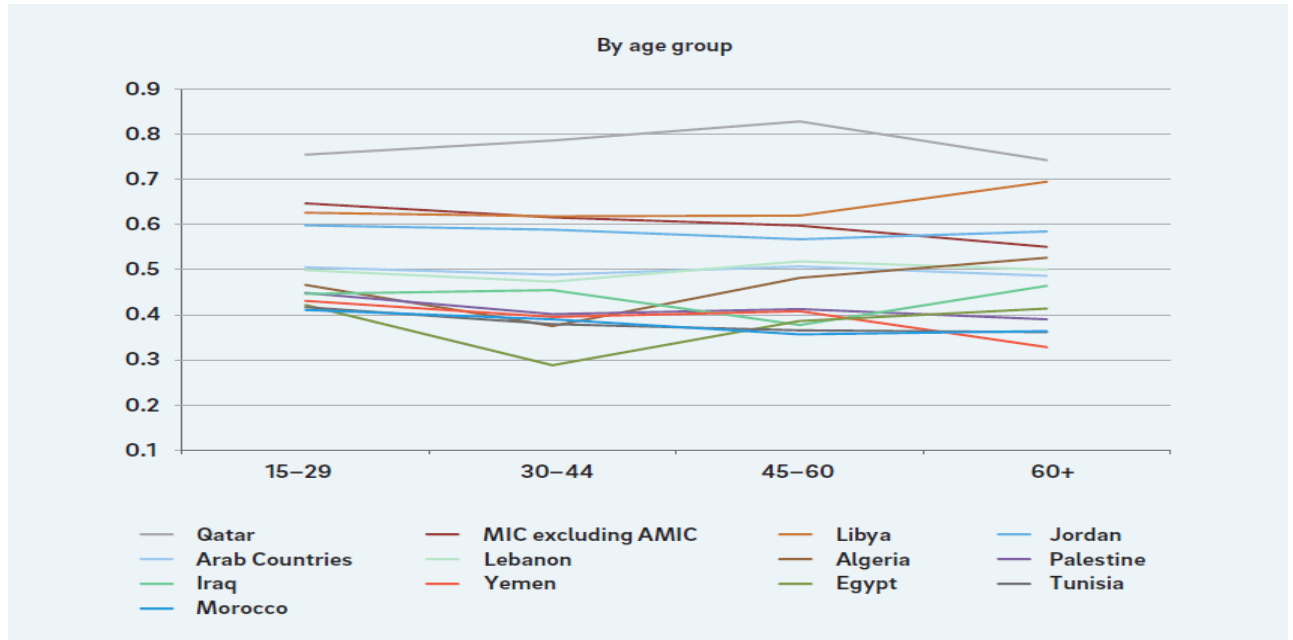


Figure1: the satisfaction of life in Algeria by age groups 2010-2014.

Source: Arab Human Development Report for the year 2016(2016), the United Nations Development Program (UNDP), New York, p p. 39

Although the levels of dissatisfaction remains high in Algeria, But more moderate(-4% compared with other countries at similar levels of income), In Algeria the youth feel the satisfaction of less than 45% of the Category 15 -29 years) Which is felt by most younger,50% of the Category 45 -60 years) and (55% of the category of +60)years). Can be associated with low levels with a sense of satisfaction among Algerian youth, high unemployment and other economic factors, The Unemployment generated insecurity about the future, even the young staff have a continuing concern about the loss of their jobs.

4.2 Index of Well-Being among Individuals (Social Welfare): The index uses the well-being of individuals or what is termed by the social welfare index(Social welfare)(ILO,2009:60) The measurement of quality of life(List of International Labor Conventions ratified by Algeria,2016)From the end of the world polls Gallup Organization(Untitled,2018), It is a composite index types take into account education, Health care, living, employment, safety and freedom of choice in the form of questions addressed to a random sample.

The following table shows the extent of the well-being of individuals, the algerians compared with personnel from other countries belonging to the same category of human development for the period of time above 2014-2015 (p. Sufian,2015):

Table1: The measurement of quality of life according to the indicator of well-being among individuals.

| The country | The quality of education)/10) | quality of health care)/10) | standard of living)/10) | Perfect Job)/10) | feel safe)/10) | average indicator of well-being)/10) |
|-------------|-------------------------------|-----------------------------|-------------------------|------------------|----------------|--------------------------------------|
| Algeria, | 70 | 47 | 72 | 51 | 53 | 58,6 |
| Jordan, | 54 | 72 | 67 | 62 | 80 | 67 |
| Lebanon, | 72 | 54 | 55 | 64 | 60 | 61 |
| Turkey, | 51 | 71 | 65 | 61 | 60 | 61,6 |
| China | 64 | 65 | 74 | 51 | 75 | 65,8 |
| Tunisia | 30 | 38 | 61 | 55 | 62 | 49,2 |

Source: Human Development Report for the year 2016(2016), the United Nations Development Program (UNDP), New York,pp. 253.

In accordance with the data contained in the table above, The individuals in Jordan are the most a sense of luxury. Life satisfaction is 6.7 out of 10. Followed by China with 6.58 points, Qatar with 6.16, Lebanon with 6.1, Algeria with fifth place in the index of satisfaction with life at 5.86 out of ten, The index reflects the social conditions experienced by the Algerian people, The weakest qualitative indicator in the quality of health care b 4.7 10, This is due to the low level of health and medical services provided due to the unrest and strikes in the health sector, The GRUMBLE of the facilities, on the one hand citizens, The perfect job may get 5.1, What I mean there is a kind of dissatisfaction among workers in their work centers, And dissatisfaction with the income obtained and adequacy.

In general welfare indicator appears that more than 58% of individuals Algerians living in luxury, These results are identical with what is confirmed by official statistics, the National Bureau of Statistics, And that 50 percent of Algerians living in luxury. The latest figures indicated that Algeria witnessed on a large scale throughout the past 10 years deep changes in the social structure, Remarkable, spiraling in the standard of living, Where the final results of the fifth population census, The grasp of the Algerian individual acquisition of many of the luxury, Because of the rise recorded by the indicators of human development, economic, in full measure in the areas of health, education, unemployment, labor market and gross domestic product, inflation(ILO Convention No. 102 of 1952 concerning minimum standards of social security).

4.1 Decent Work in Algeria: Relative widens the gap between international standards and in fact, the Practitioner.

The International Labor Organization has been able to resume its activities in2011 in Algeria, since then, The Office is in the implementation of projects for the promotion of

projects using tools of the International Labor Organization Training and work and management, and support for national institutions, such as the national employment services and upgrade the social security(ILO,2014:33) database This to indicate a number of the conventions ratified by Algeria since 1962 to 60 of the Convention, including 53 of the convention in force In the wake(Mohamed Saïb MUNETTE et autres ,2003 :53) of Algeria's commitment to the application of these conventions, much has been achieved since the adoption of the Labor Code 91-27,(The amended Law No. 91-27 of 14 Jumada II in 1412, corresponding to 21 December 1991) Which form the cornerstone of promoting decent work. We will try in the part of the study shed light on the most important indicators of decent work in Algeria, in conformity with international labor standards and the extent of its contribution to the quality of the work of:

4.1.1 Ignition and Job Creation: Based on this criterion, we can say that there is a gap between the requirements of the Algerian youth employment and increasing levels of unemployment, although the number of jobs created by the Algerian economy during the past 11 years (2008- 2018) was considering But they did not respond to the requirements of the preparation of the graduates of universities and high schools, , Not to mention the other youth groups, unemployment rates during the past 11 years is still relatively high at rates ranging between 6%9.8-12.3%) annually. The number of new employment opportunities created by the Algerian economy during the period 2008- 2018 about 1.9 million jobs annually at a rate of 170 thousand jobs(ONS,2018:22) (See Figure 01), at the same time graduated from universities and approximately 350,000 students annually. The following figure represents the resulting gaps between the creation of jobs and prepares young people graduating from universities and high schools:

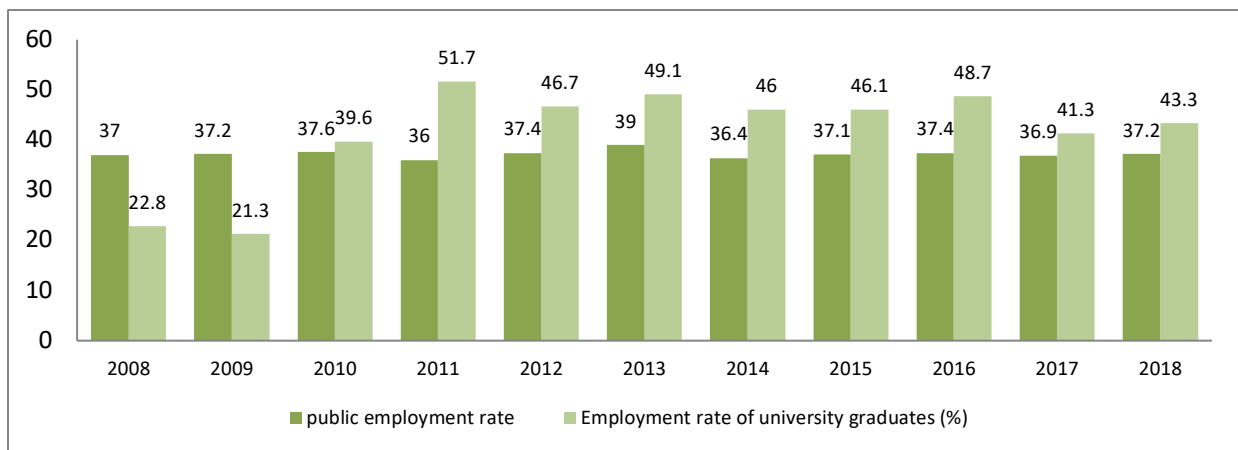


Figure 2: public employment rates and rates of employment with university students graduates for the period (2008- 2018):

Source: Prepared by the researchers based on the operating data to the National Office of Statistics (2008- 2018)

Note by the figure that employment rates to my anus universities high compared to public employment rates, The year 2011 has recorded the highest rate of employment (51.7%) 139,200 employment rate of 36%, This situation resulted from a great imbalance in the employment policies pursued in Algeria since decades, It goes a considerable part of the jobs

created to employment in the public administrations, Which reached high levels during the past years has steadily increased, Where almost 66% of the year 2017. This situation also created a lack of coordination and harmonizing the needs of the Algerian labour market and vocational and university education, The retreat of the qualitative level of CULTISM graduates and our universities, professional labor market and employment opportunities developed differ significantly from the skills which he owned new entrants to the labor market in terms of type and level, The level of the majority of the graduates of these institutes and universities in continuous retreat. Therefore, the rates of unemployment among young people is the highest. .In this framework is a step of the Algerian government in the development of a comprehensive employment strategy a step in the right direction, But the step that is not less important, Is the application of this strategy, Many of the policies and plans of action have been designed previously, we didn't have any real impact and concrete action on the ground.

4.1.2 Decent Remuneration: With regard to the decent wage index , Which simply means that workers should be paid for their work provides them a decent life, However, there is a big gap between the wage rates obtained by the vast majority of algerians and the ability of these wages to provide a decent life for them. But official figures by the national office of statistics, There is a clear drop in the rates of nominal wages for the majority of the salaried workers, Especially if taking into account price levels for various goods and services, Which led to the expansion of employment and the poor, the monthly average nominal wage (public sector) in 2015 reached 34743 monthly, Those working in the public sector paid an average of 54743 for month, Workers in the private sector, average wages32078 monthly . These figures when compared with the real wage levels in Algeria note the low level of these wage rates, Preliminary figures for the study of real wages for the year 2015 with the rate of inflation of 4.4%, Note that the level of real wage has fallen to the monthly 7896 dj in the public sector and to the 6542 dj per month in the private sector (see table 01)

Table 2: The evolution of nominal and real wage rates in Algeria (2009 -2016) the unit (dz : for month).

| The private sector | | | | the public sector | | | | |
|------------------------------------|------------------------------------|------------------------------------|------------|------------------------------------|------------------------------------|------------|--------------|-------|
| The rate of growth of real wages)% | The growth rate of nominal wages)% | The growth rate of nominal wages)% | Real wages | The rate of growth of real wages)% | The growth rate of nominal wages)% | Real wages | Nominal wage | Years |
| - | - | 3472 | 20137 | - | - | 6151 | 35676 | 2009 |
| 129.80 | 6.98 | 7979 | 21543 | 131.62 | 7.82 | 14247 | 38468 | 2010 |
| -42.44 | 10.84 | 4592 | 23879 | -44.40 | 7.08 | 7921 | 41192 | 2011 |
| -37.91 | 7.48 | 2851 | 25666 | -36.97 | 9.06 | 4992 | 44928 | 2012 |

| | | | | | | | | |
|--------|-------|------|-------|-------|--------|------|-------|------|
| 1.54 | 13.92 | 2895 | 29240 | 0.9 | 13.41 | 5044 | 50954 | 2013 |
| 51.8 | 9.70 | 7290 | 32078 | 56.54 | -31.81 | 7896 | 34743 | 2015 |
| -36.10 | 1.64 | 4658 | 32607 | 1.27 | 60.25 | 7954 | 55680 | 2016 |

Source: Prepared by the researchers based on the operating data to the National Office of Statistics (2009-2017).

It is dark when we look at the minimum wage adopted in Algeria, which is (18000) dinars per month, starting from the year 2012, which is below the absolute poverty line issued by related official largely narrative films, In addition, many of the studies and reports indicate that a large number of workers in Algeria get monthly wages less than the already low minimum wage, Which clearly indicates that the majority of the salaried workers in Algeria are classified as poor employment.

4.1.3 Employment of Children: The employment of children or juveniles in one of the most devastating consequences of continuing poverty, Children should not be forced to work, But a number estimated at roughly 250 million children working in all parts of the world And is a serious global problem, In the worst forms undermine the growth and physical and mental development of children.

In Algeria, As a result of the increased poverty and unemployment rates on the one hand and the expansion of informal business activities, The Algerian society started to dominate the phenomenon we see in the recent past, The phenomenon of the events, And according to theRGPH(General Census of Population and Habitat) , The number of children who are engaged in multiple sectors 22000 children who are under 15 years of age.

And more than 60% of them are working in rural areas and major cities(Mohamed Saïb MUsETTE et al,2003), And because the children work to support their families, The opportunity to work this is the best opportunity available to them, Most working children in Algeria In the agriculture and trade (informal), And the rates of participation of children in the labor force is much higher in rural than in urban areas, as indicated, Three quarters of children working in the activity regarding their families, And the demise of the 90% of the working children in rural areas (agricultural activities or similar activities), While their counterparts in the urban areas, mainly in the sectors of trade and services, Less number in the sectors of manufacturing and construction. Although the street children in urban areas, And similarly, The child workers in export industries (such as textiles, clothing and footwear) relatively few compared with those engaged in activities directed toward domestic consumption, the International Labor Organization (the Year 1996). , It is likely that less than 5% of the Working children working in the sectors of manufacturing industries or export-oriented mining, The ratio between 01% and 02 % only working in export-oriented agriculture(Mohamed Saïb Musette,2003:23).

The following table shows the percentage of children working in the period 2009-2015 (%).

Table3: Proportion of children in Algeria 2009-2015 (%).

| | | | |
|-----------|------|--------|--------------|
| The State | Male | Female | the sentence |
|-----------|------|--------|--------------|

| | | | | |
|---|---------|----|----|----|
| Source: Human Development Report for the year 2016(2016), the United Nations Development Program (UNDP), New York, pp. 241. | Algeria | 06 | 04 | 05 |
| | Sudan | 14 | 12 | 13 |
| | Somalia | 45 | 54 | 49 |
| | Morocco | 13 | 09 | 11 |
| | Egypt | 08 | 05 | 07 |

Notes from the table that the proportion of child labour in Algeria is relatively low compared with the rest of the other Arab states, Almost equal (06% and %04), Rising Child labor in Somalia in a frightening, As the equivalent to almost half the size of the total employment of children (45%), According to the latest Human Development Report that the employment of children between the ages of 5 - 14 years old reached between 05 (1999- 2007) The rate of 05%.(True wealth of nations,2010:193) In the field of mining, especially export-oriented business activities, The increasing number of children in Algeria who work in mining, In particular, we find that the activities of the iron and copper and plastic waste collection, export-oriented dominated by child labour, This type of risk to children in all aspects, Artisanal mining profession dominated by males, which is why the habitual presence of boys in this kind of danger, Physically, the work of the risk (heavy burdens and difficult and hard work non-fixed structures and tools, equipment and hazardous wastes and toxic chemicals, explosive and degrees of extreme heat or cold)(International Labor Office,2009:60).

4.1.4 Forced Labor in Algeria: Algeria is a signatory to the convention of the International Labor Organization (ILO) on the elimination of forced labour, Convention No. 29 of 1930 on the elimination of forced labour, Where this Convention provides to "stop forced labour in all its forms", it was signed on 19 October 1962(List of international labour conventions ratified by Algeria,2015) Since that date, the Algerian government does not recognize the existence of any form of forced labour, By virtue of the absence of any official data in both the public and private sector, stating that, But actually there are other pictures of indirectly compel the overall economic, social and political conditions surrounding the working conditions, One of the most prominent forms of work which is not directly within the forced labor in Algeria, for example, domestic labor, where domestic employment in Algeria are not officially character (not covered by the labour legislation), They include categories of vulnerable workers who find themselves forced to work in the houses to pay the high cost of living, , Ranging from the reconstruction of this type of employment between 30 and 55 years who have the ability to work in better conditions, The feminist in nature, According to many press reports found that the majority are subjected to multiple forms of insult and abuse, ill-treatment and violence, which starts from the deprivation of their rights and ends with beatings and harassment and Slavery(employment of home,2018).

4.1.5 Gender Inequality in Work: The issue of gender equality and non-discrimination are essential elements of the ILO's commitment to decent work. Also, the focus on gender equality and the need to address gender disparities. This Algerian scientist face women face a range of challenges in the world of work, The exclusion from the labour and social

protection, The limited representation, And the inability to effectively and actively for the expression of their needs. Moreover, shows the fact that the position of the Algerian women's pension without a doubt important in addressing the challenges faced by the Algerian economy. Although the Algerian women's access to high educational levels, This did not translate into economic results. According to the operating data issued by the official authorities, Still the rate of participation of women in the labour force is the lowest in the world, with a maximum of 16.9% in 2014 compared to a world average of 56%, While the rate of participation in the labour force in Algeria, 63.7%, and the high levels of unemployment among women compared with men, Where culminated in the year 2017 by 20.7%, did not exceed 10% of the men along the years of the study.

Table4: Gender inequality in the work.

| The Year | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | | 2015 | 2016 | | 2017 | | 2018 |
|----------------------------|----------|-----------|-----------|-----------|-----------|-----------|-------|-----------|-----------|-------|-----------|-------|-----------|-------|
| The Reference period | December | September | September | September | September | September | april | september | september | april | september | april | september | april |
| Males | | | | | | | | | | | | | | |
| The population the pain | 7717 | 8025 | 8261 | 8038 | 8393 | 8885 | 8603 | 8517 | 8660 | 8833 | 8933 | 8764 | 8893 | 9073 |
| The country | 868 | 758 | 729 | 738 | 888 | 804 | 825 | 859 | 954 | 790 | 792 | 989 | 926 | 900 |
| The active population | 8585 | 8777 | 8900 | 8777 | 9281 | 9689 | 9429 | 9376 | 9614 | 9623 | 9725 | 9753 | 9819 | 9973 |
| The rate of unemployment % | 10.1 | 8.6 | 8.1 | 8.4 | 9.6 | 8.3 | 8.8 | 9.2 | 9.9 | 8.2 | 8.1 | 10.1 | 9.4 | 9.0 |
| The proportion of the | 69 | 68.7 | 68.9 | 65.3 | 67.8 | 69.5 | 66.3 | 66.2 | 66.8 | 66.3 | 66.6 | 66.3 | 66.3 | 66.7 |

| | | | | | | | | | | | | | | |
|----------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| The proportion of the % | 62 | 62.8 | 63.3 | 59.8 | 61.3 | 63.7 | 60.5 | 60.1 | 60.2 | 60.9 | 61.2 | 59.5 | 60.0 | 60.7 |
| Females | | | | | | | | | | | | | | |
| The population the pain | 1428 | 1428 | 1474 | 1561 | 1778 | 1904 | 1962 | 1722 | 1934 | 2062 | 1912 | 2005 | 1965 | 1975 |
| The country | 302 | 302 | 348 | 324 | 365 | 371 | 325 | 355 | 384 | 408 | 497 | 518 | 513 | 478 |
| The active population | 1730 | 1730 | 1822 | 1885 | 2142 | 2275 | 2288 | 2078 | 2317 | 2470 | 2392 | 2524 | 2479 | 2453 |
| The rate of unemployment % | 17.4 | 17.4 | 19.1 | 17.2 | 17 | 16.3 | 14.2 | 17.1 | 16.6 | 16.5 | 20.0 | 20.5 | 20.7 | 19.5 |
| The proportion of the | 14.1 | 14.1 | 14.2 | 14.2 | 15.8 | 16.6 | 16.3 | 14.9 | 16.4 | 17.3 | 16.6 | 17.4 | 17.0 | 16.6 |
| The proportion of the % | 11.6 | 11.6 | 11.5 | 11.8 | 13.1 | 13.9 | 16.9 | 12.3 | 13.6 | 14.4 | 13.3 | 13.8 | 13.5 | 13.4 |

Source: on 208

The size of the gap between men and women in wage income in Algeria, The investigation revealed the DIWAN The reason was that the average wage, and the family's Hitmen was " Relatively higher"Compared to men in 2011 for reasons related to efficiency. A 10-year investigation of consumption expenditure and household standard of living was published in 2011. The wage aspect was published in 2015, "The average monthly wage for women 33900 dj while men receive 28 thousand dj, This difference is due in part to the overall structure of the number of wage earners by efficiency(A.Sofiane,2015) ,For reference, Algeria has signed Convention No. 100 on Equal Remuneration (1951) of 19 October 1962.

4.1.6 Social Protection: Social protection generates an additional charge and energy at work. Its behaviour tends to increase activity and achieve outstanding performance, thus

increasing the level of organizational loyalty of the worker, Thus raising the standard of living quality of the private operation and public life in general.

The issue of social security for workers is at the forefront of international labour standards and the concern of humanitarian and labour organizations around the world as a fundamental human right that cannot be overridden. Social security is, therefore, a decent work standard.

In Algeria, the social security right is available to all workers, The proportion of participants in social security accounts for approximately 100% of the authorized workforce(Mohamed Saïb MUNETTE and authers,2003)(Other than official employment), Any worker is entitled to social coverage, (Insurance on occupational accidents and diseases, maternity insurance, sickness insurance, disability insurance, death insurance, family allowances ...). According to an ILO report on decent work at the centre of social protection, Algeria is one of the models that is being promoted in this field, By virtue of the social coverage that affects all types of social categories of privileges and beneficiaries(Independent evaluation of ILO Decent Work,2014:25), And the advantages and nature of the performances are distinct and constitute the ideal limit for social coverage in Algeria as shown in the following table:

Table 5: Social protection system in Algeria and the nature of the benefits paid to workers.

| The benefits granted | the type of performances |
|--------------------------|--|
| Health insurance, | Take advantage of the payment of compensation to compensate for the lost income daily, when the temporary cessation of work due to illness |
| maternity insurance, | * Take advantage of holiday maternity leave 98 days any 14 consecutive weeks * Daily compensation payment during this period by 100% |
| disability insurance and | <ul style="list-style-type: none"> • The first category benefits by 60% of the annual wage subject to contributions after tax and social security contributions. • The second category benefits 80% of the annual wage, which is subject to contributions after deduction of tax and social security contribution. • The third category benefits 80% of the annual wage after deducting the tax and social security contribution, plus the amount of the increase of the assistant person and up to 40% of the amount of the grant. You are paid a monthly disability grant and when the due dates are due. |
| family allowances | <ul style="list-style-type: none"> • For beneficiaries of family grants whose wages or monthly income subject to social security contributions are less than or equal to 15,000 dirhams: <ul style="list-style-type: none"> • Starting from the first child to the fifth: 600 dj per child. • Starting from the sixth child: 300 dinars per child. • For beneficiaries of family grants whose wage or monthly income subject to social security contributions exceeds 15,000 dirhams, the amount is estimated at 300 dinars per child. |

| | |
|--|---|
| insurance for work accidents and occupational diseases | <ul style="list-style-type: none"> • In-kind performances: which compensate for 100% of regulatory prices (treatment, medications, prosthetics). • Daily compensation: To compensate for non-payment of the salary and pay 100% of the reference wage. The daily compensation shall be paid from the day following the cessation of employment. The employer shall pay the day of the accident. |
| insurance of Death | * Benefit From 12 times the amount of the monthly wage under most of the referenced contributions of the deceased in the year prior to the death, and that this amount can be at least a dozen times the guaranteed national minimum wage |

Source: National Social Insurance Fund for Workers, Ministry of Labor, Employment and Social Security,

Amendments to the Social Security Act made a leap forward with regard to the types of social insurance covered by social security in Algeria, However, these amendments are still insufficient to meet the minimum social security standards set out in ILO Convention No. 102 at present(The International Labor Organization Convention No. 102 of 1952 concerning Minimum Standards of Social Security).

5 Improving the Management of the Labour Market is a Necessity for the Success of Decent Work in Algeria

As part of the ILO's assistance to many countries, including Algeria as an active member of the Organization and signatory to a greater number of international labor standards conventions, To improve labor market management, the organization recommends that decision-makers in the country comply with the following guidelines for the success of the Decent Work Agenda in Algeria (The International Labor Organization Convention No. 102 of 1952 concerning Minimum Standards of Social Security):

- Promoting international labour standards based on respect for human rights and principles.
 - Strengthening labour management and labour inspection systems.
 - Promotion and application of means and methods of collective negotiations and the prevention and settlement of labour disputes.
- Review of labour laws and social policies.
- Develop mechanisms for cooperation between management, workers and bilateral partnership mechanisms.
 - Strengthen employment statistics within the national statistical system through effective coordination with the Ministry of Labor and other national agencies responsible for such statistics in order to implement the best international statistical standards approved by the International Conference of Labor Statistics Experts.

6 Discussion and Conclusion

As a conclusion to this paper, Decent work is arguably a productive factor, As an input to the strategy of creating productive jobs and combating poverty rather than as a purpose in itself, It is from this perspective, Algeria is considered one of the Arab and African countries to adopt decent work standards, It is fair to deny, however, that there is a gap between the international standards that make up the concept of decent work and the realities and conditions of work in Algeria, whether in terms of the lack of job creation for young people or the noticeable disparities in male and female employment positions, To harmonize Algerian labor legislation with fundamental principles and rights at work, International labor standards, Or in the field of application on the ground, There are many legal texts that conform to international labor standards, But their level of application in the field is modest. In this study, we found a number of results:

- There is a relative gap between the international standards that make up the concept of decent work and the reality and conditions of work in Algeria in some decent work indicators. (Job creation, gender discrimination). Demonstrating that the quality of life in Algeria is still in its infancy and requires further efforts and the restoration of economic and social policies related to the same context.
- Through indicators of satisfaction with life and social well-being, it turns out that Algerians feel an acceptable level of well-being (5.8 on ten).
- There are many legal texts that conform to international standards of labor in Algeria, However, their level of application in the field is modest, Based on our findings, the study recommends the following:
 - To develop a decent work environment for labor market workers to encourage, recruit and retain Algerian workers.
 - Review some provisions of the Algerian Labor Code in accordance with the provisions of international labor standards (For example, equal employment between men and women).
 - Raise the level of minimum wage to take into account the level of purchasing power, And linked to the inflation index on an annual basis.
 - Increase the effectiveness of inspection systems in the Ministry of Labor, Social Security Fund and related institutions to ensure the application of minimum labor rights provided by Algerian labor legislation.
 - Ratify ILO Convention No. 102 concerning the application of minimum standards of social security.
 - Finally, the ILO's expertise in the preparation of decent work programs, as well as countries that have experienced similar conditions for Algeria and initiated such programs, such as Turkey and Qatar, for example, and not exclusively, should be used.

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